

Cornell CHRONICLE

Volume 20 Number 32 May 11, 1989

90 to debate compensation study results

How pay systems faced by corporate executives, golf pros, nurses and Navy recruiters affect their performance and the productivity impact of coffee breaks will be among the results of a major research project on the performance impact of company compensation policies that will be discussed from May 23 to 25.

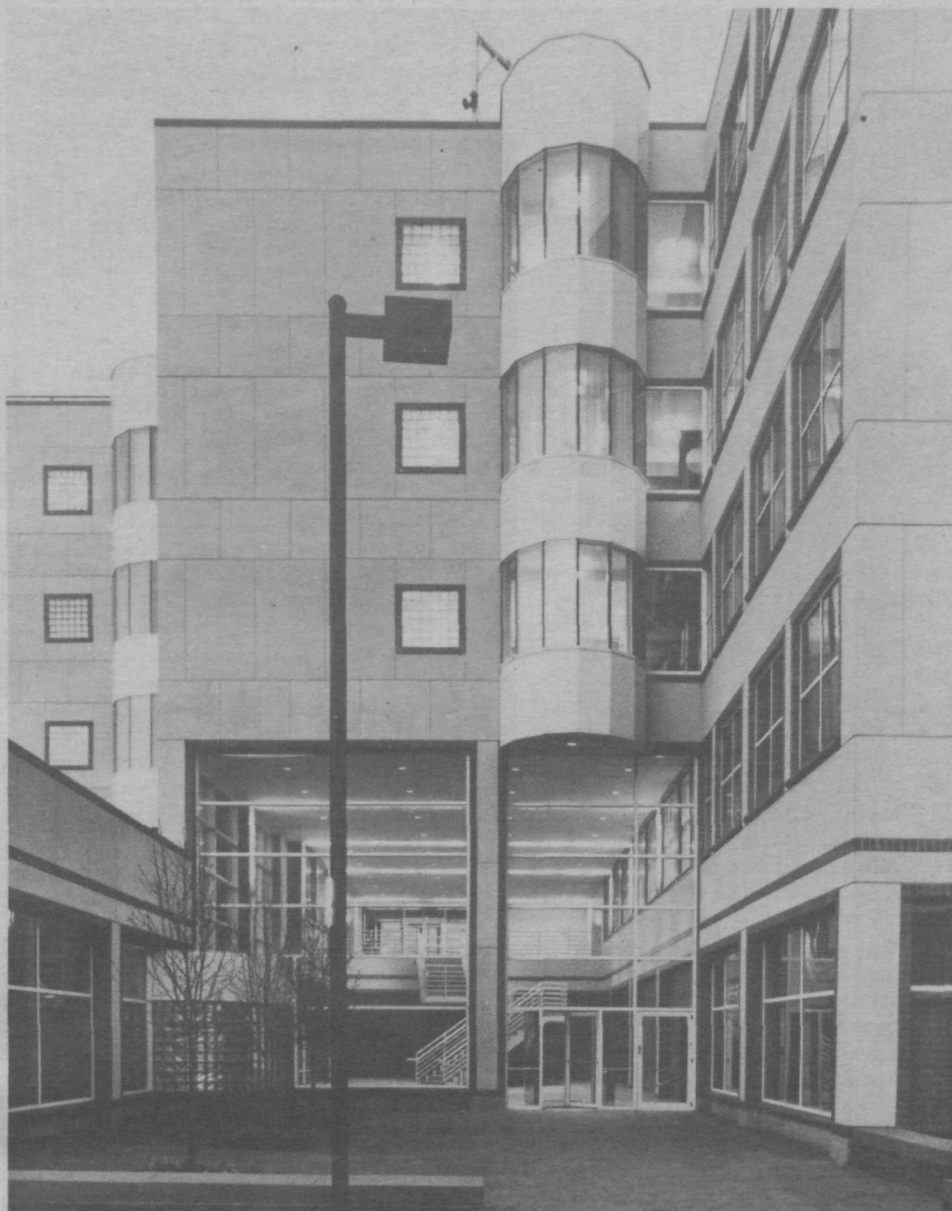
During the three-day conference, 90 scholars and corporate executives will debate the results of the study in which university economists, industrial relations researchers and human resource scholars from across the country addressed the question, "Do Compensation Policies Matter?"

"Until this research project was started early in 1988, little investigation had been conducted into how compensation policies affect a firm's performance," said Ronald G. Ehrenberg, the Irving M. Ives Professor of Industrial and Labor Relations and director of research at the School of Industrial and Labor Relations, which arranged the forum.

"People who are involved in establishing pay scales and compensation packages for workers, managers and executives rarely have taken time to determine whether their policies improve the work of employees, the profits of a company and the performance of its stock."

The study was funded primarily by a \$200,000 grant from the Alfred P. Sloan Foundation to Ehrenberg, who coordinated the research, with additional support from the National Bureau of Economic Research and Cornell.

Conference participants will include sen-
Continued on page 7



The Biotechnology Building is the campus' largest research facility but one of its most elegant.
Charles Harrington

Dissident scientist Kovalev tries to regain 20 lost years

For most researchers, a year of forced separation from their field of study would be devastating. Soviet physiologist Sergei A. Kovalev was building a productive and distinguished career in electrophysiology — conducting pioneering research on nerve impulse transmission — when his 1969 protests against oppression in Czechoslovakia cost him his position at Moscow State University. He had published more than 60 scientific papers, and his work in cardiac physiology was cited by others in the field around the world.

Relegated to a Soviet fish hatchery, Kovalev only intensified his human rights efforts. He was a founding member of the Initiative Group for Defense of Human Rights, became editor of the bulletin Chronicle of Current Events, and, along with Andrei Sakharov and others, vocally protested the mistreatment of Soviet citizens. The dissident scientist was arrested in 1974 and, in a trial that was widely viewed as a gross violation of Soviet judicial procedure, was sentenced to seven years in prison and concentration camps. That was followed by three years of internal exile. His son and daughter-in-law were also imprisoned.

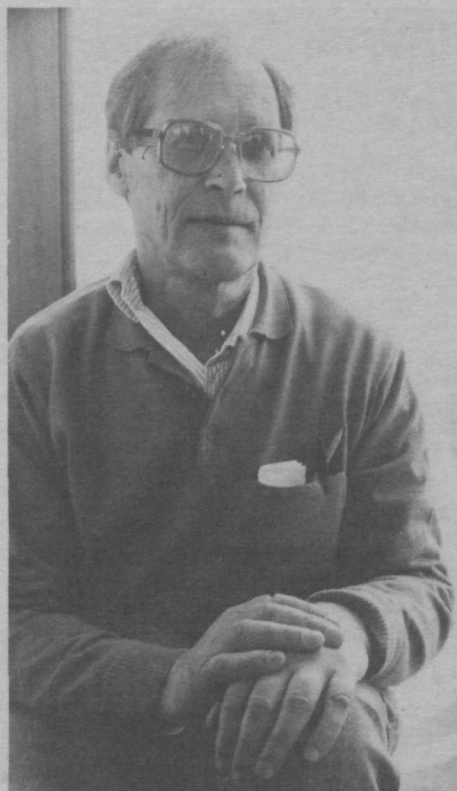
Pleas for clemency from internationally known scientists, among them Cornell's

Thomas Eisner, failed to soften the Soviet government's resolve to silence Kovalev and other dissidents during the 1970s and early 1980s. By 1988, however, there appeared to be hope for Sergei Kovalev. Hundreds of political prisoners had been released, by order of the Soviet leader Mikhail Gorbachev, and Kovalev was offered a position in the Academy of Sciences' Institute for Problems of Information Transmission.

That job was an escape from a kind of Soviet Catch-22: As a former political prisoner he was denied employment as a scientist, yet was liable to prosecution under Soviet "parasite" laws for not having a job. Then on, May 30, 1988, he attended a reception for President Reagan, who was participating in the Moscow summit, at the American ambassador's residence. Speaking for political and religious dissidents who were still in Soviet jails, Kovalev said: "Their 'crime' lies in the fact that yesterday they had the courage to pronounce aloud those truths which today are publicly spoken by the leadership of our country."

The next day, Kovalev's job offer was withdrawn by the research institute.

Later that year, however, he was permitted to accept an appointment, at the invitation of University Provost Robert Barker, as



Sergei Kovalev
Jill Peltzman

a Visiting Scholar in the Cornell Department of Physiology. (A similar invitation had been extended in 1976 by Dale R. Cor-
Continued on page 6

7

Bailey Hall
series for
1989-90



7

Forum on cold fusion

6

AN
AMERICAN
Festival

Biotechnology building to open May 15

"Gene guns," DNA synthesizing machines, electron microscopes and other advanced biotechnology tools will be displayed when the university opens its new Biotechnology Building to the public for the first time on Monday, May 15.

As part of the new building's dedication, public tours of the \$34-million laboratory-office-conference complex — the largest research facility on campus — will be given from 4 to 6 p.m.

Invitation-only ceremonies earlier in the day will dedicate the building, which houses the Cornell Biotechnology Program and two academic units, the Section of Genetics and Development and the Section of Biochemistry, Molecular and Cell Biology. Admission to the dedication ceremony is by invitation only due to space limitations.

Construction of the five-story, triangle-shaped building began in 1986 with a \$20-million grant from the state of New York and loans from the state's Urban Development Corp. Since construction was completed in the fall of 1988, nearly 300 scientists, administrators, faculty members and technicians have moved their laboratories and offices into the 171,000-square-foot building.

Among the facilities open during the public tours will be the laboratories of the National Science Foundation's Plant Science Center, which uses the "gene gun," the device invented by Cornell scientists to shoot DNA and other genetic material into living cells of plants and animals.

Also open to the public will be some of the central facilities that support the more
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BTI conference to examine impact of biotechnology

Policy issues concerning the potential impact of biotechnology on sustainable agriculture will be examined at a national conference on May 22 through 24 in the Schuman Continuing Education Building at Iowa State University in Ames.

The conference, "Biotechnology and Sustainable Agriculture: Policy Alternatives," is sponsored by the National Agricultural Biotechnology Council, a consortium of the Boyce Thompson Institute for Plant Research, Cornell, Iowa State University and University of California at Davis.

"The relationship of biotechnology and sustainable agriculture has been identified as the key issue to be addressed at the council's first annual conference," according to Ralph W.F. Hardy, BTI's president and one of the organizers of the Iowa conference.

The NABC was established in 1988 at BTI with initial support from the Joyce Foundation in Chicago and the U.S. Department of Agriculture.

Hardy, who is a founding member of the council, said one aim of the NABC conference is to develop biotechnology policy recommendations based on technical, social, economic, ethical, environmental, health
Continued on page 2

Notables

President Frank H.T. Rhodes will receive a honorary doctorate of laws degree from Skidmore College during commencement exercises on Saturday, May 13, in Saratoga Springs. At the DePauw University commencement in Greencastle, Ind., on Saturday, May 20, Mary Beth Norton, the Mary Donlon Alger Professor of American History, will be awarded a honorary doctorate of humane letters degree.

An article titled "The Relation of Age to Workplace Injuries," by Associate Professor of Industrial and Labor Relations Olivia S. Mitchell, has been selected as the outstanding contribution by an academic author during 1988 to the "Monthly Labor Review" of the U.S. Bureau of Labor Statistics.

Graduate student Ayele Berkerie has won first place in the National Conference on Black Studies' annual essay competition for a paper titled "An Original is Older Than Its Copy: the African Origin of Ethiopian Orthodox Christianity." Berkerie came to this country from Ethiopia in 1976 and is a candidate for a master's degree in the Africana Studies and Research Center. He read his paper at the 13th annual meeting of the black studies conference in Nashville, Tenn., on April 8. It is the second time a Cornell student has won the competition, which carries with it a \$500 cash prize.

Three student members of Cornell's Interfraternity Council and Panhellenic Association and Randy Scott Stevens, coordinator of Greek Life in the Dean of Student's Office, received outstanding achievement awards at the annual Northeast Panhellenic Conference in Pittsburgh this spring.

Stevens received the award for Outstanding Panhellenic Adviser and is the first coordinator of Greek Life at Cornell to receive this award.

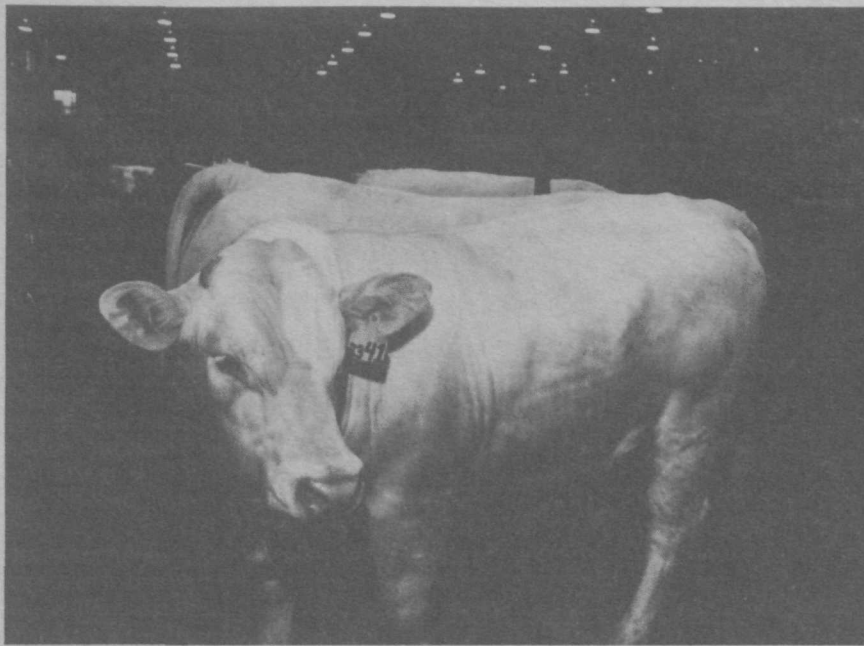
Leslie Appel, a junior, was elected president of the Northeast Panhellenic Council. Appel is pursuing a double-major in animal science and communications.

Patrick Murray, a senior majoring in history and past president of the IFC, was cited for excellence in educational programming, leadership development and academic excellence.

Stephanie Ralston, a senior majoring in agricultural economics and the past president of the Cornell Panhellenic Association, was cited for excellence in sorority rush and in educational programming.

Correction

A photo caption in the May 4 Cornell Chronicle incorrectly identified John Sanford, one of the inventors of the gene gun that Du Pont recently bought. Sanford is an associate professor of horticultural sciences.



Jill Peltzman

TOP-QUALITY YEARLY BULLS — Cornell was the site of a lively bull auction on May 5 that attracted nearly 400 bidders from throughout the Northeast. Sale prices of 38 yearling bulls averaged \$1,491. A Polled Hereford from Stone Ridge Farm of Livingston Manor, N.Y., fetched the highest price: \$3,000. The auction was the climax of Cornell's five-month-long performance test that involved 86 bulls from eight northeastern states. William M. Greene, a beef specialist in the College of Agriculture and Life Sciences, is the director of the annual Bull Test Program, the only one of its kind available in New York state.

Cornell Club New York accepting memberships for Sept. 1 opening

The 14-story Cornell Club New York in midtown Manhattan, billing itself as "a touch of 'the hill' in the heart of the city," is accepting membership applications from faculty, staff and alumni, according to James D. Hazzard, director of alumni affairs.

The club is scheduled to open Sept. 1 after two years of construction and renovation, including adding four floors to the top of the building at 6 E. 44th St.

The club will offer 48 guest rooms, three dining areas, a library, meeting rooms, a fitness center and other facilities to Cornellians who live, work or are visiting in New York, he said.

More than 30,000 Cornell alumni live or work in New York City. The new Cornell Club facility will serve as a locus for social and academic activities in the city, as well as a home for alumni from around the world who visit New York, Hazzard said.

The club is to be completely self-sustaining, supporting itself through membership and usage fees, according to Hazzard. Membership is open to all alumni and full-time faculty and staff (including retirees) and their spouses. The club dues are based on sliding scales.

For faculty and staff, dues are based on

professorial rank or professional classification. The dues for faculty and staff range from \$60 for a non-professional academic living outside of New York City and its suburbs to \$544 for a full professor who lives in the city. Assistant professors living outside the New York City area will pay \$88 in dues while associate professors will pay \$120.

For alumni, the dues are based on the number of years since their undergraduate college class graduated and on their proximity to New York City. For example, alumni who graduated 10 or more years ago and who live in New York City will pay \$680 annually, while those who graduated less than two years ago and who do not live in New York City or its suburbs will pay only \$50 a year.

Those who apply for membership before Sept. 1 will have the standard initiation fee waived, Hazzard said. The initiation fee is 35 percent of the dues for 12 months. In all cases, membership privileges for a spouse is \$50.

For further information about the club and memberships, contact Clark Ford at Cornell Club New York, P.O. Box 3333, Grand Central Station, New York, N.Y. 10163, or by calling (212) 986-0300.

Cornell, Binghamton students involved in fight on campus here

Students from Cornell and the State University of New York at Binghamton were involved in a disturbance and fistfight at about 2 a.m. on May 5 after a party at Cornell, according to Lt. Randall H. Hausner of the campus Department of Public Safety.

Ten minutes after campus and local police dispersed the group, without injuries or arrests, fighting flared again among a remnant of the group. That, too, was broken up quickly, without injuries or arrests.

Hausner said that the sole cause appeared to be personal antagonism between a Binghamton student and a Cornell student who had fought three weeks earlier and who met again at the party on Friday.

Hausner added that there did not seem to be any larger issue involved in the disturbance and that the contending sides did not seem to be divided by school, fraternity or any other identification. And all of those involved are African-Americans.

Hausner gave the following account, based on reports from officers and witnesses:

Cornell officers were called at 2 a.m. because of a disturbance outside Robert Purcell Union, where there is a weekly Thursday night party that draws students from Cornell and other colleges.

Some 300 students were gathered outside the building, with between 30 and 50 engaged in fistfights. The Cornell officers sought help to break up the crowd; and the city of Ithaca sent three patrol cars, Cayuga Heights one and the Tompkins County Sheriff's Office four.

They dispersed the crowd in about a half hour. When fighting flared a second time involving 30 to 50 people, the campus officers alone dispersed the crowd in about 10 minutes. They found two baseball bats at the scene, a playing field north of Helen Newman Hall.

BTI continued from page 1

and safety aspects of each of the topic areas to be examined.

The biotechnology areas to be addressed are those whose products are expected in

the near term, including herbicide-resistant plants, biopesticides, animal growth promoters and disease-resistant animals.

—Yong H. Kim

Briefs

■ **Buses stopped:** The following buses will stop running for the summer at the end of their runs on Friday, May 19: West Campus, Evening East Ithaca and Blue Light 1 and 2.

■ **Lectures on cancer:** International authority on environmental carcinogens, Bruce N. Ames, a member of the Department of Biochemistry at the University of California, Berkeley, will lecture here on Monday, May 15, at 7:30 p.m. in Room 120 Ives Hall on the topic "Ranking Possible Carcinogenic Hazards."

He also will speak on Tuesday, May 16, at 10 a.m. in Room 146 Morrison Hall on the subject "Endogenous DNA Damage, Aging and Cancer."

Ames, who is the creator of the Ames mutagen test, earned his bachelor of science degree at Cornell.

■ **Annual plant sale:** The annual Spring Garden Fair and Plant Sale coordinated by the Cornell Cooperative Extension of Tompkins County will take place on Saturday, May 13, from 9 a.m. to 1 p.m. at Ithaca High School.

The high school is situated at the junction of Route 13 and East Shore Drive.

More than 30 vendors will provide a wide selection of vegetables, flowers, herbs, fruit trees and other plants. There will be exhibits by organizations including the Cornell Plantations, The Orchid Society, Bonsai Society, Men's Garden Club and 4-H Clubs.

■ **Meals with Morley:** The final lunch this semester for employees to meet with Senior Vice President James E. Morley Jr. will be at noon on Friday, June 30, at the Statler Hotel. Those interested may call the Office of Human Resources at 255-3621.

Obituary

Richard K. Kaufmann

Richard K. Kaufmann of New York City, a 1922 graduate of Cornell and a long-time benefactor of the university, died on May 4 of heart disease at New York Hospital-Cornell Medical Center. He was 87.

Kaufmann Auditorium in Goldwin Smith Hall and a Cornell Tradition fellowship bear his name. A stockbroker, Kaufmann was deeply interested in undergraduate students and made numerous gifts for their benefit. He was a life member of the Cornell University Council.

Survivors include his wife, Manette; a daughter, Susan Baker, of Manhattan; a son, Thomas, of Princeton, N.J., and two grandchildren.

Hotel students give \$6,000 to aid homeless

Ye Hosts, the honor society in the School of Hotel Administration, raised \$6,000 in a dance marathon to support three Ithaca organizations that feed and shelter the homeless.

Checks of \$2,000 each were handed to representatives of the South Side Community Center, Friendship Center and the Emergency Red Cross Shelter on May 6. The funds were raised in a 12-hour dance marathon on Feb. 25.

"Hotel School students have become particularly aware of the problems facing the homeless because a course on operating and managing shelters and feeding stations is taught in the Hotel School," said Dan Canning of Princeton, N.J., the president of Ye Hosts.

Canning and the honor society's treasurer, Brian Harris of Syracuse, presented the checks. Both are graduating seniors.

—Albert E. Kaff

Cornell Chronicle

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It is the policy of Cornell University to support actively equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap. The university is committed to the maintenance of affirmative action programs that will assure the continuation of such equality of opportunity.

Engineers test concepts for machines on computers

Dinesh Pai's walking robot keeps falling down, but the collapses don't worry him a bit.

For one thing, Pai hasn't given the two-legged creature full-range hip joints yet, so he's not surprised when the constrained figure takes a few steps, then stumbles and falls.

And for another, the robot is not a real plastic and metal creation that could damage itself. It's a mathematical mechanism of interconnected equations operating within a computer, with the results rendered on a monitor screen — a sophisticated computer simulation of the intricate process of walking.

In papers to be delivered next week at the International Conference on Robotics and Automation in Scottsdale, Ariz., Cornell computer scientists will reveal their latest developments in constructing realistic machines inside the computer.

"Electronic prototypes" such as postdoctoral fellow Pai's walking robot could have a profound impact on the fields of manufacturing, education and medicine.

Among the prospects foreseen by Cornell computer scientists are:

- Working models of complex machines such as automobile engines constructed completely within a computer, where design changes can be made quickly and cheaply.

- Electronic prototypes of devices such as gigantic spider-web antennas meant for gravity-free space that couldn't even be attempted on Earth.

- Robots and other automated machines that "know" about the parts they handle and "decide" how to adjust to new tasks after being given only general directions.

- Inexpensive university "electronic laboratories" that students can use to experiment with simulations of expensive machines.

- The refining of hip joints and other medical prostheses on a computer before implanting them in a patient.

At the conference, sponsored by the Institute for Electrical and Electronics Engineers (IEEE), postdoctoral fellow James F. Cremer and graduate student James Stewart will discuss the architecture of the general-purpose computer program called "Newton" that is used in the Cornell research on electronic prototyping.

"Newton" aims at remedying significant drawbacks in today's computer-aided design programs, which are typically used in industry to render mechanical parts for manufacture, Cremer said.

"Today's CAD programs are primarily geometric modelling programs. They can't do much reasoning about the physical processes that govern an object," he said.

On the other hand, computer programs used in mechanical engineering to simulate physical objects lack a sense of the geometry of the objects.

"Typically, [such simulation] systems have almost ignored geometric considerations and represented objects simply as point masses with associated inertias and coordinate systems," said Cremer and Stewart.

According to project leader John Hopcroft, professor of computer science and chairman of Cornell's Department of Computer Science, a computer system that smoothly combined geometrical modelling and physical simulation would offer unprecedented design power to engineers.

Hopcroft and former Cornell computer scientist Christoph Hoffmann, now at Purdue University, pioneered the concept of electronic prototyping.

The Cornell electronic prototyping project also aims at making it easier for scientists and engineers to cope with complex models. The organization of "Newton" puts the designer at the top of a control hierarchy in which lower



Dinesh Pai and his "electronic prototype" of a walking robot.

Jill Peltzman

layers of the program handle all the details of a model's behavior. The program automatically determines how the model's inertia and structure governs its behavior according to physical laws of motion.

In one experiment, the scientists modelled the workings of a multi-fingered mechanical hand actually constructed at Stanford University. They could add fingers to the electronic prototype simply by "editing" the complex model with a few keystrokes without laboriously instructing the program on all the physical implications of the added finger.

Such ease of use is vital if such design systems are to usefully reflect the real world, Hopcroft said.

"If, for example, you wanted a simulated robot to walk up stairs, the program would have to automatically adjust to different unknown stair heights and the complex changes in the joints," he explained. "The control program has to maintain balance and posture so the user doesn't have to attend to details."

Pai added that it also is vital for such programs to be able to adaptively modify themselves.

"It's going to be extremely difficult in complex design problems to choose a priori the best design parameters," he

said. "The ideal program, given a set of initial parameters, could monitor itself and adapt to achieve a desired design." For example, Pai's walking simulation consists of 30 different parameters. Because each instant of the walking brings new information, many of these parameters cannot be determined at the beginning of a simulation. He is developing a program that adapts itself to new information for each "timestep," much as humans do when they walk.

The "Newton" project is a long-term one which, to be practical, will require powerful future computers that do not yet exist, the Cornell scientists said. For example, using the current generation of engineering work stations, calculating one second of the walking robot's stride takes one hour of computer time. The researchers expect, however, that within a decade, advances in computer power will allow Newton-like software to be widely used in engineering and education.

The Cornell electronic prototyping project is supported by the National Science Foundation, the Office of Naval Research and the Defense Advanced Research Projects Agency.

—Dennis Meredith

Student interns on museum staff organize exhibit

"Variations on a Theme: Music in Art," a special exhibition coordinated by the student-intern staff of the Johnson Museum, will be on display at the museum from May 11 through June 4.

All of the works in the show deal directly or indirectly with music. They cover a wide range in time, from Hans Sebald Beham's 1544 engraving "Standard-bearer and Drummer" to Roger Prince's 1959 bronze sculpture "Trumpeters No. 2."

The works represent a variety of artistic media: painting, drawing, printing, sculpture and photography.

Some of the more than 50 works in the show are concrete expressions of the musical theme, like James McNeill Whistler's 1894 lithograph "The Duet," while for others music was an inspiration, as with Hans Hinterreiter's acrylic painting "Opus 153."

All of the works in the exhibition are from the museum's permanent collection.

Among this year's interns at the museum are fine arts interns Margaret Egan, an intern in the education department; art history senior Elisa Goodman, painting and sculpting curatorial department; art history senior Carla Grosse, registrar's office; English and modern European studies junior Jennifer McComb, museum development; fine arts senior Heather McElroy, prints and photography curatorial department; and ILR senior Dina Wisch, community relations department.



Albrecht Durer's "The Bagpipe Player," a 1514 engraving by the German artist, is included in the Johnson Museum's current exhibition on music in art.

Personal Enterprise Program receives \$1.5 million gift

A \$1.5 million gift to support the Personal Enterprise and Small Business Management Program and a decision to establish an endowed chair for the program have been announced by David L. Call, dean of the College of Agriculture and Life Sciences.

Speaking before the members of the program's Advisory Council that met on the campus on May 1, Call announced establishment of the "Bruce F. Failing Sr. Chair in Personal Enterprise" in honor of the founder of Actmedia Inc., an in-store advertising firm in Westhampton Beach, Long Island. A national search is under way to fill the position.

Failing was the founder and chairman of Actmedia Inc., the nation's largest retail marketing service company, with 89 offices nationwide serving 21,000 stores. The original testing of the firm's in-store advertising concept using shopping carts was carried out in 1972 by Cornell students at a P&C supermarket in Ithaca, the dean recalled. Failing died in 1988.

Call said that the \$1.5 million gift came from Bruce Failing's widow, Elizabeth, their son, Bruce, and other directors of Actmedia. It will be used to support teaching and other activities of the four-year-old program.

The latest gift has brought to almost \$2 million the total amount of endowment for the program since the fund-raising campaign was launched a year ago, according to

Lael Carter, associate director of development in the College of Agriculture and Life Sciences. The goal of the endowment is set at \$2.675 million.

Call also told the Advisory Council that entrepreneurs and small businesses are the backbone of the American economy and that an increasing number of Cornell students will become involved in such enterprises in the years ahead.

According to Wendell G. Earle, a professor emeritus of agricultural economics at Cornell who has been actively involved in the program since its inception, there are about 12 million small businesses in the nation, representing 90 percent of "all functioning companies."

These small businesses employ about half of all non-government and non-agricultural workers, providing an estimated 80 to 85 percent of new jobs in the private sector and accounting for about 40 percent of the gross national product, Earle said.

"Despite these impressive figures, most owners of small businesses are less than adequately prepared for the challenges of personal enterprises," he said.

"Many begin their new ventures with little more than a down payment and a dream. While some will go on to realize that dream, acquiring tremendous personal and financial reward as a result, too many others fail through lack of appropriate skill and training."

—Yong H. Kim

CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Joanne Hanavan, Chronicle Calendar, Cornell News Service, Village Green, 840 Hanshaw Road, Ithaca, NY 14850.

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

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

DANCE

Cornell International Folkdancers

A business meeting will be held on May 14 from 6:30 to 7:30 p.m. Review of workshop dances and requests, 7:30 to 10:30 p.m., Martha Van Rensselaer Auditorium. For information, Wies van Leuken: 257-3156.

Israeli Folkdancing

Every Thursday, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

EXHIBITS

Johnson Art Museum

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

"Variations on a Theme: Music in Art," an exhibition of artwork that deals either directly or indirectly with music, coordinated by the 1988-1989 student intern staff, May 11 to June 4.

"Professional Visions: Photographs from the Archives of the American Society of Magazine Photographers," an exhibition of about 100 photographs that explore photography's development in the commercial art world, to July 9.

"Gordon Matta-Clark: A Retrospective," an exhibition organized by Mary Jane Jacob, chief curator of the Museum of Contemporary Art in Chicago, examining the work of the late multimedia artist Gordon Matta-Clark, a 1968 graduate of Cornell best known for projects in which he cut through existing buildings to create sculptural works of art, to June 4.

"A Pastoral Legacy: Paintings and Drawings by the American Artists Ridgway Knight and Aston Knight," the exhibition in modern times of the Knights, an American expatriate and his son, featuring about 50 paintings and drawings, to June 18.

"American Art to 1945," an exhibition of 19th-century landscapes and cityscapes and 20th-century paintings and sculpture, most of them from the museum's collection, through the end of May.

Center for Jewish Living Art Gallery

"Jewish Roots in Spain," photographs mounted by Iberia Airlines, through May 31, 106 West Ave.

Olin Library

"The Many Faceted Dr. Fiske: A Belated Recognition," an exhibition of books, documents, letters and photographs showing the many interests and activities of Willard Fiske, Cornell's first librarian, as a student, traveller, journalist, librarian, reformer, teacher, scholar, chess player and book collector, through July 15, Monday through Friday, 9 a.m. to 5 p.m.

Tjaden Gallery

B.F.A. Exhibition of work by Mary Rockwell, Amy Ross, Lisa Lobitz, Elizabeth Schub, through May 12. The gallery is in Tjaden Hall.

FILMS

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

Thursday, 5/11

"Mr. Smith Goes to Washington" (1939), directed by Frank Capra, with James Stewart and Jean Arthur, 7 p.m., Uris.*

"Working Girl" (1988), directed by Mike Nichols, with Melanie Griffith, Harrison Ford and Sigourney Weaver, 9:45 p.m., Uris.*

Friday, 5/12

Student Films, co-sponsored by Theatre Arts and Pentangle, 9:15 p.m., Uris.*

"Working Girl," 10:15 p.m., Statler.*

"Dr. Strangelove" (1963), directed by Stanley Kubrick, with Peter Sellers, George C. Scott and Sterling Hayden, 7 p.m., Uris.*

"Mississippi Burning" (1988), directed by Alan Parker, with Gene Hackman, Willem Dafoe and Francis McDormand, 7:30 p.m., Statler.*

Saturday, 5/13

"Mississippi Burning," 9:15 p.m., Uris.*

"Dr. Strangelove," 7 p.m., Uris.*

"Pink Floyd" (1974), directed by Adrian Maben, with David Gilmour, Roger Waters and Nick Mason, midnight, Uris.*

"Sanhiro Sugata, Part I" (1943), directed by Akira Kurosawa, with Susumu Fujita and Denjiro Okochi, 7:30 p.m., Anabel Taylor.*

"Sanhiro Sugata, Part II" (1945), directed by Akira Kurosawa, with Susumu Fujita and Deniro Okochi, 9:15 p.m., Anabel Taylor.* (Free with admission to Sanhiro Sugata Part I).

Sunday, 5/14

Dutch Tapes II, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Working Girl," 8 p.m., Uris.*

Monday, 5/15

"Rocky" (1976), directed by John Avildsen, with Sylvester Stallone and Talia Shire, 7 p.m., Uris.*

"Young Guns" (1988), directed by Christopher Cain, with Emilio Estevez, Kiefer Sutherland and Charlie Sheen, 9:45 p.m., Uris.*

Tuesday, 5/16

"Gonza the Spearman" (1986), directed by Masahiro Shinoda, 7 p.m., Uris.*

"Young Guns," 9:45 p.m., Uris.*

Wednesday, 5/17

"Viridiana" (1961), directed by Luis Bunuel, with Silvia Pinal, Francisco Rabal and Fernando Rey, 7:15 p.m., Uris.*

"Young Guns," 9:30 p.m., Uris.*

Thursday, 5/18

"Ninotchka" (1939), directed by Ernst Lubitsch, with Greta Garbo, Bela Lugosi and Melvyn Douglas, 7 p.m., Uris.*

"Young Guns," 9:40 p.m., Uris.*

LECTURES

Theory Center

"Stress-Strain Behavior of Granular Soils by a Nonlinear Distinct Element Method," Emmanuel Petrakis and Tat Ng, civil engineering, Rensselaer Polytechnic Institute, May 17, 1:30 p.m., A106 Seminar Room, Corson/Mudd Hall.

MUSIC

Department of Music



Taylor White

Taylor White, a composition student of Karl Husa and Steven Stucky, will give his DMA recital May 14 at 8:15 p.m. in Barnes Hall.

His pieces: "Stinging," for soprano, flute and percussion; "Berceuse" (dream-sequence with flashbacks) for piano; "Divertimento" for oboe, violin and cello; and "Eagle Descending: An Elegiac Landscape" will be performed by artists from Cornell, Ithaca College and the community.

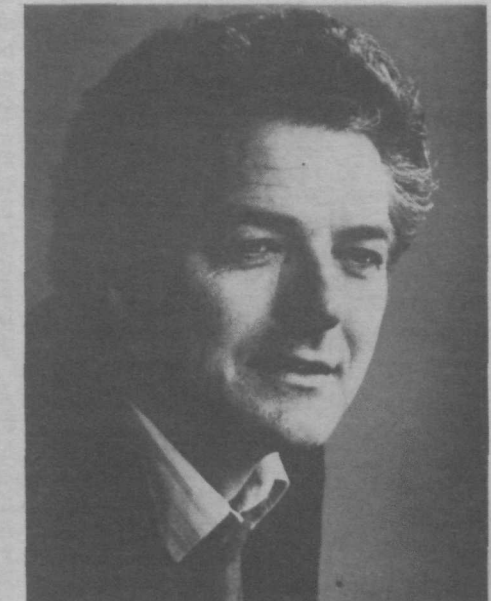
White has served as conductor of the Cornell Orchestra, director of the Contemporary Ensemble, and was a guest student at the University of Copenhagen, where he did thesis research on composer Carl Nielsen. As a composer, White has received awards and grants from the Conservatoire American de Fontainebleau (Prix Maurice Ravel), BMI, Indiana State University, American Music Center, Inc., and the Southeastern Composers' League. His 1984 orchestral work "Triptych" was commissioned and premiered by Robert Shaw and the Atlanta Symphony Orchestra and was nominated for the 1985 Pulitzer Prize. White's music also has been played by the Indianapolis and the North Carolina Symphonies, and the New Music Workshop of the Royal Danish Conservatory in Copenhagen.

Marion Hansen, soprano; Scott Gray-Vickrey, counter-tenor; Robert Ferrell, bass; Jerrold Meinwald and Mary McCarthy, flutes and recorders; and Edward Murray, harpsichord, will perform works by Henry Purcell on May 17 at 8:15 p.m. in Barnes Hall. The program will include vocal and instrumental chamber music, a cantata-style song and instrumental suites for harpsichord, flute and recorders.

Tibetan Monks

A performance of sacred music and sacred dance by Tibetan monks from the Drepung Monastery, May 13, 8 p.m., in Kaufmann Auditorium, Goldwin Smith Hall. All proceeds will be given to Tibetan relief projects. For more information, call Sidney Pibum, 273-8506.

Laboratory of Pregnancy and Newborn Research Benefit Concert



Robert Lloyd

Robert Lloyd, with accompanist Alan Giambattista of Cornell, will be giving a benefit concert for the Laboratory of Pregnancy and Newborn

Research on May 15 at 8 p.m. in Sage Chapel. The recital will feature works by Mozart, Verdi, Rossini, Schubert and others. Tickets are \$15 and \$10 for students and senior citizens at the door. Advanced discount tickets are available from Rebo Records, Borealis Books, Center Ithaca Box Office, or by calling 253-3082.

Bound for Glory

Records from the studio, May 14. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

RELIGION

Sage Chapel

James J. John, paleography and medieval history, will deliver the sermon on May 14. Services begin at 11 a.m. and will be followed by Roman Catholic Eucharist. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

Catholic

Mass: Every Saturday, 5 p.m., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium.

Daily Masses Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

Christian Science

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

Episcopal (Anglican)

Every Sunday, 5 p.m., Anabel Taylor Chapel.

Friends (Quakers)

Sunday, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

Jewish

Morning Minyan: Young Israel House, 106 West Avenue. Call 272-5810.

Reform Services: Friday evenings 6 p.m., Anabel Taylor Chapel (until May 26).

Conservative/Egalitarian Services: Friday 6 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room. (Starting June 2, services on Friday will be at 8 p.m.)

Orthodox Shabbat Services: Friday evenings, Young Israel, 106 West Ave. Call 272-5810; Saturday 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

Every Sunday, 1 p.m. Anabel Taylor Chapel.

Muslim

Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall. Friday 1 p.m. Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Bible Study will begin 10 a.m., G-7, Anabel Taylor Hall. Worship every Sunday, 11:00 a.m., Anabel Taylor Chapel.

Baptist Campus Ministry (SBC): Every Saturday, 7 p.m., in the Forum, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation: Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel or the Edwards Room, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Ian Dobson: 347-4303.

SEMINARS

Chemistry

"Biophysical Studies of Chromosomes," Jonathan Widom, University of Illinois, May 11, 4:40 pm., 458 ST Olin.

Microbiology

"Signal Transduction by Phosphoryl Group Transfer in Bacterial Chemotaxis," J. Fred Hess, biology, California Institute of Technology, May 11, 4:30 p.m., 124 Stocking Hall.

"Dracunculiasis: Control of a Forgotten Disease," Mark Eberhard, chief, Helminthic Section, Centers for Disease Control, Atlanta, Ga., May 15, 12:15 p.m., G-3 Vet Research Tower.



Tibetan monks from the Drepung Monastery will perform on May 13, 8 p.m., in Kaufmann Auditorium. Proceeds will be given to Tibetan relief projects.



Neurobiology & Behavior

"Two Studies of Novel Acoustic Communication Systems: Underwater Calling in *Xenopus* and Audition in the Praying Mantis," David L. Jones, neurobiology and behavior, thesis seminar, May 11, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition

"Nutritional Consequences of Child Labor in the Philippines," Margarita M. de la Paz, May 5, 11:30 p.m., 100 Savage Hall.

Ornithology

"Avian Response to Habitat Fragmentation in Tropical Forests," Richard O. Bierregaard, Wildlife Fund, May 15, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

Pharmacology

"Identification and Characterization of Low Molecular Weight G Proteins," Tony Evan, Pharmacological Sciences, Genentech, Inc., South San Francisco, May 12, 4:30 p.m., Pharmacology Library, D101L Schurman Hall.

Physiology

"The Role of Intestinal M Cells and Transmembrane Transport in Mucosal Immunity," Martin Neutra, anatomy and cellular biology, Harvard Medical School, May 16, 4:30 p.m., G-3 Research Tower.

Plant Pathology

"Research on *Phytophthora*, *Armillaria* and *Pseudomonas* of Sour Cherry in Michigan," Alan L. Jones, botany and plant pathology, Michigan State University, May 17, 3 p.m., A-133 Barton Lab, Geneva.

Toxicology

"Ranking Possible Carcinogenic Hazards," May 15, 7:30 p.m., 120 Ives Hall: "Endogenous DNA Damage, Aging, and Cancer," May 16, 10 a.m., 146 Morrison Hall, Bruce N. Ames, biochemistry, University of California, Berkeley.

SPORTS

Saturday, 5/13

Women's Track, ECAC Championships at George Mason
Baseball, Ithaca College (2), at home, noon

Sunday, 5/14

Men's Hvy. Crew, EARC at Worcester
Men's Ltwt. Crew, EARC at Worcester

Thursday, 5/18-Sunday, 5/21

Men's Track, IC4A at Villanova

MISC.

Biotechnology Open House

An open house will be held May 15 from 4 to 6 p.m. in the new Biotechnology Building, situated at the west end of Alumni Field.

4-H Foundation

The New York State 4-H Foundation will hold a golf outing June 19 beginning at 7:30 a.m. There will be prizes, awards, food and fun. Registration is \$75 prior to May 15, \$35 of which is tax deductible; \$85 after May 15, \$45 of which is tax deductible. Send to 109 East Roberts Hall, att: golf registrar.

The Graduate Advocacy Organization

The Graduate Advocacy Organization will meet tonight at 7:30 p.m. in the Henry Graduate Lounge in Sage Hall. Child care will be provided.

Cornell Garden Plots

Distribution of rental garden plots will be held on May 13, 9:30 a.m. to 1:30 p.m. in Martha Van Rensselaer Hall, first floor auditorium. Late entrants welcome to come at 1:30 p.m.

Fuertes Observatory

Fuertes Observatory, situated on the hill behind Helen Newman Hall, will be open to the public every clear Friday night from 8 p.m. or dark until midnight. Call 255-3557 for information.

Cornell World Tae Kwon Do Club

Practices are held Sundays, 7 p.m., southwest corner, Barton Hall; Mondays, Tuesdays and Thursdays, 6 p.m., auditorium, Martha Van Rensselaer Hall. For more information call Trish, 272-9227, or Sandy, 255-1808.

Hillel

Chug Ivri, Hebrew conversation, Thursdays, 11:45 a.m. to 12:45 p.m., 374 Rockefeller Hall.
Beginning Yiddish class, Thursday, 7:15 p.m., G-34 Anabel Taylor Hall.

Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets on the first Thursday and second Wednesday of each month. "Everything You Always Wanted to Know About Printers for the Macintosh (But Didn't Know Who To Ask...)," May 10, 7 to 9 p.m., Finger Lakes Independence Center on Center St. in Clinton West Plaza. Meetings are free and beginners are welcome. For more information, call Andrew Merkle, 277-2239.

Alcoholics Anonymous

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

Cornell Toastmasters

Cornell Toastmasters Public Speaking Club meets Thursdays at 7 p.m. Call 277-4452 for more information.

E.A.R.S.

Empathy Assistance Referral Service provides trained peer counseling. Call 255-EARS Sunday through Thursday, 3-11 p.m., or walk-in 211 Willard Straight Hall, Friday and Saturday, 6-10 p.m. All services are free, non-judgmental and confidential.

Gay Men's Association

The Gay Men's Association holds a discussion meeting each Wednesday from 7:15 to approx. 9:30 p.m. in Loft II, Willard Straight Hall. Discussion topics include: coming out to parents and people on the job, friendships with heterosexual men, gay parenting, long-term relationships, safe sex, and being gay and religious. For further information, call the Gay, Lesbian and Bisexual Coalition office at 255-6482.

Writing Workshop

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



Jill Peltzman

UNDAUNTED — Despite last Friday afternoon's grey skies and chilly winds, students gather for Springfest, the annual last-day-of-classes celebration, including the ever-popular "Twister" game.

'American Festival' to open Arts Center's 1st full season

The Theatre Arts Department will celebrate the opening of its first full season in the Center for Performing Arts by presenting a festival of American heritage and culture from Sept. 17 to 27.

Ten theater, dance and music companies representing communities from across the nation will come here to perform on campus, downtown and in the central New York region.

"The visiting artists, who among them embody much of the diversity that enriches American life, are dedicated to using the arts to stimulate communication and understanding across cultural boundaries," said John Suter, the festival coordinator.

It will be possible to see nine of the 10 performances, with careful planning. Each will perform twice during five days of events at the center. The 20 performances will make simultaneous use of the center's Proscenium Theater, Flexible Theater, Black Box Theater and Dance Performance Space for the following events:

- El Teatro de la Esperanza, a 15-member San Francisco-based Chicano theater company, will give the premiere performance of its newest work, "La Cantata de Santa Maria de Iquique," a musical with lyrics in Spanish and spoken dialogue in English that tells the story of a miner's uprising in a small Chilean town in the early 1900s. (Sept. 20 and 21)

- Urban Bush Women, directed by Jawolle Willa Jo Zollar, will present works that fuse modern dance and theater with traditional African dance, contemporary issues with folklore and religious traditions of African-Americans. (Sept. 23 and 24)

- Jessica Hagedorn will do a performance piece re-adapted from a piece prepared for broadcast on public radio. Hagedorn, who was born and raised in the Philippines, is the author of numerous plays and performance pieces, including "Pet Food & Tropical Apparitions" and "Mango Tango," produced by Joseph Papp at the Public Theater. Her new novel, called "Dogeaters," about a family in the Philippines during the Marcos regime, will be published this year by Pantheon Books. (Sept. 23 and 24)

- Carlos Nakai will perform on a hand-crafted Native American flute. Nakai is a Navajo Indian and classically trained trumpet player who in early adulthood rediscovered Native American music. He has adapted traditional musical material to his own compositions to create a musical expression of Native American spirituality. (Sept. 21 and 22)

- Roadside Theater, a traveling ensemble company from Whitesburg, Ky., will perform an original play, called "Leaving Egypt." Their plays are based on tales, oral histories and ballads that are part of the Appalachian heritage.

The actors and musicians are natives of the region and try to maintain strong ties to the tradition in both content and style. (Sept. 22 and 24)

- Writer and actress Robbie McCauley will perform "Indian Blood," one of a series of multimedia monologues with musical accompaniment that weave personal and family histories spanning several generations, making a strong statement of what life has been like for blacks in the South and in cities in the North. She has performed on Broadway and Off-Broadway in "For Colored Girls Who Have Considered Suicide . . ." and "Coriolanus." (Sept. 20 and 21)

- Liz Lerman and the Dance Exchange, which is based in Washington, D.C. and committed to art and to community involvement, will perform pieces from her repertoire that include works for older dancers as well as younger ones. Lerman has done a lot of work with older people and other groups who do not think of themselves as dancers. (Sept. 22 and 24)

- Naomi Newman of A Traveling Jewish Theatre will present a one-woman show called "Snake Talk" about the lives of three Jewish women. The theater based in San Francisco, creates experimental theater based on Jewish myth, literature and experience. (Sept. 20 and 21)

- Francisco Gonzalez y Su Conjunto will play jarocho and norteno music, the traditional music of the Vera Cruz area of southern Mexico. The performers are Francisco Gonzalez, who grew up in East Los Angeles surrounded by jazz, rock, salsa, norteno and jarocho musical traditions and who co-founded Los Lobos in the 1970s; his wife Yolanda Broyles-Gonzalez; and Roberto Perales. (Sept. 23 and 24)

- John O'Neal, playwright-in-residence at Cornell where he has been developing the Junebug Theater Project, will present with Michael Keck a two-man play from his work-in-progress, "Sayings from the Life and Writings of Junebug Jabbo Jones, Vols. 1-2." O'Neal's latest work looks at the roles of blacks in America's armed forces. (Sept. 22 and 23)

Off-stage, the performers will become educators. In most cases, there will be post-performance discussions with the artists. In community outreach sessions and informal performances, the artists again will lead discussions.

"Cornell is becoming a strong center for multicultural education, and the orientation of all these artists is to engage in dialogue with people about the issues their work raises," Suter said. "It becomes an educational experience for people, beyond its aesthetic dimension."

A series of roundtable discussion on American culture are planned beginning with, "American Culture: Melting Pot or Gumbo?" Other discussions will explore issues related to women in performance, the ways in which tradi-



Kim Cole and Tommy Bledsoe of the Appalachian-based Roadside Theater perform 'Leaving Egypt.'

forms evolve within a community and in American culture as a whole, and local traditions of the Ithaca area and the region.

Small performances, workshops and other events will be given at Greater Ithaca Activities Center, Southside Community Center, the Community School of Music and Art, the Hangar Theater and senior centers. The artists also will visit Ithaca's high schools and middle schools.

Engagements in Binghamton, Rochester, Syracuse and the Akwesasne Indian Reservation near Massena, N.Y., also have been planned.

"An American Festival" is not part of the Department of Theatre Arts' regular subscription season. Tickets for individual performances at the festival will be \$6 each (\$5 for students and senior citizens) with discounts available for multi-ticket purchases and groups. They will go on sale in mid-July. For a brochure, call 254-2700.

Kovalev continued from page 1

son, president of the university at that time, to visit the Section of Neurobiology and Behavior.) Kovalev arrived in December and, at age 59, went quietly to work in the laboratory of Dr. Robert F. Gilmour, associate professor of physiology in the College of Veterinary Medicine.

A week before his departure yesterday from Cornell, Dr. Kovalev was interviewed by Roger Segelken, science writer in the Cornell News Service. He spoke through an interpreter, Dr. Alexander Kholopov, a former colleague at the Soviet Academy of Sciences, whom he had not seen for 16 years until the day before. Kholopov left the Soviet Union in 1978 and is now on the faculty of Dalhousie University in Halifax, Nova Scotia. Portions follow:

Chronicle: Dr. Kovalev, is there a research position waiting for you in the Soviet Union?

Kovalev: I don't know. I am unemployed in Russia now and I don't have permission to live in Moscow. I could be taken to court — for living in my own apartment — and sentenced for breaking the so-called passport regime.

Chronicle: Do you regret your meeting with President Reagan?

Kovalev: No! It is more than a meeting with Reagan. It is a matter of a violation of the very basic right to choose my own acquaintances. The consequences could have been the same if I had met with Margaret Thatcher or with you.

Chronicle: Will you continue your activities in behalf of human rights?

Kovalev: I think yes. They cannot impede my activity. They can deprive me of my faculty position but they cannot deprive me of (making) a statement that I think is right. I hope I will not be sent to prison. I even hope I will be capable of obtaining that job again. When I was deprived of that job, strictly speaking, they broke Soviet law.

The best way to support changes in Russia is constructive criticism. I will speak out for the rule of law. I say the same thing here and there.

Chronicle: What kind of research did you hope to do at the Academy?

Kovalev: It is a difficult question. I was sent far from the university in 1969. I was cut completely from my field. The research at the fishery had nothing to do with the heart. And in 1974, I was simply arrested. Before that, pressure was so enormous it was difficult to concentrate on my field of research. I was 20 years out of my field. It is now too late. You would not teach an old dog new tricks. I would try to restore the level of my skill in the problems in which I worked 20 years ago. But many new things have come since then and it will be difficult to catch up with all the new developments.

I studied the conduction of nerve and heart impulses and incorporated mathematical modeling. Nowadays there is a lot of computing which was not there in my day. It is a very complex — very interesting — but very specific area.

Chronicle: Has your visit to Cornell helped you catch up?

Kovalev: Yes, very much so. I worked with a very interesting researcher, Dr. Gilmour. I also had the help of Mrs. Michele Buddle (a researcher in veterinary physiology). It wasn't really my research work; I tried to help them in their work. I took the opportunity to have a new look at my old field and to catch up as far as was possible. My participation probably was not very useful for them but it was useful for me. I appreciate it very much.

Chronicle: What is the most intriguing question for you now in electrophysiology?

Kovalev: It is now well known how one cell functions. Our knowledge in the area of the single cell far exceeds our knowledge of how many cells interact — and how this determines nerve activity and behavior of the brain. I would tell my daughter, who is now studying biology in the university, study not single cells but how cells interact, how aggregate, sophisticated groups of cells can form complex behaviors.

Chronicle: In the time you have been in the United States you must have read our newspapers. Do you think that Americans are getting a true picture of what is happening in the Soviet Union?

Kovalev: Some are. I cannot guarantee

that I have the right impression. I cannot guarantee that Russian ministers and members of the top leadership have the right picture. It seems to me that average Americans do not have the right image of Russia today.

Americans are remarkably open and kind. But they want to see the Russian picture as too simplified; they want to believe that Gorbachev is on the fast track to democracy. Actually the picture is much more complex. There is absolutely unexpected achievement in the movement of Russia toward democracy. At the same time there is movement backward, too.

For example, there is a new law, published in April, that is supposed to substitute for the infamous Article 70 of the criminal code, which prosecutes criticism of Soviet authorities. Now, if you say something to discredit a Soviet official — if you say that an official has committed a crime, and thus he has discredited himself — you can be imprisoned instead of those who commit the crime. In spite of this terrible law, Russia is a better, more democratic place.

Chronicle: While you were imprisoned, were efforts of Americans and others to speak in your behalf useful?

Kovalev: It was effective and useful. Well, not exactly effective, but useful. There was a period when it acted in reverse. Sometimes the more people tried to defend someone, the more reprisals it would bring. But even in such cases, it was useful. Short-term pain, long-term gain. Pressure from Western society is beginning to have force. It is one of the reasons why perestroika was introduced.

Chronicle: What can people here do to help?

Kovalev: Learn more and have your own mind. Be your own man. Don't swallow the bite that is given you. Have an independent opinion.

What is happening inside Russia is important not only for Russia but for the whole world. It is the most important problem now — not because of Russia's powerful armed forces — because Russia gave a very bad example to other countries of how simple it is to exert uncontrollable power over your own citizens. It was a negative example to developing countries. It was

like the pirate who put up a false lighthouse so that ships would be misdirected and wreck on the rocks. Russia was a false lighthouse. Russia promoted perfidy and hypocrisy in world policy. Reagan was right. He was wrong about many things. He thought that missiles could be fired and then recalled. But he was right that Russia was an evil empire. It was the standard of world evil.

No other problem — not the destruction of the environment or over-population — can be solved without the participation of Russia. Russia is a better place today. The main reason is the election — not because the many who were elected can make changes for the best. But it is important to have that legal right to make a point of view known to the nation. Hope is arising. It is very weak and unstable, but in Russia it is the next step for a normal, cultural society. Maybe now at least the government will learn to be wise and display courage, to understand that government should sometimes bow to the pressure of the people and meet their demands. A minimal condition should be the rule of law. As of now there is no rule of law in Russia.

Chronicle: Was there ever a time when you wanted to leave Russia?

Kovalev: There was a time after my release from concentration camp, when I continued to serve my time outside Moscow and could not be with my family, that I gave serious consideration to leaving the country. But I never reached a final decision. That was before perestroika. I understood that I never would be capable of giving up the struggle for human rights.

Chronicle: To say that, after all the persecution you have suffered, you must have a powerful love of your country.

Kovalev: It could hardly be called a love for the country. It is a love for the people who live there. I am not a patriotic man. I agree with the statement that patriotism is the last refuge of the scoundrel.

I would say one more thing. I thank Dr. Eisner — and Cornell — because 14 years ago he tried to defend me from here. I am grateful to all whom I don't know who acted in my behalf. And I am grateful to the university as a whole.

2 Bailey Hall concert series planned for 1989-90 season

Flutist James Galway, violinist Isaac Stern and pianist Vladimir Feltsman will be among the artists who will perform in Bailey Hall next season as the Faculty Committee on Music presents two subscription series: the "Great Soloist and Orchestra Series" and the "Grand Pianist Series."

Altogether, there will be eight concerts during the 1989-90 season, and they all will be given in Bailey Hall.

The Great Soloist and Orchestra Series will begin on Oct. 25 with the Vienna Chamber Philharmonic and English violinist Nigel Kennedy, who will be soloist for Vivaldi's "The Four Seasons." The ensemble is an all-string orchestra of 20 players who regularly perform in Vienna and Salzburg. Kennedy made his London debut in 1977 with the Philharmonic Orchestra and in 1980 first performed with the Berlin Philharmonic. He made his North American debut in the 1986-87 season with the National Symphony in Washington, D.C.

Benita Valente, soprano, and Tatiana Troyanos, mezzo-soprano, two leading singers of the Metropolitan Opera, will combine their artistry in a duo recital on Feb. 22. Valente, a celebrated interpreter of lieder, chamber music, oratorio and opera, has worked with nearly every great conductor of the last two decades. Troyanos is appearing in several new productions at the Metropolitan Opera. She has sung in the opera houses of Chicago, San Francisco, Paris, Milan and at the Salzburg Festival.

Isaac Stern will be violin soloist with the Baltimore Symphony Orchestra, conducted by David Zinman, on April 4. Zinman became music director for the orchestra four years ago. Under his direction, the orchestra made new recordings on three prestigious labels and held a European tour that included performances in Moscow and Leningrad.

Flutist James Galway, who has more than 30 best-selling records, will make his first appearance at Cornell on May 3. He will be joined by the Tokyo String Quartet, one of the most distinguished chamber ensembles on the international concert scene.

The first concert of the "Grand Pianist Series" will feature Emanuel Ax, winner of the prestigious Avery Fisher Prize, on Oct. 5. Ax performs more than 100 concerts each year, and he also has an extensive discography, including the recently completed Beethoven piano concerto set with the Royal Philharmonic, conducted by Andre Previn.

Russian emigre artist Vladimir Feltsman will perform next on Nov. 14. Feltsman came to the United States in 1987 and won critical accolades from the Americana press during his debut season, which included concerts at the White House, Carnegie Hall, Washington's Kennedy Center and Chicago's Orchestra Hall.

Garrick Ohlsson, winner of three gold medals at major piano competitions and an artist closely associated with the music of Chopin, will perform on March 13.

Series subscribers will be treated to a concert of Scott Joplin's rags played by Joshua Rifkin on Feb. 2. With his best-selling records and sold out concerts throughout the United States and Great Britain, Rifkin is often credited with single-handedly reawakening the world to the music of Scott Joplin.

Subscriptions for both series are on sale at the Lincoln Hall ticket office. They range from \$61.50 to \$98, depending on the seats, for the Great Soloist and Orchestra Series, and from \$30 to \$47 for the Grand Pianist Series. Discount prices are available for all area students. Each student may purchase a maximum of two subscriptions at the discount price.



Nick Sangiamo

James Galway will perform in Bailey Hall next May in the "Great Soloist and Orchestra Series."

To make the purchase of season tickets easier, the Faculty Committee on Music is offering a deferred payment option. A \$25 non-refundable deposit now will secure the best seats in the house for the 1989-90 season, with the balance due by Sept. 15.

For more information, call the Lincoln Hall ticket office Monday through Friday between 9 a.m. and 1 p.m. at 255-5144.

Childcare center to be dedicated

The new Ithaca Community Childcare Center, providing more than 20 percent of available spaces for child care in Tompkins County, is to be dedicated at 10 a.m. today.

The 16,300-square-foot building, next to BOCES on Warren Road, is the state's largest center built expressly for preschool children — in this case, 124 children ranging in age from 8 weeks to 5 years. Another 40 children in kindergarten through fifth grade are in the center's after-school program at nearby Northeast Elementary School.

Most of the center's children have a Cornell connection, and the university has committed some \$1.5 million in short- and long-term support, including the 3.1-acre site on the property of Cornell's Business and Technology Park.

The principal speaker at the dedication will be County Social Services Commissioner Mary Pat Dolan.

Panel to discuss news of cold fusion

Several Cornell professors will discuss the feasibility and social implications of cold fusion during a panel discussion on Monday, May 15, beginning at 4:30 p.m. in Room 700 of Clark Hall.

Participants will include Nobel laureate Hans A. Bethe, the John Wendell Anderson Professor Emeritus of Physics who headed the theoretical division of the Manhattan Project at Los Alamos; chemistry Professor Francis J. DiSalvo; Thomas F. Gieryn, a visiting associate professor of sociology and a member of the Science, Technology and Society Program; Sheila Jasanoff, director of the Science, Technology and Society Program; Bruce V. Lewenstein, an assistant professor of communications and a member of the Program in the History and Philosophy of Science and Technology; and William Dougan, a post-doctoral researcher at Cornell.

The program is being sponsored by the Science, Technology and Society Program and the Society of Physics Students.

Commencement volunteers needed

Commencement Coordinator Vickie Goss says this year's production is still lacking 75 of the 350 volunteers who make possible the elaborate annual ceremonies involving more than 30,000 students, faculty, spectators and guests of the university.

The red-coated ushers move the crowds along, field questions and assist with first-aid and other urgent needs. Volunteers commit up to six hours on Commencement Day — May 28 — and attend one 90-minute training session the week before.

Cornell-employed volunteers get compensatory time off.

Those who want to volunteer may call Goss at 255-9541.

Local birdwatchers encouraged to hold their own marathons

Cornell's Laboratory of Ornithology Sapsuckers, the Ithaca-based team of bird-watchers that competes each year in New Jersey's 24-hour birding marathon, is adding an event to make the experience less vicarious for their fans.

This Saturday, while the Sapsuckers and other organized teams are scouring the Garden State in hopes of identifying the most bird species, supporters of the Laboratory of Ornithology are being encouraged to hold their own birding marathons — wherever they are.

"We're calling this the Big BirdWatch," said Rick Bonney, captain of the Laboratory Sapsuckers one day a year and an editor of The Living Bird Quarterly the rest.

"People don't have to bird for 24 hours, although they can if they wish. The real goal is to raise more money for the laboratory."

Like the Sapsuckers and other teams competing in New Jersey, home-grown birding marathoners are expected to keep accurate lists of their sightings and to collect on pledges for each species they find.

Funds raised by the Sapsuckers and other Laboratory of Ornithology teams will go to support the lab's research and educational activities, which operate on a year-round basis.

Last year, when the Sapsuckers counted 171 species in New Jersey, all the nickels, dimes, quarters and dollars pledged by their supporters totalled more than \$30,000 — about a third the amount raised by all 27 teams combined.

Details on pledging to support the Laboratory Sapsuckers or forming local teams are available by calling the laboratory at 254-BIRD.

—Roger Segelken

Health program set for May 14

Hospital executives, health-agency administrators and others from Saudi Arabia, Australia, Great Britain, the United States and elsewhere will be here May 14 to 20 for the 32nd annual Health Executives Development Program offered by the Sloan Program in Health Services Administration.

The program is being organized by Douglas R. Brown, coordinator of the Sloan Program, and human service studies Professor Roger M. Battistella. Participants will discuss topics such as health care regulation and competition, the myths and realities of mental illness and competitive strategies for beleaguered hospitals.

Compensation *continued from page 1*

ior human resource and compensation managers from Goldman, Sachs and Co., 3M Co., Mobil Corp., GTE Corp., American Telephone and Telegraph Co., UNISYS Corp., Texas Instruments Inc., International Business Machines Corp., Mead Corp., Digital Equipment Corp., Exxon Corp., NCR Corp., Johnson & Johnson, General Electric Co., Citibank, Pepsico Inc., Armstrong World Industries Inc., RJR Nabisco Inc., J.P. Morgan & Co. Inc. and others.

Keynote speaker will be W.E. Burdick, senior vice president of IBM. Scheduled for publication as a special issue of the Industrial and Labor Relations Review and as a book in 1990, the research papers have been distributed to conference participants before the conference to prepare them for discussion. Here is a summary of some of the papers to be delivered by the 25 experts who took part in the study:

- Jonathan S. Leonard, University of California at Berkeley: Analyzing compensation practices in more than 400 major companies, Leonard says that employees who lock themselves into one corporation early on are less likely to move into the high ranks of the corporation and suggests bonus pay to motivate employees whose mobility

prospects are limited.

- Robert Gibbons, Massachusetts Institute of Technology, and Kevin J. Murphy, University of Rochester: Studying 1,600 corporate chief executive officers, Gibbons and Murphy find that CEO compensation is related to measures of financial performance of their corporations relative to some comparison group rather than to measures of absolute corporate performance.

- John Abowd, Cornell: Analyzing compensation practices affecting 25,000 top executives in 1,000 major companies, Abowd finds that the carrot of rewards for good performance provides more incentive than does the stick of penalties for bad performance.

- Ronald Ehrenberg and Michael Bognanno, both Cornell: Using data from the 1987 European Men's Professional Golf Association Tour, Ehrenberg and Bognanno find that the level and structure of prizes in PGA tournaments influence both which players enter a tournament and their performance in the tournament.

- Daniel Hamermesh, Michigan State University: Studying the affects of break time such as lunch and coffee breaks, Hamermesh finds that on average further growth of on-the-job leisure will not in-

crease productivity.

- Beth Asch, Rand Corp.: Examining the performance of U.S. Navy recruiters in the Chicago area who are eligible for annual prizes based on how many recruits they sign, Asch says that individuals appear to increase their output in the months prior to their qualifying for a prize and decrease their effort in later months.

- Alan Krueger, Princeton University, and Erica Groshen, Federal Reserve Bank of Cleveland: Using Bureau of Labor statistics, Krueger and Groshen find that hospitals that pay higher wages to staff nurses tend to employ fewer nurse supervisors.

- Harry Holzer, Michigan State University: Using a 1982 survey of companies, Holzer suggests that firms that pay higher wages tend to have lower hiring and training costs and better employee performance.

- Charles Brown, University of Michigan: Testing his hypotheses with data from the Bureau of Labor Statistics, Brown finds that piece rates are more common and merit pay less common in larger establishments, that piece rates are more common in establishments with fewer occupations and that work in which quality is easily verifiable is amenable to piece rates.

- Casey Ichniowski and John Delaney, both Columbia University: Studying union data from a retail food company that operates nationally but bargains locally with unionized employees, Ichniowski and Delaney determine that unions are more likely to accept concessions when store profits are low or several retail food stores have closed recently in the area.

- Charles Fay, Rutgers University, and Howard Risher, Wyatt Corp.: Analyzing responses to a survey of electric utility firms, Fay and Risher find correlations between some measures of compensation practices and measures of accounting performance.

- James Chelius, Rutgers University, and Robert S. Smith, Cornell: Using data from small businesses with profit-sharing plans, Chelius and Smith find weak support for the hypothesis that profit sharing increases employment stability and reduces layoffs.

—Albert E. Kaff

Recycle this paper

Biotechnology building designed to change with science

The biologists who planned Cornell's new Biotechnology Building wanted a facility that would be flexible enough for the changing needs of their science, friendly to those who work there everyday and accessible to visitors using its centralized services. The result — in five floors and 171,000 square feet of laboratory, office and conference space — is a facility that planners say can be easily adapted for the future.

"The research activities of our scientists are highly varied today, and we can't predict the directions biotechnology research will take in the future," said Professor Richard McCarty, a biochemist who helped plan the facility before becoming the Biotechnology Program director in 1988. "To accommodate the needs of the faculty without custom design of each laboratory was a challenge," he said as he led a tour of the facility.

The challenge was met by providing researchers with modular office-laboratory suites to customize — not just once and irrevocably but any number of times — around the cores of permanently installed utilities. Tables are movable and adjustable for height, as are most shelves. Each research suite has a multipurpose module that can be outfitted for a variety of needs, including office space, light-controlled environments or special procedure areas.

"We benefitted from an unusual amount of input from the Cornell faculty in planning this building," said Lewis Davis, senior partner in the New York architectural firm of Davis, Brody & Associates. The construction manager was Lehrer, McGovern, Bovis, also of New York. "One amenity they asked for was natural light wherever possible, and we were able to design a building with four floors of outside light in every laboratory and office."

The architect said his biggest challenge was the building site itself. "This was an abandoned, left-over, backyard of a site," he said of the space bounded by three buildings (Corson-Mudd, Comstock and Teagle halls) and an athletic field. "Yet, it was their backyards, and when you take something away — light and air, in this case — you should give something in return."

After considering two options — a high-rise building that would leave open space while possibly overpowering neighboring structures, and a lower building that would occupy more ground space — the planners and architects chose a five-story design with a "footprint" (or shape at ground level) that resembles a right triangle. The longer, hypotenuse side of the triangle faces inward, toward the backs of Corson-Mudd and Comstock halls, thus turning backyards into landscaped courtyards.

Situated in the first and second floors of the building are laboratories and offices for the National Science Foundation's Plant Science Center, central research facilities, and space for collaborative research between Cornell scientists and those from corporate participants in the Biotechnology In-



Biochemistry graduate students Katie Johnson and Ray Wieboldt review new developments at one of the community blackboards in the Biotechnology Building.

Jill Peltzman

stitute. Administrative offices of the Biotechnology Program are on the first floor.

The building's top three floors house faculty offices and laboratories for two academic units in Cornell's Division of Biological Sciences, the Section of Genetics and Development and the Section of Biochemistry, Molecular and Cell Biology. There are numerous seminar rooms but no classrooms in the building.

Nearly 300 persons now occupy the building. There are 34 faculty members, 115 graduate students and 35 undergraduate students; 70 visiting scientists, postdoctoral researchers and research associates; and 80 technicians and support staff. The building was designed to accommodate 510 persons.

"We wanted to make this a friendly place to work, to encourage interaction among the researchers," McCarty said, continuing the tour up the stairs of the five-story, glass-topped atrium. "The architects responded by creating circulation routes and informal gathering places with plenty of natural light."

Knowing that when researchers get together, their conversation usually turns to each others' work, the facility planners called for scores of chalkboards around laboratory entrances and circulation alcoves. There the researchers can scribble an

important formula or sketch an interesting molecule, thus making the building's common areas veritable marketplaces of ideas.

"We're also a central resource with special research facilities for scientists across the campus and for collaborating industries and small businesses in New York state," the biotechnology director said. He pointed to laboratories for peptide sequencing and synthesis, oligonucleotide synthesis, flow cytometry and video imaging, monoclonal antibody production, computer and molecular graphics and electron microscopy. The larger of two seminar rooms that open on the lower lobby can hold up to 300 people for lectures, and also can be used for receptions, exhibitions or dinners.

"The architects have done an outstanding job in making the public spaces accessible and inviting while separating them from the more private research spaces," McCarty noted.

Among other special features of the building are:

- A covered arcade, incorporated into the east side, shelters pedestrians traveling between athletic facilities to the south and the College of Agriculture and Life Sciences campus to the north.

- Centrifuges, incubators, ultra-low-temperature freezers and other equipment that

produce noise, heat or vibration is concentrated in the building's core.

- Also in the building core are commonly used facilities such as tissue culture laboratories, cell culture transfer laboratories, darkrooms, plant cell growth rooms, reading rooms and a computer room.

- Chemical fume hoods in each laboratory are individually ducted to prevent cross-contamination. A two-stage exhaust system mixes outside air and blows diluted fumes vertically away from the building and the surrounding area. Air flow through fume hoods, and all room ventilation is automatically monitored and controlled by a central system with fail-safe features. Room air is changed between six and 15 times an hour.

- Energy conservation features include variable-speed fans and pumps, heat recovery from equipment to preheat laboratory air, efficient electric lighting and a maximum use of natural lighting.

"The building is a magnificent place to carry out research," McCarty said. "The laboratories are bright and exceptionally well designed. I don't think it is an overstatement to say that the Biotechnology Building is one of the finest academic research buildings — anywhere."

—Roger Segelken

Flowers as symbols topic of seminar

The opening of a book collection on flowers, a tour of a flowering-shrub garden and a seminar on the use of flowers to symbolize human emotions will highlight the "Language of Flowers" activities on Friday, May 12.

Doris L. Swarthout, author of the book "An Age of Flowers," will start the afternoon's activities with a seminar on the interpretation of flowers as symbols of human emotions and sentiments beginning at 1:30 p.m. in the H.H. Whetzel Room of the Plant Science Building.

After the seminar, an exhibition of a 173-volume collection on flowers will open in Mann Library at 2:30 p.m. Many rare works are included. The collection is a bequest to Cornell by Isabel Schnapper Zucker, a 1926 Cornell graduate, and her husband, Myron Zucker, a 1925 graduate.

From 3:30 to 5 p.m., there will be a tour of the Zucker Shrub Sampler, a live collection of flowering shrubs in the Cornell Plantations' F.R. Newman Arboretum.

Isabel Schnapper Zucker, who was the author of the book "Flowering Shrubs," played an active role in designing the sampler, which continues to be developed by the Plantations' staff.

The Zucker book collection will be on display through June 23.

Graduate Bulletin



Degree deadline: May 19 is the deadline for completing all requirements for a May degree, including submitting a dissertation/thesis to the Graduate School. Professional master's candidates should check with their field regarding the deadline because it may be earlier.

Summer graduate registration: Graduate students may submit Summer Graduate Registration forms beginning May 15 at the Graduate School information desk, Sage Graduate Center. Students must register if they are 1) receiving financial aid during the summer, such as summer assistantships or fellowships; 2) wish to use campus facilities during the summer; 3) are off campus but require credit for summer study. Registration must be done in person at the Graduate School. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for noncredit summer registration. Tuition must be paid for summer courses.

Barton Blotter: Stereo stolen

Stereo equipment valued at \$3,980 was reported stolen from Delta Upsilon fraternity at 6 South Ave., according to the morning reports of the Department of Public Safety for May 1 through 7.

The theft was one of 23 reported on campus, with losses in cash and valuables set at \$10,294. Among the incidents was \$355 in cash stolen in a series of thefts from cash registers at the Campus Store.

Other thefts included a \$1,000 wooden sign taken from Love Laboratory on Caldwell Road, a \$772 electric typewriter stolen from Veterinary Barn No. 1, three double-headed parking meters worth \$960 removed from the Johnson Museum of Art parking area and a \$325 radio/cassette player stolen from a car parked on campus.

Six persons were referred to the judicial administrator on charges including aggravated harassment, criminal mischief, forgery and failure to comply. One person was arrested for driving while intoxicated.

Computerized copies of the most current daily report may be called up on CUINFO under the title SAFETY. CUINFO terminals are located in the main lobbies of Day Hall, Gannett Clinic, Willard Straight Hall main desk, Sage Hall (Graduate Student Lounge) and the Uris, Olin, Mann, ILR, law, engineering, physical sciences and JGSM libraries.

Opening continued from page 1

than \$20 million in biotechnology-related research conducted each year at Cornell.

These include laboratories for protein sequencing and synthesis, DNA synthesis, flow cytometry and video imaging, monoclonal antibody production, computer and molecular graphics and electron microscopy.

The research laboratory of the director of the Biotechnology Program will be open for inspection.

The Biotechnology Building also incorporates a 300-seat conference center.

Cornell's Biotechnology Program supports more than \$4 million in research a year in four major areas: plant molecular biology, animal cell surface receptors, protein structure and function and bioprocess engineering.

Components of the Biotechnology Program are the New York State Center for Advanced Technology in Biotechnology (Agriculture), which promotes growth of the state's agriculture, food, chemical and related industries; the university-industry research collaboration called the Biotechnology Institute; the Center of Excellence in Biotechnology of the U.S. Army Research Office; and the NSF Plant Science Center, known formally as the Center for the Experimental Analysis and Transfer of Plant Genes.

—Roger Segelken

CORNELL EMPLOYMENT NEWS

May 11, 1989

Including Job Opportunities

Volume 1, Number 18



Disability Notebook

by Joan B. Fisher, coordinator of Disability Services

Today's column is reprinted in part from a brochure "Dear Employer" distributed by the President's Committee on the Employment of Persons with Disabilities.

I'm an employer too. I have a factory with 100 employees in a Midwestern city. I have a wife, two children, a lovely home, and a good life. There's probably one thing different. I use a wheelchair because I had polio when I was five. I've learned to live with my disability and, in hiring other people with severe handicaps, I've found that they have learned to live with theirs, too.

I have several employees who are disabled. One man is deaf. Another is blind. One young woman uses a wheelchair, and, in a cooperative education project, we have a mentally handicapped young person from a nearby school working for us. My company makes good profits. We don't pay outrageous workers' compensation or insurance rates. I have no outstanding problems solely because of my handicapped workers. And I'd like to see other employers, large and small, hire persons with disabilities too. That's why I'm setting the record straight, right now. I'm going to tell you all I can about hiring handicapped people -- people like me.

So what's true and what isn't? Are disabled people the supermen and women we've been made out to be by well-meaning social agencies? Are fellow workers apt to turn and run when we're hired? Are we forever loyal and true-blue to the firm, no matter how hard we're bucked? Or are we going to cost and cost and cost - in higher insurance rates, long absences, low production, expensive plant and office alterations to take care of our canes and wheelchairs?

Disabled people who need charity know where to find it. We look for jobs because we want to raise our families and enjoy an independent life. The thing is, we're not different. We're just like you. We want to make friends, be accepted, do a good job, goof off occasionally, laugh, cry, be mean and nasty on "hung-over" mornings, and put in a full day's work. We look for jobs for the same reason you do.

What if a disabled person can't do a particular job because of a physical or mental disability? Hire us for another job that better fits our skills and your needs. Or try some very simple job adaptations which allow us to do the job you have.

I've made some simple changes at my factory to accommodate our disabled workers. One of my supervisors has learned sign language to communicate more freely with our deaf employee. We've put paper cups by the water fountains and reserved parking spaces near the door. A couple of things only required some common sense - clearing the halls made it safer for our blind employee and everyone else too.

I'm not forgetting insurance rates and pension plans and things like that. Most big firms have them; they're an important part of the work scene. Disabled people go to doctors and dentists too, and someday we'll retire. We need to share in the same benefits as everyone else. And we're willing to work for them just like everyone else.

Some places, though, have medical criteria for jobs set at a level only Superman could attain. How about you? Have you looked at the medical requirements for your vacancies? Is it necessary for all vacancies to be filled with a perfect mental or physical specimen? Most people would be out on unemployment if the unrealistic medical qualifications held by some companies were applied across the board. *Continued on page 4*

Timecard Procedures

To complete timecards accurately certain guidelines must be followed to comply with university policies and governmental regulations. These guidelines are listed below:

- Complete timecards in ink
- Complete the in/out section on the back of the timecard
- Summarize the hours and transfer them to the front, using tenths of an hour, i.e., 7.5, not 7 1/2
- Draw one line through any errors and make the correction. All corrections must be initialed by the employee and the supervisor
- Do not use liquid correction fluid
- Total the hours on the front
- Distinguish between Personal and Health Care (P or H) for time recorded under Personal Leave
- Timecards must be signed by both the employee & the supervisor

Human Relations Training: Supervisors Working Toward A More Positive Workplace

by Sandra Carrington, senior training associate, Training & Development



Sandra Carrington

Human Relations Training for Supervisors

Due to the increase of incidents involving racism and sexism at Cornell and on many other campuses throughout the country, one of the primary efforts of Training and Development has been presenting the Human Relations Training for Supervisors workshops.

Value of Diversity in the Workplace

Every Wednesday since fall 1987, fifteen to twenty-five nonacademic supervisors have gathered at the ILR Conference Center to spend an entire day focusing on the value of diversity in the workforce and the implications of differences in the workplace.

Need for Human Relations Training Recognized

The history of this program begins with the formation of a Presidential Human Relations Task Force in early 1986. Reacting to a variety of concerns of the Employee Assembly, the Task Force made various recommendations designed to strengthen interpersonal working relationships. The Task Force recognized the need for human relations training for all levels of the work force, but particularly focused on supervisors because of their impact on so many other employees.

Help Supervisors Take a Leading Role

The group's recommendations and final report evolved into the Human Relations Programs Agenda, which is comprised of a wide range of action plans designed to help supervisors take a leading role in Cornell's efforts to make

this community a more harmonious environment for all of its "residents."

Attitude Awareness Emphasized

One of the agenda items in this training program places special emphasis on making participants aware of their attitudes toward differences among people.

Supervisory Advocacy of Staff Encouraged

Other objectives of the training program include:

1. reminding supervisors to be advocates for their staff by promoting self-esteem and encouraging skill development;
2. encouraging supervisors to identify and deal with problems early, before there are no alternatives other than the disciplinary process;
3. making them more aware of what the expectations are for their own behavior in the work place; and
4. making supervisors aware of the special concerns of minority and female employees.

Differences Regarding Race, Sex, Age, and Life Styles Explored

During the early part of the workshop, differences regarding race, sex, age, and life styles are explored through individual and group exercises based on self-proclaimed identities and the early conditioning related to those identities. These activities are designed to prompt the participants to think about the impact of their own multiple identities within their work units.

Participants Watch Portrayals of Discriminating Behaviors

The next part of the workshop consists of two scenarios, enacted by professionals from Cornell's Department of Theatre Arts. Judy Levitt and Harvy Blanks realistically portray two people caught up in some of the hurtful and discriminating behaviors that can happen at work. The participants are asked to consider reality as they watch the scenes and to begin to think about what they would do if these incidents happened in their own departments.

Group Looks at Problems

Lively discussion always takes place after the presentations; the scene is now set for the final, action-planning phase of the workshop. The supervisors then work in

Continued on page 4

Are Your Beneficiary Designations Up-To-Date?

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

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

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

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

Job Prospecting Booklet Available

Newcomers to the area are invited to ask for our booklet: "Just for Your Information: Job Prospecting in the Ithaca Area." Call Staffing Services, 5-5226 for a copy.

Attention: Employees with 25 or More Years of Service



Invitations for the 34th Annual Service Awards Banquet have been mailed. If you have been with the university for 25 or more years you should have received an invitation to the June 13 banquet at your home address. Please call 5-6890 if you are eligible and did not receive your invitation.

JOB OPPORTUNITIES

May 11, 1989

Volume 1, Number 18

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

- Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an Affirmative Action/Equal Opportunity Employer.
- Job Opportunities can be found on CUINFO

Professional

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

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

Vice President for Finance and Treasurer (PA6711)
Vice President for Finance and Treasurer-Endowed
Serve as principal financial officer of university providing leadership to assure effective policies and programs in financial operations and financial information and control, asset and liability management and development of capital and financial plans. Responsible for Treasurer and Trust Operations, Controller, Budget Management, Internal Audit Investments, Risk Management and Insurance and Real Estate.

Requirements: Broad-based experience as a senior executive with proven managerial knowledge and competence in diverse areas of financial management within a research university or related environment. Must demonstrate executive accomplishments in complex and highly decentralized environment. Strong leadership and communications skills essential plus ability to work with diverse population. Send cover letter and resume to James E. Morley, Jr., Senior Vice President, Cornell University, 317 Day Hall by July 1.

Assistant Director (PA6706) HRII
Office of Equal Opportunity-Endowed
Develop programs and techniques which address current affirmative action/equal opportunity issues. Prepare long range strategies to enhance the university's affirmative action/equal opportunity efforts. Assist the Director in all phases of the university's affirmative action process. Coordinate office operations as well as activities related to the Age Discrimination in Employment Act.
Requirements: Bachelor's or equivalent; Master's or equivalent preferred. Significant experience with affirmative action/equal opportunity guidelines and regulations, or human resources management with AA/EO emphasis. Ability to analyze statistical data. Effective written and oral communication skills. Experience in computer applications, training, and fiscal management highly desirable. Strong interpersonal, management and supervisory skills. Demonstrated competency in working under pressure. Women and minority candidates are strongly encouraged to apply. Send cover letter and resume to Search Committee: Asst. Director, OEO by June 9.

Investment Administrator (PA6708) HRII
Investment Office-Endowed
Provide a wide range of reports and analysis; computer applications for portfolio report and analysis; security screening; generate performance figures for investment pools; liaison between investment office and investment accounting; supervise technological change related to computers.
Requirements: Bachelor's or equivalent. MBA or equivalent helpful. 3-5 years experience. Good working knowledge of investments, computers and accounting is necessary. Send cover letter and resume to Cynthia Smithbower by May 26.

Associate Director, Corporate Development and Foundation Relations (PA6701) HRII
University Development-Endowed
Responsible for the development and stewardship of the university's relationship with private foundations and corporations. Particular attention to major institutional proposals.
Requirements: Bachelor's or equivalent; advanced degree or equivalent preferred. 3-5 years development experience in higher education. Knowledge of private foundations, and an understanding of the shared objective of private foundations, corporations and higher education. Excellent organization, communication and interpersonal skills. Send cover letter and resume to Cynthia Smithbower by May 31.

Assistant Football Coach (PA6712) HRII
Athletics-Endowed
Assist the head football coach in the planning and execution of the varsity intercollegiate football program. Duties include coaching student athletes in football, recruiting student athletes to the program and other administrative duties as assigned by the head coach.
Requirements: Bachelor's or equivalent in physical education. Credentials should reflect proven success and potential in coaching, recruiting and in working with student athletes. Send cover letter and resume to Search Committee: Asst. Football Coach.

Senior Auditor (PA6601) HRII
Finance and Business Services-Statutory
Perform financial and compliance audits of the Statutory College's operating units. Train and develop staff auditors and student interns. Frequent travel required.
Requirements: Bachelor's or equivalent in accounting or business management. Must have a CPA or active pursuit of one. 2-3 years related experience. Supervisory experience essential. Send cover letter and resume to Cynthia Smithbower by May 31.

Research Support Specialist III (PT4109) HRII
Veterinary Pathology-Statutory
Manage flow cytometry lab. Supervise staff and activities; design, execute and coordinate research protocols; provide technical assistance; determine equipment and supply purchases; assist with grant proposals writing and co-authoring manuscripts.
Requirements: Master's or equivalent in biology or physical science. 3-5 years related lab experience strongly preferred. Send cover letter and resume to Bill Webster.

Senior Systems Programmer/Analyst (PT6715) Lvl 35
CIT/Research and Analysis-Endowed

Provide leadership in migrating third party software from VM/XA to UNIX. Provide vendors technical direction and assistance for UNIX installations. Access performance and scope of vendor supplied software in an AIX/UNIX environment.

Requirements: Bachelor's or equivalent with computer related courses required. 3-5 years programming and machine architecture. Sound knowledge of operating systems (e.g., VM/XA, UNIX, and IBM mainframes). Experience with ASSEMBLER, FORTRAN or similar languages. Send cover letter and resume to Bill Webster.

Information Systems Manager (PT6607) Level 35
Statler Hotel-Endowed
Supervise and administer all phases of computer operations including planning, installation, training applications analysis and maintenance. Coordinate all computer systems applications throughout the hotel. Work closely with other members of the management team so that full potential and benefits of each automated system is realized. May include some nights and weekends.

Requirements: Bachelor's or equivalent required; degree in Hotel Administration, Business Administration, Management Information Systems preferred. Minimum 3-5 years related experience. Specific interest in systems area with practical experience in at least 2 areas of hotel operations or comptrollership. Excellent oral and written communications skills. Send cover letter and resume to Bill Webster.

Applications Programmer/Analyst III (PT6718) vll 34
Information Resources-Endowed
Design, develop, modify, maintain and document fairly complex applications software in support of a major administrative system.
Requirements: Bachelor's or equivalent with computer related courses required. 3-5 years related experience. Knowledge of applications for interactive administrative systems, database management systems, machine architecture and system utility programs. Knowledge of ADABAS as well as several languages (PL/1, Natural, COBOL, Mark IV). Send cover letter & resume to Bill Webster by May 19.

Applications Programmer/Analyst (PT6712, PT6713) Level 33
Financial Systems Development-Endowed
Design, develop, modify and document straight forward applications software in support of a major administrative systems.
Requirements: Bachelor's or equivalent with computer related courses required. 2-3 years related experience with at least two of the following languages: PL/1, Natural, COBOL, or Mark IV). Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs and VM/CMS. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst II (PT6711) Level 33
CIT/Systems-Endowed
Design, implement, install, document and maintain systems and networking software or significant subsystems in IBM Unix and/or VM systems.
Requirements: Bachelor's or equivalent with related computer courses required. 2-3 years experience with Unix and/or VM operating systems, or networking software and significant subsystems. Knowledge of hardware concepts as they relate to software issues. Knowledge of C and/or IBM 370 assembler language essential. Send cover letter and resume to Bill Webster.

Coordinator of External Relations (PC6701) HRII
School of Chemical Engineering-Endowed
Perform development and alumni affairs functions relative to the School's educational and research program. Maintain industrial and alumni gifts program. Responsible for department newsletter, alumni records, gift tracking, proposal writing, brochures and publicity articles. Organize and coordinate various p.r. functions.
Requirements: Bachelor's or equivalent. 3 years relevant experience. Very strong interpersonal, organizational, and communication (written and verbal) communication skills. Knowledge of proposal writing, Cornell accounting and computers desirable. Send cover letter, resume and writing samples to Esther Smith by May 17.

Associate Director, Outdoor Program (PA6710) HRII
Athletics-Endowed
Coordinate all personnel, policy, and logistics necessary to safely run backpacking, hiking, instruct CPR and first aid, natural history, bicycle touring, rock climbing, flatwater canoeing, whitewater canoeing, and kayaking, x-country skiing, leadership (and related outdoor expedition courses which provide a meaningful experience for both staff and students. 10 month position. August 15-June 15.
Requirements: Bachelor's or equivalent required in outdoor education or related field preferred. 1-3 years experience in administration of outdoor education programs. Extensive training as an outdoor instructor including 2 or more years field experience with Outward Bound, NOLS, or equivalent organization. Send cover letter and resume to Search Committee: Outdoor Program.

Research Support Specialist I (PT6717) HRII
Animal Science-Statutory
Supervise and coordinate laboratory operation in a nutritional biochemistry program. Duties include developing analytical methods, experimental designs, data analyses, and data presentation as well as maintaining records and monitoring radioisotopes, animal care and laboratory staff.
Requirements: Bachelor's or equivalent required, Master's or equivalent preferred. Training in related aspects of animal science, nutrition, biochemistry and physiology. 1-2 years previous experience. Analytical techniques including RIA, chemical analyses, enzyme analyses and use of radioisotopes. Experience with laboratory and farm animals. Good organizational and interpersonal skills essential. Send cover letter and resume to Bill Webster.

Athletic Trainer (PA6706) HRII
Athletics-Endowed
Coordinate and carry out the physical rehabilitation of athletes as prescribed; study, evaluate and recommend

new techniques and equipment in physical training and therapy; use computer to compile and maintain medical and statistical records; assist in daily management and operation of training room; provide sports coverage as assigned; supervise student trainers.
Requirements: Certification as Athletic Trainer. Send cover letter and resume to Search Committee: Athletic Trainer.

Assistant to the Director (PA6705) HRII
John S. Knight Writing Program-Endowed
With the guidance of the Director, coordinate logistical operations of the Program; prepare budgets, manage accounts, schedule and advertise writing seminars, handle public relations and desktop publishing. The Program, one of the university's largest teaching units, teaches approximately 360 seminars each year.
Requirements: Bachelor's or equivalent experience. Accounting coursework, or 1 year experience with budgets. 2-3 years student services experience. Excellent writing and editing skills, experience with high school or college students. Preferred: negotiating and planning background, familiarity with Macintosh computers, office experience, publication skills. Send cover letter and resume to Cynthia Smithbower by May 22.

Director, MPS Program (PA6709) HRII
Graduate Studies/Hotel Administration-Endowed
Responsible for publicizing and marketing the Master of Professional Studies Program to the hospitality industry, recruiting applicants, administering the selection of approximately 35-40 new students each year, guiding students toward successful completion of degree requirements, maintaining student records, and advising and counseling students on career options.
Requirements: Master's or equivalent of Professional Studies degree in Hotel Administration highly desirable. 3 years of hospitality industry work experience preferred. Excellent communication and interpersonal skills. Supervisory experience helpful. Send cover letter and resume to Cynthia Smithbower by May 26.

Research Support Aide (PC6516) HRII
Chemistry-Endowed
Coordinate and monitor progress of manuscripts through editorial process for internationally-known technical journal; prepare annual author search survey for journal; submit production and financial reports to American Chemical Society; organize collection and supervise data entry of mass spectral data.
Requirements: Bachelor's or equivalent in chemistry; Master's or 2 years related experience desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Ability to learn the mass spectrometry of organic compounds and understand the organic structural data. Familiarity with scientific computing and word processing, French/German helpful. Send cover letter and resume to Esther Smith.

Coordinator
CUSLAR
The Committee on United States-Latin American Relations, a local education and solidarity group is seeking a coordinator.
Requirements: Must have knowledge of Latin America and a clear understanding of U.S. policy. Must possess writing and speaking skills in Spanish and English. Fundraising and administrative skills essential. For application call (607) 255-7293.

Professional Temporary

Graphic Designer II (PA6602) HRII
Publications Services-Endowed
Conceptualize, design and supervise the production of printed materials. Until 6/30/90.
Requirements: Bachelor's or equivalent in related visual arts area and 3 years experience as a graphic designer. Proficiency in PageMaker and Microsoft Word. Send cover letter and resume to Cynthia Smithbower by May 19.

Technical

As a prominent research institution, Cornell University 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.
Submit a resume and cover letter for each position, specifying the job title, department and job number. Skills assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

Technical Assistant, GR17 (T6603)
Ornithology-Endowed
Minimum Biweekly Salary: \$467.98
Operate real-time cassette duplication facility at the Library of Natural Sounds. Duties include all aspects of cassette duplication and tape copy work.
Requirements: High School diploma or equivalent required. Associate's or equivalent in electronics desirable. 1 year equivalent experience desired. Must have working knowledge of audio and related equipment; studio skills highly desirable. Mechanical aptitude helpful. Must be able to work independently yet communicate well with staff and outside suppliers. Send cover letter and resume to Bill Webster.

Technician, GR18 (T6604)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$487.50
Provide general technical support in areas of tissue culture, electronmicroscopy and biochemistry in the Connective Tissue Research Laboratory. Continuation contingent upon funding.

Requirements: Associate's or equivalent required; Bachelor's in biological sciences preferred. 1 year experience in tissue culture and general laboratory procedures in connective tissue research desirable. Send cover letter and resume to Bill Webster.

Technician, GR18 (T5307)
Genetics and Development-Endowed
Minimum Biweekly Salary: \$487.50
Carry out biochemical and molecular biology experiments including DNA isolation, blotting and sequencing. Perform animal tissue culture as well as large scale bacterial culture. Responsible for lab organization and ordering of supplies.
Requirements: Associate's or equivalent in biology chemistry or biochemistry. Bachelor's preferred. One year experience in a biology or biochemistry laboratory. Additional experience highly desirable.

Technician, GR18 (T4527)
Food Science-Statutory
Minimum Biweekly Salary: \$487.50
Conduct research on physical and functional properties of proteins on foods: surface active properties, foaming, gelation, protein separation and purification, etc.
Requirements: Associate's or equivalent in science and experience in lab research. Minimum 1 year related experience. Knowledge of protein chemistry, separation and analyses, some experience with physical properties, measurements and functional properties, spectrophotometric analysis, chromatography, electrophoresis desirable.

Technician, GR19 (T5310)
Psychology-Endowed
Minimum Biweekly Salary: \$510.90
General lab responsibilities including histology, lab maintenance, photography and animal care. Until 6/30/92, continuation contingent upon funding. Schedule includes some nights and weekends.
Requirements: College coursework in biopsychology, biology or related field. Experience preferred in one or more of the following: histology, electrophysiology, photography, figure drafting and/or statistical analysis.

Facilities Inventory Drafter, GR19 (T5401)
Facilities Engineering-Endowed
Minimum Biweekly Salary: \$510.90
Responsible for maintaining and updating drawings and floor plans for all Cornell owned facilities. Conduct field inspections of buildings to survey, calculate, and verify field data relating to net and gross square footage usage.
Requirements: High School diploma, Associate's or equivalent preferred. 2 years drafting experience, strong communication and interpersonal skills, exposure to micro computer systems (prefer Apple Macintosh) and have and maintain a valid driver's license. Any experience with CADD desirable.

Technician, GR19 (T4113)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$510.90
Provide technical support for activities in flow cytometry lab including cell cultures, protein and nucleic acid analysis.
Requirements: College coursework in biology or physical science. Minimum 1 year related experience.

Animal Health Technician, GR20 (T6705)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$534.30
Assist with emergency and surgical procedures. Responsible for medical treatments; manufacture, compound, dispense and administer prescriptions. Eves and wknds.
Requirements: Associate's in animal health technology required, NYS licensure (or eligibility) required. 2 years experience as A.H.T. and experience working with large animals preferred.

Technician, GR20 (T6716)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$534.30
Provide technical support for researchers in immunological laboratory. Prepare tissue culture and bacteriological media, buffers and other precisely formulated reagents. Obtain milk and blood samples from cows and/or common laboratory animals.
Requirements: Bachelor's or equivalent in biology; experience in microbiological techniques preferred. 1 year experience handling laboratory animals and knowledge of laboratory procedures.

Technician, GR20 (T6702)
Veterinary Microbiology-Statutory
Minimum Biweekly Salary: \$534.30
Perform a variety of tests and functions appropriate to the study of viruses and bacteria that infect dogs. Prepare and maintain cell cultures, viruses, monoclonal antibodies and bacterial reagents. Conduct a variety of virologic, immunologic (serologic) and bacteriological assays. Assist with necropsy.
Requirements: Bachelor's or equivalent in microbiology or biological science. 2 years experience in medical or veterinary microbiology/virology lab. Familiarity with cell culture, viral assays, animal care and breeding, serological assays and electrophoresis.

Technician, GR20 (T6701)
Veterinary Microbiology, Immunol. and Parasitology-Statutory
Minimum Biweekly Salary: \$534.30
Technician for a parasitology research laboratory. Assist in the sample collection, processing, analysis and recording of data from laboratory studies of several animal parasitic diseases.
Requirements: Bachelor's or equivalent in biological related field. Minimum 2 years laboratory experience.

Animal Health Technician, GR20 (T6406)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$534.30
Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Some

weekends and holidays. 3-11 pm and 11 pm-7 am rotating.
Requirements: Associate's or equivalent in animal health technology. NYS licensure or eligible for licensure. 2 years experience working with small animals. Interest in teaching critical care techniques.

Animal Technician, GR21 (T6703)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$557.70

Responsible for the healthcare of a large colony of woodchucks used as a model for the study of human hepatitis B. Duties include assistance at surgery and necropsy, bi-weekly medical rounds, treatment in emergency situations as well as routine care of both breeding and experimental woodchucks. Some weekend and after hours emergency care; weekend rotation for routine care.
Requirements: Bachelor's or equivalent in biology or related field required. AHT license preferred. NYS driver's license necessary. Pre-employment physical required. Minimum 2 years related experience as animal health or veterinary technician in research environment especially involving wild animals.

Technician, GR21 (T3215)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70

Assist in research projects including semen extender evaluation, liposome and sludge evaluation.
Requirements: Bachelor's or equivalent with emphasis on microbiology or biochemistry required. Minimum 2-3 years experience desirable.

Technician, GR21 (T5612)
Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$557.70

Perform procedures involving molecular biology; mRNA, DNA, DNA sequencing and use of computer to enter sequences. Protein purification. Use of chromatography columns and gel electrophoresis system. Perform experiments with cells in culture with isotopes.
Requirements: Bachelor's or equivalent in biochemistry or genetics or molecular biology. Minimum 2-3 years related lab experience. Biochemical analysis, DNA techniques.

Technician, GR21 (T5708)
Microbiology-Statutory
Minimum Biweekly Salary: \$557.70

Design, develop and perform experiments in bacterial genetics and physiology. Maintain and catalog bacterial culture collections. Inventory, order and maintain supplies and reagents. Oversee and assist in preparation and maintenance of media, stock solutions and glassware; maintenance of facilities and equipment.
Requirements: Bachelor's or equivalent in microbiology or related area. Minimum 2-3 years experience. Familiarity with bacteriology, microbial physiology, and/or biochemistry. Knowledge of basic recombinant DNA techniques is desirable.

Technician, GR21 (T6403)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70

Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, complement fixation, and hemagglutination inhibition. Perform virus isolation and fluorescent antibody procedures on clinical specimens. Prepare buffers, media and other reagents.
Requirements: Bachelor's or equivalent in microbiology, biology or related field required. 2-3 years work or course experience in virology and tissue culture desired.

Technician, GR22 (T6106)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$581.09

Conduct independent research studying the splicing of an intron found in the rDNA of Physarum. Design and execute experiments with minimal guidance. Maintain laboratory, order supplies, perform record and bookkeeping, and survey radioisotopes.
Requirements: Bachelor's or equivalent in chemistry, biochemistry, or related field required. 3-4 years experience, including 1-2 years working with molecular biological tools required. Experience working with RNA and a practical knowledge of modern acid biochemistry (recombinant DNA technology including in vitro mutagenesis, DNA sequencing, southern and northern hybridizations, etc.) required.

Research Technician, GR22 (T4416)
Agricultural and Biological Engineering-Statutory
Minimum Biweekly Salary: \$581.09

Set up and conduct experiments with Nutrient Film Technique and anaerobic digestion of biomass. Perform lab analyses, maintain time schedules, input data into computers and assist in writing technical programs.
Requirements: Bachelor's or equivalent in agricultural engineering or equivalent. 3-4 years experience in microbiology and wet chemistry analyses essential. Major physical exercise required, operate large tractors and lift equipment.

Research Equipment Technician (T6714)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$639.59

Perform skilled manual work to maintain and improve components of accelerator facility. Investigate malfunctions; develop, fabricate and install new devices using standard machine shop tools and metal-work techniques; work on electrical and mechanical systems; use radiation detectors, safety devices, & computer-controlled devices.
Requirements: Associate's or equivalent in mechanical, electrical, or electronic technology required. At least 3 years experience as a research equipment technician.

Electronics Technician, GR24 (T6708)
Modern Languages and Linguistics-Endowed
Minimum Biweekly Salary: \$639.59

Install and maintain audio, video, computer and other electronic hardware in language and phonetics laboratories. Assist in audio recording/editing functions and do light maintenance on various departmental electro-mechanical hardware.
Requirements: Bachelor's or equivalent in electrical engineering, recording engineering or applicable field. Familiarity with SUN, IBM-PC, MAC II hardware; serial and parallel data transmission; networking; signal conditioning, including filtering, amplifying and A/D-D/A hardware and graphics hardware. Must have knowledge of computer programs to be able to interact with users and equipment. Thorough understanding of electronic circuitry.

CHESS Operator, GR24 (T6405)
CHESS-Endowed
Minimum Biweekly Salary: \$639.59

Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.
Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred.

Technical Off-Campus

Technician, GR20 (T6704)
Food Science and Technology-Geneva-Statutory
Minimum Biweekly Salary: \$534.30

Assist in the preparation, tracking and analyses of samples for microbiological and biochemical research. Assist in data tabulation and report generation. Perform general laboratory tasks, as needed.
Requirements: Bachelor's or equivalent in chemistry or related science. Associate's with 1-2 years related experience required. Computer experience desired.

Part-time Technician, GR22 (T6706)
Horticultural Sciences-Geneva-Statutory
Minimum full-time equivalent: \$581.09

Responsible for cell preparation and maintenance, DNA preparation, microprojectile preparation, bombardment of cells and tissue, microscopic evaluation and evaluation of gene expression. 20 hours per week until 3/31/91.
Requirements: Bachelor's or equivalent in biology preferred. 2-3 years experience. Lab experience in molecular and cell biology.

Technical Part-time

Technical Assistant, GR16 (T6401)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum full-time equivalent: \$448.50

Sort and store clean glassware; wash, dry and sort pipettes. Prepare media and sterile supplies; work with acids silicating solution and organic solvents. Perform general record keeping, photocopying and assorted errands. Mornings, Monday-Friday, 20 hours per week.
Requirements: High School diploma or equivalent required. Associate's or equivalent desired. Some laboratory experience essential. Willing to work near radioactive materials.

Technical Temporary

Lab Coordinator, GR22 (T6707)
Section of Plant Biology-Endowed
Minimum Biweekly Salary: \$581.09

Set-up and coordinate laboratories for students in introductory biology. Duties related to the 2 week lab cycle include: order, inventory and maintain supplies and equipment; keep record of budget; pretest and evaluate lab experiments; prepare demo materials for lecture; prepare TA's before lab, monitor their progress and discuss lab results; set-up 3 lab rooms; check reagents and organisms before labs begin, prepare solutions, demonstrate some lab materials and results to TAs; distribute animals, plants, materials daily to labs; clean and store materials at end of each lab; care for plants and animals used in lab; keep prep room and labs in order, run dishwasher; prepare and maintain posters for instruction; proctor some exams and quizzes. Until 6/13/90.
Requirements: Bachelor's or equivalent required. Practical lab experience including chemical and microbiological techniques. Minimum 2 years practical experience running or working independently in a research or teaching lab. Demonstrated ability to work in cooperation with other staff. NYS driver's license required.

Research Assistant (T6501)
Textiles and Apparel
Hourly Rate: \$6.00

Collect well water samples from throughout Tompkins County and deliver them to lab for analysis. Enter statewide test data into a computer database. Assist in a sanitary survey performed by the Tompkins County Health Department. Car provided. 10 weeks beginning late May or early June.
Requirements: Basic knowledge of chemistry and computer science desired but not required. Valid NYS driver's license required. Reliability essential. Apply to Bill Webster by May 12.

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.

Submit a signed employment application and resume. 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 East Hill Plaza office.

Secretary, GR18 (C6713)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$487.50

Provide receptionist/secretarial support for a large department working for 4-6 faculty. Type classwork, reports, manuscripts, correspondence and vouchers; answer telephone; distribute mail; arrange travel; library reserve lists; conferences and meetings; order texts; make copies; keep faculty files and calendars. Other duties as assigned.
Requirements: High School diploma or equivalent. Business or secretarial school desirable. Minimum 1 year experience. Previous secretarial experience (academic setting preferred). Macintosh and IBM PC experience essential. Knowledge of Microsoft Word and Wordperfect. Good interpersonal, organizational, machine and manual transcription skills. Able to work under pressure. Heavy typing.

Office Assistant, GR18 (C6718)
Office of Records & Scheduling, Arts & Sci.-Endowed
Minimum Biweekly Salary: \$487.50

Provide clerical support to the Office of Records and Scheduling. Answer student, faculty and staff questions; help maintain academic records on computer systems; other duties as assigned.
Requirements: High School diploma or equivalent. 1 year experience. Word processing and computer terminal (IBM PC and AT&T) experience desirable. Exceptional organization, interpersonal and communication (written/oral) skills. Able to set priorities and work in a complex, active environment. Medium typing.

Senior Records Assistant, GR18 (C6716)
Catalog Management-Endowed
Minimum Biweekly Salary: \$487.50

Responsible for location and retrieval of in-process material in cataloging department backlogs; processing of added copies and added locations; preliminary processing of Cornell dissertations; pre-catalog searching; provides administrative and secretarial support to the cataloging and catalog management departments.
Requirements: Associate's or equivalent, 2 years of college coursework or equivalent experience. Attention to

detail. Minimum 1 year previous library technical services experience desirable. Some experience with personal computer and Wordperfect desirable. Strong organizational, communication & interpersonal skills. Light typing.

Secretary, GR18 (C6721)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$487.50

Provide secretarial support for faculty in Biometrics unit. Type technical manuscripts, course materials, and correspondence. Answer telephones; handle mail; photocopy; process orders for publications.
Requirements: High School diploma or equivalent. Associate's or equivalent desirable. Minimum 1-2 years related office experience. Familiarity with word processing, preferably on IBM PC or Macs. Technical typing desirable. Accuracy important. Good interpersonal and organizational skills. Medium typing.

Accounts Assistant, GR18 (C6709)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$487.50

Assist administrative supervisor with general bookkeeping. Complete deposit forms; enter orders on an IBM PC AT (automated order and billing system); general clerical duties as assigned.
Requirements: High School diploma or equivalent. Minimum 2 years related office experience. Knowledge of Lotus 123. General bookkeeping knowledge. Wordprocessing and adding machine skills. Good communications and organizational skills. Ability to follow directions and work independently. Medium typing.

Secretary, GR18 (C6715)
Law-Endowed

Minimum Biweekly Salary: \$487.50
Produce legal documents on IBM PC; provide secretarial/receptionist support for Legal Aid Clinic and its attorneys; answer telephone. Other duties as assigned.
Requirements: High School diploma or equivalent. Business/secretarial school preferred. Legal secretarial training helpful. 1 year related office experience. Strong interpersonal and communication skills. Knowledge of IBM PC essential. Knowledge of Wordperfect desired. Ability to work in a complex, active environment. Heavy typing.

Senior Records Assistant, GR18 (C6608)
Catalog Management-Central Technical Services-CUL-Endowed

Minimum Biweekly Salary: \$487.50
Responsible for the retrospective conversion of catalog copy including searching, deriving, and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf list cards. Monday-Friday and evening hours. 12 month term appointment.
Requirements: High School diploma or equivalent. Associate's or equivalent desirable, or equivalent experience. Strong organizational, interpersonal and communication skills. Attention to detail. Working knowledge of the NOTIS and RLIN cataloging systems and the US MARC Format for Bibliographic data desirable. Medium typing.

Secretary, GR18 (C6609)
Food Science-Statutory

Minimum Biweekly Salary: \$487.50
General support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals and related teaching and extension needs; handle travel arrangements; maintain files and general support duties.
Requirements: High School diploma or equivalent. Associate's desirable. Minimum 1 year office experience. Word processing experience preferred. Strong organizational, interpersonal and communication (written and oral) skills. Heavy typing with speed and accuracy.

Secretary, GR18 (C5307)
Hotel Administration-Endowed
Minimum Biweekly Salary: \$487.50

Provide data processing and clerical support to the director of alumni affairs and the administrative aide. Update alumni database; undertake special alumni coding projects; run reports; and assist with daily operation of Alumni Affairs office.
Requirements: High School diploma or equivalent. Minimum 1 year related experience. Knowledge of computers. Good interpersonal and communication (written and oral) skills. Accuracy and attention to detail. Ability to work independently, handle pressure, meet deadlines and maintain confidentiality. Medium typing.

Accounts Assistant, GR19 (C6712)
Restricted Fund Accounting-Statutory
Minimum Biweekly Salary: \$510.90

Responsible for daily gift deposits, public affairs gifts record coding, and statutory account reconciliations; extensive work on an IBM PC; coordination of all gift activity in the statutory colleges.
Requirements: Associate's in business, accounting or equivalent. Cornell accounting experience preferred. Computer experience necessary. Experience with Symphony and System 36 preferred. Good communication skills. Light typing.

Office Assistant, GR19 (C6717)
JGSM-Endowed

Minimum Biweekly Salary: \$510.90
Provide secretarial support to the Director of Business Operations and the School's Business Manager. Prepare student employment forms, payroll, etc.; maintenance of building/equipment inventories.
Requirements: Associate's in secretarial science. Minimum 1 years of general office experience preferred. Familiarity with Mass 11 and Macintosh. Must have at least 65 w.p.m. typing speed. Heavy typing.

Administrative Aide, GR19 (C6703)
Civil and Environmental Engineering-Endowed
Minimum Biweekly Salary: \$510.90

Provide secretarial and administrative support for the Associate Director of Undergraduate Programs. Responsibilities include all aspects of the undergraduate degree program; perform technical word processing for assigned faculty.
Requirements: Associate's or equivalent. Minimum 2 years related secretarial experience. Demonstrated ability to take initiative and handle ongoing activities. Required independent judgment and decision making. Excellent organizational, interpersonal and communication (written/oral) skills essential. Must work well under pressure. Computer knowledge desirable (IBM compatible and Macintosh). Medium typing.

Administrative Aide, GR19 (C6707)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$510.90

Provide administrative support to the Aids Project Director and staff. Work with Cooperative Extension and counties throughout New York State. Process purchase orders, vouchers, etc.; serve as program main office receptionist and information source; monitor program expenditures. Type correspondence. Until March 31, 1990, contingent on funding.
Requirements: High School diploma or equivalent.

Associate's or equivalent in business desirable. Minimum 2-3 years office experience with considerable word processing experience (Microsoft word, macword, wordperfect, etc.). Ability to work in a highly active environment and set priorities. Excellent organizational, interpersonal and communication skills. Dependable, able to work under pressure with minimal supervision. Sensitive to deadlines. Medium typing.

Office Assistant, GR19 (C6605)
Graduate School-Records Office-Endowed
Minimum Biweekly Salary: \$510.90

Maintain accurate and timely paper and electronic graduate student records; inform students and others of basic Graduate School policies and procedures. Provide support coverage at the Information/Reception Desk as needed.
Requirements: High School diploma or equivalent. Minimum 2 years related experience. Knowledge of Wordperfect. Accuracy and proficiency. Ability to maintain confidentiality. Excellent interpersonal skills. Med typing.

Collection Representative, GR19 (C6603)
Bursar-Endowed

Minimum Biweekly Salary: \$510.90
Responsible for collection of outstanding student accounts receivable and delinquent student loans. Involves telephone contact and written communication with former students to arrange for debt repayment. Monday, 12:30-9, Tuesday-Friday, 8-4:30.
Requirements: High School diploma or equivalent. Minimum 2 years related office experience. Excellent communications (oral and written) skills. Light typing.

Administrative Aide, GR19 (C6109)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$510.90

Working independently, under the general supervision of the Director of Career Planning and Placement, provide administrative and secretarial support to the Director of Career Planning and Placement Office. Responsible for overall production of the biweekly Hospitality Career Mart; assist students in securing summer jobs; assist in recruiting process; serve as circulation manager for the new "Cornell Hospitality News" publication.
Requirements: High School diploma or equivalent. Associate's preferred or equivalent with experience. Minimum 2 years office experience and an understanding of the hospitality industry very helpful. Strong organizational and interpersonal skills, communication (oral and written) skills. Word processing skills. Frequent interruptions. Heavy typing.

Secretary, GR20 (C6702)

Unions and Activities-Robert Purcell Union-Endowed
Minimum Biweekly Salary: \$534.30
Provide secretarial assistance for the Director, 2 Assistant Directors, student volunteers and employees. Duties include typing; administrative, reservationist, receptionist and operational responsibilities; extensive contact with students.

Requirements: Associate's or equivalent. Minimum 2 years secretarial experience essential. Shorthand preferred. Good communication (written and oral) skills essential. An ability to work in a dynamic atmosphere. Related word processing or IBM PC-XT experience preferred. Heavy typing.

Administrative Aide, GR20 (C6706)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$534.30

Provide computer and administrative support to the Office of Alumni Affairs and Development and the Office of Corporate and Foundation Relations.
Requirements: Associate's or equivalent experience. Minimum 2-3 years related experience. Strong applied computer skills and considerable experience with microcomputers (IBM PC or compatible); mainframe and database experience required. Familiarity with Wordperfect, dBase, Public Affairs Database desirable. Ability to work independently. Good organizational and communication (written/oral) skills. Some knowledge of accounting helpful. Medium typing.

Administrative Aide, GR20 (C6602, C6604)
Computer Science-Endowed
Minimum Biweekly Salary: \$534.30

Provide secretarial and administrative support to senior faculty members and their research groups including associates, scientific visitors, programming staff.
Requirements: Associate's or equivalent. 2-3 years related experience. Word processing, interpersonal, organizational and communications (written/oral), public relations skills. Must have ability to learn advanced text editing devices and technical typing; handle confidential material. Medium typing.

Administrative Aide, GR20 (C6607)

Academic Personnel-Endowed
Minimum Biweekly Salary: \$534.30
Provide administrative/secretarial support to director and general secretarial support for office. Process academic appointment forms; draft correspondence; maintain records; accounting and purchasing functions. Other projects as assigned.
Requirements: Associate's or equivalent in secretarial science. Minimum 2 years related experience. Familiarity with Macintosh SE desired. Strong organizational, interpersonal and communication (written/oral) skills. Ability to work independently and to handle confidential matters a must. Substantial administrative/secretarial experience essential. Knowledge of Cornell University Administration operations preferred. Medium typing.

Administrative Aide, GR21 (C6722)
Theory Center/CNSF-Endowed
Minimum Biweekly Salary: \$557.70

Perform wide variety of administrative and secretarial functions for the Deputy Director for Supercomputing Technologies (ST) and his staff.
Requirements: Associate's or equivalent combination of education and experience. Minimum 2-3 years related administrative secretarial experience. Experience with computers, including use of software applications and mainframes. Strong interpersonal, organizational, and communication skills. Demonstrated ability to take initiative and responsibility, work independently and coordinate many ongoing activities. Decision making. A high degree of confidentiality. A general understanding of the various technical aspects of the Supercomputer Facility. Medium typing.

Administrative Aide, GR21 (C6719)
Unions and Activities-CAC-Endowed
Minimum Biweekly Salary: \$557.70

Provide full secretarial support for Director of Student Activities. Assist in planning and implementation of various student-oriented programs; provide account clerk support for 13 operation/appropriated accounts; supervise 2 student office assistants.
Requirements: Associate's or equivalent. Minimum 2-3 years of secretarial experience. Good communication, organizational and interpersonal skills required. Cornell endowed accounting experience. Knowledge of IBM PC XT with working knowledge of Wordperfect software desired. Ability to work independently. Heavy typing.

Jobs *Continued from page 3*

Recruiting Coordinator, GR21 (C6501)

JGSM-Endowed
Minimum Biweekly Salary: \$557.70
Manages, under supervision, all on-campus corporate recruiting activities and related student activities for the Johnson School. Plan, organize, and implement dates and arrangements for guest speakers, panels, corporate visits and interviews. Direct staff and student workers. Assist Director in career counseling and program planning. **Requirements:** Associate's or equivalent, Bachelor's in relevant field desired. Strong interpersonal and organizational skills. Ability to deal with sensitive situations and confidential material. Familiarity with computers and programming beneficial. Medium typing. Send cover letter and resume to Esther Smith.

Administrative Aide, GR21 (C6601)

JGSM-Endowed
Minimum Biweekly Salary: \$557.70
Provide administrative and secretarial support to the Johnson Graduate School of Management's Director of Business Operations and the Business Manager. Responsible for supporting the Business Manager with all academic and non-academic personnel matters of the School, including processing student employment, payroll, affirmative action, etc. **Requirements:** Associate's or equivalent. Minimum 2-3 years office experience required. Fast, accurate typist; familiarity with LOTUS 123, Mass 11, Macintosh and computer hardware desirable. Heavy typing.

Accounts Coordinator, GR22 (C6705)

Restricted Fund Accounting-Statutory
Minimum Biweekly Salary: \$581.09
Monitor financial activity of restricted accounts; prepare and submit billings to sponsors; monitor receivables; correspond with sponsors and Cornell community; support accounting system to auditors. **Requirements:** Associate's in accounting. Bachelor's in accounting or equivalent experience and education. Minimum 3 years related accounting experience required. Knowledge of Symphony or Lotus 123 spreadsheet package. Strong accounting background required. Familiarity with university accounting system preferred. Excellent time management skills essential. Strong communication (oral/written) skills.

Office Professionals Off-Campus

Secretary, GR18 (C6704)

NYSSILR, Extension & Public Service-Buffalo-Statutory
Minimum Biweekly Salary: \$487.50
Provide secretarial services for director, coordinators, and institute associates of Institute for Industry Studies. Perform broad range of secretarial and office administrative services directly related to processing and maintenance of various aspects of credit and non-credit programs. **Requirements:** High School diploma or equivalent. Associate's desirable. Minimum 1-2 years related experience. Superior communication (written and oral) skills. Microcomputer (MAC SE) word processing experience preferred. Medium typing.

Accounts Assistant, GR19 (C6711)

Entomology-Geneva-Statutory
Minimum Biweekly Salary: \$510.90
Maintain department accounts; purchasing and accounts payable responsibilities. **Requirements:** Associate's in accounting or equivalent. Minimum 1-2 years related work experience. Computer experience preferred. Experience in accounting methods. Light typing.

Secretary, GR21 (C6714)

NYSSILR, Extension & Public Service-New York City-Statutory
Minimum Biweekly Salary: \$557.70
Provide broad range of administrative and secretarial support for human resource studies program and off-campus credit program. Process student registrations, employment contracts and vouchers; establish and maintain record keeping system; word processing of course materials; handle travel arrangements; purchase program materials; answer inquiries concerning course content, faculty, etc. and summarize course evaluations. **Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Excellent interpersonal, organizational and communication skills. PC experience including word processing and database applications essential (wordstar, wordperfect and Dbase preferred). Medium typing.

Office Professionals Part-Time

Building Attendant, GR17 (C6612)

Access Services-CUL-Endowed
Minimum full-time equivalent: \$467.98
Under general supervision of the Senior Evening Supervisor and following clearly established guidelines, performs library building security functions including working at exit control desk and stack control desk. Performs a variety of clerical and other duties as assigned; responsible for opening, closing and making regular tours of the building. **NOTE:** Schedule hours change during the intersession periods. Sunday: Thursday, 8:30-12:30 a.m. 20 hrs per week. **Requirements:** High School diploma or equivalent. Some related experience preferred. Ability to work effectively with a variety of people. Must be able to work under times of pressure. Strong organizational, interpersonal, & communication skills. Light typing.

Senior Record Assistant, GR18 (C6613)

Catalog Management-CUL-Endowed
Minimum full-time equivalent: \$487.50
Under general supervision, responsible for the retrospective conversion of catalog copy including searching, deriving and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf lists. 20 hours per week. Afternoon and early evening hours to be arranged. **Requirements:** Associate's, 2 years college or equivalent. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC format desirable. Good organizational skills. Medium typing.

Senior Department Assistant, GR20 (C6611)

Music Library-CUL-Endowed
Minimum full-time equivalent: \$534.30
Under general supervision, assist with the acquisition and bibliographic control of materials; handle administrative and clerical duties and serves in a public service capacity as required. 20 hrs per week. **Requirements:** Bachelor's or equivalent in music with emphasis on music history preferred. Associate's or equivalent college coursework in music with emphasis on music history required. Computer literacy. Reading skill at least in 1 foreign language. Experience with library technical processing helpful. Strong organizational, interpersonal and communication skills.

Office Professionals Temporary

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

Casual Office Receptionist (S6702)

Small Animal Clinic-Veterinary Medicine
Act as front desk receptionist. Data entry of medical records. Handle discharge of patients. Cashiering. Saturdays 8:00 am to 12:00 noon. Monday-Friday 4:00 p.m.-6:00 p.m. Hours flexible.

Cornell Catering (S6507)

Cornell Catering needs temporary part-time help for June 8-11. Flexible hours. There are openings for bartenders, wait staff, and truck drivers. Experience not necessary, will train. If interested please contact Karen Raponi at 255-2192.

Cornell Catering (S6707)

Cornell Catering needs temporary part-time help beginning May 22-August 31. Flexible hours. There are openings for delivery drivers and closet stewards. NYS drivers license required. If interested please contact Karen Raponi at 255-2192.

Conservation Technician (S6709)

Mann Library
Perform a variety of tasks relating to the microfiche/filming of brittle materials as part of the Cornell/NYS Library Coordinated Preservation Grant to preserve the published of New York's agriculture, environmental conservation, and rural economy. Duties include preparation of materials for re-formatting, preparing target series on a microcomputer, and quality control. Approximately 4 hours per day, Monday-Friday between the hours of 8 a.m.-5 p.m. **Requirements:** Associate's or equivalent. Microcomputer and previous library experience desirable. Send cover letter and resume to Michele Draiss, 235 Olin Library.

Program Coordinator (S6505)

Department of Natural Resources

Assist the Program Director in carrying out the Cornell Natural Sciences Interns Program. This program is designed to give minority and/or disabled high school students the opportunity to conduct natural sciences research projects and to explore career options in the natural sciences. The Program Coordinator will assume primary responsibility for the career exploration activities. Will work with the Program Director and staff in the College of Agriculture and Life Sciences Office of Instruction to design a 2 week natural sciences career exploration program for 12 youth. Assist in designing the research portion of the program. During the six weeks the students are on campus, the Program Coordinator will work alongside the students as they conduct their research and career explorations. Assist the students in developing written reports and oral presentations about their research and career explorations. **Requirements:** Bachelor's or equivalent. Demonstrated ability to work with minority and disabled youth. Experience working with youth in career exploration activities. Familiarity with scientific research, word processing, and spread sheet computer software. Full-time, June 23-August 9, 1989. Will need to be available to work part-time during May and June designing the program. Send cover letter and resume to Dr. Marianne Kransy, Program Director, Natural Resources, Fernow Hall, Cornell University, Ithaca, NY 14853.

Office Assistant (S6301)

Natural Resources

Provide secretarial support for Natural Resources Extension staff. Answer phones, photocopy, run campus errands, process mail, handle public requests, wordprocessing, type forms, file, receive office visitors. Monday-Thursday 2-5 p.m. Friday 8-5 p.m. **Requirements:** High School diploma or equivalent; coursework in secretarial science; proficient in IBM-PC and Wordperfect. Must have excellent telephone technique; ability to prioritize assignments; work in complex active environment. Must be able to work independently. Send cover letter and resume to Karen Raponi.

Sales Assistant (S6001)

Laboratory of Ornithology

General sales duties at Crow's Nest Bookshop during weekends and holidays. Open, close, and oversee Laboratory, register sales, answer phones, feed birds, answer basic bird questions, secure Lab when closing. Occasional Monday nights (3 hours) during seminars. Attending weekend and holidays. Must be able to commit weekends on a regular basis. Saturday, Sunday, 11:30-5:30 p.m. **Requirements:** High School diploma or equivalent. Previous sales experience required. Knowledge of birds helpful. Good interpersonal skills. Enjoy dealing with people. Light typing. Send cover letter and resume to Karen Raponi.

General Service

Submit a signed employment application and resume. 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 East Hill Plaza office.

Custodian, SO02 (G6702, G6703)

Buildings Care-Endowed

Hiring Rate: \$5.75

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Monday-Thursday, 6 a.m.-2:30 p.m.; Friday 6 a.m.-1:30 p.m. **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder.

Custodian, SO02 (G6701)

Unions and Activities-Robert Purcell Union-Endowed

Hiring Rate: \$5.75

Provide general custodial care of buildings and grounds in assigned area. Saturday-Wednesday, 9 a.m.-5:30 p.m. **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 8 foot ladder. Able to follow instruction and work for extended periods without supervision.

General Service Temporary

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

Casual Animal Technician (B6701)

Baker Institute

Minimum hourly rate: \$5.00

Provide weekend and holiday care and feeding of beagles under very strict isolation conditions (shower in and out). 8-10 hours per week. **Requirements:** Animal handling experience preferred. Able to lift 100 pounds with assistance. Pre-employment physical required. Send application materials to Staffing Services, 160 Day Hall.

Assistant Animal Technician (B6501)

Laboratory Animal Services

Hiring Rate: \$5.00

Provide care, proper feed, fresh water, general cleaning and maintenance of cages, pens. Change bedding, papers and pan liners, remove waste while minimizing contaminants in animal rooms. Will be trained on proper handling of waste disposal. 5 days per week including Saturday and Sunday, 6 months. **Requirements:** High School diploma required. Experience with animal handling. Able to lift 50 pounds. Must have pre-employment physical and initial immunization required. Send application materials to Staffing Services, 160 Day Hall.

Notebook *Continued from page 1*

Do rates go up?

Not according to the American Mutual Insurance Alliance. In fact, workers' compensation insurance rates are based on the nature of the hazards involved in the work and the employer's accident record, not the employee's physical condition. U.S. Department of Labor studies show that disabled workers have fewer disabling injuries and accidents than nondisabled workers exposed to the same hazards and working conditions.

Do disabled workers miss more days or work slower than nondisabled workers?

Companies like DuPont in Delaware say no! DuPont's handicapped workers have as good an attendance record as other nonhandicapped workers. Sometimes their records are even better.

Hire us for what we can do for you and not because you have to or because you're feeling big hearted. Don't give us any special breaks, just hire us, put our skills to use and see what promotion opportunities there are. Deal with us as we are, like everyone else.

I'm a handicapped person and I'm an employer. I can see the questions from both sides of the fence. I'm interested in profits for my firm and having the most efficient production people possible. I've worked my way up and I'm proud of what I've accomplished. I'm also concerned about promoting jobs and opportunities for other disabled people. I want them to have the same opportunities I've had, the same chances and jobs that other disabled people are obtaining throughout the country.

Human Relations

Continued from page 1

groups to take a look at some of the problems connected with a lack of diversity in a work unit. They look for solutions to these problems and try to identify resources within the university to help support the solutions. By this time in the afternoon, participants begin to see how many of the issues raised during the day actually relate to their day-to-day functions. They are now ready to work quickly and independently with little input from the facilitators.

Variety of Responses to Workshops

There have been a variety of responses and feelings connected to the Human Relations Training workshops from the facilitators and the one thousand-plus supervisors who have attended.

Janiece Bacon Oblak, director of The Cornell Tradition, was one of the first participants in Sept. of '87. She recalls the value of the program: "The facilitators enabled the participants, individually and collectively, to discuss the issues and, through the discussion, gain a different perspective. I was really personally engaged in the role plays; they really 'hit' me. I also looked around at the participants watching and everyone was involved with the action. No one could 'pull the curtain' on the scenes. I've thought about the participants and the content of the program often since that day. Something that is said or done will spark a memory. It was really a valid experience. It may not stop certain behaviors, but the training is part of the educational mission of the institution."

Debra Fields-Walker, executive staff assistant in the Office of Human Ecology Admissions, has this to say about the workshop: "I was very surprised when I heard about the direction of the training. We were asked to look inward during the first exercises. That was really good; it got you in touch with your own prejudices. You have to do this first; only then are you able to judge people solely on their performance, without looking at anything else. I expected to get an outline of things I could take back and apply. I was disappointed, since I came away with no specific tools to work with to deal with my supervisors when I'm trying to be effective with my support staff. But you did come away with a network of supervisors you can call upon and brainstorm with. The training provided us with a help list and a packet of information useful for developing personnel. The more information I receive from Cornell on policy changes and career and personal development initiatives, the more I can pass on to my staff. I will be keeping the lines of communication open in these areas."

Bill Smith, assistant director of Residence Life for the College town area, states, "As a member of a minority group, I have participated in many human relations workshops. I went in with the expectation of confronting some of the same old activities and games; however, this was not the case. I found their approach to be both informative and uplifting. It not only gave all participants an opportunity to interact on an intellectual level but also a feeling level. The information put forth in the workshop was extremely useful and applicable to day-to-day office situations. I believe this was the strongest point of the workshop in that it let you take ideas and tips back to your work place in order to make it a much more humane environment."

Devon Smith, associate director of Cornell's Career Center, one of the more recent participants, offers this comment: "The human relations training program was a worthwhile investment of time. The program allowed me an entire day to think about nothing but important human relations issues and how we can work to improve particular and difficult situations at work. The target issues were presented in a realistic and down-to-earth manner and the group discussions were handled by well-prepared professionals. I am impressed with the Cornell administration for making such an enormous commitment of time and resources to consciously work on the improvement of race and gender problems on the campus. I have no doubt

that the work being done by the human relations training program will positively affect those who participate and generate a net improvement on the campus for the years to come."

Joe Lomax, senior training associate in Training and Development says, "As a facilitator of the human relations program, it was extremely exciting, valuable and enlightening to have the opportunity to meet and work with supervisors and managers from all areas of the Cornell campus. The sharing of ideas and experiences provided a continuous learning atmosphere. Also, the examination of influences that affect, and in some cases direct, the way participants view themselves and the world proved valuable when analyzing behaviors experienced in the work place. I felt that most participants left with new or renewed awareness, enthusiasm for improving work relationships and the feeling that the administration of Cornell University has taken a positive step toward improving human relations and diversity in the work place."

Let Davidson, a consultant and trainer involved in many of Cornell's training efforts, was one of the facilitators of the human relations workshops. The program did communicate that Cornell cares about the issue and that it's time to pay more attention to it. We did reach some people and raised their awareness that the problem exists; probably a small percentage increased their commitment. Being involved with the program made me more aware how deeply ingrained old habits and attitudes are, and how much inertia there is. People are aware of right and wrong but keep doing the same old things. This is really a drop in the bucket compared to what is needed. As a trainer, I enjoyed the experience a great deal; it was valuable for my own awareness. I enjoyed having the opportunity to work with the other trainers, especially as a multi-racial team. This was the highlight for me."

* * *

Increasingly Able to Deal More Openly with Racism and Sexism

Some supervisors are now taking a more active role in supporting the recruitment and hiring of women and minorities, and several people reported that they were far more attuned to the subtleties of discrimination and the potential impact of small, insensitive actions and statements. They were also increasingly able to deal openly with racial and sexist content in the work setting before it escalated.

To Be Offered Four Times a Year

Informal feedback, in-unit follow-up and a three-month evaluation process will allow us to measure the impact of our training efforts. Although the session held on May 3 was the last of the weekly workshops, we will offer human relations training four times a year to all new supervisors and those who haven't yet attended.

Pilot Faculty Training Scheduled

Training and Development is now in the process of making a similar session available to faculty supervisors. There have already been three pilot workshops with a cross-section of department chairs participating. We gained a great deal of valuable information regarding what faculty might need to prevent and/or address incidents of sexism, racism and negative faculty-staff relations occurring in their departments. We reconfirmed our commitment to this process. Our goal is to provide workshops within departments to assist faculty in examining the issues and their related behaviors.

Complex Issues with No Easy Solutions

A human relations workshop is a day of hard work for everyone involved. The issues are very complex and there is no list of ten easy things to do, or not do, that will make the problems go away. We do believe, though, that by helping to make our staff more conscious of the dimensions of the issues they are dealing with, that they can and will choose to work toward creating a more positive work environment.