

CORNELL Chronicle

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Czech mates

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At the urging of 54 major U.S. corporations, the School of Industrial and Labor Relations is training economics faculty and students in Czechoslovakia in the management of human resources.

Feminist education

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One of the nation's foremost experts on women in the workplace, Jennie Farley has won the 1991 Unsung Heroine Award for Leadership in Feminist Education from the National Organization for Women's Central New York Chapter.



Peter Morenus

This parking lot quartet is almost as much a part of Homecoming as are football and tailgating. Entertaining the fans behind the Crescent before the Oct. 19 victory over Harvard are (from left): Ellis Johnson, Joe McConnell '46 and Bill Schoch. Not pictured is Chuck Allaben '45.

Homecoming: cold, wet and wonderful

To say that the weather was on everybody's mind during Homecoming activities Oct. 19 would be an understatement.

The day began with President Frank H.T. Rhodes telling several hundred alumni who gathered in Bailey Hall for lectures by the president and astronomer Carl Sagan that he was "overjoyed to see so many of you here at 9 a.m. on a wet Saturday morning." During his talk, Sagan pointed to a section of a photograph of Earth taken from the moon and said: "You can see Ithaca here; the clouds are breaking up."

At midday, football fans in the parking lots near the Crescent looked more like huddled masses yearning for warmth than party-happy tailgaters, but more than 12,000 of them went into a wind-swept and damp Schoellkopf Field to cheer the Big Red as they came from behind to beat Harvard, 22-17.

And after the game, Cornell hockey great Ken Dryden '69 began his lecture by observing that winning a football game was "not as I remember it from 20 or so years ago, but then there's the weather — that I remember quite well." And that from a Canadian!

But if noticing the weather is, by necessity, a Cor-

nell characteristic, so is overlooking it.

Take John Gross '68, Law '71, of Long Island and his friend Walter Pierson '69, M.B.A. '74, of Connecticut. They brought their wives (Hope and Joy, respectively) to Ithaca, met up with the Gross' children (Cornell students Gregory and Jessica) and didn't let a little cold and rain keep them from a tailgating feast: ham steaks and crepes (broccoli, mushroom and cheese; pear and bleu cheese; and cheese and apple) kept warm by small burners, a fruit platter and breadbasket, and deviled eggs and wine — all served on a lace tablecloth set off with silver candlesticks.

In fact, if the weather was a de facto theme for the day, then meeting challenges (weather or otherwise) was another theme.

Rhodes, for example, told his audience of alumni, faculty, students and staff that "universities are facing the most difficult time in their history" because of a loss of public confidence in higher education. But he has confidence in Cornell's future, Rhodes added, because Cornell has weathered hard times before as an underendowed institution; because "there can be no

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Panel criticizes faculty efforts on affirmative action

An affirmative action report to the faculty last week said faculty were chiefly to blame for limited success and recommended a more focused response by hiring committees.

"Cornell faculty are hired by Cornell faculty," said Carlos Castillo-Chavez, an assistant professor of plant breeding and biometry and the chairman of the Faculty Council of Representatives' Committee on Affirmative Action.

Castillo-Chavez was making his committee's annual report to the FCR on Oct. 16. If there is any concrete follow-up, said Dean of the Faculty Walter Lynn, it will be by the choice of the FCR, which simply received the report at last week's meeting.

While every Cornell college has its own affirmative action committee, Castillo-Chavez said his own group found it "difficult even to ascertain current membership" of some of those committees, and he said that commitment varied widely among committees.

In any case, he said, the committees' role in actually hiring women and minority-group faculty members "is, in most cases, irrelevant because of the lack of effective faculty support."

With the help of Joycelyn Hart, who as associate vice president for human relations produces an annual report on the status of women and minority groups throughout the university, Castillo-Chavez reported that of 1,583 tenured and tenure-track faculty positions, 127 are held by African-Americans, Asian-Americans, Hispanic-Americans or American Indians — a net increase of five since the FCR set an unbinding target of 137 three years ago.

Noting the inconsistency of efforts to increase representation, he said that of 105 departments and units, 49 had no minority faculty and 72 had none except Asian-Americans.

Among recommendations Castillo-Chavez made to the FCR was establishing guidelines to ensure that hiring-committee members in individual departments would be aware of Cornell's commitment to and support for affirmative action efforts. He also said an affirmative action advocate who was not part of an individual search process should be attached to each hiring committee.

One of the affirmative action committee's suggestions — that there should be better communication among people involved in affirmative action efforts — has already been addressed by Provost Malden C. Nesheim. He recently named a Human Resources Development Council that will review university affirmative action plans and make recommendations on how Cornell might improve the status of women and underrepresented minorities.

Also at the meeting, Russell D. Martin, professor emeritus of communication, was re-elected FCR speaker, and President Frank H.T. Rhodes warned of tough times ahead and asked for faculty help in meeting them during his State of the University Address. (See the Oct. 17 Chronicle.)

Rhodes said it was "time to go on the offensive" and, at another point, "time to remind the world" of the invaluable contributions research universities make to the nation.

He said that tight budgets, partly required by reduced government funding, and a widespread skepticism about the motives of people at universities would produce some five years of "unparalleled difficulty."

Calling the faculty the "heart of the university," he said: "We need your help, and we need it rapidly, if we're to turn around public opinion."

— Sam Segal

Immigration should be based on labor needs, professor says

U.S. immigration policy is flawed because it fails to take into account radical changes in America's labor market, according to testimony by a Cornell labor professor before the New York State Legislative Committee.

"Immigration policy should be a targeted and flexible policy that is designed to admit only persons who can fill job vacancies that require significant skill preparation and educational investment," Vernon M. Briggs Jr., a professor in the School of Industrial and Labor Relations, told the committee in New York City on Oct. 1.

"Less than 4 percent of the immigrants and refugees who are legally admitted to the United States each year are admitted on the basis that the skills they possess are actually believed to be in demand by U.S. employers," he said. If illegal immigrants are counted, the percentage is less than 1 percent, he added.

Briggs said that New York officials are looking into immigration, because it has become a major factor in the state's labor market and population, especially over the last 10 years.

Briggs, who conducts research on the impact of immigration on the job market, testified: "What is missing in the formulation of U.S. immigration policy, since the accidental revival of mass immigration in the mid-1960s, is an appreciation for the radical changes that are occurring in the nation's labor market."

Briggs defined these changes by saying that "the United States has entered its post-industrial stage of economic development," with declines in the goods-producing industries, agriculture and manufacturing, particularly for blue-collar jobs.

Computer-controlled technology is having a significant

impact on employment opportunities, he said. "The new technology and the international competitive pressures mean that high-paying jobs for poorly skilled and inadequately educated workers are largely a thing of the past," he told the committee.

But many immigrants to New York are unprepared for high technology employment in this new competitive environment, Briggs said. Under present laws, about 80 percent of immigrants are admitted under nepotistic regulations providing for reunification of extended families, but only about 20 percent are admitted on the basis of their skills, he said.

Briggs said that immigration problems are acute in New York state, along with California, Florida, Texas, New Jersey and Illinois, explaining that those states have 38 percent of the U.S. population but received 79 percent of all legal

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Student survives apparent jump after being charged with theft

A 21-year-old Cornell student was in "critical but unstable" condition at Arnot-Ogden Hospital in Elmira as the Chronicle went to press, with serious internal injuries sustained late Monday night, Oct. 21, in an apparent jump from Triphammer Bridge over Fall Creek Gorge.

Cornell's Department of Public Safety identified the student as Derek Shane McCarthy, who had been arraigned in Ithaca City Court earlier Monday on seven felony charges in connection with the theft of \$7,000 worth of computer equipment from Cornell's Space Sciences Building. The charges were made in consultation with the Tompkins County district attorney.

McCarthy was held at the county's Public Safety Building until 10:30 p.m. Monday, when \$2,500 bail was posted.

According to Cornell Public Safety, a student crossing the bridge shortly after 11:30 p.m. alerted a nearby Public Safety officer that someone's coat and wallet were on the bridge sidewalk. An investigation revealed a body in the gorge below the bridge and additional rescue personnel were called. Ithaca City Police, Ithaca Fire Department and rescue personnel and Bangs Ambulance Service responded.

McCarthy was taken to Arnot-Ogden Hospital by the Southern Tier Air Rescue (STAR) helicopter.

Professor-at-Large Myers will discuss population growth

While the human population explosion is entering "its most explosive phase" and threatens to exceed the planet's environmental-resource base, there still is hope, A.D. White Professor-at-Large Norman Myers is expected to say today.

"This is a time of profound problems, but it is also a time of splendid opportunities," according to the ecologist. His public lecture, "Population, Environment and Development: The Emergent Synthesis," is scheduled for 4:30 p.m. today in Kennedy Hall's Alumni Auditorium.

Myers is a consultant on resource relationships between the developed and developing worlds to organizations such as the World Bank, the United Nations and the U.S. Academy of Sciences. Based in Oxford and holding a doctorate in conservation and development from the University of California at Berkeley, Myers has studied conditions in more than 80 countries.

The author of several hundred popular articles in magazines and newspapers, as well as more than 250 professional papers in scientific journals, Myers has published seven books. His most recent are "An Atlas of Planet Management" (1985) and "An Atlas of Future Worlds" (1990).

The chairman of the Department of Natural Resources, James P. Lassoie, praised Myers for his "multidisciplinary approach to conservation and sustainable development, and for his dedication to helping solve the many environmental crises that face the world today."

McCarthy's arrest Monday morning concluded a three-year investigation by Public Safety, according to Capt. William Boice. McCarthy, a senior in the College of Arts of Sciences who lives in a West Campus residence hall, was charged with three counts of burglary in the 3rd degree, class D felonies; one count of grand larceny 3rd degree, a class D felony; two counts of grand larceny 4th degree, class E felonies; one count of criminal possession of stolen property, a class D felony; and one count of petit larceny, a class A misdemeanor.

Youth sentenced in beating of student

The Tioga County youth charged in connection with the May 27 beating of a Chinese graduate student has been sentenced to 45 days in jail, three years on probation and ordered to pay \$2,800 restitution to the victim.

Matthew Seymour, 18, was convicted of assaulting Jinhua Xiao, a graduate student in plant breeding and biometry, near Beebe Lake. Seymour had entered a guilty plea to 3rd degree assault on July 11 in town of Ithaca Court.

Meeting to explore Afro-American men and the workplace

Scholars and business executives will meet here Oct. 27 through 30 to discuss issues that relate to African-American males in the workplace.

Entitled "African-American Males in the Workplace: Images, Realities and Perception," the conference will explore the impact of institutionalized racism on job preparedness, blue collar and union issues, and professional and management concerns. Topics will include:

- Pros and cons of the all-black male school experiments.
- Influence of military service, college-preparatory education and vocational education in training young African-American men for the work force.
- Blue-collar issues including apprenticeship opportunities and job competition as other ethnic groups enter the workforce.
- Results of the black executive survey conducted by the Executive Leadership Council of Washington, D.C., on mentoring, relations between professional men and women, glass ceiling and professional achievers.

Sponsored by the ILR School and the National Conference of Christians and Jews, the three-day program is the annual Netter Seminar that is funded by a grant from Richard Netter of Singer, Netter and Dowd, a New York City law firm. Netter received his bachelor of arts (1939) and law degrees (1941) from Cornell.

Contact Patricia Semanek in the ILR School at 255-5097 for more information.

BRIEFS

■ **United Way:** To date, university employees have pledged \$160,363 to United Way, representing 20 percent of the goal. The early pledge returns include \$32,000 from staff in the College of Arts and Sciences, which already is more than half of last year's total from the college.

■ **Lasagna:** The Panhellenic and Interfraternity Councils are inviting everyone to be a part of history as they go for the Guinness Book of World Records and create the world's largest lasagna on Saturday, Oct. 26, beginning at 8 a.m. on the Arts Quadrangle. A lasagna feast to benefit the Southside Community Center and shelters in Ithaca will begin at 1 p.m. Any leftovers will be donated to area shelters.

■ **Marine science:** Alumni from 25 years of summer courses at Shoals Marine Laboratory will present a research and career symposium on Saturday, Oct. 26, from 9 a.m. to 6 p.m. in Kennedy Hall's Alumni Auditorium. On-site registration starts at 8 a.m. For more information, call the Shoals office at 255-3717.

■ **Halloween:** Tompkins County 4-H teenagers have built an enchanted castle in Pyramid Mall for local children. The castle will be open Oct. 26 through Halloween, featuring fairy princesses, friendly dragons and surprises. For more information, call Cornell Cooperative Extension of Tompkins County at 272-2292.

■ **Monsters:** Graduate student Glenn Schellenberg will be at Willard Straight Theater on Friday, Oct. 25, at 7 p.m. when the movie "The Making of 'Monsters'" will be shown. Schellenberg wrote the music for this latest film by Canadian film maker and activist John Greyson. The film won Best Short Film at the recent Toronto Film Festival and was shown at the New York Film Festival. It will be shown along with a program of short films, collectively titled "What a Difference a Gay Makes." Schellenberg is completing a doctorate in music psychology.

■ **Helpline:** Do you have questions about the Lemon Law process? Do you have problems with car repair and services or do you need energy conservation strategies? Concerned about the amount of junk mail you receive? Call the Helpline, a service of Cornell Cooperative Extension of Tompkins County, at 272-2292 weekdays between 10 a.m. and 2 p.m.

■ **Waste:** The Executive Committee of the New York State Solid Waste Combustion Institute will meet today, Oct. 24, from 10:30 a.m. to 2:30 p.m. in the Energy Research and Development Authority's 10th floor conference room, Agency Building No. 2, Empire State Plaza. The institute supports research, reviews combustion and related technologies and provides information to governments to help them manage solid waste. For information, call 255-5940.

OBITUARY

Funeral services for **Ben (Benjamin Eliot) Mintz '43**, director of Sports Information at Cornell from 1949 until his retirement in 1976, were conducted Oct. 22 at St. Catherine of Siena Church.

Mintz, who was renowned for his encyclopedic memory of Cornell athletic events and records, including dates, scores and all of the participants — not just the stars — died Oct. 19 at Tompkins Community Hospital after a long illness. He was 70.

A native of Ithaca, his love affair with Cornell athletics began at the age of 7 when his father took him to his first Cornell football game. His unqualified love of Cornell athletics helped him become a catalyst and rallying point of the Cornell spirit. His tiny office typically was heaped with reams of meticulously kept, hand-written records that would overflow on game days and other occasions when alumni came seeking a tangible link to their past.

In later years, students would often visit him to affirm the reality of their alumni-parent's athletic existence on campus and the story of glories of Cornell athletics.

Mintz was instrumental in publicizing many of the university's greatest athletes and teams. Among them were football All-American and NCAA rushing record-holder Ed Marinaro; Gary Wood and Pete Gogolak, who both went on to stardom with the New York Giants professional football

team; and hockey goalie Ken Dryden, now a member of the National Hockey League Hall of Fame.

In 1982, Mintz edited a two-volume book, "Cornell Football 1949-1976," from home-game programs.

Mintz graduated from Ithaca High School in 1939, where he was a top sprinter on the track team. After graduating from Cornell, where he also ran track, he served two years in Europe as a field artillery officer in World War II.

He became an assistant in sports information at Cornell in 1946 and was named director in 1949.

In the mid-1950s, he played a key role in the launching of the Eastern College Athletic Conference's service bureau in New York and was a charter member of the College Sports Information Directors of America. In 1977, CoSIDA inducted him into its Hall of Fame, and he was given a lifetime membership in the organization.

In 1983, he was inducted into the Cornell Athletic Hall of Fame. For the past 15 years, the Athletic Department has held the Ben Mintz/Cornell Football Golf Outing, named in his honor.

Survivors include his wife, Amelia (Millie); his sister, Eileen Putnam, of Greenwich, Conn.; two nephews and a niece.

—Martin B. Stiles

Comments sought on sexual harassment

Each year, Cornell issues an annual report of sexual harassment complaints on campus and how those complaints were resolved.

Because of the public attention given to the issue of sexual harassment this fall as a result of the Senate hearings on the nomination of Clarence Thomas to the Supreme Court, an upcoming issue of the Cornell Chronicle will carry a special report on sexual harassment.

In that special report, we plan to focus on this year's annual report of incidents at Cornell, as well as on broader issues of interactions between men and women on campus.

If you have thoughts you would like to share about this topic prior to publication of the Chronicle's special report, please contact News Service Director Linda Grace-Kobas, staff writers Lisa Bennett or Carole Stone, or Managing Editor Mark Eyerly, all at 255-4206.

Challenge Industries honors ILR School

Challenge Industries, an agency for vocational rehabilitation and training of people with disabilities, selected the School of Industrial and Labor Relations to receive its 1991 Customer of the Year Award.

For the past eight years, ILR has assigned a number of operations to Challenge Industries, including addressing envelopes, stuffing envelopes, and sorting and bundling bulk mailings by ZIP code.

Many people affiliated with the university work with Challenge Industries. They include Senior Vice President James E. Morley Jr., who is president of the board of directors; Suzanne Bruyere, a senior extension associate in industrial and labor relations, vice president of the board; Joycelyn Hart, associate vice president for human relations, a member of the board; Joan Fisher, coordinator of disability services, associate member of the board; and Esther Smith, a staffing specialist, a member of the employment advisory committee.

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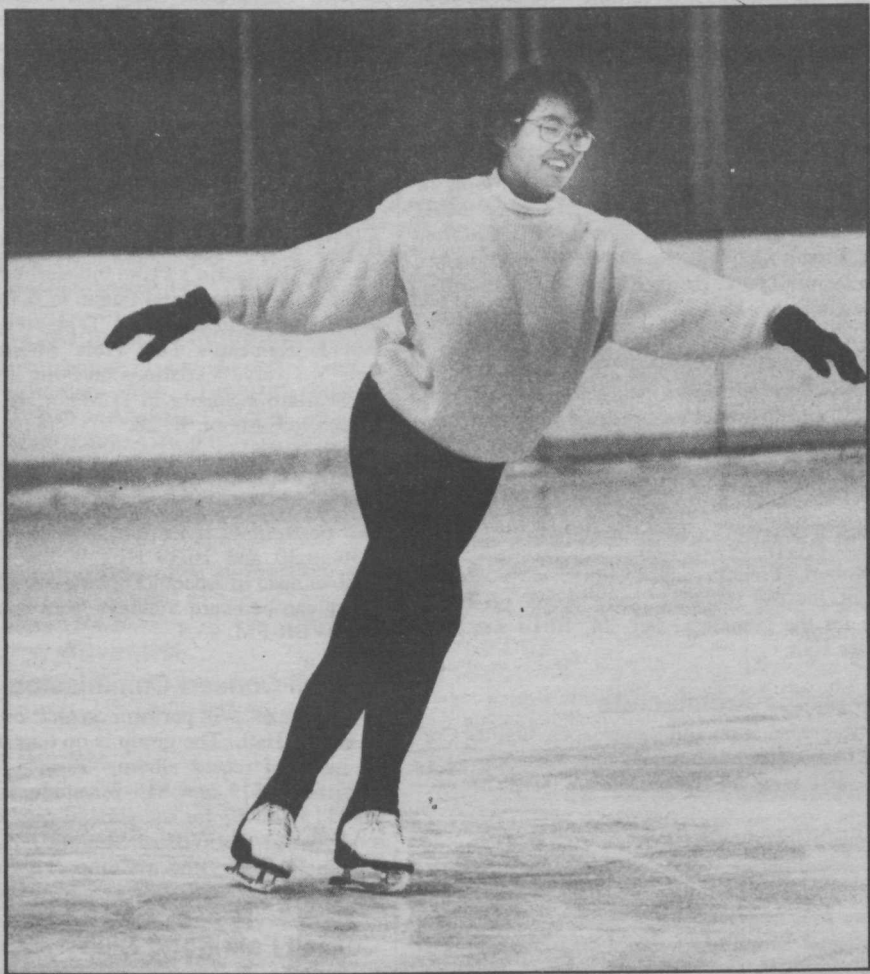
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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited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

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

Smooth as ice



Peter Morenus

Sophomore Angela Chung skates at Lynah Rink. Public skating times are available; call 255-2312 for more information.

ILR trains Czech faculty in human resource issues

At the urging of 54 major U.S. corporations, the Center for Advanced Human Resource Studies in the School of Industrial and Labor Relations is training economics faculty and students in Czechoslovakia in the management of human resources.

The ILR School is entering into a partnership with the Vysoka Skola Ekonomicka (Higher School of Economics) of Prague to exchange faculty and students, both undergraduates and graduates, who specialize in human resources in industry.

"Our program is the first to be established by an American university in Central Europe in the field of human resources," said Linda S. Gasser, associate director of the Center for Advanced Human Resource Studies in the ILR School.

"Other universities, including Pittsburgh, Illinois, Yale and the Rochester Institute of Technology, are working on M.B.A. programs in Eastern Europe, but none in the field of human resources."

The Czech program is part of Cornell's work with 54 corporations that support the Human Resource Center.

Corporations that are sponsors of the center include American Telephone & Telegraph Co., Chevron, Colgate-Palmolive, Exxon Corp., the Federal Reserve Board, General Electric, International Business Machines Corp., Kodak, McDonnell-Douglas, 3M, Mobil Oil, NCR, Sony Corp., Union Carbide and Xerox.

The challenge is great. "The management of human resources is a new concept in European nations that are emerging from communist rule," Gasser said. "Vysoka

Skola Ekonomicka is the oldest school of commerce in Central Europe, founded before the first World War. The university has suffered from a lack of technology, economic instability and change, political doctrinism and political transition, poor pay and motivation, little faculty development and little to no faculty turnover, which means that older, doctrinaire faculty remain."

Under the Cornell-Prague partnership, Cornell faculty will help the Czech school develop its newly established Department of Human Resource Studies by training faculty, assisting with curriculum development, training students and designing enterprise management programs.

A preliminary meeting was held in Prague this summer. Participants representing the Human Resource Center included Albert T. Brault, executive director of the center; Vladimir Pucik, a Cornell professor of international human resources management; Gasser; and executives from Colgate-Palmolive and Matsushita Electric Corp.

Other Cornell teams will work with the Prague school in December and next spring. The December delegation will include Pucik, who was born in Czechoslovakia; John W. Boudreau, an associate professor who conducts research on a number of human resource management issues; and Barry A. Gerhart, an associate professor of human resource management whose research focuses on compensation, equal employment opportunities and computer applications to decision making.

—Albert E. Kaff

Taiwan diplomat assesses reunification chances during visit



Chris Hildreth

Ding Mou-shih

The reunification of Germany and steps toward Korean reunification could serve as models for creating one China from the present split between the mainland and the Republic of China (ROC) on Taiwan, a senior ROC diplomat said at Cornell last week.

The only roadblock is the present stance of the People's Republic of China that rules the mainland from Beijing, said Ambassador Ding Mou-shih, the representative in Washington, D.C., of the Coordination Council for North American Affairs. The council represents the Nationalist Chinese government based in Taiwan.

Ding attended an Oct. 18 Cornell program honoring the 100th anniversary of the birth of philosopher and educator Hu Shih, a 1914 Cornell graduate who led the vernacularization of written Chinese. Ding said that reunification of China, split since 1949 when the Communists defeated the

Nationalists, might come about if both governments were admitted to the United Nations, where only Beijing now sits.

Both the Beijing and Taipei governments contend that they are the legitimate rulers of one China, and both oppose an independent Taiwan. But Taiwan re-entered the Olympics, where mainland China also participates, under the name Taiwan, China.

"The two Germanys were admitted to the U.N., and that did not prevent their unification," Ding said in an interview. "North and South Korea were admitted to the U.N. this year, and both governments declared that this move will facilitate unification."

But Beijing can veto Taipei's bid to enter the world body, he said.

At Cornell, Ding attended a lecture on Hu Shih and his precursors given by Jonathan Spence, a professor of history at Yale University.

To an audience of about 150 students and faculty, Spence described the cultural interactions between China and the West that occurred through the 20th century experiences of Hu at Cornell and two obscure Chinese men who lived in France and England in the 18th and 19th centuries, when few Chinese traveled abroad.

While an undergraduate at Cornell, Hu started attending Christian prayer meetings and developed a close friendship with an American professor's daughter of his own age, Spence said. But Hu lost "his deeper Christian faith," because he became concerned with what he perceived to be superstitious elements and commercialism in the religion. Also, Hu told his American friend that his parents had selected his bride, and eventually he returned to China for that arranged marriage.

—Albert E. Kaff

Cornell will examine employer-recruitment policy issues

University administrators have announced that individual schools and colleges cannot set their own policies regarding student recruitment by employers, but they added that the question of universitywide policies on employer recruitment will be reviewed with the Board of Trustees.

The issue surfaced twice this month. First, the Law School faculty voted Oct. 2 to prohibit recruitment by firms that discriminate in a number of ways, including by sexual orientation, and expressed a desire to apply that ban to the United States military, which prohibits homosexuals from serving in the armed forces.

Second, several dozen students, faculty and local labor leaders on Oct. 17 protested recruitment by International Paper Co. at the School of Industrial and Labor Relations, citing the company's hiring of permanent replacement workers at its paper mills during a 16-month strike.

The vote by the Law School faculty to ban employers who discriminate was in keeping with guidelines issued by the American Association of Law Schools, an accrediting agency, said Dean Russell K. Osgood. However, "It was the sense of the faculty that extending this ban to the military might implicate larger university interests and that we needed to hear the president's view," Osgood said.

President Frank H.T. Rhodes responded to Osgood on Oct. 16 that "the faculty's policy with respect to both military and non-military employers is indeed an important question."

"It was evident from the minutes that you and your colleagues have given the issues related to the AALS [American Association of Law Schools] bylaws careful attention," Rhodes added. "However, I have concluded that state law precludes us from banning armed forces recruiters, as long as other recruitment is permitted on the campus. Moreover, I believe it would be inappropriate for individual units of the university to ban other employers whose employment practices are lawful."

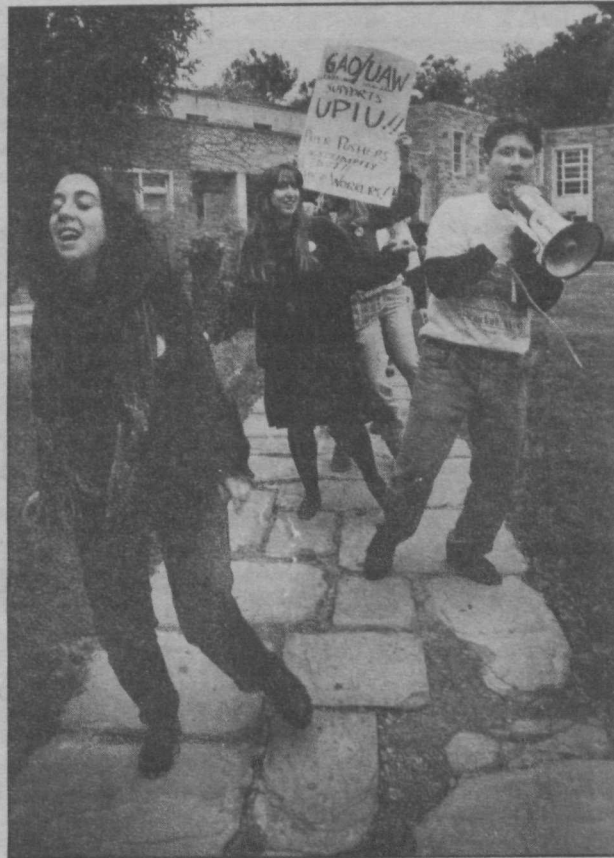
"Clearly, the question of any such ban, whether related to matters of equal opportunity or other concerns, affects the university as a whole."

"I shall, of course, bring the action of the Law School faculty to the attention of the Board of Trustees and other interested bodies within the university in the weeks ahead so that it may be given the comprehensive discussion it deserves. I note you indicated that to your knowledge no non-military employers presently recruiting at the Law School are known to discriminate, so this additional time for review should not pose an immediate problem."

At the ILR School, Dean David B. Lipsky wrote to protesting students that he would not prohibit International Paper from interviewing students because "the school has a long-established policy of providing the broadest possible latitude for organizations to recruit on campus. The school does not necessarily endorse or subscribe to the policies and practices of any of the organizations that use its recruiting services. The school's goal is to provide students with 'an open and free selection of employment opportunities.'"

"Some years ago, the union and management representatives who constitute the school's Advisory Council examined our policies regarding recruitment and endorsed the principles that I outlined above," Lipsky added. "Many employers and many unions have been criticized for their practices and policies. If we were to prevent students from meeting with representatives of all such organizations, we would be overly restrictive and open to accusation that we were denying opportunities to our students."

"I believe strongly in the principle of an open campus. The essence of a university is the free exchange of information and ideas. Permitting organizations of all types to come to campus manifestly fosters that principle. Just as strongly, I respect your right to inform the campus community about organizations and individuals whose views you do not share."



Peter Morenus

Junior Eileen Toback (left) leads a protest in the Ives Hall courtyard against a recruiting visit by International Paper Co.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell community and general public. Admission is free unless stated otherwise. For information, call (315) 789-4621. Advanced Balkan dancing with Ed Ableson, 6:30 to 7:30 p.m.; regular dancing, 7:30 to 10:30 p.m., Oct. 27, North Room, Willard Straight Hall.

Department of Theatre Arts

Local choreographer and dancer Joyce Morgenroth will collaborate with The Gerald Wolfe Singers in a performance on Oct. 26 at 8 p.m. and Oct. 27 at 2 p.m. in the Proscenium Theatre, Center for Theatre Arts. Both Morgenroth and Wolfe had lived and performed in the Ithaca for more than 20 years. "Domestic Dances," a collection of humorous and dramatic pieces by Morgenroth will be performed. There will also be quilt backdrops for two "quilt dances" with a quilt exhibit in the lobby as part of the performance. The featured musical work by the Gerald Wolfe Singers will be "Harmonium" by John Adams, a composer widely known for his acclaimed opera score "Nixon in China." Tickets for the concert are \$8 general admission and \$6 for students and senior citizens and are available at the Center box office at 254-ARTS and Dewitt Mall box office at 273-4497.

The Cornell Dance Series will be the host for "P.S. 122 Field Trips" on Oct. 31 and Nov. 1 and 2, at 8 p.m. in the Class of '56 Dance Theatre, Center for Theatre Arts. Tickets are \$8 for students/seniors and \$10 general admission, available at the Center for Theatre Arts Box Office at 254-ARTS.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall. For information call, 255-4227.

EXHIBITS

Johnson Art Museum

The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464.

The annual Department of Art Faculty Exhibition will be on view through Oct. 27.

"The Art of Paulanship," an exhibition drawn from the collections of the National Museum of American Art and The Metropolitan Museum of Art, features over 100 sculptures, medals and works on paper, through Nov. 24.

Center for Jewish Living

"Little Old New York," a collection of watercolor paintings of cultural centers, historic landmarks and quaint sections of New York City's Lower East Side, will be on display at the Center for Jewish Living, 106 West Ave., through Dec. 20.

Home Economics

"Educating Women: The Unique Role of Cornell's College of Home Economics," through Dec. 31, in the John M. Olin Library.

Willard Straight Hall

Willard Straight Hall's Art Gallery presents "Cornell United Religious Works," an exhibition of original art by local artists, through Nov. 1.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday), which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

Thursday, 10/24

"Mapantsula" (1988), written and directed by Oliver Schmitz and Thomas Mogotlane, co-sponsored by Institute for African Development, the Africana Studies and Research Center and the Arab Islamic Studies Program, 4:30 p.m. (Free)
"City Slickers" (1991), directed by Ron Underwood, with Billy Crystal, Jack Palance, Bruno Kirby, Daniel Stern and Patricia Wettig, 7:30 p.m.
"Fantasia" (1940), produced by Walt Disney, 10 p.m.

Friday, 10/25

"The Making of 'Monsters' and more..." (1991), directed by John Greyson, 7 p.m.
"Spellbound" (1949), directed by Alfred Hitchcock, with Gregory Peck, Ingrid Bergman and Leo G. Carroll, 7 p.m., Uris.
"City Slickers," 9:30 p.m., Uris.
"Chameleon Street" (1989), directed by Wendell B. Harris Jr., with Wendell B. Harris Jr., Angela Leslie and Amina Faki, 9:45 p.m.
"Fantasia," midnight, Uris.

Saturday, 10/26

"Fantasia," 6:45 p.m., Uris.
"Chameleon Street," 7:15 p.m.
"City Slickers," 9:30 p.m., Uris.
"Life and Nothing But" (1989), directed by Bertrand Tavernier, with Phillippe Noiret, Sabine Azema and Pascale Vignal, 9:30 p.m.
"Bill & Ted's Excellent Adventure" (1989), directed by Stephen Herek, with Keanu Reeves, Alex Winter and George Carlin, midnight, Uris.

Sunday, 10/27

Whitney Biennial 4: "They Are Lost To Vision Altogether" and "Because We Must," 2 p.m., Johnson Museum. (Free)
"Fantasia," 4:30 p.m.
"Simone de Beauvoir" (1982), directed by Malka Robowska and Josee Dayan, 7:30 p.m., Uris. (Free)
"City Slickers," 8 p.m.

Monday, 10/28

"Fantasia," 6:50 p.m.
"Nosferatu" (1922), directed by F.W. Murnau, with Max Shreck, Alexander Granach and Gustav von Wangenheim, 9:30 p.m.

Tuesday, 10/29

"Notorious" (1946), directed by Alfred Hitchcock with Ingrid Bergman, Cary Grant and Claude Rains, 7:40 p.m.
"Bill & Ted's Excellent Adventure," 10 p.m.

Wednesday, 10/30

"Fertile Memory" (1980), directed by Michel Khleifi, 7:30 p.m.
"Bill & Ted's Excellent Adventure," 10 p.m.

Thursday, 10/31

"Wend Kuuni (The Gift of God)," co-sponsored by Institute for African Development, the Africana Studies and Research Center, and the Arab and Islamic Studies Program, 4:30 p.m.
"A Rage in Harlem" (1991), directed by Bill Duke, with Forrest Whitaker, Gregory Hines, Robin Givens, Zakes Mokae and Badja Djola, co-sponsored by Ujamaa, 7:30 p.m.
"Bill & Ted's Bogus Journey" (1991), directed by Peter Hewitt, with Keanu Reeves, Alex Winter, George Carlin and Pam Grier, 10 p.m.

LECTURES

A.D. White Professors-at-Large

"Population, Environment and Development: The Emergent Synthesis," by Norman Myers, consultant in environment and development, and A.D. White Professor-at-Large, Oct. 24, 4:30 p.m., Alumni Auditorium, Kennedy Hall.

Baker Lectures

"Comparison of Theory and Experiment in Unimolecular Reactions and in Intramolecular Dynamics," as part of the Baker Lecture series on "Theories of Electron Transfer and Unimolecular Processes and Comparison with Experiments," Rudolph A. Marcus, the Arthur Amos Noyes Professor of Chemistry, California Insti-

tute of Technology, Oct. 24, 11:15 a.m., 119 Baker Lab.

Becker Alumni Lecture Series

"The Motion Picture and Television Business in the '90s: Some Observations," Jonathan Dolgen, president, Motion Picture Group of Sony Entertainment, Oct. 31, 4:30 p.m., Film Forum, Center for Theatre Arts.

Classics

Townsend Lectures
"Reason, Justice and Rights," the fourth of seven Townsend Lectures on "Animals: Mind and Morals in Ancient Philosophy," Richard Sorabji, King's College, the University of London, Oct. 29, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Cornell Biblical Viewpoint

"Evidence for Jesus being the Jewish Messiah?" an illustrated lecture by a Hebrew Christian who was persuaded by the great Jewish Prophets, Oct. 26 and Oct. 28, 7:30 p.m., 155 Olin Hall.

Hotel Administration

Robert Prentice, San Francisco's deputy mayor for the homeless, will speak on health care for the homeless, Oct. 24, 10:10 a.m., 190 Statler Hall.

Landscape Architecture

"Representation and Landscapes," James Corner, University of Pennsylvania, Oct. 25, 11:15 a.m., 101 West Sibley.

Messenger Lectures

"Coordinating Actions," Terrence J. Sejnowski, University of California, San Diego, as part of the Messenger Lectures series on "The Computational Brain," Oct. 25, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.

Near Eastern Studies

"The Islamic Underworld," C. Edmund Bosworth, University of Manchester, England, Oct. 24, noon, 374 Rockefeller Hall.

Society for the Humanities

"The (Dis)Locations of the Subjects within Chicano/A Cultural Studies: Reframing the Quincentenary," Norma Alarcon, University of California, Berkeley, Oct. 30, 4:30 p.m., Guerlac Room, A.D. White House.

Soviet & East European Studies Program

"One Germany or Two?" David Bathrick, German studies and theatre arts, Oct. 28, 12:15 p.m., G08 Uris Hall.

University Lecture

"Is the Rectum Straight?: Identity and Identification in 'The Wings of the Dove,'" Eve Kosofsky Sedgwick, Duke University, Oct. 24, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

"Moscow in the Making," Sergey Ozhegov, Moscow Institute of Architecture, Oct. 29, 8 p.m., 115 Tjaden Hall.

Western Societies Program

"1992: European Federation or Germany Resurgent?" David Soskice, Wissenschaftszentrum, Berlin, Oct. 25, 12:15 p.m., 153 Uris Hall.
"Explaining Transformations of Industrial Relations Systems: A Comparative Analysis," co-sponsored by industrial and labor relations, David Soskice, Oct. 28, 12:15 p.m., 153 Uris Hall.

MUSIC

Department of Music

Floriegium will perform chamber music by Mozart's contemporaries on period instruments on Oct. 24 at 8:15 p.m. in Barnes Hall. Steven Zohn, flauto traverso; Elizabeth Field, violin; Laura Kramer, cello; and Zvi Meniker, fortepiano, with guests Jennifer Roig-Francoli, violin, and Mark Barsammian, viola, feature trio sonatas and the Follia Variations by C.P.E. Bach, and Symphony No. 104 by Joseph Haydn.

Composer/pianist Kirk Nurock and vocalist Theo Bleckmann will perform on Oct. 25, 8:15 p.m., Barnes Hall. Trained as a classical-jazz pianist, Nurock is an active arranger both on- and off-Broadway, has composed for theater, dance and artists ranging from Bette Midler to James Taylor. Bleckmann has been acclaimed both here and in Europe as a unique young talent. Nurock and Bleckmann have toured Germany and begun work on their first recording.

As part of the Mozart Concert, the Wind Ensemble, conducted by Mark Scatterday, will perform on Oct. 26 at 8:15 p.m. in Barnes Hall. Guest tenor Ray DeVoll and Andrew Willis, who will be the fortepianist throughout the evening, perform Die ihr des unermesslichen Weltalls Schopfer ehrt, followed by Banderlterzette, sung

by soprano Katy Doley, tenor James Cas and baritone Adam Juran; and four scatological cannons, with texts just unearthed by Michael Ochs. Caro Mio Druck und Schulk will be performed by Michelle Pasek, Guilen Bolens, Christopher Lang and John Row. The highlight will be a concert version of Impresario performed by Judith Kellock, drea Folan, Randall Scholoss and Ray DeVoll. A pre-concert lecture by Jessica Walby, Ph.D. candidate, will be held at 7:30 p.m. in Barnes Hall.

Zvi Meniker, keyboard artist, will give a harpsichord recital on Oct. 27 at 4 p.m. in Barnes Hall. Featured compositions will be Byrd's From Parthenia; Sweelinck's Missa Palatino; Couperin's From the Huitieme; J.S. Bach's Prelude and Fugue in B-flat major; BWV 866 from the Well Tempered Clavier; Part I; Rameau's Les Trois Mains; C. Bach's Twelve Variations on Folie d'Espagne; D. Scarlatti's Sonata in D Major, K. 145; and Sonata in E Major, K. 28.

Bound for Glory

Caryl P. Weiss, songwriter and folksinger, will perform in three live sets on Oct. 24 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 a.m. on WVBR-FM, 93.5.

Cornell Concert Commission

"Squeeze" will perform on Oct. 27 at 8 p.m. in Bailey Hall. The group is on tour in support of its most recent album, "Play." Resale tickets are \$13 and \$15 for students with ID and \$15 and \$7 for the general public and are available at the Willard Straight ticket office, Rebob Records, Ithaca Compact Disc and TicketMaster locations.

Cornell Folk Song Club

Fred Small, a former attorney turned songwriter, will perform on Nov. 2 at 8 p.m. in Kaufmann Auditorium, Goldwin Smith Hall. Small will sing songs of peace, war, love, people, changing women and changing times, and finding the positive. Tickets are \$6 and are available at Borealis Books, Rebob Records and the Commons Coffeehouse, Anabel Taylor Hall.

Near Eastern Studies

Traditional Turkish Music, featuring Necdet Yasar Ensemble, co-sponsored by the Council of the Creative and Performing Arts, Nov. 4 at 8:15 p.m., Barnes Hall.

READING

English/Council for the Creative and Performing Arts

Richard Russo will give a fiction reading on Oct. 31 at 4:30 p.m. at the A.D. White House. Russo, author of two novels, teaches at Cornell College and in the MFA program at Washington State University.

RELIGION

Sage Chapel

Krister Stendahl, Harvard Divinity School, will deliver the sermon on Oct. 27. Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 8 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacramental Reconciliation by appointment, G-22 Anabel Taylor Hall. All Saints Day will be observed Friday, Nov. 1, at 12:20 p.m. and 5:15 p.m. in Anabel Taylor Auditorium.

Christian Science

Testimony meeting on Thursdays, 7 p.m., Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays at 9:45 a.m. adult discussion, 10 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.
Shabbat Services: Friday: Reform,

Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room, Anabel Taylor Hall.

Young Israel (call 272-5810 for time).

Yean Church

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

Slim

Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhra, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. to 12:30 p.m., 218 Anabel Taylor Hall.

Testant Cooperative Ministry

Sundays, worship at 11 a.m., Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taize prayer, 5:30 p.m., Anabel Taylor Chapel. Wednesdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

Ya Sai Baba

Group meets Sundays. For information on location and place, call 273-4261 or 533-7172.

Seventh-Day Adventist

Worship, Saturday, 9:30 a.m., Seventh Day Adventist Church, 1219 Trumansburg Road.

Southern Baptist

Richard Foster's "Celebration of Discipline: Path to Spiritual Growth," Thursday evenings at 8:30 p.m., 316 Anabel Taylor Hall.

Buddhism

Vajrayana meditation every Thursday at 5 p.m., Anabel Taylor Chapel.

SEMINARS

Anthropology

"Rites of Mourning in North America," Lawrence Sullivan, Center for the Study of World Religions, Harvard University, Oct. 25, 10 p.m., 366 McGraw Hall.

Applied Mathematics

"Interfacial Patterns and Invariant Manifolds," Hsueh-Chia Chang, University of Notre Dame, Oct. 25, 4 p.m., 322 Sage Hall. "Detection of Global Bifurcation from Instantaneous of the Linearization," P.M. Fitzpatrick, University of Maryland, Oct. 25, 2:30 p.m., Olin Hall.

Biochemistry, Molecular & Cell Biology

"Structural Studies of a Molecular Switch: The p21," Emil Pai, University of Toronto, Oct. 25, 4 p.m., Large Conference Room, Biotechnology Building. "Molecular Architecture of the Golgi Complex," Ed Cluett, biochemistry, molecular and cell biology, Oct. 28, 12:20 p.m., Small Seminar Room, Biotechnology Building.

Physics

"Strong-Coupling Excitons in Photosynthetic Antennae," Robert Knox, University of Chester, Oct. 30, 4:30 p.m., 700 Clark Hall.

Chemical Engineering

"Transition and Pattern Formation in Multiphase Channel Flow," Hsueh-Chia Chang, University of Notre Dame, Oct. 24, 4:15 p.m., 165 Olin Hall. "Multi-Objective Optimization as an Analytical Tool for Waste Reduction in Chemical Process Synthesis," Amy R. Ciric, University of Cincinnati, Oct. 29, 4:15 p.m., 165 Olin Hall.

Chemistry

"Synthesis via Superlattice Reactants: Low Temperature Access to Metastable Amorphous Intermediates and Crystalline Products," Dave Thomson, University of Oregon, Oct. 24, 4:40 p.m., 119 Baker Lab. "Immiscibility and Ion Clusters: Multiphase Ionization Studies of $C_2H_6-(H_2O)_n$ and $H_2-(CH_3OH)_n$," Timothy Zwieter, Purdue University, Oct. 29, 4:40 p.m., 119 Baker Lab. "Desperately Seeking Stereoselectivity," Kevin Burgess, Oct. 30, 4:40 p.m., Baker Lab.

City & Regional Planning

"Planning as Organizing: A Homeless Plan for San Francisco," Robert Prentice, director of homeless programs, San Francisco, Oct. 25, 1:15 p.m., 115 Tjaden Hall.

USLAR

"Development Policies and the Quality of Life in Cuba and Honduras," Medea Benjamin, Oct. 24, 4:30 p.m., G08 Uris Hall.

Ecology & Systematics

"2.2 Dimensional Foraging in a 3-D Space or Fractals, Holograms and the Quest for Food in Crustacean Zooplankton," J. Rudi Strickler, University of Wisconsin, Milwaukee, Oct. 30, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Ecosystems Research Center

"Advanced Spatial Statistics for Geographic Data Analysis," D. Griffith, Syracuse University, the second seminar in the series on "Advanced Methods for Mapping and Visualizing Environmental Data," Oct. 24, 11 a.m., Large Conference Room, Biotechnology Building.

EcoVillage Seminar Series

"Ecovillage Design," the second in a series on aspects of building a cooperative and ecological village, Bruce Coldham, architect, Oct. 24, 4 p.m., 265 Van Rensselaer Hall.

Energy Engineering

"The Politics of Energy," Alfred Kahn, professor emeritus, economics, Oct. 24, 12:20 p.m., 111 Upson Hall. "Power Generation in the 1990s," Jeffrey Smith, NYSEG, Oct. 31, 12:20 p.m., 111 Upson Hall.

Entomology

"Chemical Communication in Some Ant Societies," Athula Attygalle, chemistry, Oct. 24, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

"What Do Laboratory Bioassays of Dicolof Resistance Tell Us About Resistance in Field Population," Tim Martinson, entomology, agricultural experimental station, Geneva, Oct. 31, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Epidemiology

"What Do We Really Know About Sick Building Syndrome?" Alan Hedge, design and environmental analysis, Oct. 28, 12:20 p.m., 216 Martha Van Rensselaer Hall.

Floriculture & Ornamental Horticulture

"Urban Tree Management in England," Anthony Bradshaw, University of Liverpool, England, Oct. 24, 12:15 p.m., 404 Plant Science Building.

"The Use of Hydrogel as a Root Dip to Reduce Transplant Shock," Dan Brockett, grad student, floriculture and ornamental horticulture, Oct. 31, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"New Products — Balancing Speed and Risk," Steve Heller, General Mills, Minneapolis, Oct. 29, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"Preventing Heat Stress-Induced Pepper Flower Abscission," Chao Jan Ho, fruit and vegetable science, Oct. 24, 4:30 p.m., 404 Plant Science Building.

"Developing Broad-Based Insect Resistance in Tomato," Martha Mutschler, plant breeding, Oct. 31, 4:30 p.m., 404 Plant Science.

Immunology

"The Role of Self Peptides in the Positive Selection of T Cell Repertoire," Janko Nikolic-Zugic, Memorial Sloan-Kettering Cancer Center, Oct. 25, 12:15 p.m., auditorium, Boyce Thompson Institute.

International Nutrition

"Adjustment and Food Consumption in Zaire: A Crisis Environment for Research Policy," Erik Thorbecke, H.E. Babcock Professor of Economics and Food Economics, Oct. 24, 12:40 p.m., 200 Savage Hall.

"The Effects of Seasonal Fluctuations on Household Food Security in Indonesia," Carol Levin, agricultural economics, Oct. 31, 12:40 p.m., 200 Savage Hall.

Latin American Studies Program

"The Construction of Gender Identifying in Theatre Collectives: Examples from Cuba and Nicaragua," Pamela Calla, grad student, University of Arizona, Oct. 29, 12:15 p.m., 153 Uris Hall.

Materials Science & Engineering

"Biomolecular Materials — New Approaches to the Design, Synthesis and Processing of Materials," Dave Kaplan, research and development, U.S. Army, Oct. 24, 4:30 p.m., 140 Bard Hall.

"The Silicon: Germanium Material System as a Type II Alloy (Fun and Games with Electrons and Holes)," B. Meyerson, T.J. Watson, IBM, Oct. 31, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

"Issues in Global Manufacturing of Personal Computers," John W. Monroe, Hewlett-Packard, Oct. 24, 4:30 p.m., 155 Olin Hall.

"Accelerated-Lief Testing of Materials for Environmental and Waste Applications," Nathaniel R. Quick, Applicote Associates, Oct. 31, 4:30 p.m., 155 Olin Hall.

P.S. 122 Field Trips to perform here

The Cornell Dance Series, presented by the Theatre Arts Department and sponsored by the New York State Council on the Arts and Cornell's Society for the Humanities, will serve as host for the performance artists P.S. 122 Field Trips on Oct. 31 and Nov. 1 and 2 at 8 p.m. in the Class of '56 Dance Theatre at the Center for Theatre Arts.

The Minneapolis Star Tribune noted that "though very different, these performance artists pulled in immediate, often hilarious, always entertaining imagery to confront the energy and edge of our times. P.S. 122 Field Trips takes the traditional variety show format and applies it to experimental performance, putting challenging works in an informal theater context."

This "field trip" to Cornell features three dance and theater artists from around the country — Ishmael Houston-Jones, Steve Gross and David Rousseve.

Tickets to this Cornell Dance Series event are \$8 for students and senior citizens and \$10 general admission. For tickets, call the Center for Theatre Arts box office at 254-ARTS.

niel R. Quick, Applicote Associates, Oct. 31, 4:30 p.m., 155 Olin Hall.

Microbiology

Title to be announced, Ding Jin, N.I.H., co-sponsored by biochemistry, molecular and cell biology, Oct. 24, 4 p.m., Conference Room, Biotechnology Building.

Title to be announced, Steve Farrand, University of Illinois, Oct. 31, 4 p.m., Conference Room, Biotechnology Building.

Natural Resources

"Population, Environment and Development: The Emergent Synthesis," Norman Myers, A.D. White Professor-at-Large, Oct. 24, 12:20 p.m., Alumni Auditorium, Kennedy Hall.

"The Importance of Community Institutions in Community Based Wildlife Management," Simon Metcalf, Humphrey Fellow, program director of Zimtrust Community Wildlife Management Programs, 1988-1991, Zimbabwe, Oct. 29, 12:20 p.m., 304 Fernow Hall.

Organizational Behavior

"Competitive Forces and Population Dynamics," Daniel Levinthal, Wharton School, University of Pennsylvania, Oct. 25, 3:30 p.m., 224 Malott Hall.

Ornithology

"Delayed Breeding: Why Do Some Birds Wait So Long?" Steve Zack, Yale University, Oct. 28, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies Program

"Man, the State and War: A Feminist Reformulation," Ann Tickner, Holy Cross College, and "Marginality and defiance: The Determinants of State-Directed Violence in Antioquia, Columbia, 1946-1953," Mary Roldan, Oct. 24, 12:15 p.m., G08 Uris Hall.

"The Environment as a Security Issue," Fen Hampson, Norman Paterson School of International Affairs, Carleton University, Oct. 31, 12:15 p.m., G08 Uris Hall.

Pharmacology

"Hormonal Regulation of Phospholipid Breakdown-Mechanisms and Significance," John Exton, Howard Hughes Medical Institute Research Laboratories, Oct. 28, 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy

"Use of Hormone Agonists and Antagonists for Contraception, Abortion and Treatment of Infertility in Dogs," Patrick Concannon, vet physiology, Oct. 29, 4:15 p.m., G-3 Vet Research Tower.

Plant Biology

"Cation Transport Across the Chloroplast Envelope: Unraveling a System Regulating Photosynthesis," Gerald Berkowitz, Rutgers University, Oct. 25, 11:15 a.m., 404 Plant Science.

Plant Breeding & Biometry

"Strategies for Managing Cabbage Insects: or How to Get Ahead of Insects Before They Get a Head," Tony Shelton, entomology, NYSAES, Geneva, Oct. 29, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

Title to be announced, Weikuan Gu, and "Incorporating Weather Forecasts into Potato Late Blight Disease Forecasts," Rosa Raposo, Oct. 29, 4:30 p.m., 404 Plant Science Building.

Reproductive Biology

"Role of proteases in the mechanism of ovulation in fish," Amy Berndtson, Oct. 30, 4:15 p.m., 348 Morrison Hall.

Rural Sociology

"Women Among the Rural Poor," Shelley Feldman, rural sociology; "Poverty Among the Rural Elderly," Nina Glasglow, rural sociology, Oct. 25, 12:15 p.m., 32 Warren Hall.

Science and Technology Studies

"Gender and Science in the Third World," Ann Hibner Koblitz, Hartwick College, Oct. 28, 4:30 p.m., 609 Clark Hall.

Southeast Asia Program

"Artistic Cultures of Burma, Cambodia, Thailand and Laos: A Scholarly Perspective from the Soviet Union," Oct. 31, Sergey Ozhegov, USSR Academy of Sciences, Moscow, Oct. 31, 12:20 p.m., 102 West Avenue.

Stability, Transition and Turbulence

Title to be announced, Z. Warhaft, mechanical and aerospace engineering, Oct. 29, 12:30 p.m., 178 Theory Center.

Statistics

"Optimal Selection Problems in Continuous Time," Sid Browne, Graduate School of Business, Columbia University, Oct. 30, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"In-Line Textured (Self-Crimping) Apparel Yams," John Southern, Monsanto Company, Oct. 24, 12:20 p.m., 317 Van Rensselaer Hall.

"Rural Water Supplies," Ann Lemley, textiles and apparel, Oct. 31, 12:20 p.m., 317 Van Rensselaer Hall.

SPORTS

(Home Games Only)

Friday, Oct. 25

Men's cross country, Reif Invitational, 4:30 p.m.

Women's cross country, Reif Invitational, 4:30 p.m.

Ltwt. football, Army, 7:30 p.m.

MISC.

Aerobics

Aerobics at noon with Amy Brill will be held Mondays, Tuesdays and Wednesdays, 12:15 to 1:15 p.m., Helen Newman gym. Cost is \$2 and may be paid before each class.

Alcoholics Anonymous

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

Christian Science Monitor

The Christian Science Monitor Resource Files will be in the lobby of Willard Straight Hall today, Oct. 24, from 10 a.m. to 4 p.m. and in Mann Library on Oct. 30 and 31, 10 a.m. to 4 p.m. The files contain free up-to-the-minute newspaper articles on more than 150 topics to assist in research and studies. Free current copies of the Monitor will be available.

Learning Skills Center

Learning from lecture workshop, Oct. 28, 4:30 p.m.; rapid reading workshop, Oct. 30, 4:30 p.m., 237 Sage Hall. Study survival skills walk-in service; free help with study problems, Tuesday and Thursday from 3 to 4:30 p.m., 235 Sage Hall.

Writing Workshop

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

Yoga Class

Yoga classes for faculty and staff will be held through Dec. 12, Tuesdays and Thursdays, 12:10 to 12:55 p.m., with instructor L. Freedman. Cost is \$48. Sign up at Teagle Hall, Physical Education Office.

Hatfield Fellow seeks a national technology policy

John A. Young, the president and chief executive officer of the Hewlett-Packard Co., crisscrossed the campus Oct. 17 making his case for a national technology policy akin to a national science policy.

While the National Science Foundation represents a federal commitment to fund scientific research at universities, there is no similar commitment to promote the technology that generates commercial products, said Young, who was visiting campus as the 12th Robert S. Hatfield Fellow in Economic Education.

After talking with groups of students and faculty in engineering, agricultural economics and the Johnson Graduate School of Management, Young capped his visit with the annual Hatfield Lecture that drew a standing-room crowd in Rockefeller Hall's Schwartz Auditorium.

Young, who called technology policy "a pocket book issue for every American," was named chairman of the Commission on Industrial Competitiveness by President Reagan in 1983 and, in 1986, helped form the private sector Council on Competitiveness.

As Hewlett-Packard's chief since 1978, Young has helped increase sales more than sevenfold while moving the company beyond measurement instruments into computers; the company employs more than 90,000 people and ranks 33rd among the Fortune 500.

Young said that the nation is in trouble because the technology on which products are founded is not being adequately developed. Market shares and trade balances, he said, are suffering in many fields — Silicon Valley's high-tech wares as well as "rust-belt" industries like cars. He said it is wrong to believe that our competitors are merely good copycats, not innovators — noting that 48 percent of patents granted in the United States went to foreigners in 1988. And while America's universities are justly honored for their science, he said, that does not assure the development of technologies that produce commercial success.

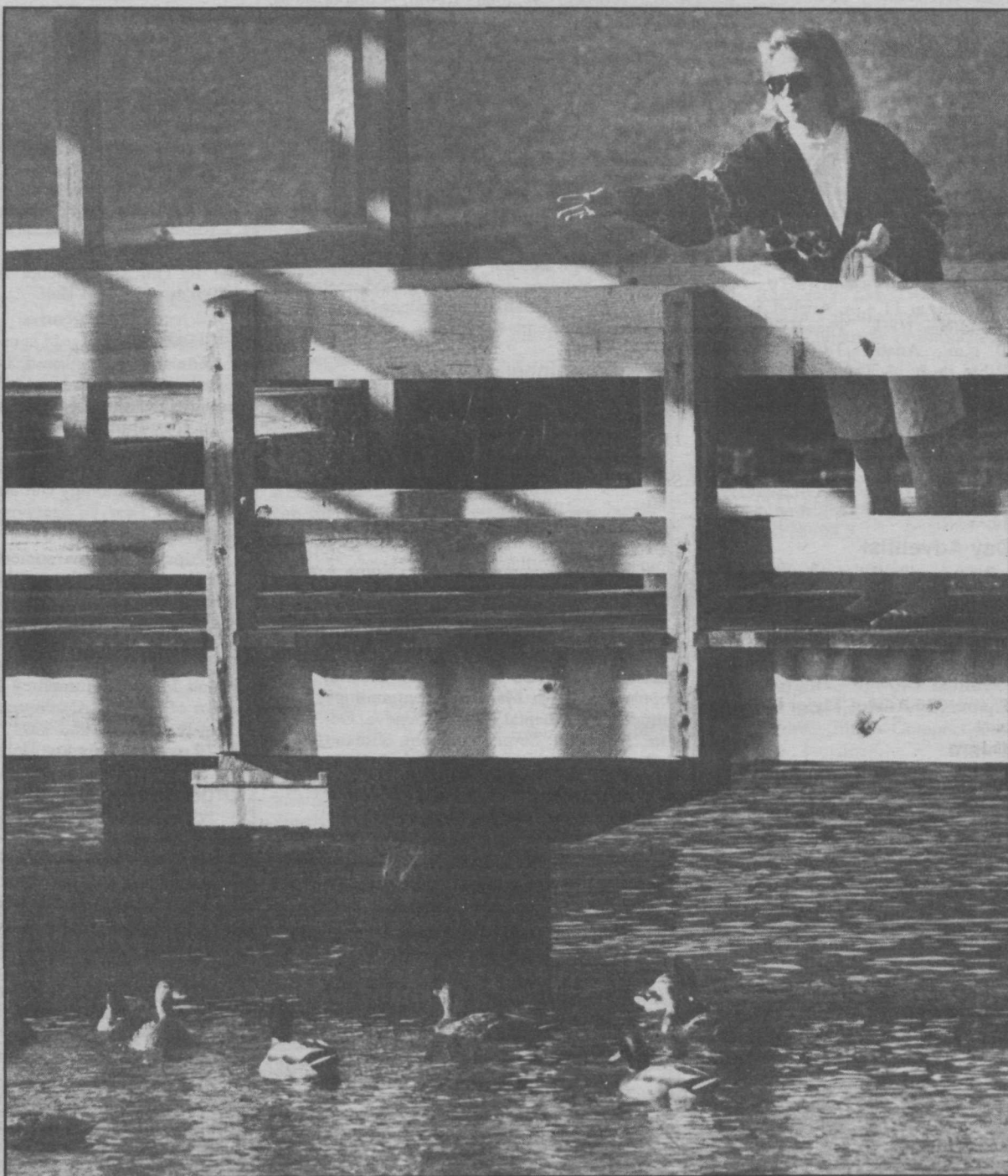
Excluding defense, Young said, America spends 1.8 percent of its gross national product on research and development; Japan's percentage is more than 50 percent higher.

He said the federal government should see the competitive value of backing technology development. It should not fund development for specific products, he added, but rather "technologies that cut across industries."

Besides funding research at centers and universities and extending tax breaks to encourage private-company research, he said, government support should help cultivate better science teachers and should support those government agencies already doing high-performance computer research.

—Sam Segal

Just ducky



Peter Morenus

Annmarie Weathers of Dryden feeds the ducks during a recent visit to Cornell Plantations.

Self-employment is a growing economic factor

Despite low earnings, women continue to join the ranks of the self-employed in numbers that make them major participants in self-employment, reports a new study by Robert L. Aronson, a professor emeritus of labor economics in the School of Industrial and Labor Relations.

But the reasons why women are a growing factor in self-employment are not clear, he said in an interview.

Since the 1970s, non-farm self-employment has re-established itself as a growing and significant factor in the American economy, Aronson says in his book. Much of this growth is attributed to the increasing rate of self-employment among women and some immigrant groups, particularly Asians.

Aronson's findings are reported in his book, "Self-Employment: A Labor Market Perspective," published this summer by ILR Press at Cornell.

"Women undoubtedly have made the largest contribution of any group to the demographic and social changes in the composition of the self-employed during the post-World War II period," Aronson writes.

But in an interview, Aronson pointed out that researchers have not determined specific reasons to explain why self-employment attracts women.

"This is one of those questions that will require some serious research, and I am encouraging other labor economists to conduct such research," he commented.

"Like most of these phenomena, there is no single cause. One explanation may be that child care is not readily available or too expensive, while some women can work at home on computers. Other changes in the economy may contribute."

The number of self-employed males decreased from 4.3 million in 1950 to 4 million in 1980. But the number of self-employed females increased during that 30-year period, from 845,000 to 1.4 million.

He added: "There appears to be little difference between the motives of men and women in choosing self-employment." But he quoted a British study that suggests some differences: "Women were slightly more interested [than men] in the challenge of having their own business and were much more interested in having greater control over their time and labor." Aronson explained that he could not apply the British findings to the United States, because similar research has not been conducted here.

As to the increasing rate of immigrants in self-employment, Aronson writes, "Self-employment and small-business ownership have been an important path by which ethnic, racial and religious minorities in the United States have overcome social and cultural disabilities and entered the so-called mainstream economy. Ethnic and racial minorities have been part of the recent increase in self-employment, usually at rates in excess of the overall rate of growth."

In the post-World War II period, the earnings of the self-employed fell below those of wage and salary workers. During the period 1951 to 1954, average annual earnings of wage and salaried employees were \$2,621, compared with \$3,890 for self-employed workers. By 1985 to 1988, wage and salary workers' earnings increased to \$16,958 while earnings of the self-employed were \$13,374.

"Bureau of Labor Statistics data show that in 1985 the non-farm self-employed worked an average of 48.3 hours weekly compared with 42.8 hours for full-time wage workers," the labor scholar writes. "This difference is substantially smaller than in earlier years."

Aronson says that women not only earn significantly less than self-employed men, but less than both men and women earning wages or salaries. He adds that unfavorable earnings of self-employed women are found

to varying degrees in other industrialized countries as well as in the United States.

Illustrating his point, he cites median annual earnings for men and women in non-farm employment in the United States in 1983:

- Men on wages and salaries, \$22,463; women on wages and salaries, \$13,344.
- Self-employed men, \$18,901; self-employed women, \$8,673.

The book quotes figures that show higher percentages of self-employed men than women working in occupations that normally provide relatively high incomes. In 1980 in all professions, 12.2 percent of the self-employed were men compared with 4.3 percent women.

Again in 1980, the percentage of self-employed in specific occupations included: architects, 30 percent self-employed male and 20.7 percent female; health diagnosing, 40.6 percent male, 20 percent female; lawyers, 42.4 percent male, 14.9 percent female; and sales, 15.6 percent male, 7.3 percent female.

Aronson's book has been endorsed by several scholars including:

Roger D. Little, a professor of economics at the U.S. Naval Academy: "'Self-Employment' provides the most complete and insightful study yet on this expanding but neglected sector of the labor market."

Udo Staber, an associate professor of administration at the University of New Brunswick: "A significant contribution to the field that critically examines myths about self-employment and explains the revival of self-employment since the 1970s."

Marc Bendick Jr. of Bendick and Egan Economic Consultants: "This [book] will be the standard reference in the field, the starting point from which all other researchers take off."

Copies may be ordered from ILR Press, School of Industrial and Labor Relations, telephone 255-2264.

—Albert E. Kaff

Immigration continued from page 1

immigrants in 1989. Those states also received the vast majority of illegal immigrants and refugees as well, Briggs said.

Briggs did not relate these statistics to unemployment rates in those states, explaining that such statistical correlation would be difficult to make, because immigration is concentrated in the urban areas, especially the central cities, of those states.

In 1980, the metropolitan areas of New York, Los Angeles, Chicago, San Francisco and Miami held 40 percent of the nation's foreign-born population but only 11 percent of the native-born population. The 1990 census is expected to show that about one in every three New York City residents is foreign born, he reported.

"The sheer magnitude of the immigrant flow, especially into a state like New York, is sufficient cause to review the intentions of the nation's existing immigration policy," Briggs said, adding: "New industries have developed, but they often have employment requirements that make it difficult for many citizens and immigrants to qualify."

Although immigration can fill some high-skill job vacancies in the short run, it also is the case that "immigration policy should be used to keep out those persons who lack the skills and education to qualify for the new types of jobs that are emerging," Briggs contended.

He said that the New York City labor market already has a surplus of unskilled and poorly educated job seekers.

"Immigration is one aspect of population and labor force growth that public policy should be able to control," he said. "To date, however, federal policy-makers in the United States have been unwilling to view immigration policy as a form of economic policy. The design of immigration policy is largely dominated by political objectives that are intended to appease powerful special interest groups."

—Albert E. Kaff

Farley wins award for feminist education leadership

Jennie Farley was returning a call to The Wall Street Journal a few days before the Clarence Thomas hearings were to resume on allegations of sexual harassment.

"I don't know what they want. But I hope it's about Thomas," she said while dialing, her impish side revealed in her smile. "I have some things to say about it, and I'd love to be asked. Wouldn't you?"

A few seconds later, the professor in the School of Industrial and Labor Relations covered the mouthpiece and whispered, "It is about Thomas," then turned her attention to the reporter's questions.

CORNELL People

"I think men see themselves stepping out of their role as bosses when they act this way to a woman. But you know and I know that a man can't step out of the role of boss when it comes to this kind of behavior," she said.

"My answer to the man who says 'I'm out of control, I can't resist,' is get a grip," Farley said in a mocking tone. Challenged, she continued, "I think it's very easy for a man to understand. You have a daughter? So you know how you'd feel if she had to smile politely when a man said something unspeakable to her."

Then, making a thumbs-up sign, she concluded her call. A few minutes later, a Syracuse television station was on the phone. A few days later, after the hearings ended, Farley was answering requests from groups ranging from a Wall Street law firm to students in the Johnson Graduate School of Management who were interested in lectures and training on sexual harassment.

By week's end, and by previous arrangement, the 58-year-old professor was standing before the National Organization for Women's Central New York Chapter receiving its 1991 Unsung Heroine Award for Leadership in Feminist Education.

Farley is one of the foremost experts on women in the workplace. She has written on affirmative action, faculty unions and women leaders in America. She has edited numerous books, including the 1985 "Women Workers in 15 Countries: Essays in Honor of Alice Hanson Cook" (a good friend and professor emerita in the ILR School). And she has traveled widely to teach, including a recent trip to Saudi Arabia, where she donned a chador, partly to be less noticeable on the streets and partly to share the experience of Saudi women.

Among her peers at Cornell, Farley is best known as co-founder and director of the Women's Studies Program — the first such program at any major American university. She is also a faculty trustee; chairwoman of ILR's Extension Department; and avid organizer of brown bag lunches, panels and conferences.

But to many staff members, particularly women staff assistants, Farley is simply a decent human being, someone who is kind and supportive and equally caring for people, irrespective of their position.

"A lot of people write books but don't

practice what they teach," said Joey Belodeau, an ILR office assistant currently on leave who nominated Farley for the NOW award. "Jennie practices everything she says. That's made her a glimmer of light and a role model for a lot of women."

"She tells people to become educated and rise above where they are if they are not satisfied," Belodeau added. "It is so nice to have someone like that believing in you. Jennie has believed in me when I haven't believed in me."

Case in point: When Belodeau spoke with Farley about who should give Farley's presenting speech at the NOW awards dinner, Belodeau recalled, "I said, 'We need to get somebody famous.' Jennie said, 'Why? You're a person. Of course you can do it.' Her attitude about that made me feel I was important, too."

But, one may ask, is a woman known for being extraordinarily caring and willing to help others taken seriously in an academic environment?

"You cannot misread her being very nice for a form of meekness. It is not that at all," said Farley's colleague, Nelly Furman, director of Women's Studies and a professor of Romance languages. "She is extraordinarily nice, but she is also steadfast."

"With so many things," Farley explained, "I am not the one with the ideas or all the ideas. But I tend not to give up. I am the puppy with the slipper."

Asked to define her leadership style, she responded: "I bring people together and share what my smart friends say with what my other smart friends say."

Farley's leadership at Cornell began after she and her husband, Donald, a profes-

sor of electrical engineering, returned to Ithaca in 1967 (she completed a B.A. in English here in 1954), and she enrolled in a Ph.D. program in development sociology.

Farley had wanted to pursue women's studies. But there was no such thing then. Only in 1970 did it begin "bubbling up," Farley recalled. And she immediately became involved.

"I knew I was in on something fascinating. The second wave of feminism was

Asked to define her leadership style, Jennie Farley responds: 'I bring people together and share what my smart friends say with what my other smart friends say. With so many things, I am not the one with the ideas or all the ideas. But I tend not to give up. I am the puppy with the slipper.'

being born in the U.S.," said Farley.

Among the founding members (mothers, some say) were Farley; Alice Cook; Nelly Furman; Joan Egner, professor of education; Mary Katzenstein, associate professor of government; Sally McConnell-Ginet, professor of linguistics; and Mary Beth Norton, the Mary Donlon Alger Professor of American History — to name those still at Cornell.

In 1972, Farley was elected the program's first director. She continued in this

role until 1976, while teaching as an adjunct assistant professor in ILR.

"As director of Women's Studies, Jennie worked not just ingeniously but very creatively to get the program established in the university," said Cook. "It was largely her work to devise the whole notion that we wanted women coming to women's studies with, so to speak, one foot in their own disciplines. This was all new. And she negotiated it with the various disciplines. I think that was a great contribution to both women and their departments."

During this time, Farley also decided to focus her scholarship on the issue of women at work.

"I thought then, and I think now, work is the bottom line: the work we get, what we get paid, how well we can support ourselves. It is the kind of jobs we get that shape our lives. 'Love many, trust a few, always paddle your own canoe': I think that is good advice," she said.

In addition to pursuing scholarship in this field, Farley began a decades-long effort to help women at work at Cornell.

On recent Secretary's Days, for example, instead of buying flowers, she has offered universitywide seminars in career development for office professionals. She has organized weekly brown bag meetings on career development. And she has invited people to seek her help, one-on-one.

Many times, people have responded to her offers to help, Belodeau recalled, with the question: "Is she for real?"

"But that's the nicest thing about Jennie," Belodeau said. "What she says is who she is."

—Lisa Bennett



Professor Jennie Farley

Peter Morenus

Dickenson Lecture Series brings visiting artists to campus

Printmakers Garo Antreasian and David Schorr visited the Art Department Oct. 1 and 2 as the second and third speakers in the Nancy G. Dickenson Visiting Artist Lecture Series.

"Both of these men were invaluable for students' education," said Associate Professor Greg Page, who teaches lithography. "Garo is a walking encyclopedia on the techniques of lithography, someone who publishes and lectures about printmaking in addition to being an artist and master printer."

"And David is an example of someone with a truly liberal arts education, almost an Old World education, with art, music, literature and languages. As he said in his lecture, his father encouraged him to take Latin in high school because, he said, 'You don't study modern languages. You just know them.'"

The last two artists in the Dickenson Lecture Series will be sculptor Tyrone

Mitchell on Wednesday, Nov. 6, and painter Elizabeth Dworkin on Wednesday, Nov. 20. Both lectures will be in 115 Tjaden Hall at 5:15 p.m.

In his slide lecture, "Marching to the Millennium: A Look at Contemporary Print Making," Antreasian traced contemporary printmaking from the post-World War II prints of Picasso to 1980s and 1990s works by living artists.

Schorr, in his slide lecture, presented a 20-year retrospective of his work. On Oct. 3 he gave an engraving workshop for students.

The 69-year-old Antreasian was one of the founders of the Tamarind Lithography Workshop in 1960, and served as its technical director in 1960 and again in 1970. He is also co-author of the Tamarind Book of Lithography, a definitive work of fine art hand lithography.

Lithography is a printmaking technique utilizing Bavarian limestone and aluminum

plates. Tamarind Institute in Albuquerque, N.M., is a center for lithography credited with the revival and widespread use of this type of printmaking since the 1960s. It is the only institute in the country that trains master printers in hand lithography.

In his lecture, Antreasian described the contemporary art scene as one of "great diversity and technical skill" but also one of "general disarray" and great searching by artists for new aesthetic standards to replace the ideals of the 19th and early 20th centuries.

The 45-year old Schorr, a nationally and internationally exhibited artist, is a professor of art at Wesleyan University in Middletown, Conn., where he teaches printmaking, typography, graphic design and book design.

He showed a wide range of work in his slide lecture: prints from his student days at the Yale University Art School, etchings lampooning "The Lives of the Saints," en-

gravings of 20th century writers, a gallery of portraits done over the past 10 years for the literary section of The New Republic and other magazines, book jackets, color prints commissioned by the Milan Opera House, color silkscreen posters commissioned by the Montreal Opera, architectural murals for restaurants in Toronto and Los Angeles and a moving wall for the entryway of a private home in Vermont. He is currently working on several books.

Schorr began his lecture with advice to young artists. Although he rarely gives retrospective exhibitions of his work, Schorr suggested that students do it, too, on occasion.

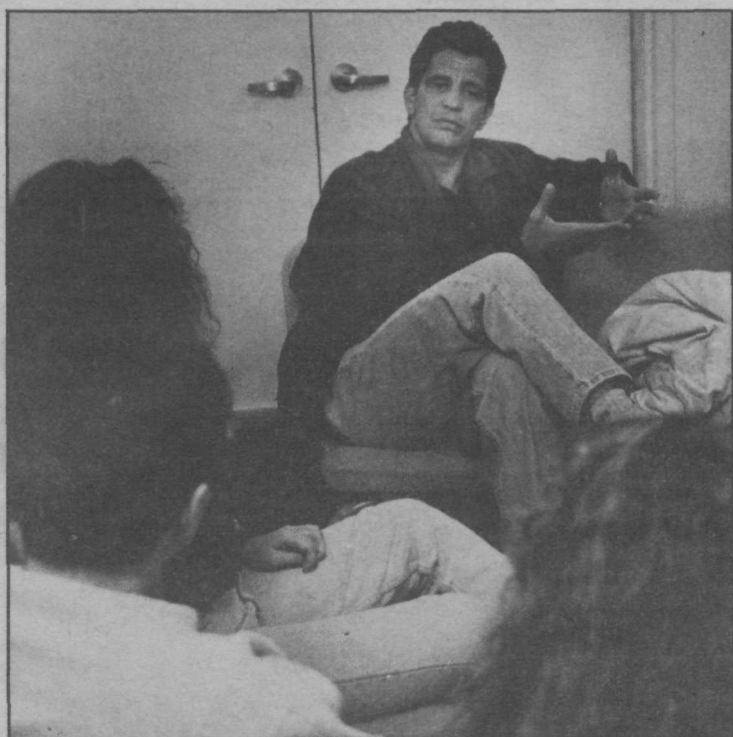
"Stop and look from time to time at what you've done," he said. "But when you're not looking, just search and read and travel and then just let the work flow. The artist is often the last person to understand his own work."

—Carole Stone



The faces of Homecoming

Photographs by Peter Morenus



Homecoming *continued from page 1*

great university without a great faculty" and Cornell's "rank among the leaders in the world"; and because of an extraordinary alumni body. Cornell is "a place that has had a shaping influence on the people you have become," Rhodes told Cornell's graduates.

In his lecture on the origins of life, Sagan, the David Duncan Professor of Astronomy and Space Sciences, suggested that the largest of Saturn's 10 moons, Titan, may be experiencing events similar to those that led to the creation of life on Earth. If humanity is up to the challenge of investigating Titan's seemingly impenetrable haze and clouds (no one has yet to see its surface), we may solve many mysteries about the evolution of life, he said.

And Dryden recalled that he entered Cornell intending to become a lawyer and later a politician, believing that his hockey career would end when he graduated. Now recognized as one of the greatest goaltenders ever, he has a law degree but has never practiced law and doubts that he will ever enter politics. Instead, he's writing his third book, this one about the life of an ordinary Canadian named Frank.

"I'm fascinated by individuals' journeys," Dryden said. At Cornell, where he majored in history, he learned that "when you play with the best to be the best and learn what it means to be the best, you want nothing else." But, he admitted, one does not always know what will be the best before it happens.

That's why, Dryden said, whenever his family piles into the car and his children ask, "Dad, where are we going?" I answer, "We're going to where we end up." I guess it's my liberal arts training."

—Mark Eyerly



Homecoming moments included Junior Monica Stamm (top) carrying a banner in the parade; former football standout and now actor Ed Marinaro '73 (center, left) meeting with theater students; tailback John McNiff (center, right) picking up yards in the 22-17 victory over Harvard; and Gail Murphy trying to keep warm while tailgating before the game.

CORNELL Employment News

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CLASSIFICATION REVIEW STUDY

How Were Jobs Evaluated?

As Cornell nears completing the review of more than 6,000 jobs, it may be worth recalling how careful and multi-layered the effort has been. Although the final classifications will still allow for review and appeals, repeated checks have already been made to give fair weight to every position. Here's how it has been done so far:

1. All 6,300 questionnaires were individually read and sorted into broad job "families" based on similar duties.
2. The questionnaires were read a second time and, based on a more precise agreement of job duties, were subdivided into smaller groups, or job "titles."
3. The consulting firm of Coopers & Lybrand offered several ways by which job characteristics and requirements could be rated, and the Steering Committee – whose members come from all corners of the campus – chose a system that was tailored to take into account the uniqueness of the Cornell environment. The Committee gave various weight, for instance, to a job's required education, supervisory level, impact on the larger Cornell community, or physical demands.
4. The rating system was then applied to each job title, each of which then got a point-based profile.
5. An Evaluation Committee, sometimes calling in "expert witnesses" with knowledge of specific segments of the community, cross-checked the profile of every job. Approved titles were put back within their broader families. The committees did further cross-checking to make sure that job titles in the different job families with similar levels of duties and responsibilities were similarly rated.
6. The result of this process was a structural pattern of Cornell jobs that clearly shows the relationship of each job covered by the study relative to every other job covered by the study.
7. The Steering Committee met jointly with the Evaluation Committee to discuss this pattern of jobs before their approval was given. This structural pattern will be discussed at the unit level over the next several months.
8. Although the entire review has been of jobs, not incumbents' performance, provision will be made for appeal by employees who think their job's characteristics were improperly rated.

BENEFAIR '91

Benefair '91, sponsored by the Office of Human Resources and the Statutory Benefits Office, will be held on Monday, November 4 (10:00am to 6:00pm) and Tuesday, November 5 (9:00am to 4:00pm) at the Statler Ballroom.

Staff from the Statutory and Endowed Benefits Offices will be available to review your insurance coverages, answer questions, and assist you in the annual enrollment process for Select Benefits and health coverage. Representatives from various insurance carriers, campus departments and organizations, and local agencies will also be on hand.

Door prizes (a trip for two to the Bahamas, a camcorder, and a VCR, to name a few), sponsored entirely by donations from our vendors, will also be given away.

Employees age 55 and over who participate in the Cornell University Retirement Plan (CURP) and the New York State Optional Retirement Program (ORP) have the opportunity to schedule an individual pre-retirement counseling session with a representative of TIAA/CREF. To schedule a one-on-one session during Benefair '91, contact TIAA/CREF directly at 1-800-842-8412.

Look in next week's special benefits edition of CEN for more details!

Select Benefits Claims Schedule

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

10/25 11/8 *11/21 12/6 *12/18

*Early deadlines due to Thanksgiving and winter holidays.

The Advisory Committee on the Status of Women Meets for Annual Orientation of New Members

Doug Hicks



Carolyn McPherson, coordinator of Women's Services, Office of Equal Opportunity, welcomes new and old members to the ACSW.

The Advisory Committee on the Status of Women (ACSW) held its annual orientation meeting for new members on Tuesday, August 20, 1991 at the A.D. White House. This orientation is an annual event which provides members with a forum for meeting and interacting, and offers an historical perspective of the committee's origin and a review of its goals and accomplishments.

The incoming members of the ACSW for 1991-92 are Mariann Carpenter (CISER), Thea Cooper (University Relations), Nina Cummings (Gannett Health Center), Abby Eller (Summer Session), Mary Graham (graduate student, I&LR), Risa Lieberwitz (associate professor, I&LR), Emily Miller (Arts & Sciences, '92), and Tina Walker (Corporate Research Outreach).

The charge of the Advisory Committee on the Status of Women is to review policies and discuss issues that

impact on women in the Cornell community, and recommend appropriate actions and changes.

Subcommittees are the working groups of the ACSW, the place where the bulk of the discussions and recommendations around issues takes place. These subcommittees are staffed by current members of the ACSW, but are also open to non-members. For the current academic year, the three established working groups, and the issues each

has under consideration, are:

1. **Working Family Subcommittee**, chaired by Mariann Carpenter
Issues: the economic impact of recent changes (i.e. health insurance, transportation); dual career families; single parent families
2. **Employment Subcommittee**, chaired by Ruth Sabean
Issues: Pay equity and reclassification; training, mentoring and internships; grievance procedure; working with the Human Resources Development Council

3. **Climate Subcommittee**, chaired by Marcia Sawyer
Issues: Peer harassment; self-esteem, classism and racism; empowerment; the campus climate

Interested in becoming involved with the ACSW or one of its working groups? If you would like more information on the subcommittees, or about ACSW in general, you may contact Carolyn McPherson, coordinator of Women's Services at the Office of Equal Opportunity, at 5-3976.

– Joan Heffernan

Doug Hicks



Judy Stewart, manager of Staffing Services, left, confers with Joycelyn Hart, associate vice president for Human Relations, during the reception held August 20, 1991.

JOB OPPORTUNITIES

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

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

Professional

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

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

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

Associate Dean (PA8702) HRIII Admissions and Financial Aid-Endowed

Posting Date: 10/17/91

Reports to Dean of Admissions and Financial Aid and serves as staff support to unit. Responsible for professional development and in-service training for University community involved in enrolling a diverse and excellent undergraduate student body. Develop new and support existing early outreach programs. Define and coordinate implementation of research agenda necessary to support the enrollment management goals of University. Oversee unit's budget and program planning process.

Requirements: Master's degree or equivalent. 5-7 yrs. of progressively responsible positions in admissions and/or financial aid preferred. Strong organizational and planning abilities and excellent oral and written communication skills required. Experience in working in a multi-cultural educational environment. Knowledge of budget planning and enrollment related research extremely desirable. Send cover letter and resume to Cynthia Smithbower.

Technical Specialist I, (PT8710) Level 36

CIT-Endowed

Posting Date: 10/17/91

Install, maintain and tune the MVS/ESA operating system and subsystems running on CIT mainframe computers. Analyze errors in the computer system as they occur. Assist in the planning; acquisition and maintenance of basic software services; and the education of the user community.

Requirements: BS degree with computer courses in operating system fundamentals or equivalent. 5-7 years experience with MVS operating systems and significant subsystems. Knowledge of IBM/370 assembler language and SMP/E are essential. Knowledge of VTAM, TCP/IP, VM and UNIX would be a plus. Send cover letter and two resumes to Sam Weeks.

Technical Specialist (PT5206) Level 36

Information Technologies-Endowed

Posting Date: 10/10/91-Repost

Working with the CIT and Cornell-NSF mainframe IBM computers, design, implement, install, document, and maintain systems software and significant subsystems in VM-based systems. Provide leadership in designing and adapting functional enhancements to VM-based systems. Educate and assist users and CIT and Cornell-NSF staff.

Requirements: Bachelor's with computer courses in operating system fundamentals or the equivalent. 3-5 yrs. experience with VM operating systems and significant subsystems. Knowledge of Hardware concepts as they relate to software issues. Knowledge of IBM/370 assembler language is essential. Knowledge of other operating systems such as UNIX, MVS, and subsystems such as VMtape, VMBACKUP, and VMAM would be a plus. Send cover letter and resume to Sam Weeks.

Sr. Scientific Software Analyst Level 35 (PT8805)

Theory Center-Endowed

Posting Date: 10/24/91

Provide technical leadership in the development, implementation, documentation, and maintenance of highly specialized and complex scientific applications software on the Cornell National Supercomputer Facility (CNSF). Help in developing and enabling application software on parallel and other architectures. Facilitate the successful transfer of technology within and between CNSF programs including educational programs. Participate in the design and implementation of new mathematical software for distributed systems. Provide staff support and consulting in special areas of expertise.

Requirements: MS degree in computer science, a scientific discipline or equivalent. 5 plus years experience in a scientific computing environment programming in FORTRAN and C. Familiarity with UNIX operating system fundamentals. Parallel programming experience highly desirable. Background in supercomputing helpful. Send cover letter and 2 resumes to Sam Weeks.

Micro Systems Manager Level 35 (PT8804)

JGSM-Endowed

Posting Date: 10/24/91

Provide systems and software support for the school's diverse microcomputers, workstations, networks, intelligent printers, and file servers. Provide general systems consulting to the computing department staff and to the user community as required. Prepare systems documentation and training materials.

Requirements: BS degree in computer science or equivalent in coursework and experience. 2-4 yrs. work experience in computer systems. Knowledge of programming practices. Experience (in order of priority) with DOS, UNIX, Novell, TCP/IP, and Appletalk. Send cover letter and 2 resumes to Sam Weeks.

Parallel Software Systems Engineer (PT8605) Level 35

Theory Center-Endowed

Posting Date: 10/10/91

Provide parallel programming support and enhancements for the general scientific computing environment at the Cornell National Supercomputer Facility (CNSF). Implement parallel programming tools; evaluate tools for static analysis and for visualization of program execution; integrate tools on workstation/supercomputer complex; and integrate with users. Advise scientists nationwide on optimal use of CNSF hardware and software. Prepare documentation and reports.

Requirements: BS degree in computer science or equivalent, MS preferred. 4-5 yrs. experience including high level language programming (FORTRAN, X, C). Ability to understand advanced computational algorithms. Extensive technical expertise. Familiarity with parallel processing environments, VM/CMS and UNIX. Send cover letter and resume to Sam Weeks.

Scientific Software Analyst (PT8606) Level 34

Theory Center-Endowed

Posting Date: 10/10/91

Provide support for complex scientific packages on the Cornell National Supercomputer Facility. Design, modify, maintain, document, test and install complex libraries and packages on scientific computing hardware. Analyze functional and performance requirements and develop software alternatives to support users application's programming needs. Assist technical staff and users in identifying and solving software related technical problems. Participate in the design and implementation of new mathematical software for distributed systems.

Requirements: BS degree in computer science or equivalent. Advanced degree desirable. 3-5 yrs. relevant experience including FORTRAN and C programming. Familiarity with UNIX operating system fundamentals. Parallel processing experience highly desirable. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Technical Consultant Trainer (PT8502) Level 34

CIT - Endowed

Posting Date: 10/3/91

Develop training curriculum to encourage the faculty to use and integrate Macintosh learning technologies in the classroom. Train faculty, staff and students as trainers for the Learning Technologies Program (LTP). Assist in the development and delivery of support strategies for the program. Provide consulting support. Submit activity reports. 1 year appointment.

Requirements: Bachelor's degree or equivalent experience. 2-5 years in computer training, curriculum design, training evaluation. Strong technical background (especially Mac) in information technologies in a university setting. Send cover letter and resume to Sam Weeks.

Research Support Specialist II (PT8705) HRII

Entomology-Statutory

Posting Date: 10/17/91

Provide technical support for a research project on the predator-prey interactions between stoneflies and mayflies in streams. Design and conduct experiments on behavioral and community ecology of stream insects. Analyze and interpret field data. Write and assist in writing manuscripts and grant proposals. Install, maintain and update lab computer system. Manage lab. Train and supervise assistants in field and lab.

Requirements: BS degree in ecology, aquatic ecology or equivalent experience, MS degree preferred. At least 2-3 years of research and scientific writing experience. Must be able to work independently. Familiarity with aquatic literature. Creative problem solving skills. Knowledge of microcomputers (IBM, MAC) and graphics; microbalance and fluorometry. Send cover letter and two resumes to Sam Weeks.

Payroll Coordinator (PC8808) HRI

Payroll-Statutory

Posting Date: 10/24/91

Supervise the Payroll Office receptionist/customer service function and coordinate payroll deduction activities. Responsible for payroll processing, training and maintaining reference documents. Requires direct contact with university employees and outside agencies. Provides assistance to director and assistant director.

Requirements: Bachelor degree or equivalent in payroll/accounting. 2-3 yrs. related experience. Excellent communication and interpersonal skills. Adept in dealing with problem situations and with highly confidential materials. Strong organizational skills. Computer systems/personal computer oriented. Excellent attitude toward service. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Assistant Regional Director (PA8803) HRI

Public Affairs Regional Office, Northeast

Office, Wellesley, Mass-Endowed

Posting Date: 10/24/91

Will assist the Director in implementing a comprehensive regional Public Affairs program representing the University in its alumni affairs, public relations secondary school activities, and development efforts. Will focus its efforts primarily on club events, the creation of new initiatives to involve a broader spectrum of alumni, and some annual fund projects. Will be an integral member of a team in the northeast region requiring close coordination with the university's central public affairs and college programs.

Requirements: Candidates should have a bachelor's degree, at least 2 yrs. experience in higher education development or alumni affairs preferred. Must have a strong commitment to volunteerism and have excellent communication skills. Familiarity with Macintosh preferred. Some travel required. For consideration, send a letter and resume to Cynthia Smithbower.

Manager, Cornell Recognition Program (PA8802) HRI

University Development-Endowed

Posting Date: 10/24/91

Manage the Cornell Recognition Project by coordinating the identification and public recognition aspects of honoring donors whose cumulative giving or commitment levels reach \$500,000 or more. Work with Presidents Office, university and public affairs staff in carrying out responsibilities. Prepare briefing, documents and other materials. Coordinate recognition ceremonies and related events. Assist with management, coordination and implementation of other fund raising initiatives toward individuals who have major gift potential.

Requirements: Bachelor's degree or equivalent required. 2-3 yrs. related experience. Excellent written and oral communication skills; strong interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

Development Assistant Major Gifts (PA8801) HRI

University Development-Endowed

Posting Date: 10/24/91

Assists the Director of Major Gifts with the management, coordination, and implementation of fundraising initiatives toward individuals who have the capacity to give Cornell between \$1 and \$5 million. Works closely with Director, Associate Directors, and Assistant Directors of Major Gifts and with other staff, faculty and volunteers in carrying out assigned projects and designated responsibilities in support of major gift fundraising.

Requirements: Bachelor's degree or equivalent required. 2-3 yrs. related experience. Excellent written and oral communication skills; strong interpersonal skills; some management and organizational skills; and an aptitude for detail oriented work. Send cover letter and resume to Cynthia Smithbower.

Application Programmer II (PT8407) HRI

Animal Science-DRPL-Statutory

Posting Date: 9/26/91

Provide programming services for the Northeast Dairy Records Processing Lab. Design, write, implement, document and maintain complex applications software. Analyze functional and performance requirements. Develop software to increase usability and efficiency. Utilize assembler, CICS, CSP languages to program software for mainframe computer operations. Write production procedures and JCL manuals. Assist users and provide user seminars.

Requirements: Bachelor's degree or equivalent in animal science or computer science. 2-3 years experience. Knowledge of application programming procedures and techniques. Experience with basic assembler language and CICS highly preferred. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Production Editor (PC8101) HRI

C.U. Press-Endowed

Posting Date: 9/5/91

Coordinate and supervise work on manuscripts that are assigned by the Managing Editor. Act as a liaison among freelance copyeditor, Press staff, and authors. Serves as project manager from a manuscript's arrival in the department through to bound books.

Requirements: B.A. or equivalent. Several years experience in the editing department of a scholarly scientific, or trade publisher. Send cover letter, resume and salary expectation to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Senior Science Editor (PC7509)

News Service/University Relations-Endowed

Posting Date: 7/25/91

To cover Cornell science, assisted by two other science writers, with the aim of gaining mass-media publicity and informing internal audiences. To edit all News Service Science writing.

Requirements: Bachelor's required, Master's preferred. Demonstrated excellence in writing lucidly about science and editing the writing of others. Well-established contacts in science writing profession. Combination of education and experience in science and journalism to suggest ability to relate to world-renowned researchers and make their work accessible to press and public. Send cover letter, resume to Esther Smith, EHP, employees should include an employee transfer application.

Professional Part-Time

Teaching Support Specialist II (PT8315) HRI

Biochemistry, Molecular and Cell Biology-Statutory

Posting Date: 9/19/91

Maintain laboratory organization, prepare reagents, order supplies and aid instructors in setting up experiments. Do routine maintenance on equipment and arrange for service/repair when necessary. 20 hours weekly.

Requirements: B.S. in Biochemistry or closely related field or equivalent. 2-3 years related experience with various types of electrophoresis, chromatography, ultracentrifugation, protein purification, bacterial culture and liquid scintillation counting desirable. Previous experience in a teaching laboratory helpful. Send cover letter and resume to Sam Weeks.

Temporary Professional

Temporary Staff Relations Specialist (PA8603)

Human Resources-Endowed

Posting Date: 10/10/91

Reports to the acting manager of Staff Relations and Development. Will primarily provide support in the development, recommendation, and implementation of policies, procedures, and programs related to staff relations. The incumbent will: work directly with individual employees, department heads, and supervisors to resolve employee relations concerns and to ensure consistent administration of related policies and practices; assist in the evaluation, development, and review of policies and procedures to ensure clarity of interpretation and compliance with federal, state, and local laws and regulations; perform projects or assist other staff members in the areas related to staff relations or development. 3-6 months.

Requirements: Bachelor's degree in human resource management, personnel, labor relations, or equivalent experience. Knowledge of employee relations or labor relations. Excellent written and oral communication skills. Knowledge of university policies and procedures and applicable laws and regulations. Basic knowledge and skill in using packaged computer programs helpful. Send cover letter and resume to Cynthia Smithbower, Staffing Services, 160 Day Hall.

Boyce Thompson Institute

Research Specialist

Plant Protection

Salary: Commensurate with experience

Posting Date: 10/17/91

Will conduct and support research in molecular entomology lab. General laboratory duties will include insect rearing and insect bioassays. Research projects in biological control of insects will require experience in isolation and analysis of proteins and/or nucleic acids and routine recombinant DNA techniques. Additional training will be provided.

Requirements: M.S. or B.S. in biology with 3 to 5 years experience in biochemistry/molecular biology or related fields. Contact Anne Zientek at 254-1239.

Technical

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

All external candidates must have a completed signed employment application on file with Staffing

before they can be interviewed for a position.

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

Technical Assistant GR17 (T8713)

Plant Breeding and Biometry-Statutory

Minimum Biweekly Salary: \$530.38

Posting Date: 10/17/91

Execute and maintain greenhouse, growth chamber, and field operations for a plant breeding program. Plant and maintain alfalfa and other forage crops; cross-pollinate; harvest; apply pesticides and fertilizers; packaging seed and collecting data. Occasional supervision of 1-2 part-time employees. Assist in laboratory analyses of forage quality.

Requirements: High School diploma or equivalent. Some experience in agriculture or related biological science required. NYS Drivers license (Class III desirable, not required). Willingness to obtain Certified Pesticide Applicators License. Experience in greenhouse and field plant culture; record-keeping skills; operation of farm equipment. Experience in lab techniques desirable. Send cover letter and 2 resumes to Sam Weeks.

CRT Operator GR18 (T8503)

Plantations-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/3/91

Maintain Plantation's gift management system using a PC. Design and implement a successor system integrating Cornell's Public Affairs Records database and Macintosh software. One year position.

Requirements: High School diploma or equivalent required. Some college coursework preferred. 1-2 years knowledge of Macintosh computers and familiarity with Cornell's Public Affairs info system required. Experience with DBase desired. Send cover letter and resume to Sam Weeks.

Animal Technician GR18 (T8506)

Laboratory Animal Services-Statutory

Minimum Biweekly Salary: \$542.89

Posting Date: 10/3/91

Provide care, (feed, clean and monitor) for research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treating and vaccinating animals. Will include weekend hours, Every Saturday and Sunday.

Requirements: High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certification helpful. 1 year lab animal experience. Knowledge of a variety of lab animals and animal breeding required. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required. Send cover letter and resume to Sam Weeks.

Technician GR18 (T8403)

Chemistry-Endowed

Minimum Biweekly Salary: \$542.89

Posting Date: 9/26/91

Provide staff support to Safety and Laboratory Services. Prepare, package and distribute reagents, supplies and equipment. Assist with inventory control, stockroom management, lab maintenance and chemical disposal.

Requirements: AAS in chemical technology or equivalent required. Strong chemistry background with at least 1 yr. of general and organic chemistry with lab experience preferred. Ability to follow directions, keep records and meet deadlines. Send cover letter and resume to Sam Weeks.

Technician GR19 (T8505)

Animal Science-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 10/3/91

Assist in reproductive physiology research program; conduct experiments; analyze sperm motility and membrane integrity; use tissue culture techniques to study oocyte maturation and in-vitro fertilization. Assist with sperm, oocyte and embryo cryopreservation studies. Prepare reagents; maintain lab.

Requirements: Associate's or equivalent in animal science or biological sciences. 1 yr. lab experience highly desirable. NYS Driver's license. Send cover letter and resume to Sam Weeks.

Technician GR19 (T8406)

Agricultural and Biological Engineering-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 9/26/91

Perform experiments on enzymatic hydrolysis of cellulose, cellulase binding and cellulase activity. Conduct reducing sugar concentration, enzyme concentration, particle numbers and other critical assays. Maintain the supply of cellulases, buffers, reagents and plasticware used in routine biochemical activities.

Requirements: Associates in biochemistry or chemistry required. Minimum 1 yr. related work experience in protein biochemistry. Familiarity with basic biochemical procedures and equipment such as spectrophotometer, shaker-incubators, autoclaves and particle counter is expected. Send cover letter and resume to Sam Weeks.

Program Aide GR19 (T4104)

Entomology-Statutory

Minimum Biweekly Salary: \$566.28

Posting Date: 9/12/91-Repost

Provide technical support for studies on pests and pesticide use assessment for selected agricultural production systems in New York. Working with Cornell faculty and Cooperative Extension, develop pest and pesticide use questionnaires, conduct surveys, administer questionnaires, working with statisticians develop sound sampling schemes, computerize/summarize data, assist in preparation of reports.

Requirements: Associate's; Bachelor's strongly desired in a biological or agricultural science or extensive experience in agricultural production systems. Valid NYS driver's license. Training/experience in statistics, computer literacy and cooperative extension highly desirable. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8408)

Center for the Environment-Statutory

Minimum Biweekly Salary: \$590.45

Posting Date: 9/26/91

Provide technical assistance in lab research on plant growth involving gas flux between shoots and roots. Build and maintain experimental set-ups. Perform careful and accurate measurements. Harvest and

Networking

AN EMPLOYEE NEWSPAPER BY EMPLOYEE VOLUNTEERS FOR THE CORNELL COMMUNITY WORLD WIDE.

Employee Spotlight: Edie Garvin

by Susan E. H. Hollern



The small stream gurgled and sputtered as the sun's rays peaked through the trees onto the mossy stones and rocks making them look like copper pennies. I make my way through a winding path that leads to a bench made of stone. The solitude of the gurgling stream and the mellow, enchanting sounds of the Cornell chimes make this Employee Spotlight interview with Edie Garvin a pleasurable and memorable one.

Edie Garvin is known throughout Day Hall as a person that always has a positive attitude and a "hello honey, how ya doin'!" for anyone that passes her way. Edie is the person that makes sure the mail at Day Hall gets to everyone in a timely and professional manner. Please meet Edie Garvin, mail clerk at Day Hall—this week's *Employee Spotlight*!

How long have you been with the University? "Nearly eight years at the

print shop before coming to the Day Hall mail room. Total time ten years."

What do you do at the Day Hall mail room? "A variety of things. My department offers mailing, faxing and shipping services to the whole university. I have to know the rules and regulations of each service involved as I assist and direct customers to the fastest and most economical way to fill these needs. There is really much more to it than one would expect when you think of 'mail services'. Being somewhat of an information center is just a part of it, too!"

What do you like best about your job at Day Hall? "The people. I've worked serving the public most of my life—since I was 15 years old. I'm happiest when I'm doing this. It's worth it to me to be in this job so that I can work with people everyday. I'm really not that content unless I'm doing something for someone else."

Another love of Edie's is her musical talent. As she states: "it is my first love." Who taught you? "No one taught me. I play 'by ear.' What instruments do you play? "Twelve string, steel and G-string guitar, banjo, piano, organ, accordion and harmonica, uke, Hawaiian harp and dulcimer, as well. I used to play drums a bit, too. My best ability is with the string family. I tried the clarinet and the trumpet once and couldn't do anything on either one! So, I stick to the others. I would like to try playing an alto sax, though."

How did you get started in your music? "As a youngster, I had rheumatic fever and wasn't allowed to walk. My grampa bought me a little toy piano and put it in my bed with me. He taught me how to play "You are my sunshine" with

one finger. When I wasn't literally out with the fever, I didn't understand why I couldn't be out running and playing with my sisters. So, to occupy me, my mother would carry me in and set me at the old upright piano. I just started picking it all out on the big piano and figured that the left hand ought to be doing something too—so that's how it went. If I wanted to play something, I would put the tune in my head and just play it. I really don't know how; I guess God just wanted me to do it this way."

Do you play outside of the home? With a twinkle in her eye, she says, "Oh yes! My sister, a friend and I play periodically at nursing homes on Wednesday evenings at either Ithacare, Lakeside or the Reconstruction Home—pretty much all the nursing homes in the area. We also play for the senior citizens in the area, too. It's all volunteer and a lot of fun!"

One night, Edie and her two sisters gave a concert at their church. Edie played the piano and did narration and scriptures, while Marge and Hank (her little sister) sang. Their musical talent comes naturally. They have never had any professional training or music lessons.

As the interview was coming to an end, the chimes in the bell tower were, amazingly, playing "You are my sunshine." A radiant glow came over Edie as she started humming along with the all-familiar tune. What a nice way to end such a great interview with such a dedicated, talented and thoughtful employee as Edie Garvin. We salute you Edie, as this week's *Employee Spotlight*.

Photo by Doug Hicks

Do to the many requests for articles to be included in *Networking*, we have included our timeline for your information. If you are interested in sending articles for consideration, please send them, by the due date, to: *Susan Hollern, Networking Editor, 440 Day Hall*

If you are interested in attending a *Networking* Board meeting, mark the meeting dates on your calendar today!

Articles due to Susan	Networking Board Meeting*	Networking Publishing Date
Friday, October 25	Tuesday, November 5	Thursday, November 7
Friday, November 15	Tuesday, November 19	Thursday, November 21
Friday, November 22	Tuesday, December 3	Thursday, December 5
Friday, December 6	Tuesday, December 17	Thursday, December 19
This is our special holiday issue!		
Friday, January 7	Tuesday, January 14	Thursday, January 16
Friday, January 17	Tuesday, January 28	Thursday, January 30
Friday, January 31	Tuesday, February 11	Thursday, February 13
Friday, February 14	Tuesday, February 25	Thursday, February 27
Friday, February 28	Tuesday, March 10	Thursday, March 12
Friday, March 13	Tuesday, March 24	Thursday, March 26
Friday, March 27	Tuesday, April 7	Thursday, April 9
Friday, April 10	Tuesday, April 21	Thursday, April 23
Friday, April 24	Tuesday, May 5	Thursday, May 7
Friday, May 8	Tuesday, May 19	Thursday, May 21

*Board Meetings to be held in the Assemblies Conference Room, 103 Day Hall at 12:00 noon.

Portrayals of the works of
Derrick Walcott
(Caribbean poet)

will be performed by actors
Mike Rogers and Terry Chadler

on
Saturday, October 26 at 8:30pm

in the
Kennedy Auditorium

All are welcome and admission is free!
For more information, please call Roland Nicholas at 3-6764

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Dear Colleagues:

On behalf of the Employee Assembly's Communications Committee, we would like to introduce to you a new section within *Networking* which we hope will better enhance the communications between the Cornell community and the Communications Committee. This section, 'Clip & Return', solicits questions from the Cornell community regarding areas of concern, interest, etc.

One of the goals of the Communications Committee for 1991 - 1992 is to bring greater recognition to the purpose of the committee. The committee will assist employees in communicating their concerns, ideas and suggestions to the administration. The committee will also assist the community by helping to express their thoughts. These thoughts will be put in writing to be recognized and addressed by the Administration.

We hope that the *Clip & Return* section will be successful in its purpose, and ask that you



Back Row, left to right: MaryBeth Lombard, Mike Aug, Mike Moran, Don Hinman. Front Row: Sabrina Cutler, Donna Duncan, Coleen Fabrizi, Flora Karasin, Adria Moskowitz, Cathy Zausmer
Photo by Doug Hicks

complete the section with any questions that you have. The Committee will review all questions and will try to print them with the answers as soon as possible in future *Networking* issues. Due to space limitations and *Networking* guidelines, if your question does not appear in *Networking*, the Committee or member thereof will contact you personally. Names will not appear with the questions when printed, and all names will be kept confidential.

If you have other suggestions for improving communication between the Cornell community and the Administration, please feel free to contact us by writing to: The Communications Committee, % Assemblies Office, 165 Day Hall, or contact Coleen Fabrizi, Chair (254-2581) or Mary Beth Lombard, Co-Chair (255-6290). We will be happy to assist you in any way possible.

Thank you!

QUESTIONS/ANSWERS

Question: Where does the Reclassification Study stand and how many positions will it effect?

How many of these positions will be effected with salary adjustments?

Answer: Presently the steering committee is beginning to look at market surveys on a job by job basis to determine the salary levels of the same jobs outside of Cornell. The committee has read through evaluations of over 6000 jobs in order to place university jobs in a new hierarchy. The study will only effect 5 - 10% of the employees, and only 5% of employees will probably receive salary increases.

Question: Are there statistics to show improvement concerning the parking situation on campus since the new policy?

Answer: There has been a reduction of 1065 permits issued since May - a 14% reduction.

Clip & Return

Question(s): _____

(If additional space is needed, please attach extra sheet and return.)

Name and Address: _____

Phone: _____

Return to: Office of the Assemblies, Communications Committee, 165 Day Hall

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking* Unclassifieds, Susan Hollern, 440 Day Hall. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff.
5. The deadline for the November 7 issue is October 29, 1991 at noon.
6. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale:

FOR SALE OR LEASE W/OPTION TO BUY: Nice 3 bedroom home on pretty, quiet street in downtown Ithaca. Fireplace, beautiful oak floors, den, screened-in front porch, garage, fenced yard with garden, new roof, well maintained. Very convenient location. Asking \$84,900. Call for showing: day 255-5134/eves 277-0749

Full-length leather coat. Brown. Women's size 7-8. Worn four times. Newly dry-cleaned. Original price \$343. Asking \$150. Please call Maureen at 5-7509 or 844-4239 after 5:00pm.

King-size water bed. Complete with head board. \$300. Also, a Whirlpool electric dryer. \$150. Both items are negotiable. Please call Linda at 5-5325.

Epson LQ-850 Printer. 24 pin 'near letter quality' printer. Heavy duty construction. Highest quality dot matrix (not 9 or 18 pin) printer. Traction and friction feed. **USED LESS THAN 30 HOURS!!** List price of over \$700. Asking \$300 firm. Please call Art at 5-5571.

Beautiful white wicker dressing table and chair. Asking \$85. Please call 844-9278 after 6:00pm.

1986 Mercury Topaz. 5 speed, white. 66,000 miles. Asking \$3,000. Please call 347-4720.

1982 Nissan Sentra and 1981 Mazda 626. Both parts cars. Asking \$350 for both. You tow. Please call Karen at 3-3082 or 589-6586.

1988 Toyota Pickup, 4-wheel drive. 57K miles, bed liner, custom wheels, am/fm/cassette. Mint shape! \$7,700 firm! Please call 5-3192 or 564-7188.

Solid oak butcher block table with four oak and cane chairs, \$285. Metal bunkbed with mattresses, \$45. Ladies Reebok crosstrainers, size 8, worn twice, \$35. Three-piece wicker set with cushions, \$50. Please call Cindy at 5-5196 or 277-6137 after 6:00pm.

Attention cat owners. New electromagnetic cat door for sale. Features weatherproof, transparent flap and 4-way lock. Fits all doors. Never been used. Please call Kathy at 5-9630 or 533-8650.

1988 14 x 56 mobile home. Take over payments (owe ~\$14,400). Great condition/on lot. Must see. Please call Becky at 5-3090 or 273-4905. Must sell.

1985 Ford Tempo, am/fm tape, cruise, standard. 2-door, asking \$1,900. Please call Jan at 5-5697 or 272-3392.

NEC Powermate 286 Plus computer. AMDEK VGA Monitor 12". Hewlett Packard deskjet printer. Asking \$3,800 or make a reasonable offer. Please call 273-7968.

International Cub Cadet; Model 102 with 42" mower. Asking \$575. Please call Bud at 315-496-2117 after 7pm.

1965 Buick Skylark convertible. Red with black top. Body in good condition. Asking \$2,500. Please call Bud at 315-496-2117 after 7:00pm.

Floor lamp, 56 inches tall, black metal base (10-inch diameter) and stem, white linen shade, standard socket for 3-way bulb, excellent condition, \$25. Rug, beige, 36 x 66 inches, acrylic pile, excellent condition, \$10. Please call 5-5265 or 272-0568.

Horse cart; new show cart, deep maroon paint with black upholstery and pin stripe, 48" wheels with bearings and rubber tires. Please call 589-4252.

Ski boots. Technica overlap (4 buckle; front entry). Good condition. For advanced/expert. 10-11 mens. \$75. Please call 257-3414 evenings.

Wanted:

Small wood-burning stove. Please call Margot at 5-8198 Tuesdays or Thursdays or call 272-3037.

Used 'papa-san' chair in good condition. Can be swivel or stationary. Please call Pat at 5-9867 or 273-8544.

House-sitting position wanted. Going on sabbatical or leave? Sober, non-smoking, clean and

responsible 35 year old male will gladly pay your utilities, maintain your property and do minor repairs as needed in exchange for housing. Will be relocating to Ithaca as of 01-01-92. Excellent references available. Please call 315-446-6834. Leave message if answering machine is on. Will return all calls.

Baby furniture and baby things like crib, infant car seat, stroller, etc. Please call Geetha at 5-7169.

1968 Cadillac hood. Please call Karen at 5-4247 or 315-497-1514 after 6:00pm.

Responsible housemate to share comfortable house in Freeville with one adult and one child. On bus route. Please call 5-5198 days or 844-8439 evenings.

Miscellaneous:

Professional Technical/Scientific Illustrations for books, grants, journals, exhibits, abstracts, publications, slides. Charts and graphs, computer

graphics. Detailed drawing color or black and white. Please call Jane Axamethy at 273-4811 or 273-4882.

For Rent:

Must see! Two-rooms available ASAP in 3-bedroom country house. 10 minutes to campus/downtown. 2 minutes to Pyramid mall/markets. Lakeview with sunsets. \$225/mo plus utilities. Much space. Please call 5-2830.

12 x 60 two-bedroom, unfurnished trailer on private lot. 5 1/2 miles from Ithaca—\$300 per month plus utilities.

Sapsucker Woods, 3-bedroom, 1 1/2 baths, heat included, laundry facilities, carpeted, dish washer. \$670. Please call 533-4221 days or 257-8110 evenings. Ask for Toni.

Trumansburg House for rent, two bedrooms, \$450 plus. Call 387-5033 or 254-6482.

Sign Up For

Lunch with Senior Vice President James E. Morley, Jr.

An opportunity for staff to meet the Senior Vice President in an informal setting. Lunch is provided. Call the Office of Human Resources at 255-3983 for more information or to make a reservation.

The next available luncheon will be held on

Thursday, November 14 at 12:00 noon at a location to be announced.

Introducing a new column from Cornell Information Technologies: InCITes

by Nancy Flynn and Sharon Marcus

Let's face it. Technology—like it or not—is here to stay. In offices across the campus, computers have become almost as commonplace as the telephone. Notebooks, adding machines, typewriters, and rolodexes have been gradually replaced by word processors, spreadsheets, and databases. More and more, Cornell employees are expected to use computers as part of their daily jobs.

Even though these tools ultimately make our jobs easier, understanding how to make them work can be an overwhelming challenge. To meet the need for up-to-date, "user-friendly" information about technology, Cornell Information Technologies (CIT) is pleased to bring you a new regular

column in *Networking* called "InCITes." InCITes will feature news on a variety of topics relating to information technologies, including computers, networking, software, hardware, events, and the many services available to Cornell employees.

Here are some of the exCITing topics planned for future columns:

- computers and your health
- saving money by using CIT's services
- university discounts on software and hardware
- using electronic mail
- features of the phone system
- computer workshops

CIT is the organization that provides leadership, advice, and service to the university community in the academic and administrative uses of information technologies. We are delighted to have this opportunity to join *Networking* in their mission to provide important, interesting information to Cornell employees.

If you have suggestions for topics to cover in this column, or would like to provide feedback, please contact either Nancy Flynn (255-8842) or Sharon Marcus (255-8965). If you would like more information about CIT, please contact the CIT Service HelpDesk, 121 CCC, 255-8990.

The CIT Trivia Quiz: True or False?

1. The new high-speed computer network being installed all over campus will be able to handle all of Cornell's traffic problems.
2. CIT staff stay up all night producing paychecks for Cornell employees.
3. CIT's Service HelpDesk can book reservations for the Statler and flights through the Tompkins County Airport.
4. If a person who could type 60 words per minute was hired today to enter all the records currently available in the Cornell Library's Online Catalog, he or she would have to type non-stop, eight hours per day, 40 hours per week, 50 weeks per year, until the year 2318.

Answers on Page 4

CORNELL RECREATION CLUB

Travels to Saratoga

by Donna Vose

On a foggy Friday morning, thirty CRC members and friends departed from the "A" Parking Lot for a memorable weekend journey to Saratoga. By the time we had finished breakfast, the fog was gone and we all were able to enjoy the beauty of the fall foliage. The colors were spectacular throughout the entire trip!

A sign of "Welcome Cornell Rec Club" awaited us upon our arrival at the Lookout Inn in Latham for our two-night stay. After a champagne reception, we departed for the Saratoga Outlet Village where the main word to use was "CHARGE". A drawing for a \$25.00 gift certificate from the Outlet was won by Betsey Van Sickle (Chemistry Department).

On Saturday morning, we enjoyed a 2-hour narrated tour of Saratoga. During the tour, we sampled water from two mineral springs. It was not a tasty experience! A tour of the National Museum of Racing was very informative, and prepared us for our evening at the racetrack. I did not hear of too many winners, but from all reports, Pat Dean (Science & Technical Studies) had

beginners luck; she was smiling more than a lot of us! Whether we were winners or losers (which most of us were), a good time was had by all.

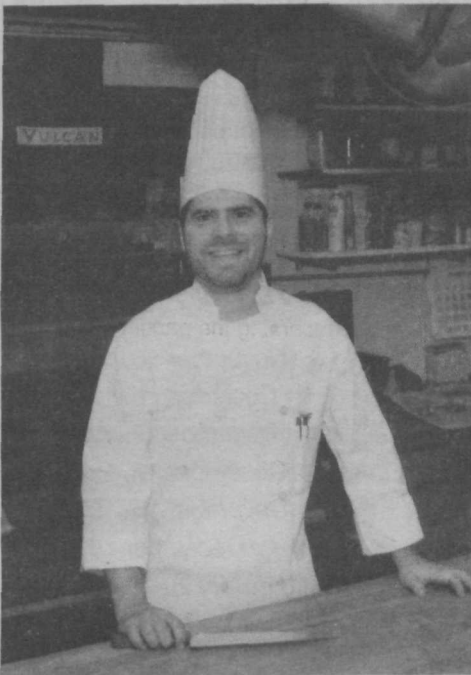
All too soon, it was time to pack and depart. So on Sunday morning, we left the Overlook Inn and headed for Albany and the Dutch Apple Luncheon Cruise on the Hudson River, followed by a visit to the New York State Museum at the Empire State Plaza.

We spent much of our time eating!! Friday and Saturday allowed us to experience some very delicious dinners which were served at *Chaucer's* and *Lillian's*. Before we departed Albany on Sunday, we ate at *Grandma's*. This eatery is a very popular establishment frequented by many of our travelers. Traveling between Albany and Ithaca, Priscilla Edsall (Economics Department) had some turkey sandwiches just in case anyone got hungry!

Singing is a great past-time and that is exactly what we did from Albany to Ithaca. This was a very enjoyable "Upstate Getaway!"

1990 Benefair Cruise Winner

by Maureen Brull



Don Celentano

Meet Don Celentano. He's a cook with Dining Services who happened to come to the Benefits Office last November looking for some information about TIAA/CREF. The receptionist directed him to the Statler. When he got there, he not only found the answer to his retirement questions, he also found the ballroom filled with people celebrating "Benefair", held once a year to help employees better understand their university benefits. Representatives from the endowed and statutory benefits office are present and willing to answer any questions. One of the added pluses of Benefair is the chance to win some nice door prizes funded by donations received from the vendors who attended Benefair.

Don surveyed all of the doorprizes being given away and decided that he definitely wanted to try for the camcorder but that the cruise/Florida vacation wouldn't be bad either! When his telephone rang a few days later, he couldn't believe what he heard: he was the winner of the cruise! That was in November. Don had to take the cruise within a year, so he and his wife decided to wait until April to go. In April, Don, his wife Audrey, and their fifteen month old son Thomas, were off to Orlando for a cruise on the "Big Red Boat" - three days in the Bahamas and two nights in Walt Disney World.

The Boat offered everything for children. There was even a baby-sitting service available which

allowed Don and Audrey to take in some of the "night life" on the cruise while Thomas was taken care of. Don suggested that people travel light, but dinner is formal. He also said it might be a good idea to take Dramamine along with you, just in case!

One item that Don was certain to mention was his connection with a camera shop in Orlando called "Memory Makers". He made arrangements with them before he left for Orlando to rent a camcorder to record their trip. When the Celentano's arrived in Florida, a representative from "Memory Makers" provided personal service to their hotel to deliver the camera and came back to the hotel to pick the camera up at the end of their stay.

All in all, Don and his family really enjoyed the trip. He raved about the wonderful help they received from the travel agent and commented how accommodating she was in making sure that all of the arrangements were made and confirmed. Don was quick to add that he would be glad to talk to anyone interested in hearing more about the "Big Red Boat", and wishes everyone good luck in this year's drawing!

Photo by Doug Hicks

ATTENTION All Cornell Community Members

Coming November 20th
Alberding Fieldhouse

Healthfair '91

Sponsored by: CU Wellness

Find out about: Cholesterol Testing (\$5 fee)
Body fat analysis
Lung function analysis
Blood Pressure screenings
Foot screenings
Skin Cancer screenings
Breast problems and screenings
Prenatal programs
Special population programming
Nutrition information & taste testing

We will offer 3 stress management demonstrations on:
Tia Chi Chan, Aikido, African Dance

A special noon hour open aerobics class will be offered for all interested. And Much More!!!

Take a break from your office or studying and come participate in this most informative and unique event. It's not like the other healthfairs you have ever been to before.

It's all free!

Don't miss it, put November 20th on your calendar now! More information will be provided in the next issue of *Networking*.

Your chance to
WIN
is just
around the corner!

Benefair '91

will be held on

Monday, November 4th

and

Tuesday, November 5th

in the

Statler Hotel Ballroom

This year's doorprizes include a trip for two to the Bahamas, a camcorder, and a VCR, to name a few. More information on Benefair '91 will be included in the October 31 issue of Cornell Employment News. Be sure to stop by Benefair '91 and register to win!

CRC Membership News

by Janet Beebe

Hey folks, CRC will have a table this year at the Benefair. The Benefair will be held at the Statler's Carrier Ballroom on November 4 and November 5. CRC will be holding a special drawing to give away a **free** one-year CRC membership. Stop by the CRC table and say hello, and don't forget to put your name in our drawing.

CRC has just received the new Pennsylvania Dutch Country Winter Getaway brochures. There are some wonderful discounts package deals from November until March 31. Please call the office at 255-7565 and I'll send you the bonus discounts right away. Don't miss out on these great deals.

Here's a schedule of our trips and events:

CRC Membership Application

name (please print)

campus address

campus telephone

home telephone

Check one of the following yearly rates:

- ☐ Individual Membership **\$14.00**
- ☐ Family Membership **\$30.00**
(Couple & children up to 19 years of age)
- ☐ Single-Parent Membership **\$17.50**
(Parent & children up to 19 years of age)
- ☐ Retired Family Membership **\$16.00**
(Couple)
- ☐ Retired Individual Membership **\$8.00**

Make your check or money order payable to the Cornell Recreation Club and return it, with this form, to the Cornell Recreation Club, 165 Day Hall, Ithaca, NY 14853-2801.

Schedule of Trips and Events

Mystery Trip	November 16, 1991
Holiday Dinner Dance	December 6, 1991
Shopping/Festival of Lights	December 7, 1991
Ringling Salvation Army Bells	December 13, 1991
Children's Christmas Party	December 15, 1991
Ice Skating Party, Lynah Rink	December 1991
Puerto Rico	February 20-26 1992
Phantom of the Opera, Toronto	March 7-8, 1992
Radio City Easter Extravaganza	April 1992

It's so easy to join the Cornell Recreation Club. All you have to do is fill out the application below and return to 165 Day Hall, or call CRC at 255-7565. Don't wait any longer!

LEADERSHIP LEADS

Search for Excellence

by George Peter

Sr. V. P. Jay Morley has established a fifteen member search committee to help find a replacement for Lee Snyder, former Director of the Office of Human Resources. The position has been upgraded to Associate Vice President for Human Resources (AVP-HR). We think this is a step in the right direction. Symbolically, if nothing else, it sends a message from the administration. It says human resources at Cornell are at least as important as our facilities. Some of us have been saying for years that human resources are our most valuable asset.

Henry DeVries, Chair of the Employee Assembly, and I serve on the search committee. We presented a first draft of a job description to the Assembly and asked for input from that body. These were but a few of the important qualifications requested by the Assembly:

They wanted someone with an awareness of the concept of Total Quality Management (TQM), the team concept of leadership, the importance of empowerment and a strong supporter of staff development and training. The Assembly also recommended that the

candidate have common sense, ambition, interpersonal skills and a sense of humor. He or she should be forthright and honest, caring and compassionate. (The ability to walk on water was not mentioned.)

There was a neat article in the Syracuse paper about the Welch Allyn Company. That company evidently understands about modern concepts of management (I like the word, *leadership*). They have put them to work. The company is growing, and the employees are happy. C.E.O. William Allyn says, "one heartening benefit of the quality program is the change it has made in personal lives. Employees have said that the training has helped them at work, at home and even in their marriages."

The challenge to bring this kind of empowerment to a place as decentralized as Cornell is formidable. The right person can make it work. If you have ideas or suggestions for the search committee, contact a member. Ann Roscoe, 255-3418 is the Administrative support person.

Commuter



Connection

CORNELL UNIVERSITY OFFICE OF TRANSPORTATION SERVICES • 255-4600

PLACE	NAME	PHONE	OPTION	DAYS	HOURS	SMOKE	COMMENTS
Auburn	Tina	5-6251	Share	M-F	8:00-4:30	No	
Aurora	Jean	5-3136	Share	M-F	8:00-4:30	No	Union Springs
Binghamton	John	5-6527	Share	M-F	8:00-5:00		
Binghamton	Hong	5-0738	Share	M-F	9:00-4:00		
Brooktondale	Deborah	5-2115	Drive	M-F	9:00-4:00		
Brooktondale	Veronica	5-5613	Drive	M-Th	9:15-3:00		
Burdett	Lisa	4-2588	Share	M-F	9:30-6:00		
Candor	Ruth	5-5174	Share	M-F	6:00-2:30		
Caroline	Resa	5-5476	Drive	M-F	7:30-11:30		
Caroline	Cheryl	3-3010	Share	M-F	7:00-3:30	No	
Cayuta	Mary	5-2029	Share	M-F	7:30-4:30		Alpine Junction
Cortland	Donna	5-3245	Share	M-F	8:00-4:30	No	8-4 Fri
Cortland	Tim	5-5973	Ride	F-M	12:00-12:00	OK	works 12PM-12AM
Cortland	Donna	5-9431	Drive	M-F	8:30-5:00	No	near High School
Dryden	Suzanne	5-8127	Share	M-F	8:00-5:00		Ellis Hollow
Dryden	Linda	3-3209	Drive	M-F	Flexible		
Enfield	Shirley	5-6310	Share	M-F	8:00-4:00		
Enfield	Diane	5-6050	Share	M-F	8:00-4:30	No	near Hospital
Etna	Felicity	5-4004	Share	M-F	8:00-4:30	No	Routes 13/366
Freeville	Paula	5-6839	Share	M-F	8:00-4:30		
Genoa	Dave	3-3100	Share	Su-Th	6:00-3:00	OK	
Groton	Michael	5-6239	Ride	M-W	9:00-5:30	No	Sat & Sun too
Groton	Cathy	5-6637	Drive	M-F	8:00-4:30		
Hammndsprt	Gerald	5-6927	Ride	M-F	8:00-4:30		
Interlaken	Marca	5-7148	Share	Th,F	8:00-4:00	No	
Ithaca	Jan	3-3365	Share	M-F			7-9AM, 4:30-6:30PM
Ithaca	Adria	5-7471	Share	M-F	8:30-5:00	No	Downtown
Ithaca	Doris	5-8198	Share	M-F	10:00-9:00		Parkwood Village
Ithaca	Mark	5-1665	Drive	M-F	8:30-5:30		
Ithaca	John	5-4165	Share	M-F	Flexible	No	East Hill
Ithaca	Jane	5-2291	Share	M-F	8:00-5:00		
Ithaca	Lois	3-3323	Drive	M-F	8:00-5:00		Snyder Hill Road
Ithaca	Joe	5-1687	Share	M-F	10:00-5:00	No	Route 89
Ithaca	Gail	5-4050	Share	M-F	8:00-4:30		
Ithaca	Tom	5-4882	Drive	M-F	9:00-5:00	OK	
Jacksonville	Timis	5-5174	Share	M-F	6:00-2:30	No	
Lansing	Susan	5-4139	Share	M-F	8:30-5:00	No	
Lansing	Betsy	4-1210	Share	M-F	8:00-5:00		
Lansing	Bill	5-9134	Drive	M-F	9:00-6:00	No	Meyers Point
Marathon	Judi	5-3745	Share	M-F	8:00-4:30	OK	
McLean	Deena	5-6506	Drive	M-F	8:00-3:30	No	
Moravia	Jim	5-3272	Share	M-F	6:30-3:00		via Rt. 34 or 38
Newark Valley	Amy	5-2215	Share	M-F	8:00-5:00	No	8-4 Fri
Newfield	Elaine	5-3806	Share	M-F	7:30-4:00		
Newfield	Linda	5-1866	Share	M-F	8:00-4:30		
Odessa	Susan	5-5338	Drive	Su-Th	10:00-8:00	No	
Odessa	Rose		Share	M-F	5:00-2:30	No	Home # 594-3352
Owego	RaeAnn	5-6224	Share	M-F	8:00-4:30	No	
Owego	Carol	5-2306	Ride	M-F	5:00-1:30	OK	
Owego	Criss	3-3010	Share	M-F	8:00-1:00		
Spencer	Barry	5-2423	Ride	M-F	8:00-5:00	NS	8 miles N of Spencer
Trumansburg	Tim	5-1381	Ride	M-F	8:00-5:00	No	
Varna	Annabelle	5-3818	Share	M-F	8:30-5:00		
Varna	Betty Ann	4-1234	Share	M-F	8:00-5:00		Trailer Park
Virgil	Suzanne	3-3946	Share	M-F	8:00-5:00		
Virgil	Jean	3-3100	Share	M-F	8:00-5:00		
Watkins Glen	Barb	5-1790	Share	M-F	8:00-4:30	No	8-4 Fri
Waverly	Robin	3-3011	Share	M-F	8:30-5:30	No	
Waverly	Linda	5-4284	Drive	M-F	8:00-4:30	No	
West Danby	Pat	5-2889	Share	M-F	Flexible	No	Route 96
Willseyville	Ramona	5-2262	Share	M-F	8:00-4:30	No	
Willseyville	Sharon	5-9731	Drive	M-F	8:00-4:30		
Willseyville	Penny	5-4587	Drive	M-F	7:30-4:00		Fri 7:30-3:00

THE NEXT COMMUTER CONNECTION: November 21

CORNELL RETIREES COLUMN

by George Peter

We Rate with the Students Now

Chuck Hurlbut reports good news from the Athletic Department. He has this information from Betsy East, Assoc. Dir., Athletic Dept.:

Senior Citizens have the following rates at athletic events:

Football:	\$5.00
Basketball:	\$4.00
LaCrosse:	\$3.00

These are the same rates as for students.

Ms. East is working on a special program to provide athletic facilities to Senior Citizens.

The CIT Trivia Quiz: Answers

1. False. Don't we wish!
2. True. CIT's Production Control and Computer Operations staff members work in shifts to keep Cornell's large computer systems—including the printers used to print paychecks—running 24 hours a day, seven days per week.
3. False. Even though the HelpDesk can answer questions about a wide variety of information technologies, they do not cover the Statler or the airport!
4. True. Records for over half the Cornell Library's collection of 5.2 million volumes are stored electronically on nine IBM 3380 disk drives and are accessed through the Online Catalog system, NOTIS. Since these disk drives each hold an average of 1.2 gigabytes of data, it would take 326 years for such a typist to fill all of these disks with all of this information. (Special thanks to Mike Garcia for the technical facts.)

weigh plants. Determine pH, oxygen concentration, and carbon content of the nutrient media. Maintain and operate equipment: gas chromatograph, infrared gas analyzer, oxygen meter, pH meter, muffle furnace, etc. Maintain greenhouse plants. Prepare nutrient solutions. Analyze data on Mac, IBM and Cornell mainframe computers. Funding through 2/29/92 with the possibility of continuation.

Requirements: Bachelor's degree or equivalent in biological sciences. 1-2 years experience in handling lab equipment. Experience in analysis of data. Knowledge of nutrient analysis. Send cover letter and resume to Sam Weeks.

Lab Technician GR20 (T8409)
Veterinary Microbiology Baker Institute-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/26/91

Assist in the molecular analysis of gene expression in the immune system of rodents. Prepare cDNA and cRNA probes, including: 1) growth and maintenance of bacteria with plasmids, 2) purification of plasmid DNA and enzymatic modifications of cDNA, 3) enzymatic labeling of nucleic acids. Assist in in situ hybridizations for RNA detection, northern blots and electrophoresis of nucleic acids. Perform routine lab duties. Assist with lab animals.

Requirements: Bachelor's degree or equivalent in microbiology or biochemistry. 1-2 years lab experience in eukaryotic molecular biology including RNA preparation. Ability to prepare reagents, follow detailed written procedures and keep accurate records. Radioisotope use preferred. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8316)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/19/91

Provide technical assistance in a lab that conducts research on dog and horse reproduction. Collect and prepare blood; perform endocrine analysis including radioimmunoassay and enzyme immunoassay; prepare frozen tissue and stain by immunohistochemistry; perform tissue incubations; and maintain lab. Pre-exposure rabies vaccination and pre-employment physical required. Send cover letter and resume to Sam Weeks.

Technician GR20 (T8308)
Diagnostic Lab-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 9/19/91

Assist technicians in Bacteriology Section in performing microbiological and immunological tests to aid in diagnosis of infections in animals and humans. Back-up technical staff in the Brucellosis Section. Assist in isolation, identification and susceptibility testing of fungi, bacteria and protozoa. Assist in determining antibody levels using agglutination techniques. Assist in water analysis.

Requirements: Bachelor's degree or equivalent in microbiology or related field. Minimum of 2 years general lab experience. Send cover letter and resume to Sam Weeks.

Technician GR21 (T8803)
Center for Advanced Imaging Technology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 10/24/91

Provide technical assistance in the daily operation and maintenance of the Center for Advanced Imaging Technology. Train and assist faculty, staff, students and visitors as needed. Teach and assist with: scanning and electron microscope diagnostic activities; general specimen preparation; chemical fixation; ultra-microtomy; critical point drying; metal coating techniques; immunoelectron microscopic and autoradiographic studies; operation of the microscopes and accessory instruments; and preparation and production of photographs and micrographs. Prepare reagents. Assist in maintaining lab accounts receivable and payable.

Requirements: BS or equivalent in biological or physical sciences with technical/vocational degree in electron microscopy. 1-2 yrs. relevant experience. Demonstrated ability and knowledge to use electron microscope and to produce high quality photographs. Send cover letter and resume to Sam Weeks.

Computer Operator GR21 (T8703)
Dining Services-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/17/91

Acquire a basic working knowledge of the various functions of the Dining units computer system. Assist the systems manager in systems related operations. Issue accurate and timely reports. Monitor and maintain equipment. Schedule repairs. Perform file saves and disk backups. Provide basic technical support to staff. Create spreadsheets. Audit system output for accuracy and make corrections when necessary. Maintain supplies.

Requirements: AAS degree or equivalent with related computer coursework. Minimum 6-12 months related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, and telecommunication lines. Knowledge of DOS 3.3 (and higher), WordPerfect, Lotus and Foxbase+ preferable. Knowledge of IBM compatible PC hardware desirable. Strong communication and interpersonal skills. Send cover letter and two resumes to Sam Weeks.

Research Aide GR22 (T8806)
Center for the Environment-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/24/91

Assist in the conduct of research on the physiological ecology of algae and their link to global climate. Run experiments involving maintenance and monitoring of algal cultures; and analysis of sulphur compounds by gas chromatography. Evaluate results and plan experiments with supervisor. Some travel required.

Requirements: Bachelor's in chemistry or biology. Lab experience in analytical chemistry, algal physiology, biochemistry or microbiology. Statistics background and experience in use of spreadsheets and statistics packages on Mac helpful. Must be able to work competently and independently in a laboratory situation. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T8706, T8707, T8709)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/17/91

Provide technical support for research programs on the mechanisms of chemical (dioxin) toxicity/carcinogenesis. Perform experiments using established protocols for standard lab experiments involving radioligand binding assays, protein determinations, and gel electrophoresis. Modify procedures for different ligands, concentrations, time dependencies, or other variables. Maintain lab supplies, records, cultures and equipment.

Requirements: BS degree in biological sciences or equivalent. 2-4 years research experience including radioligand binding techniques. Good working knowledge of standard lab procedures and equipment: centrifuges, balances, microscopes, computers, pH meters, etc. Send cover letter and resume to Sam Weeks.

Technician GR22 (T8604)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91

Conduct experiments and analyze results on biochemical research related to calcium channels. Contribute to experimental design and the discussion of results. Calculate and analyze data using statistics and graphs. Perform radioligand binding, tracer flux, and enzyme assays. Maintain cell culture and perform tissue preparations. Prepare solutions. Keep records, maintain lab and order supplies. Supervise and train staff.

Requirements: BS degree in biochemistry, neurobiology, or related field. 2-4 yrs. relevant lab experience. Familiarity with lab balance, pH meter, centrifuge, gamma and scintillation counter, spectrophotometer, light microscope and tissue culture equipment. Send cover letter and resume to Sam Weeks.

Technician GR22 (T8603)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91

Perform experiments employing established molecular cloning protocols such as restriction enzyme digests, ligations, transformations, DNA mini-preps, agarose gel electrophoresis, etc. Perform DNA sequencing. Maintain supplies, equipment, bacterial cultures and radioactivity use records.

Assist in planning and execution of experiments and discussions of results.
Requirements: BS degree in the biological sciences or equivalent. 2-4 years related experience, including molecular cloning. Working knowledge of standard lab procedures and use of general lab equipment: centrifuges, balances, pH meters, etc. Send cover letter and resume to Sam Weeks, Staffing Services, 160 Day Hall.

Technical Temporary

Temporary Technician (T8708)
Clinical Pathology/Diagnostic Lab-Statutory
Hiring Rate: \$8.50
Posting Date: 10/17/91

Perform diagnostic tests in hematology, cytology, urinalysis, coprology, chemistry and immunology. Operate, maintain and trouble shoot equipment. Prepare reagents. Use computer for specimen accession, data entry and information retrieval. Hours 3-11pm, some weekends and call rotation.

Requirements: AAS degree or equivalent in medical technology, BS and ASCP certification preferred. 1-2 yrs. current experience in all areas of lab testing. Send cover letter and 2 resumes to Sam Weeks.

Technical Off-Campus

Technician GR20 (T8704)
Equine Drug Testing, Saratoga NY-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Provide technical support for a field drug testing lab at the Saratoga Raceway in Saratoga, NY. Extract and analyze blood and urine samples. Provide routine operation of gas-liquid chromatographs. Prepare thin layer plates.

Requirements: AAS degree or equivalent experience. 1-2 yrs. experience with thin layer chromatography and general lab procedures. Familiar with gas chromatography. Send cover letter and 2 resumes to Sam Weeks.

Office Professionals

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

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

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

Cashier GR15 (C8804)
Dining Services-Endowed
Minimum Biweekly Salary: \$512.00
Posting Date: 10/24/91

Transact cash and credit sales. Other duties as assigned.

Requirements: High School diploma or equivalent. 1-2 yrs. related experience. Basic reading and computation skills. Good interpersonal and communication skills required. Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Assistant GR17 (C8714)
ILR Extension and Public Service-Statutory
Minimum Biweekly Salary: \$530.38
Posting Date: 10/17/91

Provide secretarial support for Director and 2 Project Directors for ILR Program on Employment and Disability a federally funded project to provide training and material development for rehabilitation professionals working with the disabled. Typing and word processing of correspondence, grant applications, manuscripts and reports, mailing list maintenance; assist in coordination, etc. of training materials. Serve as office receptionist. Considerable phone contact.

Requirements: High School diploma or equivalent. AAS preferred. Word processing experience using IBM and WordPerfect. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Regular CU employees include transfer applications.

Secretary GR18 (C8813)
Human Service Studies-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 10/24/91

Provide secretarial and receptionist support for 4-8 faculty in a large department. Type classwork, reports, manuscripts, correspondence and vouchers; answer telephones; distribute mail; arrange travel, library reserve lists, conferences and meetings; order texts; make copies; run campus errands; keep faculty files. Other duties as assigned.

Requirements: High School diploma or equivalent. Business or secretarial school desirable. 1-2 yrs. previous secretarial experience in academic setting helpful. IBM PC and/or Mac experience helpful. Knowledge of Word Perfect 5.0 or Microsoft Word 4.0 desirable. Ability to work under pressure. Good interpersonal and organizational skills. Able to set priorities and work in a complex active environment. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C8812)
Cornell Cooperative Extension-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 10/24/91

Main receptionist for 8 professionals and 3 office professionals. Directly responsible for the secretarial responsibilities for 2 of the professionals; travel and appointment scheduling; maintain calendars; organize incoming mail and phone messages; a variety of typing (many items confidential).

Requirements: High School diploma or equivalent with major in secretarial. Minimum of 1-2 years experience. Knowledge of IBM computers using WordPerfect program. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C8810)
ILR-Extension and Public Service-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 10/24/91

Clerical support and preparation of administrative correspondence and maintenance of office files for Office of Management and Executive Education staff. Make travel arrangements and process reimbursements; maintain activity schedule of administrative staff. Develop and maintain a systematic mail list procedure for OME. Involvement in presentation of programs and conferences from beginning to end, including preparation of materials, attendance at some activities, which may involve evening and/or weekend hours, etc.

Requirements: High School diploma or equivalent. Business School preferred. Knowledge of WordPerfect. Familiarity with Lotus 1-2-3. 1-2 yrs. experience in a client/customer-service setting. NYS drivers license required. Familiarity with University procedures desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR18 (C8420)
Travel Office-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 9/26/91

Quality control, issue, and assemble airline tickets daily. Maintain and update Sabre passenger profiles; audit endowed and statutory air service requisitions; reconcile monthly Diners Club Statement; maintain filing systems; coordinate delivery and mail services; back-up for receptionist.

Requirements: High School diploma or equivalent. Certificate or degree in Travel and Tourism; or 2 years travel agency or airline experience. American Airlines Sabre Reservation experience required. Excellent communication, interpersonal and organizational skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR19 (C8807)
ILR-Labor Economics-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 10/24/91

Provide secretarial and administrative support to four full-time faculty members. Organize and prioritize assignments in areas of teaching, research and public service for faculty members; provide administrative and clerical support to Chair, Department of International and Comparative Labor Relations including course scheduling, etc; type, format and proofread correspondence, class handouts, manuscripts containing mathematical equations, tables and graphs, spreadsheets, etc. Other duties as assigned.

Requirements: High School diploma or equivalent. Some college coursework preferred. Ability to use software including Microsoft Word, Microsoft Excel, Wordperfect and various graphics and math packages on IBM PC and Macintosh computers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C8707)
Cornell University Press, CUP Services-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 10/17/91

Work in the business office located downtown receiving payments on assigned accounts. Process checks for deposit. Correspond with customers regarding problems on their accounts. Review credit applications and establish new accounts, entering data on computer.

Requirements: High School diploma or equivalent required. Some college coursework in bookkeeping/accounting preferred. 2 yrs experience in Accounting/Bookkeeping. Good communication skills, familiar with computer/data processing. Accuracy and attention to detail. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

Administrative Aide GR19 (C8712)
University Development, Special Gifts-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 10/17/91

Perform administrative and secretarial duties for Office of Special Gifts. Schedule appointments; answer telephone; distribute mail. Assist in preparing and coordinating all correspondence for presidential letters. Help in coordinating arrangements for campus Visits program. Maintain reference materials.

Requirements: High School Diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Excellent organizational and interpersonal skills. Experience with Macintosh computer. Able to work with computer inquiry programs. Good telephone techniques. Knowledge of University Travel Office helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR19 (C8702)
CIT Sales-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 10/17/91

Provide pre-sales consulting, which includes needs analysis and problem-solving, on microcomputer configurations, printers, facsimile machines, and other related office equipment and applications software supported by CIT. Process orders and sales transactions as an integral part of the CIT sales marketing operations.

Requirements: High School diploma or equivalent required. Some college coursework required. Sales/marketing experience. Familiarity with microcomputers. Excellent communications, organizational, and interpersonal skills. Commitment and dedication to quality service in a fast-paced, challenging user environment essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. CU employees should include employee transfer application.

Shipping/Supply Clerk GR19 (C8407)
Diagnostic Lab-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 10/10/91

Manage receiving and shipping function for lab, office and mailing supplies. Includes receiving and distributing all incoming packages. Responsible for shipping lab specimens, testing kits, etc.; prepare and ship orders for sample collection; maintain current, accurate supply records; interface with Vet receiving.

Requirements: High School diploma or equivalent. Must have drivers license. 2 yrs. experience in a receiving/shipping function. Some experience with data entry and retrieval desirable. Knowledge of General Stores operations and U.S. Mail/Courier regulations desirable. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Secretary GR20 (C8811)
Chemistry-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/24/91

Word processing, database entry and computer-aided technical drawing for Professor and his research group; telephone, mail, file, travel; and appointment management; library searching.

Requirements: 2-3 yrs. experience with word processing and graphics. Excellent organizational and interpersonal/communication skills. WordStar preferred. Heavy typing. Cornell employees send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C8806)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/24/91

Provide administrative and secretarial support for communications/marketing group. Coordinate department workflow, newsletter circulation, some printing and photography. Maintain department records and project files.

Requirements: Associates degree or equivalent combination of education and experience. 2-3 yrs. related experience. Strong organizational, communication, and interpersonal skills. Experience on Macintosh computer with knowledge of Microsoft Word, Excel and Pagemaker. Knowledge of IRIS helpful. Ability to act independently and manage many tasks simultaneously. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Personnel Assistant GR20 (C8809)
Cornell Cooperative Extension-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/24/91

Provide administrative and clerical assistance for 2 Personnel Associates in maintenance, analysis, and review of federal retirement, federal employees group life insurance, workers compensation, and unemployment

insurance accounts for Cornell Cooperative Extension statewide (1400+employees).

Requirements: Associates degree in Accounting/Business/Personnel or equivalent. Minimum 2 yrs. related experience. Attention to detail, public contact, judgment and accuracy. Computer familiarity, word processing, and spreadsheets (WordPerfect, Lotus(or Quattro)). Good with numbers, familiarity with accounting procedures. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C8708)
Law-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Assist in daily operation of the Law School Alumni Office including organization of annual alumni luncheons, dinners and receptions, Law School annual reunion, collection of dues, handling correspondence for the Associate Dean of Alumni Affairs, and processing alumni outreach mailings.

Requirements: Associates Degree with 2-3 yrs of related office experience. Excellent interpersonal, communication and organizational skills required. Excellent judgment, and ability to work independently. High level of confidentiality. Excellent w-p skills. Shorthand a plus. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8713)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Provide administrative assistance to the Associates and the Assistant Director of Foundation Relations: prepare correspondence and reports, compile data, oversee Production of proposals, arrange meetings, assist in special projects dealing with major national foundations. Maintain complex files and foundation library.

Requirements: Associates degree or equivalent. 2-3 yrs. related experience. Excellent oral and written skills. Good organizational abilities. Self motivated. Experience with Macintosh computer. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8711)
Engineering Dean's Office-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Receptionist and Administrative Aide for the Dean's office. Provide administrative support to the Associate Dean for College Affairs, Associate Dean for Research, Director of Administration, Planning and Facilities and the Executive Assistant to the Dean.

Requirements: Associates degree or equivalent combination of education and experience required. Two years of Cornell experience, preferably in an academic unit. Must have excellent oral and written communication skills. Must possess excellent interpersonal skills and service orientation towards visitors. Basic computer skills and familiarity w/Cornell accounting procedures preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C8701)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Serves as Microcomputer Resource person for department administration. Responsible for accounting functions such as interdepartmental charges, C.U. Stores billing, maintenance of petty cash and weekly deposits. In addition, responsible for daily posting to MUMPS and monthly reconciliation to SF&BS. Will prepare and analyze monthly account reports for department courses.

Requirements: Associates degree in accounting or business administration or equivalent experience. 2-3 yrs. related experience. Microcomputer expertise required. Proficient in MS-DOS, WordPerfect, Lotus 1-2-3 and Foxbase+/Foxpro. Experienced in use of Norton Utilities or other diagnostic software. Experience with Cornell Accounting system essential. Excellent oral/written communications skills and organizational skills. Ability to work independently. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C8703)
JGSM-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Coordinate and perform a broad set of accounting and administrative duties for the Director of Business Operations and the Business Manager and approximately 60 faculty members. This position combines two posts and the individual hired will need to work independently under the general supervision of the Business Manager in establishing priorities and overseeing the facilities, while working closely with Accounts Coordinator and others.

Requirements: Associates degree in Secretarial Science. Minimum of 3 yrs. of general office and accounting experience preferred. Macintosh experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Personnel Assistant GR20 (C8716)
Computer Science-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/17/91

Assist in coordinating personnel management within a large academic/research unit; process all appointments; provide administrative support to the Director of Administration.

Requirements: Associates degree or equivalent combination of education and experience. 2-3 yrs. related experience. Demonstrated attention to detail, organizational skills and initiative a must. Excellent judgment, communication, interpersonal and problem solving skills; ability to prioritize and work effectively with diverse groups also required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C8504)
Veterinary Library - Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 10/3/91

Responsible for the operation of the Veterinary Library during evening and some weekend hours, includes, circulation/reserves, security, and student supervision. Perform various information-related services, including assistance to patrons in locating materials, interpreting the online catalog, searching CD-Rom databases, and using audio-visuals and equipment. Staff the Public Service Desk. Other duties as assigned, includes, daily cash management and bindery preparation. Full-time, regular position with evenings, Mon.-Fri.; Sat or Sun.

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

Telecommunicator GR21 (C8802, C8803)
Public Safety-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/24/91

Operate centrally located communications center for the department to include: incoming telephone lines and radio traffic; sole source of information to callers after hours; monitor and operate NYSPIN; maintain detailed logs; monitor all incoming alarms systems and Blue Light Emergency phones.

Requirements: AAS degree preferred with 2-3 yrs experience. Ability to qualify for NYSPIN certification. Ability to pass a background investigation. Familiar

with PC's essential. Eye for detail is essential. Ability to handle highly confidential materials. Strong communications skills (written and oral). Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR21 (C8805)
CISER-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/24/91

Support Survey Research; assist in questionnaire and survey materials development; supervise telephone operations including hiring and training of phone interviewers. 8-4:30pm, flexibility, some nights & wknds.
Requirements: Bachelors degree in Social Science or equivalent experience. Project management. Knowledge of survey methods. Experience with PC, Mac and mainframe applications in survey research. Good organizational and communications (written and oral) skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Coordinator GR21 (C8709)
Biotechnology-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 10/17/91

Under very general supervision, provide administrative support to the Directors of five biotechnology research facilities. Budgeting, accounting, user scheduling and billing, grant applications.
Requirements: Associates degree or equivalent in accounting preferred. Minimum 2-3 yrs. related experience with Cornell accounting systems required. Knowledge of IBM PC or Macintosh desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR22 (C8615)
Human Resources-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 10/10/91

Act as primary source for survey requests. Assist Senior Compensation Specialist with survey data; gather survey data for internal and external requests, prepare reports. Provide data analysis and research aide support for the compensation unit of the Office of Human Resources.
Requirements: Associates degree or equivalent. Bachelor's degree or equivalent preferred. Some related experience and ability to use computer, e.g., IBM/Macintosh with a good working knowledge of spreadsheets. Strong organizational and analytical skills. Knowledge of statistical packages preferred.

Administrative Aide GR22 (C8718)
Public Affairs/College and Unit-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 10/17/91

The Administrative Aide to the Director provides high level secretarial and administrative support to the Director, Business Manager and other senior managers as needed. The Administrative Aide to the Director of College and Unit Public Affairs often acts as the principal contact between the College and Unit Public Affairs Office and all of the on and off campus constituencies with whom the office works.
Requirements: Associates degree or equivalent in education, experience and training. 3-4 yrs. related experience. Ability to initiate tasks and independently see them through completion; ability to set priorities, handle frequent interruptions and work under pressure. Excellent writing skills; strong interpersonal skills and telephone techniques. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professional Part-Time

Secretary GR18 (C8706)
Physics-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 10/17/91

Provide administrative and secretarial assistance to academic administrator and staff of autotutorial physics course with enrollment of approximately 400 students a semester and 50 students during summer. Monday-Friday 4hrs/day.
Requirements: High School diploma or equivalent. Some college coursework preferred. Minimum 1 yr related office/secretarial experience. Strong interpersonal and organizational skills. Familiarity with academic environment helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR18 (C8715)
Floriculture and Ornamental Horticulture-Statutory
Minimum Full-time Equivalent : \$529.35
Posting Date: 10/17/91

Provide accounting and budgeting support to Accounts Coordinator and Administrative Manager. Process all department, payables and receivables. Prepare standard vouchers, requisitions, L-orders, interdepartmentals, receivable invoices, reimbursements and deposits. Manage internal billing services. Manage CU Stores vouchers and receipts. Monitor transaction statements. Maintain accounting files. 20hrs./week
Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience; Cornell accounting desirable. Personal computer skills and previous work with computerized accounting systems helpful. Excellent organizational, interpersonal and communication skills. Ability to interact with wide variety of personalities. Attention to detail. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Building Coordinator GR19 (C8605)
Human Ecology Administration-Statutory
Minimum Full-time equivalent: \$566.28
Posting Date: 10/17/91

Has the responsibility to identify routine and emergency building and utility problems. Responsibility for notifying departments of utility shutdowns. Assists Project Coordinator as needed. Serve as backup person for mailroom and building security. Monday-Friday a.m. or p.m.
Requirements: High School diploma or equivalent. Trade school or 2-3 yrs of experience in construction or facilities related area to identify problems of that nature. Ability to read blueprints and specifications. Familiarity with building system terminology, construction operations, and Cornell M&SO operations and procedures desirable. Familiarity with Macintosh computers preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR19 (C8717)
Agricultural Economics- Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/17/91

Support/maintain FarmNet office mechanics. Provide support to individuals using the 800# information, referral, consulting system for NYS farm families. Days/Hours negotiable. Until 3/31/92.
Requirements: High School diploma or equivalent required. College coursework desirable and preferred. 1-2 yrs related experience in office operation. Strong listening and interpersonal skills. Self directed. Familiar with farming and farm families desirable. Familiar with Cornell Cooperative Extension. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Historical Core Literature Project Assistant GR19 (C8510)
Albert R. Mann Library - Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/3/91

Assist in the compilation of subject bibliography of historic materials to be used for preservation purposes. Duties include bibliographic searching of computer databases, use of database management software, editing and verifying of bibliographic information, data entry and maintaining statistics and records of project. Additional duties in library bindery. Regular, part-time position until 12/31/92.
Requirements: AAS degree or equivalent required; additional coursework preferred. Computer experience including word processing ability required. 1-2 years experience searching bibliographic databases, including NOTIS and RLIN highly desirable. Experience with database management software (particularly Procite) desirable. Ability to be self-directed, to meet deadlines, and attention to detail are essential. Send cover letter, resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR19 (C8507)
Operations Research and Industrial Engineering-Endowed
Minimum Full-time Equivalent: \$566.28
Posting Date: 10/3/91

Provide administrative/clerical support for the Graduate Programs and the school's Administrative Manager. Backup for technical typing using the EXP program. Other duties as assigned. Regular, part-time, 20hrs/wk., to be arranged.
Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Good interpersonal skills. Knowledge or technical typing helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Senior Night Supervisor GR20 (C8614)
Physical Sciences Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 10/10/91

Responsible for the security, maintenance, and provision of all services of the library during evening and/or weekend hours usually without the presence of any library staff except students. Responsible for the provision of the Table of Contents and photocopy services. Use both general guidelines and specific procedures for guidance as supervisor is usually unavailable for consultation. 24 yrs./week: Monday-Thursday 6-12 Midnight.
Requirements: Associates degree with course work in Physical Sciences desirable. 2-3 yrs. related experience. Must be able to work effectively in a challenging environment with constant interruptions. Demonstrated ability to communicate effectively with the public. Familiarity with computers required. Library experience desirable. Must be able to push loaded book trucks and occasionally lift boxes up to 100 lbs. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Aide GR20 (C8413)
Classics-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 9/26/91

Responsible for operating Kurzweil optical scanner which converts printed texts into computer files for the CCGI (1/2 time), and correcting tests of Greek inscriptions from publications converted into computer-readable form by the Kurzweil Optical scanner for inclusion in a database on the Ibycus computer system (1/2 time). Flexible Hours.
Requirements: B.A. in Classics, humanities, history or related field preferred. 1-2 years related experience. Proficiency in Ancient Greek, some knowledge of Latin, familiarity with word processing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR21 (C7211)
Veterinary Administration-Statutory
Minimum Full-time Equivalent: \$615.42
Posting Date: 9/19/91

Provide administrative support to the Director/College Registrar. Includes full range of general secretarial duties, assistance with processing various forms, and extensive entry and verification of data. Days and hours Monday-Friday, 10:00-2:00.
Requirements: Associates required. 2-3 yrs prior experience in a student services office preferred. Accuracy and attention to detail and excellent interpersonal skills are essential. Familiarity with advanced Word Perfect applications and proficiency in use of university mainframe and Lotus 1-2-3 required. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professionals Temporary

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

Programming Coordinator (S8801)
Residence Life
Hourly Rate: \$6.25
Posting Date: 10/24/91

The programming Coordinator will work with the graduate and family residence staff to provide a well balanced programming effort to students and families living in graduate and family housing. Interest and/or experience working with families and/or graduate students preferred. Casual appointment, 19 hours per week, until 6/1/92. Mostly daytime hours with some weekend days likely. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

Secretary (S8305)
Human Ecology Administration-Statutory
Posting Date: 9/19/91

Provide clerical and office support to the Executive Staff Assistant for the Dean of the College of Human Ecology in a very busy office with a high volume of confidential and sensitive materials. 15 hrs. per week; mornings preferred.
Requirements: High School diploma or equivalent experience. 1-2 years of related office experience. Experience with IBM compatible computers and familiarity with WordPerfect desired. Confidentiality, attention to detail, good communication skills required. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Services, EHP #2

General Service

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

Custodian SO02 (G8801, G8802, G8803, G8804, G8805)
Residence Life-Endowed
Hiring Rate: \$6.55
Posting Date: 10/24/91

Provide general custodial care of buildings and grounds in assigned area. Wednesday-Sunday 30 hours per week.
Requirements: Basic reading and writing skills. Able to Operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Daily contact with students. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

General Service Temporary

Temporary Shop Mechanic (S8204)
Grounds
Posting Date: 10/3/91

Perform skilled mechanical repairs and maintenance management techniques to maintain a variety of commercial lawn maintenance, snow removal, and construction equipment with emphasis on small engine repairs. Make frequent road calls and repair equipment on site. Manage shop facility to include keeping inventory of tools and supplies, shop safety and cleanliness, and accurate records on equipment and materials.

Requirements: High school diploma or equivalent required with associates degree or additional technical training school coursework desirable. Minimum of five years experience in automotive, truck (2 and 4 wheel drive), tractors, snowplows, and lawn maintenance equipment repairs including: repair of 2-cycle/4-cycle gasoline engines, and diesel engines. Must have and maintain a valid NYS driver's license, with a class 1 or 3 desirable. Send cover letter and resume to Karen Raponi, Staffing Services, Department S8304, East Hill Plaza #2.

General Service

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

Lead Gardener SO08 (B8801)
Grounds-Endowed
Hiring Rate: \$8.73
Posting Date: 10/24/91

Perform skilled landscape maintenance and field supervision of the activities of a crew of landscape personnel consisting of groundsworkers, equipment operators and seasonal workers.
Requirements: Associates degree with green industry related major. 2 yrs. experience with grounds maintenance. Working knowledge of the principles of supervision and safety procedures. Strong leadership and motivational skills. NYS motor vehicle license. NYS pesticide applicators license desirable. Send cover and resume to Cynthia Smithbower.

Academic

Lecturer in Biopsychology
Psychology
Posting Date: 10/24/91

The department of Psychology at Cornell University is considering candidates for a lecturer appointment in

the biopsychology area. Lecturer is an academic appointment with responsibilities that are primarily in teaching. This appointment will require teaching two to three courses in the Fall and Spring semesters of each academic year. The courses would include an advanced undergraduate lecture course on hormones and behavior, and could include advanced seminars and laboratory or field courses. Professional qualifications should be comparable to those for the position of Assistant Professor. Appointments are for periods of not more than three years and are renewable. The position will begin in January, 1992. Review of applications will begin November 1, 1991. Interested applicants should submit a curriculum vitae, reprints or preprints of completed research, and letters of recommendation sent directly from three Referees to: Secretary, Lecturer in Biopsychology Search Committee Department of Psychology, Uris Hall, Cornell University, Ithaca, NY 14853-7601 USA.

Postdoctoral Associate
Theory Center
Posting Date: 10/24/91

The Cornell Theory Center, jointly with Professor Harold Scheraga of the Cornell Chemistry Department is seeking a postdoctoral associate in the field of modeling of protein folding, with a major emphasis on the development of algorithms and software for parallel computers. A Ph.D. with a strong background in physical chemistry, protein folding, biochemical systems, and numerical methods, as well as experience in large scale computing is required. Send curriculum vita and the names of three references to: Julia Addy, Personnel Manager, Cornell Theory Center, 529 Engineering and Theory Center Building, Cornell University, Ithaca, NY 14853-3801.

Assistant Professor
Section of Microbiology, Division of Biological Sciences
Posting Date: 10/17/91

Tenure-track, 12-month appointment; highly competitive start-up funds, laboratory space, salary and benefits. Interests and expertise in environmental microbiology preferred; candidates with backgrounds in other areas of prokaryotic physiology or diversity are also encouraged to apply. Ph. D. in microbiology or a closely-related subject, at least one year of postdoctoral experience, and a strong commitment to research and teaching are required. The successful candidate will be expected to develop and maintain a strong, externally-funded research program, to participate in undergraduate and graduate training, and to teach upper-level courses in bacterial physiology. Applicants should provide a curriculum vitae, list of publications, statement of future research interests, and should also arrange to have three letters of recommendation sent to the chairman of the search committee: Dr. Valley Stewart, Section of Microbiology, Cornell University, Wing Hall, Ithaca, NY 14853-8101 (telephone 607-255-2416; fax 607-255-3904; electronic mail vjs@cornell.cit.cornell.edu) by December 16, 1991. Women and minority candidates are strongly encouraged to apply.

Assistant Psychology Professor, tenure track
Department of Psychology
Posting Date: 10/3/91

Candidates sought-for a tenure-track assistant professorship in any area of cognition. Areas of specialization include but are not limited to: memory, attention, language and speech processing, concepts, knowledge representation, reasoning and problem solving, mathematical psychology, motor control and action. The position will begin in August, 1992. Review of applications will begin November 15, 1991. Interested applicants should submit a curriculum vitae, reprints or preprints of completed research, and letters of recommendation sent directly from three referees to: Secretary, Cognitive Psychology Search Committee, Department of Psychology, Uris Hall, Cornell University, Ithaca, NY 14853-7601, USA.

Veterinary Diagnostic Pathologist, tenure-trade
Vet Diagnostic Laboratory

Professional rank determined by experience. Shared responsibility for pathology service and a pathology residency program in the Pathology Department and Diagnostic Laboratory. Interact with professionals and staff of a full-service Diagnostic Laboratory and Veterinary Extension/Field Service Unit concerning service, extension, teaching and research, consistent with the mission and goals of the Diagnostic Laboratory.
Requirements: DVM or equivalent degree and membership - the American College of Veterinary Pathology (ACVP) with established expertise in Diagnostic Pathology. MS or PhD degree highly desirable. Please submit a resume with 3 or more names for references by December 15, 1991 to Dr. Donald H. Lein, Director, Diagnostic Laboratory, New York State College of Veterinary Medicine, Cornell University, Box 786, Ithaca, NY 14851, Telephone (607-253-3900).

Weight Watchers at Work Program

Wednesdays, 12:00 noon-1:00 p.m., Room 250 Caldwell Hall. Free information meeting held on Wednesday, October 30. New session beginning Wednesday, November 6.

Sign up for Lunch with Senior Vice President James E. Morley, Jr.

Here is your chance to meet the senior vice president in an informal setting. Lunch is provided. Locations are now being scheduled on the date listed below. Employees should call the Office of Human Resources at 255-3983 for more information or to make a reservation.

Thursday, November 14, 12:00 noon

CORNELL Employment News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Cheryl Seland

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

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