

# CORNELL Chronicle



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## McHugh named vice president and counsel

By Sam Segal

President Frank H. T. Rhodes announced Aug. 18 that Rep. Matthew F. McHugh would become Cornell's vice president and university counsel, and secretary of the corporation, effective January 1993.

Congressman McHugh, 53, recently announced his intention not to seek a 10th term representing New York's 28th Congressional District, which includes the city of Ithaca and most of the Cornell campus in Tompkins County, and stretches from Binghamton in Broome County on the south to Kingston in Ulster County in the east.

McHugh succeeds Walter J. Relihan Jr., who left Cornell last January after being elected to the state Supreme Court.

"I am absolutely delighted with the decision of Matt McHugh to become a senior member of Cornell's administration," said

Rhodes. "Matt has been a tower of strength and integrity in the Congress, respected by his colleagues on both sides of the aisle. While many of us were saddened by his decision not to run for re-election, we are now extraordinarily fortunate that he and his wife, Alanna, have decided to return to their home community and to Cornell."

Rhodes divided McHugh's assets into three broad areas — a strong legal background; a comprehensive knowledge of Washington and the federal government; and a breadth of service.

"In addition to serving as the university's chief legal officer and as a key policy-maker for the administration," Rhodes said, "I know that Matt will continue to be actively involved in a

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## Rhodes launches quality improvement, planning efforts

During the spring and summer, Cornell committed itself to three interlocking initiatives: first, to bring university decision-making under the guidance of strategic planning; second, to have each college and major administrative unit determine internal priorities; and third, to improve the quality of services across the campus.

The strategic-planning process, directed by President Frank H.T. Rhodes and Provost Malden C. Nesheim, seeks to produce a guiding document in about 18 months. In the meantime, building on existing efforts, college deans and administrators will continue examining programs, resources and priorities.

The Quality Improvement Process, directed by Senior Vice President James E. Morley Jr., has already trained more than 200 employees in the methods of team approaches to analyzing and improving services.

Following is the letter that Rhodes is sending to announce these related initiatives.

"Dear Colleague:

"When the Middle States Association of Colleges and Schools enthusiastically renewed Cornell's accreditation earlier this year, it called the University a 'world treasure.' I want to thank you for your role in that achievement. Every member of the Cornell community has helped build the University's record, and we can all take great pride in the stature the University now enjoys. Maintaining our leadership, however, will demand continuous improvement in everything we do.

"Ezra Cornell and Andrew Dickson White broke the mold for higher education institutions when they drew the plans for their pioneering university. In the aftermath of the Civil War, they saw that this nation needed a new educational model if we were to grow, prosper and provide both intellectual and moral leadership at home and abroad. They, together with their

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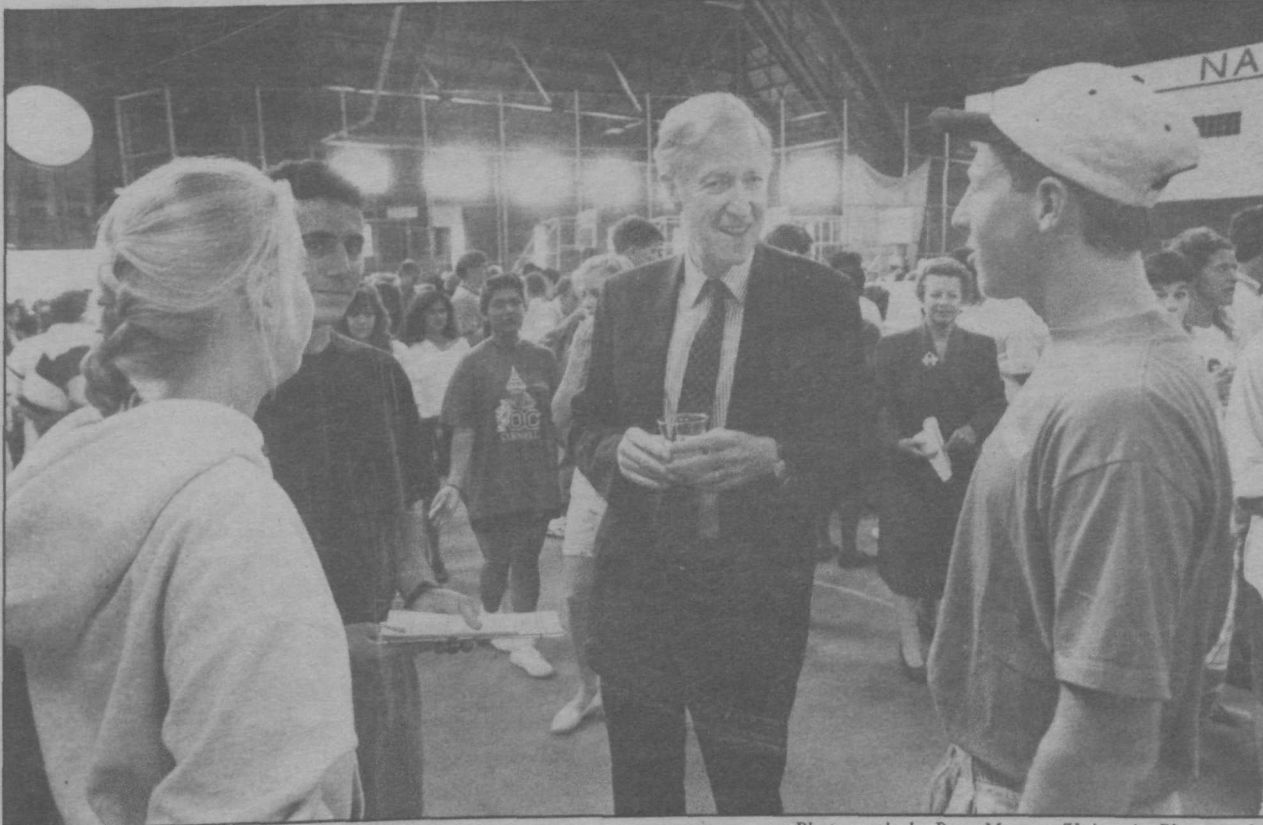
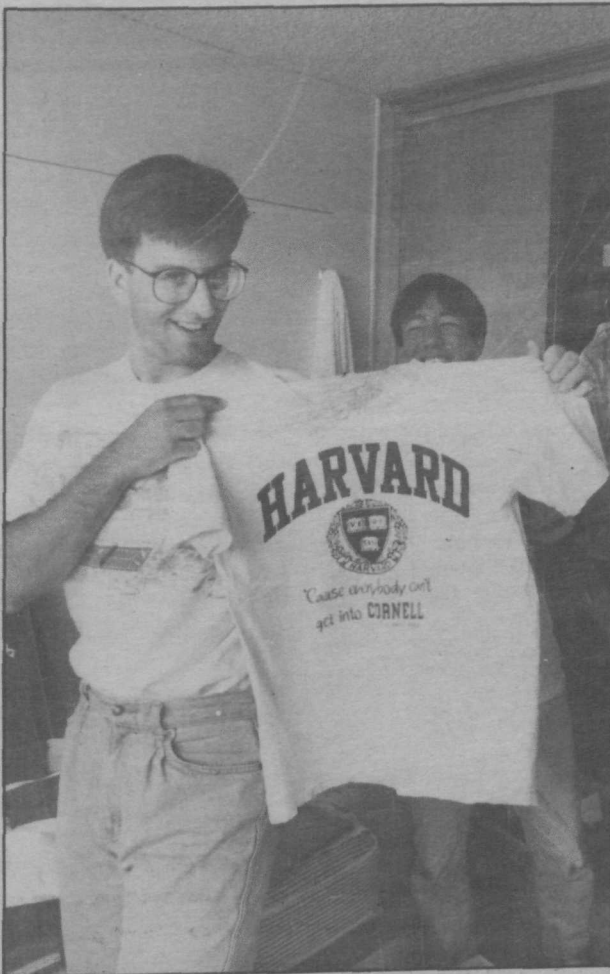
## Hello! Praise and promises greet new students

By Mark Eyerly

Don M. Randel, the Harold Tanner Dean of the College of Arts and Sciences, told some 1,100 new Arts and Sciences students and their families on Saturday that he had struggled with how to begin his college's convocation speech, given that in the political summer of 1992, "It is hard to imagine anyone wanting to listen to another speech about anything."

So, Randel said, he picked a time-tested formula for university orientations: "Look left," he said, "look right ..."

His Bailey Hall audience erupted in laughter. But Randel



Sophomore Mike Krochmal (top) holds up a T-shirt — "Harvard: 'Cause everybody can't get into Cornell" — while helping Eric Su (at rear) unpack at Mary Donlon Hall. Above, President Frank H.T. Rhodes chats with new students at a reception in Barton Hall before his orientation address.

## Welcome . . .

- Welcome to this gentle hill and lake-bejeweled valley.
- Welcome to the roar of Schoellkopf on brisk fall afternoons and to the hush of Cornell Plantations after the first snow.
- Welcome to papers and prelims and pressures more insistent than perhaps any you have known before.
- Welcome to the frenzy that is orientation week — and to friendships that will last a lifetime.
- Welcome to the successes and the setbacks, the frustrations and fulfillments, the challenges and the satisfactions that the next few years will bring.
- Welcome to this new beginning. Welcome to Cornell.

*From President Frank H.T. Rhodes' address to new students and their families and friends.*

supplied a customized ending: "I expect to see *all three* of you here on commencement day in 1996." The laughter changed to cheers.

On Saturday, the university officially welcomed some 3,300 freshman and transfer students, and hundreds of new graduate and professional students, as part of orientation activities that stretched from last Friday, when the residence halls opened, to next Monday, when there is a tour of Uris Library and a session for graduate students titled "Yes, It's Possible to be a Student and a Parent."

But Saturday's events — including a speech by President Frank H.T. Rhodes, addresses by the deans and lectures by two of the university's top classroom presenters (Theodore J. Lowi and James B. Maas) — were the centerpiece of Orientation 1992.

It was a day of secular baptism, in which the academic community pledged to help its newest members reach the university's equivalent of confirmation: commencement day.

### You can make it here

"There are legions of people on campus whose mission is to serve you," Rhodes told the new students and their families in a universitywide convocation. "We have wonderful faculty members with a passionate concern for undergraduate education. Reach out to them.

"You can make it here; we know you have what it takes," Rhodes added, pointing out that the new undergraduates were selected from among more than 20,000 applicants from around the world. The president's advice to new students: pace yourself; seek help; explore widely and experiment generously. To parents, he suggested: stay in touch; and "listen carefully and react slowly" to the changes in their children brought about by a college education.

"This is a great day," Rhodes said. "You bring new energy, vision, life and commitment as you enter Cornell today."

Arts and Sciences Dean Randel advised the students that a university education is "something you do for yourself, rather than something that is done to you," and that unlike presidential candidates, "You can afford to be thoughtful, subtle and appreciate ambiguity."

He offered Randel's Rules for success: read good books and write about them; take advantage of what makes Cornell great, its people; take advantage of the campus' rich cultural life.

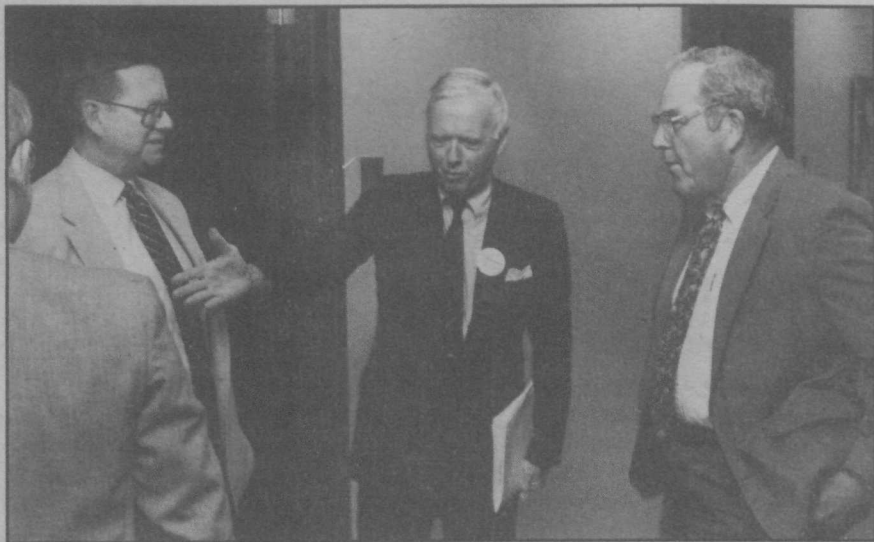
Don't view the next eight semesters as a preparation for real life, he cautioned the freshmen, because "your real life has

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Photographs by Peter Morenus/University Photography



## Congressional visit



Peter Morenus/University Photography

U.S. Rep. Amory Houghton Jr. (center) talks with Dean David L. Call of the College of Agriculture and Life Sciences (right) and Henrik N. Dullea, vice president for university relations, during a visit to campus earlier this month. Houghton, whose district now includes substantial agricultural areas and part of Tompkins County due to the redrawing of congressional districts, requested the visit to learn more about agricultural issues. Others meeting with Houghton included Dean Robert D. Phemister of the College of Veterinary Medicine and R. David Smith of Cornell Cooperative Extension.

### McHugh *continued from page 1*

wide range of public-service commitments. He will bring a breadth of experience to the university that will be invaluable."

McHugh's decision not to run again was not made with an eye to the Cornell position, for which there had been some 300 applications and nominations. Rather, Rhodes said that he personally pursued McHugh after the congressman's announced decision, determined, as Rhodes put it, "to bring Cornell some benefit from Matt's invaluable resources of intellect and experience."

"Alanna and I are looking forward to returning to Ithaca on a full-time basis and to an exciting new relationship with Cornell University," said McHugh, who, after deciding with his wife that they wanted to move from New York City, drove around the state to select an ideal spot to live and raise a family. It was Ithaca.

"As a member of Congress," he continued, "I have often worked closely with Cornell on matters of mutual concern, including student financial aid, international relief services and

Cooperative Extension. This new position will afford me the opportunity to advance the interests of the university over an even broader range of issues."

In Congress, McHugh has served on the House Appropriations Committee since 1978, with assignments on the Foreign Operations and Rural Development and Agriculture Subcommittees. He was appointed to the House Ethics Committee in 1991 and recently oversaw the investigation into the operations of the House Bank. He has also served as a member of the Select Committee on Children, Youth and Families.

McHugh, a Philadelphia native who grew up in Brooklyn, received a B.S. degree in 1960 from Mount St. Mary's College in Maryland and a law degree in 1963 from Villanova University Law School. He practiced with the Wall Street firm of Donovan Leisure Newton and Irvine, then moved to Ithaca in 1966, where, two years later, he was elected Tompkins County District Attorney and served from 1969 to 1972.

## Reminders on recycling, trash disposal

With more than 8,800 tons of garbage generated on campus last year, handling trash disposal at Cornell is a Herculean task.

While a good portion of campus trash — about 15 percent — is recycled, the cost of sending approximately 7,500 tons of garbage to the landfill is high.

In an effort to keep campus trash disposal costs down, Walt Smithers, university solid waste manager, has issued these reminders:

- **Recycle!** A new state mandatory recycling law takes effect Sept. 1, 1992. The uni-

versity will be expanding its recycling efforts. Recycling bins are available across campus.

- **Don't use campus trash receptacles to dump personal garbage.** Illegal use of campus dumpsters is a violation of the Campus Code of Conduct.

Smithers says that some people bring their recyclables to campus in the mistaken belief that Cornell receives revenue for its recyclable materials. But this only increases the cost to the university. Individuals are encouraged to use the neighborhood drop-off sites.

## BRIEFS

- **Breakfast with Rhodes:** There are a limited number of openings 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. in The Elmhurst Room in Willard Straight Hall. Reservations are made on a first-come, first-served basis; those receiving reservations will be reminded by mail several days in advance.

- **Safety director:** Capt. Bill Boice is serving as interim director of Public Safety and Life Safety following recent emergency heart surgery undergone by Public Safety and Life Safety Director James W. Cunningham. Cunningham is recovering at home.

- **YMCA:** The YMCA offers a 15 percent discount on memberships to Cornell employees and their families. New members or those renewing their memberships this fall should contact Suzy Szasz at 255-9493 or 257-0810 for more information.

- **Seamstress needed:** The Johnson Museum is looking for a volunteer with moderate sewing skill to help make storage units for the Pre-Columbian pottery collection. The position is available immediately. For more information, please contact Penny Dietrich, coordinator of community education, at 255-6464.

- **English classes:** Registration for Campus Club English classes will take place Thursday, Sept. 3, from 7:30 to 9 p.m. in the One World Room, Anabel Taylor Hall. Classes begin the week of Sept. 7. There is a \$10 registration fee; tuition is free. For further information, please call Ann Marie Dullea at 277-2488 or Joan McMinn at 277-0013.

- **Guitar lessons:** Classes taught by Phil Shapiro will begin Sept. 7, at 7 p.m. for beginners and 8 p.m. for intermediates, in the North Room of Willard Straight Hall. Registration for a series of eight one-hour lessons is at the first lesson; the course fee is \$40, payable at the first lesson. For more information, call Phil Shapiro at 844-4535.

- **ESL:** A non-credit course will be offered for visiting academicians who seek improvement in any basic English-language skills, particularly speaking and listening comprehension.

The 10-week course meets on Monday and Wednesday evenings from 4:30 to 6 p.m. or 7:30 to 9 p.m., from Sept. 21 through Dec. 2. The program fee is \$450. Registrations must be submitted by 4:30 p.m. Sept. 17. For information, contact Donna Columio, Programs in Professional Education, at 255-7259 or 255-8942.

- **United Way:** People interested in volunteering for the United Way Cornell Employees Campaign should call Randy Greene at 255-6240 or David Solomon at 255-4249.

- **Russian agriculture:** Five agriculturalists from Cornell will travel with four other scientists, growers and organizers to St. Petersburg and Moscow Aug. 31 to Sept. 12 to help former Soviets become more food self-sufficient through gardening and marketing. The U.S. group will host a daylong series of urban gardening and marketing workshops in St. Petersburg. In addition, they will meet with city and ministry officials, individual gardeners, small farmers, agronomists, schools, universities and other organizations in both St. Petersburg and Moscow. Approximately 25 percent of the food grown in the former Soviet Union is grown in gardens, and the U.S. group would like to help increase that percentage, according to organizers. The trip is being coordinated by the Center for Citizen Initiatives, the San Francisco-based foundation that distributed more than 12 tons of donated seeds to St. Petersburg and Moscow and surrounding areas this spring. The Cornell group includes Robert Kozlowski, coordinator of the Master Gardeners Program; Marcia Eames-Sheavly, a horticulturalist who creates training programs and materials for youth agriculture; Shirley Kozlowski, a microbiologist working on food and dairy testing and preservation; Scott Sheavly, a Cornell accountant with agricultural training; and W. Keith Kennedy, provost and professor emeritus in crop science.

- **Durland Library:** The Durland Alternatives Library in Anabel Taylor Hall will hold a book sale Aug. 30 through Sept. 6. All books will cost \$3 or less. The library is open six days per week and is adding new magazines, books and videos not available elsewhere on campus or in Ithaca. The library is dedicated to collecting materials about contemporary issues of growth and improvement.

## Ivy League praises federal education act

The Ivy League presidents have issued the following statement on the enactment of the federal Higher Education Reauthorization Act:

"We are pleased and encouraged that Congress and the president have reaffirmed the right of colleges and universities to agree to award institutional financial aid on the basis of need. This action will help insure, through our financial aid practices, that a college education at our institutions remains accessible to the maximum possible number of needy students.

"Our universities have long agreed to award our own financial aid funds to undergraduates only on the basis of demonstrated financial need. Last year we were obliged to suspend this agreement because the Department of Justice disputed its legality under the anti-trust laws.

"Now that the Higher Education Reauthorization Act has been signed into law, we plan to resume our financial aid agreement in the manner authorized by the new statute. The result, as Congress intended, will be an equitable system of financial aid that serves the maximum possible number of needy students and helps assure that our institutions will remain accessible to students from all backgrounds and walks of life."

This statement was endorsed by the following presidents: Vartan Gregorian of Brown, Michael Sovern of Columbia, Frank H.T. Rhodes of Cornell, James O. Freedman of Dartmouth, Neil L. Rudenstine of Harvard, Sheldon Hackney of Penn, Harold Shapiro of Princeton and Howard R. Lamar of Yale.

## GRADUATE BULLETIN

**Late registration:** Bring student ID card to the Registrar's Office, 222 Day Hall.

**Course Enrollment:** Forms are available in graduate field offices and at Sage Graduate Center. Return completed form by Sept. 18.

**Health insurance:** Payment of the graduate student health insurance will not be due until Dec. 7, 1992.

**Faculty meeting:** Sept. 4 at 4 p.m., General Committee Room, Sage Graduate Center. This meeting is solely for the purpose of voting on August degrees.

**Fulbright Grants:** Applications available for the 1993-94 academic year; contact R. Brashear, Director of Graduate Admissions, Sage Graduate Center, 255-3912. Applicants must be U.S. citizens; completed applications due mid-September.

**TA workshop:** Sept. 12; registration forms at Graduate Field Offices or Office of Instructional Support, 14 East Ave., Sage Hall, phone 255-8427. There is no charge to students.

## CORNELL Chronicle

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## Executive demonstration



Peter Morenus/University Photography  
Gov. Mario M. Cuomo went to the New York State Agricultural Experiment Station at Geneva on Tuesday to sign the Agricultural Protection Act. While there, he was shown a "gene gun," invented by Cornell professors to fire genetic material into living cells, by Associate Professor John Sanford (right).

## Report favors unions for farm workers

By Albert E. Kaff

Labor and agricultural specialists here recommend in a report released Aug. 12 that farm workers in the state be granted the right to organize unions and bargain collectively.

"On the basis of our findings, we recommend that farm workers in New York be granted the same right to organize unions and bargain collectively as non-agricultural workers in this state enjoy," says the 124-page report that was made public by State Labor Commissioner John F. Hudacs at a news conference at the New York State Department of Labor in Albany on Aug. 12. But the authors doubt that organized labor will move onto the state's farms.

"Even if the state legislature acts on our recommendations and modifies the labor law, we doubt there will be any immediate repercussions," the report says. "A variety of factors, ranging from the shortness of the season to the lack of a cohesive farm worker community, mitigate against sustained and successful union organizing in the near future. We nonetheless believe that farm workers ought to enjoy the same right to pursue this option as non-farm employees."

The report estimates that about 40,000 paid laborers work on 20,000 of the state's 39,000 farms. Farm wages in the state totaled about \$277 million in 1987, the report says. Some workers are hired year-round, others for seasonal jobs.

New York farm workers are not covered by the National Labor Relations Act nor the New York State Labor Relations Act, which are the statutes that grant bargaining and organizing rights to most American workers.

In his 1990 State of the State address, Gov. Mario Cuomo charged the School of Industrial and Labor Relations and its

College of Agriculture and Life Sciences with the task of investigating and reporting on the feasibility of granting union-organizing and collective-bargaining rights to agricultural workers.

"We recognize that collective bargaining will not easily or quickly solve the problems facing New York's farm workers," the report says. "We doubt union representation and contract negotiations will become a basis for farm-labor relations or an effective means for farm workers to advance and protect their interests in the near future."

The report contends unionization would be difficult because of the "absence of an activist tradition among farm workers," limited interest by unions in organizing the farm population and employer opposition to labor unions.

"Whether farm employees actually . . . benefit from, the proposed legislative change is irrelevant," the report says. "The issue at hand is one of principle, not utility. In the interest of equity and fairness, farm workers ought to enjoy the same rights and protections as non-farm employees."

The report states that most New York agricultural workers are denied fringe benefits such as overtime, unemployment insurance, disability benefits, health care, paid vacations, rest days, sick days or retirement plans.

The report was prepared by members of the Cornell faculty and extension associates, who were chaired by Cletus E. Daniel, School of Industrial and Labor Relations. Other members were Vernon M. Briggs Jr., James A. Gross, Ronald L. Seeber and Maralyn S. Edid, Industrial and Labor Relations; Donald J. Barr and Herbert J. Engman, College of Human Ecology; and Enrique E. Figueroa and Gerald B. White, College of Agriculture and Life Sciences.

## New policy sets terms for sales held on campus

By Sam Segal

The who, what, where, when, and why of on-campus sales activities have been elaborated in a university policy following four months of broad discussions on and off campus.

"The policy won't bring radical changes in the frequency or kinds of sales activities seen on campus," said Henrik N. Dullea, vice president for university relations, who issued the new policy this week. "What it will do," Dullea added, "is give everyone clear guidelines as to what is permitted and a rationale as to why."

The summary policy statement says Cornell "allows limited on-campus sales activities consistent with its educational mission and conducive to the convenience of the Cornell community. . . . Such activities are limited to designated areas and buildings and to specified periods of time. . . ."

While the "educational mission" entails providing the Cornell community with "ancillary services that support them in their daily activities," the policy says, sales activities should be limited by the following considerations:

- Maintaining an attractive environment suitable to a university.
- Complying with applicable laws, including those relating to a tax-exempt status.
- Facilitating course-related sales activities.
- Encouraging charitable endeavors.
- Helping promote the local and regional economy.

The lack of a clear policy has in the past sparked friction. Sometimes it was between students wanting to maximize on-campus sales and local merchants who were unable or unwilling to come on campus to compete with mobile vendors. Sometimes it was between merchants who wanted to join sales activities and administrators who parceled out vending sites. Sometimes it was between students who liked a bazaar atmosphere around Willard Straight Hall and others who did not.

### Common ground

Formulating the new policy, Dullea says, was an attempt "to find a reasonable common ground among generally complementary but occasionally competing interests."

To ensure that those interests had a say, Dullea and the Office of Community Relations arranged a series of meetings over a four-month period. Participants represented the Student Assembly and Employee Assembly, established university sales centers such as the Campus Store and Statler Hotel, the controller's and university counsel's offices, Tompkins County and the city of Ithaca, and several local merchants' groups.

The policy, available in 110 Day Hall, endorses established sales outlets operated "by university departments and units" but says Cornell "will attempt to avoid the sale of goods and services that are widely available in the general business community" and says these units "will not embark on new ventures" without inviting local business comment.

The policy also approves of "limited on-campus sales" by departments, registered campus organizations and individuals involved in course-related entrepreneurial sales activities but says their "products and/or services . . . should preferably be obtained from suppliers located in Tompkins County or through a bidding process open to local merchants."

The third category of sales says off-campus vendors as well as members of the Cornell community "may participate in limited seasonal or thematic sales," such as back-to-school offerings for student rooms and equipment-rental services.

Ultimately, an off-campus vendor must be invited to join in such occasional activities; however, the policy describes the procedures by which the vendor may initiate that process.

## Fraternities clear inspections

By Sam Segal

Thanks to summerlong cooperation involving the city of Ithaca, university administrators and the members and alumni boards of Cornell's 43 fraternities, the term opened without the severe dislocation that seemed possible just a few weeks ago.

While four of the houses were still closed down last week because of safety violations, reinspections allowed them to open this week.

The potential problem developed because the city has for some time lacked the staff to regularly inspect fraternity houses. On June 1, Deputy Building Commissioner Peter Dieterich advised all 43 fraternities — 15 of which are in buildings Cornell owns — that he suspected widespread safety violations and would muster enough Building and Fire Department help to inspect all the buildings over the summer.

He said only three of the houses had current certificates of compliance with local and state building codes.

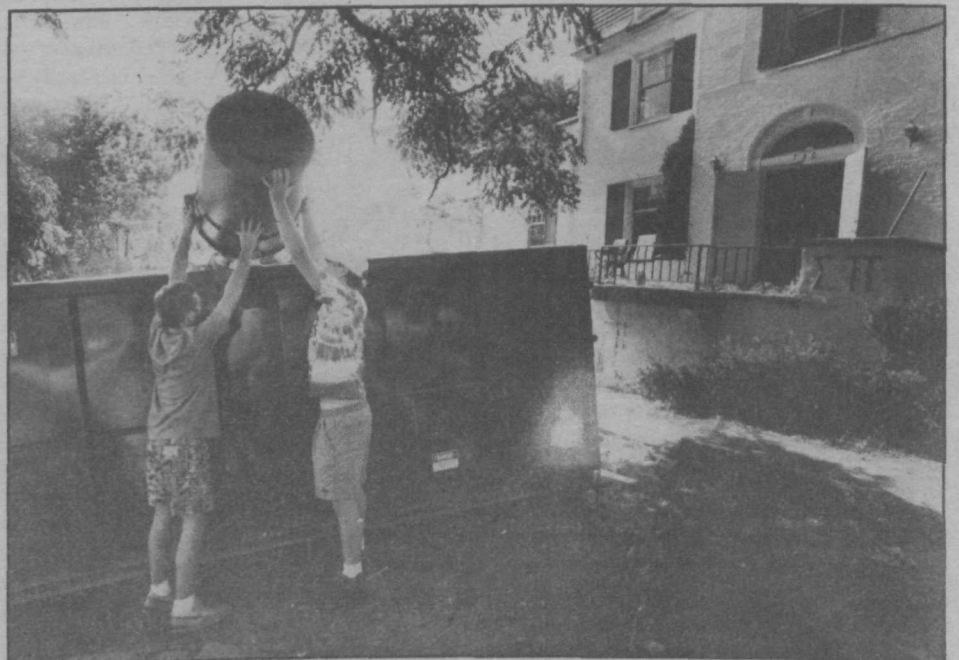
Before John Ford took over as Dean of Students, he also notified fraternity leaders of the potential problem and offered university help in communication with city officials.

In August, when the results of all the inspections were reported, there were literally hundreds of violations — some fairly minor, such as holes in walls, and others affecting fire safety. Ford's office again notified fraternities that they faced possible closing if their houses were not brought into compliance with all applicable regulations.

Construction crews began appearing at dozens of houses. Assistant Dean of Students Randy Stevens worked with unthreatened fraternities and the office of Residence Life to find temporary space for brothers whose buildings might remain closed once school started. (Identified space ended up being offered to Alpha Chi Omega sorority, whose own renovation work — unrelated to the fraternity inspections — was not completed on schedule.)

Though all university-owned buildings were cleared to open and the university was not obliged to resolve the problems of the independent houses, it helped provide contacts for temporary space and for contractors. It has also begun talks with alumni about long-term efforts to fund construction work as the need recurs over the years.

"The city raised serious concerns, and we took them seriously," said Henrik N. Dullea,



Peter Morenus/University Photography  
Dan Scorse (left) and Brendan Devane unload trash into a dumpster outside Sigma Pi fraternity during improvements to meet city building codes.

vice president for university relations. "The fraternities responded quickly and responsibly even though their officers and alumni were

scattered for the summer. With good faith on all sides, we avoided the serious problems that some people feared three months ago."



# Group seeks to preserve and exploit biodiversity

By Roger Segelken

Cornell scientists have formed a group to preserve and exploit biodiversity at the same time, in hopes that chemical strategies evolved by other organisms can be discovered and utilized before they disappear.

The biologists and chemists who established the Cornell Institute for Research in Chemical Ecology (CIRCE) earlier this year frame their founding principles in a three-part credo: To explore the chemical interactions of organisms, from microbes to mammals; to protect biodiversity and promote conservation; and to find fundamentally new solutions to pressing problems in agriculture, medicine



Peter Morenus/University Photography  
**Ants and the fungus that they grow are among the chemical interactions between organisms being studied by the Cornell Institute for Research in Chemical Ecology.**

and environmental science.

"With the few dozen life-saving drugs that have been developed from naturally occurring compounds, we have only begun to explore nature's chemical library," said biologist Thomas Eisner, a founding member of CIRCE, a part of the Center for the Environment. "Chemical ecology is the scientific tool that helps us understand the chemical interactions of organisms."

## Use of chemicals

"Organisms at all levels of biological organization find food and seek out mates with chemicals," Eisner observed. "They repel their enemies and fend off disease through the use of chemicals. So do humans. But why should we rely solely on our own powers of imagination and inventiveness when millions of other species have been working out solutions for hundreds of millions of years?"

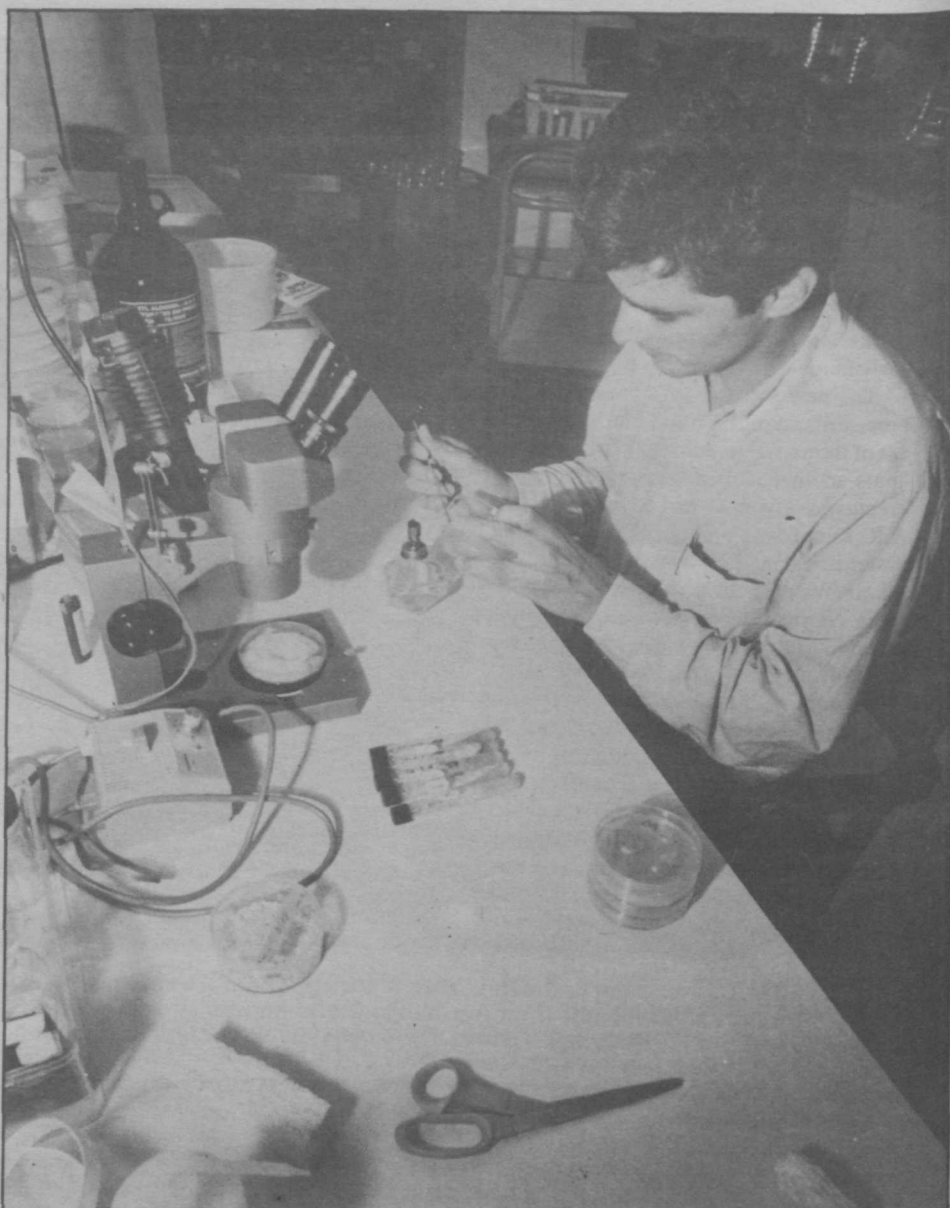
The other founding members of CIRCE are Jon C. Clardy, chairman of the Chemistry Department and a specialist in the chemistry of compounds from marine and microorganisms; Jerrold Meinwald, a chemist and expert in the chemical messengers and defensive compounds of plants and animals; and Wendell Roelofs, an insect biochemist and chairman of entomology at the New York State Agricultural Experiment Station in Geneva, who is a specialist in chemical communication systems of pest insects.

## Web of life

"Chemical ecology is a young, intellectually exciting discipline whose primary concern is to elucidate not only what chemicals are produced in nature, but how they are produced and what roles they play in the web of life," Meinwald said.

Knowing that plant and animal species are becoming extinct faster than they can be cataloged, the scientists acknowledge that natural products can be a bonanza to human society.

"Natural products led to penicillin 50 years ago and taxol today; we want to make sure we don't lose the drugs of the future," Clardy said. Thus, the institute is a matchmaker between



Peter Morenus/University Photography  
**Ignacio Chapela, a visiting scientist at the Institute for Research in Chemical Ecology, tries to duplicate the culturing techniques used by fungus-farming ants.**

industry, which can develop chemical discoveries into marketable products, and nations willing to conserve biodiversity by permitting "chemical prospecting."

The first arranged opportunity for chemical prospecting is under way in Costa Rica,

where Merck and Co. Inc. paid that nation's Institute for Biodiversity \$1 million for the right to identify insects, plants and microorganisms of potential pharmaceutical value. Negotiations for similar efforts are under way in other nations.

# Scholars tell chemists:

## Public needs to understand that science is a messy business

By Larry Bernard

Science is a messy, inconclusive process replete with arguments and disagreement, more than the public has been led to believe, and the public never will understand science until it understands that, a Cornell researcher says.

"Science can be much more messy than people think. It is very rare that experiments are unambiguous," said Trevor Pinch, a sociologist who studies the history and sociology of science in the Department of Science and Technology Studies. "Scientists are not gods. They are experts, but there is room for disagreement. This is how much of science is done. Controversies occur fairly frequently, particularly at the frontiers of science, and that's nothing unusual."

Pinch made his comments Tuesday at the American Chemical Society national meeting in Washington, D.C.

The problem, Pinch said, is that the public has a different perception — that science is clear-cut, factual, with an unambiguous truth as its result. And he points to the controversy about cold fusion as illustrative of his point. The controversy, still unresolved, centers on two scientists at the University of Utah who claimed to have created energy through cold fusion, but were ostracized from the scientific community because others could not replicate their results. Cornell is a repository for the collection of materials about the event, titled the Cornell Cold Fusion Archive, from which Pinch accessed literature on the controversy.

## Failed innovators

"This controversy is just like the others. It is not at all atypical in the dynamics of the dispute," Pinch said. "Those who can't replicate the results claim the others are mistaken. But the Utah scientists say they've witnessed a highly unusual phenomenon that requires very delicate experimentation. I don't know

whether cold fusion exists. But it's wrong to label the Utah scientists as charlatans, crooks or frauds. They are failed innovators, not scurriously characters. It continues the myth that science can sort out things very easily."

The history of science is rife with such examples, he continued: Vitamin C, is it effective against cancer? Low-level nuclear radiation, is it a health hazard? DNA fingerprinting, the search for free quarks and high flux gravitational radiation are modern examples.

## The way science is done

"There is nothing unusual about any of it. This is the way science is done," Pinch said. "Too often the picture portrayed is that of the cold light of logic, where theory can easily be tested and proved or disproved. But that is wrong. Cold fusion will be settled in the usual messy way. It could last for years and years."

The solution, he argues, is that the public must understand the process of science, not just the content. "It will take scientists off the pedestal a little bit, and people will understand science for what it really is," he said. "Science is not clear-cut. It is dangerous for people to believe science will deliver what it cannot."

Pinch explores the cold fusion controversy in a book due out next year, *The Golem of Science: What Everyone Needs to Understand About Science*, written with Harry Collins of the University of Bath, England.

They write: "What we want to see explained is scientific method, but what most people concerned with the issues want to see revealed is the content of science . . . The 'public understanders' seem to think that if the person in the street knows more science, that alone will enable them to make more sensible decisions about contentious scientific issues."

"It ranks among the greatest fallacies of our age," the authors continue. "Why? Because Ph.D.s and professors are found on all sides in these debates."

# Lawn fertilizers aren't to blame for nitrates in ground water

By Roger Segelken

Lawn fertilizers are not a major source of nitrogen pollution in ground water, a Cornell study has found.

Properly applied, chemicals in lawn fertilizers are not a serious threat to underground drinking water supplies, A. Martin Petrovic, a turfgrass soil scientist, told the national meeting of the American Chemical Society Wednesday. Petrovic shared his findings at a session on "The Fate of Nitrogenous Fertilizers Applied to Turfgrass."

The turfgrass finding appears to absolve homeowners and operators of parks and golf courses, but implicates agricultural fertilizers and human and animal waste as the likely sources of nitrogen pollution.

Petrovic, an associate professor of floriculture and ornamental horticulture in the College of Agriculture and Life Sciences, based his conclusion on analyses of his data and other soil scientists' studies in seven states (Texas, Rhode Island, Virginia, Connecticut, Florida, Illinois, New York) and Ontario, Canada. Excessive nitrogen in drinking water is linked with health problems, including the "blue baby" condition in infants that reduces oxygen in the blood.

## Suspected in 1970s

Nitrate leaching from lawn fertilizers first became a major suspect in the 1970s. Public health authorities were alarmed about critical areas, such as Long Island, where rising nitrate levels were found in the water from underground aquifers that serve 2.5 million people. Some 28 percent of Long Island's land area is maintained as turfgrass, and nitrogen, one of the main constituents of lawn fertilizer, along with phosphorus and potassium was thought to filter through the soil and into ground water.

However, that connection is not supported by "fate" studies of nitrogenous fertilizers that

were applied to various types of turfgrass in a range of soil and climate conditions, Petrovic said. Fate studies attempt to account for every bit of a chemical compound. Fertilizer nitrogen's fate, for the most part, is to be taken up by the living plants; stored in the topsoil, grass clippings or the dead plant material called "thatch"; or lost to the atmosphere.

## Used by plants

Generally, far less than 10 percent of fertilizer nitrogen is leached through the soil, the Cornell scientist found. Although some nitrogen can reach underground aquifers, it is not enough to elevate nitrate levels above federal and state standards, Petrovic maintained.

He noted that some communities' subdivision standards, which regulate the proportion of land that can be developed into turfgrass, are based on the assumption that 60 percent of fertilizer nitrogen leaches into ground water. Those regulations may be too strict, he said.

Similarly, phosphorus in lawn fertilizer does not appear to leach through the soil, Petrovic said, and potassium is not regarded as a health hazard.

Several characteristics make turfgrass ecosystems less likely to leach nitrogen into ground water, the Cornell soil scientist said. Grass plants are particularly effective in taking up nitrogen, and they help accumulate organic matter and microorganisms in the soil, where excess nitrogen is stored until plants need it. Nitrogen also is stored in thatch, the layer of old stems and roots on top of the soil, and that nitrogen is released slowly to the soil.

Another temporary storage site for nitrogen is grass clippings, Petrovic noted. If clippings are left on the lawn they replace 25 to 30 percent of a lawn's nitrogen requirement.

Petrovic said that regulatory attention should turn to other sources: effluent from cesspools and septic tanks, animal and human wastes, and fertilization of agricultural lands.



# Skull helps track early human development

By Roger Segelken

Reappraisal by Cornell paleontologists of a 200,000-year-old skull from India's Narmada River suggests that the fossil probably was a *Homo sapiens* — not a *Homo erectus*, as previously determined — and marks another spot on the globe where early humans may have evolved.

The new study, based on a battery of precise measurements and statistical analyses of the partial remains of Narmada Man, "puts another nail in the coffin of *Homo erectus* as a viable taxon," says Kenneth A.R. Kennedy, a professor of ecology and systematics in the Human Biology Program. "We are not finding *Homo erectus* in India. Narmada Man has too many features that don't fit the *Homo erectus* taxon; it is probably an anatomically archaic form of *Homo sapiens*." A taxon is the term for a taxonomic category.

The new analysis supports the theory that humans evolved simultaneously in several parts of the world, and did not evolve only in Africa before migrating to Europe and Asia. Kennedy worked in 1989 with Arun Sonakia and K.K. Verma of the Geological Survey of India Central Region in Nagpur to re-examine the fossil, which was discovered by Sonakia in 1982 near the central Indian village of Hathnora. The fossil consists of a calvaria, the brain-containing part of the skull, and probably belonged to a female about 30 years of age.

## Middle Pleistocene

The 200,000-year dating of the fossil is based on its association with characteristic stone tools and animal fossils from the Middle Pleistocene epoch. *Homo erectus* is generally thought — by those who consider it a separate species — to have lived between 1.6 million and 400,000 years ago. The first



Professor Kenneth A.R. Kennedy says that studies of a 200,000-year-old skull from India help mark another spot where early humans may have evolved.

report on Narmada Man, published in 1984, labeled the specimen as *Homo erectus*.

But statistical analyses of skull measurements, conducted at Cornell by Kennedy and by John Chiment, a paleontologist at the Mathematical Sciences Institute, suggest otherwise. Narmada Man had only 43 percent of the typical *Homo erectus* traits, and most of those are found in later hominids as well, Kennedy noted.

"We found a low probability that the specimen was a *Homo erectus*, a high probability that it was an archaic *Homo sapiens*, and a slightly higher probability [than ex-

pected] that it was a Neanderthal," Kennedy said. "The cranial vault is too high for *Homo erectus*, for one thing, and the cranial capacity is pretty large, too."

The reappraisal of Narmada Man preceded the recently announced discovery of two Middle Pleistocene fossils from Yunxian, China, that seem to share traits of *Homo erectus* and *Homo sapiens*.

Kennedy would like to bury the taxon *Homo erectus* altogether. "Those who would like to keep the taxon see a 200,000-year old Narmada Man as a last gasp for *Homo erectus*," he said.

# Firms aid computer lab in engineering

By Larry Bernard

Four computer companies have contributed equipment to the School of Electrical Engineering for a central computing facility that allows professors to teach more students with more courses that have computer-aided design and study laboratories.

The facility consists of 40 advanced workstations and 35 personal computers for undergraduate and graduate level courses. Support comes from Hewlett-Packard Co., Intel Corp., Apple Corp. and Mentor Graphics Corp.

"This state-of-the-art capability, made possible by this cooperative effort of industry, has stimulated new activity in undergraduate teaching," said Noel C. MacDonald, director of the School of Electrical Engineering.

This year, 30 courses in the school are scheduled to use the computing facility, including a senior level computer structures laboratory course in which undergraduate students design and build small computers.

Mentor Graphics has donated software valued at \$10.2 million to install on 19 Hewlett-Packard Series 400 workstations. This software includes Mentor Graphics Idea Station and MINC's PLDSynthesis. Students can be creative with these powerful design and simulation tools, said Norman Vrana, professor emeritus of electrical engineering.

In the fall, MCM Station Software by Mentor Graphics and Quad Design's XTIC Crosstalk will be used for the course "Physical Design of High Speed Computers." In addition to the Hewlett-Packard workstations, the facility has 16 Macintosh II FX machines and 10 Hewlett-Packard Vectra machines. The facility takes up four rooms in the School of Electrical Engineering.

# New federal indirect cost rules taught at workshops around campus

By Sam Segal

In response to changing federal guidelines on the government's reimbursement of research costs, Cornell's Cost Analysis Department has been giving workshops campuswide to employees who administer university accounts.

Between June 25 and Sept. 23, Patrick Fitzgerald, the department's director, and cost analyst Anne McKenna will have given 21 workshops to more than 400 employees, including units serving endowed and statutory colleges; the Office of Sponsored Programs; various research centers; all colleges; and central administrators.

A primary reason for the workshops is the revision by the federal Office of Management and Budget of its Circular A-21, which now bans reimbursement for some expenses formerly allowed as indirect costs of research.

Direct costs, specified when the federal or other research sponsor signs a grant or contract, include things like salaries, equipment and supplies specifically identified as part of the funded work. Indirect costs are university expenses that benefit many different research projects, such as the cost of a janitor's supplies. A part of such costs may be billed as indirect costs of individual projects.

## Appropriate business expenses

Some costs that Washington now considers "non-recoverable" as direct or indirect costs, Fitzgerald notes, may be perfectly appropriate business expenses for departments to charge to a Cornell account (such as dinner for a guest speaker's spouse). The workshop distinguishes these costs from those that are neither federally recoverable nor permitted by Cornell (such as social memberships) and from those that may be acceptable to both (such as lab supplies). The workshop also describes the new accounting procedures to identify "non-recoverables."

"The need to keep 'non-recoverables' separated is not just a Cornell policy," Fitzgerald says, "it's the law. All Cornell

employees must be aware of the fiduciary responsibility associated with managing costs at an institution which receives federal funding."

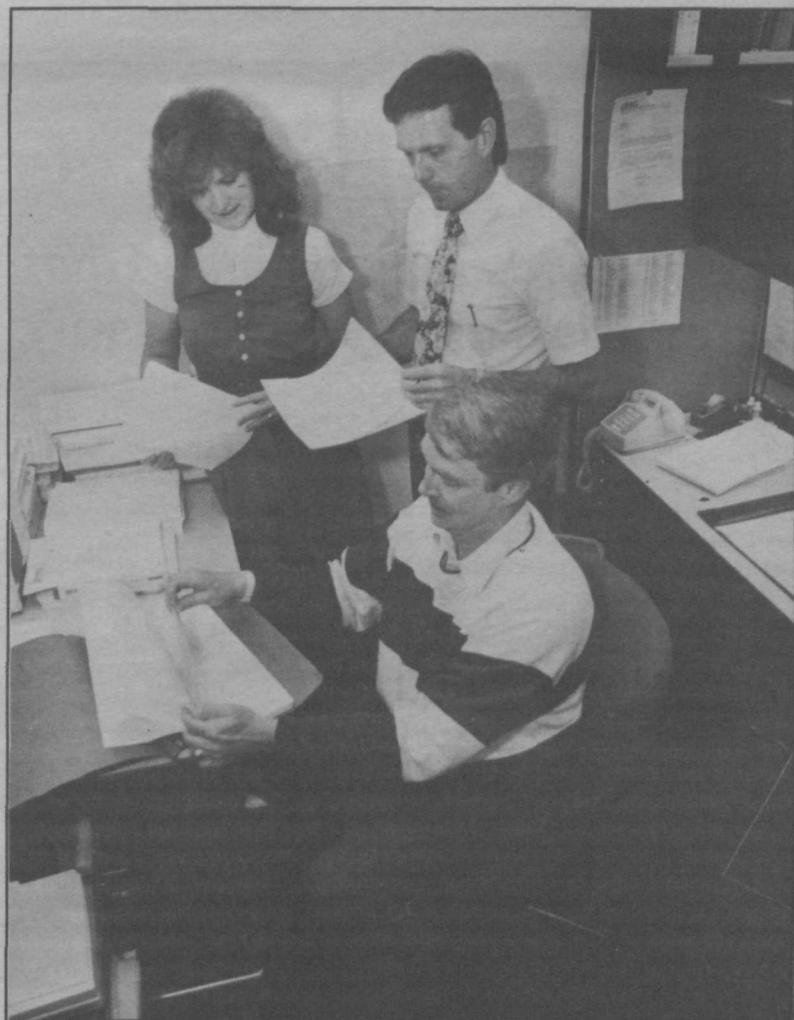
Workshop exercises ask questions like: "A faculty member and spouse take a visiting lecturer out to dinner — appetizers, entrees, dessert, wine and coffee. How should the costs be coded? What documentation is required?" Or: "The department buys a color advertisement in the *Ithaca Journal* for an administrative position. How should the expenses be coded?"

In the first case, the spouse's meal should be coded as "non-recoverable" from the federal government (unless the spouse contributed to the function's documented business purpose), but the cost may be billed to a Cornell account; as for the wine, A-21 now excludes all billing for alcohol. In the second case, while recruitment for students is non-recoverable, staff recruiting — and advertising — are recoverable costs, but only via black-and-white ads. The extra cost of a colored advertisement would be non-recoverable.

Some other things that A-21 now makes non-recoverable include memorabilia, employee-morale costs, entertainment, fines, housing and personal living expenses for university officers, goods or services for someone's personal use, and alumni and public relations activities.

Until two years ago, there was less specificity about items that were recoverable as indirect costs of research. Federal agencies accepted that a university was entitled to reimbursement for offices, such as the university president's, which provide support to all of the university's activities, including organized research. The percentage of an office's reimbursed costs was estimated on the basis of something rough, such as the ratio of research to total institutional spending for academic, research and student programs. It was assumed that indirect costs were an approximation and average.

The focus on the office — more than on individual expense items within an office — was also made necessary by A-21's silence or ambiguity on the reimbursability of specific expenses. However, after extensive negative publicity about some reimbursement requests by Stanford — some made in error and some legitimate under the former procedures — the federal government rewrote A-21 with more specific limits.



Peter Morenus/University Photography

Jim Bowen (seated), Anne McKenna and Patrick Fitzgerald examine paperwork related to the indirect costs of research at their East Hill Plaza office.

"The government policy is to reimburse its fair share of reasonable and acceptable total costs of research — direct and indirect," says Fred Rogers, vice president for finance and treasurer. "However, the realities of the federal deficit put tremendous pressure on the agencies to obtain the lowest possible cost of research, whether that would cover its full, fairly allocated cost or not."

"We are working amicably," Rogers added, "to close the books on past years and to get a final indirect cost rate for this year. As we proceed, we want to make sure that, on our side, we are also doing all that we can to minimize future audit questions. These workshops are a strong and important start toward that goal. I truly appreciate the time people have invested in attending the workshops and in applying the new regulations in their daily work."

## Who should attend?

All Cornell personnel having anything to do with administration of operating accounts or coding of transactions should attend a training workshop regarding compliance with federal regulations. If you have not attended a recent Indirect Cost Workshop and are not aware of a scheduled workshop for your department, please call Linda Grap (255-8883) with your name and department. We will schedule training sessions as necessary.



## Orientation *continued from page 1*

already begun."

The uses to which you put your knowledge are more important than what you know, he told them, and one of the most important lessons to be learned is this: The power of principles is not dependent on how enforceable those principles are, but on what adherence to the principles makes possible.

"We knew what we were doing when we admitted you, although some of you may doubt it," he said. "May your stay here be nothing less than thrilling."

In her welcoming address to 341 new students in the College of Human Ecology, Dean Francille M. Firebaugh praised the Class of 1996 for its academic accomplishments, community service and participation in student-government organizations during their high school years, and she invited them to participate in her college's mission of "responding to human needs through research, education and outreach."

### Abundance of opportunity

Cornell offers top libraries, computer facilities and laboratories, and an internationally acclaimed faculty, she said. There are opportunities for study in Cornell programs around the country and the world, for community

## Registration is improved

The greatest cause of registration delays was eliminated by technology this year, emboldening University Registrar Ron Loomis to actually predict "no lines at all."

What was brand new this year was the end of lines in which generations of Cornellians had dallied while thousands of photos were taken for their ID cards. This year, more than 3,000 students had sent in photos and sample signatures, and their cards were waiting in Alberding Field House. Because they are digitally stored, a lost card can be replaced without the need to take a new photo.

service in Ithaca, for participation in research efforts and for moral and spiritual growth through religious activities on campus, she mentioned.

"How can you do it all?" added Human Ecology Associate Dean Charles McClintock. "Take an old-fashioned approach to your education: Make a personal connection with a faculty member."

### First lectures

Two of those faculty members gave new students a glimpse of what awaits them in their classrooms, beginning today.

"This is a real lecture I'm going to give you," Theodore J. Lowi, the John L. Senior Professor of American Institutions, told an audience in Kennedy Hall's Alumni Auditorium. "Lectures here are uncompromising arguments that last 50 minutes. Get yourself ready to disagree; don't ever treat a lecturer as a source of truth."

Lowi's topic was negative political campaigning, which he claimed is the cause for voter dissatisfaction with government and voter interest in a third political party or in an "outsider" candidate such as H. Ross Perot. Each side denounces the other so effectively that voters agree with both sides, Lowi argued, and if all office holders are that incompetent, something must be wrong with the system. (Lowi also makes that argument in an article he wrote that appeared in Sunday's *New York Times Magazine*.)

Across Garden Avenue, psychology Professor James B. Maas told a packed Bailey Hall (more than 100 people were turned away at the door) that many Americans are chronically sleep deprived (we need eight hours); that if you need an alarm clock to wake up, you're sleep deprived; and that everybody dreams up to two hours every night, during which time the body is paralyzed below the neck to prevent enacting of the dream. People who say they never dream merely wake up at a point in the sleeping cycle that is too long after dreaming occurs to remember the dreams, he said.



Graduate student Said Al-Shaikh and his daughter, Layla, 8, carry belongings into their apartment at the newly remodeled Hasbrouck complex (top). The \$19 million project included adding a third floor with studio, one-bedroom and two-bedroom apartments to some of the two-story buildings, for a total of 92 more apartments. Renovations and other changes for the existing 246 Hasbrouck units include new insulation, energy-efficient windows, electric-service upgrades and site improve-



ments to the complex that was built more than 30 years ago. With the first phase of the project completed, attention now turns to phase two, which will take another year. Joseph M. Selden (at left, above), assistant director of student services in the College of Human Ecology, talks to students and parents about the services his office provides. In the photo at right, new students (from left) Isabel Rivera, Amy Luk and Radika Panke enjoy a West Campus barbecue.

Photographs by Peter Morenus/University Photography

## Rhodes *Continued from page 1*

faculty colleagues and staff, began to shape a university of the highest quality, offering new courses and curricula, new modes of instruction, and new opportunities for men and women from all strata of society.

"As we approach the dawn of a new century, we need to think again about the University's mission and how we can best carry it out. To this end, I have proposed to the Board of Trustees that we give immediate priority to three interlocking, mutually supportive and equally essential initiatives: Strategic Planning at the University-wide level, College Priority Planning, and Quality Improvement in all our endeavors. Your active involvement in these efforts will be key to their success.

"Over the next eighteen months, Provost Mal Nesheim and I will direct the first phase of the Strategic Planning Initiative — a comprehensive examination of the internal and external factors most likely to influence Cornell's future in the coming decade. These include changing priorities for higher education in the state and federal governments; new economic, technical and cultural demands in the workplace; radically altered political and social relations among the world's nations; major

changes in the demography of our students, faculty and staff; and constraints on the University's fiscal and physical resources. With staff leadership provided by Vice President John Wiesenfeld, we shall seek your advice and recommendations on these and other factors as we proceed.

"The Strategic Planning Initiative will provide the framework for our second initiative: College Priority Planning. Building on many efforts already under way across the campus, each college and administrative unit will be invited to examine its own programs, priorities and resources. Your knowledge of the programs and day-to-day operations of your respective units will be invaluable in this effort as well.

"Finally, this fall we plan to formalize our efforts to improve the quality of Cornell through the Quality Improvement Process. Most of what is done here at Cornell is done extremely well, but there are countless ways in which we can improve, especially if we work together to resolve problems that do exist. Under the direction of Senior Vice President Jay Morley, we have the opportunity to break new ground by applying our own, tailor-made version of total quality management to the

University's operations.

"In the pilot phase of the Quality Improvement Process, we have formed and trained a number of staff teams that are examining ways to improve the delivery of their services on campus, in areas as different as the Bursar's Office, the Campus Store, and the maintenance shops. Similar efforts will soon be undertaken in a number of other areas. You will receive more information about the Quality Improvement Process this fall, and I hope you will think carefully about how this approach might be applied productively to your own area of responsibility on campus.

"In all this we shall need your help. Although we start from a base of tremendous strength, we cannot take Cornell's leadership for granted. Strategic Planning and College Priority Planning will help us insure that we do the right things; quality improvement will help us 'do things right.' Your active involvement is vital to our success.

"With all good wishes,

"Sincerely yours,

"Frank H.T. Rhodes



## Faculty Dean Lynn leads panel on natural disasters

By Sam Segal

Dean of the Faculty Walter Lynn has been named the founding chair of a body to advise the federal government on mitigating the effects of natural disasters, potential or actual.

The new unit, the Board on Natural Disasters (BOND), is part of the National Research Council, which is the chief operating agency for the National Academy of Sciences and National Academy of Engineering.

Lynn, a professor of civil and environmental engineering with a specialty in ground water resources, was appointed by National Research Council Chairman Frank Press, who cited Lynn's achievements as founding chairman, of the Water Science and Technology Board. That board, over the past decade, has met federal requests for research and recommendations on such subjects as ground water contamination, Great Lakes water levels, Washington, D.C.'s, water supply, the safety of dams and the ice boom at the entrance to the Niagara River.



Walter Lynn

Press said the BOND will serve as "an institutional focus for work on issues in the science, technology and social policy of natural hazards and disaster mitigation."

Lynn says the new board, which will meet for the first time in October, can help government catch up with science:

"The physical-sciences and engineering communities, and the social sciences,

have accumulated a great deal of knowledge about and experience with all forms of natural disasters," he says. "So we have the capability to dramatically reduce the death and destruction brought about by these natural forces."

"We still need to get better at prediction and at increasing protection through better engineering and construction; yet we should be doing better at applying what we already know."

### Typhoons and hurricanes

In the area of typhoons and hurricanes, Lynn says hundreds of thousands of lives could be saved, especially in developing countries, if existing knowledge were used to provide better warning systems and structures that could offer safe havens once the storms are on the move.

Lynn says a major task will be encouraging U.S. and other governments and international agencies to adopt such changes in practice and policy.

The National Academy of Sciences was chartered by President Lincoln, partly to answer federal government requests for advice and guidance. The National Research Council fulfills these obligations through a structure of commissions, boards and committees.

The BOND has absorbed pre-existing committees on natural disasters, earthquake engineering and the International Decade of Natural Disaster Reduction. It has formed the first of its own committees, says Lynn — the Committee on Hazard Mitigation Engineering.

With just two Washington-based staff members of its own, the BOND will be supervised on specific projects by whichever of two National Research Council commissions is more pertinent — the Commission on Engineering and Technical Systems or the Commission on Geosciences, Environment and Resources.

## Hotel School opens center for hospitality research

By Albert E. Kaff

The School of Hotel Administration is establishing a center to fill the current void in research for the hospitality industry.

With tourism and travel becoming the world's biggest business, scholars here will join with industry professionals to conduct research aimed at improving financial management, marketing, human resource policies and other operations of hotels, restaurants, catering firms, resorts and related businesses.

After more than a year of preparation, the Hotel School set up its Center for Hospitality Research this summer and appointed John (Jack) B. Corgel, an expert on real estate, property management and finance, as the center's first director.

During coming months, Corgel, with help from other faculty, will offer membership in the center to major firms and executives in the hospitality industry.

### Faculty and industry

"My role is to merge the interests of faculty and industry into research that will benefit the industry," said Corgel, an associate professor in the Hotel School, who received his Ph.D. in real estate and corporate finance at the University of Georgia in 1979.

"For the most part, companies in the hospitality industry do not have their own in-house brain trusts or full-fledged research departments," Corgel added in an interview. "We will be the de facto research center for the industry, and companies we have talked with are showing a substantial interest in our project."

Corgel said that several universities conduct hospitality research that is based largely on faculty interests.

"What will set us apart is that we will consider research projects that the industry recommends," he said. "Research conducted at academic institutions often diverges from the needs of business, and business is sometimes slow to convert valuable academic research into profitable initiatives."

"Cornell has the largest faculty among

leading academic hospitality programs, 54 versus 38 at the next largest school," he said.

"More notable, as a measure of research capability, Cornell has the largest concentration of Ph.D. and J.D. [doctor of law] hospitality researchers in the world. These researchers already have made substantial contributions to the body of literature in their respective academic fields and in the hospitality literature."

The director said that current research is being conducted in the Hotel School in the fields of financial management, real estate, marketing, management, human resource management and international operations.

A Fortune 500 company already has asked Hotel School researchers to determine the impact on guests of amenities in hotels.

Hotel School faculty research now will center on specific recommendations from the hospitality industry, Corgel said. From the industry, the Hospitality Research Center will seek endowments, charter members and sponsors. "We are planning a major symposium on research issues to be held next spring with sponsors and potential sponsors," Corgel said.

The Hotel School's expanding interest in research was inspired by David A. Dittman, a scholar who earned his Ph.D. by researching the generation, use and impact of accounting data on management decisions. Dittman became Hotel School dean in 1989.

In addition to Corgel, the school's research committee that planned the center includes Professors Steven Carvell, an author and specialist on finance; Chekitan S. Dev, strategic marketing; A. Neal Geller, accounting and financial management; Michael H. Redlin, properties management; and Mary H. Tabacchi, food and beverage management.



John B. Corgel

## New definition of hunger may show true extent of problem

By Susan Lang

Cornell nutritional scientists report that they have devised a new approach to defining and measuring hunger that indicates current hunger estimates may seriously understate the true dimensions of food insecurity in the United States.

By interviewing people who actually experienced hunger, the researchers developed a definition that views hunger as a social and psychological as well as a biological phenomenon: "The inability to acquire or consume an adequate quality or sufficient quantity of food in socially acceptable ways, or the uncertainty that one will be able to do so."

This definition is likely to identify more people at risk of food insecurity because it includes those who experience chronic anxiety or worry about not having enough food, people who consume enough calories but have monotonous and nutritionally inadequate diets, as well as people who for whatever reason will not admit to being hungry or not having enough food for their children.

"The lack of an accurate definition of hunger and indicators to measure it has been a major barrier to progress in monitoring and alleviating hunger in the United States," said Christine Olson, a professor of nutritional sciences who directed the studies. "And since we believe progress on hunger policy won't be made if we continue to measure hunger indirectly, we devised scales directly from people's experience of it."

One of the groups' major findings is that hunger is a managed process. "Women in our study used many different strategies in dealing with the food insecurity experienced by their families. These strategies determined who in the household experienced hunger and how it was experienced."

### Household hunger

"Household hunger, particularly food anxiety, often is experienced first, then the quality and quantity of women's diet and the quality of household food are affected next," Olson said. "The quantity and quality of children's diets are generally not affected until later, and a disruption to children's eating patterns is rare."

Her study, co-written by Kathy Radimer, Jennifer Greene, Cathy Campbell and Jean-Pierre Habicht of Cornell, was published in *Hunger in the Eighties and Nineties*, a special supplement to the January-February 1992 issue of the *Journal of Nutrition Education*.

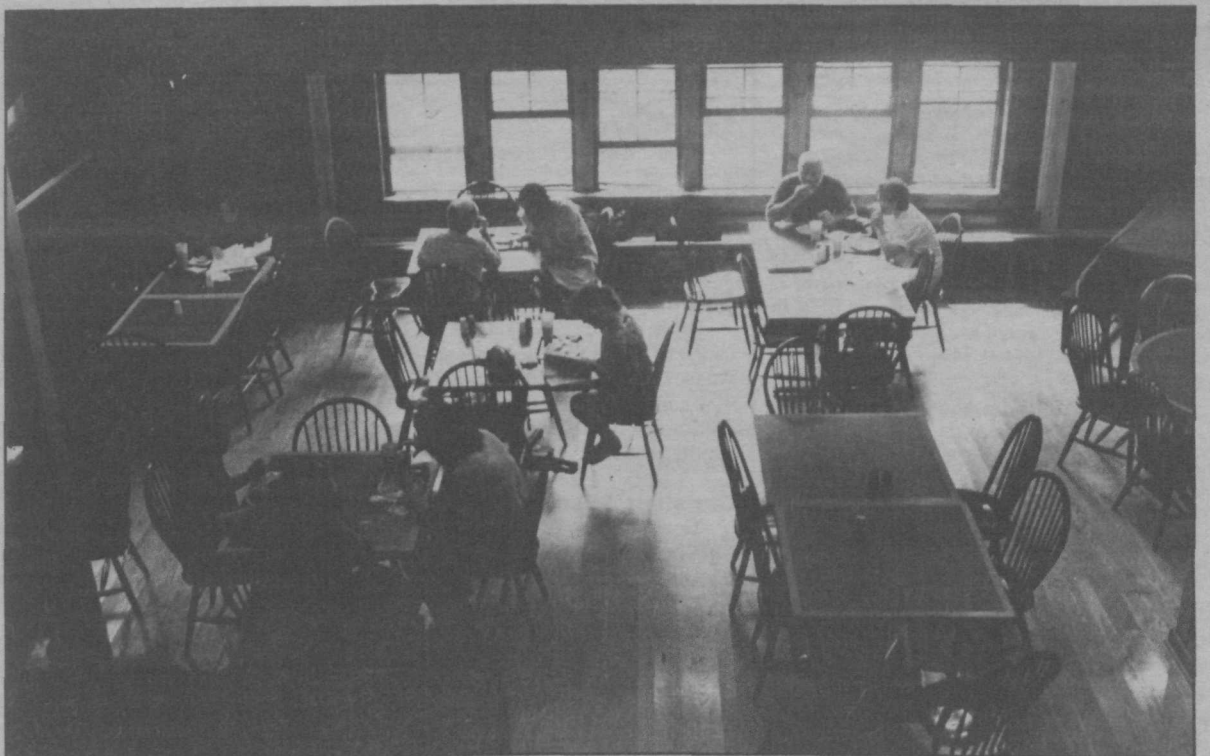
Using the new definition and questionnaire items based on the definition, Olson and her colleagues found that an "alarming" 50 percent of the at-risk women interviewed — women chosen because they participated in low-income, food-related programs — had experienced hunger as adults.

"We found that many of the working poor — such as cab drivers and cashiers who are paid hourly — teeter on the edge of slipping into hunger and food insecurity," Olson said. "They are extremely vulnerable to the general mishaps of life. Any unexpected event that affects the households' financial resources, such as a week of the flu without sick pay, can push them over the edge."

Previously, researchers generally considered hunger too

subjective to measure, so they used risk factors for hunger such as low educational levels, low income levels, or participation in federal food programs to indicate the presence of hunger. But risk factors do not assess hunger directly; they assume it based on another characteristic. Yet, not all low income people or people in government programs are hungry. These different measures produce a wide range in the estimates of hungry children in this country.

## Graduate student haven



Peter Morenus/University Photography

Students, faculty and staff can find solitude or companionship in the renovated Big Red Barn, which serves as a center for graduate and professional students. Cornell Dining will serve a continental breakfast there beginning at 8 a.m. on weekdays; lunch is available from 11 a.m. to 2 p.m. Also, a snack bar will be open until 11 p.m. Monday through Thursday and to 3:30 p.m. on Fridays. The Barn will be open 11 a.m. to 5 p.m. on weekends, except for dates reserved for group functions.



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

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

### Center for Theatre Arts

Cornell Dance Series opens with Dance by Neil Greenberg and his new work, "I am a Miserable and Selfish Person (Kick Me Dance)," Sept. 4 at 8 p.m. in the Center for Theatre Arts, 430 College Ave. Tickets are \$8 and \$10.

## 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.

"Agnes Denes: A Retrospective," the first comprehensive retrospective exhibition of the work of the contemporary American artist Agnes Denes, on view through Oct. 25. The exhibit will feature about 150 objects, dating from 1967 to 1992, exploring the artist's four major directions: "Sculptures of the Mind - The Early Philosophical Drawings," "Stations of the Pyramids," "Mapping - New Territory," and "Sculptures in the Environment." The museum is publishing a major monograph on the artist, with essays by Robert Hobbs, Donald Kuspit, Peter Selz and Lowery Stokes Sims, and an introduction by Thomas W. Leavitt, former director of the museum. The book is edited by Jill Hartz, co-curator of the exhibition and museum director of public relations and publications, and designed by Jordan Davies.

In conjunction with this exhibition, Leslie Schwartz, coordinator of adult education, will conduct a gallery tour on Aug. 30 at 2 p.m.

## FILMS

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

### Thursday, 8/27

"Cornell Student Film Show," films by theatre arts students, 7:15 p.m.

"White Men Can't Jump" (1992), directed by Ron Shelton, with Woody Harrelson and Wesley Snipes, 10 p.m.

### Friday, 8/28

"Mississippi Masala" (1991), directed by Mira Nair, with Denzel Washington and Sarita Choudhury, 6:55 p.m., Uris.

New Queer Shorts: "L is for the Way You Look," directed by Jean Carlmusto; "Non Je Ne Regrettes Rien," directed by Marlon Riggs; "RSVP," directed by Laurie Lynd, 7:30 p.m.

"White Men Can't Jump," 9:30 p.m., Uris.

"Casablanca" (1942), directed by Michael Curtiz, with Humphrey Bogart, Ingrid Bergman and Claude Rains, with guest speaker Murray Burnett '31, author of "Everybody Comes to Rick's," 9:40 p.m.

"Brazil" (1985), directed by Terry Gilliam,

with Jonathan Price and Robert DeNiro, midnight, Uris.

### Saturday, 8/29

"Mississippi Masala," 6:25 p.m., Uris.

"Casablanca," 7 p.m.

"Brazil," 9 p.m.

"High Heels" (1991), directed by Pedro Almodovar, with Victoria Abril, Marisa Paredes and Miquel Bose, 10:30 p.m.

"White Men Can't Jump," midnight, Uris.

### Sunday, 8/30

"White Men Can't Jump," 4:30 p.m.

"Mississippi Masala," 8 p.m.

### Monday, 8/31

"High Heels," 7:05 p.m.

"The Canterbury Tales" (1972), directed by Pier P. Pasolini, with Franco Citti and Laura Betti, 9:30 p.m.

### Tuesday, 9/1

"Mississippi Masala," 7:30 p.m.

"Brazil," 10 p.m.

### Wednesday, 9/2

"Dry Kisses Only" (1990), directed by Jane Cottis, shown with "Hollywood and Homophobia," with guest speaker Mandy Merck, 7 p.m.

"Basic Instinct" (1992), directed by Paul Verhoeven, with Michael Douglas and Sharon Stone, 10 p.m.

### Thursday, 9/3

"Dry Kisses Only," 10 p.m.

## MUSIC

### Department of Music

Soprano Judith Kellock and pianist Karl Paulnack will perform music by Karel Husa and Steven Stucky, as well as Martin Amlin, Dan Welcher and contemporary Roger Sessions, Aug. 30 at 4 p.m. in Barnes Hall. Featured will be "Four Songs on Texts by Anonymous Poets," by Amlin; "Seven Songs on Poems by e.e. cummings" by Welcher; "Schneemusik" by Stucky; "On the Beach at Fontana" by Sessions; "A Lasting Spring" by Amlin; and Husa's "Twelve Moravian Songs."

Composers' Forum, with guest Lukas Foss, will present a discussion about the composer's music, Sept. 4, 1:25 p.m., 301 Lincoln Hall.

The Cornell Contemporary Chamber Players, with soprano Judith Kellock, will perform works by guest composer Lukas Foss, Sept. 4 at 8:15 p.m. in Barnes Hall.

### Bound for Glory

Sadie Green Sales Ragtime Jugband will perform in three sets on Aug. 30 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## RELIGION

### Sage Chapel

Sage Chapel services will resume Sept. 6.

### Afro-American

Sundays, 6:30 p.m., chapel, Anabel Taylor Hall.

### Catholic

Daily masses at 12:20 p.m. in Anabel Taylor Chapel (announced on a week-by-week basis), Anabel Taylor Hall; Saturday, 5 p.m.; Sunday 9:30 a.m., 11 a.m. and 5 p.m., auditorium, Anabel Taylor Hall. Sacrament of Reconciliation by appointment.

### Christian Science

Testimony and discussion meeting every Thursdays, beginning Sept. 3, 7 p.m. in Founders Room, Anabel Taylor Hall.

### Episcopal (Anglican)

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

### Friends (Quakers)

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

### Jewish

Reform: Fridays 5:30 p.m.

## Johnson Art Museum mounts retrospective of Agnes Denes

One of Agnes Denes' best-known projects was planting and harvesting 1,000 pounds of wheat on a two-acre field in lower Manhattan in 1982—literally at the doorstep of Wall Street's financial district and within sight of the Statue of Liberty.

She has based finely detailed drawings on Egyptian hieroglyphs and Pascal's probability pyramid and made a series called *Isometric Systems in Isotropic Space: Map, Projections* that turns a map of the world into the form of an egg, a doughnut, a snail, a pyramid and a dodecahedron. She is currently converting a 96-acre landfill in San Francisco Bay into a nature and wildlife park.

The Herbert F. Johnson Museum of Art is now exhibiting the first comprehensive retrospective of Agnes Denes' work of the past 25 years. The show, which opened Aug. 18, will be on display through Oct. 25.

Special educational programs arranged in conjunction with the exhibition will be held on Saturday and Sunday, Sept. 19 and 20. On Saturday afternoon there will be a panel discussion at the museum with the artist and art historians Professors Robert Hobbs and Peter Selz and Metropolitan Museum of Art curator Lowery Stokes Sims. Thomas Leavitt, former director of the Johnson Museum and co-curator of the exhibition with Jill Hartz, will moderate the discussion. On Sunday, Denes will give a gallery tour of the exhibition.

Leslie Schwartz, the museum's coordinator of adult education, will conduct gallery tours on Sunday, Aug. 30, and on Thursdays, Sept. 10 and Oct. 15. Hartz, who is director of public relations and publications at the museum, will give a gallery talk on Denes' *Pyramid Series* on Sept. 24.

The Johnson Museum retrospective features about 150 objects, including Denes' *Stelae—Messages from Another Time—Discoveries of Minds and People*, marble tablets engraved with scientific discoveries compiled from the earliest times to the present and shipped from Italy especially for the show.

The museum is also publishing a monograph on the artist with essays by Hobbs, Donald Kuspit, Selz and Sims, with an introduction by Leavitt.

## Alumnus playwright to visit as Cinema launches fall program

To celebrate the 50th anniversary of the classic film *Casablanca*, Cornell Cinema has invited Murray Burnett '31, author of *Everybody Comes to Rick's*, the play on which the movie was based, to its screening on Saturday night, Aug. 29.

As *Time Goes By* was one of Burnett's favorite songs at Cornell, and he played it so often that his fraternity brothers threatened to throw him out the window; so when he needed a song that would be Rick and Lois' song, it was naturally that one, according to Graham Leggat, Cornell Cinema's publicist.

*Casablanca* is part of Cornell Cinema's Orientation Week Showcase, which also includes the Cornell Student Film Show, *Mississippi Masala*, the month's Gay Film Friday feature, *New Queer Shorts*, a selection including *Je Ne Regrette Rien*, by Marlon Riggs, maker of *Tongues Untied*, and the cult favorite *Brazil*.

On Wednesday nights in September, Cinema will present a series called "Heterosexism... Not!" that questions gender stereotypes. The first two weeks feature gay and lesbian videos that appropriate images from mainstream culture, including *Dry Kisses Only* and *Hollywood and Homophobia*; the last three features will be documentaries about feminist artists and gender roles, including *Guerillas in our Midst* and *Wise Cracks*. As a counterpoint to the "Heterosexism" series, Cinema will show *Basic Instinct*, a movie that stirred debate about the representation of lesbian and bisexual women, on several nights.

"Dance and Gender," a series of four films being presented in conjunction with the Theater Arts course, "Dance, Film and Gender," will feature Busby Berkeley's *Dames*, Dorothy Arzner's *Dance, Girl, Dance*, Fred Astaire and Ginger Rogers in *Top Hat*, and Bob Fosse's *All That Jazz*.

Cinema's bargain showcase for classic movies, Film Club, will begin the year with *Watching Literature*, a series of film adaptations of famous novels, including *Death in Venice*, *Snow Country* and *The Trial*.

Nami Koga, a representative from Japan's Never Again Campaign, will introduce the Tuesday night screenings of two recent films about the bombing of Hiroshima and Nagasaki at the end of World War II, Akira Kurosawa's *Rhapsody in August* and the Jananimation film *Barefoot Gen*.

For details about Cornell Cinema films, the month's calendar and ticket information, see the Cinema FlickSheet, available at Willard Straight Theater and at Cornell Cinema's office, 105 Willard Straight Hall.

### Korean Church

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

### Muslim

Friday prayers, 1 p.m., Edwards Room; daily, 218 Anabel Taylor Hall.

### Protestant Cooperative Ministry

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

### Zen Buddhist

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

## SEMINARS

### Ceramics Program

"Mechanical Properties of Ceramics Composites—Theory and Simulation," the first in the seminar series "Ceramics Afternoon," Sept. 4, 2:20 p.m., 140 Bard Hall.

### Chemical Engineering

"Microbially Facilitated Transport of Hydrophobic Pollutants," Leonard W. Lion, civil and environmental engineering, Sept. 1, 3:30 p.m., 165 Olin Hall.

### Food Science & Technology

"Dimensions of International Food Science and Technology," Malcolm Bourne, food science, Geneva, Sept. 1, 4:30 p.m., 204 Stocking Hall.

### International Nutrition

"Dietary Management of Acute Diarrhea in a Rural Guatemalan Community," Dirk G. Schroeder, nutritional sciences, Sept. 3, 12:40 p.m., 200 Savage Hall.

### Neurobiology & Behavior

"Haplodiploidy and the Evolution of Facultative Sex Ratios in a Primitively Eusocial Bee," Ulrich Mueller, neurobiology and behavior, Aug. 27, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Squirrels, Lies and Videotapes," James Hare, neurobiology and behavior, Sept. 3, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Plant Pathology

"Lessons From Traditional Farming Systems," H.D. Thurston, plant pathology, Sept. 1, 4:30 p.m., 404 Plant Science Building.

### Textiles & Apparel

"More Than Oriental Splendor: European Dress and the Levant," Charlotte Jirousek, textiles and apparel, Sept. 3, 12:20 p.m., 317 Martha Van Rensselaer.

## MISC.

### CISER Workshop

"Social Science Research on the CISER 4381" will be presented Sept. 14 through Sept. 17 in 100 Caldwell Hall. "An Overview of CISER" and "An Introduction to Computing at CISER," Mariann Carpenter, Sept. 14, 7 to 9 p.m.; "Computing at CISER" (continued), Mariann Carpenter, Sept. 15, 7 to 9 p.m.; "Using Tapes and Disks with SAS in CMS," Lisa King, Sept. 16, 7 to 9 p.m.; "Overview to the Data Archive" and "How to Begin the Research Process at CISER," Sept. 17, 7 to 9 p.m. Registration is required. Contact CISER's main office, 5-4801.

### Cornell Democrats

A meeting will be held on Aug. 30 at 7:30 p.m. in Hollis E. Cornell Auditorium, Goldwin Smith Hall. For information, contact Lisa Sacks, 277-6095.

### Olin Library Seminars

Seminars for faculty and graduate students will be presented Saturday, Aug. 29, 1 to 3 p.m. (social sciences) and on Tuesday, Sept. 1, 7 to 9 p.m. (humanities). For seminar registration and location information, please stop by the Olin Reference Desk or call 255-4144.



# Employment News

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## 1992 Claims Schedule

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

1/17	3/27	6/05	8/14	10/23
1/31	4/10	6/19	*8/27	11/06
2/14	4/24	*7/02	9/11	*11/19
2/28	5/08	7/17	9/25	12/04
3/13	*5/21	7/31	10/9	*12/17

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

## Calendar of Workshops and Seminars

The Calendar of Workshops and Seminars was delivered to staff during the week of August 10. If you have not received a copy and would like to request one, please contact Human Resource Relations and Development, 255-7170.

There is one correction we'd like to make. *Building High Performance Teams* will be held on September 22, 29, and October 6 from 1:00-4:00 p.m. The description is correct as listed on page 6 of the Calendar.

## Weight Watchers at Work Program

Join a Weight Watchers at Work program to begin on September 2 (week 1) or September 9 (week 2) at 12:00 noon in Caldwell Hall, Room 250. All employees are invited to join.

For more information call Weight Watchers toll-free number, 1-800-234-8080.

# JOB OPPORTUNITIES

Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853-2801

Day Hall: (607) 255-5226

East Hill Plaza: (607) 255-7422

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

### Professional

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

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

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

#### Associate Director (PA3303) HR/II

University Development-Endowed

Posting Date: 8/20/92

Assist the director with the management, coordination and execution of special gift fund raising initiatives that are oriented towards individuals who have the capacity to give \$100,000-\$1 million. Special gift fund raising develops and cultivates the prospective giver's relationship with the university and the solicitation of special gifts.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. experience in capital gift fundraising, institutional advancement, (higher education), or professional volunteer management. Demonstrated sensitivity to human relations and ability to work with volunteers at the highest levels. Strong management and writing skills necessary. Strong interpersonal skills and the ability to work well with faculty, staff, senior volunteer leadership, and the executive staff of the university. Pledge of the processes of large individual gift fundraising using a range of appropriate cultivation and solicitation methods. Send cover letter and resume to Cynthia Smithbower.

#### Senior Technical Consultant (PT3004) Level 35

Financial Systems Development-Endowed

Posting Date: 7/30/92

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

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

#### Applications Programmer/Analyst III (PT3103) Level 34

CIT Information Resources-Endowed

Posting Date: 8/6/92

Design, develop, modify, maintain, and document fairly complex applications software in support of a major administrative system. Analyze functional and performance requirements and develop software alternatives to increase usability and efficiency. Diagnose most problems in production system software and effect emergency repairs. Write production procedures, JCL and user manuals. Attend conferences, seminars and classes to increase your knowledge of large scale system. Assist and advise users.

**Requirements:** BS or equivalent experience. 3 - 5 years related experience. Knowledge of applications for interactive administrative systems, database management system, machine architecture and systems utility programs. Knowledge of ADABAS and NATURAL. Experience in student administration and human resources areas helpful. Send cover letter and resume to Sam Weeks.

#### Systems Programmer/Analyst II (PT3401) Level 33

Theory Center-Endowed

Posting Date: 8/27/92

Develop, document and maintain computer usage accounting systems. Provide systems administration for various multi-user workstations. Provide staff support. Support existing user information databases. Work with various computer project teams. Attend national conferences and training seminars. Represent the theory center on NSF supercomputing centers database working group.

**Requirements:** BS degree or equivalent in computer science. 2-3yrs. related experience. Knowledge of UNIX operating system and C. Experience with workstations (particularly RS/6000's), LAN's, network systems (Mac and PS/2), SQL, and PERL helpful. Send cover letter and resume to Sam Weeks.

#### Coordinator for Workstation Labs (PT3306) Level 33

CIT Services-Endowed

Posting Date: 8/20/92

Coordinate and provide guidance and support for the sibley computing facility. Insure that the facility functions smoothly by maintaining its operational readiness and availability. Install and maintain software. Track, diagnose and solve or report problems. Provide support to faculty and TA's using the facility for instruction. Train student and temporary staff. Work with other CIT sections. Get training to maintain technical competence. Some irregular hours.

**Requirements:** BS degree or equivalent experience. At least 2yrs. experience working with workstation technologies with a demonstrated knowledge of these technologies and a proven aptitude for learning new ones. Ability to work without close supervision. Excellent organizational skills. Send cover letter and resume to Sam Weeks.

#### Network Operations Supervisor (PT3307) Level 32

College of Arts and Sciences-Endowed

Posting Date: 8/20/92

Provide support for the college of arts and sciences administrative LAN. This includes diagnosing and solving various hardware and software problems, installing network hardware and assisting with installation and maintenance of network software. Provide backup network administration.

**Requirements:** BS degree or equivalent desirable. 3-5yrs. experience with local area networks, preferably in a Novell Network environment. Knowledge of IBM and Macintosh hardware, operating systems and software (WP, Q&A, Lotus, Excel). Familiarity with the Cornell networking environment. Ability to work independently with users of varying computing skills. Strong organizational, communication and written skills. Send cover letter and resume to Sam Weeks.

#### Assistant Director, Special Gifts (PA3401) HR/II

University Development-Endowed

Posting Date: 8/27/92

Assist the director of special gifts in the identification, cultivation, solicitation and stewardship of alumni and friends of Cornell who have the capacity to give between \$25k-\$1,000,000 to the University.

**Requirements:** Bachelor's degree or equivalent with ability to communicate effectively and persuasively. 3-5yrs. experience in development and working with the volunteer group organizations. Established writing skills, successful gift solicitation experience, and prospect management expertise are highly recommended. A basic knowledge of planned giving and the mechanisms available at Cornell for making a gift of this nature to the university. Send cover letter and resume to Cynthia Smithbower.

#### Systems Analyst III (PT3105) HR/II

Soil, Crop and Atmospheric Sciences-Statutory

Posting Date: 8/6/92

Manage, operate, and maintain MicroVAX II minicomputers, Ultrix workstations and macintosh personal computer network for the Atmospheric Sciences unit. Update systems software, design and program applications; recommend equipment purchases and arrange maintenance; serve as consultant for staff and students using systems; and troubleshoot network problems.

**Requirements:** B.S. or equivalent with major or minor in computer science including coursework in computer operating systems and assembly language programming. 3 - 5 year experience with VAX VMS programming and management. Familiarity with LAN management, DECnet, TCP/IP and apple talk as well as with Ultrix operating system and associated networking components. Proficiency in Fortran and C. Send cover letter and resume to Sam Weeks.

#### Systems Analyst III (PT3005) HR/II

Finance & Business Services-Statutory

Posting Date: 7/30/92

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

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

#### Conservation Specialist (PC2912) HR/II

Preservation and Conservation Library-Endowed

Posting Date: 7/23/92

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

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

#### Extension Administrator/Cornell Extension Representative (CER)-2 positions

Cornell Cooperative Extension

Posting Date: 8/27/92

Seeking applications for 2 Cornell Cooperative Extension Representative positions. The 2 are identical with one exception: one specializing in coalition building, the other specializing in marketing. The representative is an official liaison for Cornell (as a representative of the director of extension) to 9 Cornell Cooperative Extension Associates. Positions are responsible for fostering effective system management and program excellence in the Extension Associations and providing guidance to Association leadership (staff and volunteers). Characteristics essential to an individual appointed to the position include but are not

limited to: visionary, can project a shared vision, a proactive forecaster, sees trends and is capable of applying them appropriately, seeks out and links resources, facilitates communication, responsive, a real proponent of diversity, brings a diverse perspective to the team/system, a builder of coalitions and alliances, an effective marketer, a team player, flexible, comfortable with change and ambiguity, a leader, coach, educator, and facilitator, has an extension perspective, understands the importance of organizational culture, demonstrated scholarly activities and ability to interpret research and interact with faculty, program leaders and researchers.

**Requirements:** An earned doctorate with 6yrs. of relevant experience or a master's degree with 8yrs of experience, doctorate preferred; substantial course work and/or experience in adult education and political science (for the coalition-building emphasis) or adult education and communications (for the marketing emphasis). At least 3yrs. of substantive leadership and management responsibility in a nonprofit organization or government agency and 3yrs. of progressively responsible experience in Cooperative Extension or related employment. Send a letter of interest outlining special qualifications for the position along with an up-to-date resume to Nancy L. Hicks, Assistant director, Cornell Cooperative Extension, 379 Roberts Hall, Cornell University, Ithaca, NY 14853, (607) 255-0790 by September 20, 1992.

#### PA#31 Extension Associate II

Center for the Environment

Posting Date: 8/27/92

Provide overall program coordination and assist with the development and design of training materials and workshops in a three year project funded by the national science foundation to teach community science educators who work with youths 14-17 years of age the basics and applications of remote sensing and map interpretation to environmental problem solving. The program coordinator will work closely with community science educators to determine and meet the particular needs of each program and will arrange for national dissemination of program materials. Supervise administrative activities associated with the project.

**Requirements:** Master's degree or equivalent combination of technical education and experience in education, remote sensing, natural resources or related fields. Must have demonstrated skill in preparing and teaching innovative science education materials. 2-3yrs. minimum experience in outreach project or program design, science education processes, coordination and management, personnel supervision. Demonstrated written and oral communication skills including ability to interact effectively with university faculty, staff and students, extension agents, community educators and leaders, and government or agency personnel. Salary: Commensurate with qualifications. Apply by September 20, 1992. Send letter of application, resume or curriculum vitae and names and addresses of (3) persons who may be contacted as references to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

#### Research Support Specialist II (PT3402) HR/II

Soil, Crop, and Atmospheric Sciences-Statutory

Posting Date: 8/27/92

Provide technical assistance in meteorological related research. Assist PI and grad students with computer related problems. Assist in the following: 1) the use of computer graphics packages; 2) running FORTRAN coded atmospheric models; 3) UNIX language programming; 4) remote access to software at another supercomputing center; and 5) development of efficient algorithms for the computer solution of meteorological problems.



**Requirements:** BS degree or equivalent in atmospheric or related science. 2-Yrs. related experience including use of computer systems, FORTRAN and UNIX programming, analysis of weather data and computer graphics. Send cover letter and resume to Sam Weeks.

**Development Assistant (PA3405) HRI  
University Development-Endowed  
Posting Date: 8/27/92**

Work with the associate director for reunion campaigns. Responsible for direct staffing of three class reunion campaigns per year.

**Requirements:** Bachelor's degree or equivalent required. 2-3yrs. related experience. Excellent communication and interpersonal skills. Some prior knowledge of fund raising through professional or volunteer experience. Ability to communicate with alumni. Knowledge of Macintosh computer systems. Knowledge of Cornell desirable. Some travel required. Send cover letter and resume to Cynthia Smithbower.

**Network Operations Manager (PT3403) HRI  
ILR-Resident Division-Statutory  
Posting Date: 8/27/92**

Provide hardware and software maintenance support and network administration for ILR. Trouble shoot hardware and software problems for Macintosh, DOS computers, laser printers and other peripherals. Install and maintain electronic mail system, AppleTalk and Ethernet networks. Provide basic support for word processing to faculty, staff and students.

**Requirements:** BS degree or equivalent. 2yrs. related experience including AppleTalk, Quickmail and Novell networking. Extensive knowledge of DOS, spreadsheets, databases and graphics software. Proven ability to work well with people. Send cover letter and resume to Sam Weeks.

**Warehouse Manager (PA3306) HRI  
Campus Store-Endowed  
Posting Date: 8/20/92**

Directs all activities of the Campus Store Warehouse, monitors all aspects of multi-million dollar shipping/receiving operation, including supervision of staff, inventory control, and communications between the warehouse, vendors and the main store.

**Requirements:** Bachelor's degree or equivalent level of education and experience. 5-7yrs. of experience in shipping/receiving related fields. Must be familiar with retail functions. Excellent organizational, communication, and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director/Financial Aid (PA3302) HRI  
Financial Aid/Student Employment-Endowed  
Posting Date: 8/20/92**

Take responsibility for the following financial aid programs: COSEP, EOP, HEOP and C-STEP. Provide liaison with the state programs office, the COSEP office, the COSEP associates and the office of the associate dean of admissions and financial aid. Act as consultant for the financial aid staff working with minority students with special problems. Insure compliance with state regulations. Compile, edit and submit the necessary financial aid information required by NY state.

**Requirements:** BS degree or equivalent, MS preferred in student personnel, higher education administration, business or related field. 1-3yrs. in financial aid administration or related field with experience in staff supervision. Send cover letter and resume to Cynthia Smithbower.

**Physical Therapist (PA3305) HRI  
University Health Services-Endowed  
Posting Date: 8/20/92**

Plan and implement physical therapy programs for patients referred for physical therapy with particular emphasis on evaluating and treating orthopedic and sports related problems. Keep appropriate records.

**Requirements:** Master of science in physical therapy preferred. BS required. Current NYS license and registration. Experience in orthopedic and sports physical therapy required. Certification by national athletic trainers association preferred. Participation in continuing education programs. Send cover letter and resume to Cynthia Smithbower.

**Staff Writer II (PC3112) HRI  
University Development-Endowed  
Posting Date: 8/6/92**

A member of the professional staff of University Development who is responsible for writing a variety of communications which have a fund raising and/or public relations purpose. He/she is as essential member of the development communications department staff and as such is called upon to serve not only development but the entire Public Affairs division. 1 year term appointment.

**Requirements:** Bachelor's degree or equivalent required. 1-3 years writing experience preferably in fund raising, higher education, news and feature writing, or public relations. Demonstrated ability to write creatively in a variety of styles: promotional, formal, academic, and journalistic. Excellent command of verbal and written English, including word usage, syntax, spelling, and punctuation. Editing and proofreading skills. Ability to work creatively under pressure. Interpersonal skills necessary for effective participation in team efforts. Send cover letter, resume, and 2 writing samples to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

## Professional Off-Campus

**Research Support Specialist I (PT3404) HRI  
Natural Resources/Shakelton Point Research Station,  
Bridgeport, NY-Statutory  
Posting Date: 8/27/92**

Assist in conducting research on spawning nursery habitats of bass in the Hudson River. Design a data management analysis system using existing software. Assist with analysis of warm and cool water fisheries data. Assist in writing reports and publications.

**Requirements:** BS or equivalent in fisheries science or related field. 2-3yrs. related experience including radio tracking fish from aircraft and boats. Experience navigating small boats on large river systems. Ability to swim. Familiarity with Hudson River between Troy and Peekskill helpful. Send cover letter and resume to Sam Weeks.

**PA#12A Extension Associate, Environmental Issues  
Leadership Specialist**

**Location:** New York City, NY

**Posting Date:** 8/6/92

**Salary:** Commensurate with Qualifications  
Develop, implement, and evaluate youth environmental issues education programs with particular emphasis on water-related issues. Building on existing extension programs and working with new and established community networks, focus on reaching urban youth and enhancing their opportunities to build on their interests and skills in science and technology, leadership, career orientation, and environmental conservation, management and policy.

**Minimum Qualifications:** Master's degree in environmental studies or closely related field. Demonstrated ability to work with inner city adults and youth and to relate to diverse urban audiences. Ability to speak Spanish, emphasis on water related studies, waste management and public policy desirable. 3yrs. professional experience in environmental issues education. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

## Professional Temporary Part-Time

**Technical Consultant I (PT3015)  
CIT-Endowed  
Posting Date: 7/30/92**

Provide support for faculty, staff, students, and potential users by delivering technical information on five supported

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

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

## Professional Temporary

**Temporary Computer Programmer/Analyst (T3101)  
Quality Milk Promotion Services-Statutory  
Posting Date: 8/6/92**

Analyze, design, develop, implement, and document computer applications for QMPS. Update and set up computer systems. Maintain all aspects of computer systems. Analyze program data for research projects, using statistical packages and procedures. Train employees in use of hardware and software.

**Requirements:** Bachelor's degree or equivalent experience. Thorough knowledge of DBase III+ and Clipper software programming required. Knowledge of Lotus 1-2-3 and WP preferred; and statistical packages and applications desirable. Strong interpersonal skills. Send cover letter and resume to Sam Weeks.

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

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

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

## Boyce Thompson Institute

**Research Assistant I  
Boyce Thompson Institute for plant Research/Plant  
Protection  
Posting Date: 8/27/92  
Salary: Commensurate with Experience, Minimum  
13,630**

Assist with studies on molecular aspects of plant disease processes; grow fungi in culture; isolate natural products; chromatography and bioassay; general laboratory support. **Requirements:** Bachelor's degree in biology/chemistry or equivalent. Laboratory experience and chemistry background desirable, molecular biology techniques would be helpful. Contact Anne Zientek, 254-1239.

**Photographic Assistant II  
Boyce Thompson Institute for Plant Research/Graphics  
Salary: Part-time position, 15-20 hours per week, minimum \$5.85 per hour, commensurate with experience**  
Position involves heavy copy stand work, black and white processing and printing, production of slides. Maintain darkrooms and inventory of supplies. Assist photographer in wide range of tasks. Process incoming jobs, interact with outside agencies for services, answer phone. **Requirements:** Requires a high school degree. Must have one year of printing experience and portfolio. Attention to detail is an absolute must. Knowledge of various B&W films and their processing required. Knowledge of general science, video production, studio lighting is a plus. Contact Anne Zientek, 254-1239.

## Technical

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Technician GR18 (T2404)  
Food Science-Statutory  
Minimum Biweekly Salary: \$542.89**

**Posting Date: 6/18/92**

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

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

**Technician GR19 (T3301)  
Diagnostic Laboratory-Statutory  
Minimum Biweekly Salary: 8/20/92**

**Posting Date: 8/20/92**

Perform preliminary data input to computer system and assign accession case numbers. Label forms and corresponding samples checking for accuracy. Process and deliver serum samples. Prepare, pack and ship referral samples to other diagnostic facilities. Open and sort incoming sample packages. Distribute samples to appropriate labs. Monday-Friday with Saturday rotation.

**Requirements:** A.A.S. in Animal Science or related animal health field preferred. 1-2yrs. experience with degree or significantly more experience with no degree. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T2901)  
Chemistry-Endowed  
Minimum Biweekly Salary: \$566.28**

**Posting Date: 7/23/92**

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

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

**Technician GR20 (T3405)  
Biochemistry, Molecular and Cell Biology-Statutory  
Minimum Biweekly Salary: \$590.45**

**Posting Date: 8/27/92**

Provide technical support to molecular and cell biology

research lab working on the effect of oncogenes on cultured cells. Perform basic techniques in recombinant DNA, cell culture, microscopic examination of stained cells, and enzyme and protein assays. Maintain cell culture facility. Keep accurate records of experiments and write reports. **Requirements:** BS degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2yrs. experience in lab recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

**Veterinary Technician GR20 (T3001)  
Vet Medical Teaching Hospital-Statutory  
Minimum Biweekly Salary: \$590.45**

**Posting Date: 7/30/92**

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

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

**Technician GR21 (T3302)  
Diagnostic Laboratory/Clinical Pathology-Statutory  
Minimum Biweekly Salary: \$615.42**

**Posting Date: 8/20/92**

Perform diagnostic tests in hematology, cytology, chemistry, and immunology with the emphasis on hematology and cytology. Use computer for data entry and retrieval. Hours may be flexible.

**Requirements:** BS in Medical technology and ASCP certification required. 1-2yrs. general lab experience. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3007)  
Nutritional Sciences-Statutory  
Minimum Biweekly Salary: \$615.42**

**Posting Date: 7/30/92**

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

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

**Computer Operator III GR23 (T3009-14)  
Theory Center-Endowed  
Minimum Biweekly Salary: \$669.23**

**Posting Date: 7/30/92**

Operate the theory center's multiple computer systems which supply advanced scientific computing are sources to a national base of users.

**Requirements:** Associates degree or equivalent beyond high school diploma. 2-4yrs related experience. A proven ability to work alone. A high level of integrity and judgement are essential. Knowledge of hardware, software, and the UNIX operating system are highly desirable. Requires good communication, interpersonal, and technical skills. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Technician GR21 (T3303)  
Diagnostic Laboratory/Clinical Pathology-Statutory  
Minimum Biweekly Salary: \$615.42**

**Posting Date: 8/20/92**

Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval. Hours may be flexible.

**Requirements:** BS in medical technology and ASCP certification. 1-2 yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

Technical Temporary

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

**Posting Date: 7/23/92**

Implement field and greenhouse plantings for breeding projects involving cucumbers, melons, and squash. Prepare plans for plantings. Make controlled pollinations, assist with tests for disease resistance, select resistant plants and record keeping. Assist with weed control, insect and unwanted diseases that might interfere with normal growth. Harvest, process and store plants. Full-time until 1/15/93.

**Requirements:** Associates or equivalent in agriculture required. BS in agricultural science preferred. NYS Pesticide applicators license preferred. Ability to work independently. Send cover letter and resume to Sam Weeks.

## 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 GR17 (C3309)  
Undergraduate Admissions-Endowed  
Minimum Biweekly Salary: \$530.38**

**Posting Date: 8/20/92**

Process applications for 7 undergraduate colleges. Handle all admissions inquiries, applications and records for a specific section of the alphabet; process efficiently and accurately a high volume in a short period of time using on-line computer.

**Requirements:** High School diploma or equivalent required. Minimum 1yr. related experience. Good clerical and organizational skills; particular attention to detail and interpersonal skills essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Office Assistant GR17 (C3102)  
Hispanic American Studies Program-Endowed  
Minimum Biweekly Salary: \$530.38**

**Posting Date: 8/6/92**

Provide clerical support to the administrative aide in the planning, coordinating, and managing of the overall administrative support functions for the program. Full-time, 10 month appointment.

**Requirements:** High school diploma or equivalent. Minimum 2 years related work experience. Excellent communication (written, oral) skills are essential. Ability to deal with a variety of people of all levels. Knowledge of Cornell and some Spanish desirable. Medium typing. Send cover

letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Receptionist/Office Assistant GR17 (C3114)  
CIT Administration-Endowed  
Minimum Biweekly Salary: \$530.38**

**Posting Date: 8/6/92**

Under supervision provide switchboard coverage for second floor Computing & Communications Center. Secretarial support to Administrative Aide.

**Requirements:** High school diploma or equivalent required. Minimum 1 year related experience. General knowledge of Macintosh computer with word processing, spreadsheet, database and/or graphic software familiarity. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Secretary GR18 (C3404)  
Human Service Studies-Statutory  
Minimum Biweekly Salary: \$542.89**

**Posting Date: 8/27/92**

Provide general clerical/secretarial support for multiple faculty (4-6) in an academic department.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related work experience. Computer skills: Macintosh and IBM PC with WordPerfect. Shorthand and dictaphone experience helpful. Good interpersonal and organizational skills needed. Excellent typing skills. Medium typing. External applicants send cover letter, resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Secretary GR18 (C3307)  
ILR-Personnel and Human Resource Studies-Statutory  
Minimum Biweekly Salary: \$542.89**

**Posting Date: 8/20/92**

Provide secretarial support for department faculty members and center for advanced human resource studies (CAHRS). Prepare correspondence, course materials and manuscripts. Administer budgets, travel, filing, appointments, and meetings. Direct and screen phone calls, students, and visitors. Perform library research work. Work effectively with other secretaries. Adjust to meet constantly changing priorities. Serve as liaison between faculty and students and external contacts. Act as backup for department secretary. In the absence of the department secretary, coordinate and lead secretarial team.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. 1-2 yrs. office experience. Ability to contribute as part of a team in an active, complex environment. PC experience with wordprocessing, spreadsheet and graphics software. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Office Assistant GR18 (C1611)  
Agricultural and Biological Engineering-Statutory  
Minimum Biweekly Salary: \$542.89**

**Posting Date: 4/23/92 Repost**

Provide secretarial and administrative support to the Cornell Local Roads Program staff. Register workshop participants, perform routine accounting tasks, distribute publications, type correspondence, answer telephones, and respond to inquiries. Travel four to six times annually for three to four days per trip.

**Requirements:** High school diploma or equivalent required. Some college coursework desirable. Valid NYS Drivers license. Advance proficiency in WordPerfect 5.0 or 5.1 necessary. Knowledge of DBase III inquiry, Lotus, and Harvard graphics desirable. Minimum 1 year general office experience necessary. Desire to work in a service oriented position with daily public contact helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Administrative Aide GR19 (C3409)  
Dean of Admissions and Financial Aid-Endowed  
Minimum Biweekly Salary: \$566.28**

**Posting Date: 8/27/92**

Provide administrative/secretarial support to the associate dean of admissions and financial aid. Typing, scheduling, meetings and appointments; answering telephone, maintaining calendar; handle mail; arrange travel. Other duties as assigned.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Experience on the Macintosh with software programs of Excel, Microsoft Word, and Filemaker Pro. Excellent organizational and interpersonal skills a must. Ability to handle confidential materials discreetly and to work independently. Ability to deal with the public and work with a diverse population. Medium typing. External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR19 (C3311)  
JGSM-Endowed  
Minimum Biweekly Salary: \$566.28**

**Posting Date: 8/20/92**

Provide clerical and secretarial support to the dean's office. Answer telephones and assist in the preparation of reports and projects.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2yrs. office experience required. Macintosh experience required; experience with Microsoft Word, Excel and Filemaker Pro. Familiarity with higher education and/or business management. Excellent organizational and oral skills. Ability to communicate and articulate with public, as well as academicians. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer applications.

**Accounts Assistant GR19 (C3303)  
Continuing Education and Summer Sessions-Endowed  
Minimum Biweekly Salary: \$566.28**

**Posting Date: 8/20/92**

Provide year round support to the accounting department including the preparation of vouchers, reconciling accounts, and reconciling student information system reporting. Assist the accounts coordinator and accounts assistant with the day to day operations of the accounting department.

**Requirements:** High school diploma or equivalent. Knowledge of Cornell accounting helpful. 2yrs. experience with a working knowledge of Lotus 123. Knowledge of WordPerfect preferred. Attention to detail, organizational skills, and accuracy essential. Medium typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

**Secretary GR19 (C3211)  
Near Eastern Studies-Endowed  
Minimum Biweekly Salary: \$566.28**

**Posting Date: 8/13/92**

Provide secretarial/receptionist support for Department and a program. Assist with Graduate Program and lecture series; maintain student records and coursework materials; light accounting.

**Requirements:** High school diploma or equivalent. Some college coursework in secretarial science preferred. 2-3yrs. office experience essential. Confidentiality a must. Extensive experience with IBM computers and WordPerfect 5.0/5.1 required. Excellent organizational and communication (written and oral) skills. Able to set priorities and work in active environment. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

**Administrative Aide GR19 (C3105)  
University Career Center-Endowed  
Minimum Biweekly Salary: \$566.28**

**Posting Date: 8/13/92**

Provide reference service; maintain reserve book shelves; assist library coordinator in classifying and maintaining library resources.

**Requirements:** High school diploma or equivalent. Some



college coursework preferred. 1-2yrs. related experience. Public service orientation. Skill in (written and oral) communication. Computer skills; Macintosh familiarity desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR19 (C3109)**  
**School of Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 8/6/92**

Under general supervision, provide secretarial and administrative support to approximate 4 - 7 faculty members. Requires excellent word processing skills, commitment to precision and accuracy, positive public relations manner, independent judgement and decision making. Will serve as receptionist for all faculty on floor.

**Requirements:** Community college course(s) in secretarial skills preferred. High school or equivalent required. 1-2 years related experience. Highly developed word processing skills. IBM & Macintosh preferred. Ability to learn new software programs and computer skills important. Excellence in copyreading. Solid command of English grammar, usage, punctuation, and spelling. Good interpersonal skills in order to work cooperatively with a variety of people. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Secretary GR19 (C3020)**  
**Geological Sciences/INSTOC-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 7/30/92**

Provide secretarial and editorial support to faculty, researchers, supervisors, and staff; maintain INSTOC office, records, and microcomputers; general office assistance.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Strong computer skills (Macintosh/IBM PC and related software), 2yrs. related experience, strong interpersonal, organizational, communication (written and oral) skills, knowledge of CU policies and procedures strongly preferred. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

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

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

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

**Administrative Aide GR20 (C3201)**  
**Employee Benefits/OHR-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/27/92 Repost**

Under general supervision, provide administrative and secretarial support to the director, employee benefits and the assistant directors in the overall administration of employee benefits office. This is a complex, fast-paced office.

**Requirements:** Associate's degree in secretarial science or equivalent combination of education and experience preferred. Minimum of 3yrs. of similar administrative/secretarial/personnel experience. Knowledge of secretarial and office organizational procedures essential. Confidentiality, tact and flexibility essential. Excellent public relations, organizational and interpersonal skills essential. Demonstrated oral and written communication skills and initiative necessary. Familiarity with Cornell organization, personnel policies and procedures preferred. Ability to set priorities, work on several concurrent projects, and pay attention to detail under pressure preferred. Working knowledge of word processing (Digital All-in-One, Macintosh). Ability to take minutes using shorthand very helpful. Ability to work in a team environment. Regular Cornell Employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Secretary GR20 (C3406)**  
**Cooperative Extension-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/27/92**

Confidential secretary and administrative assistant to the director of finance and personnel, finance manager, personnel manager, and information systems specialist.

**Requirements:** Associate's degree in secretarial science or equivalent. 2-3yrs. secretarial experience. Proficiency at operating network software, WordPerfect and spreadsheets utilization. Strong organizational and office management skills. Maintain high degree of confidentiality. Excellent interpersonal and communication (written and oral) skills. Able to function in extremely busy central office. Medium typing. External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C3208)**  
**Human Development Family Studies-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/13/92**

Provide administrative and accounting support for the Cornell migrant program office. Administer budgets, process accounting transactions, secretarial support to program, travel and conference scheduling.

**Requirements:** Associates degree or equivalent. 2yrs. Cornell experience preferred. Computer skills—IBM compatible using Lotus and WordPerfect. Excellent organizational interpersonal and communication (written and oral) skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application. Women and minorities encouraged to apply.

**Accounts Assistant GR20 (C3207)**  
**Payroll-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/13/92**

Provide a broad range of administrative/organizational support to coordinator for tax reporting account reconciliation function. Primary duties include: control and maintenance of garnishees, other state withholding taxes, preparation of federal and state tax payments, federal levies, tax refunds, counsel foreigners, and special projects.

**Requirements:** AA or AAS degree or equivalent payroll/accounting experience. Excellent interpersonal and organizational skills. Accounting/administrative support. Macintosh and PC computer skills desirable. 2-3yrs. related experience. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C3212)**  
**University Development-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/13/92**

Provide administrative assistance to the director, associate director, and assistant director of foundation relations. Coordinate flow and oversee completion of work within the office; i.e., prepare reports, arrange meetings, compile data, maintain computer database information, and assist in special projects.

**Requirements:** Associates degree or equivalent. Extension experience in providing high level executive support. 2-3yrs. related experience. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East

Hill Plaza #2. Employees should include employee transfer application.

**Administrative Secretary GR20 (C3021)**  
**Computer Science-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/13/92**

Coordinate the graduate office operation for the department of computer sciences under general direction form the graduate field representative. Administer the selection and admissions process; general orientation and counseling of students in the computer science graduate program with regard to curriculum and other academic matters. Function as liaison between graduate school, bursar's office and university registrar.

**Requirements:** Associates degree or equivalent. Minimum of 3-4yrs. experience in student personnel or student records. Extensive knowledge of university and college of engineering administrative office s overseeing graduate student curriculum/records. Strong communication, written and editorial skills. Knowledge of degree program requirements. Microcomputer experience essential; familiarity with Macintosh software a plus. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C3205)**  
**Campus Planning Office-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/13/92**

Assist the director of the campus planning office by coordinating and assisting with the functions of the office. Handle correspondence: answer telephones; keeps difficult calendar; accounting functions; other duties as assigned.

**Requirements:** Associates degree or equivalent experience. 2-3yrs. related experience. Need excellent (oral and written) communication skills. Macintosh computer experience preferred. Medium typing. Regular Cornell employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Senior Document Access Assistant GR20 (C2006)**  
**Albert R. Mann Library-Statutory**

**Minimum Biweekly Salary: \$590.45**

**Posting Date: 5/21/92 Repost**

Coordinate, organize and supervise the daily operation of the Entomology Library. Responsible for hiring, scheduling, and training all students who work in the Entomology Library. Participate with the Document Access Librarian in evaluating the students' performance. Work a portion of the week in Mann Library's Document Access Unit assisting patrons at service desks and with public access databases.

**Requirements:** Bachelors degree or equivalent experience and education. Minimum 1-2 years related experience. Background in entomology, agriculture, or biological sciences, experience working in an academic/research library, and experience with use of microcomputers preferred. Strong interpersonal and communication skills. Ability to be self-directed, meet deadlines, pay attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C3120)**  
**Science & Technology Studies-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/6/92**

Manage administrative support functions for S&TS Graduate Program. Process applications, maintain student database. Clerical support for faculty. Oversee student progress. Develop and edit materials for publications.

**Requirements:** Associates degree or equivalent combination of education and experience. Minimum 2 years experience. Knowledge of educational institution desired. Knowledge of Macintosh required, Microsoft Word and Filemaker. Excellent communication skills. Strong organizational abilities. Must be able to work independently with minimal supervision. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Administrative Aide GR21 (C3217)**  
**Dean's Office, Architecture, Art and Planning-Endowed**  
**Minimum Biweekly Salary: 8/13/92**  
**Posting Date: 8/13/92**

Provide executive administrative support to the dean and associate dean, provide college level reception to all visitors and callers. Handle dean's and associates deans correspondence with significant composing/editing responsibilities; oversee hartell gallery exhibition and publicity; prepare dean's payroll; and special reports for the dean and associate dean. Related other office tasks.

**Requirements:** Associates degree in business, office management or related field or equivalent combination of education and experience. 2-3yrs. office/administrative support experience. must have outstanding (written and verbal) communication skills. Must have strong word processing skills on Macintosh (or ability) to learn immediately) and excellent judgement and interpersonal skills. Medium typing. External applicants are welcome to apply by submitting a cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application. Women and minorities encouraged to apply.

**Research Aide GR21 (C3117)**  
**University Development-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 8/6/92**

To meet the information needs of those persons engaged in development work. More specifically, the research aide locates, compiles, organizes, and evaluates public and confidential information about Cornell alumni/ae and friends, foundations, and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs, and development staff and alumni/ae of Cornell for fundraising activities.

**Requirements:** Associates degree or equivalent required. Bachelor's degree or equivalent preferred. 2 - 3 years related experience. Demonstrated writing ability. Good interpersonal skills. Ability to use personal computers. Ability to use standard library reference materials. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Personnel Assistant GR21 (C3018)**  
**Theory Center-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 7/30/92**

Under very general supervision, assist human resources manager in advising and consulting with theory center staff. Provide administrative support. Requires independent judgement, the ability to work independently and a high degree of confidentiality.

**Requirements:** Associates degree or 1-2yrs. of college coursework. 2-4yrs. related experience. Background in human resources highly desirable. Experience with macintosh word processing, spreadsheet and database software highly desirable. Strong interpersonal, organizational and communication skills. Ability to work under pressure. Familiar with university resources (ie. payroll, SES, etc) highly desirable. Ability to set priorities, maintain a high degree of accuracy and take initiative. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Coordinator GR22 (C3210)**  
**Center for the Environment-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 8/27/92**

Manage all financial transactions for busy, complex research center. Reconcile monthly accounting statements and issue analysis reports for multi-functional, multi-source accounts across endowed and statutory divisions. Prepare non-exempt payroll; primary liaison for purchasing, tele-

communications. Manage equipment database and inventory.

**Requirements:** AAS degree in accounting or business administration or equivalent. 2-4yrs. work related accounting experience. Familiarity with fund accounting required, Cornell accounting experience preferred. Excellent analytical and problem solving skills. Minimum 3yrs. experience with microcomputers and database programs, Macintosh preferred. External applicants may submit a cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should also include a transfer application.

**Editorial Assistant GR22 (C3310)**  
**C.U. Press-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 8/20/92**

Assist direct mail manager and advertising associate in marketing scholarly books. Prepare copy for ads and direct mail (by excerpting review and jacket copy). Research and order mailing lists for direct mail, and reserve advertising space. Design selected flyers and occasional ads.

**Requirements:** Associates degree or equivalent required. B.A. or equivalent preferred. 3-4yrs. related experience. Experience with Macintosh, and especially Pagemaker required. Good proofreading skills required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Coordinator GR22 (C3210)**  
**Center for the Environment-Endowed**

**Minimum Biweekly Salary: \$641.92**

**Posting Date: 8/13/92**

Manage all financial transactions for busy, complex research center. Reconcile monthly accounting statements and issue analysis reports for multi-functional, multi-source accounts across endowed and statutory divisions. Prepare non-exempt payroll; primary liaison for purchasing, telecommunications. Manage equipment database and inventory.

**Requirements:** AAS degree in accounting or business administration or equivalent. 2-4yrs. work related accounting experience. Familiarity with fund accounting required, Cornell accounting experience preferred. excellent analytical and problem solving skills. Minimum 3yrs. experience with microcomputers and database programs, Macintosh preferred. Regular CU employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

## Office Professionals Off-Campus

**Word Process Operator GR18 (C3408)**  
**Plant Pathology (Geneva)-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 8/27/92**

Type purchase orders, vouchers and other business forms. Word processing of manuscripts, reports and tabulated material. Maintain updated faculty publication lists, curriculum vitae, and reprint files. Handle department mail and building deliveries; maintain supplies room; sign out fleet vehicles; maintain fax machine and perform other general office duties.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred in secretarial sciences or equivalent desirable. Experience in secretarial work required. Knowledge of word processing and familiarity with Macintosh computers and office equipment. Valid drivers license. Excellent typing skills. Good interpersonal and organizational skills. Ability to use good judgment, prioritize work, and perform duties with minimal supervision. External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

## Office Professionals Part-time

**Office Assistant GR16 (C3213)**  
**Johnson Museum-Endowed**  
**Minimum Full-time Equivalent: \$511.68**  
**Posting Date: 8/13/92**

Operate museum reception desk in lobby; provide information to visitors; sell cards, catalogs, and posters; answer telephones; take accurate messages for staff members; provide security to museum lobby; and be available to work special events during evening hours and for substituting for weekday and weekend receptionists. Monday-Friday 8:00-1:00pm, some evening hours for special events.

**Requirements:** High school diploma or equivalent. Up to 1yr. related experience necessary. Experience in busy work environment answering phones and working with public. Interest and involvement in art or art related areas, as well as familiarity with the Ithaca community area. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Assistant**  
**Protestant Cooperative Ministry at Cornell**  
**Posting Date: 8/6/92**

Responsible for maintaining the smooth functioning of the PCM office. Includes but is not limited to bookkeeping, filing, typing, and being present to assist PCM community members and staff and the larger Cornell community.

**Qualifications:** Good typing and proof-reading skills; word processing experience; knowledge of macintosh computer essential; good oral and written communication skills; excellent organizational skills; enjoys and works well with students; familiarity with Cornell accounting preferred. Send cover letter and resume to Rev. Barbara A. Heck, G-7 Anabel Taylor Hall, Cornell University, Ithaca, NY 14853, By August 14, 1992.

**Secretary GR18 (C3403)**  
**South Asia Program-Endowed**  
**Minimum Full-time Equivalent: \$542.89**  
**Posting Date: 8/27/92**

Assist in overall office functions. Act as receptionist and support to program. Handle office files, accumulate records on students, faculty, and activities. Provide information and assistance to faculty, students and public. Coordinate, advertise and set up weekly seminars, assist with office accounts under supervision. 26hrs/week.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. Excellent telephone, organizational, interpersonal and communication skills. Word processing with WordPerfect/possibly Macintosh programs. Ability to juggle various tasks with attention to detail. 1-2yrs. related experience. Light typing. External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Circulation Assistant GR18 (C3407)**  
**Physical Sciences Library-Endowed**  
**Minimum Full-time Equivalent: \$542.89**  
**Posting Date: 8/27/92**

Responsible for the security, maintenance and provision of all services of the physical sciences library. Responsible for providing circulation and reserve services. Perform the operations of the circulation/reserve desk. Assist in the organization and maintenance of reserve operations. Provide information services to library users. Afternoons Monday-Friday, occasional evenings and weekends possible.

**Requirements:** High school diploma or equivalent. Minimum of 2yrs. college coursework in the physical sciences desired. 1-2yrs. related experience. Must be able to work effectively both in a changing environment and with constant interruptions. Demonstrated ability to communicate effectively with the public. Familiarity with computers required. Previous experience in library public services desired. Knowledge of other languages helpful. Considerable lifting of heavy library materials. Pushing of loaded book trucks and occasional lifting of boxes (up to 100lbs).

External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR18 (C3215)**  
**Office of the Assemblies-Endowed**  
**Minimum Full-time Equivalent: \$542.89**  
**Posting Date: 8/13/92**

Provide secretarial/clerical support to the office of the assemblies in the provision of services to the elected campus governance representatives and their committees. 10month, 20hrs/week, possible 30hrs. within next few months.

**Requirements:** High school diploma or equivalent. Some college coursework in business and/or secretarial science preferred. 1-3yrs. clerical experience desirable. Solid word processing skills (IBM PC, WordPerfect, Lotus, DBase). Excellent organizational, interpersonal and communication skills. Solid skills in general office procedures. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Binding Assistant GR18 (C3012)**  
**Physical Sciences Library-Endowed**

**Minimum Full-time equivalent: \$542.89**

**Posting Date: 7/30/92**

Coordinate preservation, conservation, and binding activities in the physical sciences library. Provide information services to library users. Supervise 1 to 2 student employees. Ability to work in a changing environment with constant interruptions. Good communication, interpersonal, and organizational skills. Attention to detail. Monday-Friday, 20hrs./week, with Flexibility.

**Requirements:** Associate's degree desirable. A minimum of 2yrs. academic experience with some course work in physical sciences preferred. Familiarity with computers required. Previous library experience (especially with NOTIS) desired. Ability to push loaded book trucks and lift filled book bins (up to 100lbs.). Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Senior Circulation/Reserve Assistant GR18 (C2909)**  
**Access Services/Olin Library-Endowed**

**Minimum Full-Time Equivalent: \$542.89**

**Posting Date: 7/23/92**

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

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

**Secretary GR19 (C3405)**  
**Russian Literature-Endowed**  
**Minimum Full-time equivalent: \$566.28**  
**Posting Date: 8/27/92**

Graduate field secretary; secretarial support to department faculty; computer use for course materials preparation, correspondence; some light accounting; answer telephones and distribute mail. Monday-Friday, 6hrs/day.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. Minimum 2yrs. office experience. Use of IBM-PC (WordPerfect 5.0). Good interpersonal, organizational and communications skills required. Familiarity with Cornell accounting preferred. Medium typing. External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR19 (C3401)**  
**Classics-Endowed**  
**Minimum Full-time Equivalent: \$566.28**  
**Posting Date: 8/27/92**

Provide secretarial support for administrative supervisor and graduate faculty representative. Interact with graduate school and graduate students in department of classics. Process departmental purchase orders, journal, travel, and accounts payable vouchers; answer telephone; maintain classics library; some bookkeeping. Serve as front desk receptionist for small office. Monday-Friday, 8am to noon.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. Excellent (oral and written) communication skills. Strong commitment to customer service. Familiarity with WordPerfect essential, experience with Lotus 123 helpful, ability to use mainframe. Attention to detail, reliable and consistent work habits. Strong organizational skills. Medium typing. External applicants send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR19 (C3204)**  
**Cornell Manufacturing Engineering and Productivity Program-Endowed**

**Minimum Full-time Equivalent: \$566.28**

**Posting Date: 8/13/92**

Provide administrative and clerical assistance to the director and administrator for daily office activities. Prepare routine correspondence. Assist with course and conference arrangements, prepare and process personnel and accounting forms. Complete other related duties as needed/required.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. experience desirable, familiar with Macintosh computers and software. Strong interpersonal, organizational and communication skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR19 (C3306)**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
**Minimum Full-time Equivalent: \$566.28**  
**Posting Date: 8/20/92**

Provide secretarial support for director of Cornell macromolecular crystallography resource which includes typing letters, scientific manuscripts, grant proposals, make travel arrangements, file, xeroxing. Other duties as assigned. Monday-Friday, 20hrs/week.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 2yrs related experience. Experience with technical typing, and Macintosh computer and programs. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Senior Night Supervisor GR20 (C3308)**  
**School of Hotel Administration-Endowed**

**Minimum Full-time Equivalent: \$590.45**

**Posting Date: 8/20/92**

Independently oversee library circulation/reserve services during evenings and on weekends. Establishes and maintains a high level of cordial, cooperative service to library patrons. Manages current awareness programs, interlibrary loan program (lending), and assists with maintenance of stacks and periodical shelves. In the absence of other staff is responsible for all library operations and facilities. 25hours/week, evenings and weekends required.

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



**Accounts Assistant GR20 (C3206)**  
**Biochemistry, Molecular, and Cell Biology-Endowed**  
**Minimum Full-time Equivalent: \$590.45**  
**Posting Date: 8/13/92**  
Perform accounting, budget, and administrative services for a large research and teaching facility. Monday-Friday, 25hrs/week.  
**Requirements:** A.A.S. degree in accounting or equivalent and 2-3yrs. experience in accounting. Some Cornell accounting experience preferred. Since the section is both State and Endowed, Experience with either system is preferred to no Cornell experience at all. Familiarity with federal grants and contracts a plus. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Representative III GR20 (C3022)**  
**Theory Center-Endowed**  
**Minimum Full-Time Equivalent: \$590.45**  
**Posting Date: 7/30/92**  
Under general supervision, provide part-time support to finance coordinator. Requires independent judgement, a high degree of confidentiality, and the ability to work independently.  
**Requirements:** Formal training of 1 or 2yrs., 2yrs. of college coursework, or associate's degree beyond high school diploma, 2-4yrs. related experience. Familiarity with university resources and procedures (ie-accounting, payroll, etc.) highly desirable. Experience with macintosh (microsoft word, filemaker plus, and microsoft excel) highly desirable. Strong interpersonal, organizational, and communication skills. Ability to work independently and maintain strict confidentiality. Ability to work under pressure, set priorities, maintain a degree of accuracy and take initiative. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR20 (C2910)**  
**Academic Programs, CALS-Statutory**  
**Minimum Full-time Equivalent: \$590.45**  
**Posting Date: 7/23/92**  
Must work independently to coordinate and carry out initiatives developed by the college of agriculture and life sciences minority resource development committee. These include on-campus colloquia, graduate student recruitment, including campus visits, data-base management, and an undergraduate research program. Some supervision of undergraduate assistants is likely. Monday-Friday, 20+hrs/week (negotiable).  
**Requirements:** Associates degree or equivalent required. 2-3yrs. work experience. Strong organizational, communication, and interpersonal skills. Familiarity with microcomputer use (Macintosh preferred) for word processing and data-base management is essential. Must be able to work within deadlines. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Secretary GR20 (C2714)**  
**Computer Science-Endowed**  
**Minimum Full-time Equivalent: \$590.45**  
**Posting Date: 7/9/92**  
Provide administrative and secretarial support to several faculty. Responsibilities include: coordinating faculty editorial duties, workshops and conferences. Prepare correspondence and other materials using advanced workstations and UNIX operating systems. Monday-Friday 9:00-1:30.  
**Requirements:** Associates degree or equivalent combination of education and experience. 2-3yrs. administrative/secretarial experience, preferably in a university environment. Excellent interpersonal, organizational and communication skills. Ability to work independently, set priorities, write and edit own material. Handle confidential material. Ability to use complex computer systems in a highly technical environment. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C3302)**  
**Veterinary Administration-Statutory**  
**Minimum Full-time Equivalent: \$615.42**  
**Posting Date: 8/20/92**  
Responsible to the assistant dean for administration. Manage annual operating budgets and discretionary funds for the deans office. Provide expertise in implementation and use of networked systems and software. Reception, scheduling and general clerical and secretarial assistance. Work closely with and provide necessary back-up for 2 other administrative aides reporting respectively to the dean and associate dean. General direction is received; independent decision making is required. Monday-Friday, 8:00-1:00 preferred.  
**Requirements:** Associates degree or equivalent required. Strong (oral and written) communication skills. 3-4yrs. related work experience. Proficiency in using IBM compatible personal computers for word processing, data-base management and spreadsheet analyses. Ability to establish and accomplish priorities. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR22 (C3304)**  
**Institution for German Cultural Studies-Endowed**  
**Minimum Full-time Equivalent: \$615.42**  
**Posting Date: 8/20/92**  
Provide administrative and secretarial support to the institute for German cultural studies. Responsibilities include coordinating conferences, seminars and related events; organizing travel and visitor arrangements; producing proposals and newsletters; handling correspondence. Some basic accounting. Halt-time, nine month position.  
**Requirements:** Associates degree or equivalent required. 3-4yrs. relevant experience. Ability to work independently. Strong word-processing skills required; desk-top publishing skills desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill plaza #2. Employees should include employee transfer application.

**Office Professionals Part-Time**

**Administrative Aide GR19 (C3116)**  
**Statutory Office for Capital Facilities-Statutory**  
**Minimum Full-time Equivalent: \$566.28**  
**Posting Date: 8/6/92**  
To provide, under little supervision, the secretarial/clerical and office support of a complex and fast paced office. Mon. - Fri., 8am-noon.  
**Requirements:** High school diploma or equivalent required. Some college coursework preferred. Minimum 2 years related office experience. Word processing experi-

ence required. Knowledge of Macintosh with Excel and mainframe desirable. Ability to work independently and set priorities. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Office Professionals Temporary**

**Temporary Accounts Assistant (S3404)**  
**Cooperative Extension**  
**Posting Date: 8/27/92**  
Process vouchers and billings, monitor invoices, prepare notices of proposed travel, and submit purchase order requests for Extension Sea Grant program. Input, retrieve and analyze data of CUDA expenditure and summary reports for Extension Sea Grant Program. Part-time, 20hours per week. Please send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Editor/Designer (S3001)**  
**Agriculture and Biological Engineering-Statutory**  
**Posting Date: 7/30/92**  
Edit manuscripts for engineering-related cooperative extension publications. Make grammatical and structural changes as necessary; write news releases; design and proof publications; prepare mechanicals for delivery to printer; assist in performing clerical-administrative tasks.  
**Requirements:** Bachelor of Science emphasizing writing, editing and design of technical information for a general audience. Must be familiar with macintosh; experience with pagemaker desirable. Send cover letter, resume, 2 writing samples and 1 design sample to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Temporary Secretary (S3002)**  
**Agricultural and Biological Engineering-Statutory**  
**Posting Date: 7/30/92**  
Provide secretarial services to the farm safety and health programs in Agricultural and biological engineering. Assist the executive director and board of directors of the NYS rural health and safety council.  
**Requirements:** A.A.S. degree or equivalent experience in secretarial services. Experience in macintosh computer programs is beneficial. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Temporary Staff Assistant (S2601)**  
**Cornell Press**  
**Hourly Rate: \$8:00**  
**Posting Date: 7/23/92**  
Assist associate marketing manager and advertising associate in publicizing and advertising scholarly books. Prepare press releases, reserve advertising space, and help to coordinate production of ads. Some clerical duties will be required.  
**Requirements:** B.A. degree. Medium typing. Experience with macintosh or similar computer helpful. Excellent written communication and proofreading skills required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**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.

**Waitperson Roomservice SO02 (G3406)**  
**Statler Hotel-Endowed**  
**Hiring Rate: \$6.90**  
**Posting Date: 8/27/92**  
Delivers guest food and beverage orders to their room; maintains supplies of trays, silver, napkins and condiments. Clears used dishware and cleans tables during service. Helps with set-up for club coffee and line service when directed by supervisor. Flexible, nights and weekends  
**Requirements:** Basic reading and writing skills. Previous food service experience desirable. Conscientious in work ability to see when and where service is needed with little direction. Regular CU employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Short Order Cook SO04 (G3404)**  
**Statler Hotel-Endowed**  
**Hiring Rate: \$7.52**  
**Posting Date: 8/27/92**  
Prepares breakfast and/or lunch to order in the club or student dining outlets. Works dinner operation as needed. Flexible, nights and weekends.  
**Requirements:** High school diploma or equivalent. Basic reading and writing skills. 2-3yrs. short experience in a high-volume operation required. Good interpersonal skills. Regular CU employees only. Send cover letter, resume and employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**General Service**

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

**Laboratory Attendant SO03 (B3401)**  
**Veterinary Pathology-Statutory**  
**Hiring Rate: \$7.18**  
**Posting Date: 8/27/92**  
Dual responsibility between pathology and vet administration. Pathology: provide for continual operation, maintenance, cleanliness of necropsy lab, photographic and culture preparation of rooms; cut/dispose of carcasses, pick up/clean necropsy equipment used daily. Vet administration: handling/disposal of medical waste generated by college/university sources by use of medical waste grinder or repackaging for off-site shipment. Provide backup for operation of incinerator for waste disposal and truck for

medical waste transport. Monday-Friday, 10am-7pm (or as arranged)  
**Requirements:** High school diploma or equivalent required. Experience with mechanical equipment desired. Exposure to animal carcasses: dissection/disposal helpful. Some chemical knowledge of animal diseases and chemical usage. Must be able to lift 50lbs. Send application materials to Cynthia Smithbower.

**Gardener SO08 (B3301)**  
**Plantations-Statutory**  
**Hiring Rate: \$9.08**  
**Posting Date: 8/20/92**  
Develop, manage and interpret 3 botanical collections: pounder heritage crops garden, bowers rhododendron collection and meunscher poisonous plants garden.  
**Requirements:** BS preferred in plant science, horticulture, related field or equivalent experience. Good writing, communication and interpersonal skills required. 2-3yrs. relevant work experience required. Send cover letter and resume to Cynthia Smithbower.

**General Service Temporary**

**Temp Laboratory Assistant**  
**Plant Breeding (S2001)**  
Order for a large laboratory, filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, and gel electrophoresis. 20hrs/week.  
**Requirements:** Good organizational ability, math skills, and strong interpersonal skills. Science background preferred, lab experience desirable. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Academic**

**Head Librarian**  
**New York State Agricultural Experiment Station**  
**Application requested by September 1, 1992 but accepted until position is filled.**  
**Salary and Rank depend on qualifications (minimum salary \$28,000)**  
**Posting Date: 8/27/92**  
Reports to the university librarian and the director of the experiment station. Responsible for the administration of all operations of the station library including planning and development; fiscal, facilities and personnel management; preparation of budgets, reports, and statistics; providing public services in reference, interlibrary loan, computer searching and user education programs. Oversee the technical services aspects particularly collection development and maintenance, the online catalog (NOTIS), and the new information technology systems.  
**Requirements:** MLS or equivalent graduate degree. 4-5yrs. professional experience in an academic or research library. Demonstrated effective supervisory and management skills. Well developed interpersonal and communication skills. Evidence of ability to plan and implement new and improved services. Experience with computer supported systems. Degree in biological sciences desirable. Send cover letter, resume and list of addresses and telephone numbers for three references to: Ann Dyckman, Personnel Director, 201 Olin Library, Cornell University Library, Ithaca, NY 14853-5301

**Research Associate Grade IV CA06**  
**Veterinary Microbiology**  
**Posting Date: 8/27/92**  
**Salary: \$26,530 Minimum**  
To investigate the regulation of lymphoid cell proliferation in the gut using molecular biology methods. Techniques will involve gene cloning and sequencing, northern dn southern blotting, PCR, in-situ hybridization and antisense oligonucleotide knockout experiments. Must have experience with the above techniques in eukaryotic species.  
**Requirements:** PhD in Immunology, Biochemistry, or Cell Biology with a minimum of 2yrs. postdoctoral experience. Contact professor Robin Bell at the James A. Baker Institute for Animal Health.

**Project Coordinator and Evaluation Specialist**  
**Cooperative Extension's "School-Age Child Care Training" project**  
**Posting Date: 8/27/92**  
Plan the training delivery: select actual network of training sites, choose field cooperative extension educations to do the training, identify school-age programs to be included in the training, and make physical arrangements for the training sessions. Maintain communications throughout Cornell cooperative extension in utilizing the guidance of staff in the planning and delivery of the training sessions. Arrange for the briefing sessions for the cooperative extension educations prior to the training sessions. Provide leadership for and monitor training materials development and training workshop schedule. Prepare progress reports and final report. Supervise development of evaluation model. Supervise all evaluation data collection from pre and post-testing to measure changes in the programs and the participants as a result of the training.  
**Requirements:** Doctorate in program evaluation required. Experience with school-age child care program administration necessary. Social science research experience desirable. A variety of program administration and evaluation experience helpful. Send letter of application, resume and names and addresses of (3) persons who may be contacted as references to: Carol L. Anderson, Associate Director, Cornell Cooperative Extension, N 130 MVR, Cornell University, Ithaca, NY 14853.

**Extension Associate II**  
**Cornell University, Center for the Environment, Ithaca, NY**  
**Posting Date: 8/27/92**  
**Salary: Commensurate with qualifications.**  
**Starting Date: October 29, 1992**  
Provide overall program coordination and assist with the development and design of training materials and workshops in a three year project funded by the national science foundation to teach community science educators who work with youths 14-17 years of age the basics and applications of remote sensing and map interpretation to environmental problem solving. The program coordinator will work closely with community science educators to determine and meet the particular needs of each program and will arrange for national dissemination of program materials. Supervise administrative activities associated with the project.  
**Requirements:** Master's degree or equivalent combination of technical education and experience in education, remote sensing, natural resources or related fields. Must have demonstrated skill in preparing and teaching innovative science education materials. 2-3yrs. minimum experience in outreach project or program design, science education processes, coordination and management, personnel supervision. Demonstrated written and oral communication skills including ability to interact effectively with university faculty, staff and students, extension agents, community educators and leaders, and government or agency personnel. Send letter of application, resume or curriculum vitae and names and addresses of (3) persons who may be contacted as references to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**Extension Associate IV, CA06**  
**Program Manager for Administrative Services for the Child Protective Services Training Institute (CPSTI)**  
**Posting Date: 8/27/92**  
Cornell University will employ an Extension Associate IV, CA06, whose main function and purpose will be to serve as the primary position for all the Child Protective Services Training Institute's administrative functions (financial, personnel, contract management, support staff supervision, and facilities management). Call (607) 254-6414 for position announcement. Send resume and three written letter of references to Judy Virgilio, Family Life Development Center, G21 MVR Hall, Cornell University, Ithaca, NY 14853. Cornell is an equal opportunity employer.

**Extension Associate IV (CA06)**  
**Agricultural Economics**  
**Posting Date: 8/27/92**  
Provide leadership, develop, implement, and evaluate whole farm plans with emphasis on the economics and management requirements of successful adoption of nutrient, pathogen, and chemical management practices. M.S. degree in agricultural economics preferred or similar field. Contact W. Knoblauch for more information (255-1599).

**CORNELL**  
**Employment News**

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