

# CORNELL Chronicle

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## Book award

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An anthology of plays edited by Professor William B. Branch to reflect the writers' views on current African-American society has won a 1992 American Book Award from the Before Columbus Foundation.

## Cornell History

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Did you know that in his classic work *Das Kapital*, Karl Marx referred to the thinking — although disparagingly — of one of Cornell's original faculty members?

## Plan seeks to make bicycle commuting safe and convenient

By David I. Stewart

"Dismount Zone" could be added to the Cornell vocabulary in the near future. A dismount zone, where bicycles are to be walked, not ridden, is one in a series of proposed improvements designed to make bicycling safer on campus for peddlers and pedestrians.

The recommendations are contained in a comprehensive, 75-page bicycle plan just published by the university's Office of Transportation Services.

"Cornell Cycles: A New Call for Transportation Alternatives" was developed by planners, landscape architects and members of campus governance committees at the university in collaboration with bicyclists from Cornell, the city and town of Ithaca and the broader Tompkins County community.

The report is being distributed widely, including to the university's Committee on Transportation Services (COTS) and the University Assembly, and to city, town and county planning offices, according to Brad Lane, transportation planner in Transportation Services.

Preliminary reviews of the report on and off campus have been favorable, Lane said. On April 29, COTS Chairman Richard Penner, a Hotel School professor, presented the plan to the University Assembly, which endorsed it.

"The ultimate objective of the bicycle plan is to elevate bicycling to a position where it is a viable alternative to the automobile or bus," Lane said.

"Surveys revealed that a large percentage of Cornell's students, faculty and staff would commute to campus by bicycle, especially during the months of April through October, but they continue to drive or take the bus because they do not feel safe riding a bicycle on campus."

Continued on page 6

## Good neighbors



Peter Morenus/University Photography

Irene Argue (left) and Lisa Ross, students in the College of Arts and Sciences, pick up trash along College Avenue during the recent seventh annual Good Neighbor Day in Collegetown. Some 300 students helped remove trash from the area and from Cascadilla Creek.

## Living with it Suzy Szasz says that health is not necessary for happiness

By Carole Stone

When it came to giving a title to her recent book about a 23-year battle with lupus, a little-known chronic autoimmune illness, Suzy Szasz decided to leave the word "lupus" out of the title altogether.

*Living With It: Why You Don't Have to be Healthy to be Happy* became the name of the book, published last August by Prometheus Books.

"I found when I got down to telling how I did it, the 'it' became irrelevant. That is why 'lupus' is not in the title or even the subtitle — because the book is about living with any chronic illness, not just lupus," Szasz said.

Szasz, 36, who works as a reference librarian at Olin Library, will give her second brown bag luncheon talk about her experiences with doctors, hospitals and medicine and about living and working with a chronic, sometimes disabling disease on Thursday, May 28, at noon in the third-floor board room of Day Hall. Last month, she addressed the regularly scheduled meeting of a Cornell support group for cancer survivors and others suffering from or caring for people with life-threatening illnesses.

Szasz refuses to think of herself as a victim of a chronic disease. For her, the key to living with dignity with a disease is the same as living a dignified life as a healthy person: in both cases people have to make their own decisions and be as independent as possible.

"I am not responsible for having the disease, but I am responsible for how I take care of it."

Szasz was 13 when diagnosed with systemic lupus erythematosus, a disease in which the body cannot distinguish germs from healthy cells and produces antibodies against itself.

For years she has taken moderate amounts of Prednisone, a steroid that has kept the disease relatively quiescent, except for occasional dramatic flare-ups, the most recent of which, in 1983, left her unable to work for nearly a year.



Peter Morenus/University Photography

Suzy Szasz in Olin Library, where she is a reference librarian.

"On a good day, it's no worse than my whole body aching like I have a flu from the neck down," she said. In spite of this nearly constant pain, Szasz managed to graduate third in her high school class, study political philosophy, graduate from college as salutatorian, go to graduate school in library science, travel, enjoy sports and work.

She decided to write about her experiences nine years ago in part to answer questions from medical residents who were eager to learn more about the little-known disease.

"One way I have coped with the illness is by learning everything there is to learn about it and managing the care of it myself, with the help of

my doctors. Sometimes this annoys people, but I don't care. This is not their problem; it's my problem to live with it, and this is my way of living with it," Szasz said.

Being the daughter of Dr. Thomas Szasz, the iconoclastic psychiatrist and author of *The Myth of Mental Illness*, Szasz grew up in a household where the mystique of the medical establishment was routinely questioned.

"After growing up in that family, having a disease like this was like having a chance to literally live what I had learned at the dinner table," Szasz said.

Rather than reject traditional medicine, Szasz approached it from as well-informed a position

as possible, chose her doctors carefully and developed close relationships with doctors — all the while reserving for herself responsibility for making important decisions about medical procedures and the drugs she would take.

Prednisone, for instance, produces side effects such as disintegration of the bones and weakening of the muscles, but Szasz chose to take regular dosages of it to maintain the stamina she needs to feel good and perform her job well.

Her advice to people with a chronic illness is simple, but difficult to follow: "You're doomed if you see yourself as a victim. Be more than a passive consumer of health care. Go into a doctor's office with some sense of what you want to get out. If you go in there and say, 'Take care of me,' you'll have to bear the consequences of that, which is that you'll become dependent on them."

"Many people are in awe of physicians, who have a mystique about them," Szasz continues. "If a doctor says something, people think he or she must be right. I'm not saying doctors aren't knowledgeable and don't have important things to say, but the important thing is not to let them have too much power because of that. You want them to educate you and then make decisions for yourself. Even though you're ill you don't have to give up your control."

Doctors cannot "fix" chronic illnesses any more than eye doctors can cure poor eyesight; but doctors can prescribe drugs that do the same thing as eyeglasses, enabling a person to live a normal life with the help of some corrective.

A person with a chronic illness can either accept it as another challenge of daily living or else "throw in the towel and agree to live as an invalid, saying 'Take care of me,'" Szasz said.

"There are lots of people who will help you do this, because lots of people like being caretakers," she added. "But once you fall into that, it is hard to break out of it. That's not my ideal: My ideal is to be autonomous and, only sometimes, if I have to, to give that up."



## Key scholar



Peter Morenus/University Photography

Provost Malden C. Nesheim (left) presents a key to the new home of the George McT. Kahin Center for Advanced Research on Southeast Asia to Kahin at dedication ceremonies on Monday. Kahin said that America needs more research on Southeast Asia. The United States "stumbled into Southeast Asia" with a war at a time when few U.S. academics or State Department officials understood Vietnam, Cambodia and Laos. "There is much unexplored history of that area yet to be researched," said Kahin, the Aaron L. Binenkorb Professor of International Studies Emeritus.

## NOTABLES

**Richard H. Penner**, professor of properties management in the School of Hotel Administration and one of the executives in the construction of the Statler Hotel, will receive a national award for his work as an architect, teacher, consultant and author. Penner, 45, was one of eight persons selected for a 1992 Platinum Circle award, presented annually since 1987 for contributions to hospitality design by the magazine *Restaurant/Hotel Design International*. This year's awards were scheduled to be presented at a dinner in the Biltmore Hotel in Los Angeles on May 1. Penner flew to Los Angeles, but the event was cancelled because of the riots and will be rescheduled later, Penner reported. Proceeds from the dinner will go to the Design Industries Foundation's AIDS program. Penner, who received his bachelor's and master's degrees in architecture at Cornell in 1969 and 1972, teaches courses in hotel planning, development and interior design. He served as design liaison and assistant project manager in the \$40 million expansion and renovation of the Statler Hotel and construction of the 150-room Statler Hotel and J. Willard Marriott Executive Educa-

tion Center, projects that were completed in 1989. Before joining the Cornell faculty in 1970, Penner worked for two architectural firms and spent three summers as architect for the Harvard-Cornell archaeological expedition to Sardis, Turkey. He is the author of *Conference Center Planning and Design* and co-author of *Hotel Planning and Design: A Guide for Architects, Interior Designers and Hotel Executives* that also was published in an Italian edition in 1990. A specialist on planning and space allocation for lodging properties, Penner has served as consultant to a number of hotel groups including Hyatt, Sheraton, Marriott, Westin, Hilton, Holiday Inn and Omni.

For the first time since they were organized, the two principal higher education organizations nationwide that deal with international studies and international students have elected their presidents from the same university for concurrent terms. Two Cornell staff members became presidents-elect of the two international associations this spring and will be presidents of their groups next year. **Davydd J.**

**Greenwood**, director of the Einaudi Center for International Studies and the John S. Knight Professor of International Studies, was elected by the Association of International Education Administrators. **Jerry D. Wilcox**, director of the office of International Students and Scholars, was selected by the National Association of Foreign Student Advisers.

The **Cornell Alumni News** received a bronze medal for general excellence among university publications awarded by the Council for the Advancement and Support of Education. Of 100 magazines entered in the category, 14 were selected for awards. **Stephen Madden '86** is editor of the magazine.

**Norman Kretzmann**, the Susan Linn Sage Professor of Philosophy, is one of 41 fellows named by the National Humanities Center for 1992-93. The center is a privately incorporated institute for advanced study in history, literature, philosophy and other areas. Fellowships are awarded for a year in residence at the North Carolina center.

## BRIEFS

• **Blue Light Buses:** A summer Blue Light Bus schedule will begin tomorrow, May 15. Formerly, Blue Light service was available only during regular academic periods. Now, the bus will run during the summer and other break periods, except for the time between Dec. 25 and Jan. 1. Blue Light buses run from about 6 p.m. to about 1:30 a.m. and make stops on North and West Campus, Collegetown, East Hill Plaza and elsewhere. For a complete schedule, contact the Office of Transportation Services at 255-4628.

• **Campus Code:** An updated version of the Campus Code of Conduct is available at various campus locations including: Dean of Students, 103 Barnes Hall; Office of Human Resources, 130 Day Hall; Information and Referral Center, Day Hall Lobby; Judicial Administrator, 223 Day Hall; Mann, Olin and Uris Libraries; and Ombudsman, 116 Stimson Hall. The code prescribes substantive rules of conduct applicable to the university community as well as the judicial procedures for handling violations of these rules. The February 1992 version incorporates all amendments to the code from an earlier September 1990 printing. The text of the Campus Code of Conduct is also accessible through CUINFO.

• **Guitar lessons:** Phil Shapiro's group folk guitar lessons will be offered by the Willard Straight Hall Board this summer. Six one-hour lessons will be held on Tuesday evenings beginning June 23 in the North Room of Willard Straight Hall. Registration is at the first lesson; bring a guitar. Separate classes will be held for beginners and intermediates. The class costs \$35, payable at the first lesson. For more information, call Phil Shapiro at 844-4535.

• **Students needed:** Graduate and professional student volunteers are needed to assist with next fall's orientation for graduate and professional students, Aug. 21 through 30. Volunteers will devote 10 to 15 hours and need not be available during the entire time period. Training provided. For more information, stop by the Dean of Students Office at 103 Barnes Hall or call 255-6858.

• **Safety shoes:** The Lehigh Shoemobile will be on campus Friday, May 29, from 7:30 a.m. until noon and from 1 to 3 p.m. at the Life Safety Building, 201 Palm Road, East of the Orchards off Route 366. For more information, contact Life Safety Services at 255-8200.

• **Steam shutdown:** The annual campuswide steam shutdown to perform maintenance on the steam distribution system and Central Heating Plant will begin at 5 a.m. on Tuesday, May 26. The system will return to service at 5 p.m. on Thursday, May 28. If you anticipate problems, contact the Customer Service Center at 255-5322.

• **Liquor license:** In accordance with state law: Notice is hereby given that liquor license number OP307 252 has been issued to the undersigned to sell liquor under the Alcoholic Beverage Control Law at the Big Red Barn, Cornell University, Tompkins County for on-premises consumption. — Cornell University, DBA Big Red Barn, Tower Road.

CORNELL  
Chronicle

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

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

## GRADUATE BULLETIN

**Degrees:** All requirements for a May degree must be completed by May 15.

**Commencement Reception:** A reception will be held for all graduate degree recipients, families and friends in the Lounge, Sage Graduate Center, immediately following the May 24 Commencement.

**Diplomas:** Diplomas will be available at the reception for May 1992 degree recipients who completed requirements by mid-March (bring ID). Diplomas will be mailed to other recipients.

**Faculty:** A graduate faculty meeting will be held on Friday, May 22, at 4 p.m. in the Sage Graduate Center. The meeting is solely for the purpose of voting on May degrees.

**Summer registration:** Forms for Summer Graduate Registration are available at the Graduate School information desk, Sage Graduate Center. Students receiving summer support from the Graduate School should submit their form by May 20. Students must register if they are receiving financial aid during the summer (such as summer assistantships or fellowships); wish

to use campus facilities during the summer; or are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School. Student ID is required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Students approved for summer residence credit must pay the appropriate pro-rated Graduate School tuition rate.

## CARD OF THANKS

The family of William M. Thompson III, the director of the Office of Equal Opportunity, wishes to express its sincere thanks for the many flowers, cards, masses and support during its time of sorrow following the death of Billy Thompson. A memorial service will be held May 16 at 10 a.m. in Sage Chapel.



# Communications Strategies: sending the correct message

By Cynthia Revelle '92

The Office of Communications Strategies: a paramilitary intelligence operation on campus? Guess again.

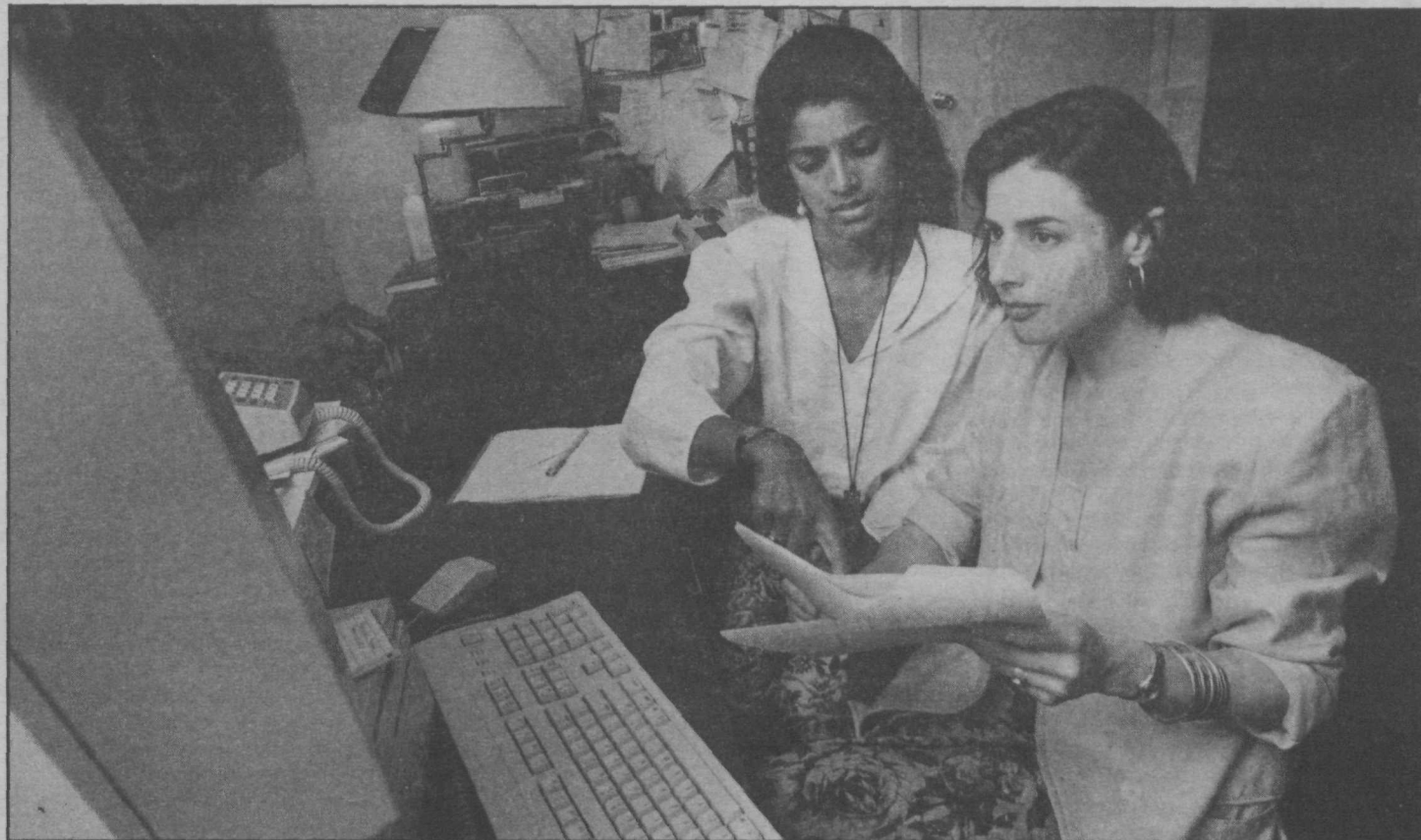
Since the mid-1980s, educational institutions have found themselves under increasing public and political scrutiny complicated by shrinking budgets. Communications Strategies is here to help get the message out.

"Campus units have decreasing resources to use in getting their messages across," said Thea Cooper, director of Communications Strategies. "They have to be sure they're getting the best return for their investment. This could mean increased recognition, lower mailing costs and a greater competitive edge."

Communications Strategies was formed in 1986 with a primary mission of helping academic, extension and administrative units at Cornell identify, target and reach their various audiences in the most cost-effective and successful method possible.

Communications Strategies also helps campus offices communicate with their advisory and or governing committees, faculty, students and prospective students, staff, research partners, corporate recruiters and alumni. Communications Strategies is an enterprise unit within University Relations.

The four-person professional staff — Thea Cooper, director; Lynne Habershtock, marketing analyst; and Peggy Haine and Sonali Weerackody, writers/analysts — conduct interviews, focus groups, surveys, data analyses and reviews of published materials to help clients assess their needs. They are assisted by support staffers Laura Cima, administrative aide, and



Peter Morenus/University Photography

Thea Cooper (right), director of the Office of Communications Strategies, and Sonali Weerackody, a writer/analyst, work on helping a campus unit communicate more effectively.

*'Campus units have decreasing resources to use in getting their messages across. They have to be sure they're getting the best return for their investment.'*

Susan Putsis, project coordinator.

Recent clients have included the Undergraduate Admissions Office, which wanted assistance in communicating with prospective students; the College of Human Ecology, which needed in-depth information on alumni perceptions; the Cornell University Medical College, which sought to optimize communication with its alumni; and the School of Hotel Administration, which wondered how best to promote more effectively its graduate programs to prospective applicants.

Communications Strategies' efforts on the Student Communications and Mailing Project, or "SCAMP," as it is more commonly known, consolidated the 80 to 100 mailings received by prospective undergraduate students. The new three-part package provides newly admitted undergraduates with a concise decision packet ("Now that you're admitted, here's why you should choose Cornell."), an action packet ("Now that you've chosen Cornell, here are the forms you need to complete."), and an award-winning student handbook, the first comprehensive guide to the university since the early 1970s ("Now that you're on campus, here's how to get the most out of Cornell."). The SCAMP initiative reduced mailing costs by as much as 50 percent.

Communications Strategies' recommendations to the Medical College could yield savings of up to \$100,000 a year in publication costs. Of the Cornell School of Hotel Administration Graduate Programs Catalog, Dean David Dittman said, "Thanks to your excellent presentation of our graduate programs, we have witnessed a 40 percent increase in requests for information and applications for graduate study."

As a result of Communications Strategies

research, the Big Red Book — which Deb Schmidt, senior associate director of admissions, calls the "centerpiece" of the recruiting process — now devotes two pages to each school or college, rather than allotting space based on the numbers of majors it offers and students it enrolls.

"Now, students report reading through the sections relating to colleges which they weren't planning to apply to, and gaining a good picture of the university as a whole," Schmidt said. Other changes made in the Big Red Book included using better-targeted photographs (no more students in depressed isolation; instead, photos of skiing, snowball fights and other cheery aspects of winter, rather than just scenic icy gorges) and a four-page addition devoted to multiculturalism on campus.

"Preparing for the Business World," a brochure produced for prospective undergraduates interested in studying business, now provides specific information on each of the business-related majors in five different schools and colleges. This allows prospective students to focus their application essays on the characteristics of the program that they chose. Communications Strategies wrote the brochure by talk-

ing with professors in the schools and colleges, said Schmidt.

Audience research is one way to reduce the risk of "communication backfire." A recent study for the College of Human Ecology focused on alumni attitudes. Part of Communications Strategies' mission was to discover whether there was a division in perception or attitude between alumni who attended the School of Home Economics, as it was called before 1969, and the post-1969 College of Human Ecology.

According to Associate Dean Charles McClintock, "What we learned was the college need not have worried about the pre-69/post-69 division — it didn't exist. Many alumni don't understand clearly what the name 'Human Ecology' means. We were able to address this lack of clarity relatively easily by shifting the emphasis of our alumni communication to the practical applications of social research." Communications Strategies' study showed that alumni were interested in the college's efforts to help the homeless and people with AIDS.

If you think Communications Strategies can assist you in formulating a strategy for your communication needs, you're invited to call Thea Cooper, director, at 255-5946.

## Lowi, U.N. leader to receive French honorary degrees

By Albert E. Kaff

Two American scholars, including Professor Theodore J. Lowi, the Secretary General of the United Nations and two European scholars will receive honorary doctorate degrees this year from one of France's leading institutions of higher education, the Fondation Nationale des Sciences Politiques of Paris.

Honored by the Paris school that prepares its graduates for public service are:

- Lowi, the John L. Senior Professor of American Institutions, who has taught and been published in France.
- Charles Tilly of the New School for Social Research in New York City, one of the nation's leading sociologists.
- U.N. Secretary General Boutros Boutros-Ghali.
- Alexandre Lamfalussy, a Belgian professor of economics who is director of the Banque des Reglements Internationaux in Basel.
- Karl Dietrich Bracher, a professor at Bonn University.

In notifying him of his award in April, the French institute told Lowi that the degrees will be conferred this year in Paris by the French Ministry of Education at a time convenient to all the recipients.

"I am ecstatic about this honor," Lowi said. "To be ranked with Tilly, two prominent Europeans and the Secretary General of the U.N. is overwhelming." In its an-

nouncement letter, the council of the Fondation Nationale said the degrees were being conferred on persons of "high international reputation."

Lowi is no stranger in Paris. During the 1981-82 academic year, he filled the chair in American Civilization at the Ecole des Hautes Etudes en Sciences Sociales in the French capital, the first political scientist to hold the chair.

Lowi's 1979 book, *The End of Liberalism: The Second Republic of the United States*, was published in a French edition in 1986, and a number of his scholarly articles have appeared in French journals.

Lowi's book, *The Personal President: Power Invested, Promise Unfulfilled*, won the 1986 Neustadt Award for the best book on the presidency.

In 1964 with Robert F. Kennedy, he published the book, *The Pursuit of Justice*, that was translated into Spanish and German.

Lowi, president of the American Political Science Association from 1990 to 1991, was on the Cornell faculty from 1959 to 1965, was a professor of political science at the University of Chicago from 1965 to 1972 and has been the John L. Senior Professor at Cornell since 1972.

Born in Gadsden, Ala., where his mother still lives, Lowi, 60, received his bachelor's degree from Michigan State University, and his master's and doctorate from Yale University.

## Local preservation group commends sundial project

By Martin B. Stiles

Historic Ithaca & Tompkins County will present an Award of Merit to Cornell tonight for the university's restoration of the Sheldon Memorial Exedra and Sundial on the Arts Quadrangle.

The award is "the highest level of recognition given annually by Historic Ithaca & Tompkins County to preservation projects in Tompkins County," said architectural conservator Lynn Cunningham. The organization praised Cornell's "meticulous restoration" of the sundial.

The award was accepted by Paul M. Griffen, Cornell's associate vice president for facilities, planning and construction.

Restoration of the 82-year-old Roman-style marble monument known as the Sheldon Memorial Exedra and Sundial was commemorated during a ceremony at the Arts Quadrangle site on Jan. 29.

The restoration included providing the monument with a transparent protective coating to protect it against the elements, including acid rain.

In recent decades, the monument has been hidden from sight for most of the academic year, encased in a wooden structure to protect it from further deterioration.

The impetus for the restoration was the temporary removal of the 25-ton monument to a position about 170 feet away during initial construction stages of the underground Carl A. Kroch Library for Special Collections in the Humanities and Social Sciences.

First erected in 1910 in memory of two brothers who graduated from Cornell, the monu-

ment is designed in the style of Roman monuments unearthed at the ancient city of Pompeii in the 19th century.

They included semicircular marble benches (exedra), which overlooked the sea in front of the ancient city covered by the eruption of Mount Vesuvius in 79 A.D.

The pedestals at each end of the exedra at Cornell bear inscriptions in memory of Franklin Lacy Sheldon, Class of 1891, who died in 1895, and of his brother, Charles Lacy Sheldon Jr., Class of 1901, who died of typhus in 1908 at the age of 29.

Their father, Charles Lacy Sheldon Sr., erected the monument in their honor. Charles Jr. was an Ithaca entrepreneur who built Sheldon Court in Collegetown as a privately owned dormitory for men. He also founded and operated the Triangle Bookshop, which was originally housed in Sheldon Court.

The bronze sundial on the granulate table in the middle of the exedra bears the inscription: "As a shadow — such is life."

The sundial was designed and cast eight decades ago by the Gorham Co. of New York City.

It was reputed at the time to be the most accurate in the United States and the first to indicate the correct hour at any time of the year. New York City architects Carrere and Hastings designed the monument. They also designed Goldwin Smith Hall.

The entire restoration project cost about \$250,000 and was paid for in part with private gifts. Martin Weaver of Ottawa, Ontario, served as principal restoration consultant for the repairs, which were done by Western Building Restoration Co. of Albany.



## 12 students tapped for summer study at Theory Center

Twelve undergraduate college students from around the country will come to the Theory Center this summer to do research on supercomputers in such areas as quantum mechanical studies, sudden cardiac death syndrome and seismic imaging of subsurfaces.

The students, sophomores, juniors and seniors from institutions including Agnes Scott College, Eastern Connecticut State University, Manhattan College and Columbia University, were selected to participate in the Supercomputing Program for Undergraduate Research (SPUR) — the Theory Center's program offering college students the opportunity to become an integral part of current computational research.

Undergraduates apply to work on a specific SPUR research problem for 10 weeks, from June 8 to Aug. 14, at the Ithaca campus. Those accepted get two weeks of intensive training in the use of supercomputers, parallel processing, visualization and vectorization.

They spend the remaining eight weeks working on a project under the guidance of a research adviser, a Cornell professor or scientist currently using the Theory Center's resources, to advance their own research. The projects represent various fields, including geology, chemistry and electrical engineering.

The program began in 1988, financed by the National Science Foundation and the Pew Foundation.

To date, 55 undergraduates have completed SPUR and learned how to use the high performance computing resources of the Theory Center.

The Theory Center, established in 1985, is one of four national computing centers supported by the National Science Foundation.

Among the titles of the students' research projects are "Time-Dependent Quantum Mechanical Study of the Photodissociation of HCO via a Renner-Teller Mechanism"; "Groundwater Quality Protection and Remediation Design Using Supercomputer Algorithms"; "Visualization of High-Dimensional Quantum Mechanical Systems"; and "The Sudden Cardiac Death Syndrome."

## Acids and bases and beakers, oh my!



Peter Morenus/University Photography

Graduate student Robert Manning leads a demonstration about acids and bases for local schoolchildren during Science and Technology Week activities on campus. Activities were held universitywide to interest children in science and technology. This year's theme was "Curiosity Takes You Everywhere."

## Council seeks research effort on biological pest controls

By William Holder

A report issued by the National Agricultural Biotechnology Council says that if biological agents are to become major alternatives to chemical pesticides, the United States must mount a research effort similar to the Human Genome Project.

The 300-page report of the NABC — comprising 11 research institutions — says the depth of scientific knowledge about biological control of pests is simply too thin to meet national needs.

"If agrichemicals were banned, as was proposed in California, we would have huge unmet needs where we don't have adequate biological control agents," said Ralph W.F. Hardy, chairman of the council and president of the Boyce Thompson Institute for Plant Research. The institute is a private, independent research organization based on campus.

The council's report is the result of the third meeting since its formation in 1988. The meet-

wide that may cost \$3 billion — is designed to map the location of all human genes.

The need for biological agents is growing, he said. Pesticide resistance is increasing, as is consumer concern about residues in food and water. There are no pesticides to control viral diseases of plants, and most nematodes respond only to chemicals that now are banned.

Discovering new chemical pesticides has become more difficult and costly as "the easy ones have been found," he said. Screening of up to 50,000 compounds is needed to find one new pesticide.

Biological control, in the council's view, eventually may be less costly to farmers than chemicals, particularly if pest resistance can be genetically engineered in seeds so that farmers don't have to spray.

The report argues for a more clear-cut federal regulatory procedure. Participants at the meeting, however, suggested that appropriate regulation does not represent the barrier to progress that lack of scientific information does, Hardy said. The report also calls for a better system of disseminating information about biological control and suggests the government sponsor demonstration projects. A tax on chemical pesticide products was proposed by meeting participants to provide resources for the promotion of biological control.

Among one of the most controversial topics considered by the council was herbicide tolerant crops, presented to the congressional briefing by Patricia Swan, interim provost at Iowa State University. Such crops are more tolerant of herbicides, which raises concerns about the possibilities of over-use of herbicides.

The council recommends that development of herbicide tolerant crops be consistent with safer use of safer herbicides. Crops should use herbicides that have low-toxicity to non-target species, low residues in the environment, low use rates and compatibility with alternative weed management strategies.

Members of the NABC include Cornell, Ohio State, Iowa State, Michigan State, Purdue, Rutgers and Iowa State universities as well as The Texas A&M University System, the University of California at Davis, the University of Georgia, the University of Nebraska at Lincoln, the University of Missouri at Columbia and the Boyce Thompson Institute.

The National Agricultural Biotechnology Council provides the open forum for exploring issues in agricultural biotechnology. The council defines issues and public policy options related to biotechnology in the food, agricultural and environmental areas.

*'If agrichemicals were banned, as was proposed in California, we would have huge unmet needs where we don't have adequate biological control agents.'*

ing brought approximately 250 representatives from universities, government and industry as well as farming, environmental and public interest groups to the University of California at Davis. In March of this year, the Congressional Biotechnology Caucus and the Senate Agriculture Committee were hosts for a Washington, D.C. briefing by the NABC.

Among the Council's conclusions, according to Hardy, is that biological agents are not sufficiently reliable and available. "There are not enough incentives to take the risk of commercializing biological pesticides when you know there is reliability in chemical control," he said.

As a result, biological pest control agents account for a mere 1 percent of all pest control sales.

To change this "will require putting biological control on the national agenda, like human genome mapping. It's an area of opportunity and need," he said. The genome project — an effort being carried out in laboratories world-



Ralph W.F. Hardy

## Hardy named to U.S. panel

By William Holder

Ralph Hardy, president of the Boyce Thompson Institute for Plant Research, has been appointed to the board of directors of the newly formed federal Alternative Agricultural Research and Commercialization Center.

The nine members of the board, appointed by U.S. Agriculture Secretary Edward Madigan, will oversee an organization intended to promote the development of new industrial uses of agricultural products. They will be seeking non-traditional products that are not used as food for humans or animals.

Madigan announced his intent in December to make new uses of agricultural materials a major new initiative.

The center seeks to develop projects that will create jobs, enhance rural economic development and diversify markets for agricultural materials, according to the USDA.

To the maximum extent possible, the center will encourage new industrial uses of agricultural products that can be produced on family farms.

Hardy, one of the nation's leading scientists in the fields of life sciences and biotechnology, has been president of the Boyce Thompson Institute since 1986. He was formerly president and chief operating officer of BioTechnica International, a biotechnology firm, and director of life sciences at E. I. du Pont de Nemours & Co. He is an authority on nitrogen fixation and plant microbiology.

The Boyce Thompson Institute is a private, non-profit research institute affiliated with Cornell.

## Shared offices can cut costs, help morale

By Susan Lang

Imagine an office without assigned desks. Workers pull computers down from the ceiling or sit at any open workstation.

Such shared offices, also known as "non-territorial" offices, can reduce costs up to 68 percent, at an average of 30 to 40 percent, with worker satisfaction and productivity as good or better than before, according to Cornell studies.

"The phenomenon of shared offices is exploding, with thousands of workers around the world already working in such spaces," said Franklin Becker, professor of design and environmental analysis in the College of Human Ecology at Cornell. Becker described his research at the world congress of the Industrial Development Research Council in Nashville on May 11. "It reflects not just a new way of managing space but a new way of working."

Becker and colleague William Sims report that professionals such as sales staff, field engineers, auditors, consultants and project managers are ideal candidates for unassigned offices because they are away from their desks 25 percent to 70 percent of the time. Managers of all types, in fact, spend about 45 percent of their time away from their offices.

The Cornell organizational ecologists conducted nine case studies of shared offices in four countries, including offices at Anderson Consulting in San Francisco, Ernst & Young and IBM Corp. in England, and Digital Equipment Corp. in Finland. They have systematically studied the planning process of unassigned offices, the kinds of technological, organizational, design and administrative factors that make shared offices most successful, and the effect of shared offices on space costs, flexibility, employee satisfaction and performance.

Although companies vary as to how they design non-territorial offices, the single common factor is that there are fewer workplaces than people. Workers store their materials in centralized storage facilities or in portable filing cabinets and use mobile phones.

"In combination with the right technology, employees report that such offices are more productive and more conducive to communicating," Becker said. "Employers report they are cost effective and encourage workers to spend more time closer to their clients."

The research is done under the International Facility Management Program at Cornell, an international research consortium.



# Hotel graduate serves tropical cuisine in basement eatery

By Albert E. Kaff

In downtown Ithaca in a 19th century stone basement, Jay Solomon operates a restaurant with a menu inspired by tropical cuisine from the Caribbean Sea to the Indonesian archipelago.

Using herbs, spices and exotic fruits, the boyish-looking entrepreneur prepares what he calls "healthful and innovative cooking for people who want less salt, less cream and less fat and more adventure in their meals."

Solomon describes his approach to healthy but tasty food in a new cookbook: "Prepare yourself for a world filled with luscious mangoes, coral papayas, tangy starfruit, island spices and herbs, pungent curries, and fiery chili peppers.... Tropical cuisine has flair, enchantment and excitement; it is not for the meek, the timid, or the bland-at-heart."

## CORNELL People

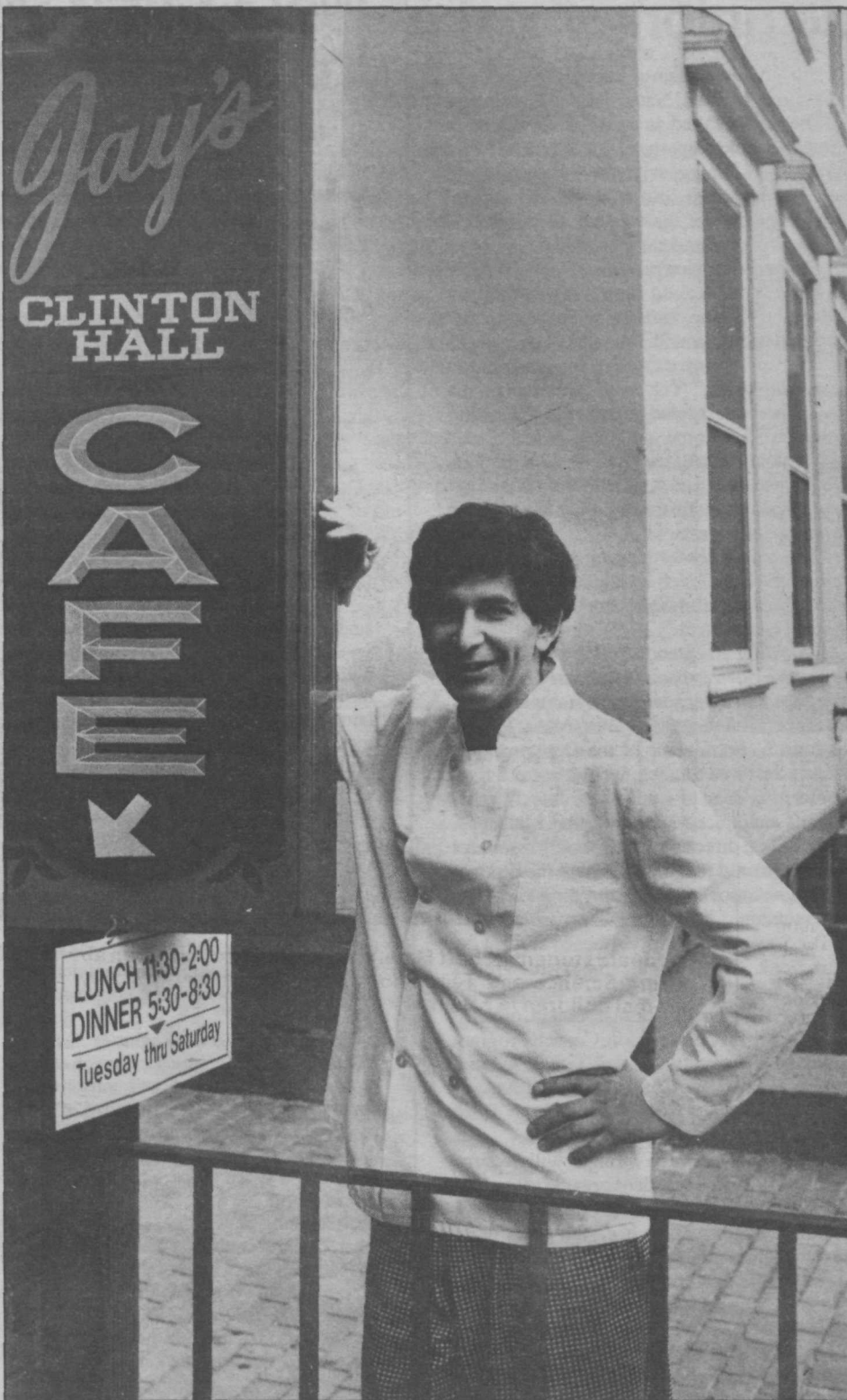
A 1983 graduate of the School of Hotel Administration, Solomon sees himself as an advocate for the underused and the underdog.

"I've always stood up for the underdog, and I've always felt an empathy with underused ingredients in cooking," Solomon explained while peeling a green kiwi fruit for his guest. "European and Asian cooking are well spoken for, so I looked for a cuisine that was not developed. I traveled off the beaten path to taste and smell the culinary culture, and I found my match in the Caribbean."

Only 32 years old, Solomon has founded and operated two restaurants; published two cookbooks, the latest in April; written articles for a number of food publications; and been quoted in newspapers across the country from *The Boston Globe* to the *Santa Cruz (Calif.) Sentinel*.

Crossing Press of Freedom, Calif., published his two cookbooks: *Condiments! Chutneys, Relishes and Table Sauces* (1990) and *A Taste of the Tropics* (1992). He discarded the original title for his second book, *Fire and Spice*, as "perhaps a little too hot for some diners."

In an article published by the National Restaurant Association, Solomon wrote: "Health-conscious Americans, determined to reduce the salt and fat in their diets, have found gastronomic pleasure in the heat of chili peppers. In addition, regional spicy dishes, such as Buffalo's nuclear-hot chicken wings, Louisiana's black-



Jay Solomon '83 outside his downtown Ithaca restaurant. "European and Asian cooking are well spoken for, so I looked for a cuisine that was not developed. I traveled off the beaten path to taste and smell the culinary culture, and I found my match in the Caribbean."

Peter Morenus/University Photography

ened redfish and the salsas of the Southwest, have attained nationwide popularity."

For his healthy selections, Solomon said, "I specialize in tropical cooking from the Caribbean and the Pacific rim, using fruits and spices that now are readily available the year around."

In Jay's Clinton Hall Cafe, Solomon prepares a salad dressing in which kiwi is a main ingredient. He also cooks with lots of papayas, mangoes and plantains, a vegetable that looks exactly like a banana but tastes like a potato.

"They all come from the Caribbean, and now they're available the year around, but that was not so three years ago," he said. "I use a lot of chili peppers, but people may not know that because I balance off the peppers with other ingredients for a well-rounded zip."

Solomon opened Jay's Cafe in 1988 in the basement of Clinton Hall. The rough stone walls that date from the mid-1800s are softened with pictures from tropical lands.

One of the most popular items on his menu is Jay's Jamaican Jerk Chicken, based on a recipe that he traces back to the 1600s. It's made from boned and skinned chicken breasts cut into strips and seasoned with Scotch bonnet peppers or jalapeno peppers, scallions, onion, soy sauce, red wine vinegar, vegetable oil, brown sugar, fresh thyme leaves, cloves, black peppercorns, nutmeg, allspice and cinnamon.

"The chicken is marinated and then barbecued," he said. "It is sweet, spicy and very fragrant with a nice aroma."

In addition to running the restaurant, Jay is the chief cook. He employs an assistant cook and three or four waitresses.

To his regret, Solomon got into serious cooking after he graduated from the Hotel School. "I wished that I had matured sooner," he explained. "Then I would have spent more time in the Hotel School kitchens than in the library."

The year after he graduated, he opened J.J.'s Cafe (his full name is Jeffrey James Solomon) at Community Corners, serving cookies, muffins and sandwiches. In 1987, he took a year off to travel and cook in restaurants in Boston and Washington "to fine tune my craft" before starting Jay's Cafe.

Born in Lansing, where his family has lived for two generations, he worked summers during his university years in Boston, Washington and New Orleans but settled in his home community because "I like clean air and was somewhat depressed by big cities. Also, it's easier to start a business in a place where you have roots."

To promote his books, Solomon travels to various cities where he conducts classes "not for professionals but for educated people who want to bring adventure into their cooking" and signs his latest book. His 1992 cooking tours are taking him to Rochester, Boston, Washington and three cities in New Jersey.

## Anthology of African-American drama wins 1992 book award

By Albert E. Kaff

An anthology of plays edited by a Cornell professor to reflect the writers' views on current African-American society has won a 1992 American Book Award from the Before Columbus Foundation.

Titled *Black Thunder: An Anthology of Contemporary African-American Drama* (Mentor 1992), the work was compiled and edited by William B. Branch, a professor of theater, dramatic literature and communications in the Africana Studies and Research Center.

The Before Columbus Foundation is a non-profit educational and service organization based in Oakland, Calif., to promote and disseminate contemporary American multicultural literature. Winning authors are recognized not only for the particular title involved but also for the body of their work over the years.

The collection of nine plays includes one written by Branch. He and the other winners will receive their awards on May 24 at the American Booksellers Association Convention in Anaheim, Calif. Written in the post-civil rights period between 1975 and 1990, the plays address issues of race in modern America.

"Though differing widely in themes, styles and aims, the playwrights in this volume have chosen not to compromise, but to meet head-on the challenge of expressing truth and honesty about the society in which they live," Branch writes in the book's foreword.

"In their individual ways, they illuminate aspects of life in an historically and funda-

mentally racist U.S. of A. Even when that fact of life is not overtly mentioned at all, there are nonetheless — for those with eyes to see — the omnipresent racial realities of American history, politics, economics and sociology hovering in the not too distant background, acknowledgment of which is essential for a true understanding of the work at hand."

Commenting on the anthology, Margaret Wilkerson, a professor of African-American studies at the University of California at Berkeley, said that the work "should be a required

*The work 'should be a required text for all drama classes and for those who are interested in the discourse and portrayal of race in contemporary American culture.'*

text for all drama classes and for those who are interested in the discourse and portrayal of race in contemporary American culture."

Branch introduces his anthology with a history of the African-American theater since the early 19th century, when a Mr. Brown opened a tea garden behind his home in lower Manhattan and presented what he billed as "acts" and "exhibitionists" to entertain his customers.

Brown's tea garden led to the founding of the African Grove Theater, which presented

full-scale Shakespearean dramas as well as Mr. Brown's own "Drama of King Shotaway," believed to be the first play ever written by an African-American.

Branch's own three-act play in the anthology, *Baccalaureate*, is set in the apartment of an African-American family in a Midwestern university town in the late 1950s.

"My play is an attempt to cast a spotlight on a segment of African-American life that most Americans know nothing about," Branch said in an interview. "These are people who are striving and upwardly mobile but who, like their less fortunate brothers and sisters, have conflicts in pursuing the American dream, conscious of the racism that prevents them from realizing that dream. Much of the media plays up the glamour of African-American athletes and entertainers and the plight of the downtrodden, but a significant percentage of African-Americans does not fall into either category."

Other playwrights in the anthology are Ed Bullins, former minister of culture for the Black Panthers; August Wilson, two-time winner of the Pulitzer Prize for drama; George C. Wolfe, recipient of a CBS/Foundation of the Dramatists Guild Playwriting Award; Amiri Baraka, poet, editor, publisher, professor and political activist; Leslie Lee, professor and television writer; Patricia Joann Gibson, writer, professor and theater administrator; Steve Carter, former scene designer and theater administrator; and Alexander Simmons, artistic director of Bronx Creative Arts for Youth Inc.

Branch, who spent nearly four years putting together his prize-winning anthology, is

the editor of another anthology that is scheduled for publication next year by the Indiana University Press: *Crossroads: An Anthology of Black Dramatists in the Diaspora* that includes playwrights from Africa, the Caribbean, Europe, and North and South America.

Among Branch's best-known plays are *A Medal for Willie* that deals with the ironies in the presentation to an African-American mother of a posthumous award for bravery won by her soldier-son, the play that launched Branch's career when it was produced in a Harlem cabaret; *In Splendid Error*, a historical drama about Frederick Douglass and John Brown that was an off-Broadway hit; and *Light in the Southern Sky*, an NBC television drama that won the Robert E. Sherwood Television Award.

He also received an Emmy nomination as well as a blue ribbon award from the American Film Festival, both for his documentary film, with William Greaves, *Still A Brother Inside the Negro Middle Class*.

A graduate of Northwestern University, Branch earned a master of fine arts degree at Columbia University and did further graduate study at the Yale School of Drama. Among his other awards is a John Simon Guggenheim Fellowship for creative writing in the drama.

In addition to teaching at Cornell, Branch works on theater, film and television projects as president of William Branch Associates, a media consulting and production firm in New Rochelle, N.Y.

Before coming to Cornell, he taught at the University of California, Williams College and the University of Maryland, Baltimore County.



## Dean of Students moves; WSH becomes sole union

By Sam Segal

The dean of students and a new associate dean will move into Willard Straight Hall this summer in an effort to improve student services and better integrate life in and out of the classroom.

The move is part of the recommendations of a committee that spent two months reviewing the operations of the Department of Unions and Activities.

Their report called for eliminating that department and establishing the Straight as Cornell's only student union, which will offer free office space to an enlarged array of student groups that have campuswide programs.

The two other current unions — Robert Purcell and Noyes — would become locally focused "community centers" serving students not only from residence halls but also from

nearby private housing, cooperative houses, program houses and fraternities and sororities.

The report called as well for subsequently eliminating the Department of Residence Life and Cornell Dining, with the functions of all three incorporated into a single department under the office of the vice president for academic programs and campus affairs.

The assistant vice president for that office, David S. Yeh, chaired the review committee that included three students and nine administrators in the areas under review.

"We found a lot of overlap and competition for scarce funds," Yeh said. "Sometimes the three unions competed in their programming with each other; sometimes they also competed with residence halls or Cornell Dining. This diluted programs and diverted funds that might have helped maintain the buildings in which the programs take place."

"Since all three units share the purpose of serving students," Yeh concluded, "we think it makes sense to unite their work under one more efficient department."

Following an extended review of plans for student services and activities, Larry I. Palmer, vice president for academic programs and campus affairs, announced in February that Professor John L. Ford, chair of the Department of Human Services Studies, would begin a five-year term as dean of students on July 1.

Ford announced last week that Michael J. (Mick) Ellis, director of the Purcell Union for 16 years, would move with him to the Straight to become associate dean and director of the student union.

The Straight has always housed student organizations. The kinds of campuswide groups that will now be offered space, Yeh said, include the Black Greek Council, Class Councils, Cornell Concert Commission, Cornell Program Board, Interfraternity Council, Greek Judicial System, Panhellenic Council, Student Assembly and its Finance Committee and the Third World Student Programming Board.

"More than ever, the Straight will become the hub and focus of student organizations that truly reflect the interests of all Cornell students, including representation from the councils of the two former unions," Palmer said.

"With John Ford and Mick Ellis right there," he added, "the administration will be able to stay in closer touch with students. And together, we will be able to foster a more vital and productive union between student life in and out of the classroom."

## Ellis is named associate dean

John L. Ford, who becomes dean of students on July 1, has announced that Michael J. Ellis, now the director of Robert Purcell Union, will become Ford's associate dean of students and the director of Willard Straight Hall.

As RPU director for 16 years, Ellis said, he has had to give priority attention to fiscal management, budget and management of a staff of about 15.

In supporting Ford, he said, his focus will change to student development and programming that can strengthen the link between students' classroom and out-of-class lives.

"I buy into the notion," Ellis said, "that student participation in this has to be real, genuine and qualitative."

"And when there are controversies from good-faith differences of opinion," he added, "I want to play a role in facilitating consensus."

"Mick knows Cornell and our students," Ford said in announcing the appointment. "And he shares my commitment to be more responsive and efficient in delivering a program that enriches student life."

Ellis graduated from the U.S. Merchant Marine Academy and received a master's degree in education from Hofstra University.

He was the director of Ecology House for a year before moving to RPU in 1976.

## Marx cited Goldwin Smith in his classic 'Das Kapital'

By Martin B. Stiles

Did you know that in his classic work *Das Kapital*, Karl Marx referred to the thinking — although disparagingly — of one of Cornell's original faculty members?

Marx lumped Goldwin Smith in with the likes of John Stuart Mill and other "philanthropic English economists."

Evoking the biblical story in which God asks Cain: "Where is your brother?" Marx wrote that Smith and his lot piously ask the

of another man's brow."

Smith rejected Marxism, Wallace wrote, "on the ground that arousing class hatred and conflict was no way to usher in a regime of brotherly love."

She also points out that "if Marx had been willing to include all laborers, both by hand and brain, Goldwin Smith would have been prepared to agree with his dictum that everything rightly belonged to labor."

Perhaps the most succinct expression of Goldwin Smith's thought is carved in a stone bench that formerly sat in front of Goldwin Smith Hall. In 1904 he laid the cornerstone of the building named in his honor. The inscription, which is etched in the memories of decades of Cornell students, states: "Above all nations is humanity."

In 1871, Goldwin Smith left Cornell to live in Toronto, where he died in 1910. But he continued to serve Cornell as a non-resident professor, returning to Ithaca often to give series of lectures. In addition to his intellectual and historical legacy, he left Cornell his library of 3,400 volumes and money to support the humanities.

Early in his long association with Cornell, Goldwin Smith said that he was used "to a university with its roots in the past, but Cornell's roots in the future appear prodigious."

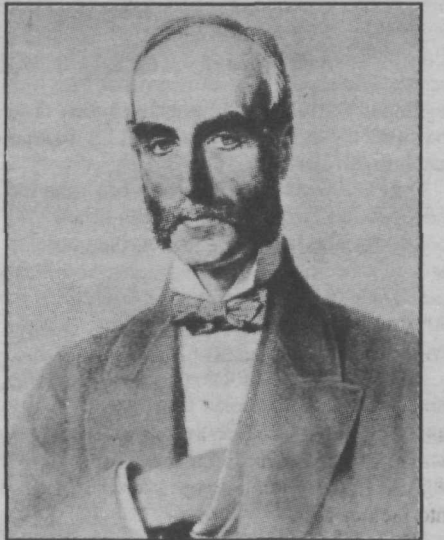
## CORNELL History

landed industrial proprietors where all the small individual land owners have gone, when it's these landed industrialists who have forced the freeholders off their small self-sufficient farms and out of independent cottage industries, mainly spinning and weaving, enslaving them in an economic system that exploits their labor and supports those like Smith, who work only with their brains.

Marx states in his book, first published in 1867, that "Modern industry alone, and finally, supplies, in machinery, the lasting basis for capitalistic agriculture, expropriates radically the enormous majority of the agriculture population, and completes the separation between agriculture and rural domestic industry, whose roots — spinning and weaving — it tears up."

Smith, who was the Regius Professor of History at Oxford before accepting a chaired professorship in English and constitutional history here when Cornell opened in 1868, read Marx and did not underestimate him, as did "most 19th-century British liberals," Elizabeth Wallace wrote in her 1957 biography of Smith.

According to Wallace, Smith concluded "that communism, as a movement, was a mistake, but that a kind of communism was deep-rooted in every good man, which made him feel that 'the hardest of all labor is idleness in a world of toil, and that the bitterest of all breads is that which is eaten by the sweat



Goldwin Smith

## Bicycle continued from page 1

"Cornell Cycles" identifies obstacles and hazards to biking on campus, and proposes measures to make the campus a more "bike friendly" place.

The report's recommendations are in four categories that planners identified as key elements to a successful bicycle system — educa-

tion, encouragement, enforcement and engineering.

Safety education includes urging people to try bicycling as a means of getting around campus and to do so safely, Lane explained. Cyclists, for example, must obey the rules of the road, such as stop signs, and exercise caution

and courtesy when encountering pedestrians.

Lois Chaplin will be the driving force behind the educational effort. Chaplin, who works with Cornell Cooperative Extension in the Department of Agricultural and Biological Engineering, is the project director for a federal- and state-funded traffic-safety project concerning bicyclists and pedestrians. Her research project is being tested at Cornell as a national model.

Chaplin, with the assistance of the Office of Transportation Services, will produce promotional materials that will be distributed beginning this fall.

"Cornell Cycles" also recommends incremental engineering improvements to the campus' physical infrastructure over the next five to 10 years, according to Lane. For example, five-foot-wide bike lanes between the curb and outside edge of the automobile lane, along both sides of the road, are planned for an east-west route along Tower Road and part of Campus Road, and a north-south route along East Avenue and Central Avenue.

Implementation of recommendations depends on the availability of funding, Lane said, and will be done in coordination with planned improvements to sidewalks and roadways. Renovation of a portion of East Avenue, which started May 8, includes bus pull-offs and bike lanes.

Certain campus roadways can be widened by only two feet on each side due to topographical constraints, Lane said. Although not the preferred treatment, he said this is still enough room for an automobile to pass a bicyclist without crossing the median stripe.

Hoy Road was reconstructed to these dimensions last year. Other roads expected to receive this treatment are Campus Road between West and Central avenues, and portions of Wait Avenue and Sisson Place.

"When the bike lanes are connected, a bicyclist's ability to travel from one end of campus to the other will be greatly enhanced," Lane said. "And, because Cornell's routes would tie into existing and proposed city and town

routes, bicyclists also will be able to travel from campus to other parts of Ithaca and Tompkins County."

Among aspects of the physical infrastructure addressed by the design team are interior campus spaces, such as the Arts, Ag and Engineering quadrangles, the area between Willard Straight Hall and the Campus Store, and the pedestrian bridges crossing Fall and Cascadilla creeks, all of which are frequently congested with pedestrian traffic. These areas would be designated as either "Caution" or "Dismount" zones, depending on the width of pavement or typical levels of congestion, Lane said.

Bicyclists could ride in "Caution" zones, but they would be required to reduce their speed and yield the right of way to pedestrians. In "Dismount" zones, as the name implies, bicyclists would have to dismount and walk their bikes.

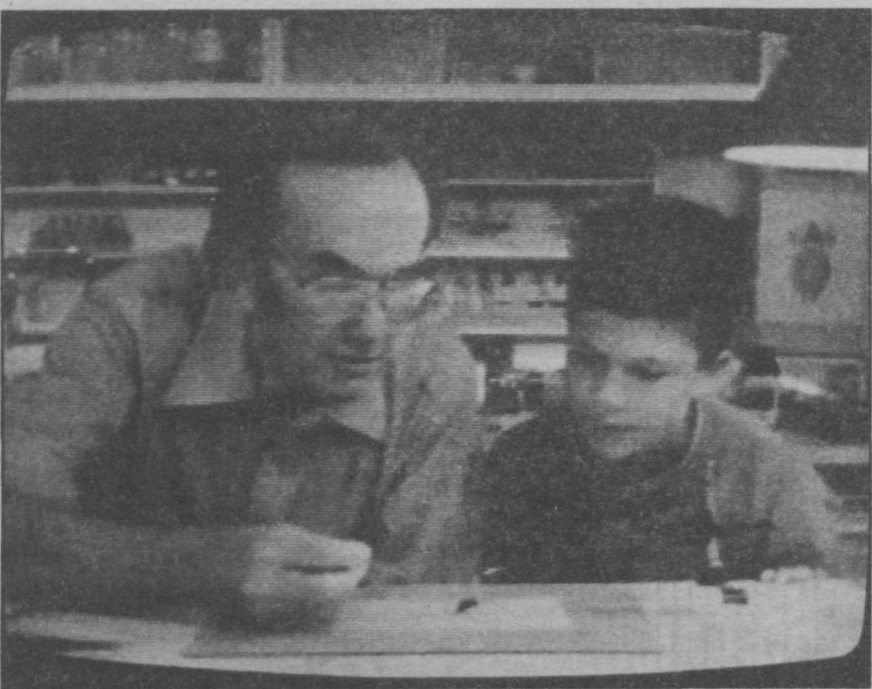
Two other aspects of physical infrastructure in the plan are bicycle parking and bike signage. Several surveys conducted last year identified campus locations that have insufficient bike-parking facilities. Lane said bike-rack designs are being evaluated by members of Cornell's staff, and some racks could be installed beginning this summer.

There is also a need for signage that clearly communicates to bicyclists, pedestrians and motorists those areas and lanes that are designated for the use of bicyclists. Designers are in the process of creating a campus standard, Lane said.

An example of a recommendation from the enforcement category is the proposed bicycle-registration procedure, which would be free to Cornell community members. Lane said this will assist with the retrieval of lost or stolen bicycles, as well as provide a database to help tailor the campus to the needs of bicyclists.

Copies of "Cornell Cycles" are available for review in campus libraries and the Office of the Assemblies, and can be obtained by contacting the Office of Transportation Services at 255-4628.

## Insects rule



Thomas Eisner (left), the Jacob Gould Schurman Professor of Biology, was featured on a recent segment of the Public Broadcasting Service series *Infinite Voyage*. In a program titled *Insects: The Ruling Class*, Eisner was shown with his young pen pal, Seth Bensel of Brooklyn, with whom he exchanges letters about insects. Eisner chaired the National Academy of Sciences advisory panel to the program.



## 'Clean' composts may contain toxics, but it's unknown if they pose a risk

By Susan Lang

In a nationwide survey, a Cornell toxicologist has found asbestos, heavy metals, pesticides, glass, plastic shards and other toxic substances in what are supposedly "clean" composts.

"Although our work does not assess the risk of exposure of these toxicants to humans, it does highlight the need for far more monitoring to prevent potential risks to human health when these composts are spread on agricultural or recreational land," said Donald Lisk of the Toxic Chemicals Laboratory in the College of Agriculture and Life Sciences.

During 1991, Lisk collected compost samples from 26 locations in 13 states and analyzed them for asbestos, 20 heavy metals, PCBs (polychlorinated biphenyls) and other organic toxic substances. Some of his findings were published in the February issue of the journal *Archives of Environmental Contamination and Toxicology*.

Of greatest concern, Lisk said, was that asbestos was in 46 percent of all the composts examined and in each type of compost, including yard waste, municipal solid waste and sewage sludge compost. In a separate study, he looked for asbestos in sewage sludge that may be used in compost from 51 cities. The fact that asbestos was found in two-thirds of the sewage sludges explains why 46 percent of the composts contained it, since sludge is often co-composted with yard waste and municipal solid waste.

"Although asbestos is used far less than in the past, these findings indicate that it is surviving the composting process and may be a widespread contaminant in all kinds of municipal composts," Lisk said.

Composting solid waste helps reduce the 160 million tons of solid waste produced each year. In 1989, the U.S. Environmental Protection Agency recommended that municipalities ban yard

wastes in landfills and establish composting facilities, because yard waste represents about 18 percent of the annual solid waste output and is ideally comprised of "clean and natural" materials such as leaves, twigs and grass clippings.

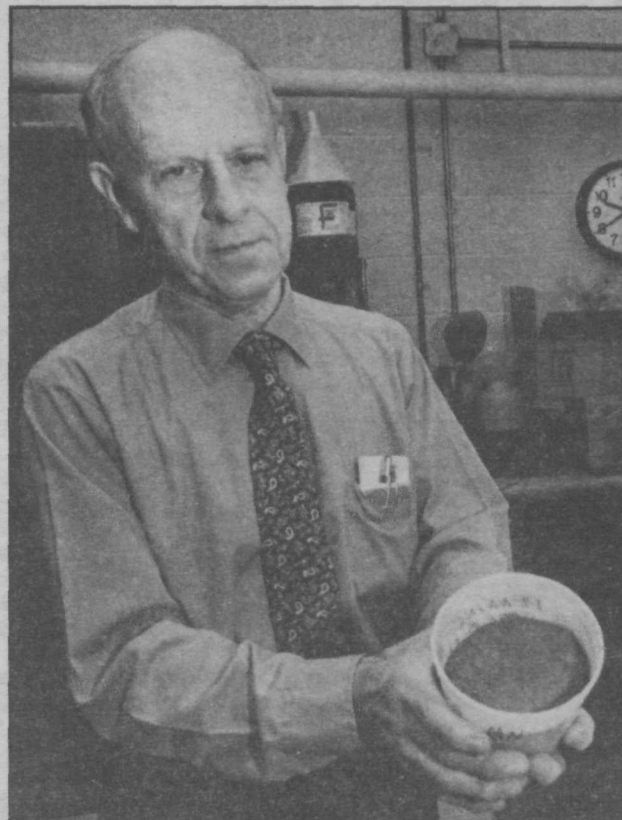
Yet Lisk's findings indicate that even these "clean" composts contain asbestos fibers, most likely from brake linings, building demolitions and asbestos insulation removals, he said. Although there are no federal standards for asbestos in composts, Lisk found quantities ranging from trace amounts up to 1 percent by volume asbestos in ash. "The fact that asbestos was found in the composts at all is disturbing," Lisk said.

"In the rush to compost without evaluating the composition of these composts and without adequate regulations forcing such analyses, we're facing a widespread and potentially serious problem," Lisk said. "Putting these composts on recreational lands may be inviting future problems."

Lisk also found concentrations of metals up to the following levels: cadmium (6.0 parts per million), copper (1,143 ppm), mercury (20.3 ppm), lead (1,312 ppm) and zinc (2,427 ppm) in municipal solid waste and sludge composts as well as pieces of various metals, glass and plastic in municipal solid waste which should contain only paper and food wastes.

Although Lisk found that copper, mercury, nickel, lead or zinc exceeded federal standards in only five of the composts for the application to recreational or agricultural land, he said that the danger is that heavy metals and other toxic elements at lower (legal) concentrations could accumulate with repeated applications of the compost or could contaminate crops or animals in the future. Exposure to the metals and asbestos can be controlled, however, by mixing compost into the soil and following guidelines for sludge application.

In a related study published in the April issue of *Archives of Environmental Contamination and Toxicology*, Lisk found that



Peter Morenus/University Photography  
Donald Lisk of the Toxic Chemicals Laboratory holds a compost sample analyzed for the presence of toxins.

the variation in toxicant composition of deliveries made to a sewage sludge compost and yard waste compost facility over a two-month period were "remarkably small," indicating that the toxicants found in composts would not vary greatly over time.

## Nation's top trash programs are cited in new Cornell book

By Roger Segelken

Florida hotels are saving thousands of dollars on trash-hauling bills by asking guests to recycle.

With guidance from New York's "Master Composters," thousands of gardeners are making waste into organic wealth.

The "Don't Bag It" program from Texas helps one Ohio county save \$650,000 a year while keeping lawns greener.

And an Illinois county turns tons of old tires into factory fuel.

These innovative efforts are among the nation's most successful solutions to the growing trash problem, as recounted in a new how-to-do-it book by the Cornell Waste Manage-

ment Institute. Titled *Implementing Waste Management Projects at the Local Level: 17 Extension Case Studies for Agents and other Educators*, the book was published in February by the institute and Cornell Cooperative Extension, with financial support from the United States Department of Agriculture Extension Service.

Copies of the book are available for \$9.95 from Cornell University Resource Center, 8 Business and Technology Park, telephone 255-2080.

"Solid-waste management has become a critical issue throughout the United States as costs escalate and the options become more complex," said Sophia Theodore, one of the researchers at the Cornell institute who wrote

the new book. "While counties and municipalities in one part of the country are desperately wrestling with solid-waste problems, someone somewhere else may already have come up with a solution."

Cooperative Extension agents throughout the country were interviewed in a search for waste-management programs that met three criteria: The projects were innovative, they prompted broad-based participation in the community, and they worked.

The case studies should help many communities that have been challenged by hard-to-manage waste problems, Theodore said. She found five different approaches to community problems: education and awareness programs, community cleanup and collection days, or-

ganic waste management, recycling and municipal solid waste programs.

- Education and awareness starts early in New York's Delaware County, where thousands of students in the fourth, fifth and sixth grades learn waste-wise recycling and then persuade their parents and peers to reduce, reuse and recycle resources.

- Volunteers in Minnesota's Wabasha County show supermarket shoppers what's recyclable by pasting labels next to the unit-price stickers on grocery shelves.

- In Orange County, Fla., trained volunteers teach others the art of "Enviroshopping" or shopping with concern for the environment — choosing products without excessive packaging that are energy efficient and less likely to cause air and water pollution in their manufacturing or use.

- The Wastewise Program of Broome County takes bus loads of volunteer trainees on tours of waste-managing facilities in neighboring states; they in turn inform hundreds of other citizens about options for composting, recycling, resource-recovery and incineration.

- Community cleanup and collection days are more effective than ever in places like Lake County, Ohio, where Rid Litter Week involved more than 12,000 school children and adults last year.

- Wood chippers loaned by the state arborists association turn Christmas trees into mulch in Douglas County, Neb.

- Residents of Benton County, Wash., participate in the annual Household Hazardous Waste Collection.

- In Sangamon County, Ill., where it normally costs \$18 per tire to use the landfill, 1,400 residents got rid of 35,000 old tires in one weekend last year. The tires were chipped and burned as fuel.

- Organic wastes aren't wasted so much right here in Tompkins County, where Master Composters run demonstration sites and train others.

- "Don't Bag It" started in Plano, Tex., where homeowners were taught to leave grass clippings on their lawns to act as fertilizer and save space at landfills. The program has spread to hundreds of cities in Texas and other states.

- In the land of 10,000 lakes — and even more tourists who catch and clean fish — Cass County, Minn., resorts handle fish waste by composting it along with wood chips and peat moss. The resulting rich soil is used for flower-potting and mulching at resorts where the fish were caught.

- Taking the mystery out of recycling for residents of Kitsap County, Wash., are specially trained volunteers called Master Recyclers. One group of high school-aged Master Recyclers wrote a play about waste reduction and performed it at grade schools.

- Hotel guests will recycle if they know the local customs, it was discovered in Orange County, Fla. Containers for recyclables there are printed with instructions in English, Spanish and Haitian.

### I scream...



Charles Harrington/University Photography  
Valery Krasnikov (center), rector of the Moscow Technological Institute of Food, samples ice cream in the Dairy Bar with Neil Mondy, professor of nutritional sciences and food science and toxicology, who visited the Moscow institute in 1987, and Steven Mulvaney, assistant professor of food science. Krasnikov toured campus and the Geneva Experiment Station April 16 to May 4 to learn about Cornell's teaching, research and extension programs in food science. He also agreed to a draft memorandum of understanding for a faculty and student exchange program with his 5,000-student institute, the largest of its kind in the former Soviet Union. Malcolm Bourne, professor of food science and technology in Geneva, was host for his visit.



# CALENDAR

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

Notices should be sent to arrive 10 days prior to publication and should include name and telephone number.

## DANCE

### Cornell International Folkdancers

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

Annual picnic will be held May 17 at 5 p.m. in the large pavilion, Stewart Park. Bring a dish to pass.

### Israeli Folkdancing

Israeli folkdancing, teaching and open dancing, Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

### Jitterbug Club

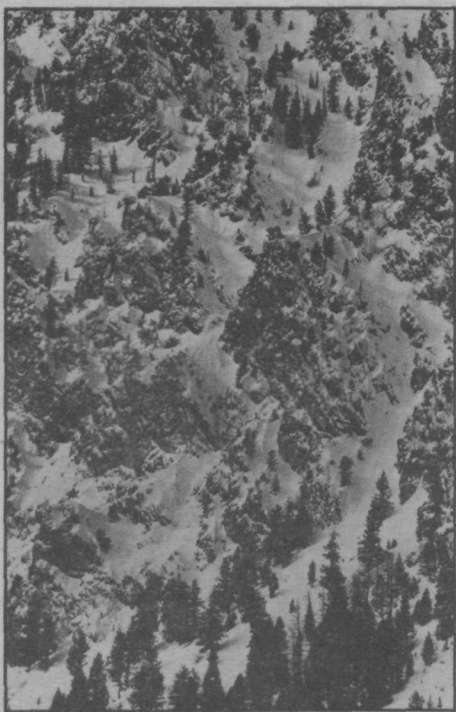
Intermediate, advanced jitterbug series will be held Thursdays through May 28 at 8 p.m.; \$6 per class. Eight-count Lindy series will be held Wednesdays through May 27; \$40/series. Beginning Jitterbug classes will begin in June. Call Bill for further information, 273-0126.

## 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.

"Images of America: The Painter's Eye, 1833-1925," will be on exhibit through May 24. The exhibition features 63 paintings from the collec-



Robert Glenn Ketchum

"Sheer Wall" a 1977 photograph by Robert Ketchum, is part of the Johnson Museum exhibit "Nature's Changing Legacy: The Photographs of Robert Ketchum," featuring approximately 75 photographs from the years 1970 to 1991. The exhibit runs through Aug. 2.

tion of Frederick and Joan Baekeland, generous supporters of the museum's Asian collection, and it surveys American landscapes, marine genre and still-life painting. In all, 58 artists are represented in the exhibit, suggesting the range of artistic activity during a vital time in the development of American painting.

"Nature's Changing Legacy: The Photographs of Robert Ketchum" featuring approximately 75 photographs from the years 1970 to 1991, exploring our evolving consciousness of what com-

prises our national legacy and what we have done to change it, on exhibit through Aug. 2.

"Preserving the Landscape? A History of American Photographers and the Environment," an exhibition examining the work of those landscape photographers who preceded and inspired Robert Ketchum, through Aug. 7. Included in the exhibit will be a selection of 19th-century expedition photographs and touristic "views," including two scenes of the Colorado River by Timothy O'Sullivan for U.S. Geological Survey expeditions; J.K. Hiller's "Hand Rock, de Chelly Canon"; and a series of three images of Niagara Falls by George Barker. The second part of the exhibition explores the role of 20th-century photographers living in a changed landscape and includes Laura Gilpin's "Canyon from Balcony House, Mesa Verde National Park"; four majestic images by Ansel Adams; and color photographs by Paul Caponigro, Eliot Porter and William Gamett.

### Mann Library

"Department of Rural Sociology 75th Anniversary," an exhibition of displays focused on work in the 1990s, global programs, scholarly work in the area of rural communities and of people and social issues, Cooperative Extension and the Department of History, through May 31.

## FILMS

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

### Thursday, 5/14

"Father of the Bride" (1991), directed by Charles Shyer with Steve Martin, Diane Keaton, Kimberly Williams and Martin Short, 7:30 p.m.

"Rush" (1991), directed by Lili Fini Zanuck with Jason Patric, Jennifer Jason Leigh, Sam Elliott and Gregg Allman, 10 p.m.

### Friday, 5/15

"Rush," 7:30 p.m.  
"Father of the Bride," 10:15 p.m.

### Saturday, 5/16

"Father of the Bride," 7:45 p.m.  
"The Man Who Fell to Earth" (1976), directed by Nicholas Roeg with David Bowie, Buck Henry, Candy Clark and Rip Torn, 10:15 p.m.

### Sunday, 5/17

"Rush," 8 p.m.

### Monday, 5/18

"The African Queen" (1951), directed by John Huston with Humphrey Bogart and Katharine Hepburn, 7:35 p.m.

"Everything You Always Wanted to Know About Sex but Were Afraid to Ask" (1972), directed by Woody Allen with Burt Reynolds, Gene Wilder and Woody Allen, 10 p.m.

### Tuesday, 5/19

"Father of the Bride," 7:30 p.m.  
"The Man Who Fell to Earth," 10 p.m.

### Wednesday, 5/20

"Videodrome" (1983), directed by David Cronenberg with James Woods, Sonia Smits and Deborah Harry, 7:45 p.m.  
"Father of the Bride," 10 p.m.

### Thursday, 5/21

"The Graduate" (1967), directed by Mike Nichols with Dustin Hoffman, Anne Bancroft and Katherine Ross, 7:30 p.m.  
"The African Queen," 10 p.m.

## MUSIC

### Department of Music

A piano duo with Sabine Vinck and Daniel Velicer will perform works by Bach, Debussy, Faure and Copland on May 14 at 8:15 p.m. in Barnes Hall.

Senior Weekend Concerts will be held on Saturday, May 23.

Cornell Wind Ensemble with Mark Scatterday conducting May 23 at 3 p.m. in the Arts Quad. The Cornell Glee Club and Chorus, Thomas Sokol, conductor, May 23 at 8:15 p.m. in Bailey Hall. Tickets available at 107 Lincoln Hall, 9 a.m. to 1 p.m. or by calling 255-3396.

## Appearances set for 92-93 concerts in Bailey, Statler

The 1992-93 Cornell concert series in Bailey Hall and Statler Auditorium promise to follow the tradition of bringing to the campus some of the world's most distinguished artists. As in past years, next year's season will be a blend of old favorites and new faces.

The Bailey Hall "Great Soloist Series" will open with a recital by Samuel Ramey, bass-baritone, on Saturday, Sept. 26. Ramey, who will make his first appearance in Ithaca, has performed on the stages of La Scala in Milan, the Salzburg Festival, the Lyric Opera of Chicago and the Metropolitan Opera House in New York City.

The St. Paul Chamber Orchestra conducted by its new music director, Hugo Wolff, will follow on Thursday, Oct. 29. Wolff, a rising star among American maestros, will introduce Gil Shaham, who recently made his Carnegie Hall debut, as violin soloist with the orchestra.

The three artists who will perform in the spring semester need no introduction to Ithaca audiences. Flutist Jean-Pierre Rampal will perform on Tuesday, Feb. 16. Pianist Vladimir Ashkenazy, music director of the Royal Philharmonic Orchestra of London, will appear on Friday, April 2. And violinist Itzhak Perlman will perform on Monday, May 3. Ashkenazy will give only a handful of North American recitals next season and Cornell's Faculty Committee on Music is especially pleased to present him in Bailey Hall.

The three concerts in the 1992-93 Chamber Music Series in Statler Auditorium will feature the Camerata Bern, the Waverly Consort and guitarist Christopher Parkening.

The 14 string players and one harpsichordist who form the Swiss ensemble Camerata Bern will be joined by their country's most famous musician, oboist Heinz Holliger, on Wednesday, Oct. 14.

The six vocalists and four instrumentalists of the Waverly Consort, who specialize in music of

the Middle Ages and Renaissance, will perform on Tuesday, Nov. 17, in a program titled "The Year 1492," a glimpse into the music of the Mediterranean world in the age of exploration.

Guitarist Christopher Parkening, one of the preeminent virtuosos of the classical guitar, will give the final performance in the Statler Series on Thursday, March 14.



Christian Steiner

### Itzhak Perlman

Subscriptions for both series are on sale at the Lincoln Hall ticket office. Subscriptions to the "Great Soloist Series" in Bailey Hall are \$72 to \$115 for students and \$85 to \$135 for the general public, depending on seat location.

Subscriptions to the Chamber Music Series in Statler Auditorium range from \$28 to \$47 for students and \$33 to \$55 for the general public.

The ticket office is open from Monday to Friday between 9 a.m. and 1 p.m. For further information or a brochure, call the ticket office at 255-5144. VISA, MasterCard and CornellCard are accepted.

### Bound for Glory

Albums from the studio. Requests: 273-2121. Live Commons Coffeehouse broadcasts resume June 21.

## RELIGION

### Sage Chapel

There will be no service on May 17.

### Catholic

Masses: Saturdays, 5 p.m.; Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

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

### Jewish

Morning Minyan at Young Israel, 106 West Ave. Call 272-5810.

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

Young Israel (call 272-5810 for time).

### Korean Church

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

### Muslim

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

### Protestant Cooperative Ministry

Sundays, worship at 11 a.m., Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taize Prayer, 5:30 p.m., Anabel Taylor Chapel. Thurs-

days, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

### Satya Sai Baba

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

### Seventh-Day Adventist

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

### Southern Baptist

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

### Zen Buddhism

Zazen meditation every Tuesday at 7 p.m. and Thursday at 5:15 p.m.; beginner's instruction Thursday at 4:30 p.m. in Anabel Taylor Chapel.

## SEMINARS

### Astronomy & Space Sciences

"Faint Galaxies and Gravitational Lensing by Galaxy Clusters," Puragra Guhathakurta, Institute of Advanced Study, Princeton University, May 14, 4:30 p.m., 105 Space Sciences Building.

### Biochemistry, Molecular & Cell Biology

"Mechanistic Aspects of DNA Polymerase," Stephen Benkovic, Penn State University, May 14, 4 p.m., Large Conference Room, Biotechnology Building.

### Boyce Thompson Institute

"The Use of Acyl Carrier Protein to Decipher in vivo Regulation of Plant Fatty Acid Biosynthesis," Martha A. Post-Beittenmiller, Michigan State University, May 20, 2 p.m., auditorium, Boyce Thompson Institute.

### Food & Nutrition Policy Program

"Famine Prevention through Employment? Potentials and Constraints in Africa," Joachim von Braun, International Food Policy Research Institute (IFPRI), co-sponsored with Institute for African Studies Program, May 14, 12:30 p.m., 100 Savage Hall.

### Genetics & Development

"Evolution of Mutation Rates," John Drake, chief, Laboratory of Molecular Genetics, National Institute of Environmental Health Services, May 18, 4 p.m., Conference Room, Biotechnology Building.



CORNELL  
Employment News

Volume 4 Number 19 May 14, 1992

Published  
by the  
Office of  
Human Resources

Need Temporary Summer Help? Call Staffing Services

Staffing Services is currently in the process of placing Cornell employees who have been laid off because of the slower pace of the summer in temporary positions across campus. The assistance of departments and units in this placement process would be greatly appreciated.

Every spring, with the departure of students, some on-campus facilities and services are closed or operate at reduced levels. As always, these reduced services necessitate laying off a number of staff for the summer months, usually from the last part of May to mid-August. Many of these staff work at Cornell year after year, and each summer face the dilemma of finding employment, either on campus or off, to fill in until the fall activities bring them back.

The Office of Human Resources asks for the help of all managers and supervisors who might need tem-

porary staff during the summer months to consider hiring these regular Cornell employees. If you know you will need to hire temporary help over the summer—or even if you think the need for temporary help may arise—please contact Staffing Services (Esther Smith, 5-8081, or Karen Raponi, 5-2192).

Among the staff who are usually laid off because of summer scheduling are food service workers, cooks, office assistants, cashiers, and accounts assistants, as well as other employees. Besides providing experience in their own field, many of these employees have skills that are easily transferable—they can fill in as material handlers, custodians, field assistants, office clerks, laboratory assistants, and delivery drivers, for instance. They also have the additional advantage of already being familiar with the university and its policies and practices.

By drawing from this workforce rather than relying primarily on the local temporary services offices, we not only show our support of all Cornell employees, but also are better positioned to once again take advantage of their experience when the fall semester begins, and full schedules are reinstituted.

By contacting Staffing Services now, the Office of Human Resources can begin placing those staff members into those openings for which their skills and experience are appropriate. The help of supervisors and managers in considering this yearly fluctuation of the Cornell workforce when planning summer operations will enhance the smooth transition of an important segment of our campus workforce from spring to summer—and, months still away, to the fall.

Tuition Aid Available for Career Enhancement

*Are you seeking to enhance your current Cornell career, but find that appropriate coursework at Cornell is not available?*

The Tuition Aid Program offers an opportunity to pursue coursework at other educational institutions to maintain or improve your current career skills. The university will reimburse you for all or part of your tuition expenses, up to four credit hours per semester for two semesters per year. Contact Staff Relations and Development for the current rate of reimbursement. You are responsible for paying for supplies, book costs, and other associated course expenses.

You are eligible to apply for Tuition Aid if you:

- are an off-campus or Ithaca-based Cornell employee;
- are a regular full-time employee with at least one year of service;
- are a regular part-time employee with at least three years of service; or
- have been an employee with at least one year of service and have been placed on layoff status. On layoff status, you are eligible for Tuition Aid for a period of one year from the date of layoff.

Tuition Aid funds are limited and applications are processed on a first-come, first-served basis. You need to obtain approval for Tuition Aid from Staff Relations and Development before the course begins. Applications and additional information are available from Staff Relations and Development, 130 Day Hall, 255-7170.

Endowed Healthcare  
Reminder for Participants  
with Dependents Graduating  
from College

Do you have a dependent child covered under the Endowed Health Care Program who is graduating from college? If so, coverage for that child will cease as of his or her graduation date. In order to continue your child's coverage under the Endowed Health Care Program after graduation, *it is your responsibility to contact Employee Benefits at 255-3936 within 60 days of the date of graduation* to request a COBRA continuation application.

COBRA allows your child to continue coverage under a single policy for up to 36 months, provided he or she does not become eligible for coverage under another group health plan. The cost of single coverage under COBRA is \$132.08 per month (which includes a 2% administrative fee) and is billed on a monthly basis. Failure to pay the required premium within 30 days of the billing date results in immediate termination of coverage.

If you have any questions, or would like to request a COBRA application, please call Employee Benefits at (607) 255-3936.

Contact Calendar of  
Workshops and Seminars Update


Due to the overflow enrollment, a number of *Contact* calendar programs have been moved to a larger room and in some cases rescheduled. We are dedicated to meeting the needs of as many staff members as possible and will attempt to expand to accommodate everyone who is interested.

Brown bag lunches are always open to everyone; there are no fees or preregistration. Just bring your lunch and join us. Other programs may have a minimal fee and do require preregistration.

The facilitator for each of these programs will be Ellen Ely, senior staff development associate in the Office of Human Resources.

Please see the *Contact Calendar of Workshops and Seminars* for course descriptions (see page listings), fees, and more details; or contact Donna Palmer, 255-7170 with any questions.

Course Title	Previous Date	New Date/ Time/Location	Preregistration Necessary	Fee
Work Smarter, Not Harder: Managing Time Effectively (page 4)	5/12 and 14 (two part program) 1-4	5/12 and 20 1-4 G-10 Biotech	Yes	\$25
Enhancing Leadership Skills for Non-Managers (page 3)	5/15 9-4	5/21 9-4 G-01 Biotech	Yes	\$25
Positive Thoughts Equal Positive Lifestyles (page 10)	5/28 9-11	5/28 9-11 G-10 Biotech	Yes	No
The Link Between Self-Concept and Performance (page 8)	5/28 12-1	5/29 12:15-1:15 G-10 Biotech	No	No



Special  
Upcoming EAP  
Education  
Program

“Dilemmas about Alcohol and Drugs in the Workplace”

Thursday, May 14, 9–11:00 a.m.

This program will provide an overview of alcohol and drugs and their effects in the workplace. A description of the substances, the physiological and psychological impact of drug usage, and how employees behave when they are under the influence will be discussed. Options will be presented for handling situations involving the usage of alcohol and drugs. (No charge to department) Instructors: L. Moon, L. Starr. To register, call Staff Relations and Development, 255-7170.





## Select Benefits Claims Schedule 1992

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

*5/21	7/17	9/11	11/06
6/05	7/31	9/25	*11/19
6/19	8/14	10/09	12/04
7/02	*8/27	10/23	*12/17

\*Early deadlines due to Memorial Day, Labor Day, Thanksgiving and winter holidays.

## Deadlines for CCTS Applications

Employees who are now receiving the Cornell Children's Tuition Scholarship (CCTS) will automatically receive an application for the new academic year 1992-93. All other employees who need to apply for CCTS should request an application from the Employee Benefits Office, 130 Day Hall, or call Maureen Brull at 255-7509.

The deadlines for submission of applications are as follows:

Summer Session - May 1, 1992  
Academic Year 1992-93 - June 1, 1992  
Fall Term Only - June 1, 1992  
Winter-Spring Term Only - December 1, 1992

To assist you in the process of applying for the CCTS benefit, the Employee Benefits section of OHR will sponsor an information session on **Thursday, April 2, 1992, from 3:00 p.m. to 4:30 p.m. in 163 Day Hall.** This session will provide relevant information about the program as well as an opportunity for questions and answers. A representative from the Financial Aid Office will also be present to discuss applying for TAP awards.

# JOB OPPORTUNITIES

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

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

### Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Submit a resume and cover letter for each position, specifying the job title, department and job number. Employees should include an Employee Transfer Application.

**Associate Director for Recognition Programs (PA1905) HRIII**  
**University Development-Endowed**  
**Posting Date: 5/14/92**  
Works with the director of the Cornell Fund in the planning and implementing the University's annual campaign for alumni support. Responsible for the solicitation aspects of the Cornell Fund and is primarily concerned with the solicitation and recognition of higher level donors. Particular emphasis is given to the University's Tower Club.  
**Requirements:** Bachelor's degree. Extensive successful fund raising experience in alumni campaigning (3-5 yrs.). Management skills and refined organizational skills. Ability to motivate people and work creatively with volunteers. Moderate travel and weekend assignments are involved. Send cover letter and resume to Cynthia Smithbower.

**Director, Language Learning Center (PA1901) HRII**  
**Modern Languages and Linguistics-Endowed**  
**Posting Date: 5/14/92**  
Direct development and day-to-day operations of new state-of-the-art language learning center. Oversee purchase, installation and maintenance of all equipment. Direct and coordinate operations of audio and video production studios, networked multimedia workstations, and classroom equipment. Provide leadership for teaching staff in the creation of technology-enhanced language teaching materials. Organize workshops, and train technicians. Supervise administrative operations. Sent policies and procedures for maintenance of library of audio, video, computer and multimedia materials. Act as liaison to other bodies in the university, with industry and other educational institutions. Assist with securing development funds.  
**Requirements:** Masters or equivalent in communications, educational technology or related fields. Previous management and supervisory skills required. Knowledge of computerized network systems and programs and experience with audio-visual equipment and procedures required. Experience in the development of teaching materials for foreign language instruction or related fields highly desirable. Excellent written and oral communication skills with knowledge of cross-cultural differences. Send cover letter and resume to Cynthia Smithbower.

**Project Coordinator III (PA1906) HRII**  
**Maintenance Management-Statutory**  
**Posting Date: 5/14/92**  
Serve as a liaison between departments and Maintenance and Service Operations on outside contractors on building maintenance matters. Identify building operating problems and project scope. Schedule and coordinate maintenance and rehabilitation projects; inspect construction. Approve maintenance work for payment.  
**Requirements:** Associates degree or equivalent in engineering or construction technology is required; Bachelors degree or equivalent in engineering, Architecture, or business administration is strongly preferred. A strong technical background in buildings, minimum of 4-5 yrs. experience in construction or maintenance management and demonstrated strong oral and written communication skills are required. Send cover letter and resume to Cynthia Smithbower.

**Senior Auditor (PA1801) HRII**  
**University Audit Office-Endowed**  
**Posting Date: 5/7/92**  
Plan and conduct financial, compliance, and operational audits of the University's operating units and colleges.

**Requirements:** Bachelors degree in accounting or equivalent work experience. CPA required, MBA a plus. Minimum 4 yrs. auditing experience, knowledge of Macintosh computers, Word and Excel desired. Send cover letter and resume to Cynthia Smithbower.

**Education Outreach Coordinator (PT1705) HRII**  
**Lab of Ornithology-Statutory**  
**Posting Date: 4/30/92**  
Coordinate and supervise the lab's "National Science Experiments", Nesting Survey, and Project FeederWatch. Develop network of cooperators and prepare accompanying educational materials.  
**Requirements:** Minimum B.S. or equivalent in biology or environmental education with 2-3 yrs. experience in teaching or coordinating educational programs. M.S. preferred. Computer skills; word processing and networking (preferably on Macintosh). Excellent communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

**Information Systems Specialist (PT1704) HRII**  
**Human Ecology Administration-Statutory**  
**Posting Date: 4/30/92**  
Analyze the needs for administrative and academic information systems in the college of Human Ecology and the division of Nutritional Sciences. Develop plans to meet these needs and supervise implementation. Provide leadership in the dissemination of information to the college and division community.  
**Requirements:** BS or equivalent experience and education. 2-5 yrs. experience including work with administrators and faculty in complex college environment and with university administrative systems and procedures. Excellent analysis and advanced communication skills. Ability to use discretion and good judgment. Interest in promoting information usage in college community. Experience with development of database applications and programming. Understanding of database structures and network concepts. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PT1902) HRI**  
**History of Art and Archaeology-Endowed**  
**Posting Date: 5/14/91**  
Provide research and teaching support in the dendrochronology laboratory and on extended field-trips abroad. Maintain and supervise lab, including the activities of up to 15 people at a time. Conduct and supervise lab analysis of samples. Assist in maintaining quality control over experiments. Run specialized computer programs. Maintain files, databases, records and field notes.  
**Requirements:** B.A. or equivalent in archaeology or relevant field. Must be willing to take extended field trips abroad. Previous experience in the work of the Aegean Dendrochronology Project highly desirable. Ability to handle delicate machinery, computers, and even more fragile people also essential. Send cover letter and resume to Sam Weeks.

**Assistant Coordinator (PA1904) HRI**  
**Engineering Co-Op Program-Endowed**  
**Posting Date: 5/14/92**  
Assist director with student recruiting, advising, and counseling. Coordinate recruitment activities for corporate representatives. Job development of coop work assignments. General program administration.  
**Requirements:** Bachelors or equivalent. BS/BA required. 2yrs. related experience. Communications skills and presentation skills critical. Counseling background preferred. Knowledge of university procedures important. Macintosh experience helpful. Publication skills (editing) helpful. Send cover letter and resume to Cynthia Smithbower.

**Farm Manager II (PA1903) HRI**  
**Fruit and Vegetable Science-Statutory**  
**Posting Date: 5/14/92**  
Manage the operations of Cornell orchards. Supervise six support staff, up to 25 seasonal temporary employees, and purchases. Organize the production, harvest, storage, grading and marketing of salable fruit. Work closely with faculty, technicians, grad students and staff.  
**Requirements:** Bachelors degree with coursework in pomology, pest management, soil science and economics. NYS Pesticide applicators license and drivers license. 2-3 yrs. experience in orchard management and supervisory skills. Working knowledge of comput-

ers and software for accounting and record keeping. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director of Intramurals, Director of Youth Summer Sports Camp (PA1902) HRI**  
**Athletics-Endowed**  
**Posting Date: 5/14/92**  
Assist the director in the overall supervision and management of the Cornell University Intramural Program. Includes hiring, training and supervising student staff, preparation of sports schedules, organization of contests, development and implementation of safety and risk management programs. Camp duties include managing and supervising all aspect of the day camp.  
**Requirements:** Bachelors degree or equivalent in recreation or related field. 2-3 yrs. related experience. Strong organizational, administrative and supervision skills in a comprehensive intramural sports program. Knowledge of officiating rules and techniques. Must be certified in ARC CPR and 1st Aid. Computer skills-Macintosh. Send cover letter and resume to Cynthia Smithbower.

**Executive Staff Assistant (PC0904) HRI**  
**Agricultural and Biological Engineering-Statutory**  
**Posting Date: 5/7/92 Repost**  
Assist the Program Director and other professional staff in the activities of the Technology Transfer Center, including conference and workshop organization and administration; supervision of administrative and office functions; program administration and management; and publication production.  
**Requirements:** Bachelors degree or equivalent. Minimum 3yrs. administrative experience, preferably in a service-related field. Highly motivated to work independently. Excellent (oral and written) communication skills. Thorough knowledge of WordPerfect 5.1. Familiarity with DBase III or IV inquiry and desktop publishing. Ability to travel 15-30 days annually. A valid NYS drivers license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Support Specialist (PT1609) HRI**  
**Clinical Sciences-Statutory**  
**Posting Date: 4/23/92**  
Provide technical support for the woodchuck hepatitis project through investigation of chemical carcinogenesis and development of techniques for histochemical and immunochemical localization of tissue lesions. Maintain computerized tissue inventory of all frozen and formalin fixed tissues.  
**Requirements:** Bachelors degree or equivalent in biology with concentration in physiology, histology, pathology or similar field, MS preferred. 2-3 yrs. experience in all phases of work in histology lab. Experience with cryostat and electron microscopy. Experience in handling, restraint, bleeding, euthanasia of lab animals. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Research Support Specialist II (PT1606) HRI**  
**Division of Nutritional Sciences/CFNPP-Statutory**  
**Posting Date: 4/23/92**  
Clean, manage, document and analyze a very large household survey data set from eastern Africa. Perform statistical analysis of subsections and the data set using DBase and SPSS. Provide detailed documentation of the cleaning procedures, higher generation data files and statistical analysis.  
**Requirements:** BS degree in nutrition or equivalent. 2-3 yrs. related experience with maternal and child nutritional problems in developing countries strongly preferred. Demonstrated knowledge of basic statistics and ability to comprehend and apply more advanced statistics essential. Experience with management and analysis of large complex data sets using a variety of appropriate software packages and techniques required. Familiarity with nuances of household surveys especially in Africa preferred. Demonstrated ability for self-direction and careful attention to detail. Send cover letter and resume to Sam Weeks.

### Professional Part-time

**Outreach Coordinator (PC1709) HRI**  
**Agricultural Economics-Statutory**  
**Posting Date: 5/7/92**  
Provide ongoing assistance in the continued development and implementation of a comprehensive program for at risk farm-families including NY FarmNet callers and related audiences. Until 10/92 continued employment contingent upon funding.  
**Requirements:** Bachelors degree or equivalent in related areas required (Human Service Studies, Rural Sociology, Agriculture, etc.) NYS drivers license required. Strong communication (written and oral) skills required. Ability to work with diverse audiences. Knowledge of farming and farm families required. Knowledge of Cooperative Extension required. Willingness to Travel. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include and employee transfer application.

### Professional Temporary

**Temporary Network Administrator (PT1701)**  
**Entomology-Statutory**  
**Posting Date: 4/30/92**  
Serve as the system manager for 2 local area networks totaling 75 nodes. Provide computer support to maximize equipment and user productivity. Provide leadership in the dynamic environment of electronic communications. Train users and provide user support.  
**Requirements:** Bachelors degree in computer science or equivalent education and experience. Extensive knowledge of DOS. Proficiency with Macintosh environment. Excellent communication skills. Familiarity with Novell and desktop publishing. Send cover letter and resume to Sam Weeks.

### Boyce Thompson Institute

**Research Assistant**  
**Boyce Thompson Institute for Plant Research/Plant Production Department**  
**Posting Date: 5/7/92**  
**Salary: \$14,000-16,000, commensurate with experience.**  
Assist in studying gene expression and the function of a viral fusion protein in insect cells. Includes cloning and sequencing, maintenance of cell cultures, use of bacterial and baculovirus expression vectors, and media and reagent preparation.  
**Requirements:** A bachelors of science in microbiology, biochemistry, or related field with laboratory experience. Experience with recombinant DNA techniques desirable. Contact Anne, 254-1239.

**Part-time Laboratory Assistant**  
**Boyce Thompson Institute for Plant Research**  
**Salary: \$5.50-6.50, 10-15 hours per week**  
Duties include maintaining laboratory, washing lab ware, replenishing supplies, preparing solutions, using autoclave and other tasks on an "as needed" basis, as well as insect colony care and diet preparation.  
**Requirements:** Ability to work under supervision and in a laboratory environment. Contact Anne Zientek, 254-1239.

**Summer Laboratory/Field Assistants (2-3 needed)**  
**Boyce Thompson Institute for Plant Research, Environmental Biology Program**  
**Posting Date: 5/7/92**  
**Salary: \$6.00 per hour**  
**May through September/October at full-time, possible part-time in the fall.**  
Assist in investigations of plant response. Work outdoors maintaining and harvesting research plots. Perform some heavy manual labor. Work indoors processing plant tissue for analysis (drying, weighting, grinding.) Record and compile data including creating computer data files. Depending on qualifications and interest, some time may be spent reading and summar-



izing, scientific literature relevant to the project.

**Requirements:** Willingness to learn. Basic knowledge of computer use. Ability to work unsupervised and be punctual. Some weekend work required. NYS drivers licence. Contact Anne Zientek, 254-1239.

## Technical

As a prominent research institution, Cornell has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Send a cover letter and resume for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Technician GR18 (T1904)**  
**Genetics and Development-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/14/92**

Provide technical support for the general operation of a genetics research lab. Perform experiments in yeast genetics and molecular biology using standard microbiological procedures and some specialized techniques. Analyze nucleic acids and proteins. Record data. Order supplies, maintain records and report on radioisotope usage. Provide training. Weekend and evening hours frequently required.

**Requirements:** AAS degree in biology (or equivalent) with and interest in genetics. Minimum 1 yrs. related experience. Work in a research lab is highly desirable. Willingness and ability to learn new procedures. Send cover letter and resume to Sam Weeks.

**Animal Technician GR18 (T1604)**  
**Laboratory Animal Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/23/92**

Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treating and vaccinating animals. Weekends and holidays coverage required.

**Requirements:** Associates degree or equivalent in Animal Science required. Assistant certification helpful. Minimum 1 yr. related experience required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Drivers license. Send cover letter and resume to Sam Weeks.

**Technician GR18 (T1505)**  
**Food Science-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/16/92**

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

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

**Technician GR19 (T7706)**  
**Food Science-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/30/92 Repost**

Conduct microbiological research on the growth of pathogenic microorganisms in refrigerated foods. Prepare media and cultures. Inoculate foods with pathogenic microorganisms. Package and enumerate samples. Develop enumeration procedures. Order supplies and keep accurate records.

**Requirements:** AAS or equivalent in microbiology or related field with emphasis in microbiology. Minimum 1 yr. related experience. Familiarity with enumeration, identification, spectrometry. Ability to conduct independent research with minimal supervision. Experience with pathogenic bacteria. Computer and statistical knowledge helpful. Good communication skills. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T1901)**  
**Clinical Sciences-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/14/92**

Culture tissues, prepare and photograph microscopic preparations, and prepare and stain frozen tissue sections. Prepare Northern and Western blots, assist in cryopreservation of tissue samples, and keep accurate records.

**Requirements:** Bachelors of Science degree or equivalent, preferably in a biological science. 1-2 yrs. related experience. Must be capable of performing sterile techniques. Previous tissue culture experience or molecular biology is highly desirable. Must be willing to work carefully with radioactive or toxic reagents; some such experience is desirable. Willing to perform procedures on tissues from living or dead animals. Send cover letter and resume to Sam Weeks.

**Laboratory Coordinator GR20 (T1903)**  
**Section of Physiology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/14/92**

Set up laboratories and demonstration materials for 200 students in introductory biology. Maintain necessary materials, maintain laboratory facilities, and keep all study center areas orderly. Coordinate lab scheduling for teaching assistants. Maintain accounting of course budget.

**Requirements:** Bachelors degree or equivalent in biology or related science. The applicant must have demonstrated the ability to work in a highly organized and reliable way. Must be able to work in cooperation with other staff. 1 yr. practical experience running or working independently in a research or teaching laboratory desirable. Knowledge of Macintosh and/or IBM computers useful. Drivers license required. May be required to work flexible hours w/in 39 hr. wk. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T1403)**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/9/92**

Provide technical assistance doing molecular and cell biology research in a basic cancer research lab. Manage all lab operations including staff and expenditures. Perform research involving recombinant DNA, protein biochemistry and cell culture techniques. Maintain computerized databases. Variable hours.

**Requirements:** Bachelors degree or equivalent in biochemistry, molecular biology, chemistry or related field. 1-2 yrs. research experience in molecular biology and cell culture. Familiarity with personal computers. Must pass radiation safety course (training provided). Send cover letter and resume to Sam Weeks.

**Animal Health Technician GR20 (T9003)**  
**Veterinary Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 11/7/91**

Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications,

grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.

**Requirements:** AAS degree or equivalent in veterinary technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T1607)**  
**Vet Pathology-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/23/92**

Prepare high quality microscope slides for both diagnostic and research purposes. Perform routine embedding, sectioning and staining of animal tissue. Perform large volume of special staining procedures on rotating basis. Assist in development of contemporary histopathology procedures within the laboratory.

**Requirements:** BS or equivalent required with experience and coursework in histopathological techniques. HT(ASCP) certification or eligibility highly desired. 1-2 yrs. experience as histology technician in a hospital or research laboratory desired. Experience in variety of special staining techniques and immunohistochemistry desired. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T8703)**  
**Dining Services-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/16/92**

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

**Requirements:** AAS degree or equivalent with related computer coursework. Minimum 6-12 months related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, and telecommunication lines. Knowledge of DOS 3.3 (and higher), WordPerfect, Lotus and Foxbase+ preferable. Knowledge of IBM compatible PC hardware desirable. Strong communication and interpersonal skills. Ability to lift 45 pounds. Send cover letter and resume to Sam Weeks.

**CHESS Operator GR24 (T1603)**  
**CHESS-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/23/92**

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. Assist in building new equipment. May assist in experimental programs. Some nights and weekends.

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

## Technical Off-campus

**Technician GR18 (T1001)**  
**Plant Pathology (Geneva)-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/30/92 Repost**

Assist in conducting plant tissue culture and transformation research. Prepare plant tissue culture media and other sterile supplies. Transfer and maintain tissue culture and greenhouse plants. Perform routine chemical assays and record results.

**Requirements:** Associates degree or equivalent in biology, biotechnology, microbiology, or plant pathology. Training or experience in plant micropropagation and bacteriology or microbiology. Course work in genetics and chemistry. Ability to keep accurate records and to work without constant supervision required. Valid drivers license. Send cover letter and resume to Sam Weeks.

**Field Technician GR20 (T1706)**  
**Quality Milk Promotion Services/Cobleskill, NY-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/30/92**

Perform surveys on dairy farms for detection of udder infection in cows, collect milk samples, and examine milking systems and installations. Observe and record environmental conditions and management practices. Assist in collecting blood samples. Enter computer data for reports. Care for equipment and maintain supplies. Perform general housekeeping, maintain stocks, and dispose of media.

**Requirements:** BS degree or equivalent education and experience in dairy science required. Certified Animal Health Technician preferred. 1-2 yrs. related experience including dairy farm work. Strong interpersonal skills. Familiarity with computers, including Lotus and DBase III+. Willingness to learn new skills and work as a team member. Send cover letter and resume to Sam Weeks.

## Technical Part-time

**Temporary Technician (T1601)**  
**Animal Science**  
**Posting Date: 4/23/92**

Perform basic analytical work for nutrition studies, such as proximate analysis. Measure minerals in biological specimens. Use bomb calorimeter spectrophotometer, atomic absorption, and other analytical instruments. Assist in milling experimental feeds and setting up poultry experiments.

**Requirements:** Associates degree or equivalent in chemistry or animal science. 1-2 yrs. experience conducting chemical analyses for nutrition studies. Experience working with common nutritional lab analytical instruments. Able to lift 60-80 pounds. Send cover letter and resume to Sam Weeks.

## Office Professionals

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

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

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

want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

**Office Assistant GR16 (C1903)**  
**Alumni Systems and Gift Services-Endowed**  
**Minimum Biweekly Salary: \$511.68**  
**Posting Date: 5/14/92**

Make biographic and information additions, changes and deletions to the CU alumni and friends database using and IBM 3270 terminal for an on-line system. **Requirements:** High School diploma or equivalent required. Up to 1 yr. related experience. CRT experience preferred. Attention to detail, good organizational and interpersonal skills. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

**Senior Circulation/Reserve Assistant GR18 (C1905)**  
**Access Services/Olin Library-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/14/92**

Process materials for reserve in the graduate study rooms. Create item records for materials to be placed on reserve. Work at the circulation desk. Schedule changes with the academic year.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience with microcomputers. Ability to work effectively with a variety of people in a public services setting. Strong organizational, interpersonal, and communication skills. Must be able to work at the computer terminal for extended periods of time. Must be able to lift/move heavy books (maximum 50lbs). Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Senior Stacks Assistant GR18 (C1906)**  
**Access Services/Olin Library-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/14/92**

Maintain the book stacks of the library. Shelf a large volume of materials. Conduct inventory of library materials and enforce library policies on assigned floor. Open and close the building on assigned days. **Requirements:** High School diploma or equivalent required. Some college background and/or experience with academic libraries preferred. 1-2 yrs. related experience. Must be exceptionally dependable. Must be able to work independently with a minimum of supervision. Strong organizational and interpersonal skills. Experience with computers desirable. Must be able to lift and move heavy books (max 50lbs.) for extended periods of time. Must be able to stand for long periods of time. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Office Assistant GR18 (C1409)**  
**Building Care-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/14/92**

Provide direct clerical and administrative support to the fiscal, business, and training operation of the department. Also provides general support for comprehensive central office operation.

**Requirements:** High School diploma or equivalent. Macintosh computer, software such as Excel, Microsoft Word, Filemaker. Excellent interpersonal skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Assistant GR19 (C1910)**  
**Bursars Office-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/14/92**

Maintain student finance and Cornell Card billing systems. Direct contact with students, parents and other CU departments in person, via telephone and written correspondence concerning student billing. Processing adjustments and other transactions; reconcile statements; and process deposits, vouchers and journal entries.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Knowledge of general accounting. Strong interpersonal skills. Ability to work in an active, complex environment. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR19 (C1911)**  
**University Development-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/14/92**

Provide administrative and secretarial support for the office of Special Gifts. Schedule appointments; answer telephone; distribute mail. Assist in preparing and coordination all correspondence for presidential letters. Assist in coordinating arrangements for campus visits program. Maintain reference materials.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Excellent secretarial, organizational and interpersonal skills. Very good typing skills. Pleasant telephone manner. Knowledge of Macintosh computer and dictation equipment. Ability to work with computer inquiry programs. Familiarity with making travel arrangements. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Office Assistant GR19 (C1802)**  
**Maintenance and Service Operations-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/7/92**

Process all work orders for maintenance, repair, and construction projects. The office assistant is the contact for all inquiries about jobs in progress and account changes.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred in Business Administration or Accounting or equivalent experience preferred. Must demonstrate excellent communication (oral and written). 1-2 yrs. related experience. Education or experience with mainframe and personal computers required; experience using spreadsheets desirable. Must be detailed oriented. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Editorial Assistant GR19 (C1704)**  
**C.U. Press-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/30/92**

Assist six editors in editing department; check all stages of proof; help with manuscript and index preparation.

**Requirements:** AAS or equivalent knowledge of Chicago manual of style desirable. Proofreading skills. Excellent concentration and eye for detail. Ability to organize flow of work and meet schedules for over 140 books per year. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Travel Coordinator GR19 (C1504)**  
**Travel Office-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/16/92**

Provide management, faculty, staff and guests of Cornell, on university business or related business, the most economical international and domestic travel plans. Reserving and ticketing airline, train, car and hotel accommodations.

**Requirements:** High School diploma or equivalent. Commercial travel agent with 1-3 yrs. actual working experience with travel agency or airline. Must be proficient on American Airlines Sabre Computer Reservation System. Accuracy in domestic and international schedules, fares, rules, and ticketing essential. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Restaurant Service Coordinator GR20 (C1915)**  
**Statler Hotel-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/14/92**

Help the Food and Beverage director plan, coordinate, schedule and manage, in an efficient manner, the food production and service in Mac's cafe.

**Requirements:** High School diploma or equivalent. Minimum of 5 yrs. experience in quantity food production and cafeteria service; AAS degree in restaurant management or culinary arts preferred; proven ability to assume responsibility, exercise authority and use good financial management. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Restaurant Coordinator GR20 (C1917)**  
**Statler Hotel-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/14/92**

Helps the Terrace restaurant manager or Food and Beverage director plan, coordinate, schedule and manage, in an efficient manner, the food production and service in the club dining room, club coffee hour and room service.

**Requirements:** High School diploma or equivalent. Minimum of 5 yrs. experience in quantity food production and cafeteria service required; AAS degree in restaurant management or culinary arts preferred; proven ability to assume responsibility, exercise authority and use of good financial management and planning skills.

**Senior Department Assistant GR20 (C1907)**  
**Media Department/UrIs Library-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/14/92**

Share responsibility for day-to-day administration for the Media department. Manage the viewing/listening facility. Supervise student assistants and run the Cornell Lectures Recording program. Deal extensively with a wide variety of audiovisual materials and equipment and computer applications. Monday-Thursday, 10am-7pm, Friday 9am-5pm.

**Requirements:** Associates degree or the equivalent required. Formal training in communications and/or instructional media highly desirable. 2-3 yrs. related experience with all commonly used audiovisual materials and equipment. Good organizational and interpersonal skills essential. Computer skills and supervisory experience preferred. Strong command of spoken and written English. Ability to lift and carry equipment (up to 40lbs.) daily. Ability to climb multiple flights of stairs many times daily. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include Employee transfer application.

**Curatorial Aide GR20 (C1913)**  
**Section of Ecology and Systematics-Statutory**  
**Minimum Biweekly Salary: 5/14/92**  
**Posting Date: 5/14/92**

Assist curatorial associates in daily operation of research and teaching aspects of fish, herp, bird, and animal collections. Duties include recordkeeping, data entry, specimen preparation, collection maintenance, and miscellaneous duties associated with vertebrate collections.

**Requirements:** Associates degree or equivalent required. B.S. degree preferred. Some coursework in biological sciences and/or experience with taxonomic keys and biological collections. Ability to work independently, exposure to research environment, and attention to detail and organization extremely important. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Aide GR20 (C1902)**  
**History of Art and Archaeology-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/14/92**

Provide research aide, copy editing, administrative and secretarial support to the Aegean Dendrochronology Project.

**Requirements:** B.A. in either archaeology, history, or communication arts. Minimum 1-2 yrs. copy editing, administrative and secretarial experience. Ability to learn new things quickly is essential. Knowledge of wordperfect 5.1. Ability to operate scanner. Knowledge of Cornell library system including finding obscure books and journals in a variety of languages. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Aide GR20 (C1601)**  
**CRSR-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/23/92**

Provide support for research group in planetary science, including library research, typing technical MSS and government grant proposals; making complex travel arrangements; purchase orders, vouchers and reimbursements; handling sensitive and diverse telephone calls; provide backup in general clerical duties.

**Requirements:** AAS degree or equivalent. Bachelors degree preferred or equivalent. Some science background helpful. Word processing, accurate typing and good language skills required. Some technical typing experience helpful. Familiarity with Cornell library system and accounting useful. Able to handle wide range of projects under pressure. Excellent telephone technique. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Computing Administrative Assistant GR21 (C1912)**  
**Computer Science-Endowed**  
**Minimum Biweekly Salary: 5/14/92**  
**Posting Date: 5/14/92**

Provide administrative and organizational support to director of computing facilities and facilities staff. Provide problem resolution and front-line response and tracking for all problems and requests from faculty, staff and students to computing facilities support group. Organize and maintain computer accounts, inventory records, and computer backup tapes for the computer science departments computing facility, consisting of approximately 300 users on 200 departmental workstations and servers.

**Requirements:** Associates degree or equivalent combination of education and experience. A high level of general administrative and organizational skills essential, including demonstrated initiative and problem solving abilities, technical typing and ability to run documentation library. Experience with computer systems and multiuser system such as UNIX, including familiarity with editing, printing and text processing tools. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C1610)**  
**Africana Studies and Research Center-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/23/92**

Provide secretarial and administrative support to the Director and Administrative Manager. Responsible for department and grant account maintenance. Prepare and maintain student appointment files. Monitor and



coordinate faculty searches. Backup to Administrative Manager.

**Requirements:** Associates degree or equivalent required. 2-3 yrs. secretarial and Cornell accounting experience. Experience with Macintosh computer. Working knowledge of Microsoft word and Excel software. Must be able to work under pressure and tight deadlines. Excellent communication and interpersonal skills. confidentiality a must. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Student Loan Coordinator GR22 (C1909)

**Bursars Office-Endowed**

**Minimum Biweekly Salary: \$641.92**

**Posting Date: 5/14/92**

Coordinate the servicing from disbursement through repayment of CU supplementary Loan Program. Act as a liaison with Financial Aid, Accounting and Dormitory Authority of the State of New York to administer the fund.

**Requirements:** Associates Degree or equivalent. 3-4 yrs. related experience. Good accounting skills. Ability to work with sophisticated loan management system. Excellent communication and interpersonal skills to work with borrowers. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

#### Accounts Coordinator GR22 (C1803)

**Administrative Services-Endowed**

**Minimum Biweekly Salary: \$641.92**

**Posting Date: 5/7/92**

Provides administrative support for various business/accounting functions. Coordinates the Cornell utilities billing system. Prepares budget, operating, and forecast reports.

**Requirements:** Associates Degree or equivalent in accounting, business or equivalent previous experience. 3-4 yrs. of related experience in budgeting, forecasting, and cost accounting techniques. Data processing coursework and experience desirable. Experience using personal computers (Macintosh) necessary. Cornell accounting system experience desirable. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

#### Assistant Costume Shop Manager GR23 (C1406)

**Theatre Arts-Endowed**

**Minimum Biweekly Salary: \$669.23**

**Posting Date: 4/9/92**

Assist Costume Shop Manager in all phases of shop operations in constructing costumes for theatre productions. Purchase supplies and materials, monitor budgets and inventory; draft and drape patterns, construct costumes; assist with the supervision of student personnel.

**Requirements:** BA or equivalent in theatrical costumeing. Theatrical costume construction, patterning skills, costume crafts-dyeing, millinery, tailoring, etc. Experience operating costume shop equipment. Budgeting and supervisory experience. Good interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

## Office Professionals Off-campus

#### Accounts Assistant GR18 (C1007)

**Horticultural Sciences/Geneva, NY-Statutory**

**Minimum Biweekly Salary: \$542.89**

**Posting Date: 5/7/92**

Assist administrative team with daily operations of department. Provide support in financial and personnel document processing; receive all request to purchase and process invoices for payment; initiate travel reimbursements to faculty and staff.

**Requirements:** High School diploma or equivalent. Some college coursework preferred. 2 yrs. related clerical experience. Working knowledge of bookkeeping procedures, familiarity with Macintosh computer capabilities desired. Ability to maintain confidentiality, be flexible and string interpersonal skills a must. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Administrative Aide GR21 (C1901)

**ILR-Extension and Public Service, Albany-Statutory**

**Minimum Biweekly Salary: \$615.42**

**Posting Date: 5/14/92**

Responsible for all aspects of office data processing, training office personnel in data processing operation, facilitating hookups to other organizations, etc. Register students, coordinate programs, purchase advertising, write and design ads. Other duties as assigned.

**Requirements:** AS degree or equivalent. 2-3 yrs. related experience required. High School diploma or equivalent and 6-8 yrs. related experience. Significant experience and proficiency with microcomputers required. Experience in an academic environment is a plus as is in marketing. Ability to use Macintosh computers—Microsoft Word, Pagemaker, Filemaker, Excell, and other programs is required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Administrative Aide GR21 (C1805)

**ILR Extension and Public Service, NYC-Statutory**

**Minimum Biweekly Salary: \$615.42**

**Posting Date: 5/7/92**

Administrative support for Management Development and Human Resources Programs staff. Act as registrar for workshops, seminars, and conferences. Word processing of letters, memoranda, lesson plans, proposals, training materials and reports. Design flyers and notices advertising seminars, conferences, forums, and other flyers and notices. Maintain budget and financial records. Prepare vouchers for staff travel. 9-5 Monday-Friday.

**Requirements:** Associates degree or equivalent required. 2-3 yrs. administrative aide experience preferred (or equivalent education and experience); accurate typing, proficiency in wordperfect 5.1 required. Ability to accurately perform work involving many details. Good customer relations and telephone skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Employees should include employee transfer application.

#### Administrative Aide GR22 (C1804)

**ILR Extension and Public Service, Albany-Statutory**

**Minimum Biweekly Salary: \$641.92**

**Posting Date: 5/7/92**

Administrative support for District Director, assist in all nonconfidential aspects of director's job. Assist in preparation of speeches/remarks, coordinate self-managed administrative team, all office functions including those of exempt staff. Interview prospective temporary and permanent nonexempt staff and make hiring recommendations. Prepare budgets, make projections and recommendations based on budget analyses.

**Requirements:** AS degree or equivalent required. 3-4 yrs. related experience. Demonstrated ability to manage an office, to start up and manage projects and the ability to supervise. Knowledge of Macintosh computers and Microsoft Word required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

## Office Professionals Part-time

#### Museum Receptionist GR16 (C1801)

**Johnson Museum-Endowed**

**Minimum Biweekly Salary: \$511.68**

**Posting Date: 5/7/92**

Operate museum reception desk in lobby. Provide information to visitors; sell cards, catalogs, and posters; answer telephone; take accurate messages for staff members; relay accurate information to weekend supervisor, provide security to museum lobby; and be available to work special events during evening hours and for substituting for weekday receptionists. Sunday and Saturday, 10am to 5pm special events and substituting.

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

#### Office Assistant GR17 (C1916)

**East Asia Program-Endowed**

**Minimum Full-time Equivalent: \$530.38**

**Posting Date: 5/14/92**

Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.

**Requirements:** High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Senior Records Assistant GR18 (C1904)

**Acquisitions/Law Library-Endowed**

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

**Posting Date: 5/14/92**

Process gifts and exchanges, maintain files of missing items, and assist in collection development activities and other special projects. 20 hrs/week.

**Requirements:** High School diploma or equivalent. 1-2 yrs. library experience. Some college coursework preferred. Good interpersonal skills. Familiarity with computers, online searching, and library catalogs. Requires flexibility, willingness to take on a variety of tasks, and ability to work independently and maintain a high level of productivity. Ability to move heavy book trucks (Maximum of 50lbs.). Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### FarmNet Operator GR18 (C1707)

**Agricultural Economics-Statutory**

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

**Posting Date: 4/30/92**

Provide farm families with support using the information 800#, referral, consulting system. Support in areas of emotional, legal, financial and family issues. Until 3/31/92, further employment contingent upon continued funding.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. Strong listening and interpersonal skills. Familiarity with farming and farm families necessary. Familiarity with Cornell Cooperative Extension very desirable. Computer WP 5.2 experience a must. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Administrative Aide GR19 (C1708)

**Education-Statutory**

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

**Posting Date: 4/30/92**

Provide administrative support for National Science Foundation sponsored research project in mathematics education, including management of computer systems, video system, correspondence, project accounts, and organization of project materials. Until 6/30/93 contingent on continuation of grant to be arranged.

**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 yrs. related experience in office management. Knowledgeable about Macintosh computers with word processing experience. Strong interest in computers required. Accounting and/or editing experience desired. Strong organizational skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include a employee transfer application.

#### Senior Night Supervisor GR20 (C1908)

**Public Services/Music Library-Endowed**

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

**Posting Date: 5/14/92**

Supervise and assist in the circulation operations of the Music Library. Provide information and reference assistance to patrons. Responsible for the security of the building during evening and weekend library hours.

Assist with collection maintenance and processing operations. 20 hrs./week.

**Requirements:** Associates degree in music with emphasis in music history. 2-3 yrs. related experience. Experience supervising others. Good interpersonal and organizational skills. Knowledge of at least one foreign language. Must be able to work well under pressure. Must be able to lift books and push heavy book trucks (maximum 50lbs.). Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

## Office Professional Temporary

#### Temporary Office Assistant (S1801)

**Entomology-Statutory**

**Posting Date: 5/7/92**

Provide clerical support. Duties include typing, sorting and posting mail, copying, filing, and answering phones.

**Requirements:** High School diploma or equivalent. Minimum 1 yr. office experience. Computer experience preferred. Ability to work independently. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

## General Service

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

#### Maintenance Mechanic SO05 (G1901)

**Athletics-Endowed**

**Hiring Rate: \$7.53**

**Posting Date: 5/14/92**

Maintain golf course grounds, physical plant and assist mechanic in repair, maintenance and service of course equipment.

**Requirements:** High School or equivalent. Knowledge and skill of turfgrass maintenance related to golf. Knowledge of engines, ability to operate power equipment. Valid NYS drivers license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Plant Operator TO06 (G1801)

**Utilities-Endowed**

**Posting Date: 5/7/92**

Operate and maintain water purification plant. Perform necessary tests as required by federal and state regulations. Rotating shift; weekends and holidays.

**Requirements:** Associates degree or equivalent. candidates must possess NYS water treatment and purification license grade IIA or have sufficient education and experience to secure the license. Experience in operation of water treatment plant and related systems required. Knowledge of chemistry, math, mechanical background and laboratory experience necessary. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

#### Senior Instrument and Controls Mechanic/Operator (G1401)TO07

**Utilities-Endowed**

**Posting Date: 4/9/92**

Maintain, repair, and calibrate the state of the art Utility Plant instrument and computer control systems. Perform electronic, electrical, and mechanical trouble shooting and maintenance on utility plant equipment necessary to assure continued and efficient operation of plant functions.

**Requirements:** Associates degree in Electrical, Electronics or Electromechanical Technology, or equivalent, required. 3-5 yrs. related experience in utility plant electric and solid state electronic controls preferred. Control system operation and maintenance desirable. Experience with control computer systems and personal computers desirable. Demonstrated ability to troubleshoot equipment and system problems. Ability to learn new technologies required. Must maintain a valid New York State drivers license. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

## General Service

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

## General Service Part-Time

#### Clinic Aide SO03 (B1501)

**Veterinary Medical Teaching Hospital-Statutory**

**Hiring Rate: \$6.83**

**Posting Date: 4/16/92**

Aseptic cleaning of areas of Small Animal care and treatment. Mopping, trash removal, general cleaning, stocking, vacuuming, removal of biohazardous waste. Monday-Saturday, 3:00am-7:00am, 24 hrs/week.

**Requirements:** High school education or equivalent. Experience with housekeeping/custodial services supplies and equipment. Must be able to work around small animals and in a teaching hospital setting. Send cover letter and resume to Cynthia Smithbower.

## Academic

#### Instructor—Introductor Computer Course City and Regional Planning at Cornell University

**Posting Date: 5/14/92**

Seeking and instructor to teach Introduction to Computers in Planning during the fall 1992 semester. The course is designed to provide an introduction to microcomputers and their application in planning. The primary objective of the course is to familiarize students with fundamental microcomputer concepts and skills as they are utilized in the planning field. The course assumes little or no prior experience with computers on the part of students who take it.

**Minimum Requirements:** PhD in appropriate area or Master's degree in appropriate area plus relevant experience.

**Salary:** To be negotiated.

**Contact:** Professor Richard S. Booth, Chair, Department of City and Regional Planning, 106 West Sibley Hall, Cornell University, Ithaca, NY 14853. (607) 255-4332.

#### Lecturers/Teaching Associates for the 1992-93 Academic Year

**Modern Languages and Linguistics**

**Posting Date: 5/14/92**

At the present time there are specific language openings in English for academic purposes (English as a second language), Italian, Japanese, Javanese, and Sinhala.

In addition, full and part-time lecturer and teaching associate position sometimes become available of short notice. The DMILL would like to update its files of candidates qualified to teach the following languages: Chinese, French, German, Hindi, Indonesian, Khmer (Cambodian), Korean, Spanish, Thai, Tamil, and Vietnamese.

Please send a letter and resume describing past language teaching experience, level of fluency, educational background, and the names of at least two individuals we can contact for references. Materials will be reviewed by the appropriate faculty supervisor; if and when openings arise, qualified candidates identified in this way will be contacted. Address inquiries to: John S. Bowers, Chair, Department of Modern Languages and Linguistics, 209 Morrill Hall, Cornell University, Ithaca, NY 14853-4701

#### PA#16 Resource Management Educator

**Location: Tompkins County, Ithaca, NY**

**Posting Date: 5/7/92**

Responsible for leadership in the planning, implementation, and evaluation of innovative educational programs in resource management for individuals, families, and communities for Cornell Cooperative Extension of Tompkins County. Also works in conjunction with multicounty teams as appropriate. Resource management includes financial management, consumer decision-making and policy issues related to personal, family, and community well-being across the life cycle. Provide leadership for interdisciplinary association issue team on resource management and facilitate community and volunteer development related to this programming. Extend educational programming through community agencies, organizations and Cornell Cooperative Extension volunteers. Work as a team member in addressing local, regional, and statewide program priorities.

**Minimum Qualifications:** Bachelors degree and progress towards a masters degree in human ecology/home economics or related area with resource management, financial management, consumer economics or other field appropriate to responsibilities of this position. Three years related experience as a cooperative extension agent or equivalent professional experience in teaching or education in a community setting or masters degree and one year relevant experience. Coursework in adult/youth education, communication and human services is highly preferred. Salary: \$23,200, commensurate with qualifications. Apply by May 29, 1992 to Barbara Eshelman, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

# CORNELL Employment News

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