

WELCOME ALUMNI

Cornell Chronicle

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Graduates Give Priority to the Present Heed Rhodes' Message on Commencement Day

By MARTIN B. STILES

President Frank Rhodes reminded some 4,000 graduating students at the University's 113th commencement (May 31) of a gift they had received during their years at Cornell—"a sense of the priority of the present, for the present is literally all there is."

"Of course that does not mean," he said, "that we should reject the past or that we must renounce the future. It requires not only discern-

ment but courage to see the future—with all its potential—in the present. Nor does a commitment to the present mean blind hedonism. We are not required to live for the moment, but in the moment, embracing the joy of relationships and the splendor of the earth, thanking that parent or encouraging that friend today—for there may be no tomorrow. For it is the faithful and cheerful devotion to the common tasks of each new day, rather than

commitment to brave but vague new worlds, that carries society forward."

The students, who gave the president a standing ovation at the end of his speech, also gave the president and more than 20,000 family, friends, faculty, alumni, staff and trustees gathered in sun-filled Schoellkopf ample visual and aural evidence that they had recognized the gift and had received it both seriously and joyfully.

Their attendance at the ceremony to accept the degrees they had earned was evidence enough that they had taken seriously the opportunities of their presence at Cornell.

Joyfully savoring, "this special moment of the present," as President Rhodes put it during his address, the students followed a pattern of ritual informality that has evolved amid the traditional pomp of Cornell Commencement over the

past decade.

They danced, laughed and cheered during the long winding procession from the Arts Quadrangle to Schoellkopf. It was completed about 20 minutes past the scheduled time of 2 p.m. One student did back flips across the Atstroturf to the cheers of the crowd. Several others did impromptu jigs. Others flashed signs in letters attached to the tops of their mortar boards. One said "Goodbye Ithaca."

When all the graduating students were seated in the Crescent they broke into a somewhat off-key humming of that most sacred of all graduation music "Pomp and Circumstances."

But the students saved their most joyful demonstrations for the moment in the degree-granting ceremony that their particular school was named. The engineers filled the air with computer cards, agricultural students cast handfuls of hay about and listened to a chorus of moos from the Arts College students. Other schools produced showers of confetti and whoops and hollers, while business school graduates threw play money around.

The more staid graduates of Veterinary Medicine had to endure occasional barking and other animal sounds from some of their less restrained fellow Cornellians.

During the Commencement address, traditionally given at Cornell by the president, Rhodes said, "the crucial thing that all art and all literature teach us: that no comment, no scene, no situation, no person is to be neglected or despised as merely familiar, as just ordinary, as nothing but another example of a general category, long known to us. We can insist, if we will, that the world conform to our categories—that each experience, each encounter is nothing but another instance of something we have already met—but we shall pay a terrible price. For that will remove all possibility of the new, the unexpected."

Continued on Page 2



Jacqueline G. Wexler delivers the main address at the Baccalaureate Service May 31, the first one held here in 14 years.

First Baccalaureate Held Here in 14 Years Wexler: 'Be a Loving Critic and a Critical Lover'

"Both the professional cynic and the true believer fail to embrace the human condition," said educator and former Catholic nun Jacqueline Grennen Wexler, at the first Baccalaureate Service held at the University in 14 years.

Speaking before a near capacity audience in Bailey Hall on commencement morning, Wexler, a former president of both Webster and Hunter Colleges, said, "Cynics are too arrogant to accept the limitations in others and in themselves."

And true believers, she said, are "so aware of the limitations in most others and in themselves that they invent saints to represent their longing for perfection, and find scapegoats to bear the burden of all

our imperfections."

Wexler, who received a dispensation from her religious vows in the 1960s, said, "I am still a reverent daughter of my church largely because I see her as an authoritative, but not an infallible teacher."

She said the best of any religious tradition must have meaning and significance beyond its doctrinal boundaries.

"Our secular societies," she went on to say, "formed because men could not and would not be bound by absolute 'truths' and rigid regulations. The scientific revolution demanded that evidence have a value of its own and that so-called truth which was contradicted by evidence could not be true."

But also on the secular side she cited the politics of disruption of the 1960s with its "non-negotiable demands."

"Non negotiable demands are the work of despots," she said, "either those who hold the power, or those who would wrestle the power from them in order to wield it over others."

Wexler said, "Few of us born and bred in the 20th century in the Western world, spouse or practice blind obedience to authority in our political, religious, or familial lives. To be faithful no longer means to be seen and not heard for children, for women, for workers, for citizens or for members of religious congregations."

The alternative to blind obedience to authority, she said, is the kind of reverence and respect one finds in

Continued on Page 2

Special Calendar

Next week's Chronicle, which is the first of six being printed for the summer, will contain an insert with a calendar of area events which are scheduled for the rest of June as well as July and August. This will be the only issue which will contain calendar information.

So that we can include as much information as possible, anyone who has not already submitted calendar items to Fran Apgar in Willard Straight Hall should submit them to Barbara Jordan-Smith, 110 Day Hall by noon tomorrow (Friday, June 12). The information should be typewritten, double spaced. NO INFORMATION WILL BE TAKEN OVER THE PHONE.

Class of '81 Told to Live Fully for Today

Rhodes' Commencement Talk; Complete Text Will Be Found on P. 10

Continued from Page One

pected, the unique; it will destroy the very possibility of joy."

All during the day at various times the McGraw Tower bells pealed forth the choral theme from the last movement of Beethoven's Ninth Symphony: "Joy, thou gleaming spark divine... All mankind become brothers beneath thy gentle hovering wing."

Before and after the morning Baccalaureate and afternoon Commencement, students could be seen touring the campus with their families, using the often repeated phrases "This is where I" and "there is where I."

A solitary student stripped to the waist sunned himself on the terrace of Olin Library as the commencement procession marched by. Aroused from his slumber he said his procession is not scheduled to start for two more years. He leaned back again to absorb the sun, sounds and smells of the spring day in Ithaca.

During his address President Rhodes said, "But today, you reply, is focused, not on the past, but the future. But we should not be dazzled by all the tomorrows, with their vague promises, stretching to a

seemingly endless horizon. So often, living for tomorrow becomes an excuse for not living fully today, an excuse for not extending ourselves to others as loving, caring, listening, giving human beings. It becomes an excuse for seeking the safe and sure today—to meet better the risks of tomorrow. In pursuit of a distant rainbow, we heap the gifts of each new day on the "altar of the future", never fully happy in the present and never pausing to savor its joys, never stopping to smell the roses."

He said this does not "mean that we should reject the familiar contemporary exhortation to establish goals for ourselves. But it does mean that we should not be consumed by them. Goals are admirable purposes, to develop, commendable objectives for which to strive. But they are hollow if the true end of life becomes the act of achievement of the goal, rather than the enrichment that comes from fulfilling the part demanded by the goal."

"The future," Rhodes said, "for all its shimmering light, is a mirage to those who sacrifice the present."



Happiness is knowing that you've finally made it!

Service Revived at Request of President Rhodes

Continued from Page One

mutual relationships which "thrive only on interpersonal communication, in some degree of give and take, in trial and error, in failure and success. People working together, living together, loving together learn to respect one another in tough and continuing ways."

She told those present that in brief encounters and in commitments and "grace-full sharing" one finds meaning and maturity in one's life.

Wexler warned that "lest we turn cynics and true believers into our own scapegoats, let us recognize their potential presence in ourselves."

One must be a loving critic and a critical lover, she said.

The Baccalaureate Service was revived as an interreligious event at the request of President Frank Rhodes who in his introduction of

Wexler said, "This is a communal religious celebration, interfaith in every sense of the word."

He said the new service was not only to honor the graduates but their families and retiring faculty and staff who had contributed so much to their Cornell experience.

Seated on the stage with Wexler and Rhodes were many University Trustees and Trustees Emeriti including former board chairman, Robert W. Purcell.

Among the various Cornell chaplains and leaders of the many religious groups on campus were W.

Jack Lewis, recently retired director of the Cornell United Religious Works, and Morris Goldfarb, Jewish chaplain emeritus, and acting director of CURW. He gave the benediction in Hebrew and English.

During the service Lewis concluded the "Prayer at End of

Term," quoting Abraham Lincoln: "With malice toward none, with charity for all, with firmness in the right as God gives us to see the right, let us do all which may achieve and cherish a just and lasting peace among ourselves and with all nations."

Four At-Large Trustees Elected

Charles F. Knight, chairman and chief executive officer of Emerson Electric Co., has been elected to a five-year term as a member-at-large of the Board of Trustees effective July 1.

He was one of four members-at-large elected by the board at its meeting, on campus commencement weekend. Three incumbent trustees were re-elected to five-

year terms as members-at-large, also effective July 1. They were James McConnell Clark, Cornell Class of 1944, an investment banker with Shearson Loeb Rhoades Inc.; Samuel C. Johnson, Class of 1950, chairman and chief executive officer of S.C. Johnson & Son, Inc., and Harvey E. Sampson, Class of 1951, chairman of the board, president and chief executive officer of The Harvey Group, Inc.

Knight, a 1958 graduate of Cornell, was elected to the trustee post held by William R. Robertson,

which expires June 30. Robertson, a member of the board since 1966, was elected a trustee emeritus effective July 1.

A national leader in business and civic affairs, Knight's firm has been described as "one of the most successful companies in the U.S., whose growth and profitability is the envy of the nation's industries." For years the firm has supported and interacted with the master of engineering design program in the Engineering College at Cornell. Knight is a recipient of the Special

Humanitarian Award from the Human Development Corp., the St. Louis Award and the Argus Award for Outstanding Service.

He is a director of Southwestern Bell Telephone Co., Miner Enterprises, Inc., Missouri Pacific Corp., First Union Bancorporation and Ralston Purina Co. He holds an honorary law degree from the University of Missouri.

Knight and his wife, the former Joanne Parrish, have four children.

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Jobs

Administrative/Professional
Technical Services Supervisor, CP5 (Lab. of Nuclear Studies)
Fringe Benefit Accountant, CP5 (Office of the Controller)
Budget Analyst, CP5 (Endowed Budget Office)
Assistant Fencing Coach CP4 (Physical Education & Athletics)
Applications Programmer II, CP4 (Computer Services (APS))
Assistant Director, CP4 (Public Affairs, Arts & Sciences)
Applications Programmer, CP3 (Finance and Business)
Research Support Specialist I, CP3 (Nutritional Sciences)
Copy Editor, CP2 (University Publications)
Residence Operations Assistant, CP2 (Residence Life)
Radio News Editor (Media Services, TV/Radio/Film)
Administrative Manager I, CP4 (Fi-

nance and Business)
Clerical
Administrative Aide, GR22 (Lab. of Nuclear Studies)
Secretary, GR20 (Career Center)
Library Aide, GR18 (Neurobiology & Behavior)
Office Assistant, GR18 (CURW)
Secretary, GR18 (Animal Science)
Accounts Assistant, GR17 (Geological Sciences)
Secretary, GR16 (Arts & Sciences Dean's Office)
Secretary, GR16 (University Development)
Secretary, GR16 (HD&FS)
Service and Maintenance
Machinist, GR26 (Technical Services)
Photo Assistant, GR19 (Biomedical Communications)
Lab Attendant, SO15 (Agronomy)
Technical
Electronics Technician, GR22 (Univ. Libraries-Admin. Oper.)

Technician, GR21 (Biochem., Molec. & Cell Biology)
Technician, GR18 (Division of Nutritional Sciences)
Part-time
Secretary, GR18 (CRSR)
Secretary, GR16 (Media Services)
Application Programmer I, CP3 (Government/History)
Manager, Big Red Barn, CP1 (Unions & Activities)
Temporary
Temporary Technician, T-11 (Pomology & Viticulture, Geneva)
Temp. Admin. Aide, T-3 (Cntr. for International Studies)
Academic
Assistant Professor, Jewish History ((Near Eastern Studies)
Librarian (Albert Mann Library)
Humanities Cataloger (Catalog Dept., Olin Library)
Assistant Librarian (Reference Dept., Olin Library)
Extension Associate II, CA4 (ILR, Rochester)

Heady Politics for Reunion

Buckley, Lowi, Linowitz Scheduled

With topics as timely as tomorrow, three nationally known political analysts will be featured this Alumni Reunion Weekend.

"Reagan: The State of the Government" is the title of the talk by Theodore J. Lowi, the John L. Senior Professor of American Institutions at Cornell, that leads off the trip at 1 p.m. tomorrow in the Hollis Cornell Auditorium of Goldwin Smith Hall.

The Senior Professor at Cornell since 1972, Lowi was named in a 1977 survey of his peers as the political scientist who made the most significant contribution to the profession in the 1970s.

"Prospects for Peace in the Middle East Negotiations" will be described by Sol M. Linowitz, Law '38, the diplomat who worked in the area for the last two years, at 3:15 p.m. tomorrow in Statler Auditorium.

Linowitz was chairman of the Presidential Commission on World Hunger when he was named by President Carter as Ambassador at Large for Middle East Negotiations in 1979.

He has been United States representative to the Organization of American States and the Inter-American Committee for the Alliance for Progress and co-negotiator on the Panama Canal Treaties of 1977.

Linowitz has also served as general counsel and board chairman of Xerox Corp. He was elected a Cornell trustee emeritus in 1976 after 10 years of service on the Cornell board.

Buckley to Talk Friday

"Reflections on Current Disorders" will be offered by William F. Buckley Jr., political columnist and commentator, at 4 p.m. tomorrow in Bailey Hall.

After his talk, Buckley is scheduled to take questions from the audience. His appearance, sponsored by Cornell's Graduate School of Business and Public Administration, is made possible by a grant from the Frank Stanley Beveridge Foundation.

A nationally syndicated columnist, Buckley is also seen weekly on television as host of the program "Firing Line."

Other speakers this Reunion Weekend include President Frank Rhodes, Law School Dean Peter

Martin, Joseph Veverka, associate professor of astronomy, and Jane Brody '62, science writer for the New York Times.

Among the traditional events on the reunion schedule are the Savage Club Show at 9:15 p.m. tomorrow, at Bailey Hall; Cornelliana Night at 9:15 p.m. Saturday, June 13, also at Bailey; tent parties, canoeing on Beebe Lake, golf, swimming, tennis and fraternity and sorority open houses and receptions.

New Features Planned

Several new features are included this year:

— a conference for parents and prospective students at the Office of Admissions, 410 Thurston Ave., at 9:30 and 11 a.m. tomorrow and 9:30 a.m. Saturday;

— three films directed by Gene Saks '43 — "Cactus Flower," "The Odd Couple" and "Barefoot in the Park" — one each day at 8 p.m. tomorrow Saturday and Sunday in Uris Auditorium.

— a tasting of New York state wines at the Memorial Room of Willard Straight Hall at 3:30 p.m. Saturday.

There will be exhibitions at the Herbert F. Johnson Museum of Art, Mann Library and Olin Library, as well as campus tours, open houses sponsored by the schools and college, receptions and parties throughout the campus.

Rhodes will deliver a report to the alumni on the university at the Cornell Alumni Association annual meeting at 10 a.m. Saturday at Statler Auditorium. Law Dean

Martin will follow him with a talk on "Challenges Facing the Law School."

Prof. Veverka's presentation, "Exploring the Solar System," is scheduled for 11 a.m. tomorrow in Uris Hall Auditorium. Brody, the author of "Jane Brody's Nutrition Book," will speak on "Keeping Your Body Fit" at the Cornell reunion breakfast at 8 a.m. Saturday in the Memorial Room of the Straight.

Seminars Scheduled

Three management seminars featuring faculty of the B&PA School are scheduled at 2 p.m. today, 9 a.m. tomorrow and 1 p.m. Saturday, all in Bache Auditorium of Malott Hall.

Seminars by faculty of the New York State College of Human Ecology are scheduled to begin at 2:30 p.m. Saturday in the Martha Van Rensselaer Faculty Commons.

Barton Hall will be the center of reunion activity. It is the main reunion headquarters, and all-alumni luncheons are scheduled there tomorrow and Saturday. More than 30 Cornell departments and programs will have booths at Barton staffed by faculty and staff ready to talk to alumni tomorrow and Saturday.

The first official reunion gathering is a reception at 5:30 p.m. today in the South Dining Room of North Campus Union. It will be followed by a 6:30 p.m. buffet dinner and an 8:30 p.m. welcome from Richard M. Ramin '51, vice president for public affairs, and Frank C. Clifford '51, director of alumni affairs.



Barrett Gallagher in front of photographs of 'Snow Fences,' Central Park.

Gallagher Exhibit Open

An exhibition of more than 300 photographs by Cornell University alumnus Barrett Gallagher '36, are on view at the Herbert F. Johnson Museum of Art through July. This is Gallagher's first retrospective exhibition, which coincides with his 45th class reunion.

Chronologically arranged, the exhibition spans more than 40 years of prodigious accomplishment, from his early days as the official photographer for Cornell's Drama Club through his numerous assignments for Fortune, Life, Collier's, Time and Newsweek, among others, to his

more recent personal series on fire-works and on fences.

While serving as a gunnery officer in World War II, Gallagher was invited to join the Edward Steichen photography team, giving him a unique opportunity to document the war from the Pacific Naval fleet.

Other projects have taken him from the Arecibo Observatory in Puerto Rico to safaris in Africa. His subjects cover the worlds of politics, business, science, nature and the arts ranging from formal to informal portraits.



This same reunion group (with the addition of two more classes) created this scene in Barton Hall 10 years ago.

Alumni Elect 2 New Trustees

Affinito, Stocker Are Chosen

Lilyan H. Affinito, an officer with Simplicity Pattern Co. Inc., and James D. Stocker, an officer with Scott Paper Co., have been elected to five-year terms as alumni trustees on the Board of Trustees effective July 1.

Affinito, a 1953 graduate, and Stocker, a 1951 alumnus, were elected to the board by vote of the alumni body. A total of 21,972 votes were cast this year for seven candidates.

Affinito, a graduate of Cornell's School of Hotel Administration, has been with Simplicity Pattern — regarded as the world's largest pattern company — since 1968. She joined Simplicity as controller, was

appointed vice president of finance and treasurer and, in 1976, president. She now also holds the position of chief operations officer.

Among her many alumni activities, Affinito has been president of the Cornell Association of Class Officers, president of the Cornell Women's Club of New York and director of the Federation of Cornell Women's Clubs.

At present she is a member of the Cornell University Council, the Advisory Council to the Graduate School of Business and Public Administration, the Class of '53 Council and the Cornell Society of Hotelmen.

Stocker, who earned his Cornell

degree in economics in the College of Arts and Sciences, is senior executive vice president of Scott Paper. Since joining the firm in 1956, Stocker has held numerous positions both here and abroad. In 1979 he was named president of Scott Paper International.

After serving as his class president for 10 years, Stocker became a member of the Cornell Council in 1962. He was named vice chairman of the council in 1976 and served as chairman the last two years. He is also a member of the Cornell Club of Philadelphia and the Arts College Council.



JAMES D. STOCKER



LILYAN H. AFFINITO

Trustees' Effectiveness to Be Reviewed

Study Is First of Its Kind in 16 Years

Establishment of an ad hoc committee to conduct a broadly-based review of the effectiveness of the Cornell University Board of Trustees as the university's governing body has been approved by the board.

The action came at the board meeting commencement weekend.

The study, the first of its kind by the Cornell board in 16 years, is expected to be completed by the 1982 Commencement meeting.

Chairman of the Board Jansen Noyes Jr., in consultation with Vice Chairman Charles T. Stewart and Cornell President Frank Rhodes, will select the members of the ad hoc committee. Selection is expected to take place within the next month.

The board's charge to the committee calls for the study to include a review of board membership, board organization, and board relations with the president, the faculties, the student body and outside constituencies.

"In the 16 years since the Cornell board last conducted such a study," Noyes said, "there have been very substantial changes in the size and organizational structure of the board and the governance of the university has become much more complex."

"Those factors, together with the enormous problems of governance

which are foreseen in the coming decade, make it appropriate for the board to conduct this study," he said.

Since the last study in 1965, board membership has grown from 49 voting members to 62, making the Cornell board one of the largest in the nation. There are now 13 separate categories of members or methods of selecting members.

Noyes said that "While this diversity is a source of strength, it also makes it difficult to establish common or coordinated standards of qualification for membership and to focus the attention of all members on the very important central purpose of the board: the overall welfare of the university."

The committee will also look closely at the board's composition from a geographical standpoint. Since the university attracts a national and international student body, seeks support throughout the nation, and is engaged in programs that have impact on the entire population, the board should have appropriate national representation, Noyes said.

In order to deal with the many financial and managerial problems facing Cornell now and in the near future, "the board must have a membership and structure capable of dealing with such matters," Noyes said.

In its review of board organization, the committee is expected to place primary emphasis on committee structure.

Among the questions raised in the committee's charge regarding board relations with various elements of the university are:

— "... (1) Is the board providing ap-

propriate oversight to the long-range educational purposes of the university?"

— "Is there adequate communication with the student body which provides a flow of student perspectives to the board... and also provides a reasonable explanation

to the students of the board determinations?"

— "Are relations with alumni, donors, the corporate community, state and federal governments and the public-at-large being developed in the best interest of the university?"

Budget Balanced; Up 15.2%

The 1981-82 operating plan for the university's endowed colleges and support services at Ithaca projects a balanced budget of some \$155.9 million, according to Board of Trustee action taken in late May. Budgeted operations do not include sponsored grants and contracts nor the auxiliary enterprises and service departments which total another \$86.6 million.

The figure of \$155.9 million is an increase of 15.2 percent over projected expenditures of \$135.3 million in 1980-81. Base budgets supported by general purpose funds have been reduced by \$1.3 million to achieve budgetary balance, President Frank Rhodes said in transmitting the expenditure plan to the trustees.

He said that projected year-end financial positions this year have

improved over those originally budgeted, due largely to revenues above budgeted levels, but warned, "the outlook ahead, however, is troubling."

Rhodes told the trustees that "satisfactory financial results (in 1981-82) will only be obtained through careful planning and disciplined management." He pointed out that significant reductions in federal support for student financial aid are likely to be felt next year.

"There may be reductions in research funding, but specific areas of reductions are not now well identified," he said.

"Although federal fiscal and monetary policies are projected to ease the impact of inflation, the existing rate continues to diminish purchasing power significantly, resulting in little enhancement of programs and

services in spite of increased dollar allocations," Rhodes said.

"The 1981-82 plan for general purpose funds in the endowed colleges and support services is in balance but only as a result of several severe decisions, the impact of which must be immediately and prudently addressed in planning for the future," he said.

Rhodes pointed out that in addition to a \$1.3 million reduction in base budgets supported by general purpose funds, money for facilities maintenance and for library acquisitions has been held at levels below those required for long-term stability.

The 1981-82 budget is based on a plan to hold enrollment on the Ithaca campus to 16,775 in the fall of 1981, 100 students more than the long-range target of 16,675, but below the 16,961 students enrolled in fall of 1980.

Tuition for undergraduate students at endowed Ithaca will be \$7,000 in 1981-82, a 16.7 percent increase over spring, 1981. Undergraduate resident tuition for statutory students will be \$2,880, a 16.6 percent increase over 1980-81.

Tuition for the School of Business and Public Administration will increase 16.1 percent from \$6,200 to \$7,200. Law School tuition will increase 20 percent from the spring 1981 rate of \$6,040 to \$7,250.

Since 1970-71 Cornell endowed tuition, room and board has remained at approximately 40 percent of the median family income in the United States. In 1970-71 at \$4,000 it measured 40.5 percent of median family income and in 1980-81, at \$6,000 it is estimated to have been 39.5 percent.

The 1981-82 general purpose budget provides for a 20 percent increase in student financial aid for undergraduates, with parents and students being asked to assume a greater share of the financial aid package via increased self help. The self help and parental contribution will increase, on average, about 8 percent.

The 1981-82 plan provides an overall compensation pool — including salary and fringe benefits — of approximately 11 percent for faculty and staff.

Rhodes pointed out that the Medical College approaches the new year in a better position than expected: its operating budget will be balanced, it will use capital resources to support renovation projects and provide limited, short-term seed money for program renewal. The college will have a balanced operating budget in 1981-82 of almost \$55 million.

Budgeted operations in the statutory colleges will total almost \$103 million.

Summary of Trustee Actions May 30

This summary journal of the Executive Committee and full board meetings Saturday, May 30, as released for publication does not include confidential items which came before the meeting, or items on which separate articles appear in this issue of the Chronicle.

Actions and reports of the trustees included the following:

1. A report by President Frank Rhodes.

2. University Provost W. Keith Kennedy reported on the status of a request to the state for supplemental funding in 1981-82 to cover previously approved salary increases and additional costs of accessory instruction.

3. University Controller John S. Ostrom led a discussion of the Responsibility Centers Analysis, an accounting concept developed over the past several years which displays the university's costs and revenues by major unit.

4. Vice President and Treasurer Robert T. Horn reported on the establishment of new investment funds for the endowed and statutory colleges.

5. Malden C. Nesheim, professor of nutrition, was granted four semesters of sabbatic credit for deferring his sabbatic leave since 1979 to accommodate his responsibilities as director of the division of nutritional sciences.

6. Reports of the Buildings and Properties Committee by Trustee Committee Chairman Earl R. Flansburgh were approved.

7. The administration was authorized to advance from current fund balances an amount not to exceed \$1,085,000 to cover the university's share in the construction cost of the submicron research facility

8. Establishment of a new investment fund, the Biological Sciences Plant Holding Account was approved, the account to consist of unrestricted funds in the amount of \$4,973,495 to be used for the repayment of debt contracted for in construction of the biological sciences facilities project.

9. Vice President for Research W. Donald Cooke reported the receipt of contracts from the National Science Foundation in the amount of \$5,214,000 for the 1981 operation of the National Astronomy and Ionosphere Center. The current contract provides for Cornell to manage, operate and maintain the National Astronomy and Ionosphere Center for another five years at amounts to be negotiated annually within a maximum amount of \$35,300,000.

10. Cornell Vice President and Treasurer Robert T. Horn was authorized to vote the university's stock in Cornell Research Foundation, Inc., a wholly owned subsidiary, to elect the following named persons as directors of that corporation for three-year terms, June 1, 1981 through June 4, 1984: J.R. Barlow, W.D. Cooke, D.F. Holcomb, M.G. Kimberly, W.R. Lynn, E.C. Melby, and N.L. Vandemark.

11. Roger Howley, director of the Cornell University Press was authorized to participate on behalf of the university in the formation of Unilibros, Inc., and to serve as a member of its Board of Directors. Unilibros is a not-for-profit Texas corporation, the purpose of which is to market books in the United States and other countries, particularly Latin America.

12. Upon review of elections the trustees approved the appointment

of the following to membership on the Board of Trustees:

Students — Walter Hlawitschka '82 and Gregory King, graduate student, Stephen H. Lockhart (MD '83) for two-year terms effective July 1, 1981.

Faculty — Howard C. Evans, professor and chairman of Veterinary Anatomy, for a five-year term as Faculty Trustee effective July 1, 1981.

Employee — Ronald B. Parks, applications programmer in the Administrative Services Department of the Office of Computer Services, as employee trustee for a two-year term effective July 1, 1981.

13. Secretary of the Corporation Walter J. Relihan Jr., reported that Richard A. Church, coordinator of undergraduate admissions in the College of Agriculture and Life Sciences, has been elected by the Executive Committee of the New York State Grange to succeed Bruce Widger as a trustee for a term of one year effective July 1, 1981.

14. The following elections were held: trustees to membership on the board and to membership on standing and special committees; academic department chairmen; professors to the title of emeritus; faculty members to tenured positions; presidential councillors; members to administrative boards, advisory councils, the Cornell University Council, and to the councils of the colleges and schools of the university; promotions of tenured personnel.

15. Reports and recommendations from meetings of the Executive Committee of May 5 and May 30, 1981 were approved.

16. Minutes of the Board of Trustees meeting held March 27-28, 1981 were approved and Executive

Committee minutes for the meetings held Jan. 26 and March 26, 1981 were ratified and confirmed.

17. Vice President for Campus Affairs William D. Gurowitz led a discussion of a report on Cornell Public Safety procedures.

18. A report of the Board of Overseers of the Cornell Medical Center was presented by Trustee Overseers Chairman Stephen H. Weiss.

19. A report of the Academic Affairs Committee was presented by Trustee Committee Chairman William R. Robertson.

20. A report of the Committee on Land Grant and Statutory College Affairs was presented by Trustee Committee Chairman Ezra Cornell.

21. A report of the overall Cornell Fund program and a report of the Tower Club was presented by Trustee Chairperson Patricia Carry Stewart.

22. A report of gifts received to date was presented by Vice President for Public Affairs Richard M. Ramin.

23. Vice President for Research W. Donald Cooke reported deaths and resignations since the last meeting of the board.

24. The administration was authorized to advance \$200,000 to The Research Libraries Group, Inc., a national bibliographic service for libraries at major universities and other institutions.

25. Student trustees David L. Russo and Audrey D. Tejada were censured by the trustees for their participation in an unlawful occupation of university offices in May 1981.

26. A revised constitution of the Cornell University Council was approved.



Atmospheric Sciences Graduates spelled 'Weather' on their umbrellas.

Social, Economic Center Established

The Board of Trustees has approved the establishment of an Institute for Social and Economic Research on campus.

The institute, to be known as CISER, was recommended by both the Faculty Council of Representatives and the Trustees' Academic Affairs Committee.

In outlining the institute to the trustees, Provost W. Keith Kennedy said it is designed to enhance and coordinate widely dispersed research activities in the social sciences on campus.

The institute's formation follows the suggestions of several off-campus teams that have reviewed the condition of the social sciences at Cornell.

Kennedy said funding for the proposed institute will depend almost entirely upon outside research grants, chiefly from private foundations and the state and federal governments.

"Establishing the institute at this time," he said, "provides a mechanism for developing inter-disciplinary proposals during the current austerity and will place Cornell in a highly competitive position when future funding for social sciences does become available."

In the long run it has been estimated the institute's annual operating budget will be about \$500,000. Kennedy said the university would provide assistance in developing proposals.

Tenure Appeals Procedure Is Approved by Trustees

The Board of Trustees has adopted a 21-page set of appeals procedures involving non-tenured and tenured faculty promotions and reappointments.

The board approved the legislation at its commencement weekend meeting. The procedures were prepared by a faculty committee after a year of study and approved overwhelmingly at the May meeting of the Faculty Council of Representatives. They are in effect as of Sept. 1, 1981.

The trustees charged the dean of faculty with conducting a review of the procedures after three years "to assess the satisfactoriness of the procedures and to recommend changes which seem desirable in light of the experience to that time."

The new procedures set up a

single route for appeals of negative reappointment and promotion decisions, superseding two uncoordinated avenues in existence at the university for some time.

They provide the possibility of successive appeals of promotion decisions at three levels: departmental, college and university. The first consideration of a promotion is done within a department, where the best capability resides for evaluation of the professional quality of the candidate. If the outcome is negative, the chairman must give the candidate a written explanation, and the candidate can rebut this, provide further evidence, and demand a reconsideration.

If the result is still negative, the candidate can require the college dean to appoint an ad hoc committee of faculty members outside his

own department, to give him a second substantive review. If the dean, with this review in hand, reaches a negative decision, he or she gives the candidate a further chance to counter the arguments before making the decision final.

Thereafter, if the candidate has reason to believe the decisions up to that point to have been reached by improper procedures, or to have been arbitrary, capricious, inconsistent with the evidence, or based on illegal discriminatory considerations, or if he or she claims to have been hampered in fulfilling the expectations for promotion by being misinformed, or assigned excessive duties, or denied normal departmental support, the candidate can appeal at the university level on the basis of one or more of these charges.

An appeals committee will then be drawn from a standing elected appeals panel consisting of about 75 tenured faculty. The committee will limit itself to determining the validity of the charges. It may not award tenure, but it may recommend limited extensions of appointment or return of the case to the college for reconsideration.

If the appeals committee finds that such referrals do not eliminate the flaws in the original procedure, it may require the establishment of a new committee of expert scholars in the candidate's field, if necessary from outside the university, to make an independent evaluation. The final decision on the recommendation to the trustees is made by the provost.

Each step in the procedure must be taken within defined time limits. If the sequence is dropped by the

candidate at any point, or the appeals committee finds the charges not substantiated, no further appeal is available within the university.

For appeals that only involve reappointment in a non-tenured rank, the above process is simplified by elimination of the university-level appeal step.

The goal of these procedures, according to Dean of Faculty Kenneth Greisen, "is to confirm the right and obligation of departments to maintain and even improve their standards by being selective in their promotions, but not to allow them to make their decisions in an arbitrary, capricious or illegally discriminatory way; and to provide a fair hearing with a real possibility of reversal for any candidate who has reason to believe this has happened in his or her case."

Alumni, Friend Named Presidential Councillors

A special friend of Cornell University and three alumni have been elected Presidential Councillors by the university Board of Trustees at its meeting here at the end of May.

The new Councillors are Catherine Bard Boand, Milton S. Gould, who earned his bachelor's degree in 1930 and his law degree at Cornell in 1933; Charles W. Lake Jr., a 1941 Cornell graduate, and Dudley N. Schoales, a 1929 graduate.

Election as a Presidential Councillor is "a distinction conferred for life upon men and women who during their most active years have given high service to Cornell and have made an outstanding contribution to the future of higher education," according to the 1966 trustee

legislation that created the panel.

The number of Presidential Councillors is limited to 25. With the election of Mrs. Boand, Gould, Lake and Schoales, 22 men and women now serve in that capacity.

Mrs. Boand has maintained her interest in and support of Cornell since her first husband, Francis Bard, a 1904 Cornell graduate, died in 1970, and has assisted with Cornell's secondary schools program and alumni activities in the Phoenix, Ariz., area.

Bard, donor of Bard Hall and the Bard Professorship of Metallurgy, was a founding member of the Cornell University Council and one of the first Presidential Councillors.

Gould has served nine years on

the University Council. In addition, he served on the Law School Advisory Board, was chairman of the Law School Fund and has been a visiting lecturer at the Cornell Law School.

Gould and his wife, Eleanor, last year established an endowment fund to provide support for special projects and needs of the Law School.

A member of the New York City law firm of Shea and Gould, he has been regarded as one of the nation's leading trial lawyers for many years. He received national attention and praise for his book, "The Witness Who Spoke With God and Other Tales from the Courthouse."

Lake, who served eight years on

the Cornell board before being elected a trustee emeritus in 1978, has been chairman of the board's audit committee, area chairman in Chicago of the Cornell Fund, chairman of the Physical Education and Athletics Council, and chairman of the Engineering Council. He received the College of Engineering Award in 1975.

Lake is chairman and president of R.R. Donnelley and Sons Co., commercial printers in Chicago.

Schoales is also a former Cornell trustee and is a member emeritus of the University Council. He has been a member of the Engineering Council since 1968 and was awarded the Cornell Medal in 1971 as recognition of distinguished service to the uni-

versity.

He and his wife, the Countess Tauni deLesseps, have made gifts in the past year to establish a projects initiation fund to provide "seed money" for College of Engineering projects.

Schoales is a former managing director of the investment firm of Morgan Stanley & Co. A career investment banker and specialist in off-shore oil and gas exploration, he has twice been decorated by Queen Elizabeth II for his service to Australian finance and business.

In 1977 Schoales received the Queen's Silver Jubilee Medal, and in 1980 was one of the first four non-Australians to receive the Order of Australia Medal.

Robertson, Widger Elected Trustees Emeriti

William R. Robertson, a retired insurance executive, and Bruce Widger, a veterinarian, have been elected trustees emeriti by the university Board of Trustees effective July 1, 1981.

A member of the Cornell Board of Trustees since 1966, Robertson is a member of the Cornell Class of 1934 and has been long active with Cornell affairs. In addition to service as a trustee he has been a member of the Cornell University Council and

the Tower Club.

Dr. Widger, who earned his doctor of veterinary medicine degree at Cornell in 1951, first joined the Cornell Board of Trustees in 1961 as a member elected by the Executive Committee of the New York State Grange. He has been elected to successive one-year terms by the Grange since that time.

As a trustee, Robertson's initial assignments were on the Board Nominating and Development Ad-

visory Committees. He chaired the special committee on campus unrest at Cornell in 1969, the Trustee-Community Communications Committee in 1971-72 and the ad hoc committee on status of minorities in 1974-75. He was a member of other ad hoc committees including expansion of the board in 1970, Committee on Special Educational Projects in 1970-74 and computer in 1973. He was a member of the Executive Committee from 1967 to

1978 and the Academic Affairs Committee from 1978 to date. He has been its chairman for the past two years.

As a trustee, Widger served on the Audit Committee in 1962-73; Academic Affairs Committee in 1976-80; Committee on State Relationships in 1971-74; Trustee-Community Communications Committee in 1976-81 and as its chairman in 1978-80.

He served on the Buildings and

Properties Committee from 1976 to the present. He was its chairman in 1973-76 and 1977-78. He was its vice chairman for the other years while he was a member of that body.

He also was an ex officio member of the Executive Committee while he was chairman of the Buildings and Properties Committee. He also has been a member of the Advisory Councils for Agriculture and Life Sciences, Human Ecology and Veterinary Medicine.

Calendar

All items for publication in the Calendar section, except for Seminar notices, must be submitted by mail or in person to Fran Apgar, Central Reservations, 532 Willard Straight Hall, at least 10 days prior to publication. Seminar notices should be sent to Barbara Jordan-Smith, News Bureau, 110 Day Hall, by noon Friday prior to publication. Items should include the name and telephone number of a person who can be called if there are questions, and also the subheading of the Calendar in which it should appear (lectures, colloquia, etc.). **ALL DEADLINES STRICTLY ENFORCED.**

*Admission charged.

Announcements

Alternatives Library The Anna Carry Durland Memorial Alternatives Library is located on the first floor of Anabel Taylor Hall. The library contains books and periodicals on a wide range of topics; ecology, lifestyles, alternative communities, spirituality, social and political theory, to name just a few. Both students and non-students may borrow materials. Summer hours: June-July 1st, Monday through Friday, 10 a.m.-5 p.m.; July-August 25th, Monday through Friday, 10 a.m.-5 p.m., Sunday through Thursday, 8-10 p.m.

Appalachian Cloggers Weekly workshops from 4-6 p.m. in Anabel Taylor Auditorium. All new and old cloggers are welcome. Call Ann for more information at 272-4218.

Safety Shoes for Employees Employees will have an opportunity to buy special safety shoes on campus. The shoes will be sold from a mobile store scheduled to be parked at Stocking Hall, Tower Road from 9 a.m.-12:30 p.m. and between Statler Auditorium and Barton Hall from 1:30 p.m.-3:30 p.m. on Thursday, June 18. Additional details may be obtained by calling Alex McCord, Department of Life Safety, 256-3744.

Exhibits

Work of Murray Zimiles

"Murray Zimiles/Recent Work" will be on view at the Herbert F. Johnson Museum of Art through July 5.

Organized by the Neuberger Museum of the State University of New York, College at Purchase, the exhibition consists of 25 works on paper created during 1979 and 1980.

"Using graphite and oil Zimiles explores the human figure in a state of motion," according to Jill Chambers-Hartz, exhibition coordinator at the museum. "His nudes, occasionally sharing the space with furniture, animals or other objects, are abstracted to varying degrees, revealing at times a definite cubist influence as well as a pervasive atmosphere of theatricality," she continued.

In the introduction to the accompanying exhibition catalog, poet Jon Swan wrote, "Employing muted graphic tones (and color bursts), Zimiles creates highly charged force fields with which a man and a woman are constantly yanked out of their identities."

Zimiles was born in 1941 in New York City. He received his bachelor's and master's of fine arts from the University of Illinois in 1963 and from Cornell in 1965, respectively.

In 1965, Zimiles won a fellowship from the Fondation des Etats-Unis at the Cite Universitaire in Paris and continued his studies at the Ecole Nationale Supérieure des Beaux Arts. In 1971, the Royal Norwegian Government awarded him a fellowship to study the work of Edvard Munch in Oslo.

Zimiles' work has been exhibited widely in both the United States and Europe. His one-man shows include exhibitions at the Kunstnerforbundet Hus in Oslo, 1971; at the Vassar College Art Galleries and the Sindin Galleries, New York, both in 1978, and at the Group Gallery in Provincetown in 1979 and 1980.

His work has been represented in more than 100 group exhibitions and can be found in many public collections, including The Brooklyn Museum, the National Museum of American Art, and the New York Public Library.

Zimiles is an associate professor of art at SUNY Purchase and has also taught on the faculties of the Pratt Graphics Center, Pratt Institute, and at the Lehman College of the City University of New York.

He is the co-author of three books: "The Technique of Fine Art Lithography" (1970); "Early American Mills" (1973), and "Lithographic Workshops Around the World" (1974).

The Johnson Museum is open free of charge 10 a.m.-5 p.m. Tuesday through Sunday.

Herbert F. Johnson Museum "A Masterpiece Close-up: The Transfiguration by Raphael." A unique photographic exhibit, consists of almost full-size color reproduction of Raphael's work in the Vatican, until June 15; "Murray Zimiles/Recent Work." Drawings by Cornell MFA graduate Murray Zimiles, Class of 1956, until July 5; "Barrett Gallagher." Full-scale retrospective of over 500 photographs by freelance photographer Barrett Gallagher, Cornell Class of 1936, includes major assignments for "Fortune," "Life" and other national magazines; "The Dr. and Mrs. Milton Lurie Kramer Collection." Focuses on American artists of the first half of the twentieth century. The collection forms the nucleus of the museum's holdings in modern American art, through summer; "Benjamin Hertzberg: Selected Photographs." This Reunion exhibition offers a selection of recent black and white photographs by Hertzberg, Cornell Class of 1931. Museum hours: 10 a.m.-5 p.m. Tuesday through Sunday.

Olin Library "France in the Age of Revolution." Depicts the tumultuous events of the final decade of the eighteenth century in France, as recorded in the books, manuscripts, and engravings of the time. Through mid-August.

Films

Unless otherwise noted films are under sponsorship of Cornell Cinema.

Thursday

June 11, 8 p.m. *Uris Hall Auditorium. "Number Seventeen" (1932), directed by Sir Alfred Hitchcock, with Anne Grey, Leon M. Lion, John Stuart.

Friday

June 12, 8 p.m. *Uris Hall Auditorium. "Cactus Flower" (1969), directed by Gene Saks, with Walter Matthau, Goldie Hawn, Ingrid Bergman.

Saturday

June 13, 8 p.m. *Uris Hall Auditorium. "The Odd Couple" (1968), directed by Gene Saks, with Walter Matthau, Jack Lemmon.

Sunday

June 14, 8 p.m. *Uris Hall Auditorium. "Barefoot in the Park" (1967), directed by Gene Saks, with Jane Fonda, Robert Redford.

Monday

June 15, 8 p.m. *Uris Hall Auditorium. "Cat Ballou" (1965), directed by Elliott Silverstein, with Lee Marvin, Jane Fonda, Michael Callan.

Tuesday

June 16, 8 p.m. *Uris Hall Auditorium. "Woman of the Dunes" (1964), directed by Hiroshi Teshigahara, with Eiji Okada, Kyoko Kishida.

Wednesday

June 17, 8 p.m. *Uris Hall Auditorium. "Cover Girl" (1944), directed by Charles Vidor, with Rita Hayworth, Gene Kelly, Phil Silvers.

Thursday

June 18, 8 p.m. *Uris Hall Auditorium. "Foreign Correspondent" (1940), directed by Sir Alfred Hitchcock, with Joel McCrae, Laraine Day, Herbert Marshall, George Sanders.

Friday

June 19, 8 p.m. *Uris Hall Auditorium. "The Emigrants" (1972), directed by Jan Troell, with Liv Ullmann, Max von Sydow.

Saturday

June 20, 8 p.m. *Uris Hall Auditorium. "A Touch of Class" (1973), directed by Melvin Frank, with George Segal, Glenda Jackson.

Sponsored Programs

The Office of Sponsored Programs, 123 Day Hall, 6-5014, wishes to emphasize that the information in this column is intended for post-doctoral research unless otherwise indicated

1981 NOAA RECENT POST-DOCTORAL RESEARCH AWARDS in Atmospheric, Fisheries, Oceanic, Satellite Sciences, and Related Fields. Application deadline - June 10, 1981. Award Date: September 1, 1981.

In 1981 NOAA plans to award up to six Recent Postdoctoral Research Support Grants. NOAA is seeking to fund the research on campuses of a few recent postdoctorals having outstanding records and exceptional promise in academic research; those postdoctorals engaged in frontline scientific work on atmospheric, fisheries, ocean, and satellite sciences, and related fields that undergird the mission of NOAA. Eligible postdoctorals must be United States citizens and must have received their Ph.D.'s since January 1, 1979, and before June 10, 1981.

Grants will be made for 1 to 2 years, nonrenewable to the universities where the research would be carried out. Successful applicants may receive a salary of \$21,000 for 12 months with applicable fringe benefits. The grant application will allow as necessary a modest request for equipment, supplies, travel, publication, plus indirect costs. It is estimated that total funding up to \$40,000 per year would be available, depending upon the nature of the proposed laboratory or theoretical research.

As a special provision each grantee would be asked to establish a visiting relationship with a suitable NOAA laboratory or facility and be in residence there a minimum of 1 month each year to communicate on the postdoctoral research program and results and to learn firsthand about the scientific programs and research needs of NOAA. The objective is a helpful interchange between the campus and NOAA.

Those interested in applying for a postdoctoral research support award can obtain further information and informal research proposal guidelines by writing to Dr. Earl G. Droessler, Director of University Affairs, NOAA, Room 5808, Department of Commerce, Washington, D.C. 20203. Applications must be made through the Office of Sponsored Programs.

NSF ANNOUNCES U.S.-EASTERN EUROPE COOPERATIVE SCIENCE PROGRAMS

The Eastern Europe Cooperative Science Programs funded by the National Science Foundation foster and support scientific cooperation between the United States and Bulgaria, Czechoslovakia, East Germany, Hungary, and Romania. These programs promote collaboration and exchange of information between scientists, engineers, and institutions of research and higher learning of the United States and the cooperating countries.

Each country must take part in the costs of the research. There are three types of activities: scientific visits, joint seminars/workshops, and cooperative research.

Proposals can be submitted at any time. Additional information is available at the Office of Sponsored Programs, 123 Day Hall.

METROPOLITAN LIFE FOUNDATION

The Metropolitan Life Foundation will award a total of \$225,000 over three years to colleges and universities which develop the best programs to enable students to prepare for lifetime judgments which will protect and improve their health. Application forms and brochures describing the guidelines in greater detail are available from the Office of Sponsored Programs. Proposals must be received at the Founda-

tion by September 21, 1981 to be considered for a grant.

POLICE EFFECTIVENESS

The National Institute of Justice is attempting to expand its research interests in the law enforcement area by including and emphasizing the issue of the police response to the range of problems that constitute their responsibility.

The intent of this research effort is to document and systematically assess the techniques and knowledge routinely used by patrol officers.

Preliminary proposals must be postmarked no later than July 3rd. The award of 3-5 grants is planned for August 1981 with funding support for each not to exceed \$100,000.

Copies of the solicitation may be obtained by sending a mailing label to: Solicitation Request, "Police Effectiveness as a Function of Individual Officer Activity," National Criminal Justice Reference Service, Box 6000, Rockville, Maryland 20850.

MODEL PROJECTS ON AGING

The Office of Human Development Service has announced July 10 as the receipt deadline for applications under their Model Projects on Aging Program.

Applications are solicited for the development and implementation of demonstrations in the following 6 priority areas: (1) dissemination and utilization of findings in selected model project areas; (2) transportation; (3) mental health; (4) service delivery data; (5) employment opportunities after 55; (6) networking science and technology for older people.

OHDS will also consider applicant initiated proposals in areas other than the six priorities above.

For application materials and guidelines, contact Model Projects Division, Area Code 202-472-7219.

BEHAVIORAL AND SOCIAL SCIENCES FOR THE U.S. ARMY

The Training Research Laboratory of the Army Research Institute for Behavioral and Social Sciences expects to award 60 to 100 grants ranging in size from \$40,000 to \$125,000.

Priorities include recruitment, retention and testing; basic skills training; how to train individuals to use complicated equipment; and training in the use of combat systems.

Proposals will be accepted at any time.

For application information, individuals should request a copy of "Research Themes and Technology Base Program in Behavioral and Social Sciences for the U.S. Army," from Dr. R. M. Sasmore, ARI, DARCOM, 5001 Eisenhower Avenue, Alexandria, VA 22333 (202) 274-8622.

NSF INFORMATION SCIENCE

The National Science Foundation has set an August 5, 1981 deadline date for proposals to its program of Special Research Initiation Awards in Information Science. Eligibility is limited to individuals who have received their doctoral degrees within the last 5 years.

Proposals may address problems which involve one or more of the following categories: standards and measures; structure of information; behavioral aspects of information transfer; and informetrics (the role of the information in the economy). Researchers are encouraged to write brief preliminary letters prior to preparing a proposal.

For further information, contact the Office of Sponsored Programs, 123 Day Hall.

1982 SABBATICAL SUPPORT

Faculty eligible for sabbatical leave in 1982 should give some thought this summer for supplemental funding from outside sources. The Public Health Service has a July 1 receipt date for projects beginning April 1, 1982. The National

Science Foundation usually has a six to nine months review and process procedure. Requests for awards from John Simon Guggenheim Memorial Foundation and the Josiah Macy, Jr. Foundation must be submitted by early October. A July 1 deadline is established by the Fulbright awards for university teaching and abroad for projects beginning 12 to 18 months later. Applications to Alexander Von Humboldt Foundation may be submitted at any time.

DEADLINE REMINDERS - 15 JUNE - 31 AUGUST

June 30 - National Institute of Justice - FY '81 - Unsolicited Research Program.

June 30 - Metropolitan Life Insurance Nutrition Research.

June 30 - National Institute of Education - Unsolicited Research.

July 1 - PHS - New Research. Fullbright - Africa, Asia, Europe - July 1. NEH summer seminars in the Humanities - July 1.

July 1 - NEH Translation grants.

July 10 - Administration on Aging - grants and cooperative agreements under the Model Projects on Aging - National Endowment for the Humanities - Media, Museum, Library.

July 20 - NEA - Radio Projects.

August 5 - NSF - Special Research Initiation Awards for new investigators in Information Service.

The Office of Sponsored Programs announces the following new grants and contracts for the Ithaca and Geneva units of the University, during the month of April 1981.

T.E. Acree, FOODSCI-G: Pierce Apples Essence Grant. PIERCE CO, One Year, \$25,000.

T.E. Acree, FOODSCI-G: Flavour Comparison Of Reisling And Thompson Seedless. ANDRES, One Year, \$500.

M. Alexander, AGRON: Effect Of Concentration And Solubility Of Organic. BATTELLE-COL, Two Years, \$48,136.

B. Aspvall, COMP SCI: Efficient Algorithms. NSF, two years, \$33,326.

C.T. Avedisian, MECHAERO: Bubble Growth & Vapor Explosions In Liquids. NSF, Two Years, \$47,852.

D.E. Bauman, ANSCI: Effect Of Growth Hormone On Utilization Of Energy. UPJOHN, One Year, \$3,600.

D.E. Bauman, ANSCI: Effect Of Growth Hormone On Utilization Of Energy. UPJOHN, One Year, \$5,000.

S.V. Beer, PLTPATH: Frost Control With Anti-Ice-Nucleating Bacteria. MICROLIFE TECH, One Year, \$1,500.

J.M. Blakely, MATSCI: Segregation, Adsorption & Reactions At Metal Surfaces. NSF, Two Years, \$101,000.

J.A. Bloom, ORIE: Implementation Of The Cumulant Method Into Generalized. MIT, Six Months, \$12,250.

S.E. Bloom, POULSCI: Chick Embryos For Detecting Environmental Mutagens. DHHS, One Year, \$61,182.

C.W. Boothroyd, PLTPATH: Research On Diseases Of Dentand Sweet Corn. ROBSON SEED, Two Years, \$1,750.

B. Calnek, AAAM: Effect Of Paramunity Inducers On Marek's Disease Pathog. PHILIPS-DUPHAR, One Year, \$10,000.

T.C. Campbell, NUTRSCI-HE: Nutrition And Cancer. DHHS, One Year, \$383,695.

T.C. Campbell, NUTRSCI-HE: Nutrition And Cancer Supplemental Award. DHHS, One Year, \$22,900.

G. Casella, PLTBDR: Improved Estimation In Linear Models. NSF, Two Years, \$16,941.

P. Clavel, PURS: Progressive Planning Summer Program At Cornell Univ. CLEVELAND FDN, Six Months, \$4,000.

June	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
	28	29	30				

NetWorking

A Newsletter By Employees.....For Employees

June 11, 1981
Vol. 2, No. 4

Farewell Thoughts By-Line by Margaret Seacord

On June 30th I will be relinquishing my duties as Employee Trustee. It has been an enlightening and rewarding experience. For these two years I say thank you. My belief is confirmed, to learn and understand one should become involved as we sometimes think our concerns only matter to us. I have found this isn't the case here at Cornell. I receive calls from employees while I am at work and at home, some in the evenings and some on weekends, I've listened, and hope I've been able to help. In turn sometimes I've needed guidance (again sometime in the evenings and on weekends) and have called and received it from our administrators. At a recent Brown Bag Lunch one of our top administrators told the group his door was always open.

As Cornell Employees, I believe we are a special group. We have many things going for us. Our Employee Assembly Meetings are open to all employees and for our elected representatives to do a good job the input has to come from us the employees. The employee newspaper "Networking" is our paper, submit articles, make suggestions and let the editorial board hear from you by sharing your ideas and knowledge with all of us and we all come out winners. Twice a month there is a Brown Bag Lunch and it is a great way for us to ask questions of our administrators and learn more about the operations at Cornell. Suggestions for speakers that you would like to hear are always welcomed. We have a group showing a great interest in forming a Recreation Club and this is something that would benefit all employees. If you think you can help or have any suggestions, please speak up and make it become a reality. My Mom used to say "Many hands make light work".

Thought for Today

Don't worry if you're all worn out
And your jogging shoes are, too--
Remember that the mighty oak
Was once a nut like you!



While George Peter and I have different ideas on many things, without his help I would have been lost. "Thank you so much for all that help George." Loads of best wishes to Ron Parks as our new Employee Trustee and with help and input from all employees I know he will do a super job.

Margaret Seacord.

Plantation Jogging Part 2

Route 3 - 3.5 miles
Advanced

Along this route you can run in the sun,
You can also wade in the shade,
You can sing in the Spring, crow in the snow,
Or bereave as a leave starts to fade
At the Plantations there's reasons all seasons
To put your feet to the street,
It's popular spot, so start to trot
'Cause this place for a race can't be beat.

Begin at Barton Hall on Garden avenue and go to Tower Road. Turn right and proceed past the colorful Minns Garden on your left, maintained by the Floriculture Department. Just before the guard booth on Tower Road, turn left and head downhill toward the trees and through the Cornell Plantation's Gymnosperm Slope. This is a collection of conifers used as an outdoor laboratory. You will also pass the Plantation's Food and Flavor Garden, a testing ground for new and unusual vegetables and Chinese herbs.

The road you reach will be Plantations Road. Turn right and go up through the underpass. You may think you are in the South for a fleeting moment as you pass the bed of Yuccas on your left, for these are normally expected in warmer settings. At the top of the hill you can't miss the magnificent view of the Greenhouse Overlook on your left. These are the Floriculture Department's greenhouses on your right. As you cross Caldwell Road, look for the "Flying Diaper" sculpture, built by students of the Architecture Department. As you continue on Plantations Road, look for tall, picturesque Sycamore trees, easily identified by their mottled bark, and enjoy the rolling view of Newman Meadow on your right. There is a stipulation that no trees will be planted in this meadow so that the pleasant view will remain. The red checked water tower in the distance looms above the Cornell Plantation's

new arboretum area (see Route 4). At the top of the hill you will pass a stone wall to the right. This was built by the Civilian Conservation Corps in the 1930s. On your left is an Oak-Taxus collection. One species of Taxus (yew) is native to Britain and Robin Hood more than likely used it to make his bows.

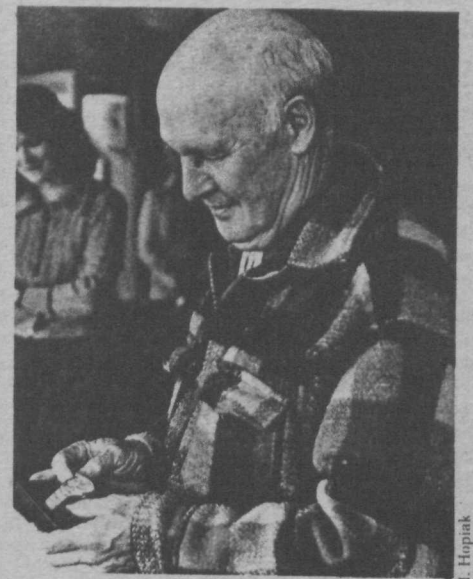
Stay on this road until you are facing a house. Take a right and then an immediate left between two Floriculture service buildings. On your left you will pass the Floriculture Nursery and the Architecture Department's sculpture garden. The latter is appropriately surrounded by the beginnings of a collection of sculptural trees. To the right are the Cornell Plantation peony storage areas and the final resting place for all the raked leaves on campus. Follow the path to the left beyond the Cornell Plantation's Nursery area. Do not continue around the Nursery area, but leave the cinder path, go through the Crab-Apple Trees and when you come to the wooded slope, head to the right and down the Allen Trail. When you reach asphalt, turn left. You are now on the Crescent Road and will pass the Plantation's hedge and synoptic shrub collections. The latter is arranged alphabetically by genus. As you pass the Treman Naturalistic Walk, lower your head or you may collide with a leaning willow. The burl on its trunk are caused by a virus. At the end of Crescent Road, turn left to Forest Home Drive. On your right is the Flat Rock area, a popular warm-weather sunbathing spot.

Further up the road are three unique stone houses on your right. These were built early in the century (from stone left over from Cornell construction jobs) by an Englishman, William Mitchell. A stone carver for Cornell, he built one of these homes, which is marked by inscriptions on the outside, as a tribute to his first wife and was quite upset when the home was taxed. He claimed that the structure was a monument and argued that stones in cemeteries were not taxed, so why should he have to pay?

Cross Caldwell Road and go directly into the Mundy Wildflower Garden parking lot. Look for two deep purple leaved trees on either side of the exit from this area. Obtained in 1956, these King Crimson Maples were in the original group released to the public and are among the largest specimens in the United States. Follow the path out of the parking lot and when you reach a fork, bear left. The Rockwell Field Laboratory, used for educational purposes, is on your left. Continue to bear left and head up the steep incline at the edge of the Wildflower Garden, a path truly challenging to any jogger. The Wildflower Garden is a collection of plants native to this area. You will emerge at the Watkins Pinetum, part of

LEW PEARSALL

Dedicated Service Award



Lewis Pearsall, property manager for the Laboratory, has the distinction of holding the longest tenure on the staff. April 1980 marked the twenty-fifth anniversary of his employment, and the staff celebrated the occasion with a surprise party and the presentation of a watch.

Lew began working at Cornell in 1955, setting up the original photo-synthesis laboratory in the agronomy department. He joined the ornithology department when it was still located on campus, in Fernow Hall. There, working closely with Professor Peter Paul Kellogg, who was blazing a trail in the field of bird-sound recording, Lew applied his previous army and air force experience with the "missilizer" (audiospectrograph) to the creation of sonograms and to designing Cornell's first effective parabolic reflector for sound recording.

A jack-of-all-trades and master of most, Lew's versatile talents have touched every program, every alteration, and every event at the Laboratory since its establishment in Sapsucker Wood. On errands to all parts of the campus, city, and county, and frequently beyond, he has been the Laboratory's preeminent PR-man-without-portfolio.

Sharing the joys of country life with his wife, Jane, an artist, Lew is framer, horseman, dog trainer, and menagerie keeper, as well as avid reader and naturalist. The Laboratory and Cornell salute him.

The Editorial Board of Networking is pleased to select Lew Pearsall as the June recipient of the Dedicated Service Award.

Con't. on page 3

FOCUS ON:

Development Office

Tucked into a row of fraternity houses on University Avenue is the Office of University Development. Though the red brick, ivy-covered building is far from the hub of campus, in many ways the Development Office is the backbone of the University. In a nut shell, Development Officers work to secure financial support for Cornell from alumni, friends, foundations and corporations.

As one of the units of Public Affairs, it is perhaps easiest to think of Development as one very large family. Its offspring include the smaller departments housed on University Avenue and Sage House which assume fund raising responsibilities in various areas including Special Gifts, Foundation Relations, Real Estate and Real Property, Estate Affairs, Cornell Fund, Capital Projects, Corporate Relations, and Special Projects. Also scattered throughout the campus are Development/Public Affairs Officers who represent each of Cornell's colleges and schools as well as the Ornithology Lab, University Libraries, Athletics, and the Johnson Museum of Art. These staff members are responsible for developing strategies and supporting materials for the development, alumni affairs, publications, and placement activities of their individual units. Far from home but still related are regional staff members dispersed throughout the United States with offices in Metropolitan New York, the Middle Atlantic, the Northeast, North Central, the Southeast, Southwest/Mountain, New York-Ontario, the West Coast, and a new office opening this summer in Chicago.

From its earlier home in Day Hall to its present address, the Development Office has been characterized by excellence and achievement. For example, from 1975-80 The Cornell Campaign culminated with pledges and payments reaching \$250 million for capital needs, a total which surpassed the original five-year goal by \$20 million. In addition, many of the development writing staff have been recipients of awards presented by the Washington-based Council for the Advancement and Support of Education (CASE) for exceptional achievement in the areas of volunteer publications, newsletters, brochures, and magazines.

Employee Assembly

Newly elected members of the Employee Assembly will officially take office on June 1. Since elected, members have been drafting by-laws and procedures to the Assembly Charter. Applications for the 3 vacant seats on the Assembly will be reviewed by Assembly members and candidates will be selected during June meetings.

Your assembly members are: Karen Carlson, Media Services; Marilyn Cook, Cooperative Extension; Audrey Gardner, Geneva Experimental Station; Charles Harrington, Physical Plant Operations; Lottie Johnson, Nutritional Sciences; Stephan Knapp, Computer Sciences; Joan Lockwood, Transportation; Kathleen McCarty, Olin Library; Barbara Smalley, University Development; Dominic Versage, Life Safety Sources.

Employee elected trustees, George Peter and Ron Parks serve as exofficio members.

The Development Office is also characterized by constant activity. Its staff is involved in planning programs for special events ranging from Trustee Council Weekends and VIP visits to alumni reunion gatherings. Its office is the home of numerous phonathons with participants ranging from The Big Red Band to Cornell Ambassadors.

In their day-to-day efforts, members of the Development Office serve as liaisons, bringing together students, faculty, volunteers and staff who all share one common goal: to provide the necessary services and resources, whether they be financial or intellectual, which will allow Cornell University to remain an institution of excellence.

The history of fund raising at Cornell spans nearly an eighty-year period with the first formal fund raising commitment for the University's alumna body established in 1908. This was the second oldest effort of its kind, preceded only by Yale University. The first governing board of alumni, The Cornellian Council, had jurisdiction over all University fund raising activities and in the mid 20s, Harold Flack ('12) became the first paid Executive Secretary to deal with fund raising matters. In 1937 when Edmund Ezra Day became president of the University, alumni giving was at the level of \$75,000 with 7200 donors. Since that time the Development Office has been involved in several capital campaigns. One of the earliest of these efforts occurred in 1949 and was called The Greater Cornell Fund. That campaign raised approximately \$12 million. Later, from 1962-65, The Centennial Campaign brought in \$77 million.

Gannett to Open

Submitted by Janice Talbot

On April 6, 1981, Gannett Health Center opened its doors for faculty and staff members to receive primary medical care on a fee-for-service basis. Since that date over 250 persons have registered for health care services offered at the center. The helpfulness of University Health Services' staff, the wide range of medical services, and the accessibility of care have been viewed as major advantages by registering employees.

A variety of professionals deliver care at the health center. They include attending physicians, health associates, nurses, laboratory and radiology technologists, and physical therapists. In addition to general medical care they provide the following special services: allergy treatment, vaccinations, (minor) dermatology, gynecology, minor surgery, orthopedics and physical therapy. Located on site is a drug dispensary and facilities where most laboratory and radiological tests can be performed.

Medical care is available at Gannett Health Center 24 hours a day, 365 days a year. During regular hours, faculty and staff members are seen by appointment or on a walk-in-basis to accommodate persons with urgent problems. After-hours care for urgent health problems can be arranged by calling the center. Arrangements for payment are made at the time of each visit. The staff in the Billing Office can answer questions regarding fees and health insurance coverage.

New patients are asked to complete a medical history form when they register for care.



AFTER HOURS Strolling the Minns Garden

There is a beautiful garden on Tower Road that many people call the "tulip garden" and employees often can be seen strolling through on a sunny day. The garden was named the Miss Lua A. Minns Garden in the 1930s in memory of the first instructor of herbaceous plant materials at the NYS College of Ag and Life Sciences. Miss Minns developed the garden in 1915 where she spent a lot of time working for her own enjoyment and instructing her students. At that time the garden was located on the corner of Tower Road and Garden Avenue. When Malott Hall was built on that site in 1960, Miss Minns Garden was moved to its present location in front of Plant Science Building.

Miss Minns Garden is maintained by the Department of Floriculture and Ornamental Horticulture for two purposes--educational and public display. The garden is under the direction of Professor Robert Mower. His program of maintenance makes it possible for other departments and individuals to use the garden for exposure to gardening experiences or whatever educational purposes they find useful. Prof. Mower uses the garden as an outdoor laboratory for his plant materials class and if the weather cooperates during fall lab sessions, his students help plant the 6000 bulbs that emerge in a sea of color in April.

The Head Gardner who for several years has been responsible for designing, planting, weeding and giving tender care to Miss Minns Garden is Siri Awtar Singh Khalsa. He can be found working in the garden on most nice days throughout the season and is helpful in answering questions about the garden or general care of plants and flowers. He has designed the garden so that perennials border the four sides of the garden and the inside beds are alternated with tulips and annuals. The bulbs and plants are placed according to height and blossom so that something is flowering at all

times from early spring until the first frost in the fall. The plants have been carefully named on small signs to aid visitors in their identification.

The tulips bloom vividly in a large variety of colors, shapes, and sizes until the end of May and then the bulbs are removed and stored until fall. At this time the annuals are set out and the garden takes on a new appearance as an ever-favorite, old fashioned garden. The mix of color presented by the annuals and perennials reaches its height in mid-July. The beds in Miss Minns Garden offer color and variety until frost arrives in fall.

If the Gardner cannot be found in Miss Minns Garden, he is probably caring for one of the other gardens tended by the Dept. of Floriculture and Ornamental Horticulture. The beds of perennials and annuals next to the Big Red Barn behind the Andrew Dickson White house are a colorful display. Nearby is the Secret Garden, a smaller, quieter garden protected by shade trees and large bushes. Here visitors can find a smaller variety of flowers and a serene spot to get away from a busy office.

Another restful garden is the rock garden nestled around a small ravine between Gannett Clinic and Willard Straight Student Union on Central Ave. It's difficult to resist the temptation to muller on the stones of the walks and bridges along the walls that guide the waterfalls across the rocks and through the garden.

If you are looking for a colorful place to eat lunch or a quiet spot to get away from the daily routine, the campus is graced with lovely gardens beckoning to be visited. There are no gates on these gardens. They are open whenever your time allows.

Mary Ellen Jones

University Assembly

The University Assembly's next meeting is scheduled for September 3, 1981. Newly elected members have spent April and May drafting by-laws and procedures to the Assembly Charter. These proposals will be the main agenda topic.

At the Assembly's last meeting, May 14th, Dominic Versage and Silvio Bueno were elected Chair and Chairperson respectively.

Editorial Board

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Bulletin of the Faculty

May 13, 1981
110 Ives Hall

The Speaker, Russell D. Martin, called the meeting to order at 4:35 p.m., with 75 members and several guests in attendance.

The first item of business was the approval of four sets of minutes - February 11, February 25, March 11 and April 8 - and the Speaker asked for any additions or corrections. Assistant Professor Robert G. Bland, Operations Research and Industrial Engineering, had a correction to the March 11 minutes. Page 5301C, the second paragraph from the bottom, third and remaining sentences should read: "In regard to the second amendment, he feels that in the usual circumstance the instructor would not want students to collaborate on a written assignment. Thus it would be natural for the instructor explicitly to invite collaboration when it is desired, and in absence of such an invitation expect the students not to collaborate. The language of the amendment seems to treat collaboration as the norm." There being no further corrections or additions to the minutes, they stood approved as distributed and amended.

The Chair next called on the Dean of the Faculty, Kenneth Greisen.

Dean Greisen first welcomed new members of the FCR with the hope that they would join fully in the work of this body and come to feel that their efforts have been well spent and work worthwhile.

The Dean said that the agenda at today's meeting was extremely heavy, and that proponents of various resolutions have agreed not to give speeches repeating things that were included in the material sent out with the call but will assume that these materials have been read. Resolutions will be merely presented and the proponents will stand ready to respond to questions.

1. SLATE OF CANDIDATES

Dean Greisen presented the following slate of candidates for FCR seats on committees:

EXECUTIVE COMMITTEE - 3 tenured seats, 2-year term. Russell D. Martin, Professor, Communication Arts; W. Jean McLean, Professor, Design and Environmental Analysis; Wolfgang H. Sachse, Associate Professor, Theoretical and Applied Mechanics; John E.H. Sherry, Associate Professor, Hotel Administration; Madison J. Wright, Professor, Agronomy.

EXECUTIVE COMMITTEE - 1 non-tenured seat, 2-year term. Claudia Lazzaro, Assistant Professor, History of Art; Richard W. Tenney, Assistant Professor, Education.

ACADEMIC FREEDOM AND RESPONSIBILITY COMMITTEE - 1 seat, 3-year term. Russell K. Osgood, Associate Professor, Law; George C. Poppensiek, James Law Professor of Comparative Medicine.

ACADEMIC PROGRAMS AND POLICIES COMMITTEE - 1 seat, 3-year term. George F. Scheele, Associate Professor, Chemical Engineering; Anatole Senkevitch, Jr., Associate Professor, Architecture.

FREEDOM OF TEACHING AND LEARNING COMMITTEE - 1 seat, 3-year term. Louis E. Martin, University Librarian; Carl A. Kroch, Librarian; James S. Thorp, Professor, Electrical Engineering.

UNIVERSITY ASSEMBLY - 2 seats, 2-year term beginning June 1, 1981. Francine Herman, Associate Professor, Hotel Administration; Thor N. Rhodin, Professor, Applied and Engineering Physics; Shirley A. White, Professor, Communication Arts.

On behalf of the Committee on Nominations and Elections, he moved acceptance of the slate following opportunity for additions by nominations from the floor. There being none, the slate was approved as distributed.

The Speaker next brought to the floor the resolution on appeals of negative tenure decisions which has been well discussed for the past two or three meetings. At this juncture it had an amendment attached to it from Professor Boyd.

2. APPEALS PROCEDURES FOR NEGATIVE TENURE DECISIONS

Professor Peter Stein, Physics, and Chairman of the ad hoc Committee on Promotions and Appeals, said the Committee wished to make a statement with regard to Professor Boyd's amendment, but suggested that, perhaps, the Speaker would first like to read the amendment. The amendment proposed by Professor Boyd was as follows:

IV. E.5. Comparisons with other tenure review cases may be used by the Committee in certain cases (See Section IV. F.1). However, the Committee shall recognize the right of departments to improve their quality or take into account different departmental needs, so long as this is not done in an arbitrary, capricious or unlawfully discriminatory manner. A weak previous tenure appointment shall not by itself be taken to define the departmental standard.

Professor Stein began: "In discussion with Professor Boyd, it became clear that the Com-

mittee is in complete agreement with the intent of his amendment. However, we still feel that it is unnecessary and furthermore that its passage would lead to a possible misinterpretation. The Committee's position is that if the raising of standards is influenced by sex, race, politics or anything else of the candidate, then it would surely be considered arbitrary or capricious. Indeed, the Committee's position goes further than that. We feel that if the raising of standards is based even on the departmental appraisal of the academic merits of the candidate, then it would be an arbitrary or capricious act. Our notion of standards is that they must be raised in the abstract. It's not fair to raise the standards when half an eye is on who's coming down the track. On the other hand, it is the intent of our legislation that a reasonable and considerate decision by a department to raise its standards, which is based on a legitimate academic need or goal, could not be termed arbitrary or capricious, even if its result were to deny tenure to a woman, a minority group member or a member of some other traditionally excluded group. Namely, if the change were the result of the considered academic decision to raise the standard, then that would not be considered discriminatory. Professor Boyd assures me that that was not the intent of his legislation, but it is our fear that misinterpretation could occur and thus we oppose the amendment."

Professor Richard N. Boyd, Philosophy, said he had talked with Professor Stein and the Philosophy Department about the statement Professor Stein just made on behalf of the Committee, and with the understanding that Professor Stein's statement of clarification appear in the minutes of this meeting, the Department's position and his own is that the issue has been clarified. And so Professor Boyd wished to withdraw his amendment.

There being no objections, the Chair said the amendment was withdrawn and the original motion is now on the floor.

Professor Donald P. Hayes, Sociology, said he had a comment with regard to page 6, paragraph IV.D. "Selection". "I've been trying to figure out, since I was a member of the Arts College Appeals Panel, what it is about this proposal that's bothered me for some time. I'm sorry it took so long for me to figure out what the trouble is. As I see it, there's a tilt toward the appellant in this statement as it is now written. Unless I misunderstand, we have a large body of around 75 members elected throughout the entire University. As it stands in the legislation, the appellant draws four and the dean draws four. The first problem I see is that the parties to this dispute - the appellant and the dean - are only partly involved. There's also a department that's involved and there's no say by the department in the choice of these particular members. The department should have some involvement, and there's no statement to that effect in the actual wording of the document. The second problem is, perhaps, something that I would be particularly sensitive to. If you were an appellant, and you had 75 candidates available in the University, whom would you choose as your four? It would be reasonable since you feel intensely about this, having gone through a rather elaborate appeals procedure, to pick from among the 75 those who you have reason to suppose understand your case and even possibly are sympathetic to your case. On the other hand, the dean is in no position to pick equally partisan people on the other side. For that reason, I would suggest the appeals mechanism comes close to an adversarial arrangement, and I would propose as a substitute an alternative similar to that used in civil trials or criminal trials in which you use impartiality rather than the adversarial principle. The alternative would be to have the Dean of the Faculty select by some random method a subset - suppose it were ten from the 75 - and then grant to both parties the Stein procedure as written. This would cut down on both parties' ability to cull lists and would establish the principle of impartiality. Since I'm not a member of the FCR, I'm in no position to make such a proposal, but that's the notion I had."

Professor Stein responded: "It's with some extensive embarrassment that I have to respond because I was sitting back there with my Committee members looking for an illusive phrase in the document which disappeared in one of the last drafts. If I can get a moment to compose myself, I'll try to put it back in there. The Committee did recognize that in a sense the conflict is often between a candidate and a department and the dean is not the person who is really the proper adversary, and in most of the drafts of the document, we had a statement in there saying that the dean shall share with the department the responsibility for defending the case. The notion was that the department and dean should jointly share in this process of choosing members of our panels. I spoke to Professor Hayes and assured him that such a sentence was in the document, and I am embar-

assed that it's not. Moreover, we did think of something that was close to his suggestion but, in fact, did not decide upon it. We understand the danger that he poses, namely that one can get a panel that is like a labor-management arbitration panel which is a severely polarized panel and tries to find a middle ground between the two adversarial positions, and that is certainly not what we want in this case. We want to try very hard to avoid that. It did seem to us that if indeed one had a system whereby the candidate selects two members of the panel, the dean selects two and those two select a fifth, one indeed might have that kind of panel because in a faculty of 1500 people, it is clear that the candidate can indeed find two people who are absolutely dedicated to the intent that he or she get tenure. That is something that we don't want. However, we felt that if it went through enough stages of filter that this would not happen. Notice that the 75 people are elected by the faculty with this particular responsibility in mind. They have been selected with the notion that they would commit themselves to making as fair and unbiased decisions as they possibly can. The 75 people comprise a group roughly the size of the FCR. If you look around, I imagine if I were a candidate who'd been rejected by my department, I would find it hard to believe that I could find four people in the FCR who would be dedicated to giving me tenure. As I know the people on the FCR, they're too diverse, too widely selected to believe that there would be enough people who would be so dedicated to either me or a particular political position or a particular ideological or academic view that I could find four that would be such dedicated champions of my cause. Now the other fact is that the four cross-select two. That is to say, whatever four the candidate chooses, the dean or department will choose two of those whom the dean or department finds the most judicious. Therefore, it seemed that the system precludes the sort of danger that Professor Hayes has pointed out. On the other hand, why not go to some sort of jury system? The reason we felt that it was important to go to a system like this is that one of the things that the appeals procedure has to do is to satisfy a candidate that in some sense he or she got a fair shake. It's probably true that these 75 people will all be senior professors at the University. We insist that they be tenured, and I would suspect that they would end up being senior professors. It seemed important that for the candidate to feel that the proceeding is fair, that he or she have some active role in choosing the people that hear the appeal. We felt that the particular combination, namely the candidate choosing out of a list that had been elected, with the cross-selecting procedure added, was enough to mitigate against the particular danger that Professor Hayes raises. This clever scheme - I wish I could say it was our invention but it was not - was copied from a scheme at the University of Michigan. We called up the people who invented it and asked what their experience with it was. As of about two or three months ago, they had had at Michigan six cases under this system, and their report of the six cases. (I must admit it was the report of the person who had a great deal to do with drawing it up, so one has to listen with that filter) was that indeed this kind of polarization did not go on. Of the six cases that were heard, five cases were decided unanimously by the committee. Some of the cases were to uphold the appellant and some were to deny the appellant's assertion. In only one of the six cases was there a split vote."

The Speaker asked if there was any FCR member who wished to propose Professor Hayes' proposal as an amendment to the motion?

Professor Thor N. Rhodin, Applied and Engineering Physics, wished to propose the amendment as described by Professor Hayes. Professor Hayes restated his proposal:

That the Dean of the Faculty draw by lot from the list of 75, or whatever that number turns out to be, a subset of ten from which the Stein procedure would then be utilized.

The amendment was seconded by Assistant Professor Phyllis Moen, Human Development and Family Studies, and was thus on the floor for discussion.

Professor Rhodin said he proposed it because he thought it should be given an opportunity for discussion and vote.

On a vote call, the amendment was defeated. The original motion was again on the floor.

Professor Stein said he wished to propose as an amendment that a footnote be added on page 6 under arabic 1 which says: "The appellant and the dean of the college..." He wished to footnote "dean of the college" by adding the following statement: "In cases where the appeal follows a negative departmental recommendation, the department shall share with the dean the responsibility for forming the panel."

The amendment was seconded and the floor opened for discussion.

Professor John W. DeWire, Physics, said he is

worried about the wording. It seemed to him that it should be worded "...the department shall share in the dean's responsibility..."

Professor Stein agreed that this was better, and accepted the change, as did the seconder of the motion.

Professor Terrence Fine, Electrical Engineering, said he finds "shares with" to be rather vague. Would it be sufficient to just say the dean will consult with the department?

Professor Stein said "consult" is better yet. On a vote call on the amendment, it carried unanimously.

There being no further discussion, a vote was taken on the original notion as amended, which carried with but few nays.

The Speaker again called on Professor Stein to present a resolution on appeals of negative decisions on promotion to full professor, renewal of term appointment as assistant professor, and whether to conduct a review for promotion to tenure.

3. APPEALS PROCEDURES FOR NEGATIVE DECISIONS ON PROMOTION TO FULL PROFESSOR; RENEWAL OF TERM APPOINTMENT AS ASSISTANT PROFESSOR; AND WHETHER TO CONDUCT A TENURE REVIEW

Professor Stein began: "In the course of the discussion of the previous document, we came across three different situations which we felt needed addressing. In doing so we have produced three proposals which are all in some sense variations of the original tenure review document. I just want to take a few minutes to talk about the salient differences between these three documents and the one just adopted.

"The first I want to address is the Procedures for Appealing a Negative Decision on Promotion to Full Professor. This is almost a complete copy of the document that you have just passed. There are two essential differences. One situation that can arise with promotion to full professor which can't arise with tenure is that it can go on again and again. For instance, imagine an associate professor who is a very weak candidate who asks his department to consider him for full professor. It does, it turns him down. He appeals it. Several years later he asks them to look at him again.

Thus one can have a process of appealing appeals, which didn't seem like a good idea. So there are words in the document which state that once an appeals committee has turned down an appeal, any new appeal of a new decision must be based on some issue that wasn't addressed by the last appeals committee. The decision of an appeals committee on whatever issues it faces is to be considered final. The second difference is caused by the fact that almost everybody gets promoted to full professor, even very weak candidates after some period of time get promoted. Therefore, the notion of comparing oneself to somebody else becomes a much more complicated situation in the promotion to full professor than it does for promotion to tenure. We considered the possibility of denying access to comparable cases at all and decided that was unwise. What we did instead was to write a series of restrictions on when a comparable case might be requested by the appeals committee. The committee must first assert certain things in writing to the dean which indicate that they have addressed certain questions before they request access to files of a comparable case. That's the essential difference in that document.

"Next I would like to talk about the Procedures for Appealing a Decision not to Conduct a Tenure Review. This is a rare case. It's a possible loophole we felt needed plugging, but it is something that is rarely done. There is a provision in the Academic Appointment Manual that says that even though a person has been here for a full two terms in probationary tenure status, a department may decide not to review that person for tenure because of loss of budget lines, because of budget cuts, or because the academic interest of the department has changed. It really didn't become important that this possibility be strictly defined until the first appeals procedure was passed. What could possibly happen is a department that was not acting in good faith could decide that they would avoid the whole appeals procedure by just deciding not to conduct a tenure review in the first place. What we're providing is that a department cannot decide not to conduct a tenure review because the candidate is weak, but only for the specific grounds which are written down in the Academic Appointment Manual, and that decision could then be appealed by the candidate, but only on the basis that the decision not to conduct a tenure review is pretextual, and not according to the rules that were written down in the Academic Appointment Manual. It is something that doesn't happen very often. Vice President Cooke told me that it either never happened, or only happened a few times in the last several years. (Vice President Cooke interjected that if he had to guess, over the last six years, it had happened maybe six times.)

"The third situation we talked about was the Procedures for Appealing a Decision not to Renew an Initial Non-Tenure Appointment. Here it seemed to us that a person was not here long enough and thus did not have enough equity in Cornell to merit the full-blown procedure. Therefore, we did not include the entire procedure of drawing a panel to hear the case. At the University level, only an appeal to the Provost would exist as it does now. We did, on the other hand, insert the departmental procedure, which we believe is probably the most important part of the original document, so that in case a non-tenured faculty member feels that the renewal is not fair or is wrong or something, he or she can ask the department to reconsider. The department must listen to the response and reconsider the case. We also added a new provision that if the department still decides not to reappoint, the candidate may request the dean to appoint a committee to provide a second academic judgment. The committee would give the dean their advice on the academic merits of whether or not that candidate should or should not be reappointed. This is a committee which we feel should be very much like the ad hoc committee, but we didn't use the word ad hoc committee because we didn't want to be bound by all of the rules that are written down in the Academic Appointment Manual for ad hoc committees."

The ad hoc Committee on Promotions and Appeals presents the following resolution to the Faculty Council of Representatives:

Resolved:

1. that the FCR endorses the procedures for appeal of negative recommendations on promotion to full professor, renewal of a term appointment as assistant professor, and whether to conduct a tenure review, presented by the ad hoc Committee on Promotions and Appeals; and
2. that the FCR urges the President of Cornell University likewise to endorse these procedures and to recommend them to the Board of Trustees for approval, in time for the procedures to be in operation in the fall term of 1981; and
3. that in the third year of operation of these procedures, the Dean of the Faculty cause a study to be carried out to assess the satisfactoriness of the appeals procedures and to recommend any changes that seem desirable in the light of the experience up to that time.

Associate Professor Frederick C. Gouldin, Mechanical and Aerospace Engineering, wished to speak to the review of a decision not to promote to full professor - in particular the mechanism to prevent repeated appeals. "I'm wondering if the mechanism as stated doesn't prevent a logical appeal. Let's say a person is denied promotion to full professor for good grounds, but appeals it. His appeal is denied and he says, gee, I really better get to work. And indeed he does get to work. And he goes up for full professor again, and this time he's denied for an arbitrary or capricious reason. The way I interpret the document, he would not be able to appeal claiming it's an arbitrary or capricious act."

Professor Stein replied "no". "The statement that we made was that an appeal must be based on new grounds or new evidence, and we did in fact think directly of the case that you raised. We felt that if, in fact, a candidate had been turned down and then some new evidence were raised - new evidence presumably being new productivity on his or her part - that that could be heard by a new appeals panel. On the bottom of page 1 it says, 'However, a University level appeal may not address issues that were settled in a prior appeal, but must be based on evidence that was not previously presented at a University level appeal proceeding.' We use the word 'issue' carefully and not 'grounds'. Therefore someone can raise the same grounds but with new evidence in which case it's a new issue."

It was asked if the footnote inserted in the first document relevant to the procedures for selecting the committee should be added to this document.

Professor Stein said it should. It should be in all of the appeals documents except the one on renewal of a non-tenured appointment.

The motion to insert the footnote was seconded and carried.

On a vote call on the resolution as amended, it carried unanimously.

The Chair next called on the Dean of the Faculty.

4. RESOLUTION OF THANKS TO THE COMMITTEE

Dean Greisen began: "The ad hoc Committee on Promotions and Appeals took on a most formidable task: to develop appeals procedures that would assure meaningful hearings with real possibilities for achieving change of the initial decisions for faculty members who believe their cases for reappointment and promotion have not received proper treatment; and at the same time to strengthen the decision-making process where the judgmental decision ought to be - namely in the faculty of the associated department with review by the concerned dean; and to preserve the right of the department and dean to maintain and strengthen the quality of the faculty by reappointing and promoting only candidates who

meet properly high standards. Beyond development of these procedures, the Committee faced the challenge of convincing many segments of the University that these procedures were both acceptable and desirable: the administration, the University Counsel, the deans, department chairmen, tenured and non-tenured faculty including both women and minorities.

"The Committee worked harder and more devotedly all year than any other committee has done in my experience as Dean. They have exhibited remarkable wisdom and patience. And in view of the essential conflicts inherent in their task, they have achieved, in my opinion, a great step forward in human relations at Cornell. Therefore, be it resolved that this body applauds the work of the ad hoc Committee on Promotions and Appeals, and gives them, and especially its chairman Peter Stein, its sincere thanks for fulfilling a difficult task with outstanding display of good judgment and fairness to all."

The Dean then read the names of the Committee members:

Sara E. Blackwell, Professor Emeritus, Human Service Studies, Elizabeth D. Earle, Associate Professor, Plant Breeding and Biometry, Terrence L. Fine, Professor, Electrical Engineering, Maurice F. Neufeld, Professor Emeritus, I&LR, Peter Stein, Professor, Physics - CHAIRMAN, Kenneth A. Strike, Professor, Education, In addition Judith Younger, Professor, Law, worked with the Committee during the first half of its work, but had to leave the Committee in the latter part. Dean Greisen asked those members of the Committee that were in attendance to rise, upon which they received a warm round of applause.

The Chair next called on Professor Walter Lynn, Director, Science, Technology and Society, and Chairman of the Committee on Academic Programs and Policies, for a resolution to establish an Institute for Comparative and Environmental Toxicology.

5. INSTITUTE FOR COMPARATIVE AND ENVIRONMENTAL TOXICOLOGY

Professor Lynn began by giving a brief history of the discussions related to this Institute. "The concept of the Institute resulted from a coalescence of faculty activities and interests in the area of comparative and environmental toxicology, partly brought to fruition when in December of this academic year, the Board of Regents approved a new field for Cornell in environmental toxicology. From early discussions with me as Chairman of the Committee followed by discussions with the full Committee, a charter for this proposed organization has evolved, which is now before you. The proponents for the Institute are here and would be pleased to answer any questions. Therefore I would like to move the resolution that has been distributed."

WHEREAS, a proposal to establish a Cornell Institute for Comparative and Environmental Toxicology (ICET) has been submitted to the FCR and has been reviewed by the Committee on Academic Programs and Policies; and

WHEREAS, members of the Cornell faculty are deeply involved in research, teaching and extension in the area of comparative and environmental toxicology in conjunction with their opportunities in the various Departments, Colleges, Divisions; and

WHEREAS, no organizational structure exists to support the interests and activities of the faculty in comparative and environmental toxicology; and

WHEREAS, an organization identified with and dedicated to Comparative and Environmental Toxicology would augment and complement the activities of the faculty carried out through their departments or other academic units; therefore

BE IT RESOLVED, that the FCR recommends that the proposal to establish an Institute for Comparative and Environmental Toxicology be approved.

There being no questions, the Speaker proceeded to call for a vote. The resolution carried unanimously.

The Chair again called on Professor Lynn for a resolution on the establishment of an Ezra Cornell Visiting Professorship Program.

6. EZRA CORNELL VISITING PROFESSORSHIP PROGRAM

Professor Lynn said this resolution had been presented to the Committee on Academic Programs and Policies by Vice President Cooke. He first wished to make one small correction in the specific proposal that has been distributed. On page 1, under "The Proposal", the last sentence should be deleted. That sentence reads: "While the Andrew D. White Professors are drawn primarily from the scholarly world, the Ezra Cornell Professors would be selected from industry, business and government." The members of the Committee and Vice President Cooke have agreed to delete the sentence. Professor Lynn continued: "Basically, this is a proposal for a different kind of visiting professorship, primarily to deal with the community of individuals in government, business and industry, and it is believed by the Committee that it would enhance the community in some special ways, and therefore it recommends this resolution for your approval. What we are doing in this action is

endorsing a proposal to create these Ezra Cornell Visiting Professorships."

WHEREAS, the proposal to establish Ezra Cornell Visiting Professorships has been received by the Committee on Academic Programs and Policies; and

WHEREAS, the appointment of outstanding individuals from industry, business or government would provide faculty and students with the opportunity to benefit from the specialized knowledge of these individuals; therefore

BE IT RESOLVED, that the FCR endorses the proposal to establish the Ezra Cornell Visiting Professorships.

Professor Isaac Kramnick, Government, wished to propose an amendment. He would like to insert one comma and one word in the second "Whereas". Between the words business or government, he would insert the comma, and add the word "labor". The amendment was seconded, and the floor opened for discussion. There being no discussion, the amendment was adopted with a few nays.

Professor Sander L. Gilman, German Literature, wished to speak against the proposal primarily because of the sentence deleted at the beginning of the presentation. "The proposal as stated seems to me a bit superfluous because in point of fact as part of the White Professorships at-large, there is indeed the possibility of appointing exactly the type of candidates as have been outlined in this proposal. It has not been done, but this is a possibility. The White Professorships at-large have the possibility of having outstanding members of the intellectual and scholarly community. I will point out that Sir Peter Hall was director of the National Theatre - not an academician - and he was appointed last year to the White Professorships at-large. I was also told that there is someone else in the performing arts who will be appointed this year. There thus seems to be considerable room within the existing program. A program, by the way, in which there is a real selection process, including nominations from the faculty, letters of support, a selection process, and evaluation by an appointed committee of the University Faculty. It seems to me that this proposal is a very special proposal and I'm wondering whether or not there is a rationale in back of this proposal which sets it apart from the normal academic type of professorship at-large, not in terms of the origin of the nominees but, perhaps, in the intent of the proposal. I would like to hear a little bit more about what the intent of the proposal is, specifically in terms of whether or not this is something which is going to have something to do with the academic side or from the business and political side of the University. Is this an attempt to ingratiate oneself into business or is this an attempt to bring people into the academic sphere from business? If it's the latter, we have a structure for them."

Vice President W. Donald Cooke responded. "This is certainly not to ingratiate ourselves with business. I can only speak for myself and my intent was to bring them directly into the academic side of the University."

Professor Moen thought Professor Kramnick's amendment (to add the word "labor") should be incorporated in three additional places on page 1 as well. On a vote call, it was carried.

The Chair invited Vice President Cooke to speak further.

Vice President Cooke began: "The proposal actually came out of a group that I meet with - the deans of colleges that are heavily into research effort. This is not my proposal, it was generated by this group of three or four deans. I am, however, the one that put the words on paper. Basically there is a concern at a national level in the loss of America's leading technology, and there's a great deal of incentive at the government level and the university level to see if some of the expertise available in universities can be transferred to industry and some of the special problems industry has can be transferred to the universities. I think this complementary approach is basically what this program is about. The industrial scientist, the business person, who has some special expertise can bring it to the university and vice versa. It's not designed to increase funding but conceivably that could be a by-product, but it is certainly not the major purpose. The major purpose is to bring industrialists and academics together for the mutual benefit of both."

Associate Professor Richard J. Klein, Romance Studies, said it seemed to him that the proposal ought to be considered in relation to the sentence which says "...no other university has a program similar to the one being proposed." "There might be a reason for that. One doesn't have to be naive about the relationship between the University and the society at large, between the way the University in fact and in principle must make contributions to the technology of the society. Perhaps it's the moment to suggest that this Faculty should show some restraint in seeming to be too eager to engage in what the incomparable rhetoric of this proposal calls 'industrial-academic interaction'. You have Andrew Dickson White on one end and Ezra Cornell on the other, you've got University relations with the scholarly world on one hand and the assump-

tion is that there is a complementary relation that the University also has with the world of industry. I'm not sure if that comparison is as persuasive as proponents of this proposal suggest."

Professor Fine said he had a peculiar objection to the proposal. "I'm not objecting to the substance. This is a rather special program, and in fact looks like an interesting idea, but it's using a rather unusual name - Ezra Cornell. There are two names famous in this institution - Andrew White being used for the Andrew D. White Professorships, and now we're using up the other one - the Ezra Cornell Professorships. This program, while interesting, does seem to have a much more narrow interest. I don't think we ought to use up the name of Ezra Cornell on this limited a program."

Professor DeWire wished to propose an amendment to page 1 under special characteristics, item 4, to read: "Salaries for visitors would be borne by their employers or by other sources outside the University." He would not like to exclude from this program very attractive visitors who are able to come here because of being awarded a grant from some foundation.

Professor Lynn said it seemed to him legislation wasn't being enacted - it's a proposal for the form of a program. It says, in terms of costs of the program, "it is expected that", it doesn't say employers must pay the salaries of individuals. "I'm afraid that this amendment which deals with an identification of funding doesn't have any standing. In other words, we're simply attempting to identify for the faculty some features of the program, as we saw them."

Professor Gilman wished to add another comment. "We're back to this issue of the special nature of this program, specifically in the type of funding. One of the points that Dean Greisen made concerning the limited funding of the A.D. White Program is in point of fact money which the University must expend. It seems to me if we're going to appoint members to the Faculty, one of the things that one does is provide an honorarium and cover minimal expenditures to honor their contribution. Here we are asking them to bring monies with them, and this seems to be quite a different sort of thing. I can see, for example, the real question being the type of support forthcoming from an industry who would like to set up some sort of R and D relationship with Cornell. I know that we want to move in this direction, but it seems highly suspect."

On a vote call on Professor DeWire's amendment, it was adopted.

The Speaker said the motion as amended is now back on the floor.

Professor Michael C. Latham, Nutritional Sciences, said he had one question and one comment. "Was it deliberate to make this rather strictly national and exclude international organizations, international governments and international industrial figures? I feel that this has come to us without adequate discussion. I would like to see this given more thought before it comes again to the FCR. I'm concerned that this is a program which industry will almost entirely use rather than labor and government, because they have the funds to do it. That may have not been the intention but that will be the result. I'm only glad to see that military wasn't included."

The Speaker asked Professor Latham if he was moving to recommit to the Committee, and Professor Latham said he was. The motion was seconded, and on the floor for discussion.

An unidentified individual said: "The precedent that we will have people here who will be paid by outside sources is a very dangerous one, and certainly merits greater discussion. There's the possibility of somebody approaching the University and saying, 'I would like X to have this professorship and here's \$50,000 for it.' It is a brand new idea, and I don't think we can blithely accept it. I think it should be recommitment and discussed University-wide at much greater length."

Vice President Cooke mentioned that there are many people at Cornell who are not paid by Cornell and are totally unrelated to Cornell finances, such as visiting fellows numbering about 50, who are appointed by the President.

Professor Boyd said he was in favor of recommitting. "I think the word national here is not a joke. One of the things that universities have is more international character. How far do we want to have the university procedurally involved in international economic competition, given the importance of an international community of scholars? I would like to see that issue addressed before voting on this matter."

Dean Greisen pointed out that Adjunct and Visiting professors are not members of the University Faculty, being persons frequently on leave from other places, and not paid here. It is certainly not the intent to limit the program to the national scene.

The Speaker said to recommit means sending it back to the Committee on Academic Programs and Policies, for resubmission to the FCR at a later time. On a vote call, the motion to recommit was carried.

The Chair next called on Dean Greisen, speaking for the Committee on Academic Records and Instruction, for a resolution concerning evening prelims.

7. EVENING PRELIM RESOLUTION

Dean Greisen began: "Last year in an effort to reduce the amount of conflict involved in the giving of prelims in the evening at legal times, this body adopted a change in the procedure whereby the time slots were doubled on Tuesdays and Thursdays. Instead of having a single time from 7:30 to 10 or so for prelims, there was one time defined as starting at 6:30 and another one two hours and twenty minutes later. This doubled the availability of rooms, spaces and scheduling opportunities for evening prelims. The present resolution is an admission of failure of that gambit. Faculty members have almost uniformly chosen only one of those time slots so the other has not really added very much. Therefore, the Committee on Academic Records and Instruction has proposed the following resolution:

RESOLVED.

(1) That effective with the fall term of 1981, the former system of one 2-3 hour period on Tuesday and Thursday evenings be reinstituted.

(2) That the existing requirement, whereby all evening prelims are listed in advance with, and coordinated by, the University Registrar's office, by stringently enforced.

(3) That any exceptions to the Tuesday/Thursday evening time slots be granted by the Dean of the Faculty if extenuating circumstances warrant.

(4) That all faculty be encouraged to consider using their regular class meeting periods to give examinations insofar as possible/practical.

"At present, exceptions to the rules have to be approved in the college dean's office, and this invitation to send them all to me is really sticking my head in a lion's mouth because that's inviting a lot of dispute which I don't relish. However, in order to retain knowledge of what exceptions have been granted so as to be able to try to avoid conflicts, we should have some one place where these exceptions are granted instead of many separate offices. The fourth element of the resolution is the urging that all faculty members consider using the regular class meetings for tests instead of the evenings insofar as it is possible."

There being no questions or discussion regarding the resolution, a vote was taken. The resolution carried unanimously.

For the final item of business, the Chair called on Professor Richard Rosecrance, Walter S. Carpenter, Jr. Professor of International and Comparative Politics, and Chairman of the ad hoc committee on South African Investments, for a report.

8. REPORT OF AD HOC COMMITTEE ON SOUTH AFRICAN INVESTMENTS

Professor Rosecrance said he was not a member of the FCR, so could not propose any action but wished to give a very brief account of the Committee's work during the past year. "As you know, we conducted our business under the Schaenen Committee recommendations promulgated at the end of 1978. These recommendations suggested that the University's activities in South Africa should be directed toward urging those American corporations whose securities are held in the Cornell portfolio to take actions to improve the working, living and educational opportunities for blacks in South Africa. Also in the Schaenen Committee's report is the statement that under certain circumstances the University should consider the sale of securities of any corporations which choose not to subscribe to the Sullivan or comparable operating principles in their business dealings in South Africa. The charge is to consider companies which do not appear to be conducting their operations in South Africa in accordance with proper standards in matters of equal employment opportunities, human rights, and so on, and give no substantial indication that they will remedy or improve that particular record. The basic focus of our meetings was to inquire into two areas. One was the activities of the Investment Proxy Advisory Committee (IPAC), which is composed of two employees, two Trustees, two students and two faculty. This particular committee also was set up under the aegis of the Schaenen Committee. It was the primary committee to carry out the recommendations of the Schaenen Committee report. It has mainly devoted its attention to deciding what stand Cornell should be recommended to take on investment proxy issues, that is proxy issues that come up before companies in which Cornell holds stock and the University then has to decide what stand it will take on those proxy issues. It has not really been able to go beyond that to try and formulate a policy that Cornell might adopt in regard to the position it would take in regard to the behavior of companies in South Africa itself. In other words, all it has done really is to look into investment proxy issues themselves. Now the second item that we were asked to inquire into was to go much further into the actual behavior in South Africa of the many corporations in which Cornell holds stock, and we certainly have not been able to discharge that in any satisfactory manner. That would have been a very, very difficult research activity. As it was, the Committee met once every two weeks from September 1 on, and we tried to look into this as much as we could, but in terms of detailed investigation of the policies

of individual companies, considering the great number that Cornell holds, and shifting membership of that number, we were not really able to discharge that responsibility in any adequate fashion. However, in looking at the activities of IPAC, and in looking at what needs to be done to carry out the Schaenen Committee recommendations, which we regard as our charge and which we think is a very, very good basis for the University to formulate its policy, we have managed to come up with two recommendations. First we feel that at the minimum, it would be desirable for the companies in which Cornell holds stock to sign the Sullivan Principles. These are very minimal principles. Other universities such as Oberlin and Minnesota have also adopted a similar stand. And then the question comes, suppose they don't sign the principles or suppose once they have signed the principles they don't behave in accordance with them in their operations in South Africa? What then should we do? At the moment there is a very distinguished research firm in Cambridge, Massachusetts - Arthur D. Little - that has undertaken the task of finding out what those companies are in fact doing, whether they are in fact carrying out the Sullivan recommendations, and it even provides an annual report about the degree to which compliance takes place with those recommendations and principles. It divides companies into three major categories: making good progress in terms of conformance with the principles, making acceptable progress, and not making acceptable progress. Our recommendation is that if the companies in which we hold stock are not signatories or if they are signatories and not making acceptable progress, we should be willing to sell that stock after a period of moral suasion. The second proposal we're making is that we hope our Committee, with a broader writ and a broader license to actually carry out some of the Sullivan Committee recommendations, be allowed to be continued for the next three years. The Committee would try to discharge, perhaps, with some research budget, much more specifically the inquiries that this year we were unable to complete."

Dean Greisen said he wanted to make sure two motions got before this body. One was to endorse to the administration and Trustees the first recommendation of that Committee:

As a matter of policy, Cornell should not hold securities in corporations which have not signed the Sullivan Principles or which are not listed in categories I ("making good progress"), II ("making acceptable progress") or IV ("endorsers with few or no employees").

(For presently held securities, divestiture of holdings could be delayed for up to 12 months if there is a "reasonable" chance that these criteria will be met (such as cases of "new signatories" or companies recently removed from the "acceptable" category)).

(Cornell might accept or retain holdings in corporations not in the "acceptable" categories if this is a condition of the gift to Cornell.)

The second motion the Dean wished to make on behalf of the Committee is the following:

A new continuing committee on South African investments (meaning investments in firms doing business in South Africa) should be established for a period of at least three years; in the third year (1983-84) it would recommend continuation or a suspension of its work to the FCR. In the absence of action by the FCR the committee would go out of existence on 30 June 1984.

(The Committee shall have 7 members appointed by the Dean acting on the advice of the Committee on Nominations and Elections and from the present committee on South African investments. Elections would be staggered so that approximately 1/3 of the members would be appointed each year for the 3-year terms. Originally, 2/3 of the committee would be hold-overs from the present committee.)

The charge to the proposed committee would be:

1. from time to time but at least annually, to inform the FCR about Cornell's investments in firms doing business or making investments in South Africa, and about evaluations of the performance of those firms in respect to the Sullivan or equivalent principles, the receptivity of the firm to unionization including black and colored workers, positive efforts of the firm to improve housing and educational opportunities for their black and colored workers and their children, and success of the firm in moving black and colored workers into managerial and other salaried positions; also about the firm's activities in supplying the South African government, directly or indirectly, with equipment or facilities necessary to the maintenance of an oppressive regime.

2. to inform the FCR about the proxy votes of the Cornell Trustee Investment Committee on issues related to South Africa and the rationales therefore, including the recommendations and reasons given by the IPAC Committee;

3. to consult with IPAC in an effort to attain on both committees the best possible understanding of the South African problem and to assist IPAC in arriving at the best possible proxy vote recommendations;

4. to establish communication with coun-

terpart faculty committees at other universities with a view to achievement of greater influence through joint actions; to make recommendations to the FCR on any opportunities for joint actions discovered through these communications; and to inform the FCR about actions taken by other colleges and universities in connection with their relations with South Africa; and

5. to make other recommendations with reference to Cornell's involvement with South Africa that seem appropriate to the committee, for consideration by the FCR.

Assistant Professor Errol L. Grinols, Economics, asked if South Africa was the only country being examined, and if that were not so, why weren't we examining all the companies in our portfolio?

Dean Greisen said this committee was appointed with the explicit purpose of directing its attention to companies operating in South Africa. It's certainly true that there could be concern with companies in other countries.

Associate Professor Norman Uphoff, Government, added that the Investment Proxy Advisory Committee has the responsibility for looking into any issues such as that just raised.

Professor Joseph B. Bugliari, Agricultural Economics and B&PA, asked Professor Rosecrance why the committee feels that the end result should be to sell stock rather than to keep the pressure going?

Professor Rosecrance said he thought the committee basically allowed for that in the recommendation when it said for principally held securities, divestiture of holdings could be delayed up to twelve months if there is a reasonable chance that the criteria will be met. That is precisely what the twelve months would be used for - to convince the companies to try and live up to the Sullivan Principles.

Professor Bugliari said that normally in a twelve-month period there would be only one annual meeting.

Professor Rosecrance said this wasn't the Investment Proxy Advisory Committee. This committee would be directly contacting the corporate offices.

Professor Latham said he would like reluctantly to support the document.

There being no further discussion, the Speaker said a vote would be taken on the two recommendations as a package. The recommendations were adopted.

The meeting was adjourned at 5:55 p.m.

Respectfully submitted,
Joseph B. Bugliari, Secretary

PROCEDURES FOR APPEALING A NEGATIVE TENURE DECISION

I. Rights of Faculty Members Who Are Denied Tenure:

A. **Right to Appeal** Any faculty member who is reviewed for and denied tenure may appeal that decision at the departmental, college, and University levels. The candidate shall be informed of this right, and the procedures therefor, when he or she is first notified of a negative tenure decision.

B. **Extension of Appointments** For the purpose of determining the start of the terminal appointment of a faculty member who is denied tenure, the date of notification shall be considered to be the date of notification of the first negative decision, and shall be unaffected by subsequent appeals. However, if review within the University is in progress at the end of the terminal appointment, the appointment shall be extended until that review is complete.

C. **Role of the Ombudsman** Faculty members shall retain full access to the office of the Ombudsman prior to or in the course of the appeals process.

D. **Waiver or Loss of Appeal Rights** The candidate may waive the right to written explanations from the department chair and the dean, or may decline or pursue the appeals procedure at any stage. However, the appeal procedures herein described must be followed sequentially. Waiver of any stage of the appeals procedure shall cause the candidate's right to proceed further to be forfeited. Thus, failure to request reconsideration of a negative departmental decision (see Section II), or failure to respond to a negative proposed decision at the college level (see Section III), will waive further appeal rights.

II. Appeal at the Departmental* Level

A. **Reconsideration by the Department** Any faculty member has a right to receive a timely reconsideration of a negative departmental tenure decision before that decision is forwarded to the dean.

1. Within one week after being notified that the departmental decision is negative, the candidate may request a written statement of the reasons for the decision and the nature of the evidence. If such a statement is requested, it shall be provided to the candidate by the chair within three weeks of the departmental decision. The statement shall respect the limits set by the need to preserve confidentiality.

2. If the candidate wishes to have the departmental decision reconsidered, he or she shall respond to the chair in writing within three weeks of receipt of the chair's statement of

reasons. The candidate may address any issue that he or she deems appropriate, and may present new evidence.

3. The eligible voting faculty shall consider the chair's statement and the candidate's response, and a second vote shall be taken. The final departmental decision and the reasons for it shall be provided in writing to the candidate within three weeks of receipt of the candidate's response.

III. Appeal at the College Level**

A. **Review by an Ad Hoc Committee:** If the department's final decision is negative, the dean shall, at the request of the candidate, appoint an ad hoc committee to review that decision, if the dean has not already done so on his or her own initiative. The candidate shall make his or her request for appointment of the committee within one week of notification of the department's final negative decision, and the dean shall appoint the committee within three weeks of the candidate's request.

B. Reconsideration by the Dean***

1. If a dean's negative decision follows a positive departmental recommendation, the dean shall within three weeks of receipt of the report of the ad hoc committee, furnish the candidate and the department with a preliminary written statement of the reasons for that decision and the nature of the evidence within the limits set by the need to preserve confidentiality. For a two-week period following receipt of the statement, the candidate and/or department shall have the opportunity to respond to the dean, prior to the dean's final decision.

2. If the dean's negative decision follows a negative departmental recommendation, the dean shall within three weeks of receipt of the report of the ad hoc committee furnish the candidate with a written statement of the reasons for the decision, within the limits set by the need to preserve confidentiality, and a copy shall be furnished the department.

IV Appeal at the University Level

A. **Filing an Appeal** If the dean's decision is negative, the candidate or the department may appeal that decision. The appeal must be filed in writing with the dean of the college and the Dean of the Faculty within two weeks of notification of the dean's decision and must state the specific reasons for the appeal. The reasons must be based on one or more of the grounds listed in the following Section (IV.B). Failure to raise a particular reason may be treated as a waiver of such a claim in this or any subsequent procedure.

B. **Grounds for an Appeal** The grounds for an appeal shall be limited to one or more of the following:

1. During the appellant's probationary period, he or she was unfairly and seriously hindered in meeting the department's standards

a. by having been put under obligation to accept unusual and unreasonably heavy duties for the department, college, or University or having been denied departmental support, contrary to the normal departmental practices, or

b. by having been given misleading information by the department chair or dean concerning the departmental or college expectations of candidates.

2. In the conduct of the tenure review, there were violations of the established procedures and practices of the department, the college, or the University. These violations were so serious that they may have affected the outcome of the tenure decision.

3. The evaluation of the appellant was influenced by unlawful discrimination.

4. The evaluation of the appellant was influenced by consideration of factors unrelated to the performance of the appellant in carrying out the professional and collegial responsibilities of his or her position.

5. The decision was so inconsistent with the evidence in the record that it must be judged arbitrary or capricious.

C. **The University Appeals Panel** An appeal shall be heard by an Appeals Committee composed of five tenured University faculty members. At least four members of the Appeals Committee shall be members of the University Appeals Panel. The Dean of the Faculty shall be responsible for establishing the University Appeals panel, and maintaining a list of members. Each college shall elect five tenured faculty members, or 5 percent of its tenured faculty, whichever is greater, to the panel. In addition, the President of the University shall appoint ten tenured faculty members to the Panel. The term of office shall be five years, with a rotation system developed at the time of the initial election.

D. **Selection of An Appeals Committee** Within two weeks after the appeal of a college dean's negative decision, the Dean of the Faculty shall be responsible for forming and charging an Appeals Committee to hear the Appeal. Members of the Appeals Committee shall be selected in the following manner:

1. The appellant and the dean of the college**** shall each nominate four members of the University Appeals Panel. The appellant's nominee shall choose two of the dean's nominees, and the dean's nominee shall choose two of the appellant's nominees. The four so chosen shall

then choose a fifth tenured University Faculty member, who shall chair the committee. The chair shall be from the college of the appellant, except in those colleges where all tenured faculty members participate in each tenure decision.

2. Any person nominated who has previously participated in the review of the appellant or feels unable to render an unbiased judgment or perceives a conflict of interest shall disqualify him or herself. However, in those colleges where all tenured faculty participate in each tenure decision, the automatic disqualification of that college's Appeals Committee members shall be waived if that is agreeable to both parties.

E. Principles and Restrictions to be Observed by the Appeals Committee In its deliberations and findings, the Appeals Committee shall respect the following principles and restrictions:

1. The Committee's review shall be limited to determining whether one of the five possible grounds for appeal (listed in Section IV.B.) has been established.

2. The Committee shall recognize the central role of peer judgment in tenure decisions. Hence the Committee shall avoid substituting its assessment of the appellant's professional qualifications for those of the department and the experts outside the department who have been asked to submit evaluations. The Committee's role in judging professional merit shall be limited to the question of whether the recommendations of the department and the dean were arbitrary and capricious as defined in IV.B.5., or based on the inappropriate considerations listed in IV.B.3. and IV.B.4.

3. The dean of the college has a major responsibility in setting the priorities and maintaining the standards of the college. Therefore, the Committee shall avoid substituting its judgment in those matters for that of the dean.

4. It is impossible to make precise and universally agreed-upon evaluations of candidates. Therefore, the possibility that a different group of reasonable people might have come to a different conclusion concerning the merits of the appellant is insufficient grounds to sustain the appeal.

5. Comparisons with other tenure review cases may be used by the Committee in certain cases (See Section IV.F.1.). However, the Committee shall recognize the right of departments to improve their quality or take into account different departmental needs, so long as this is not done in an arbitrary or capricious manner. A weak previous tenure appointment shall not by itself be taken to define the departmental standard.

F. Appeals Committee Procedures The following procedures shall govern the activity of the Appeals Committee:

1. The Committee shall have access to the tenure file of the appellant. If the appellant charges that the decision was arbitrary or capricious as defined in Section IV.B.5 or based on the inappropriate considerations listed in Sections IV.B.3 and IV.B.4, and if the Committee finds it essential to read the files of recent comparable cases within the college of the appellant to examine that charge, it shall have access to those files as well. However, the Committee shall not as a matter of course request access to the files of recent cases within a department or college. The Committee shall scrupulously protect the confidentiality of all documents and testimony.

2. In addition to examining written material, the Committee may hear the views of the principal parties and others it deems appropriate. The Committee shall attempt to resolve contradictions in the oral and written record.

3. The Committee shall not be required to keep a transcript of its proceedings. The Committee shall maintain a record of the names of the persons interviewed and the titles of the documents considered.

4. The Committee shall report in writing within eight weeks after being formed. The report shall be furnished to both parties. It shall give its findings, and the reasons for those findings. These findings should be directly responsive to the allegations made by the appellant concerning the grounds for appeal listed in Section IV.B. Before issuing the report, the Committee shall circulate a draft to both parties and invite responses.

G. Findings by the Appeals Committee The Appeals Committee shall make one of the following findings. The ensuing action shall be as stated:

1. If the Committee finds that none of the five possible appeal grounds (see Section IV.B.) raised by the appellant has been established, it shall reject the appeal. This decision shall not be subject to further appeal within the University.

2. If the Committee finds that the ground for appeal in Section IV.B.1 raised by the appellant has been established, it may recommend that the appellant's appointment be extended for a fixed period, after which a new tenure review shall be undertaken. It is expected that the dean will follow the Committee's recommendation. If the dean chooses not to grant the recommended extensions, the Committee's report and the

written response of the dean shall be forwarded to the Provost. Within four weeks, the decision of the Provost and the reasons for it shall be given in writing to both principal parties, and a copy shall be sent to the Committee. The decision of the Provost shall not be subject to further appeal within the University.

3. If the Committee finds that any other ground for appeal in Section IV.B. raised by the appellant has been established, it may return the case to the dean of the college for reconsideration. The dean shall promptly take appropriate action to correct the deficiencies that the Committee has found, and shall provide a written report of the reconsidered decision to the Committee, the department, and the appellant. If the reconsideration results in an affirmation of the original decision, this judgment shall be reviewed by the original Appeals Committee, which shall take the following action:

a. If the Appeals Committee finds that the tenure review process no longer has serious deficiencies, it shall reject the appeal. This action shall not be subject to further appeal within the University.

b. If the Committee finds that the tenure review process continues to have serious deficiencies and that an independent academic evaluation is appropriate, a panel of professionally qualified and not previously involved expert scholars from inside or outside Cornell shall be appointed to review the case and make a recommendation as to the granting of tenure. The panel's review shall not constitute an additional appeal from the department's or dean's decision, but shall constitute a new independent judgment concerning the candidate's academic qualifications for tenure. The panel shall be appointed jointly by the chair of the Appeals Committee, the Dean of the Faculty, and the President of the University. The recommendation of the panel of expert scholars and the response of the Appeals Committee, the dean, the department, and the appellant shall be forwarded to the Provost. Within four weeks, the decision of the Provost and the reasons for it shall be given in writing to both principal parties, and a copy shall be sent to the Committee. The decision of the Provost shall not be subject to further appeal within the University.

4. In unusual circumstances where the Committee finds that the ground for appeal in one or more of the Sections IV.B.3, IV.B.4, or IV.B.5 has been established and finds further that reconsideration by the dean or the department would be futile or otherwise inappropriate in light of the violation found, it may refer the case for review by an independent panel as provided in Section IV.G.3.b. Further review will proceed according to that section.

V. Disposition of Records and Files The Dean of the Faculty shall maintain copies of all reports of Appeals Committees and shall maintain records of all subsequent actions within the University that occur in these cases. At the completion of an appeal, all case files shall be returned to the dean of the college.

FOOTNOTES

*In the Law School, in II.A. "departmental" shall refer to the appointments committee. In the Hotel School, "departmental" shall refer to the ad hoc committee, and "chair" shall refer to the assistant dean for academic affairs. In the Graduate School of Business and Public Administration, "departmental" shall refer to the ad hoc committee, and "chair" shall refer to its chairperson.

**In the Graduate School of Business and Public Administration, the Hotel School and the Law School, III.A shall not apply.

***In the School of Industrial and Labor Relations, the Hotel School, and the Law School, III.B shall be replaced by the following:

If the dean's decision is negative, he or she shall within three weeks of receipt of the report of the faculty, furnish the candidate with a preliminary written statement of the reasons for that decision and the nature of the evidence, within the limits set by the need to preserve confidentiality. For a two week period following receipt of the statement, the candidate shall have the opportunity to respond to the dean, prior to the dean's final decision.

****In cases where the appeal follows a negative departmental recommendation, the dean of the college shall consult with the department before making his or her nominations.

Adopted by the Faculty Council of Representatives, May 13, 1981

PROCEDURES FOR APPEALING A DECISION NOT TO RENEW A NON-TENURE APPOINTMENT

I. Rights of Faculty Members Who Are Denied Reappointment

A. Right to Appeal. Any faculty member* in an initial probationary tenure status appointment who is not reappointed and who would not in the normal course of events be reviewed for tenure at this stage of his or her career may appeal that decision at the departmental, college, and University levels. The candidate shall be informed of this right, the procedures therefor, and the

University guidelines and regulations concerning reappointment when he or she is first notified of the decision not to reappoint.

B. Extension of Appointments. For the purpose of determining the start of the terminal appointment of a faculty member who is not reappointed, the date of notification shall be considered to be the first date of notification of the decision not to reappoint, and shall be unaffected by subsequent appeals. However, if review within the University is in progress at the end of the terminal appointment, the appointment shall be extended until that review is complete.

C. Role of the Ombudsman. Faculty members shall retain full access to the office of the Ombudsman prior to or in the course of the appeals process.

D. Waiver or Loss of Appeal Rights. The faculty member may waive the right to written explanations from the department chair and the dean, or may decline to pursue the appeals procedure at any stage. However, the appeal procedures herein described must be followed sequentially. Waiver of any stage of the appeals procedure shall cause the faculty member's right to proceed further to be forfeited. Thus, failure to request reconsideration of a negative departmental decision (see Section II), or failure to respond to a negative proposed decision at the college level (see Section III), will waive further appeal rights.

II. Appeal at the Department**Level

A. Reconsideration by the Department. Any faculty member has a right to receive a timely reconsideration of a departmental decision not to reappoint before that decision is forwarded to the dean.

1. Within one week after being notified of that decision, the faculty member may request a written statement of the reasons for the decision and the nature of the evidence. If such a statement is requested, it shall be provided to the faculty member by the chair within three weeks of the departmental decision. The statement shall respect the limits set by the need to preserve confidentiality.

2. If the faculty member wishes to have the departmental decision reconsidered, he or she shall respond to the chair in writing within three weeks of receipt of the chair's statement of reasons. The faculty member may address any issue that he or she deems appropriate, and may present new evidence.

3. The eligible voting faculty shall consider the chair's statement and the faculty member's response, and a second vote shall be taken. The final departmental decision and the reasons for it shall be provided in writing to the faculty member within three weeks of receipt of the faculty member's response.

III. Appeal at the College Level

A. Review by a Dean's Committee. If the department's final decision is negative, the dean shall, at the request of the faculty member, appoint a committee of tenured faculty members to review that decision, if the dean has not already done so on his or her own initiative. The candidate shall make his or her request for appointment of the committee within one week of notification of the department's final negative decision, and the dean shall appoint the committee within three weeks of the candidate's request.

B. Decision by the Dean.

1. Within three weeks of the receipt of the report of the dean's committee, the dean shall furnish the faculty member with a preliminary written statement of his or her decision, the reasons for it, and the nature of the evidence within the limits set by the need to preserve confidentiality. For a two-week period following receipt of the statement, the faculty member shall have the opportunity to respond to the dean, prior to the dean's final decision. The decision of the dean shall be furnished the candidate in writing.

IV. Appeal at the University Level

For a two week period following receipt of the dean's final negative decision, the faculty member may appeal that decision to the Provost. The decision of the Provost, and the reasons for it, shall be given in writing to the dean, the department, and the faculty member. The decision of the Provost shall not be subject to further appeal within the University.

FOOTNOTES

*Throughout this document, unless otherwise stated, the word "faculty member" shall mean a non-tenured faculty member in an initial probationary tenure status appointment who has been denied a reappointment.

**In schools and colleges that do not have a departmental structure, "department" shall refer to whatever faculty group makes the decision not to reappoint.

PROCEDURES FOR APPEALING A NEGATIVE DECISION ON PROMOTION TO FULL PROFESSOR

NOTE

It is assumed that the Academic Appointments

Manual will be changed to incorporate the following:

1. After some definite number of years of service as a tenured professor, a faculty member has a right to a review for promotion to full professor. If the faculty member does not wish to be reviewed, the review will not take place.

2. If the initial review does not result in promotion, the faculty member has a right to at least one subsequent (and perhaps more) reviews within some definite period of time.

3. A dean will not reject a departmental recommendation to promote a faculty member to full professor without first having appointed and received the report on an ad-hoc committee.

I. Rights of Faculty Members Who Are Denied Promotion to Full Professor

A. Right to Appeal Any tenured faculty member who is reviewed for and denied promotion to full professor may appeal that decision at the departmental, college, and University levels subject to the limitations in I.B. The candidate shall be informed of this right, and the procedures therefor, when he or she is first notified of a negative promotion decision.

B. Limitations to the Right of Appeal A faculty member who is denied promotion may appeal that decision even though he or she was denied promotion on a previous occasion and appealed that decision. However, a University level appeal may not address issues that were settled in a prior appeal, but must be based on evidence that was not previously presented at a University level appeal proceeding.

C. Role of the Ombudsman Faculty members shall retain full access to the office of the Ombudsman prior to or in the course of the appeals process.

D. Waiver or Loss of Appeal Rights The candidate may waive the right to written explanations from the department chair and the dean, or may decline to pursue the appeals procedure at any stage. However, the appeals procedures herein described must be followed sequentially. Waiver of any stage of the appeals procedure shall cause the candidate's right to proceed further to be forfeited. Thus, failure to request reconsideration of a negative departmental decision (see Section II), or failure to respond to a negative proposed decision at the college level (see Section III), shall waive further appeal rights of this particular decision.

II. Appeal at the Department* Level

A. Reconsideration by the Department Any tenured faculty member has a right to receive a timely reconsideration of a departmental decision not to promote to full professor before that decision is forwarded to the dean.

1. Within one week after being notified that the departmental decision is negative, the candidate may request a written statement of the reasons for the decision and the nature of the evidence. If such a statement is requested, it shall be provided to the candidate by the chair within three weeks of the departmental decision. The statement shall respect the limits set by the need to preserve confidentiality.

2. If the candidate wishes to have the departmental decision reconsidered, he or she shall respond to the chair in writing within three weeks of receipt of the chair's statement of reasons. The candidate may address any issue that he or she deems appropriate, and may present new evidence.

3. The eligible voting faculty shall consider the chair's statement and the candidate's response, and a second vote shall be taken. The final departmental decision and the reasons for it shall be provided in writing to the candidate within three weeks of receipt of the candidate's response.

III. Appeal at the College Level**

A. Review by an Ad Hoc Committee If the department's final decision is negative, the dean shall, at the request of the candidate, appoint an ad hoc committee to review that decision, if the dean has not already done so on his or her own initiative. The candidate shall make his or her request for appointment of the committee within one week of notification of the department's final negative decision, and the dean shall appoint the committee within three weeks of the candidate's request.

B. Reconsideration by the Dean***

1. If a dean's negative decision follows a positive departmental recommendation, the dean shall, within three weeks of receipt of the report of the ad hoc committee, furnish the candidate and the department with a preliminary written statement of the reasons for that decision and the nature of the evidence within the limits set by the need to preserve confidentiality. For a two-week period following receipt of the statement, the candidate and/or department shall have the opportunity to respond to the dean prior to the dean's final decision.

2. If the dean's negative decision follows a negative departmental recommendation, the dean shall within three weeks of receipt of the report of the ad hoc committee furnish the candidate and the department with a written statement of the reasons for that decision, within

the limits set by the need to preserve confidentiality.

IV. Appeal at the University Level

A. Filing an Appeal If the dean's final decision is negative, the candidate or the department (with the written consent of the candidate) may appeal that decision. The appeal must be filed in writing with the dean of the college and the Dean of the Faculty within two weeks of notification of the dean's decision and must state the specific reasons for the appeal. The reasons must be based on one or more of the grounds listed in the following Section (IV.B), and must be based on evidence that was not presented in any prior appeal at the University level. Failure to raise a particular reason when filing the appeal may be treated as a waiver of such a claim in this or any subsequent procedure during this appeal process.

B. Grounds for an Appeal The grounds for an appeal shall be limited to one or more of the following:

1. In the conduct of the promotion review, there were violations of the established procedures and practices of the department, the college, or the University. These violations were so serious that they may have affected the outcome of the promotion decision.
2. The evaluation of the appellant was influenced by unlawful discrimination.
3. The evaluation of the appellant was influenced by consideration of factors unrelated to the performance of the appellant in carrying out the professional and collegial responsibilities of his or her position.
4. The decision was so inconsistent with the evidence in the record that it must be judged arbitrary or capricious.

C. Selection of an Appeals Committee An appeal shall be heard by an Appeals Committee composed of five full professors in the University. Within two weeks after the appeal of a college dean's negative decision, the Dean of the Faculty shall be responsible for forming and charging an Appeal's Committee to hear the Appeal. Members of the Appeals Committee shall be selected in the following manner:

1. The appellant and the dean of the college*** shall each nominate four members of the University Appeals Panel. The appellant's nominees shall choose two of the dean's nominees, and the dean's nominees shall choose two of the appellant's nominees. The four so chosen shall then choose a fifth full professor in the University, who shall chair the committee. The chair shall be from the college of the appellant, except in those colleges where all full professors participate in each promotion decision.
2. Any person nominated who has previously participated in the review of the appellant or feels unable to render an unbiased judgment or perceives a conflict of interest shall disqualify him or herself. However, in those colleges where all full professors participate in each promotion decision, the automatic disqualification of that college's Appeals Committee members shall be waived if that is agreeable to both parties.

D. Principles and Restrictions to be Observed by the Appeals Committee In its deliberations and findings, the Appeals Committee shall respect the following principles and restrictions:

1. The Committee's review shall be limited to determining whether one of the four possible grounds for appeal (listed in Section IV.B) has been established.
2. The Committee shall recognize the central role of peer judgment in promotion decisions. Hence, the Committee shall avoid substituting its assessment of the appellant's professional qualifications for those of the department and the experts outside the department who have been asked to submit evaluations. The Committee's role in judging professional merit shall be limited to the question of whether the recommendations of the department and the dean were arbitrary and capricious as defined in IV.B.4., or based on the inappropriate considerations listed in IV.B.2. and IV.B.3.
3. The dean of the college has a major responsibility in maintaining the standards of the college. Therefore, the Committee shall avoid substituting its judgment in those matters for that of the dean.
4. It is impossible to make precise and universally agreed-upon evaluations of candidates. Therefore, the possibility that a different group of reasonable people might have come to a different conclusion concerning the merits of the appellant is insufficient grounds to sustain the appeal.
5. Comparisons with other promotion review cases may be used by the Committee in certain cases (see Section IV.E.1). However, the Committee shall recognize the right of departments to raise the standards for promotion to full professor or take into account different departmental needs or particular individual circumstances, so long as this is not done in an arbitrary or capricious manner. A weak previous promotion to full professor shall not by itself be taken to define the departmental standard for promotions.
6. If a faculty member has appealed a previous decision not to promote to full professor, the Appeals Committee shall not reconsider the

decision of the previous Appeals Committee, or the evidence upon which it was based.

E. Appeals Committee Procedures The following procedures shall govern the activity of the Appeals Committee:

1. The Committee shall have access to the promotion file of the appellant. If the appellant charges that the decision was arbitrary or capricious as defined in Section IV.B.4 or based on the inappropriate considerations listed in Sections IV.B.2 and IV.B.3, and if the Committee finds it essential to read the files of recent comparable cases within the college of the appellant to examine that charge, it shall have access to those files as well. However, in its request for access to a particular file, the Committee shall state in writing how each particular comparison case satisfies the following criteria:

- a. It is sufficiently recent.
- b. It is sufficiently comparable in circumstances.
- c. It is impossible to examine the allegation made by the appellant without access to the requested file.

The Committee shall scrupulously protect the confidentiality of all documents and testimony.

2. In addition to examining written material, the Committee may hear the views of the principal parties and others it deems appropriate. The Committee shall attempt to resolve contradictions in the oral and written record.

3. The Committee shall not be required to keep a transcript of its proceedings. The Committee shall maintain a record of the names of the persons interviewed and the titles of the documents considered.

4. The Committee shall report in writing within eight weeks after being formed. The report shall be furnished to both parties. It shall give its findings, and the reasons for those findings. These findings should be directly responsive to the allegations made by the appellant concerning the grounds for appeal listed in Section IV.B. Before issuing the report, the Committee shall circulate a draft to both parties and invite responses.

F. Findings by the Appeals Committee. The Appeals Committee shall make one of the following findings. The ensuing action shall be as stated:

1. If the Committee finds that none of the four possible appeal grounds (see Section IV.B.) raised by the appellant has been established, it shall reject the appeal. This decision shall not be subject to further appeal within the University.
2. If the Committee finds that the ground for appeal raised by the appellant has been established, it may return the case to the dean of the college for reconsideration. The dean shall promptly take appropriate action to correct the deficiencies that the Committee has found, and shall provide a written report of the reconsidered decision to the Committee, the department, and the appellant. If the reconsideration results in an affirmation of the original decision, this judgment shall be reviewed by the original Appeals Committee, which shall take the following action:

- a. If the Appeals Committee finds that the promotion review process no longer has serious deficiencies, it shall reject the appeal. This action shall not be subject to further appeal within the University.
 - b. If the Committee finds that the promotion review process continues to have serious deficiencies, it shall forward its findings to the Provost for final action. Within four weeks, the decision of the Provost and the reasons for it shall be given in writing to both principal parties, and a copy shall be sent to the Committee. The decision of the Provost shall not be subject to further appeal within the University.
3. In unusual circumstances where the Committee finds that the ground for appeal in one or more of the Sections IV.B.2, IV.B.3, or IV.B.4 has been established and finds further that reconsideration by the dean or the department would be futile or otherwise inappropriate in light of the violation found, it shall forward its findings and recommendations to the Provost for final action. Within four weeks, the decision of the Provost and the reasons for it shall be given in writing to both principal parties, and a copy shall be sent to the Committee. The decision of the Provost shall not be subject to further appeal within the University.

V. Disposition of Records and Files

The Dean of the Faculty shall maintain copies of all reports of Appeals Committees and shall maintain records of all subsequent actions within the University that occur in these cases. At the completion of an appeal, all case files shall be returned to the dean of the college.

FOOTNOTES

*In schools or colleges without departmental structures, "departmental" shall refer to the group of full professors who vote on the recommendation that is forwarded to the dean, and "chair" shall refer to an appropriate faculty member.

**In those schools or colleges that do not use ad-hoc committees in the case of positive departmental recommendations, III.A shall not apply.

***In those schools or colleges that do not use ad-hoc committees in the case of positive departmental recommendations, and therefore do not use them in III.A, the three week time period after which the dean must reply shall start when the dean receives the report of the appropriate faculty group.

****In cases where the appeal follows a decision by the department not to promote to full professor, the dean of the college shall consult with the department before making his or her nominations.

Adopted by the Faculty Council of Representatives, May 13, 1981.

PROCEDURES FOR APPEALING A DECISION NOT TO CONDUCT A TENURE REVIEW NOTE

This draft assumes that a statement will be inserted into the Academic Appointment Manual stating that the decision not to review a faculty member for tenure shall not be based on a judgment of his or her merits.

I. Rights of Faculty Members Who Are Not Reviewed for Tenure

A. Right to Appeal. Any faculty member in probationary tenure status who is at the appropriate point in his or her career to be reviewed for tenure, and who is neither reappointed nor reviewed for tenure may appeal that decision at either the departmental or the college level, and at the University level. The candidate shall be informed of this right, and the procedures therefor, when he or she is first notified of the decision not to initiate a tenure review.

B. Extension of Appointments. For the purpose of determining the start of the terminal appointment of a faculty member who is not reviewed for tenure, the date of notification shall be considered to be the date of notification of the first negative decision, and shall be unaffected by subsequent appeals. However, if a review of that decision within the University is in progress at the end of the terminal appointment, the appointment shall be extended until that review is complete.

C. Role of the Ombudsman. Faculty members shall retain full access to the office of the Ombudsman prior to or in the course of the appeals process.

D. Waiver or Loss of Appeal Rights. The candidate may waive the right to written explanations from the department chair and the dean, or may decline to pursue the appeals procedure at any stage. However, the appeal procedures herein described must be followed sequentially. Waiver of any stage of the appeals procedure shall cause the candidate's right to proceed further to be forfeited. Thus, failure to request reconsideration of a negative departmental decision (see Section II) will waive further appeal rights.

II. Appeal at the Departmental* Level

A. Reconsideration by the Department. Any faculty member for whom a departmental tenure review is not initiated and who is eligible to appeal that decision (see I.A.) has a right to have the decision reconsidered by the department before it is forwarded to the dean.

1. Within one week after being notified of the departmental decision not to initiate a tenure review, the candidate may request a written statement of the reasons for that decision. If such a statement is requested, it shall be provided to the candidate by the chair within two weeks of the departmental decision.

2. If the candidate wishes to have the department decision reconsidered, he or she shall respond to the chair in writing within three weeks of receipt of the chair's statement of reasons. The candidate may address any issue or present any evidence that he or she deems appropriate.

3. The eligible voting faculty shall consider the chair's statement and the candidate's response, and a second vote shall be taken. The final departmental decision and the reasons for it shall be provided in writing to the candidate within three weeks of receipt of the candidate's response.

III. Appeal at the College Level

If a dean makes a preliminary decision not to initiate a tenure review, he or she shall inform the candidate and the department in writing of the reasons for that decision. For a two week period following receipt of the dean's statement, the candidate and/or the department shall have the opportunity to respond to the dean, prior to the dean's final decision.

IV. Appeal at the University Level

A. Filing an Appeal. If a dean or a department makes a final decision not to initiate a tenure review, the candidate may appeal that decision

at the University level. The appeal must be filed in writing with the dean of the college and the Dean of the Faculty within two weeks of notification of the dean's decision and must state the specific reasons for the appeal. The reasons must be based on one or more of the grounds listed in the following Section (IV.B).

B. Grounds for an Appeal. The grounds for an appeal shall be limited to one or more of the following:

1. The stated reasons for the decision were contrary to the established regulations of the college of the University.
2. The stated reasons for the decision are unsupported by the evidence presented.

C. Selection of an Appeals Committee. An appeal shall be heard by an Appeals Committee composed of three tenured University faculty members. Within two weeks after the receipt of the appeal, the Dean of the Faculty shall be responsible for forming and charging an Appeals Committee to hear the Appeal. Members of the Appeals Committee shall be selected in the following manner:

1. The appellant and the dean of the college** shall each nominate two members of the University Appeals Panel. The appellant's nominees shall choose one of the dean's nominees, and the dean's nominees shall choose one of the appellant's nominees. The two so chosen shall then choose a third tenured University Faculty member, who shall chair the committee. The chair shall be from the college of the appellant, except in those colleges where all tenured faculty members participate in each tenure decision.

2. Any person nominated who has previously participated in the decision in question or feels unable to render an unbiased judgment or perceives a conflict of interest shall disqualify him or herself. However, in those colleges where all tenured faculty have participated in the decision, the automatic disqualification of that college's Appeals Committee members shall be waived if that is agreeable to both parties.

D. Principles and Restrictions to be Observed by the Appeals Committee. In its deliberations and findings, the Appeals Committee shall respect the following principles and restrictions:

1. The Committee's review shall be limited to determining whether one of the two possible grounds for appeal (listed in Section IV.B.) has been established.
2. The dean of the college and the department have the responsibility of setting the priorities of the department and the college. Therefore, the Committee shall avoid substituting its judgment in those matters for that of the dean or the department.

E. Appeals Committee Procedures. The following procedures shall govern the activity of the Appeals Committee:

1. The Committee shall have access to the file of the appellant. The Committee shall scrupulously protect the confidentiality of all documents and testimony.
2. In addition to examining written material, the Committee may hear the views of the principal parties and others it deems appropriate. The Committee shall attempt to resolve contradictions in the oral and written record.
3. The Committee shall not be required to keep a transcript of its proceedings. The Committee shall maintain a record of the names of the persons interviewed and the titles of the documents considered.

F. Findings by the Appeals Committee.

1. The Committee shall report in writing within five weeks after being formed. The report shall be furnished to both parties. It shall give its findings, the reasons for those findings, and its recommendations. These findings should be directly responsive to the allegations made by the appellant concerning the grounds for appeal listed in Section IV.B. Before issuing the report, the Committee shall circulate a draft to both parties and invite responses.

2. The report of the committee shall also be sent to the Provost for final action. Within four weeks, the decision of the Provost and the reasons for it shall be given in writing to both principal parties, and a copy shall be sent to the Committee. The decision of the Provost shall not be subject to further appeal within the University.

V. Disposition of Records and Files. The Dean of the Faculty shall maintain copies of all reports of Appeals Committees and shall maintain records of all subsequent actions within the University that occur in these cases. At the completion of an appeal, all case files shall be returned to the dean of the college.

FOOTNOTES

*In those schools and colleges without a departmental structure, "departmental" shall refer to those faculty who make the decision not to initiate a tenure review, and "chair" shall refer to the appropriate faculty member.

**In cases where the appeal follows a departmental decision not to initiate a tenure review, the dean of the college shall consult with the department before making his or her nominations.

Bulletin of the Faculty

Faculty members are invited to submit corrections of both sets of minutes published in this issue to the Office of the Dean of Faculty, 315 Day Hall. Such corrections as are received before July 1, 1981, will be incorporated into the record of the final minutes. If corrections are not received, the minutes of these two meetings will be assumed to have been approved as published.

May 20, 1981
110 Ives Hall

The Speaker, Russell D. Martin, called the meeting to order at 4:25 p.m. 77 members of the Faculty were in attendance. The Chair first called on Provost W. Keith Kennedy, to announce the death of Faculty members since last September.

1. ANNOUNCEMENT OF DEATHS

The Provost said it was his sad responsibility to announce the death of a number of colleagues, after which he asked the body to stand for a moment of silence:

John F. McManus, Associate Dean, College of Engineering, October 3, 1980
Bernard V. Travis, Emeritus Professor, Medical Entomology and Parasitology, October 12, 1980

Harold Emery Moore, Jr., Liberty Hyde Bailey Professor of Botany, October 17, 1980

Robert H. Whittaker, Charles A. Alexander Professor of Biological Sciences, October 20, 1980

James Hutton, Kappa Alpha Professor of Classics, Emeritus, October 29, 1980
Raymond M. Cantwell Associate Professor, Hotel Administration, November 11, 1980

Walter H. French, Emeritus Professor of English, November 20, 1980

Harry Caplan, Goldwin Smith Professor of Classical Languages and Literature, Emeritus, November 29, 1980
John I. Miller, Emeritus Professor, Animal Science, December 8, 1980

William M. Sale, Jr., Goldwin Smith Professor of English, Emeritus, January 7, 1981

Myron G. Fincher, Professor of Veterinary Medicine, Emeritus, March 2, 1981

John Einset, Emeritus Professor of Pomology and Viticulture (Geneva), March 11, 1981

John N. MacDonald, Edwin H. Woodruff Professor of Law, Emeritus, March 14, 1981

Martha Leighton Tracy, Professor (retired), Cooperative Extension, March 18, 1981

Melvin L. Nichols, Emeritus Professor of Chemistry, March 29, 1981

Richard Bradford, Emeritus Professor of Agronomy, May 1, 1981

Provost Kennedy said as one item of interest, it is rumored that Professor Nichols, known to many as "Pete", actually had met and knew every single President of Cornell University.

The Chair called next on C. Frederick Bentley II, Associate Director of Sponsored Programs, to speak about the effects of U.S. export control regulations on the free exchange of information with foreign scholars at Cornell. 2. EFFECTS OF EXPORT CONTROL LEGISLATION ON INFORMATION EXCHANGE AT CORNELL

Mr. Bentley thanked the body for inviting him to speak at this meeting. He said his topic will be: Is the Federal government trying to control the open exchange of ideas? "I'll attempt to explain how Cornell became involved in this question and also what I understand to be some of the issues. Recently I think you've seen a number of papers written regarding the question in publications such as Science, The Chronicle of Higher Education, The Christian Science Monitor, also Aviation Week, and there'll be an article in the next edition of Physics Today, speaking to the question. It's a question people here at Cornell, especially Don Cooke, have been quoted as commenting on. Some of the reasons for concern, some of the questions and hopefully some of the issues will be areas I can address. Likewise, I hope that, if time permits, you might ask a question or two concerning things I didn't cover. If that's not possible, please feel free to give me a call in the Office of Sponsored Programs, or call Don Cooke who would have been here today to address the question had he been in town.

"All projects that go through the Office of Sponsored Programs typically result in grants or contracts and those

grants or contracts involve a certain amount of negotiation. The negotiation is done with the intent of taking care of the policy questions at Cornell and trying to reconcile those policy questions that may be different in the sponsor's organization. There's only one thing that we never negotiate, the freedom to publish and the freedom of open dissemination of the information that's created here at the University. That policy is based upon the Faculty's legislation that there will be no classified research carried on at the University - either sponsored or unsponsored. Carrying out that charge, we recently have come across attempts by the government and some industrial sponsors, because of their involvement in projects involving certain technology, to try to restrict dissemination and also to control who can work on the projects. There's been concern by the State Department, that you've probably seen in The Chronicle of Higher Education, about an Eastern European postdoc who was scheduled to visit the University over a two-year period on an IREX scholarship and was unable to secure a visa because the University was unwilling and unable to put a shield on that person and prevent that person from having access to the research laboratories both here at the University and research laboratories at places where he might visit. All of this is brought about by two sets of regulations. One is known as the Export Administration Regulations, which are regulations established by the Congress to control commodities. The second is the International Traffic and Arms Regulations, which are regulations meant to control military weapons. The Export Administration Regulations were used to prevent the Hungarian scholar from coming to Cornell. The purpose of those regulations is to control commodities - there's a need to receive a license to engage in their foreign exchange. This means that every time a foreign student or foreign faculty member is going to exchange information with us in the area of semi-conductor technology, there would be the need to secure a license. I don't think the people who say that it's easy to acquire a license realize how many potential licenses they may be asked to provide. They say that a license would be issued by the Department of State for any document, writing, sketch, photograph, plan, model, specification, design, prototype or other recorded or oral information relating to any defense article.

"People first thought that Cornell or any of the institutions who are involved in this kind of work, would only have to be concerned if that work was being funded by the government. However, that's not true either. The application of both of those regulations is without regard for the source of support. So the mere fact that you have a defense department contract doesn't by itself precipitate the regulation.

"Last fall we responded as an institution to a request for a proposal from the Department of Defense for work to be done in the area of semi-conductor technology and to be funded under a DOD contract. At the time of the request there was no indication whatsoever of anybody being concerned about the results of that technology being disseminated. It wasn't until we got to the stage of contract signing that the question came up regarding foreign students participating in the project. The universities involved asked for a clarification and were given an exemption to participate in the contract without any contractual clauses that prohibited dissemination. Because of the immediacy of the need we were able to continue working on the project. Since then there has been a lot of discussion between universities and the VHSIC program. This is a program involving very high speed integrated circuits apparently envisioned as a major weapons project in terms of computer chips being able to control major weapon systems. The Defense Department thought that they could easily differentiate between applied research on the one hand, and basic research on the other, and basic research would not come under control. That distinction hasn't been so easy to understand.

"The universities have been attempting to keep the emotions low in this process because the people who are

charged with the responsibility on the government side are trying to keep the program going. We're trying to educate them as to what the perception of these licenses is and how graduate students and others on the campus don't know of the penalties and don't realize they're not supposed to be discussing these issues. The American Council of Education, the American Association of Universities and the National Academy of Sciences are trying to address this question. The government is on very adequate notice that should there be any question as to whether the research can any longer be fully and openly discussed and published, Cornell will no longer be able to continue in the program. Maybe a lot of you have heard that the Five Presidents - Stanford, Cal-Tech, M.I.T., Cornell and University of California - have written a joint letter to the Secretaries of Defense, Commerce and State, trying to get a resolution of this problem. Many industrial firms are troubled by this process too because the multi-national conglomerates have semi-conductor technology being carried out in foreign countries. The NSF has submitted a five page response to these regulations to the Department of State. Both the letters of the five presidents and NSF are in the process of being answered, but what that means in terms of the answer is purely speculation at this point. There is further concern about the recent appointment of Larry Brady as assistant secretary. He is reputed to be a hard-liner in this export business. I would be happy to answer any questions that I didn't address."

Professor Walter Lynn, Director, Science, Technology and Society, asked what the penalties were for violation of these regulations?

Mr. Bentley responded that he thought the penalty is ten years and up to \$10,000 fine for each violation.

It was asked if there is a list of sensitive areas?

Mr. Bentley said there is a list of military critical technology but that list is classified, which presents another problem. A Catch-22 situation.

It was asked what the University policy is in the meantime?

Mr. Bentley said he didn't think he had the capacity to advise the faculty. "Don Cooke, Dean Everhart, and President Rhodes are trying to keep abreast of this problem, but we don't know the answer yet."

Professor Michael E. Fisher, Horace White Professor of Chemistry, Physics and Mathematics, asked if the Provost felt able to give assurance that past policies, namely that we not be involved in restricted research in any way, would be continued?

Provost Kennedy said the University feels its policy is unchanged and until the regulations become more definitive, the University will not deviate from that. If anyone is charged, the University will defend that person.

Mr. Bentley added that the problem with the visitors arose when a faculty member brought a letter from the State Department which sought assurance that the faculty member would commit Cornell to shielding an individual. The faculty member did not sign it.

The Provost said that was a very important point. "Do not sign or commit yourself or the University in any way to shielding someone. Our policy is that our work is unclassified, it's open, you are able to show it to visitors, and when you encounter possible infringement upon that, let us know."

Professor Jay Orear, Physics, said he would not know the citizenship of any of his visitors, any research personnel, secretaries or whatever and doesn't intend to know since that would be prying into their personal affairs. Is there any regulation which requires the University to know the citizenship of its faculty members, students, etc.?

The Provost stated that there is no reason one should know that now and there is no reason to know it tomorrow morning. Continue as in the past.

There being no further questions, the Chair asked if there were any additions or corrections to the minutes of the September meeting as published in the Chronicle. There were none, and so the minutes stood approved. The Chair announced that the minutes of this meeting will be published in the June 11 Chronicle.

cle, and, as in the past, anyone with a correction should notify the Dean of the Faculty. If no corrections are received, it will be assumed they are approved automatically.

The Chair next called on the Dean of the Faculty, Kenneth Greisen, for a resolution on positions of Senior Scientist and Senior Scholar.

3. RESOLUTION ON SENIOR SCIENTIST AND SENIOR SCHOLAR POSITIONS

Dean Greisen said this resolution came by way of two Faculty committees that endorsed it - the Committee on Research Policies and the Committee on Membership of the University Faculty.

RESOLVED, That the University Faculty recommends to the President the creation of new positions with the titles Senior Scientist and Senior Scholar, to which non-professorial individuals very highly qualified in research and scholarship may be appointed. These positions will carry the professional stature of full professor. Persons may be appointed directly to the position or promoted from other ranks in the University. They may be involved with the teaching program, consistent with the terms of the funding of the position, but their primary role will be research and scholarship. Senior Scientists and Senior Scholars will be members of department and college faculties and voting members of the University Faculty. They may also hold the position in sections, centers and divisions. It is expected that they will have the qualifications for membership in the Graduate Faculty. Senior Scientists and Senior Scholars may be responsible to a principal investigator of a grant or contract or they themselves may be principal investigators, in which case, they will be responsible to the department chairperson. Senior Scientists and Senior Scholars will be appointed after an external review and a vote of the appropriate faculty and the approval of the chairperson, the dean or director, and the President. The appointment can be for a period of up to five years, indefinitely renewable. The continuation of appointments for more than one year may be contingent on the availability of funds. The salary level of the position should approximate that of a full professor.

Dean Greisen said this proposal was one of a set generated by the Melby Committee which investigated the research policies of the University. It was developed into its present form by Don Cooke, Vice President for Research, before being exposed to committees and considered by them. Rather than speak to the proposal himself, the Dean called on Edward C. Melby, Jr., Dean, College of Veterinary Medicine.

Dean Melby began: "I would point out very quickly that the committee Dean Greisen mentioned which examined research policy and other factors within the University, did not specifically recommend this particular approach. I will, however, speak to the point as I see it, of trying to provide an increased and enhanced flexibility while assuring quality and maintaining the integrity of the University both as it relates to the quality of its faculty and the financial responsibilities of the University to its faculty. There are a number of reasons why we need more flexibility. In the area of science one of the problems we face as a University, particularly in these times of static growth, is the inability to train graduate students to meet the needs that are now facing the country. To provide flexibility and still keep in proper perspective the responsibilities and needs of the faculty and the University, some appropriately controlled flexibility as provided in this resolution is needed. It would require basically all of the types of review processes now in effect for the appointment of a full professor. Secondly, it occurs to me that those positions now in place such as Research Associate and Senior Research Associate lack this type of control. These incumbents are designated by a chairperson, director, etc., but it does not go beyond that. My experience has been that many such people become defacto tenured in the University Faculty and perhaps that ought to be addressed at a subsequent time in a different way. But for these reasons I think this proposal is within the spirit of the committee in that it would

address some of the problems we face as a University in providing flexibility in areas of research. I will not speak to the Scholar issue since that was added by the committees reviewing the proposal, but it does add basically the same type of flexibility and dimensional need to the University. Secondly it seems the resolution provides all the necessary controls that we would impose on the selection as to quality and collegiality that we expect and require within the University Faculty."

The floor was now open for discussion.

Professor Richard N. Boyd, Philosophy, asked if these are to be positions held by persons with outside funding? "In the absence of that assurance, we would be creating a non-tenured full professorial line. The sentence that says 'The continuation of appointments for more than one year may be contingent on the availability of funds' would be preference to internal University funds. I want to be assured that the purpose is to have people appointed who are funded from outside the University. Is that correct?"

Dean Greisen said that would be expected to be the normal situation. "It's already fairly common at Cornell that people bring with them funds to support their position. These funds may come from grants from agencies or industry, etc. Funds which normally support these positions would be such grants."

Professor Fisher said he would like to move an amendment. "The amendment would be to delete the sentence: 'Senior Scientists and Senior Scholars will be members of department and college faculties and voting members of the University Faculty.' And if that's deleted, the 'also' in the following sentence would need deletion." After his motion was seconded, Professor Fisher proceeded to speak to it. "As I understand the proposal, Senior Scientists and Senior Scholars would be essentially full professors in rank and stature. I am sensitive to the research needs to which this is addressed. However, that sentence can only be read as saying that they will be members of the department faculties, with that rank. I don't know what it means to say you're a member of a department faculty with that rank, if it means you cannot vote. If you can vote, then amongst other things you would vote on with full professorial rank, would be questions of tenure and promotion from associate professor to full professor of essentially tenured professors. However, persons holding these titles clearly would not be tenured faculty members. Secondly, even if special rules were introduced whereby the voting rights would be restricted so that they would not be voting on tenure questions, they would presumably be entitled to vote on teaching questions. Now while it says that they may be involved with the teaching program, the intent evidently is to attract outstanding researchers and scholars whose primary responsibility would not be teaching. I personally would be very unhappy having somebody on the faculty in my department and in my college and for that matter as a voting member of the University Faculty, where questions of policy on teaching have come before us from time to time, voting on these questions when they did not have the responsibility for teaching, when as it were they would not actually live with and under the decisions they took. In short, it seems to me that although I am prepared to go along with the recommendation without the provision for the equivalence of faculty status, I am somewhat unsympathetic to this particular route. Individual department faculties have in the past invited distinguished people from outside as researchers. To make this a recommendation for the President seems to be a mistake. Accordingly, I hope this amendment would pass."

Dean Greisen wished to respond to Professor Fisher. "In the procedure for appointment there is a requirement of review and vote of the appropriate faculty, which means the faculty in the department which would be accepting this person. So it would never be someone forced on a department. The department might withhold approval of anyone in whom they did not have full confidence to fulfill that role in a proper manner. I have been told by the Dean of the College in which I operate that

departments have very great discretion in assigning or withholding voting rights within the department. The major discretion I want to call to your attention is the discretion to reject the appointment if they do not have full confidence in the person. The spirit behind the proposal was that these positions would be offered only to people of such stature and in whom we have such confidence that as a sign of that they would be invited to be full members in every respect. The distinction between the new positions and our present Senior Research Associates is a pretty large one. The latter are not members of the faculty, although they can be invited by departments to participate in voting if the department so wishes."

Professor Joseph B. Bugliari, Agricultural Economics and B&PA, spoke as Chairman of the Membership Committee, in saying if the amendment passes, the entire proposal should be dropped. "One of the things we did feel was important was that these people would be members of this body, would be treated in every way like members of the Faculty, except that they would not have professorial title or tenure. If the motion passes, we better go back to the drawing board."

Professor Boyce D. McDaniel, Floyd R. Newman Professor in Nuclear Studies, agreed with Professor Bugliari. "It seems to me that such a deletion completely invalidates the proposal from the point of view that there's no status. The fact is that you have said in order to have such an appointment, you have to have an external review, vote of the appropriate faculty, approval of the chairperson, etc., but then there doesn't seem to be very much point in all that. There's no return for that recognition. To continue as a Senior Research Associate seems just as effective."

Professor Boger M. Battistella, B&PA, wished to speak in opposition - not to the amendment - but to the initial motion. The Chair said the discussion at this time must pertain to the amendment. Professor Battistella said he wished then to speak in favor of the amendment. "To grant non-tenured faculty the right to vote on matters of tenure runs a very great danger indeed. It strikes at the heart of the University, because tenure is granted with the expectation that people will assume a lifelong sense of responsibility and obligation. The implication is that they should have the long route in mind in making these decisions. People who do not have tenure and are very susceptible to fleeting impressions concerning financing and what have you, cannot be expected to have long views in mind. It is for that reason I think it strikes at the very heart of the University. For that reason I am very much in favor of the amendment."

Professor Fisher said he wished to respond to some of the things said by Dean Greisen and Professor Bugliari. "It is true that it says that these individuals will be approved by the department. But what concerns me is that in a case of a normal departmental position, we have a series of regulations, we have searches, we have standard procedures, we have decisions ahead of time by which people come before the department for these appointments. I see this as opening a door to a series of potentially very embarrassing situations where without naming names, we would see directors of centers bringing pressure on departments and colleagues in departments to admit particularly distinguished individuals under what would essentially be quite distinct rules. So although it is true that a department would be able to vote against it, and although I would find it very hard to find myself in a position in a department where I would vote in favor of this, I still think it puts an unnecessary strain on collegial relations within departments and represents essentially a different way of bringing people here than we have at present."

Professor Boyd said he is in favor of the amendment. "It looks as though here a department could recommend someone not for tenure but for a position that would entail the right to vote on hiring and tenure decisions and the safeguards against an inappropriate vote are far weaker."

Professor McDaniel said he wanted to comment about the people involved in teaching. "I understand in the statutory colleges, there are as many as 80 members of the state faculty who are 100%

time on research and that there are 155 who do no instruction, and that's out of a total of 800. The other question about people who are not on the permanent staff taking action on tenure votes - that was not in the original proposal by the Melby Committee, and I would hope that if that is an objection, that that would be circumvented in some other fashion."

Professor Phil Schoggen, Human Development and Family Studies, said he reads his mail, but to his knowledge this is the first he's heard of this. "It seems to me we're in some jeopardy of taking precipitous action without due consideration particularly since we have not had anything other than this document to guide us, and most of our colleagues aren't even here. I think a change of this magnitude that strikes at the very heart of the University, is something that we ought to give a little more thought to than to just come in on one late afternoon and take quick action on the basis of a recommendation of a committee. For that reason I would like to move that we place this on the table and give the faculty more opportunity to find out about it, and debate the issues before taking any final action."

The Speaker asked if rather than laying on the table, Professor Schoggen were suggesting that this be recommended? Professor Schoggen responded that he would just like the whole faculty to think about it rather than act on it with the small group present today.

The Speaker asked if he were suggesting it be postponed to the September meeting?

Professor Schoggen said the motion was to lay on the table.

The Speaker said if the motion was to lay on the table, that was an improper use of the motion. That is why the Chair is attempting to find out the intent.

Professor Schoggen said the intent is to get more time, to get it aired so faculty can talk about it. If postponing till September will do that, he will so move. The motion was moved and seconded.

Professor Bugliari said he would never be one to try to argue against faculty involvement in a decision of this type. "My fear is that we made 75 at this meeting by the skin of our teeth. If we were to assume that more faculty will show up in September to vote on this issue, I think we're fooling ourselves. I don't think we're going to get any more sentiment at our meeting in September."

Professor David B. Lyons, Philosophy and Law, suggested another question that might be raised to indicate the desirability of slowing action on this.

"There are ambiguities and uncertainties in this motion which have to be cleared up and this is an argument to postpone until September. A sentence shortly after the one Professor Fisher's motion concerns reads: 'It is expected that they will have the qualifications for membership in the Graduate Faculty.' This puzzles me because qualifications for membership in the Graduate Faculty normally include substantial supervision of graduate students. It's not clear to me how this would normally be the case of people in this position."

Professor Donald F. Holcomb, Physics, said there is a simple response to that. "Anyone with a professorial title - an assistant professor is almost automatically a member of the Graduate Faculty before he has a part in the responsibility of graduate student training."

Professor Lyons said: "But no one without a professorial title?"

Professor Holcomb replied that was correct. "Therefore this is a change in that respect as far as title is concerned, but the substance that a person should have some track record with respect to supervising graduate students is not used with assistant professors."

Dean Greisen said there is a great difficulty in bringing to the University Faculty anything to do because it meets only three times a year, at best, and frequently one or two of those meetings cannot consider business because a quorum is lacking. The February meeting was cancelled this year because business was lacking. "Maybe this doesn't have to go to the University Faculty. There's only one element of it that required treatment by the Faculty, and that was the awarding of membership in the University Faculty. The University Faculty retains control of its own membership. Everything else in this proposal could be presented to the FCR."

I think if there's a motion to lay this on the table, it will look as though this body just can't deal with it, and we will then somewhat weaken this body by making more complete the taking of the management of academic affairs to the Faculty Council of Representatives."

Professor Peter Stein, Physics, asked if it would be in order for this body to delegate the FCR the power to act for it?

Dean Greisen said he didn't know that it would be out of order. Perhaps a vote should be taken on the motion to postpone and then if adopted, someone could introduce a motion to delegate authority in this matter to the FCR.

Professor Yervant Terzian, Astronomy, said he only saw this memo a few days ago. "I have been greatly troubled to decide where I stand on this issue. Therefore, I support the argument for postponing until September for further discussion. The matter of these people voting on tenure decisions is a very important one and should be looked at very carefully."

The question was called to cease debate and vote to postpone. So done. On a motion to postpone the agenda item until September, it was carried by a vote of 34 to 28.

Professor Stein moved that the body delegate to the FCR the responsibility to act for it in this matter. The motion was seconded.

The Chair interrupted at this point to ascertain if a quorum was still in attendance, and since it was not, no further action could be taken.

The next item on the agenda was the Provost's remarks on the budget.

4. LOOKING AHEAD AT THE UNIVERSITY BUDGET

Provost Kennedy began: "In 1978, after a period of eleven years of deficit budgets, we set out to bring ourselves into what was termed financial equilibrium with everyone having a slightly different definition of financial equilibrium. It did have four main goals: a balanced budget, competitive salaries for faculty and staff, renovation of physical facilities and equipment replacement, and to discontinue using \$750,000 per year of bequest money for operating expenses. We have had a balanced budget for the last several years, and we're not using bequests anymore. To that extent we have chieved two of the objectives. We also, during the past three years, have seen significant improvements in our physical plant. I might add that when we started out we were assuming an 8% annual inflation rate. Needless to say, it's obvious that we sadly underestimated the rate of inflation, and we also underestimated the backlog of building repairs, equipment replacement and other needs we have. Also in spite of our efforts for the last several years, we have made very little progress in salary improvement over peer institutions. We think we've kept pace with them, but we've not gained."

"Let us now turn to the 1981-81 budget approach, or developing a planning document for this period. We approached the budget formulation process in our usual manner. That is, you attempt to estimate increased costs, you estimate the sources of non-tuition income such as return on investments, the annual giving, our overhead or indirect costs and other sources. That leaves, if you pause for a moment, one major expense item - that is salary or compensation, and one major source of income - tuition, unresolved. In the past we've been able by going a little higher on tuition than we hoped for to close that gap. This year we started out on the assumption that we'd increase tuition by 15% - that is from \$6000 to \$6900. When we moved along and came to balancing estimated expense, versus estimated income, we were some two and half million dollars out of balance. That was more that we felt we could make the adjustment for, so we decreased several planned allocations - one of them being library acquisitions, which was painful to reduce. We were quite proud of the fact that we have allocated 15% increase for this current year for acquisitions which was appreciably better than most peer institutions, but we decided for the coming year, we'd have to reduce it to 11%. At best that's only about half the annual rate of inflation for library materials. We also made a number of other adjustments including the removal of some of the renovations we wanted to do. It still left us with a gap of \$2.3 million. We then decided to recommend a \$7000 tuition

rather than the \$6900 that we were thinking of and you know the reaction that that produced on the campus. That still left us with a shortfall of about \$1.4 million, including a use of some of the contingency that we had included in our budget process. We presented the preliminary budget document to the Trustees in the late March meeting and we will be going forward with the plan at the May 30 meeting. It will be balanced as far as income and expenditures are concerned, but we have virtually no contingency - less than a half million dollars. In fact we will have about a third of a million dollars on a budget of some \$450 million which I think you can recognize is almost no contingency at all. Also we do not have funds in the budget for a possible loss of some \$700 - 800 thousand of financial aid. We have discussed this with the Trustees and they are prepared to permit us to provide monies from bequests to cover financial aid shortfall in 1981-82 if that is necessary. The unpleasant events or the rather inadequate budget that we have for 1981-82 in terms of really being fiscally responsible and the tremendous unhappiness on the part of at least a few extremely vocal students - I think more than a few - leads us to a point that we must start looking right now to 82-83 and beyond. The problem comes as to how to look ahead in a realistic manner. If you look at the inflation rate we've had for the last two or three years and you project out something in the neighborhood of 12 or 13 percent inflation for one, two, three years ahead, the result is so frightening that you feel the only alternative is to go home and go to bed and let someone else handle the project. If on the other hand, you say no, the inflation rate is going to come out to 7.2 or 7.5 percent as the administration says that it will, then you can plan a good deal easier. It's something that's very attractive and manageable. We are still hanging with the 12% inflation rate. When I say 12% I'm talking about a wide range of expenditures. Probably some of our expenditures such as pencil and paper might be less than 12%, but other costs such as library acquisitions, surely will be higher than that. Utilities are a big item - \$10 million in rough approximation from the general purpose funds - and so whenever you start playing with one or two or three percent drop or increase - let's say drop - in the increase in the cost of utilities, you find dollars rather rapidly. But nevertheless, we're going forward with an assumed overall inflation rate of 12%. Financial aid - we feel that we must increase it at 17 1/2% rate. Let me stop for just one second. These are not figures that have been engraved in granite or even in soft concrete - they're only figures as we are thinking among ourselves today. But we do feel, based upon the experience of the past several months, that we need to talk about these things and have people thinking about them and at least aware of our thoughts rather than throwing as one student said, a bucket of cold water in their face when we announced the \$7000 tuition increase. I just want to emphasize that these are what we're talking about for 82-83 and 83-84 as being the problems that we have. Coming back to financial aid, we feel that that has to be probably increased at the rate of about 17 1/2% based upon

our other assumptions, simply because as we raise tuition, more and more families become eligible for at least some component. Also, there's a great uncertainty about federal and state funding. I should add it does look encouraging that the state will provide some help through some increase in the tuition program. We're using as our planning figures a salary improvement or compensation improvement of about 2% a year above peers. Now that takes a lot of guesswork. How much will Princeton increase its salaries next year or Yale or Harvard or Stanford or others? We feel that a compensation package of probably about a 13% increase will give us at least a 2% greater increase than our peers. It is our best estimate that the gap is at least 6% to bring us into the average of the peer institutions - we can't possibly do that in a single year so we're setting our targets to do it over a three-year period. You may be impatient with that. I understand your impatience, but I also wish we had more dollars. When you do all of that with approximately just under \$115 million budget for general purpose funds, and I'm only talking about the general purpose funds for endowed

Ithaca, it is probably going to take something in the neighborhood of an \$8000 tuition in 1982-83 and as much as \$9100 in 1983-84. If there are any brave souls here who want to stand up and say that's not nearly enough, you should increase tuition still further. I hope you'll be around when we do announce tuition and help us out. We were rather lonely for a few days this year. In looking at tuition and those figures, you will note they represent approximately an average increase of 14% per year for the two years. It is our judgment as of the moment again, that that's about as hard as we can push tuition in the present climate, assuming that inflation rates do continue at something in the neighborhood of 11, 12, 13 percent. But again, as we look at the various indicators, economic indicators, and other information along the way, we may, in fact, have something different. Anyway if we do those things with our estimate of costs on one hand, and an 8% increase per year in the form of returns on investment, increased gifts, increased overhead, and other sources of income, it still leaves us even with the tuition levels that I've indicated, with a shortfall of about 2.8 million for 1982-83. The good news is that if we are successful in making the adjustments that we need to, and in this case the adjustments mean not deferring critical maintenance or other things, but making real reductions in programs, then in 83-84, we would be essentially in balance. The point is, at the present time we're over-extended and until we make the necessary adjustment, we'll continue to be over-extended. If we can make the necessary adjustment, we can then move ahead. Now that's the sad news, but I want to end up by keeping our eye on the donut rather than on the hole. Cornell has many strong points, certainly we have an excellent faculty, and we feel very strongly that we must face the compensation needs if we're going to retain that strength and that's absolutely essential to do. We have an excellent library. It's declining, and we have to put some additional funds in there or it is going to be weakened to a greater degree. We have many fine laboratories and other special facilities. We also have some that need upgrading and change. It was very pleasing to note the very high number of applications we've had this year. They were off one-tenth of one percent over last year's, but when you have 17,000 applications, one-tenth of one percent is not a very serious decline when we have the enormous task of selecting only 2750 students out of that. We still have a good number of transfers. We also have a continuing and actually a growing interest on the part of Alumni and other friends of the University as far as support and giving is concerned. The unfortunate thing once again is when the inflation rate is so high, that while the gifts are generous the value of the gifts is not nearly as great as we would like or as the donors themselves would like."

"Just one additional item. We intend to report to the FCR and the campus at regular intervals throughout the fall on how we're doing, how we see the picture unfolding. We do not want to be in the same position as we were last year. Maybe talking about it ahead of time, talking about different tuition levels will create more anxiety than the present year, but this year was a failure and so we're going to try something different next year. Thank you."

The Chair next called on Rabbi Morris Goldfarb, Acting Director of CURW, for an announcement concerning the baccalaureate service.

5. ANNOUNCEMENT RE BACCALAUREATE

Rabbi Goldfarb wanted to mention that the baccalaureate service has been reinstituted for the first time in 14 years and that it will be held on Sunday morning, May 31, at 10 a.m. in Bailey Hall. At that time the retirees of the faculty and staff will also be honored, as well as the students who will be graduating.

The Chair turned the floor over again to Provost Kennedy for the balance of the agenda.

6. HONORING RETIREES

Provost Kennedy began: "We all look forward to this time when we have an opportunity to recognize the service of many dedicated faculty members and we'll move right along. You did have a list of the retiring faculty members distributed with the call to the meeting. There was one omission and that's Jack Lewis and he will be recognized at the

appropriate time. First let me call upon Associate Dean Joan Egner for the College of Agriculture and Life Sciences."

Associate Dean Egner said: "In checking the list you'll note that there are eight faculty from the College of Agriculture and Life Sciences being honored today. They're being honored today in a special way but I should note also that they have been honored in many ways during their distinguished careers. Four of the faculty are here today and I shall recognize them first."

"The first on our list is Howard G. Andrus, Professor of Guidance and Personnel Administration, Department of Education. Professor Andrus has been a leader in guidance, testing and career planning and placement since 1946. His 35 years of service to Cornell have included teaching and advising graduate students, being director of the Educational Placement Service where he assisted students and alumni from all sections of the University to find positions in schools and colleges, and his position since 1969 as director of Cornell University's Guidance and Testing Center. There are many Cornellians, and I'm one of them, whose lives have been enriched by Professor Andrus' teaching, counseling and friendship. We're very pleased that he's here today and we wish him well as Professor Emeritus."

"Robert L. LaBelle, Professor of Food Science, Department of Food Science and Technology at the New York State Experiment Station, Geneva, joined the faculty in 1950. As a chemical engineer, Professor LaBelle has conducted research on freeze or foam mat drying processes. He is a recognized authority on the processing of both sweet and hard cider and this is a key element in the New York State apple production and marketing system. Professor LaBelle, I understand, is an avid runner, having competed in numerous marathons. We expect his professional interest as well as his recreational interests to continue in his new Emeritus status."

"Arden F. Sherf, Professor of Plant Pathology, Department of Plant Pathology, retired April 30, 1981, following 27 years of research and extension contributions. Professor Sherf is widely known for his contributions to agriculture by helping farmers improve methods of controlling a wide range of plant diseases affecting vegetables. His expertise has been sought nationally and internationally. In September 1980, Professor Sherf was elected a fellow of the Phytopathological Society - a distinguished honor recognizing his professional achievement and meritorious service to the society. We too recognize them and laud the now Emeritus Professor Sherf."

"Samuel T. Slack, Professor of Animal Science, Department of Animal Science; Emeritus Professor Slack retired December 31, 1980 after 30 years of faculty membership. Professor Slack's research activities have focused on management practices for small and large dairy herds for improving milk production efficiency and evaluation of feeding and management of neonatal calves. He has provided extension leadership in the college and statewide for programs dealing with all phases of animal husbandry. And, as an authority on cattle judging, he has coached Cornell student dairy cattle judging teams that have given Cornell an unmatched record among universities in national intercollegiate contests. Professor Slack's coordination of programs at the Animal Science Teaching and Research Center at Harford has been instrumental in developing the Center into a major component of the College's teaching, research and extension mission."

"The four retiring faculty who are not present are Emeritus Professor Lawrence S. Hamilton, Natural Resources, Professor LeRoy W. Nittler, Seed and Vegetable Sciences, Geneva, Professor Emeritus Robert S. Smith, William I. Myers Professor of Agricultural Finance, and Professor Emeritus Robert P. Story, Agricultural Economics."

"Emeritus Professor Lawrence S. Hamilton, Department of Natural Resources, retired August 1980 following 30 years as a faculty member. Professor Hamilton is a well known forest ecologist. He is now in a second career as a research associate at the East-West Center in Hawaii where he is involved in research in tropical forests."

"Professor Leroy W. Nittler has retired from the Department of Seed and

Vegetable Sciences, Geneva, after 27 years of service. Professor Nittler's work developed procedures for testing the varietal purity of seeds and in conducting trueness-to-type trails of grains and forage legumes. Emeritus status of Professor Nittler has been recommended to the Board of Trustees."

"Emeritus Professor Robert S. Smith was in 1977 the first professor elected to the endowed chair which was established by the College of Agriculture and Life Sciences as a tribute to William I. Myers, former dean and faculty member who developed the concept of the Farm Credit Bank System. Professor Smith's retirement follows 29 years as a faculty member in the Department of Agricultural Economics. He taught farm management, tax management and farm finance and served as a national and international consultant to financial institutions."

"Emeritus Professor Robert P. Story has been a member of the Department of Agricultural Economics since 1952. He retired in August 1980. His 28 years of teaching, research and extension activities have been related to the marketing and pricing of milk. Professor Story achieved a unique degree of trust and respect from farmers, industry, public officials and cooperatives which permitted him to be an effective and outstanding leader in his field."

"The Dean and Faculty of the College of Agriculture and Life Sciences join me today in wishing all the retirees the very best futures. I'll make it plural because I know these colleagues are going to look at futures and we join in recognizing them today."

Provost Kennedy called on Professor M. Gardner Clark, I&LR, to recognize one of his colleagues.

Professor Clark said Dean Seznec was unable to be present today and asked that he convey to the faculty his and the College of Arts and Sciences' gratitude and respect for Frank H. Golay, Professor of Economics and Asian Studies, for his many contributions over the years to Cornell University. "Professor Golay was first appointed to this faculty as an assistant professor in 1953, and he has not only served as a teacher and research scholar, but he has been chairman of the Department of Economics for five years, director of the Southeast Asian Program for seven years, director of the Cornell Philippines Project for seven years, director of the London-Cornell Project for three years. He has received a number of distinctions including honorary Doctor of Laws from the University of Manila, research awards from the Fulbright Commission, the Guggenheim Foundation, the Social Science Research Council, the Luce Foundation, and the National Endowment for the Humanities. His teaching has primarily been in the fields of economic development and international trade. His best known publication is the Philippines Public Policy and National Economic Development published by our own press, and he's editor or co-author of five other books, been a sole author of two dozen articles, primarily dealing with the Philippines and international economic relations."

Professor Max Black, Susan Linn Sage Professor of Philosophy and Humane Letters Emeritus, was called upon next to recognize one of his colleagues.

Professor Black began: "Dean Seznec has asked me to convey on behalf of himself and the College of Arts and Sciences, gratitude and respect to Stuart M. Brown, Jr., Professor of Philosophy and Associate Director, Science, Technology and Society, for his many contributions over the years. I'm happy to do so, and to add the heartfelt appreciation of the members of the Program on Science, Technology and Society. Stuart Brown is a Cornell alumnus, having received the Bachelor of Science Degree in biology in 1937, and the Ph.D. degree in philosophy (for the study of Schleiermacher's philosophy of religion) in 1942. Apart from relatively brief absences for military service, and for an appointment as Vice President for Academic Affairs at the University of Hawaii, he has worked for Cornell as a scholar, teacher and administrator for over 40 years. He has been chairman of Sage School of Philosophy, Dean of the College of Arts and Sciences, Vice President for Academic Affairs, and Executive Director of the Program on Science, Technology and Society. Stuart was the chairman of our Philosophy Department for ten years, 1953 to 1963,

and played a crucial role in restoring what had been an internationally famous unit of Cornell to its present high standing. Anybody familiar with the contentious habits of professional philosophers will know how well this speaks for his administrative powers. Even more important has been Stuart's long spell of hard and unsparing labor as a teacher and educator, crowned by his imaginative courses in biomedical ethics and environmental ethics, now central components of our new major in biology as a society. Stuart has been one of the few contemporary experts in Moral Philosophy whose theory and practice have been all of a piece. He has been a model, for generations of students, of sweet reasonableness and good sense. He has shown that it is possible to have strong convictions while heeding what William Kingdon Clifford called 'the small still voice that whispers Bosch'. For this and for much more we honor Stuart Brown."

Provost Kennedy said he was sorry Stuart wasn't here. Professor Douglas B. Fitchen, Physics, was next called on by the Provost.

Professor Fitchen spoke on the retirement of Herbert F. Newhall, Professor of Physics. "Professor Newhall is retiring this year after 44 years in the Physics Department of Cornell. He came to Cornell as a graduate student in 1937 after doing his undergraduate study at Colorado College, and he's been here essentially all the time since then, as an instructor in 1941, assistant professor in 1945, full professor in 1955. His major contribution has been in the area of teaching large introductory physics courses. He is a superb teacher. He can make a physics course not only clear and challenging but fun. He's a completely dedicated teacher. He's meticulous in preparation, pedagogically astute, innovative in format. He's really a past master at lecture demonstrations. He's also a devoted teacher deeply concerned for the educational development of each of his many students. He's always available for discussion with students and they love him for it. And rather than go on, I think I'll just say on the way over here I asked if he was coming over to this meeting. He had a roomful of students in his office and he said, no, he was going to stay there and be with them."

The Provost next called on Emeritus Professor Edward C. Devereux, Human Development and Family Studies.

Professor Devereux began: "On behalf of his colleagues in the Department of Human Development and Family Studies, I'd like to comment briefly on Professor Harold Feldman, our colleague who retired at the end of last semester after 33 years continuous service at Cornell. Harold had his degree in psychology and social work from the University of Michigan, and thereafter came to Cornell and came up the whole way from instructor to full professor and now professor emeritus. Those of us who knew him well will remember him in many ways - as a teacher who was ever experimental and innovative. Harold never thought of using a warmed-over syllabus or warmed-over notes from last year. He was always pushing himself to start out new things - not always successfully, but he had this sense of adventure about him. He continually tried to evaluate both himself and his students. He was particularly effective, some of us thought, in trying to get his graduate teaching assistants who helped in these undergraduate courses to take teaching seriously and learn how. He set up special teaching seminars in which the students would take over a unit, work out their plan, present it to each other and Professor Feldman first, then present it to the undergraduates, then come back and evaluate over and over again. I sometimes wish more of us had the time and heart to think as much as he did about our graduate assistants. His research kept abreast of the times. His focus was primarily in family relations. In our department most of us were thinking about the effects of parents on children. Harold continually thought about the effects of children on parents. He did some very interesting research about that. He moved on going back through the decades dealing with unemployment, the effects of working mothers, the effects of relief, ghettoization, all of the effects of these things on the family. He was always concerned with how public policies made by government and state and other community agencies affected the family and he's

been very active in trying to act as an analyst of what we can do to make our policies more sensitive to the needs of families. The reason Harold is not here today is that although he is retired and in fact is in Washington this semester, he's consulting with the Council on the Aging. His influence has stretched beyond Cornell into many national organizations - the two principal ones being the National Council on Family Relations, where he's been a director and chairman of research and theory section for many years and the Groves Conference which he's served as president. I hope you'll join me in honoring Harold Feldman."

Dean Edward C. Melby, Jr., Veterinary Medicine, was called upon to present his retirees.

Dean Melby indicated that none of his colleagues were here. "The faculty of the college would like to recognize the three professors who have retired this year."

"Professor John Bentinck-Smith, Clinical Pathology, will leave at the end of this month, having served at Cornell since 1946. He is considered one of the best teachers in our college and has consistently held that acclaim for many, many years. I can personally attest to that fact having sat through under his kind benevolence, a number of years ago. It is our hope that Dr. Bentinck-Smith and his family will remain in Ithaca."

"Professor Emeritus Stephen B. Hitchner, Avian Medicine, retired effective February 1, after serving Cornell nearly 18 years in various capacities including that of chairman of his department for a number of years. He's distinguished himself professionally as well as in our college with the development of various vaccines for use world-wide in the control of various avian diseases; was a distinguished teacher, a colleague, and leader in his department."

"Professor Kenneth McEntee, Veterinary Pathology, took an early retirement October 1, 1980. He is continuing to be active in research and teaching on a part-time basis in our college, but at the same time fulfilling a recent interest in working in other institutions. This last year he has been serving at the University of Illinois in Urbana. We expect to see Dr. McEntee and his wife with some frequency, as they continue to return to Ithaca."

Provost Kennedy said it was a pleasure to call upon Rabbi Goldfarb to speak about Jack Lewis. Rabbi Goldfarb began: "I'm delighted with the opportunity of saying a few words about a person I'm supposed to step into his particularly over-sized shoes - both literally and figuratively - and I'm also very grateful that Jack is with us today after a serious operation. We are happy that we can say these words at this time. I think that you certainly know that we always have called Jack our Texan shepherd. He was the one who kept us together - we are a rather strange motley crew in Anabel Taylor. He kept us together, chided us gently, but firmly. He also was a person who made himself known throughout the campus. He was truly a pastor to the whole University. I won't say too much about him because we haven't the time now to tell all the things about Jack that should be said. We are having a reception this Friday afternoon from 4 to 6 when a few words will be said at that time by other individuals and you're all invited. I do want to read just a short paragraph that was written by Matt McHugh who answered the invitation to come to this reception on Friday afternoon with these words which I think are most appropriate about Jack. 'Jack Lewis has been an advocate of the vulnerable, the powerless and those who search for peace in our frantic world. He had encouraged, comforted, and taught many of us the meaning of the word leader. We will miss him being at Cornell officially, but are delighted that he will be with us though retired for years to come.' Jack has been with us at Cornell for the last 17 years - first year as associate director of CURW and for 16 years as the director of CURW, and we are happy too that he will be in the community because he is not the retiring kind. He will be heard from and people will come to him - all kinds of strays, all kinds of individuals who are in difficulty and trouble, and Jack has such a grand and open heart he welcomes everyone. Jack has not written many books or any books that I know of - but he has certainly written so much on the hearts

of all students, faculty, staff and in the larger community that we will all treasure work that he has done for us throughout these years and we hope to hear from him in the years to come. We wish him well in his - I would say - semi-retirement."

Professor and Colonel Gerald J. Hone, Military Science, was called upon to recognize one of his colleagues. Professor Hone said on behalf of the Cornell community, it was his privilege to provide a few remarks about Lt. Col. Crosby A. Houston, Professor of Aerospace Studies. "I do this not as Crosby's supervisor, but rather as this year's Officer Education Program Coordinator, and also because Dean Greisen called me last week and gave me the task. That notwithstanding, I do consider it a personal pleasure to participate in the recognition of Colonel Houston today. Professor Houston did not arrive at Cornell in the fifties or even the sixties, but four short years ago. And I believe he's the only retiring faculty member this year who failed to gain tenure, who will not be given emeritus rank, but who on the other hand, will have a University pension that is 100% of his current University salary. That's no mean feat, given the budgetary constraints we just heard the Provost talk about. In all seriousness, Col. Houston is retiring from the United States Air Force after 22 years service, and four years of service as Cornell's Professor of Aerospace Studies. Unlike many of the other denizens of Barton Hall, Crosby is a true academician. He is Doctor Crosby Houston; he is a seven-year veteran of the United States Air Force Academy's Geography Department; and he has also served as the Military Education Coordinator of the United States forces in Ethiopia, when we had U.S. forces in Ethiopia. In his capacity as Professor of Aerospace Studies, he has logged some notable achievements to include membership in the Campus Council, Faculty Council of Representatives, and the Military Program Coordinator last year. He is also on the Advisory Board of the local chapter of the American Red Cross. But most importantly he has worked long and hard in upgrading Air Force ROTC course content and the ROTC course curriculum. And this is no mean feat given the bureaucracy we have to contend with on both sides of the street - we serve not only Cornell but the various services whose uniforms we wear. And Crosby has flown in the face of the gods many times - no pun intended there - as aerospace leader - to bring about changes that were needed in the curriculum and are needed in all of our curriculums. So I say today that our loss is someone's gain - I believe we're truly suffering a loss of a friend, a colleague, for those of us who wear the uniform, a comrade in arms who has given much to our overall officer education program and to Cornell University. Thanks very much Crosby."

The Speaker adjourned the meeting at 6:00 p.m.

Respectfully submitted,
Joseph B. Bugliari, Secretary

the pine collection, and turn left on Judd Falls Road. Down and to your right is the Robison York State Herb Garden and the Cornell Plantation's headquarters (see Route 1). Turn right on Tower Road and head for home, Barton Hall.

Route 4 - 5.0 miles Long Distance

From Barton Hall go to Tower Road and turn right. Just before you reach the guard booth on Tower Road, turn left and head uphill through the Gymnosperm Slope and the Food and Flavor Garden. You will emerge at Plantations Road. Head uphill to the right. Once over the peak, this path turns into a delightfully cool downhill run. On your left you will see the Water Filtration Plant, an irrigation source for the Cornell Plantations. Across from this plant, in summer, there is a spectacular display of meadow wildflowers.

Cross Caldwell Road and ahead on your right is Newman Meadow, one of the first Animal Science pastures to become part of the Plantation's arboretum. On the fringes of this meadow is the Class of 1901 Nut Tree Collection which boasts a number of different species including walnuts, butternuts, hickories, and Chinese chestnuts. Look for the large Red Oak at the upper edge of Newman Meadow: this is the oldest tree in the Plantations and has been there approximately 250-300 years.

Just over the hill notice the lone American Elm tree in the basin, sole survivor among 21,000 elm seedlings tested for resistance to Dutch Elm Disease and phloem necrosis. When you reach the "T" in the road, look behind the house and you cannot miss the massive American elm which has escaped thus far but is beginning to show symptoms of the disease.

Turn left and head down into the test gardens. Proceed through the intersection. On your left is the vine collection which surrounds the Dwarf Conifer and Peony Garden. Also to the left you will pass a defunct Lilac collection which was discontinued due to poor drainage. The experimental plots on your right are the Floriculture test gardens.

At Route 366 in Varna head uphill to your right. Just after the entrance of the State Fleet Garage, turn right on the gravel road and jog the loop. This is the Cornell Plantation's new arboretum area where new plant collections will be developed. Enjoy the view from this plateau and see if you can spot Fall Creek below.

At the end of this loop, return to Dryden Road (366) and go right. On your left you will see the Agronomy Research plots and the Cornell Apple Orchards. On your right is Guterman Lab, dedicated to vegetable crop research. Turn right between the grassy berms just past the large parking lot. These mounds were placed to block the view of the parking lot.

You are now on Tower Road and will see the Vet School on the right, and the Boyce Thompson Institute on the left, whose employees in conjunction with the Cornell Plantations staff, are breeding rhododendrons for hardiness.

As you pass the Dairy Bar on the left, you are in the home stretch and might want to stop and treat yourself to a cup of Cornell yogurt before returning to Barton Hall.

Statutory
Academic

Cornell University Personnel Services

A Summary of Benefits and Privileges For Regular Full- and Part-time Academic Staff

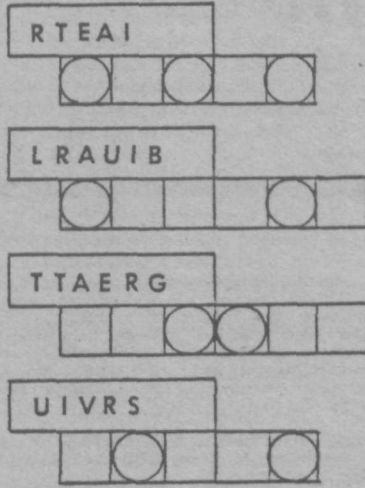
1981-82

	Who Pays	Eligibility Begins	Provisions
Health Insurance	New York State	Optional upon employment	The Statewide Basic Health Insurance Plan provides hospitalization coverage of 365 days of semi-private care through Blue Cross. It also provides Major Medical Expense Insurance. A prescription drug program is also included under which participants pay only \$1.00 for each prescription obtained from a participating pharmacy.
Dental Insurance	New York State	Optional the first of the month following 6 months of employment	Provides reimbursement according to schedule after payment of \$50 annual individual deductible (maximum 3 individuals).
Group Life Insurance	University and/or New York State	Upon employment	Provides coverage equivalent to 1/2 budgeted salary from all sources.
Supplemental	Employee	Optional upon employment	Allows purchase of either 1-1/2 or 3 times budgeted salary, in addition to Basic coverage.
Voluntary Accidental Death and Dismemberment Insurance (VADDD)	Employee	Optional upon employment	Provides coverage in the event of accidental death or dismemberment for employee and family, in addition to any other coverage which might be in effect.
Long Term Disability (LTD)	University & employee	Upon employment unless vested in the New York State Employees' Retirement System	Assures an income of at least 60% of budgeted salary from all sources if totally disabled. Benefits begin the 1st of the month following six months of continuous total disability and end at retirement. If hired after 1/1/80, coverage for pre-existing conditions begins after one year of service.
Disability Benefit, including Maternity Leave	University	Upon employment	Pregnancy, childbirth, false pregnancy, and any recovery therefrom, and any temporary disability relating therefrom, shall be treated as any other temporary disability.
Retirement			
New York State Employees' Retirement System	Tier I - Employer Tier II - Employer Tier III - Employer/Employee	Upon employment	Academic staff may enroll in the New York State Employees' Retirement System (NYSERS). (Eligibility varies with appointment status.)
Optional Retirement Plan (TDA/CRF)	Tier I - Employer Tier II - Employer Tier III - Employer/Employee	Upon employment	An optional retirement program with TDA/CRF if full-time and in an approved SUNY title position.
Supplemental Tax-Deferred Annuity Plan	Employee	Upon employment	In addition to one of the above retirement plans, staff members may make contributions on their own through salary reduction.
Workers' Compensation	University	Upon employment	Provides full income protection and medical payments for job-related illness or injury for up to 13 weeks.
Unemployment	University	After 20 weeks of covered employment	Academic staff who become unemployed through no fault of their own and who are able and available for work, but unsuccessful in finding work, may receive a weekly benefit.
Social Security	University & employee	Upon employment	Provides retirement benefits at age 65, or on a reduced basis at age 62. Also provides a lifetime income for total permanent disability, lump sum payment at death, and monthly income for qualified survivors.
Vacation	University	Those on 12-month appointments working 50% time or more	Vacation accrues at the rate of two days per month to a total of 22 days. Vacation may accrue to a maximum of 30 days or with approval to 44 days. Vacation is pro-rata for part-time employees. Postdoctoral associates accumulate vacation time at a rate of one day a month, for a total of twelve days a year. Since the completion of a research project may come close to the end of the appointment, at the discretion of the professor and the chairperson, a postdoctoral associate may be awarded additional vacation, up to a total of twenty-two days a year. Vacation cannot extend salary payments beyond the term of appointment (Exception: Members of the statutory colleges hired before July 1, 1973 may receive a lump-sum payment of up to one-twelfth of their annual salary in lieu of accrued vacation when they retire.)
Holidays	University	Upon employment	Cornell recognizes New Year's Day, Independence Day, Thanksgiving Day and the following Friday, Christmas Day and the working days immediately before and after Christmas Day. Memorial Day and Labor Day are holidays only if the University is not in session. Two floating days off are scheduled at the discretion of the University.
Military Duty	University	Upon employment	Members of the National Guard, Coast Guard, or a U.S. Reserve unit are granted military training leave with pay for up to 14 days.
Jury Duty	University	Upon employment	Academic staff continue to receive pay if called for jury duty or to testify pursuant to a court-issued subpoena.

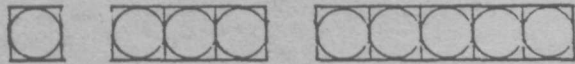
(cont. on page 4)

PUZZLED by PARKS

Unscramble these four sets of scrambled letters to form ordinary words



Now take the circled letters and form the words that answer the above question



Classified Ads

FOR SALE: Child's sandbox -preserved wood with metal bottom, \$20 or best offer. 277-0853.

FOR SALE: 4 - Barrel carburetor from Chevy truck. Excellent condition. \$25.00. 589-6749 evenings.

FOR RENT: 1/2 House-available Sept. 1. Three bedrooms, garden space. Prefer non-smokers. 3 miles from hospital. \$350 includes utilities. Call Joan at 277-0853 after 7:00 p.m. or 6-4628 days.

FOR SALE: AIRLINE TICKET - RETURN TICKET FROM SYRACUSE, NY TO CHIGACO TO LAS VEGAS, CA. FOR JULY 22nd. ASKING \$150 or reasonable offer. Call Mina at 6-4341, M-F, or 272-5843, after 4:30 p.m. and weekends.

FOR SALE: 1973 Honda Motorcyle, 9200 miles, Blue, Very Good Condition, luggage rack and back rest included. Asking \$500. Call DJ at 535-2149.

FOR SALE: Sports equipment: Wilson Baseball fielder's mitt, nearly new-\$7.00; Spotbuilt, black spikes, size 11-\$15.00; Water skis, \$20.00. Call 6-7596 or 273-9140 ask for ANN.

FOR SALE: Coal Stove, white enamel, \$125 or best offer. Great for camp, workshop, or home. Buy now and be ready for winter! 277-0853 evenings after 7:00 p.m.

CORTLAND-CORNELL: Must ride. 8:00-4:30 p.m., M-F. Call Helen at 6-3281.

Who Pays Eligibility Begins Provisions

Children's Tuition Scholarship Plan (CCTS)	University	Upon employment	Children of academic staff enrolled at Cornell are eligible for up to 14 semesters of free tuition for undergraduate and/or graduate work. Children admitted to an undergraduate degree program at another institution will receive a scholarship in the amount of tuition or up to \$1,000 per year for a total of eight semesters.
Employee Tuition Aid	University	Non-professorial academic staff who have no voting status on any college, university or graduate faculty, after one year of employment and with approval	Eligible Cornell staff members may take job-related courses at other institutions and receive partial reimbursement from the University for approved course work equivalent to four Cornell credits per semester. These courses need not be college level, but must be successfully completed for reimbursement.
Cornell Academic Courses	University	Non-professorial academic staff who have no voting status on any college, university or graduate faculty, upon employment and approval	Cornell academic courses may be taken to improve job performance or facilitate career goals within the University. The staff member is not charged for a maximum of four hours of job or career-related courses per semester.
Degree Program for University Staff	University	Non-professorial academic staff who have no voting status on any college, university or graduate faculty, after one year of employment and acceptance by the school or college as a Degree Candidate.	Eligible Cornell staff members may register for formal Cornell degree programs which will improve individual competence and effectiveness as Cornell employees. The program selected and release time must be mutually agreed upon by the employee and the department head.
Training Programs	University	Upon employment	Numerous training programs concentrating in management, human, technical, and communication skills are offered to all academic staff.
Campus Bus Service & Parking	University	Upon employment	The University provides fringe area parking lots at no cost, plus free bus service Monday through Friday to and around campus with bus passes. On-campus parking is available to faculty and some academic staff with a permit secured through the Traffic Bureau. Fees vary according to type of permit and may be paid through payroll deduction.
Gannett Health Center	Employee	Upon employment	The Health Center provides general medical care to regular full and part-time faculty and staff on a fee-for-service basis. Included are: appointments for primary health care; an immediate care service for urgent problems; laboratory tests; x-rays; physical therapy; and afterhours care. Faculty and staff who want to use this service are urged to visit or call Gannett Health Center for more information.
Statler Club	Employee	Upon employment	Open for membership to faculty, officers, and exempt staff, the Club offers lounges, a library, guest rooms and dining facilities in Statler Inn.
Auto Insurance	Employee	Upon employment	Payroll deduction is available for automobile insurance. Faculty and staff should contact the Ithaca office of William M. Mercer, Inc. for information and enrollment.

While every attempt has been made to insure the accuracy of this summary sheet, it must be realized that the legal documents, policies, or certificates pertaining to the various benefits prevail in the event of any discrepancy. This summary sheet does not constitute a legal document.

If you have any questions about these summaries or your benefits program, contact Employee Benefits, University Personnel Services, Day Hall, 256-3936.

Trustee Report

The first Baccalaureate Service in 14 years was conducted at Cornell University, in Bailey Hall, Sunday, May 31st. The service preceded the graduation ceremony. The guest speaker was Dr. Jacqueline Grennan Wexler, President, Academic Consulting Association. Her address was entitled, "A State of Grace"

It was also a time to honor retiring faculty and employees.

Her concluding remarks provide the direction for dealing with life:

"May you have enough faith in yourselves to have the courage to share your life with others—friend, spouse, children, colleagues, fellow citizens. Only human

sharing sustains the grace-life. Human sharing makes us vulnerable to disappointment, to hurt and even to betrayal. But it also opens us to wonder, to joy, and fidelity.

I wish you love."

George Peter
Ron Parks



by ACE ISAF

ONE BIG FAMILY



People

C. Cohen, CHEM-E: Orientation & Deformation Of Macromolecules-Oscillatory. NSF, Two Years, \$49,430.

J. Doris, HDFS: NYS Child Protective Services Training Institute. NYS, One Year, \$438,000.

F.A. Drake, NAIC: National Astronomy & Ionosphere Center. NSF, One Year, \$3,714,000.

M.W. Duttweiler, COOP EXT: Lake Ontario's Recreation Climate Publication. SUNY RF, Six Months, \$3,500.

M.W. Duttweiler, ADMIN: Lake Erie Recreation Climate Publication. SUNY RF, One Year, \$1,000.

C.J. Earle, MATH: Mathematical Analysis. NSF, One Year, \$48,349.

L.F. Eastman, EE: Molecular Beam Epitaxy For GaAs ICs. IBM, Nine Months, \$32,800.

L.F. Eastman, EE: Graduate Research Support. COMSAT, One Year, \$10,000.

H. Engman, HDFS: Migrant Census, Parenting & Community Services. NYS, One Year, \$9,587.

G.W. Feigenson, BIOCHEM: Lipid-Protein Interactions & Calcium Transport. DHHS, One Year, \$79,124.

G.R. Fink, BIOCHEM: Chemical Carcinogens And Frameshift Mutation In Yeast. DHHS, One Year, \$64,186.

H.H. Fleischmann, AEP: Field-Reversing Electron And Ion Rings...Of Plasma. DOE, One Year, \$275,000.

J. Frey, EE: Graduate Research Program-Submicron Research. XEROX FDN, Nine Months, \$12,000.

B. Ganem, CHEM: New Methodology For The Synthesis Of Organonitrogen CMPS. ACS-PRF, Two Years, \$20,000.

P. Gergely, STRUC: Design Of Splices In Reinforced Concrete Frames... NSF, One Year, \$82,700.

P. Gergely, STRUC: Cooperative Research Between CU, US Research Laboratories. NSF, Two Years, \$25,800.

Q.H. Gibson, BIOCHEM: Kinetics Of Enzymes & Hemoglobin-Ligand Reactions. DHHS, One Year, \$96,119.

P.J. Gierasch, CRSR: Studies Of Thermal Structure And Motions Of Planetary At. NASA, One Year, \$62,200.

M. Gilchriese, LNS: Fellowship For Basic Research. SLOAN, Two Years, \$20,000.

S.P. Gloss, NATRES: Cooperative Fishery Research. NYS, One Year, \$15,000.

L. Gray, EXT: Conference On University And Union Researchers. FORD, Eight Months, \$8,500.

K.E. Gubbins, CHEM-E: Computer Simulation & Molecular Theory. GRI, Three Years, \$39,000.

R.M. Harris-Warrick, NB&B: Neurotransmitters, Neuromodulators And Locomotion. DHHS, One Year, \$7,200.

J. Hartmanis, COMP SCI: Computational Complexity. NSF, One Year, \$80,968.

W. Ho, LASSP: Sloan Research Fellowship. SLOAN, Two Years, \$20,000.

P.J. Holmes, TAM: Qualitative Analysis Of Dynamical Problems In Nonlinear. NSF, One Year, \$35,595.

R.K. Horst, PLTPATH: Investigations On The Control Of Diseases Caused By. CAL/FLOR PLANT, One Year, \$5,000.

R. Hoy, NB&B: Genetic, Dev'l Anal Of Invertebrate Nervous Systems. DHHS, One Year, \$40,824.

G.W. Hudler, PLTPATH: Efficacy Of Fungisols Injections To Control Some Common. TREE INJECT, One Year, \$1,000.

J.T. Hwang, MATH: Theoretical Statistics. NSF, One Year, \$20,742.

A.R. Ingrassia, STRUC: Interaction Between Steel And Concrete-Earthquake-Type. NSF, One Year, \$67,620.

P.L. Jackson, ORIE: Solving Staircase Systems Using Symmetric Basis... NSF, One Year, \$22,552.

E.H. Jorden, MOD LANG&LING: Summer Program In Japan. JAPAN, Three Months, \$10,000.

R.W. Kay, GEOSCI: Regional Petrology And Structure Of The Lower Crust. NSF, Two Years, \$37,500.

W.R. Knapp, AGRON: Potential For Bread-Type Wheat In New York. PEAVEY, Six Months, \$2,500.

V.O. Kostroun, NUCLSCI: Interac-

tions Of Highly Charged Ions With Atoms... DOE, Two Years, \$155,000.

W. Lambert, PSYCH: A Study Of Family And School Stress Factors And Stress... GRANT, WT FDN, Four Months, \$5,000.

D.D. McGregor, MICRO-VET: Renovation Of Disease Control Bldg. Baker Institute. TREBOR, Sixteen Months, \$25,000.

J. McPherson, ILR: Summer Internships With The American Arbitration Assoc. FORD, Fifteen Months, \$15,000.

G.A. Marx, SEEDVEGSCI-C: Asgrow Heritable Variation In Peas. ASGROW, One Year, \$2,000.

R.P. Merrill, CHEM-E: Surface Properties Of Solids Especially Activated. ALCOA, One Year, \$7,500.

B. Mindick, HDFS: Ecology Of Human Development Process Study. CARNEGIE, Two Years, \$246,550.

T. Mitra, ECON: Sloan Research Fellowships Grants In Aid. SLOAN, Two Years, \$20,000.

J.K. Moffat, BIOCHEM: Proteins Of Physiological Interest: Structure-Function. DHHS, One Year, \$140,750.

J.C. Moyer, FOODSCI-G: Composition Of Processed Apple Juice. PROC AP-PLIES, One Year, \$8,000.

A. Nerode, MATH: Mathematical Logic. NSF, One Year, \$47,601.

W.L. Olbricht, CHEM-E: Coalescence Of Deformable Viscous Drops In Laminar Flow. NSF, Two Years, \$47,910.

J.E. Oliver, GEOSCI: Advanced Analysis Of Cocorp Data With Scientific & ... NSF, One Year, \$70,000.

T.D. O'Rourke, STRUC: Buried Pipeline Response To Earthquake-Induced Ground... NSF, Two Years, \$175,000.

C. Pottle, EE: VLSI Computer System Design. GE, Two Years, \$49,970.

E. Racker, BIOCHEM: Fellowship-Alan J. Williams. AMER HEART, Six Months, \$9,550.

W.H. Reissig, ENTOM-G: National Program For The Development Of A Comprehensive. TEXAS A&M, Six Months, \$9,375.

R.C. Richardson, LASSP: Surveillance And Communications: Superconducting Submicron... DOD, Sixteen Months, \$171,381.

R.W. Robinson, SEEDVEGSCI-G: Breeding Lettuce For Disease Resistance. OSWEGO VEG GROW, One Year, \$2,000.

F. Rodriguez, CHEM-E: Polymer Resist Studies For Advanced Lithography. IBM, Three Years, \$280,262.

T.R. Rogers, OSP: Biomedical Research Support. DHHS, One Year, \$178,699.

H.A. Scheraga, CHEM: US-Japan Joint Seminar...Protein Molecules. NSF, Eight Months, \$6,680.

H.A. Scheraga, CHEM: Research In Proteins & Polypeptides. MOBIL CHEM, One Year, \$3,000.

L.W. Schruben, ORIE: Simulation Data Requirements. NSF, One Year, \$16,010.

M.L. Shuler, CHEM-E: Mathematical Models For Product Formation From Microbial. NSF, Two Years, \$63,729.

D.M. Stipanuk, AGENG: Feasibility Study Of The Construction And Operation... NY POWER AUTH, Two Years, \$188,000.

M.J. Todd, ORIE: Special Structure In Simplical Algorithms. NSF, Two Years, \$29,235.

M.J. Todd, ORIE: Grant-In-Aid. SLOAN, Two Years, \$20,000.

B.K. Tye, BIOCHEM: DNA Replication And Recombination In Yeast. DHHS, One Year, \$49,400.

B.K. Tye, BIOCHEM: The Structural Gene For A Yeast Pheromone. DHHS, One Year, \$43,672.

L.P. Walker, AGENG: Energy Analysis Of The Production, Distribution And... INT'L MIN/CHEM, One Year, \$40,900.

L.P. Walker, AGENG: Energy Analysis Of The Production, Distribution And... INT'L MIN/CHEM, One Year, \$4,090.

J. Wiesenfeld, CHEM: Dissociative And Collisional Behavior In Metal Halides. NSF, Two Years, \$71,845.

R. Wu, BIOCHEM: DNA Sequence

Anal-Eucaryotic Cytochrom C Genes. DHHS, One Year, \$31,677.

D.B. Zepp, ENTOM: Factors Affecting Chrysanthemum Resistance To Liriomyza. GLOECKNER, One Year, \$6,100.

D.B. Zepp, ENTOM: Factors Affecting Chrysanthemum Resistance To Liriomyza. POST, One Year, \$3,000.

Graduate Bulletin

Summer Graduate Registration (SGR) forms are available in the Graduate School office. SGR must be completed by graduate students who: want to use campus facilities (e.g., the libraries and the clinic) during the summer; are off campus but require proof of registration; want to receive residence credit for summer study; are receiving student aid during the summer (e.g., loans, fellowships, assistantships); or require proof of registration for outside agencies. There is no charge for students who were registered for at least one semester of the 1980-81 academic year. The fee for students who were not registered for at least one semester of the past academic year is \$5.00 per week. Students who plan to receive residence credit for summer study are required to pay a prorated portion of the 1981-82 Graduate School tuition charge. Registration must be in person at the Graduate School office. Student ID is required for validation of SGR.

All graduate students who will be receiving student aid (e.g., fellowships, assistantships, tuition awards, college work-study, etc.) during the summer term must register with the Graduate School by Summer Graduate Registration (SGR) to be eligible to receive their award. Forms are available at the Graduate School Information Desk and must be returned in person for validation. All full-time students registered by SGR are reminded that summer hourly employment may not exceed 20 hours per week from all sources. Students supported by fellowships may be subject to additional limitations on hourly employment.

Individuals responsible for disbursing student aid checks (e.g., for fellowships, assistantships, college work-study, etc.) are reminded to require proof of summer registration in the form of a validated Summer Graduate Registration (SGR) form prior to releasing any student aid check.

All graduate students who are New York state residents and who will be registered during the 1981-82 academic year are encouraged to apply to the New York State Tuition Assistance Program (TAP) for 1981-82. Any student receiving tuition assistance from Cornell University who meets New York state residency requirements should submit his/her application to the New York State Higher Education Services Corporation (NYSHESC) by July 1st to avoid delays in processing the TAP payment. TAP Student Payment Applications may be obtained from the Bursar's Office, 260 Day Hall, and from the Fellowship Office, 116 Sage Graduate Center, or by writing directly to NYSHESC, Tower Building, Empire State Plaza, Albany, NY 12255.

The deadline for meeting all requirements for the August 28, 1981 degree date is August 25. Please note that while the deadline date remains as before, the degree date for an August degree has been changed.

As of January 1, 1982 all Ph.D. abstracts will be limited to 350 words. This is a new ruling of University Microfilms, International, (UMI). This rule must be followed.

Dr. Stephen B. Hitchner, who retired in February from the faculty of the State College of Veterinary Medicine, has been named professor of avian diseases, emeritus. Joining the Cornell faculty in 1966 as professor and chairman of the Department of Avian Diseases, Dr. Hitchner headed that unit for 10 years and helped broaden its perspective to include companion birds and aquatic animal medicine. In 1975 the department was renamed the Department of Avian and Aquatic Animal Medicine. His research has been largely directed toward developing new or improved virus vaccines.

Kenneth Stephen Brown, a Cornell faculty member since 1971, has been elected professor of mathematics in the Department of Mathematics. Brown is known as an authority on homological techniques in group theory. His teaching and research have involved the interface between the mathematical fields of topology, algebra and number theory. He received his B.A. degree from Stanford University and his Ph.D. degree from the Massachusetts Institute of Technology.

Roald Hoffmann, the John A. Newman Professor of Physical Science, has been elected chairman of the Department of Chemistry for a five-year term, effective July 1981. He succeeds Benjamin Widom. Hoffmann, a native of Poland, joined the Cornell faculty in 1965 as associate professor. In 1968 he was appointed professor, and in 1974 he became the John A. Newman Professor of Physical Science. He has received a number of awards, including two honorary degrees, a Doctor of Technology from the Royal Institute of Technology in Sweden in 1977 and a Doctor of Science from Yale University in 1980.

Vivian White, associate professor in the New York State College of Human Ecology, has been elected to the Board of Directors of the American Society of Testing and Materials (ASTM) for a three-year term. ASTM, a nonprofit organization of representatives from government, business, industry, and consumers, is a world leader in the development of voluntary consensus standards for materials, products, systems, and services. White chairs the U.S. committee on care labeling for the American National Standards Institute and the technical advisory and international working groups on care labeling of the International Organization for Standardization.

Robert S. Smith has been named the William I. Myers Professor of Agricultural Finance Emeritus. In 1977, Smith was the first professor elected to the endowed chair which was established by the State College of Agriculture and Life Sciences at Cornell as a tribute to William I. Myers, former dean and faculty member who developed the concept of the Farm Credit Bank System. Smith joined the Cornell faculty after receiving the B.S., M.S. and Ph.D. degrees from Cornell. He taught courses in farm management, tax management and farm finance until 1977 when he assumed the endowed chair.

Cornell University food scientist John Kinsella has been awarded a three-year grant by the National Science Foundation. The award of \$212,000 will support fundamental chemical research to aid the development of new technologies to isolate valuable proteins and enzymes from yeast, single cell microorganisms that convert sugar or starch into alcohol, carbon dioxide and cellulose protein. Yeast is a common and inexpensive byproduct of the brewing, distilling, baking and other industries such as gasohol. Although currently used as a protein source in cattle feed, yeast cells are not digested well by monogastric animals and humans.

Dr. Michael A. Brunner has been appointed assistant professor of preventive medicine at the New York State College of Veterinary Medicine to provide extension services in the field of herd health management, especially to dairy and beef cattle producers. Dr. Brunner, who holds a Ph.D. in animal physiology and a D.V.M. degree, will work closely with extension faculty in the College of Agriculture and Life Sciences. By pooling their knowledge about disease control, nutrition, reproduction, sanitation, economics and engineering, the co-operating group intends to eventually offer complete herd health management services to New York's agriculture industry.

Kenneth A.R. Kennedy, an associate professor of anthropology and Asian studies, has been named professor of ecology and systematics in the Division of Biological Sciences. Known for his research on human palaeontology and ecology in India, Kennedy has achieved international recognition as a leader in the field of biological anthropology. Kennedy has served as the U.S. adviser on the establishment of graduate curricula in biological anthropology at major universities in India and Pakistan, has been officer-in-charge of a number of archaeological excavations of prehistoric sites in India and Sri Lanka, and in 1978 was one of the first anthropologists to be granted certification as a Diplomate of the American Board of Forensic Anthropologists. As an active forensic anthropologist, he is consulted by law enforcement agencies in cases of identification of skeletal remains of missing persons.

A. Thomas Kirsch, professor of Anthropology and Asian Studies, has been elected acting chairman of the Department of Asian Studies for the spring 1981 semester while chairman Karen Brazell is on sabbatic leave. Kirsch is an authority on mainland Southeast Asia and is an anthropological expert on Thai religion.

Roger Keith Dennis, associate professor in the Department of Mathematics, has been elected professor of mathematics. Dennis is considered one of the leaders in algebraic K-theory. Last year he was the organizer of an Algebraic K-Theory Conference held in West Germany. He has been a Cornell faculty member since 1971.

People

James Barrett Jacobs, associate professor of law at the Cornell Law School, has been elected professor in that school. Jacobs is best known for his sociological and legal work on the American prison. His 1977 book, "Stateville: The Penitentiary in Mass Society," has become the standard interpretation of transition and change in America's big prisons since World War II. He has also published more than two dozen articles on prison research, policy and law. Jacobs has been teaching criminal and constitutional law at Cornell since 1975.

Jerry D. Wilcox, associate director of the International Student Office, has received a Fulbright Award to observe and consult on the administration of foreign student exchanges for the Fulbright Commission in Bonn, West Germany, during this month and next. Wilcox has been with the International Student Office since 1971. Before that he had been director in residence of the International Living Center at North Campus No. 8.

Samuel T. Slack has been awarded the title of professor of animal science emeritus. He retired recently after nearly 32 years with the State College of Agriculture and Life Sciences. A member of Cornell's department of animal science since 1951, Slack is widely recognized for his leadership in Cornell Cooperative Extension programs dealing with all phases of animal husbandry. Since the establishment of the Animal Science Teaching and Research Center at Harford in 1972, Slack has been responsible for the coordination and operation of the facility for the department of animal science.

Herbert Deinert, professor of German literature, was elected president of the Central New York chapter of the American Association of Teachers of German at the association's recent spring meeting in Syracuse.

His two-year term as president begins in September. Deinert, a member of the Cornell faculty since 1965, served as chair-

man of the Department of German Literature for seven years. He is now director of undergraduate studies in the department.

Leonard H. Babby, a faculty member since 1971, has been elected professor of linguistics in the Department of Modern Languages and Linguistics at Cornell. Babby is known as one of the leading linguists working on the interface between Russian and theoretical linguistics. His research in Russian syntactic theory has established his reputation as one of a small group of the most distinguished Slavists in the country.

Allan G. Grapard, assistant professor of Asian religions in the Department of Asian Studies, will study in Kyoto, Japan, during the 1981-82 academic year under a grant from the Social Science Research Council, a national organization with headquarters in New York City. He will study the Kasuga Cult, a Shinto-Buddhist cult dating from the classical period of Japanese history (700-1100 AD). Originated among the aristocrats, the cult developed among the masses during the medieval period (1200-1700 AD).

Richard Herbert Rand, associate professor in the Department of Theoretical and Applied Mechanics, has been elected professor. Rand's research has included mathematical modeling of biological systems, differential equations applied to nonlinear vibrations, dynamics and stability of motion, mechanical fruit harvesting and water movements in plants. Rand has been a faculty member at Cornell since 1967.

Agricultural economist **Robert P. Story** has been awarded the title Professor Emeritus following his retirement from the State College of Agriculture and Life Sciences. An expert in milk marketing, Story had been a member of the department of agricultural economics since 1952. His teaching, research and Extension activities at Cornell all have related to the marketing and pricing

of milk. He has worked closely with dairy organizations and public officials as a part of his Cooperative Extension program.

Harry R. Ainslie, professor of animal science and leader of Cooperative Extension programs in the department of animal science, has received national recognition for his service to the dairy industry. The National Dairy Herd Improvement Association has presented its 1981 Outstanding Service Award to Ainslie in recognition of his "significant contributions to the progress of the dairy herd improvement system" in the nation.

Murdock Gilchriese, assistant professor of physics, has been awarded an Alfred P. Sloan Research Fellowship for the academic years 1981-83. Sloan Fellowships are awarded to outstanding young scientists and economists to support their research projects. Gilchriese has done research on high energy neutron interactions, and is now studying the results of electron-positron collisions at the Cornell Electron Storage Ring (CESR).

A newly established Proctor & Gamble grant has been awarded to Cornell University biochemist **John T. Lis**. Part of the new university exploratory research program of the Proctor & Gamble Co., the grant supports research to determine how genes in animal cells are regulated, particularly to test whether yeast, a primitive organism, could serve as a genetic system for identifying the regulatory factors of higher cells. The \$119,846 award is for three years. Lis is an assistant professor in the section of biochemistry, molecular and cell biology in the State College of Agriculture and Life Sciences.

William J. Jewell has been elected professor of agricultural engineering. He is a faculty member in the State College of Agriculture and Life Sciences, and came to Cornell in 1973 as an associate professor after five years on the faculty

at the Universities of Vermont and Texas. Jewell has achieved international prominence for his research in the areas of agricultural waste management, energy production from agricultural waste and biomass, materials and environmental quality protection in rural areas.

Carolyn R.A. Williams, associate director of Cornell University's Career Center, has been appointed a special consultant for the National Advisory Committee on Black Higher Education and Black Colleges and Universities. The committee, which was established in 1976 by the Department of Education, studies higher education of Black Americans and advises the Secretary of Education. In addition to her appointment to the advisory committee, Williams has been elected to Cornell's Women's Studies Executive Board, effective September 1981. Williams, a graduate of Tennessee State College, came to Cornell in 1974 as a graduate student.

Olan D. Forker, professor of agricultural economics, has been reappointed chairman of the department of agricultural economics through June 1985. The appointment became effective April 1. A member of the faculty of the State College of Agriculture and Life Sciences at Cornell since 1965, Forker is an expert in agricultural prices, marketing systems, and food policy.

Hertzberg Photos On Current Display

A reunion exhibition of 20 black and white photographs by Benjamin Hertzberg, a 1931 Cornell graduate, will be on view at the Herbert F. Johnson Museum of Art June 11 through July 15. Many of the photographs in the exhibition are products of Hertzberg's recent travels abroad.

"Hertzberg brings many decades worth of travel and photographic experience to his work," said Jill Chambers-Hartz, exhibitions coordinator at the museum. "His photographs capture people in their unguarded moments and, at times, add humorous comments to existing landscapes, as in his photographs of a cemetery in New York or cigarette butts in Rome."

Other images in "Benjamin Hertzberg: Selected Photographs" depict children at play and lovers caressing, taken in such locales as Venice, Jerusalem and Rome.

Drawing upon the universality of human experience, Hertzberg "catches his subjects in their natural settings, unaware of the camera's presence, thus giving a broader meaning and permanence to the fleeting moment," Chambers-Hartz said.

Hertzberg has exhibited widely throughout Europe and in New York City. A catalog produced by the Johnson Museum in 1977 on the occasion of a larger exhibition of his work, "The Selective Eye," will be available at the museum.

The Johnson Museum is open Tuesday through Sunday, 10 a.m. to 5 p.m. Tours of temporary exhibitions and permanent collection galleries may be arranged by calling the education department at least two weeks in advance. For further information, call 256-6464.

Judicial Administrator

Case Reports for May 1981

No. of Persons	VIOLATION	SUMMARY DECISION
1	Illegal entry into Dining	WRITTEN REPRIMAND; \$20 fine OR 7 hours of community service.
1	Refusal to comply with an order of a Univ. official	WR; \$25/8 hrs. of c.s.
1	Alteration and misuse of a "U" parking permit	WR; \$30/10 hrs. of c.s.
1	Alteration of a parking permit	WR; \$30/10 hrs. of c.s.
2	Endangerment to others and theft of property	WR; \$125 fine(\$50 suspended) \$75/25 hrs. of c.s. \$10 restitution
1	Theft of a book from the Campus Store	WR; \$75/25 hrs. of c.s.
1	Endangerment to others by moving a flare pot marking a road construction site.	WR; \$125 fine(\$50 suspended) \$75/25 hrs. of c.s.
1	Provided transport to students with stolen property	Written Reprimand
2	Stole ice from the Statler	Written Reprimand
1	Endangerment to another student	WR; \$125 suspended fine
1	Theft of food from Dining	Oral Warning
1	Possession of a stolen "U" parking permit	Oral Warning
1	Forged advisor's signature on a course change form	WR; \$50 fine(\$40 suspended) \$10/3 hrs. of c.s.
1	Drove fire truck across the Arts Quad	WR; \$125 fine(\$50 suspended) \$75/25 hrs. of c.s.
1	Destruction of another's property	WR; \$125 suspended fine; \$32 restitution. Prior suspended penalty of \$100/33 hrs. of c.s. now due
2	Possession and use of fire-works in a Res. Hall	WR; \$125/42 hrs. of c.s.
1	Threw a rock at and shattered a Res. Hall window	WR; \$125 fine(\$25 suspended) \$100/33 hrs. of c.s. \$12.10 restitution
1	Harassment of a Safety Officer	Oral Warning
1	Theft of money from Noyes Center	WR; \$100 suspended fine \$100 restitution
1	Burned a notebook in a Res. Hall	WR; \$125 fine(\$65 suspended) \$60/20 hrs. of c.s.
1	Unauthorized possession and duplication of a final exam	Oral Warning
1	Alteration of a Statler guest parking permit	WR; \$50 suspended fine
1	Attempted illegal entry into Dining	Oral Warning
1	Forgery of another's signature on a rental agreement	Oral Warning, Letter of apology

Off-Campus Tuition Plan Revision Is Approved

A revision in the tuition structure for off-campus students has been approved by the university Board of Trustees at its meeting here commencement weekend.

Effective with the 1981 fall term, the tuition charge to off-campus students will be between 35 and 100 percent of regular tuition, depending on the level of supervision and involvement of Cornell faculty.

The current rate, established by the trustees in 1979, calls for the charge to off-campus students to range from 35 to 75 percent of regular tuition, depending on faculty involvement.

Under the new structure, off-campus programs such as Cornell-in-Washington—that provide students the opportunity to take a full load of courses under the supervision of Cornell faculty—will be allowed to charge full tuition.

Other off-campus programs will be allowed to charge a tuition of 35 percent or more of regular tuition, depending on the level of supervision provided by full-time faculty

members.

The administration and student service fee for off-campus programs will remain at 50 percent of the regularly established fee.

The Office of the Provost, together with the colleges sponsoring off-campus programs, will establish the appropriate tuition to be charged.

"The addition of the Cornell-in-Washington program in 1980 justifies establishing the 100 percent level for some off-campus programs," said Provost W. Keith Kennedy. "Cornell students in Washington for a semester can take a full load of credits under the supervision of Cornell faculty members."

In addition, students in Washington in the architecture program of Cornell's College of Architecture, Art and Planning now are able to complete the equivalent of a semester's work with Cornell faculty because of the existence of the Cornell-in-Washington program. They too will be assessed the 100 percent tuition rate.

Prizes

Outstanding Seniors

Six Cornell students have been selected as Outstanding Seniors for 1981 by the Federation of Cornell Alumni Clubs.

The six are: Barbara Giuffre, 1625 Summit St., Yorktown Heights N.Y.; Mark Jackson, 2506 Walters Court, Bellmore, N.Y.; Lisa Nilsson, 249 Park Ave., North Caldwell, N.J.; Rafael Ramos, 18003 145th Ave., Springfield Garden, N.Y.; Celia Rodee, 6322 Trotwood St., Kalamazoo, Mich.; Brock Tredway, 5311 Lawrence Ave. E., Ontario, Canada.

They were selected by a committee of university administrators as the graduating seniors "who have demonstrated exceptional qualities of leadership and scholarship, and who have made significant contributions to undergraduate life at Cornell."

Each Outstanding Senior will be awarded a set of specially engraved bookends and a certificate of recognition.

Giuffre has been a Dean's List student in the College of Arts and Sciences. She has also been a teaching assistant in the Department of Communication Arts.

She served as president as well as a resident adviser of the Shire Cooperative, and was a member of the Campus Council's Calendar Committee.

Jackson has also been a Dean's List student in the College of Arts and Sciences and was the recipient of a teaching assistant scholarship. He was founder and chairperson of Students for Handgun Control, and was a student representative on the Human Relations Training Group.

Nilsson is a graduate of the College of Arts and Sciences. She served as vice president of Quill and Dagger, co-captain of the women's field hockey team and was secretary/treasurer of the Women's Athletic Association.

Ramos, also a graduate of the College of Arts and Sciences, was a member of Quill and Dagger, chairperson of the Minority Undergraduate Law Society and chairman of the Minority Education Council.

Rodee, a graduate of the New York State College of Agriculture and Life Sciences, was a Cornell National Scholar and recipient of the Carl E. Ladd Scholarship.

She also was a member of Quill and Dagger, Aleph Samach/Raven and Serpent Junior Honorary and the Campus Council's Student Life and Activities Committee.

Tredway, a graduate of the New York State College of Agriculture and Life Sciences, was a member of Quill and Dagger and the Red Key Society.

He played soccer and hockey at Cornell during his freshman and sophomore years and received All-Ivy honorable mention for soccer. He served as co-captain of the Cornell hockey team in 1979-80 and 1980-81 and was voted Ivy League Player of the Year in 1980-81. During 1979-80 he was voted most valuable player for Cornell's hockey team and was named Cornell hockey's all-time goal scorer.

Lane Cooper

Michele Hart of Medfield, Mass., a junior in the College of Arts and Sciences at Cornell University, has won the 1981 Lane Cooper Prize of

\$135. Hart is a classics major.

The prize is awarded annually to the student "who shall... demonstrate the greatest promise in the application of classical learning to the problems of modern life."

The funds for the prize were provided anonymously by a former student of Lane Cooper, a professor of English at Cornell from 1902 to 1943, in gratitude for Cooper's help to him as an undergraduate.

Liu Memorial Award

Three Ph.D. candidates have been selected as recipients of Liu Memorial Fund awards for 1981.

The three are Hung-Darh Cheng, in civil and environmental engineering; Robert Young Siy, in city and regional planning; and Shen-Shu Sung, in chemistry.

The awards of \$800 each honor the memory of Ta-Chung Liu, the Goldwin Smith Professor of Economics and chairman of the Department of Economics at Cornell until 1975, and his wife, Ya-Chao. The Liu Memorial Fund was established to encourage excellence in scholarship and research.

Cheng, from Taiwan, is completing his doctoral program on a combination of solid mechanics and fluid mechanics. His master's thesis was published in the Journal of the Hydraulics Division, American Society of Civil Engineers. In his three years at Cornell, he has contributed to several journal papers. Chen has been a teaching assistant and was awarded a McMullen Graduate Fellowship in 1979. He has been offered a position as Acting Assistant Professor in civil engineering for the 1981-82 academic year.

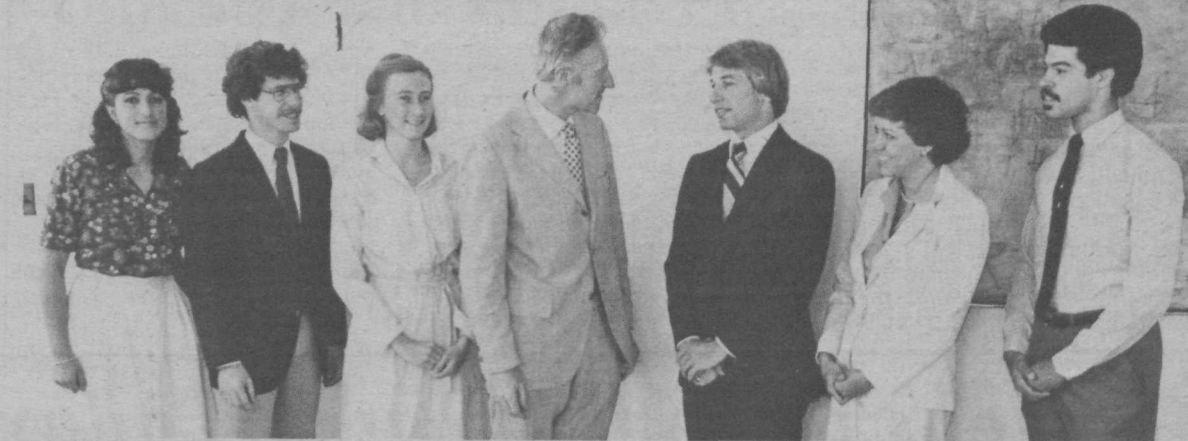
Siy has received recognition for the high calibre of his work at Cornell. His dissertation proposal, combining social sciences, transportation engineering and quantitative methods, was selected by the East-West Center for a two-year fellowship. He has been a teaching assistant in his major field and in linguistics. He was also selected as a summer Environmental Intern by the Audubon Society.

Sung, the first graduate student from the People's Republic of China in the field of chemistry, began his doctoral program in 1979, after completing a year of graduate study at the Chinese Academy of Sciences. His doctoral research is in theoretical chemistry, focusing on the structure and dynamics of transition metal complexes.

Hertz Fellowships

Recipients of the 1981-82 Hertz Foundation Fellowships have been announced by Wilson K. Tally, President of the Hertz Foundation. Hertz Fellowships are awarded for graduate study in the applied physical sciences. They promote and enhance the defense potential and technological stature of the United States by aiding in the education of the most capable students.

Christopher J. Stanton, a first year graduate student in the field of physics, was one of 35 students selected nationally to receive a Hertz Fellowship. His research concerns mathematical modeling of physical systems. Other Hertz fel-



Cornell's six Outstanding Seniors for 1981, as selected by the Federation of Cornell Alumni Clubs, got together for a meeting with President Frank Rhodes. From left: Barbara Giuffre, Mark Jackson, Lisa Nilsson, Rhodes, Brock Tredway, Celia Rodee and Rafael Ramos.

lows, including both new recipients and renewals, who will be enrolled in the Cornell Graduate School in 1981-82 include: Sandra Phillips, who transferred to the field of geological sciences from Texas A & M University; Andrei Ruckenstein, who is currently a student in the field of physics; Joann Stock, who received her B. S. from MIT and is now in the field of geological sciences; and Eric Swartz, who transferred to the field of physics from Rice University.

Chemistry

Six Students have been awarded prizes by the Department of Chemistry, according to an announcement by Benjamin Widom, department chairman.

James A. Dodd was cited as the member of the senior class with a major in chemistry who has shown general excellence and received the George Caldwell Prize and an award of \$300. The Harold Adlard Lorenberg Prize and an award of \$125 went to Susan Marqusee as the member of the junior class with a major in chemistry who has shown general excellence.

Alan B. Sachs and Shahin Rafii received undergraduate awards and 15-month subscriptions to the journal, Analytical Chemistry, from the American Chemical Society for displaying interest in and aptitude for a career in analytical chemistry.

The American Institute of Chemists Medal was won by Stephen T. Smale for his demonstrated record of leadership, ability, character and scholastic achievement. Philip M. Sher received the Merck Index Award as an outstanding student in chemistry.

Lt. David Chrystall

Karen Fishman of Lambert, Quebec, Canada, a senior in the College of Arts and Sciences, is the winner of the 1981 Lt. David Chrystall Memorial Prize for her essay, "Good Neighbors and the Korean War: A Study in Canadian-American Relations."

Robin Sher of Fayetteville, N.Y., also a senior in the College of Arts and Sciences, gained honorable mention for her essay, "The Long Road Back: Congressional Authority and the War Powers Resolution of 1973."

The award was endowed by Lt. Chrystall's parents in 1945 and is awarded annually to a member of the senior class for the best essay or treatise dealing with diplomacy, in-

ternational relations or the preservation of peace.

J. G. White

Six Cornell undergraduates have won prizes and awards in the J.G. White Prize and Scholarship competition this year.

The \$500 prize for excellence in Spanish was awarded to Akiko Tsuchiya, a senior of San Diego, Calif. Honorable mention went to Todd Feldman, a sophomore of Brooklyn, and Paul Bascom, a senior of Eugene, Ore.

The \$500 prize for excellence in English to a student whose native language is Spanish was won by Alan Roth, a junior of Caracas, Venezuela.

On the basis of academic achievement and the recommendations of faculty members, the following juniors won scholarships: Lisa Aronson of Tappan, N.Y., \$600; Joan Chow of Potomac, Md., \$300; Oscar Perotto of River Vale, N.J., \$300 and Anne Marie Rogers of Santa Rosa, Calif., \$300.

Arthur Lynn Andrews

Raphael Seligmann of Cortland, N.Y., a junior in the College of Arts and Sciences, has won the 1981 Arthur Lynn Andrews Prize of \$100 for short story writing.

Two second prizes of \$75 each went to John R. Ornelas and Lorrie Moore, both graduate students. Ornelas is from Huntington Beach, Calif. Moore is from New York City.

Third prize of \$50 was awarded to Gerald Early, a graduate student from Ithaca.

Seligmann's winning entry was titled "See You Later, Aleator." Ornelas' entry was titled "The Card Game." "Go Like This" was the title of Moore's entry and "Sources of Light" was the title of Early's entry.

The competition was established in 1965 in memory of Arthur Lynn Andrews, an 1893 Cornell graduate.

Einaudi

Kathryn S. Mack of 644 Mountain Rd., Cheshire, Conn., a senior in the College of Arts and Sciences, has won the 1981 Einaudi Prize worth \$500.

Sponsored by the Western Societies Program in the Center for International Studies at Cornell, the prize was established in honor of Mario Einaudi, the Goldwin Smith Professor of Government, emeritus, and first director of the center.

The prize is awarded for the best undergraduate essay on a major

European issue. Mack's essay was "From Consensus to Conflict: A Study of West Germany's Increasing Independence in Eastern Trade."

Simmons

James M. Gould of Philadelphia, a junior in the College of Arts and Sciences, is the 1981 winner of the Simmons Award.

The Simmons Award is worth \$25 in book form and is presented annually to the student "who has done the best work in German." It was established in 1942 by Lucretia W. Y. Simmons.

Barnes Shakespeare

Sanford Shieh of Austin, Tex., a senior in the College of Arts and Sciences, has won first prize of \$225 in the 1981 Barnes Shakespeare Essay Competition for 1981.

Second prize of \$125 was won by Phyllis Brooks of Teaneck, N.J., also a senior in the College of Arts and Sciences.

Shieh's first prize paper was titled "Othello as Exegete." Brooks' paper was titled "Language and Community in Coriolanus."

Goethe

Three prizes for academic distinction in German have been awarded.

Daniel J. Kane, a graduate student of Sioux Falls, S.D., won the Goethe Prize of \$200. Second prize of \$100 was awarded to Bruce Detwiler, a graduate student of Ithaca. Third prize of \$50 was awarded to senior Beth Jackendoff of New York City.

Kane's essay was titled "Sprachlandschaft." Detwiler's essay was titled "Nietzsche, the Dionysian and Walter Kaufmann." "Moral Ambiguity in The Magic Mountain," was the title of Jackendoff's essay.

Johnson

Freshman Geoffrey Potter of New York City is the winner of the 1981 Elmer Markham Johnson Prize of \$50. The prize is awarded for the best essay in the Freshman Seminar Program during the spring semester.

Potter's winning essay was on "Wealth Tradition Family."

The Johnson Prize, named for a former chancellor of Telluride and a freshman English instructor, was given for the first time in the spring of 1978.

Toxic Right-to-Know Law Outlined

Employees May Request Written Information

The New York State Right-to-Know Act of 1980 grants to all employees in the state the legal right to information about toxic substances in their workplace.

An outgrowth of the 1970 Federal Occupational Safety and Health Act, the Right-to-Know law maintains that workers have a right to make an informed decision about the possible implications of employment to health and life. Informed employees

can observe symptoms of toxicity in themselves and understand the relationship between the symptoms and exposure. They can therefore evaluate the need for corrective action.

Employees throughout the state, including Cornell University employees, have several rights which they may exercise under the Right-to-Know legislation:

— Employees may request and must receive written information

about toxic substances with which they work. The employer is required to provide data on generic and trade names of the substances, levels at which the substance is hazardous, symptoms of acute and chronic exposure, reactivity and flammability potential, emergency treatment, conditions necessary for safe use, and procedures for cleanup of leaks and spills. The compiled informa-

tion must be written in plain English and is due 72 hours (excluding weekends and public holidays) after the request is made.

— If the employer does not meet the 72-hour deadline, the employee may refuse to work with that substance without fear of disciplinary or discriminatory action.

— Employees must not be required to waive these rights as a condition of employment.

— If an employee believes he or she has been discriminated against with respect to the Right-to-Know Act, a complaint may be filed with the State Department of Labor.

Presently at Cornell a major effort is being made to implement the law within the university. Technical information from a wide variety of sources is being obtained to provide a complete and accurate data source on toxic substances. Department supervisors are responsible for providing information, and environmental health personnel within the Radiation Safety Office stand ready to lend assistance and to provide additional technical information on the Right-to-Know Act. Supervisors will receive detailed information this week.

The New York State Department of Health has been given the responsibility for implementing and enforcing the law in cooperation with the Department of Labor. Official information packets on the Right-to-Know Act may be obtained on request from the New York State

Gardens to be Dedicated Today

Alpine Plants, herbs and tender plants that normally don't grow in the Ithaca area are included in three memorial gardens to be dedicated today by the Cornell Plantations.

Designed as a teaching garden exhibiting the major ecosystems of an alpine environment, the Walter C. Heasley, Jr. Rock Garden is the first of four rock garden sections to be built around Comstock Knoll, near the Plantations headquarters on Judd Falls Road. Contained in this rock garden are plants adapted to live in the cold, the wind and the intense sunlight of high-altitude areas. The rock garden memorializes Walter C. Heasley, Jr., a 1930 graduate of Cornell, who served as acting provost from 1939 to 1947 and was an administrative aide to former President Deane Waldo Malott. A leader of numerous com-

munity and alumni organizations, Mr. Heasley died in 1975. Mrs. Heasley, family and friends have provided funds for construction and care of the rock garden.

The Martha Howell Young Garden, which adjoins the Robison York State Herb Garden, is in memory of the wife of John R. Young, a member of the Cornell Class of 1927. Part of the redesigned and newly planted area is a trial and cutting garden where new herbs will be tested and seeds collected for distribution. The area will also provide a place where foliages, flowers and seed heads can be harvested for use in making herbal products such as culinary blends, vinegars, potpourri and decorative arrangements.

In keeping with the late Mrs. Young's interest in gardening, and especially in herbs, the endowment

for the garden will be used to maintain the area and to support educational programs for the public.

A variety of plants normally too tender for the Ithaca area will be grown in the milder microclimate of the Deans Garden, located on the site of an older garden north of Warren Hall.

The Deans Garden honors the deans of the College of Agriculture and Life Sciences for their long interest in the Cornell Plantations and for their support of its programs. The garden and its endowment are gifts from Dr. and Mrs. John K. Hoff, Dr. Hoff, Ph.D. '63, is president of AG International and chairman of the board of AG Middle East.



An added starter in the graduation procession May 30 was Jessica, three-month-old daughter of Gregg Dedrick, who received a bachelor's degree in Industrial and Labor Relations.

Department of Health, Bureau of Toxic Substances Management, Empire State Plaza, Tower Building Room 372, Albany, N.Y. 12237, or by telephoning the Radiation Safety Office at 256-4862.

Text of President Rhodes' Commencement Address

Here is the text of President Rhodes' speech to the Class of 1981 at Commencement May 31.

The chief function of the Commencement speaker is to be brief. Lord Canning was once asked by a preacher how he enjoyed his sermon. Canning replied, "You were brief." "Ah," said the preacher, "I always like to avoid being tedious." Canning thought for a moment and then replied, "You were also tedious." So there is no absolute guarantee of success.

Specifically, I want to remind you of a gift from these four years that you will take with you when you leave Cornell. This will not appear on your transcripts. It is not inscribed on your diplomas. But it should be noted, for it will serve you well.

This is a sense of the priority of the present, for the present is literally all that there is. Those of you who studied history or literature during your Cornell years may be tempted to revel in the glories of the past — the great loves, the great wars, the Age of Chivalry, the Age of Reason. But if great deeds and great heroes of the past provide only an escape from the present, they become hollow facts, devoid of context. It is only when the past is prologue, when it provides the perspective that equips us for the "insistent present," that its value is realized.

But today, you reply, is focused, not on the past, but the future. But we should not be dazzled by all the tomorrows, with their vague promises, stretching to a seemingly end-

less horizon. So often, living for tomorrow becomes an excuse for not living fully today, an excuse for not extending ourselves to others as loving, caring, listening, giving human beings. It becomes an excuse for seeking the safe and sure today — to meet better the risks of tomorrow. In pursuit of a distant rainbow, we heap the gifts of each new day on the "altar of the future," never fully happy in the present and never pausing to savor its joys, never stopping to smell the roses. "You cannot smell the flowers from a galloping horse," an ancient Chinese proverb reminds us. If we live for the future, life, real life, will always be one step removed, joy, real joy, will always be deferred.

"Never... commit your virtue or your happiness to the future," C. S. Lewis has written. "Happy work is best done by the man who takes his long-term plans somewhat lightly and works from moment to moment.... It is only our daily bread that we are encouraged to ask for. The present is the only time in which any duty can be done or any grace received."

Of course that does not mean that we should reject the past or that we must renounce the future. It requires discernment to see the present in the past. It requires not only discernment but courage to see the future — with all its potential — in the present. Nor does a commitment to the present mean blind hedonism. We are not required to live for the moment, but in the moment, embracing the joy of relationships and the splendor of the

earth, thanking that parent or encouraging that friend today — for there may be no tomorrow. For it is the faithful and cheerful devotion to the common tasks of each new day, rather than commitment to brave but vague new worlds, that carries society forward. Sir William Osler, the renowned physician, once said, "Nothing will sustain you more potently than the power to recognize in your humdrum routine the true poetry of life — the poetry of the commonplace...."

Nor does this mean that we should reject the familiar contemporary exhortation to establish goals for ourselves. But it does mean that we should not be consumed by them. Goals are admirable purposes to develop, commendable objectives for which to strive. But they are hollow if the true end of life becomes the act of achievement of the goal, rather than the enrichment that comes from fulfilling the part demanded by the goal. We speak with contempt and even pity of politicians who are always running for re-election, even from the moment they assume the office they seek, but in some ways they reflect our own condition. We, too, are always running for re-election, constant candidates for the ceaseless future, discarding the richness of the present for the abstraction of a future achievement. But the achievement becomes hollow even at the moment we attain it; it crumbles, trampled beneath our feet as we press on to the next goal. The future, for all its shimmering light, is a mirage to those who sacrifice the present.

Life brings no less frustration to those who sacrifice the immanent for the transcendent. To cherish the present is not to reject the transcendent, for it is through the immanent that the transcendent is disclosed; it is through the perishable that the imperishable may be glimpsed.

That, surely, is the crucial thing that all art and all literature teach us: that no moment, no scene, no situation, no person is to be neglected or despised as merely familiar, as just ordinary, as nothing but another example of a general category, long known to us. We can insist, if we will, that the world conform to our categories — that each experience, each encounter is nothing but another instance of something we have already met — but we shall pay a terrible price. For that will remove all possibility of the new, the unexpected, the unique; it will destroy the very possibility of joy. In preserving our personal categories, in establishing the world in our own image, we shall have lost our souls.

To cherish the many sidedness of the present does not require the rejection of the rigor or the beauty of science; they are amongst the glories of our age. But it does require an acceptance of the need for complementary modes of thought. We should be very parsimonious in our use of the word "merely" or "nothing but".

The person who claims that light is "nothing but" an electromagnetic radiation has either overlooked or undervalued the splendor of sunrise across misty fields on a summer morning. Elizabeth Barrett Brown-

ing expressed it well when she wrote:

Earth's crammed with heaven
And every common bush afire
with God;

But only he who sees, takes off his shoes.

The rest sit round it and pluck blackberries...

One need not necessarily accept her theology to accept her conclusion: each moment, each object is sacred. Each is — in Dr. Wexler's phrase — a means of grace.

So we savor this special moment of the present, this turning point of graduation, posed between the half-forgotten recollection of the past and the half-formed hopes of the future. Savor it well, for if we truly live in the present, we shall see the immense significance of this moment, and the reason that all of us celebrate your achievement.

But today there is opportunity. Only the present is real. Marshall Lyautey, the great French soldier, once irritated his gardener by insisting that he plant a certain tree and do it before lunch. "But Marshall," the gardener complained, "What's the hurry? That tree is so slow growing that it will take a hundred years to reach maturity." "In that case," replied Lyautey, "there is not a moment to lose. Plant it at once."

And so, Class of 81, here's to you and here's to the past four years, and all they've meant; here's to the future and all it may be; but also — and especially — here's to the present, and all it now is.

'Geniuses' Lead Foundation to Cornell

21 in Nation Get 5 Years of Unrestricted Support

A Chicago foundation's "search for geniuses" has led to Cornell and found one faculty member and two advanced degree holders.

A.R. Ammons, a member of the faculty since 1964 and an honored and respected American poet for more than a decade, was the best known local name when 21 writers, artists and scientists were designated "exceptionally talented individuals" by the MacArthur Foundation and awarded unrestricted grants of from \$24,000 to \$60,000 annually for five years.

But in the weeks since the May 19 announcement, friends and colleagues of two other winners have let it be known that these "geniuses" have Cornell connections.

Shelly Errington, one of three women named by the MacArthur Foundation, received her master's from Cornell in 1971 and her Ph.D. in anthropology and Southeast Asian Studies here in 1975.

Now an assistant professor of anthropology at the University of California at Santa Cruz, Errington is a specialist in the cultures of Indonesia and Malaysia.

Douglas D. Osheroff, now a Bell Laboratories specialist in ultra-low temperature physics, earned his Ph.D. in low temperature physics at Cornell in 1973. He has won major prizes in his field. Osheroff lives in Bridgewater, N.J.

Ammons, 55, will receive \$56,000 a year for the next five years, a total of \$264,000. Errington, 36, will receive \$40,000 annually for the five-year period, a total of \$200,000.

Osheroff, 35, will receive \$39,000 a year for the next five years, a total of \$195,000.

The amount of MacArthur awards is based on the recipient's age. Winners 21 years old or younger receive \$24,000 annually in monthly payments for five years. The award increases \$800 for each year of the recipient's age up to 66, at which point a recipient would receive the maximum \$60,000 per year.

Winners are free to do whatever they want with the money, though

the MacArthur Foundation hopes they will come up with "discoveries or other significant contributions to society."

The foundation intends to name 29 more winners this year and has committed up to \$12 million for the five-year project.

Ammons has committed several hundred dollars of his award to the purchase of an electric typewriter for his 15-year-old son. Beyond that, he told the Ithaca Journal, "I have to think of ways of spending."

Ammons said he's been writing poetry since he was 18 and stationed in the South Pacific during World War II.

Now the Goldwin Smith Professor

of Poetry at Cornell, he has been honored with a National Book Award (1973), a Bollingen Prize in Poetry (1974) and American Academy of Arts and Letters awards (1967, 1977).

The North Carolina native—who says he regards his writing as something of a hobby—doubts the financial security of the MacArthur award is a dangerous thing for him or any artist.

"We're all very insecure on this planet," he told the Journal. "Money doesn't make too much difference."

81 Employees to Be Honored at Service Dinner

The university will honor 81 employees at its 26th annual Service Recognition Ceremony Thursday, June 18, at the Statler Inn.

After a 6 p.m. reception, there will be a dinner at 7 p.m., at which Cornell President Frank Rhodes will be the main speaker.

Some 300 men and women with 25 or more years of service to the university have been invited to the banquet.

The employees to be honored by presentation of a commemorative gift are those who have worked for Cornell continuously for 25, 30, 35 and 40 years. Employees with 5, 10, 15 and 20 years of service will be recognized through their departments.

For 40 years: Marion L. Howe, Cornell

United Religious Works; Paul E. Jones, civil & environmental engineering; Robert R. Marshall, Jr., maintenance & service operations; Robert A. Seaman, utilities; Celina D. Smith, animal science.

For 35 years: Ethel C. Bates, engineering; Elvira T. Bossack, nutritional sciences; William J. Boyes, electrical engineering; Donald A. Brooks, graphic arts services; Wilbur T. Collins, animal science; Lester L. Conrad, maintenance & service operations; Leland R. Crawford Jr., agronomy; Arlo English, design & project management; Bernard L. Hankinson, buildings & grounds care.

Also, Clifford L. Heffron, animal science; Richard LaFrance, athletics; John Mike, athletics; John L. Munschauer, placement; Ralph J. Payne, buildings & grounds care; Mary A. Rinkas, agricultural economics; Helen M. Seamon, plant breeding & biometry; Luella M. Sullivan, Bailey Hortorium; Michael

Tagliavento, buildings & grounds care; Kenneth Tillapaugh, animal science.

For 30 years: Donald L. Bennett, atomic & solid state physics; Willis G. Besemer, general services; Olin M. Brown, technical services; Bryce S. Carley, development; Robert W. Cook, vet., physiology; John B. Griffin, buildings & grounds care; Everett B. Henecke Jr., garage, safety, B&P-Geneva; Clarence E. Hildreth, design & project management; Eloise M. Hunter, Statler Club; Howard H. Lyon Jr., plant pathology.

Also, Helen M. Macera, maintenance & service operations; Joseph P. Petrone, garage, safety, B&P-Geneva; Anita Reed, history; Joyce K. Reyna, vet., large animal clinic; F. Marquerite Rumsey, health services; Richard C. Taylert, maintenance & service operations; Ruth M. Teeter, animal science; Donald B. VanDermark, technical services; David B. Williams, international

student office; Joseph P. Zeilic, athletics.

For 25 years: Helen L. Allmandinger, cooperative extension; Joseph Benedict Jr., general stores; Jeanne M. Butts, utilities; Robert F. Carlisle, general stores; Francis L. Consolie, entomology-Geneva; Robert Cooper, Statler Club; Elizabeth V. Corrigan, cooperative extension; Steffie A. David, plant breeding & biometry; Ted R. Decker, buildings & grounds care; Keith B. Dickinson, neurobiology, behavior, ecology & systematics; Darwin H. Dunham, entomology-Geneva; Gerald H. Gibbs, seed & vegetable sciences-Geneva.

Also, Solomon Goldberg, university relations; Raymond W. Harris, vet., avian diseases; Franklin Henry, dining-Noyes Center; Marian E. Lovejoy, accounting; J. Robert MacCheyne, life safety; Nellie McEver, dining-Sage House; Mary D. Mignano, law school; Frank Mike, buildings & grounds care;

Rudolph Mueller, dining-North Campus Union; Donald A. Murray, buildings & grounds care; Pearl E. Parlett, entomology; Grace F. Parsons, food science-Geneva.

Also, Mary S. Perea, dining-Willard Straight; Marie Powers, university libraries; David W. Pulleyn, computer services; Albert J. Reyna, maintenance service & operations; Daniel H. Schreher, campus store; Corrine Smith, Statler Club; Evelyn W. Soderholm, dining-Noyes Lodge; Ted Thoren, athletics; Paris R. Trail, publications-Geneva; W. Barlow Ware, development; Earle C. Waters, Jr., seed & vegetable science-Geneva; Paul E. White, maintenance service & operations; Joyce B. Wicksall, seed & vegetable science-Geneva.

Oliver Honored by Geophysicists for His Research

Jack E. Oliver, chairman of the Department of Geological Sciences, has been awarded the Bucher Medal of the American Geophysical Union for his "original contributions to the basic knowledge of the earth's crust."

The medal, which memorializes the structural geologist and former president of the AGU, Walter Bucher, was among seven awards conferred on scientists at the organization's May 26 meeting in Baltimore, Md.

Oliver, who also serves as the Irving Porter Church Professor of Engineering at Cornell, was cited for "his insights and scientific intuitions in initiating major research programs leading to new discoveries regarding the deep structure and the evolution of the earth's crust."

Early in his career, Oliver's investigations of earthquake-produced surface waves provided a wealth of new information on the physical properties of the earth's crust and the deep structure of the crust beneath the different tectonic provinces. His work in documenting evidence for the subducting lithosphere in the upper mantle is considered an essential cornerstone of plate tectonics theory, and has helped answer the question of the ultimate fate of the oceanic crust.

In accepting the award, Oliver shared credit with his colleagues,

saying, "Good fortune has brought on countless stimulating and productive interactions with colleagues, associates and, particularly, students. I couldn't accept this medal without mentioning, crediting and thanking all of them."

Oliver received his Ph.D. in geophysics from Columbia University in 1953 and taught there until 1971, serving for three years as chairman of the Department of Geological Sciences. He came to Cornell in 1971 to head the newly reorganized geological sciences program. Through his leadership, the Consortium for Continental Reflection Profiling, a major National Science Foundation-sponsored research project, was established at Cornell.

Oliver is a past president of the Seismological Society of America and a Fellow of the American Geophysical Union.

Reppy Co-Winner Of London Award

John D. Reppy, professor of physics at the Cornell Laboratory of Atomic and Solid State Physics, has been named a co-winner of the 1981 London Memorial Award in the field of low temperature physics. He shares the prize with Isadore Rudnick of the University of California at Los Angeles and with A.J. Leg-

gett of Sussex University, a frequent visitor to Cornell.

The London Award is the major international recognition of the low temperature physics community and is presented every three years at the Low Temperature Physics Conference, which will be held in August at UCLA. To date the prize has been awarded on only 10 occasions. Previous winners of the London Award have included the Nobel laureates Lev D. Landau of the Soviet Union, John Bardeen of the United States and Brian D. Josephson of Great Britain.

Reppy has made many major contributions to the field of experimental low temperature physics, but his most remarkable achievements have been the invention of the superfluid gyroscope for studying persistent flow in superfluid helium, the discovery of radically new types of order in two-dimensional systems, and the discovery of the first so-called tricritical point, a finding which has had a major impact on the physics of critical phenomena.

Harvard Honorary Won by Wilson

Kenneth G. Wilson, the James A. Weeks Professor of Physical Science at Cornell, was among eight men and two women to receive honorary degrees at Harvard

University's 330th Commencement Exercises June 4.

A professor of physics in the Floyd R. Newman Laboratory of Nuclear Physics, Wilson was cited by Harvard President Derek Bok for his "masterful studies of continuous phase transitions" which have "profoundly affected the realm of theoretical physics."

Also receiving honorary degrees from Harvard were former Secretary of State Cyrus Vance, mathematician Oscar Zariski, author Marguerite Yourcenar, historian John Hope Franklin, business executive Reginald Harold Jones, author Jorge Luis Borges, jurist Benjamin Kaplan, photographer Ansel Adams and soprano Leontyne Price.

The honorary doctor of science from Harvard is the latest award to Wilson, a co-recipient of the 1980 Wolf Prize in Physics. In conferring the degree, the Harvard president noted that Wilson has expanded concepts of theoretical physics by investigating changes in the phases of large systems and by developing methods that explain and predict the universal properties of such phenomena. Techniques and ideas developed by Wilson were credited for having far-reaching implications not only for large systems but also for the basic particles (quarks) of which most matter is composed.

Srb Wins Teaching Award in A&LS

Adrian M. Srb, the Jacob Gould Schurman Professor of Genetics, has received the second annual Edgerton Career Teaching Award from the State College of Agriculture and Life Sciences.

Named in honor of Louis and Edith Edgerton, the award recognizes a meritorious faculty member from the college who has provided outstanding teaching and counseling to students for at least 25 years.

Srb, whose teaching career at Cornell began nearly 34 years ago, is author (with Ray D. Owen) of a textbook in introductory genetics. "General Genetics" has been considered a model for other such texts over the last three decades.

His teaching is respected by thousands of students, biologists and non-biologists, who have taken Srb's course in human genetics.

In documentation nominating Srb for the award, it was stated: "Srb demonstrates his masterful qualities as a lecturer in presenting the increasingly complex subject matter of human genetics in a lucid, logical, and interesting fashion. He has the happy talent of being able to present the material in a way that is intelligible to the non-biologists...while at the same time informative for the more biologically sophisticated students."

Brief Reports

Registration Still Open For Shoals Courses

Registration is still open for several non-credit courses offered by the Shoals Marine Laboratory 1981 Summer Field Program.

Faculty members from Cornell and from the University of New Hampshire as well as from other leading academic institutions teach credit and non-credit courses at the field station on Appledore Island, the largest of the nine Isles of Shoals, some six miles off the Maine and New Hampshire coasts in the southern Gulf of Maine.

Openings in the non-credit courses include Science of the Sea with three sessions scheduled for June 29 to July 2, July 2 to 5 and Aug. 31 to Sept. 3; Field Scientific and Nature Photography, June 22 to 27; and From Sea Floor to Table, an overview of marine fisheries and aquaculture, scheduled July 20 to 25 and Aug. 3 to 8.

Also, Island Ornithology, Sept. 7 to 9; Coastal Navigation, July 20 to 25 and Aug. 24 to 29; Deep Water Navigation, July 27 to 30 and Aug. 2 to 29; Marine Mammals, July 27 to Aug. 1 and Aug. 10 to 15; and The Ocean as a Dump?, a course which examines the use of the oceans as disposal sites and which is scheduled for Aug. 17 to 22.

More information on the programs of Shoals Marine Laboratory is available from G-14 Stimson Hall, Cornell University, Ithaca, N.Y. 14853, or by calling (607) 256-3717.

Agriculture Alumni To Have Breakfast

More than 250 graduates of the State College of Agriculture and Life Sciences are expected to take part in the annual reunion breakfast Saturday.

Scheduled for 7:45 a.m. at North Campus Union, the breakfast is sponsored by the college's Alumni Association, which has more than 3,000 members, making it one of the largest alumni associations at Cornell.

David L. Call, dean of the college, will report on highlights, activities, and special events of the past year.

Tickets, at \$5 each, may be reserved in advance by contacting the college's Alumni Office, 242 Roberts Hall. Tickets will not be mailed, but can be picked up at the North Campus Union the day of the breakfast meeting. Tickets also will be available at the door.

Myers, Bacon Win Baseball Awards

Junior pitcher Greg Myers and senior third baseman-designated hitter Bill Bacon won top honors as Cornell's varsity baseball team capped off its fifth consecutive season with 20 or more wins.

Myers, a right-hander from Trumbull, Conn., was named Most Valuable Player and won the Trainer's Award for durability at the team's annual banquet last Wednesday. The holder of school records for most wins in a career and most complete games in a career, Myers was 8-1 with a 1.74 ERA this year. He completed every game he started for the Big Red, who finished 22-19 overall and 7-5 in the EIBL.

Bacon, from Hopedale, Mass., set a school record for triples in a

season with eight, and batted .333. He was named Most Improved Player after raising his average from .225 in 1980.

Cornell won 13 of its final 19 starts, including three of four in winning the inaugural Cornell-Ithaca Intercollegiate Baseball Tournament.

Cascadilla Place Closed all Month

Cascadilla Place in Collegetown will be closed to traffic for the remainder of the month of June, according to William E. Wendt, director of transportation services.

Steam lines will be put in place as part of the renovation of Sheldon Court to provide dormitory housing in Collegetown.

Wendt said the B Lot - Collegetown bus, operated by the Cornell Campus Bus Service, will continue to provide service to Collegetown on the announced schedule.

Independence Day Holiday Is July 3

Cornell will observe the Independence Day holiday on Friday, July 3, because July 4 falls on a Saturday this year.

Other holiday days the university will observe in 1981 are Labor Day, Monday, Sept. 7; Thanksgiving, Thursday, Nov. 26 and Friday, Nov. 27; Christmas, Thursday, Dec. 24, Friday, Dec. 25 and Monday, Dec. 28.

The two "floating" holiday days to be observed this year are Tuesday, Dec. 29 and Thursday, Dec. 31. The New Year's Day holiday is Friday, Jan. 1, 1982.

There will be no university bus service on July 3, Sept. 7, Nov. 26, Nov. 27 and from Dec. 24 through Jan. 3. Employees who must work those days may park on campus.

Nautilus Equipment Programs Available

The Athletic Association's Nautilus weight training equipment is available for use by faculty, staff and summer students through Aug. 20 under several supervised training programs costing \$18 or \$25 a month.

A three-day-a-week program under the direction of Steven Ross is held Monday, Wednesday and Friday for \$25 a month. A Tuesday and Thursday weekly program costs \$18 and is also under the supervision of Ross.

Registration is through the Physical Education Office in Teagle Hall, telephone 256-4286.

The Nautilus room is in Schoellkopf Hall above the football office and is open daily from 10 to 11 a.m., noon to 1 p.m., and 4 to 7 p.m.

Health Services Lists Summer Hours

The summer hours for University Health Services will be 8-11:30 a.m. and 1-4:30 p.m.

The hours for medical emergencies will be 8-8:30 a.m., 11:30 a.m.-1 p.m. and 4-4:30 p.m. A clinician will be on call 24 hours-a-day and may be reached by calling 256-5155.

Thornburg Elected Red Key Leader

Eric Thornburg, a junior from Granite City, Ill. and a three-year letterman on the varsity soccer team, has been elected president of the Red Key Society for the 1981-82 academic year.

Thornburg heads the list of five Cornell athletes who have been elected by members to serve as officers in the society. Elected vice president was junior Beth Tremmer (Wexford, Pa.), a three-year letter winner on the women's gymnastics team. Junior Jeanette Ryan (Armonk, N.Y.), a three-year performer on the women's volleyball team, will serve as treasurer; while junior Marianne Moag (Wyoming, N.Y.), a member of the women's field hockey team, and junior Sally Kohl (Bala Cynwyd, Pa.), a women's lacrosse player, have been elected to serve as secretary and athletic chairperson respectively.

The Red Key Society, originated in 1924, was reactivated in February of 1978 after a two-year absence from campus. The purpose of the society is to advise and help review the courtesies extended to visiting athletic teams and to help promote athletics on the Cornell campus.

Bishop and Ricotta Win ECAC Awards

Ted Bishop of the Cornell golf team and Jim Ricotta, an offensive guard on the lightweight football team, have been named recipients of the ECAC Merit Medal.

The medal is awarded by individual institutions to honor athletes who "have combined excellence on the field of competition with excellence in the classroom, or outstanding service to the institution."

Bishop, a senior from Niagara Falls, Ont., has been the top golfer on the Big Red team ever since his freshman season, while at the same time maintaining a 3.5 grade point average in Cornell's College of Engineering.

Ricotta, a senior from Williams-ville, has been a four-year letterman on the lightweight football team and has also maintained an outstanding academic record while participating in several campus organizations. He has compiled a 3.7 grade point average in Cornell's College of Engineering.

Health Executives Will Gather Here

More than 50 health care executives from the United States and other countries will take part in the 24th annual Health Executive Program sponsored by the Graduate School of Business and Public Administration June 15 through 25.

Some 30 experts in their various fields will lead a series of discussions to be conducted throughout the 10-day program. They will include Dr. Edmond Pellegrino, president of Catholic University; Dr. Leonard Fenninger of the American Medical Association; Walter McClure, vice president of InterStudy, Minneapolis; Rashi Fein, professor of economics of the Harvard Medical School; Dr. George Silver, professor of public health of the Yale University School of Medicine; Dr. Richard Egdaahl, director of the Boston University Medical Center; Rick Carlson of the Institute for the

Study of Humanistic Medicine, San Francisco; Dr. Eugene Vayda, chairman, Department of Health Administration, Toronto University; Monsignor Charles Fahey, director of the All University Gerontology Center, Fordham University; and T.E. Chester from the University of Manchester, England.

Faculty will include professors Earl Brooks, Joseph Bugliari, John McClain, Roger Battistella, Steven Estaugh and Elliott Weiss, all of the B&PA school. The program is directed by Douglas Brown.

Personnel Services Lists Hours

University Personnel Staffing Services will be accepting employment applications from 9 a.m. to 3:30 p.m. Mondays through Thursdays. The offices will be closed on Fridays.

Typing tests will be given at 8:10 a.m. on Tuesdays and Thursdays in Room 337 Statler Hall. Appointments can be made by calling 256-5226.

Personnel Staffing Services is located in 130 Day Hall.

Seven Win Postdoctoral Prizes

Seven first year graduate students have been awarded predoctoral fellowships from the National Science Foundation.

They are: Christine A. Barney, in nutrition; Thomas N. E. Bjorkman, in botany; Jeffrey K. Conner, in neurobiology and behavior; Winifred Hallwachs, in ecology and evolutionary biology; Jose Padilla-Rivera, in linguistics; James A. Sweigard, in plant pathology; and Robert L. Whetten, in chemistry.

The NSF Graduate Fellowships and NSF Minority Graduate Fellowships are awarded for advanced study in natural and social sciences, mathematics and engineering. They provide a total of 36 months of support at an annual stipend of \$4800 plus a \$3400 cost of education allowance paid to the fellow's institution in lieu of tuition and fees. A total of 450 NSF Graduate Fellowships and 105 NSF Minority Graduate Fellowships were awarded nationally for the 1981-82 academic year.

Barney received her B. S. from Cornell in 1980 and is now enrolled in the M. S. program in nutrition. Her research involves the endocrinological regulation of the cell's biochemistry and she plans to direct her work toward increased efficiency in livestock production. She also received a Sage Graduate Fellowship for the coming year.

Bjorkman is in the doctoral program in botany, where he is studying plant physiology with particular focus on stress physiology. He received a B. S. from the University of

SAGE CHAPEL

Reunion Memorial Service Scheduled

An Alumni Reunion Memorial Service will be held at 10 a.m. Sunday, June 14, in Sage Chapel. Bruce W. Hackstaff, president of the Class of '31, will deliver the memorial meditation.

Other participants will be Robert J. Kane '34, dean emeritus, Physical Education and Athletics; Arthur Markewich '26, associate justice of the Supreme Court of New York, and Rabbi Morris Goldfarb, acting director of Cornell United Religious Work and university chaplain emeritus. The Rev. W. Jack Lewis, director emeritus of CURW, will preside.

Special music will be provided by Jonathan Kline, violinist, with Louise Smith, pianist. Stephen May, graduate student, will be the organist.

Arrangements for the service were made by CURW and the Music Department in cooperation with the Alumni Office.

California - Davis in 1979.

Conner, a doctoral student with a 1979 A. B. from Harvard, received an Andrew D. White Fellowship when he matriculated in neurobiology and behavior in fall 1980. He will concentrate his research on behavioral ecology and evolution as they relate to dominance hierarchies and breeding success.

Hallwachs graduated from Princeton in 1976. She conducted field research in Costa Rica and was a laboratory assistant at the University of Pennsylvania before coming to Cornell in 1980. Her research interests include the ecology of tropical mammals, moth biology and the interactions of mycorrhizal fungi with plants and potential vertebrate spore dispersers. She was also awarded a Sage Graduate Fellowship for the coming year.

Padilla-Rivera is the only graduate student at Cornell to receive the NSF Minority Graduate Fellowship. He is enrolled in the M.A./Ph.D. program in linguistics. He graduated from the University of Puerto Rico with a B. S. in 1974 and an M. A. in 1976.

Sweigard, who began the doctoral program in microbiology in 1980, will redirect his studies toward plant pathology this fall. He graduated from Goshen College in 1979 with a B. A. degree.

Whetten graduated with the B. A. from Weber State College in 1980. He is currently in the doctoral program at Cornell, where he is majoring in physical chemistry.

B&PA Plans Reunion Seminars

The Graduate School of Business and Public Administration will conduct a series of management seminars of general interest aimed at all Cornell alumni during reunion.

"Coping: Creativity in Everyday Life," Karl E. Weick, the Nicholas H. Noyes Professor of Organizational Behavior, 2 p.m. Thursday, June 11, in Bache Auditorium, Malott Hall;

"Strategic Planning for the 1980's," J. Stanford Smith, B&PA

executive in residence and former chairman of International Paper, 9 a.m.-1 p.m. Friday, June 12, in Bache; "Personal Finance," Andrew T. Rudd, assistant professor of finance and operations research, 1 p.m. to 3:30 p.m., with coffee break, Saturday, June 13, in Bache.

The B&PA reunion program has been funded with a gift from the Frank Stanley Beveridge Foundation.