

# CORNELL Chronicle

Volume 24 Number 9 October 22, 1992

## Visiting composers

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A new Music Department program is bringing a series of prominent contemporary composers to campus to explore the writing and making of 20th-century music.

## 'Whey' to go

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With a special knowledge of protein-folding chemistry, a lot of air and a little ethanol, food scientists have developed a foaming process to turn whey, the waste from cheese-making, into a shopping list of useful products.

## Homecoming: So much to do; so little time

By Martin B. Stiles

Today, for far more than the obvious reason, a Cornell education is a primary prerequisite for attending Homecoming Weekend this Friday, Saturday and Sunday.

Homecoming is no longer simply a question of deciding when to break away from the tailgate party to get in the stands in time for the big football game Saturday afternoon, this year against Ivy League rival Dartmouth starting at 12:30 p.m.

In addition to the football game there are 117 other activities listed in a 10-page Homecoming program sent earlier this month to alumni.

Only a Cornell education could prepare one to face such diversity — three days of often conflicting cultural, social, informational and athletic events prompting crucial decisions as to what to do, where to go and when to do it.

For example, starting at 9 a.m. on Saturday are:

- The Homecoming Symposium in Alice Statler Auditorium, featuring noted biologist Thomas Eisner speaking on "The New Natural History: On Bugs and What We Can Learn from Them."

- The Big Red alumni baseball game at Hoy Field.

- A guided tour of campus from the Day Hall lobby.

- An Alumni/Student Career Fair in Room 105 of the School of Industrial and Labor Relations' Conference Center.

### Homecoming parade

While the Homecoming Parade, which starts at 10:45 a.m., makes its way from Malott Hall down Tower Road to East Avenue and then to Campus Road before ending at Schoellkopf Field, there also will be a tour of the Center for Theatre Arts, admissions information sessions, tailgate parties and the All-Alumni Homecoming Luncheon in Trillium. Take your pick.

And pick and choose will be the order of the day throughout the weekend. This year for the first time, alumni who filled out a registration form in the Homecoming program may attend specified regular classes on Friday.

Performances of the play *My Children! My Africa!* are scheduled throughout the three days at the Center for Theatre Arts. Times are listed in the program.

The annual Glee Club Fall Concert will take place in Sage Chapel at 8:15 p.m. Saturday night.

The speaker at Sunday's 11 a.m. Sage Chapel service will be Gary A. Rendsburg, associate professor of Near Eastern studies.

## Auction on Friday will benefit athletics

By Martin B. Stiles

Everything from a Ken Dryden autographed hockey stick to cars, boats and even vacation trips to the Caribbean and Vail, Colo., will be available to the highest bidder at the third annual Big Red Sports Auction Friday, Oct. 23, starting at 6:30 p.m. at the Alberding Field House.

Scheduled for the first time during Homecoming Weekend, the fund-raising event for Big Red athletics is open to the public. More than \$10,000 was raised at each of the previous auctions.

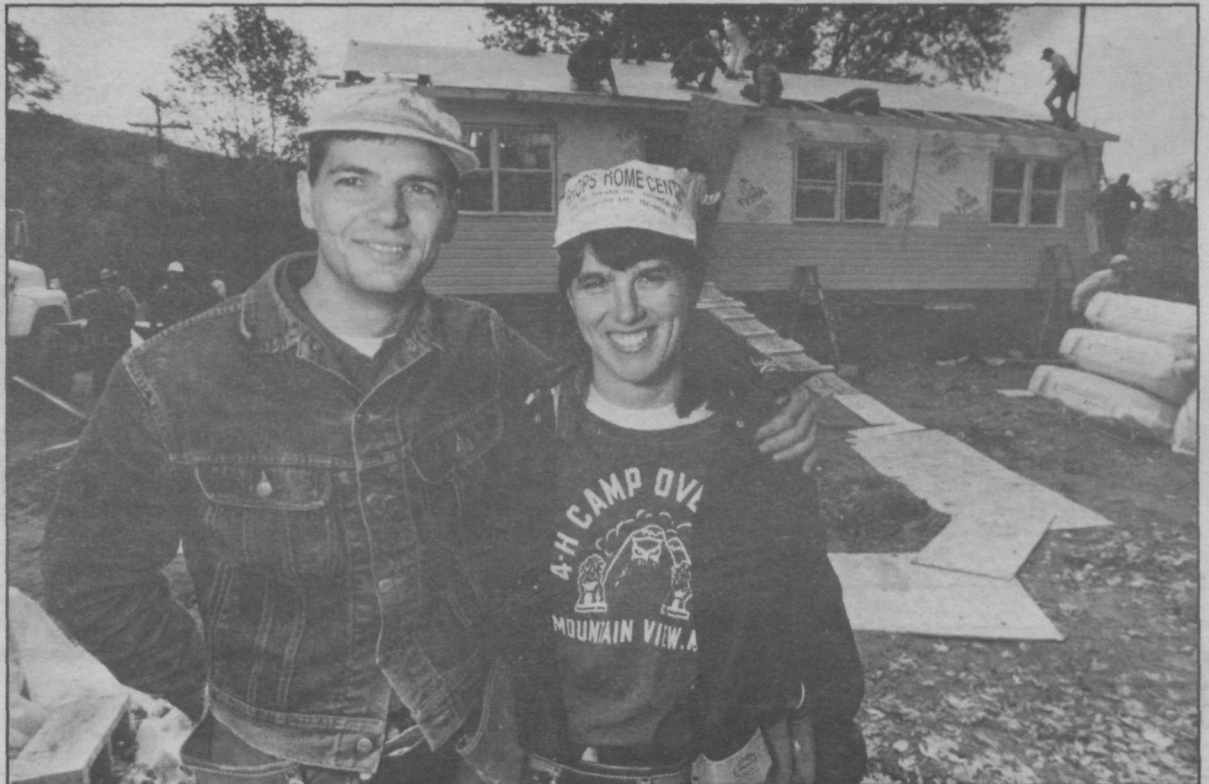
The two-part event will include a "silent auction" in which attendees may write down bids next to items, mostly sports memorabilia including pictures, hats, autographed balls and even posters signed by Heisman Trophy winners. People may place bids any number of times until this portion of the bidding ends at 8 p.m. A person may write in any number of bids on a single item as the bids climb.

At 8 p.m., an auctioneer will auction off the more glamorous items, donated by Cornell alumni and friends of Big Red sports.

Items available during the silent and live auctions will include autographed items from former and current professional football, basketball and hockey stars such as Michael Jordan, Neal Anderson, Randall Cunningham, Dan Marino, Joe Nieuwendyk, Mario Lemieux and Ken Dryden.

Other items include fishing trips, dinners, movie passes, weekend trips and all kinds of clothing. There will be a \$3 per person admission charge to cover unlimited drinks and snacks and the issuing of an auction number.

## Building love, Part 1



Peter Morenus/University Photography

On the biggest day of their lives, Grant Johnson and Sylvia Jones, members of the Cornell chapter of Habitat for Humanity, were among 200 volunteers who built a three-bedroom house in West Danby on Saturday in a one-day building blitz organized by Habitat and the Tompkins-Cortland Homebuilders Association. They "just couldn't miss the blitz," both said as they worked on the project all morning before meeting again for another commitment in another place that afternoon. See picture on Page 3.

## Public transit facility opens next week

By David I. Stewart

In an unprecedented display of cooperation, Tompkins County, the city of Ithaca and Cornell broke ground in October 1991 for a shared public transit maintenance and administration facility.

Just one year later, it will be unveiled during a grand-opening celebration that includes state and federal officials, along with a host of local dignitaries. A ribbon-cutting ceremony is set for Tuesday, Oct. 27, at 2 p.m., followed by an open house.

Franklin White, commissioner of the New York State Department of Transportation, and Leonard Braun, eastern director of the Federal Transit Administration, are among officials scheduled to speak at the ceremony.

Other speakers will represent the city, county and university.

The state-of-the-art Ithaca Tompkins Transit Center will house TOMTRAN, the county's transit program; the city's Ithaca Transit system; the university's CU Transit Inc.; and Gadabout, a non-profit, volunteer-operated transit provider for elderly and mobility-impaired residents.

The center includes storage, maintenance and administrative facilities.

The facility's original \$6.2 million price tag includes Federal Transit Administration funds of \$3.25 million and \$448,000 from the New York State Department of Transportation.

The project not only has come in on time, but it is under budget at \$5.4 million — a savings of \$680,000 in local funds. Cornell is contributing \$848,000, the second-largest share after the federal government, and the city and county each are contributing \$424,000.

### Cost-sharing approach

"This cost-sharing approach with local government not only will save each partner money but will provide local citizens with improved, convenient public transit operations," said James E. Morley Jr., the university's senior vice president.

"The dedication of the transit center celebrates the spirit of enterprise and partnership for public service and marks a milestone in the history of public transportation in Tompkins County," said Robert Watros, chair of the Tompkins County Board of Representatives.

The facility, near the municipal golf course, offers easy

*Continued on page 2*

## Gay studies field challenges sexual norms

By Lisa Bennett

Forty students crowded into a classroom overlooking a sunny Arts Quad last semester and talked about sex: gay sex, lesbian sex and heterosexual sex between cross-dressers.

They talked about it from the perspectives of personal experience, popular literature and politics. But most of all they talked about sex and sexuality from the perspective of theories about sex. The theories they invoked — of social constructionism, in the wake of philosopher Michel Foucault's work on sexuality — have been discussed across the Quad for the past 20 years to examine literature, history and art.

But only for the first time this past year was the social construction of sexuality institutionalized under a new graduate minor field of lesbian, bisexual and gay studies.

The field of gay studies, according to some, is the hottest new movement in academia today, one that is following in the footsteps of women's studies and African-American studies programs. To others, it is the worst example of what political

correctness and multiculturalism have wrought.

But such judgments aside, what the people involved in gay studies at Cornell are attempting to do is this: open up the study of sexuality, which is often treated with either silence or surface talk, to thoughtful, thorough discussion; develop a better vocabulary for talking about it; examine the ways in which sexuality is controlled in social life and the reasons people attempt to control others' sexual lives; and identify and unravel what they perceive as myths about sexuality.

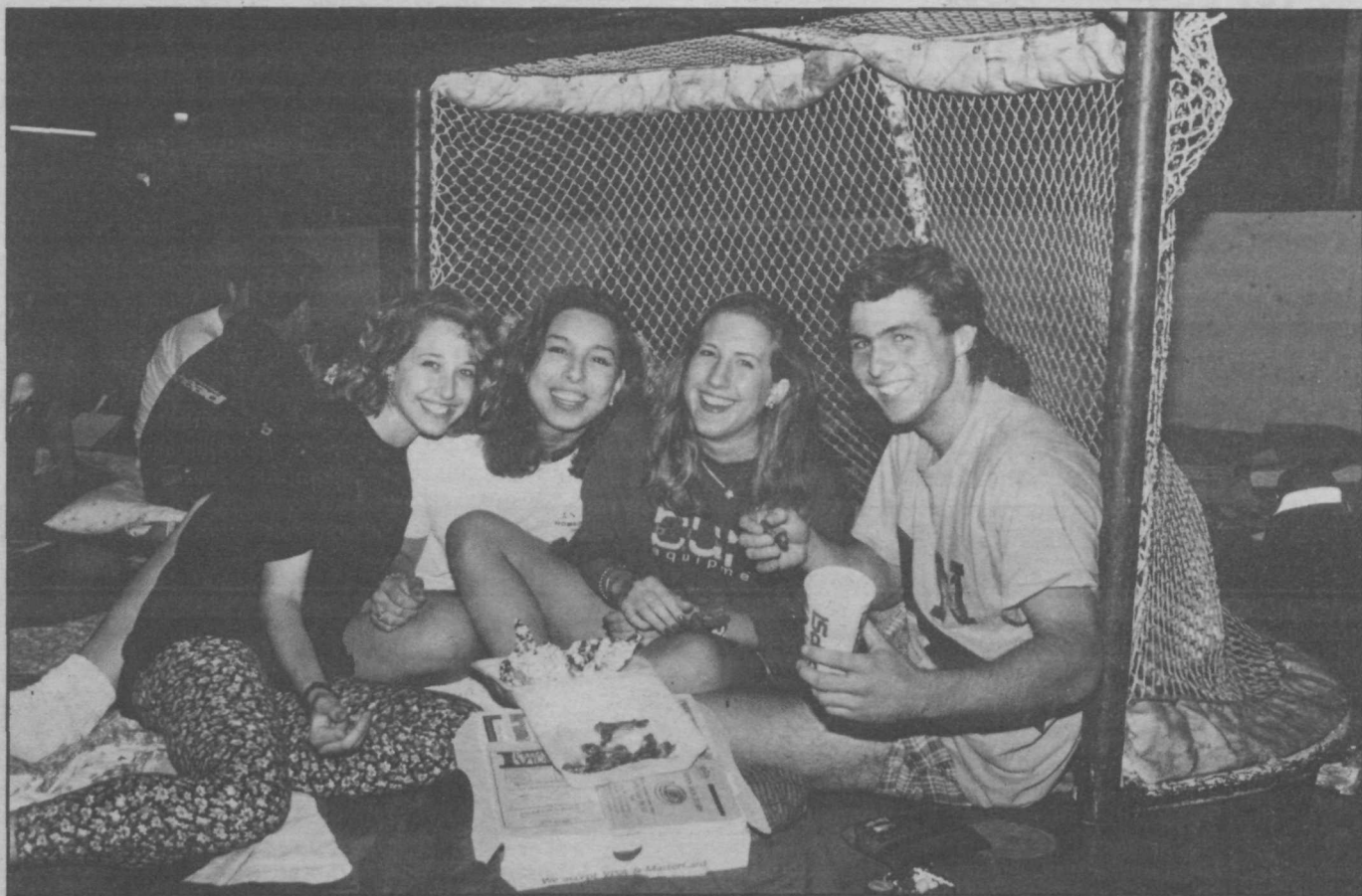
They aim to reveal that sexuality — heterosexuality just as much as homosexuality — is not self-evident nor natural but far more complicated and variable than people tend to think.

"Most of us who set up the field here are committed to demystifying and decentralizing the assumptions and myths about sexuality," said Biddy Martin, an associate professor of German studies and women's studies, a specialist in gay studies and graduate field representative for the new minor until she went on sabbatic this fall. Nelly Furman, professor of romance

*Continued on page 4*



## Just whose pastime is this?



Judging by the popularity of Cornell ice hockey, one might think the sport is the national pastime south of the border, not in Canada. Season tickets for faculty and staff go on sale Oct. 27 beginning at 9 a.m. at the Alberding Field House ticket office, Room 103. When student tickets went on sale earlier this semester, these four fans (from left), seniors Alise Rosenberg, Mark Kubiak and Candie Chase and sophomore Stan Klatz, joined the waiting late-night crowd in Lynah Rink.

David Lynch-Benjamin/University Photography

## BRIEFS

• **Flu vaccine:** University Health Services will offer flu vaccine shots next week for students, faculty and staff in the main lobby of Gannett Health Center. The clinic is scheduled Oct. 26, 27 and 28 from 1:30 to 4 p.m. and Oct. 29 and 30 from 8:30 to 11:30 a.m. No appointment is necessary. The \$8 fee may be paid by cash, check, bursar billing, Mastercard or Visa. The flu vaccine is recommended for individuals with chronic medical conditions (such as heart or lung disease, asthma or diabetes) and those over 65 years of age. It is also recommended for those wishing to minimize the risk of contracting influenza and avoid disruption of routine activities during epidemics. The vaccine should not be taken by people who are allergic to eggs. More information is available by calling 255-6955.

• **Cost-saving ideas:** The National Association of College and University Business Officers (NACUBO) and the USX Foundation Inc. are again sponsoring a cost-reduction incentive awards program for 1993. Ideas do not have to have been implemented in this calendar year. The university will hold its own contest, awarding prizes ranging from \$100 to

\$500, for cost-saving ideas. The top university winners will be submitted to the national competition. All entries should be submitted to Ann Roscoe, 317 Day Hall, no later than Nov. 13. For more information, call Ann Roscoe at 255-3418.

• **Thanksgiving help:** The International Students Programming Board is looking for faculty and staff to invite international students to their homes for a traditional Thanksgiving meal. For more information, call Stephanie at 273-0349 or Carole and Rita at 256-7967.

• **Bloodmobile:** The American Red Cross Bloodmobile will be at the Memorial Room of Willard Straight Hall Oct. 26 from 10 a.m. to 4 p.m.

• **Clock and battery change:** Cornell Life Safety is asking everyone to begin a life-saving habit this year. When turning your clocks back one hour to standard time Oct. 25, also change the batteries in your smoke detectors.

• **Macintosh workshops:** Cornell Informa-

tion Technologies and Apple Computer Inc. will be presenting a series of six workshops on integrating Macintosh technologies into instructional activities. For more information, call Tammy Drake at 255-3329 or send electronic mail to LTP@CORNELL.EDU.

• **Pro Shop sale:** The Pro Shop at the Robert Trent Jones Golf Course is holding a sale Oct. 23-25, featuring logo sweaters and shirts, golf bags, irons, shoes, hats and gloves. Also, fees and cart rentals will be reduced in price from Oct. 23 to the end of the year.

• **Election specials:** Cornell Dining and the Big Red Barn Graduate and Professional Student Center are holding a dining series entitled "Election Selection for Great Family Values" until Nov. 4. Selections include the Silver Fox (three kinds of cheese and turkey on white bread), the Bill Grill and other specials.

• **Assembly:** The University Assembly will meet Oct. 28 at 4:30 p.m. in the Willard Straight Hall Art Gallery. Senior Vice President James E. Morley Jr. will discuss quality improvement processes.

## 3 arrested after Saturday confrontations

Three persons were arrested on campus Saturday during confrontations between Public Safety officers and protesters at a conference in Uris Hall sponsored by the Ivy League Coalition for Life.

Public Safety officers initially were called to Uris Hall at about 9:30 a.m. by persons who said they were being prevented from entering the hall by demonstrators at a separate rally sponsored by the Cornell Reproductive Rights Alliance. Public Safety officers escorted persons into the hall.

Shortly after 10 a.m., a group of demonstrators entered Uris Auditorium and disrupted the conference by chanting and yelling. They were given warnings to leave by university officials.

While demonstrators were filing out of the auditorium, Public Safety officers arrested one man who allegedly tipped over a literature table, said William Boice, acting director of Public Safety. As officers took the man to be booked in Barton Hall, they were followed by a group of demonstrators who initiated a confrontation in the Barton Hall parking lot, he said.

Two persons were arrested as a result of that disturbance. They were: Isaac Kierdorf, 19, of Ypsilanti, Mich., who was charged with second degree assault and resisting arrest, and Caroline Rose Wong, 19, of Albany, who was charged with second degree assault, resisting arrest, second degree escape and possession of a noxious material. The first man arrested fled during the melee. Wong was seized by Public Safety on East Avenue, after fleeing the scene.

Kierdorf and Wong were arraigned in Ithaca City Court Saturday afternoon and both posted bail.

Three Public Safety officers suffered minor injuries during the confrontation.

Ithaca City Police assisted Public Safety in keeping order on Saturday afternoon. A Cayuga Heights police officer assisted in the Wong arrest.

## Transit facility *continued from page 1*

access to Route 13. The building site is a 2-acre plot, and the facility is 50,000 square feet.

Inside, there's room for the administrative staff for all transportation providers and for as many as 54 buses.

Up to now, all the buses in Tompkins County were stored out of doors. The cost savings realized just by protecting the buses from harsh winters is

expected to be significant.

In addition, combining the storage and service functions for all bus lines in the county will result in lower costs for personnel, maintenance and supplies.

It also will "provide a better integration of service and information for all public transit services, all to the benefit of local residents," said William E. Wendt, director of transportation services at Cornell.

In the late 1970s, Cornell and the county joined forces to expand the university's on-campus bus service and initiate the public TOMTRAN service.

Today, CU Transit operates the TOMTRAN fixed-route services under contract with Tompkins County, logging more than 500,000 miles a year.

Last year, in an effort spearheaded by Cornell, the university, city and county worked together to produce a map showing all of their services.

This was the first full-system map ever produced for Tompkins County.

The map works hand-in-hand with Cornell's transit-incentive program, which has reduced the number of staff and faculty vehicles coming to campus by more than 2,000 cars each day.

About one-third of the university's 9,200 full-time employees are participating in the OmniRide, RideShare and related transportation programs.



ITHACA TOMPKINS  
TRANSIT CENTER

## CORNELL Chronicle

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## GRADUATE BULLETIN

**Dissertation and Thesis Seminars** will be held in the Morison Seminar Room, Corson/Mudd Hall, at 1 p.m. Oct. 26 for master's theses and 1 p.m. Oct. 27 for dissertations.

**Spring enrollment:** Course pre-enrollment will be held Oct. 21-Nov. 4 in Sage Hall.

**Fellowships:** Applications for NSF Graduate Fellowships, NSF Minority Graduate Fellowships, Ford Foundation Predoctoral Fellowships for Minorities, Howard Hughes Medical Institute Pre-Doctoral Fellowships in the Biological Sciences Fellowships and Hertz Graduate Fellowships are available in Graduate Fellowship Office.

**Summer Support:** Dec. 15 is the deadline for filing documents with the Graduate Fellowship Office for 1993 summer awards. This includes 1992-93 GAPSAS or federal aid application; 1991 federal income tax form; financial aid transcript from institutions attended prior to Cornell; and Selective Service compliance form. These documents apply to U.S. citizens or permanent residents only.



# Music Department series brings composers to campus

By Carole Stone

Martin Bresnick, an influential composer and professor of composition at Yale University, will visit campus on Friday as part of the Music Department's new visiting composer series.

Bresnick will meet with eight students studying music composition and with the composers who are their teachers, Professor Steven Stucky and Assistant Professor Roberto Sierra — and with other people from the Music Department and elsewhere on campus who have found the weekly colloquium lively and enjoyable.

The Composers Forum is devoted to the writing and making of 20th-century music, especially music of the last four or five decades.

"It is unusual that we have some of the best people in the world coming in our first year of this new series," said Stucky, who has been composer-in-residence with the Los Angeles Philharmonic Orchestra and whose commissions have included a composition for Carnegie Hall's centennial.

## Gyorgy Ligeti to visit

Among the composers expected to visit the Composers Forum this year is Hungarian-born composer Gyorgy Ligeti, whom Stucky called "perhaps the most important composer alive today."

"It would be hard to overestimate how excited we are about his visit," Stucky said.

Most people know Ligeti from his music used to introduce the monolith in Stanley Kubrick's movie *2001*, said Sierra, who studied with Ligeti, as did Bresnick.

"He is a wonderful teacher and a wonderful

speaker, someone who relates music to life outside composition," Sierra said. "Even at 70 he is interested in fractals and chaos theory. He even asked to be taken on a tour of the Theory Center while he is here."

"This is an enviable situation — to have people of this stature coming here," said Sierra, who came to Cornell this fall from the Milwaukee Symphony Orchestra where he has been composer-in-residence for three years.

Bresnick's talk will be at 1:25 p.m. in 301 Lincoln Hall, the usual time and place of the Composers Forums. At 8:15 p.m. in Barnes Hall, the Cornell Contemporary Chamber Players will give a concert featuring Bresnick's music.

Other composers scheduled to visit this academic year are:

- Yale University Professor Jacob Druckman, a highly influential composer and teacher and a leader of American music as head of the Aaron Copland Fund and the Koussevitzky Foundation, Feb. 19.

- Ligeti, who will give a university lecture on March 15 at 4:30 p.m.

- Scottish-born composer Thea Musgrave, who teaches at the Aaron Copland School of Music at Queens College. Musgrave mainly writes operas and recently completed *Bolivar* for Plácido Domingo in the role of Simon Bolívar. She will visit on April 23.

- Robert Morris, who teaches at the Eastman School of Music in Rochester and is known as a music theorist as well as a composer, will visit on May 7.

Earlier this year, composers Lukas Foss, Heinz Holliger and Adrian Thomas were guests in the composer series.

# Pakistani ambassador seeks U.S. economic cooperation

By Albert E. Kaff

Pakistan's ambassador to the United States told a Cornell audience Monday night that her nation hopes the next U.S. administration reinstates economic cooperation to help end Pakistan's poverty.

Syeda Abida Hussain, one of the few



Peter Morenus/University Photography  
Syeda Abida Hussain

women in a Moslem government's diplomatic service, said collapse of the British empire after World War II and the demise of the Soviet empire is realigning Pakistan with former Soviet republics in Central Asia.

Located in West Asia, the Islamic Republic of Pakistan was a part of British India until 1947 and after independence became America's closest ally in that part of the world. Pakistan played a role in opening U.S. relations with China to balance India's alliance with the Soviet Union. But the United States canceled aid in 1990 and imposed sanctions on Pakistan because it developed a nuclear weapons capability.

## Nuclear weapons

Hussain repeated Pakistan's oft-stated pledge to sign the Nuclear Non-Proliferation Treaty as soon as India signs it. Since they both were freed from British rule, Pakistan and neighboring India have fought three wars.

Wearing a black sari with an orange pattern, Hussain, the first woman to be elected to Pakistan's National Assembly, declared: "Pakistan did not start its nuclear program out of the blue. Pakistan started after India. We have suggested to our American friends, 'You have punished us [by withdrawing aid]. We have paid the price. What about India?'"

Speaking to about 50 faculty and students, several from Pakistan and India, in Ives Hall during the same 90 minutes as the third U.S. presidential debate, Hussain said, "We hope whoever becomes president in the electoral process will view our dream to become a gateway to Central Asia in a friendly light."

She referred to the Moslem states of Central Asia, formerly a part of the Soviet Union, as countries that Pakistan can work with. As an example, she noted that cotton is an important cash crop in Central Asia. Under the Soviets, most of this cotton was manufactured into textiles in other Soviet republics but now could be processed in Pakistan.

Pakistan has plans for developing its ports, railways and highways to improve internal transportation and expand routes to its Central Asian neighbors, Hussain said.

"We are a very poor nation with a per capita income in U.S. dollar terms of \$430," she said. "Eighty to 90 million of our people out of a population of 120 million live at or below the poverty line. We are not in a position to be a threat to anyone."

The envoy spoke about fears in Western nations that Moslem fundamentalism could disrupt world peace. "My religion is being viewed negatively," she said. "But the more that Moslem is viewed negatively, the more the extreme reaction is enforced in Moslem countries. It is important for us to realize that no religion is bad, that all religions teach the difference between right and wrong."

Hussain said that two popular notions are incorrect: Islam is not negative to women and is not negative to family planning, she said. When a student asked what could be done to correct views on Islam, she replied: "When Moslem students on campuses such as this one interact with American students, it will help understanding."

The Cornell Pakistan Students Association invited Hussain. Other sponsors were the university's South Asia Program and the Mario Einaudi Center for International Studies.

## Building love, Part 2



Peter Morenus/University Photography

Sylvia Jones and Grant Johnson leave the Lutheran Church in Collegetown after taking their marital vows Saturday afternoon. Johnson, a doctoral candidate in economics, and Jones first met at a Habitat for Humanity building project in 1991, while Jones was a postdoctoral researcher in the College of Veterinary Medicine. Their act of working on a Habitat project in the morning of the day that they were married reverberates in the words of a Florida man who said after his Habitat-built house survived Hurricane Andrew: "These homes were built with faith and a lot of love — that's why these houses are still standing."

# Kazakh scientists suggest joint search for wild apples

By William Holder

Two scientists from the now independent state of Kazakhstan visited Cornell last week with talk of an expedition to the remote Dzhungarian Alps in search of wild apples.

The two also were seeking to enhance collaboration between scientists in Kazakhstan and colleagues at Cornell and the U.S. Department of Agriculture. That relationship already is well along, thanks partly to Herb Aldwinckle, professor of plant pathology at the Geneva Agricultural Experiment Station, who traveled to Kazakhstan in 1989.

"The purpose of our visit was to explore some of the wild populations of apples growing in the mountains of Kazakhstan and neighboring regions," Aldwinckle said.

Aldwinckle returned with 10,000 seeds for the national apple repository at Geneva. Augmenting the genetic diversity of commercial crops is considered important because wild species often contain genes for disease resistance or other traits than can be incorporated into their commercial counterparts.

Wild apples would be the target of a proposed mission to the Dzungarian Alps, which

lie in both Kazakhstan and China. Aimak Djangaliev, head of the Interbranch Laboratory for the Protection of Germplasm in Kazakhstan, said he hoped the mission would involve collaboration among scientists from China, Kazakhstan and Cornell. A prior attempt to explore this area was blocked by the unwillingness of Chinese authorities to grant access, but Djangaliev indicated that obstacle can now be overcome. Organizers anticipate the current expedition will take place in 1993.

In a meeting with Aldwinckle and Larry Zuidema, associate director of Cornell's International Institute for Food and Agricultural Development, Djangaliev expressed alarm over the disappearance of native flora from Kazakhstan. Approximately 560 wild species of plants, fully 40 percent of the native stock, have disappeared with the cultivation of 59 million acres of virgin land, he said.

"When I think about it," he added, "it breaks my heart."

Djangaliev and his colleague, Alexander Smuryghin, general director of a fruit institute, have good reason to expand their contacts and seek financial support. The ruble, as Djangaliev said, has become "wooden."



Charles Harrington/University Photography

Visitors (from left) Alexander Smuryghin, director of the Kazakhstan Institute of Horticulture and Viticulture; Galina Khokhlova, assistant professor of linguistics; and Aimak Djangaliev, a member of the National Academy of Sciences of Kazakhstan talk with Bob Wesley, a research associate in natural resources.



## Somalian activist says media overplay West's relief work

By Albert E. Kaff

An African activist told a Cornell audience that Western press and television are presenting to the world a distorted view of civil strife and famine in Somalia.

Rakiya Omar, director of Africa Watch, a human rights organization in London, said that news reports focus too much on the work of Western relief agencies, and she labeled some news coverage "disaster pornography."

Herself a Somali with a law degree from Cambridge University, Omar delivered the keynote address Oct. 15 at Cornell's World Food Day Symposium, "Somalia: Human Disaster and World Politics."

While praising the work of the International Committee of the Red Cross, Omar said that Western reporters "go into Somalia and talk with foreign relief workers, implying that only foreigners are doing anything."

But she told an audience of 200 students and faculty in Clark Hall that Somali doctors, nurses and others are working hard to alleviate the suffering of their own people, but they receive no hardship pay nor periodic rest leaves abroad as do foreign relief workers.

She said that news reporters in Somalia focus on "gun-toting people and people wait-

ing for help, and this is counterproductive." She told her audience that readers "should write to newspapers to criticize disaster pornography — media reports that reinforce stereotypes of Africa, young boys carrying guns."

She made the point that "if the country gets back on its feet, it must be done by Somalis," adding: "Constructive intervention [in Somalia] by the international community should not be regarded as a failure by Somalis."

But Omar criticized reaction of some Somalis to their own crisis. "The educated people of Somalia have failed — by highlighting differences [among Somali people] and making few constructive suggestions."

Also, she said that leaders of African nations have not shown concern because their own citizens are not involved in Somalia's strife. "But what happens in Somalia diminishes all of us," Omar said. She predicted that "one-quarter-million Somalis will die between now and Christmas" from famine and conflict.

The two-day Somalia symposium was organized by Cornell's Institute for African Development. Other sponsors were the Africana Studies and Research Center; Cornell International Institute for Food, Agriculture and Development; and Cornell African Students' Association.

## U.S., Swedish leaders discuss workplace changes

By Albert E. Kaff

Swedish and U.S. industrialists, union leaders and academic labor specialists met at Cornell this week to discuss workplace changes amid what one official described as today's new industrial revolution.

The conference examined how several U.S. and Swedish manufacturers are restructuring their work and industrial relations to meet competitive challenges in a global economy.

"In the United States, we are in an industrial revolution the likes of which we haven't seen since the 1800s, when we changed from an agrarian to an industrial society," Charles Spring from the U.S. Department of Labor told the 50 participants in Statler Hotel.

Spring said the world economy is being affected by "deregulation, governments getting out of business, privatization and the spread of democracy."

"This calls for strategies for customer satisfaction and productivity."

Organized by the School of Industrial and Labor Relations, the conference grew out of

an agreement between the U.S. Department of Labor and the Swedish Ministry of Labor.

Christer Mahl, Sweden's deputy under-secretary of labor, called conference discussions a "good example of cooperation to improve work and productivity."

Before the conference started, several ILR faculty and staff accompanied the Swedish delegation to the General Motors Saturn plant in Spring Hill, Tenn., where they met with company and union officials.

Discussions at Cornell involved Saturn operations and six other companies that sent officials to the conference: from Sweden, automotive makers SAAB and Volvo; Berol Nobel, a petrochemical firm; and Asea Brown Boveri, manufacturer of electric power generators and motors; and from the United States, Xerox and Corning.

Harry Katz, director of ILR's Institute of Collective Bargaining, who chaired the conference, said that Saturn is moving "more toward linking pay with economic performance [and] more away from job classification to teamwork."

## Panel explores euthanasia and 'dying with dignity'

By Martin B. Stiles

That the death vigil — a spiritual focus of human cultures throughout millennia — is being transformed into an agonizing episode of often conflicting secular concerns was dramatized time and again during a panel discussion last week on the topic "Dying with Dignity: Euthanasia and Mercy Killing of the Terminally Ill."

Approaching the issue from the perspective of the family of a dying person, one member of the audience admonished, "Don't leave anything to chance," have your paperwork done and know your rights, she said. She told of the prolonged death of a 94-year-old family member who received continued medical treatment in violation of her living will and of economic sense.

Another member of the audience explained that he stayed with his dying brother for 72 straight hours for spiritual reasons. But he soon found out that if he had not been there, the hospital — through what he called its "mindless mechanism" — would have repeatedly hooked his cancer-ridden brother to life-support systems against his brother's legally filed wishes.

### Law and medicine

A four-member panel discussed the topic, mostly from the points of view of the law and medicine, in a session organized by Cornell United Religious Work. The panel members were Richard Beresford, visiting professor of law at Cornell and professor of neurology at the University of Rochester Medical School; Dr. Robert Hesson, president of the Medical Society of Tompkins County and medical director of Dialysis Associates of Ithaca Inc.; Patricia Seitz-Peabody, director of bereavement services, Hospicare, Ithaca; and the Rev. Marti Swords, chaplain, Tompkins Community Hospital.

The moderator was Roger Badham, assistant director of Cornell United Religious Work.

Seitz-Peabody outlined the work of Hospicare in its commitment to provide both practical and psychological support to terminally ill persons who wish to die at home, and to their families.

Beresford and Hesson discussed the dilemmas that have arisen from the advances in medical science's ability to extend almost indefinitely the biologi-

cal life of terminally ill and physically suffering patients. Hesson said that while some doctors practice euthanasia when they think it is the right thing to do in a particular case, most say that they would not end a patient's life because of ethical, legal and religious constraints.

Beresford pointed out that public opinion increasingly supports physician intervention to assist the onset of death in some cases, but that the courts still rule it unethical.

### Society's confusion

The discussion time and again pointed to the confusion in society's approach to death and the dying. Amid this confusion, Seitz-Peabody said that Hospicare was founded on the premise that it "recognizes dying as a normal living process."

In context of the inevitable power of nature along with the increasing power of science, Swords discussed euthanasia. The chaplain and others still cannot answer "the suffering patient who asks over and over again. 'Why does this have to go on and on?'" she said.

She added, "We live in a time when the value of self-determination is strongly held by many people. But in religious traditions, the self is only a self in relationship with others. How do you make a determination that it [euthanasia] is the moral thing to do?"



Bruce Wang/University Photography  
Roger Badham, assistant director of Cornell United Religious Work, participates in a panel on "Dying with Dignity."

## Gay studies *continued from page 1*

studies and former director of the Women's Studies Program, is now the acting graduate field representative.

One such myth, according to Martin, is that there is a natural sexuality one is given at birth and that people who fail to conform to it are unnatural; another is that there is an inevitable connection between one's gender and sexual feelings, thoughts and behavior, she said.

"I think common sense would tell us that if we just talked to each other more about how we experience our bodies, our gender and our sexuality, we would know that people are far more diverse than the categories allow and the norms suggest," Martin said.

But talking about sexuality as a topic of scholarship is not something that has happened easily in the university. Gay studies was pursued but resisted for more than a century, write the editors of *Hidden from History*, a 1988 collection of essays on the topic. Only in the past five years has it gained influence.

The development of gay studies is believed to be the outgrowth of the gay rights movement of the 1960s, which challenged ideas about the pathology of homosexuality; women's studies programs, which introduced issues of gender and sexuality to campuses in the 1970s; and the AIDS epidemic, which led to more activism among gay men.

Also influential, particularly at Cornell, where theories of deconstruction have been popular, was Foucault's *The History of Sexuality*. The book argues that modern concepts

of homosexuality and heterosexuality are not natural identities but social constructs created at the turn-of-the-century by the medical profession, particularly psychiatrists and sexologists. As such, he argues, sex roles are merely arbitrary, even though the historically recent practice of identifying a person as homosexual or heterosexual has had enormous social consequences.

Since the 1980s, Harvard, Rutgers and Tufts universities have introduced courses. Duke and Yale universities and the Massachusetts Institute of Technology have instituted graduate programs. And just last year the East Coast's first department in gay and lesbian studies was founded at the City University of New York.

### At prompting of graduate students

Gay studies was established at Cornell in 1991-92, largely as the result of the initiative of a dozen graduate students who were pursuing gay-related topics independently. In 1990-91, they organized themselves into a study group to share their work and then, with the help of Martin and two other faculty members, organized a proposal for a minor.



Biddy Martin

More than 10 graduate students have since declared gay studies as a minor, according to Martin. More than 20 took her graduate seminar, "Issues in Lesbian, Bisexual and Gay Studies," last fall, and more than 40 took her undergraduate course, "Lesbian Theory and Writing."

Twelve courses were identified as part of the field in 1990-91, and 12 faculty members across 10 disciplines within the College of Arts and Sciences joined the field last year. They include Sandra Bem, professor of psychology and expert on sex roles; Nelly Furman, professor of romance languages; Sander Gilman, professor of Germanic studies and author of *The History of Sexuality*; Isabel Hull, professor of German history and author of an upcoming history of sexuality in Germany; and Mary Beth Norton, the Mary Donlon Alger Professor of American History.

While the field is interdisciplinary, its focus centers not in the biological or social sciences, where scholars once were mainly concerned with identifying a cause of homosexuality, but in literary theory, cultural theory and history, according to Martin.

"We are not constructing a theory of homosexuality but trying to understand the centrality of sexuality to social life: Why is sexuality so heavily regulated? Why is homosexuality perceived to be such a threat? Why is it both threatening and desirable, in that it seems to be absolutely essential to the dominant culture as a way of organizing its norms?" she said.

While most faculty members in gay studies at Cornell do not identify as gay, according to Martin, who occasionally wears a gay pride button to her class, students tend to be "out" and activist.

### Trying to recover the culture

"We are trying to recover the culture, history, lives and literature of lesbians, gays and bisexuals, not only for research but as an unsettling perspective: to challenge the assumption that all sexuality is natural," said Trevor Hope, a graduate student in English who is minoring in gay studies.

Of the eight most active students in the field last year, for example, four were involved in the Ithaca chapter of ACT UP, a group devoted to AIDS activism, or Queer Nation, a splinter group that uses similar tactics of high visibility and direct action on other gay issues, according to Hope, who is active in both. The other four were involved in gay campus organizations, he said.

No one is betting money on where gay studies will go from here. Some believe gay studies will be a passing phase. Others hope and expect to see it more deeply institutionalized in the university.

Martin is one such person. Her short-term goal is not only to keep the newly burgeoning field going but to develop it into a Gay Studies Program, something along the lines of the Women's Studies Program, that would make more courses available to undergraduate students.



# Medical College reports first birth after embryo biopsy

By Jonathan Weil

Scientists at the New York Hospital-Cornell Medical Center have succeeded in the first pregnancy and birth in the United States following embryo biopsy.

**CORNELL**  
*Research*

Embryo biopsy – used in conjunction with *in vitro* fertilization – is a technique by which scientists are able to prevent some genetic defects by analyzing a single cell from the embryo before it is re-implanted in the mother.

## Process makes cheese waste go a long 'whey'

By Roger Segelken

With a special knowledge of protein-folding chemistry, a lot of air and a little ethanol, Cornell food scientists have developed a foaming process to turn whey, the waste from cheese-making, into a shopping list of useful products.

Low-fat baking ingredients, edible shaving cream, diet shakes that don't settle to the bottom, digestible films for frozen foods, biodegradable packing "peanuts" and dessert toppings are some possible applications for the whey-foaming process. If adopted by the food processing industry, the technique could provide a market for the 4.5 million tons of whey left over each year from cheese-making. For every 100 pounds of milk going into cheese processing, 90 pounds of liquid remain as the watery, protein-rich whey.

The key to the whey-foaming process is the ability of alcohol to unfold the coiled molecule of the principal protein in whey, Beta-lactoglobulin, turning each well-ordered structure into a random coil that "looks like a frizzy hairdo," according to Lance Phillips. He said that alcohol makes globular whey protein both more soluble and more surface-active. Thus, blends of whey, alcohol and other ingredients readily incorporate and hold air bubbles when whipped in equipment as simple as a kitchen mixer.

The Cornell Research Foundation is filing a patent application on the process, naming as the inventors Phillips, a postdoctoral associate in food science in the College of Agriculture and Life Sciences, and Scott E. Hawks, a research support specialist in the same depart-

The technique, pioneered in this country by Dr. Jamie Grifo and his colleagues at New York-Cornell's Center for Reproductive Medicine and Infertility, provides a viable alternative for couples who wish to prevent a genetically defective child, but who are unwilling to consider terminating pregnancy.

Previously, couples who had a 25 percent to 50 percent chance of conceiving a child affected with a genetic disease had to wait for the results of a test called chorionic villus sampling (CVS) or amniocentesis at nine or 16 weeks gestation. Informed of a genetic defect at this stage, parents were faced with the difficult decision of whether to terminate well into the pregnancy.

But *in vitro* fertilization techniques – in conjunction with newer and more sensitive molecular genetic technologies – allow the diagnosis to be made prior to embryonic implantation. Parents can know with reasonable

certainty, even before the mother is carrying the child, whether the fetus has a genetic defect. Thus, they can be spared the consequences of terminating pregnancy or of a child being born with a serious genetic disorder, such as hemophilia.

Researchers have thus far used embryo biopsy – also known as preimplantation genetic diagnosis – to help a couple with a 50 percent chance of transmitting hemophilia to their male child.

Scientists retrieved the eggs from the mother and impregnated them with sperm outside the womb by *in vitro* fertilization. Embryos obtained during an *in vitro* fertilization cycle were biopsied at the eight-cell stage prior to replacement into the uterus.

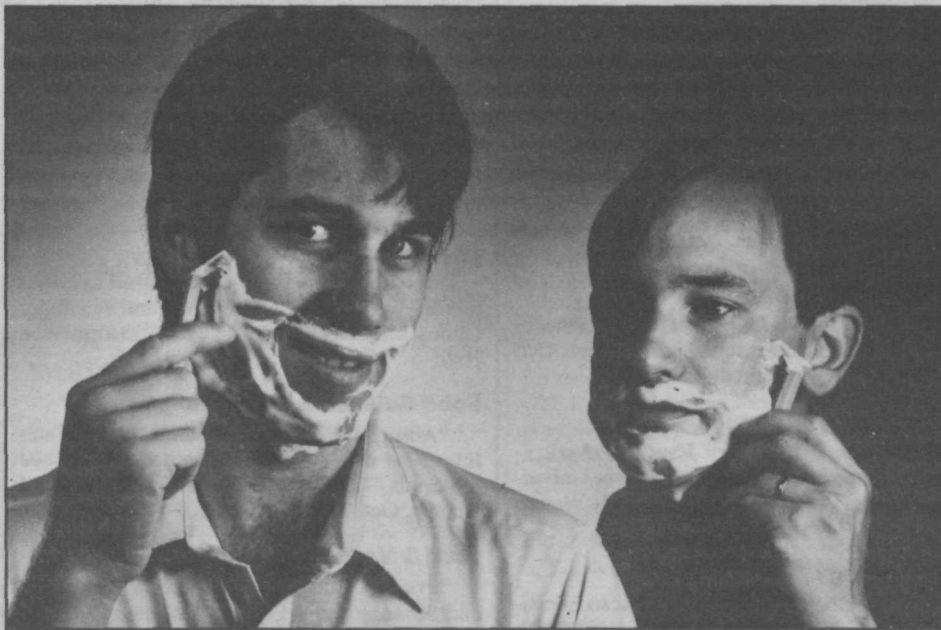
### Baby girl

A single cell was removed from the embryo and used for the genetic analysis, thus allowing only non-affected embryos to be

replaced. The mother underwent two attempts of *in vitro* fertilization and embryo biopsy, and recently delivered a healthy girl weighing more than 9 pounds.

Removing a single cell from an eight-cell embryo for genetic analysis at this early stage had no adverse effects. The embryo biopsy technique eliminated the chance that this couple would have to terminate their pregnancy because of the infant being affected with hemophilia.

The methodology is described in the Aug. 12 issue of *The Journal of the American Medical Association*. Grifo, an assistant professor of obstetrics and gynecology at New York-Cornell, and Dr. Ya Xu Tang were joined by fellow researchers Dr. Zev Rosenwaks (director of the Center for Reproductive Medicine and Infertility), Dr. Jacques Cohen (scientific director of the center), Dr. Fred Gilbert and Mina Alikani.



Peter Morenus/University Photography

Lance Phillips (left), a postdoctoral associate, and Scott E. Hawks, a research support specialist, both in food science in the College of Agriculture and Life Sciences, use edible shaving cream made from the waste from cheese production.

ment. The foaming whey studies are funded by the National Dairy Board.

### Polystyrene substitute

Phillips, who began studying whey's molecular structure as a Cornell graduate student, now works with Hawks, exploring applications of whey foam. Heat-hardened whey foam, for instance, would make a biodegradable substitute for polystyrene in packing materials, the food scientists discovered. Foaming makes protein in diet shakes more soluble and less likely to settle out after mixing. Whey foam can also add a low-cholesterol and relatively low-calorie source of protein to baked goods.

While a typical foaming whey recipe calls for 2 percent ethanol, the food scientists have experimented with as much as 35 percent; the result is a 70-proof dessert topping. Unfolded

whey – without much air – can be formed into edible water-barrier films, so that sauce in a frozen pizza won't make the crust soggy, for example. Sausage casings are another possibility for the edible films.

Although consumers haven't cried out for edible shaving cream, that application was a good test of whey foam's properties, Phillips and Hawks said. The foam can't be made too stable (or it won't rinse down the drain) and at first their beard stubble made the bubbles burst.

A dash of oil solved the bubble-popping problem. Vegetable oil was the obvious ingredient, but then the food scientists turned to mineral oil, noting its laxative properties. With a little dietary fiber, they figure, the product should be a blessing to the constipated shaver who doesn't have time for breakfast.

## Learning from colliding molecules

By William Holder

Like police who interpret an auto accident by diagramming where cars were found, chemists here have devised a new method to study chemical reactions by mapping the after-effects of molecular collisions.

The technique provides a form of instant gratification by quickly revealing an image of a molecular collision, one that contains information that previously could be achieved only with considerable effort, according to Paul Houston, professor of chemistry.

Described in the June issue of the *Journal of Chemical Physics*, the technique is technically complex but simple in concept: the forces that govern a chemical reaction can be deduced by hurling molecules at each other and tracking their subsequent paths.

Houston and his associates have demonstrated the feasibility of their approach with a simple interaction involving the collision of molecular beams of argon and nitric oxide gases. They obtained information about the interaction "at a level of detail that no one else has achieved," Houston said. Co-authors of the report are Benjamin Whitaker of Leeds University in England, Cornell researcher Arthur Suits and graduate student Lizla Bontuyan.

### Combustion reactions

The researchers plan to apply their technique to combustion reactions in incinerators or that involve propellants. Approximately 90 percent of the energy-releasing reactions in these processes involve collisions of small entities such as hydrogen and oxygen.

"The vast majority of combustion processes are simple reactions among small molecules, but they are not understood in great detail," he said.

"Learning about these reactions in a fundamental way may lead to better control of processes that generate unwanted pollutants, such as dioxins."

Their work is funded by the U.S. Department of Energy, the U.S. Army Research Office and NATO.

Direct imaging of molecular collisions works because most collisions are not head-on, but glancing blows that have a greater or lesser effect depending upon the forces between the molecules.

"The forces control how molecules interact, how they collide, exchange atoms, whether they are attracted to one another," Houston explained. "They predict whether molecules will react with one another or just fly by."

The technique uses a tunable laser to initiate the process of forming an image of molecules scattered by collision.

Use of the laser is significant because it enables the researchers to study molecules in selected energy states, known as quantum states, and no previous technique has produced this kind of fine detail of molecular collisions. The researchers tune the laser to excite molecules in specific energy states. The laser produces ions (molecules stripped of electrons) that are accelerated in an electric field and observed as spots of light on a fluorescent screen.

## Familiarity breeds approval, at least on TV

By Susan Lang

The more familiar people are with others, the more they condone their immoral behavior, according to new studies by a Cornell psychologist who studied viewers' reactions to characters on *LA Law*, *St. Elsewhere* and *Hill St. Blues*.

The findings have important implications for the psychology of morality and how people judge behavior, such as cheating, infidelity and other forms of dishonesty, said John Condry, professor of human development and family studies in the College of Human Ecology, an expert on the psychology of television and its effect on children, and the author of *The Psychology of Television* (Earlbaum, 1989).

They also may be important for juries whose emotions are manipulated by defense lawyers trying to familiarize jurors as much as possible with defendants, he said.

### Right and wrong

"What we view as right and wrong is clear-cut when we don't know the people involved," Condry said.

"When we have feelings for someone, however, our judgments appear to be very much filtered through our emotions."

He conducted the studies with Cyndy

Scheibe, assistant professor of psychology at Ithaca College.

They found that when subjects were unfamiliar with a character, they were outraged by acts such as blackmail, seduction and provoking a freed criminal into committing another crime.

When the subjects knew and liked the characters, however, their immoral acts were judged far less harshly. Similarly, if a character they liked was victimized, the culprit was judged more harshly than if the viewer did not know the victim.

Using responses to television characters is a convenient method to study certain basic psychological processes – such as the psychology of first impressions and how familiarity affects moral judgment – because everyone knows the characters in the same way. The only difference is whether one is familiar with them or not.

Previous research on moral judgment has been based on unfamiliarity with the people being judged.

"Our research suggests that current theories of interpersonal perception – how people form impressions of others – and moral judgment are seriously flawed because, for the most part, they are based on research on how

unfamiliar people judge one another. Very different findings emerge when you study people who are acquainted with one another," Condry said.

The researchers also found that the more familiar people are with someone, the more

**The researchers found that the more familiar people are with someone, the more extreme they become in their feelings for that person. Previously, researchers believed people became more neutral with familiarity.**

extreme they become in their feelings for that person, negative or positive. Previously, researchers believed people became more neutral with familiarity.

Also, as people get to know someone, Condry found that how similar or attractive they seemed became less important, while their personality and the consistency of their actions became more important.



# CALENDAR

continued from page 8

sical" Symphony No. 1, Op. 25, by Sergei Prokofiev; the Violin Concerto, Op. 14, by Samuel Barber; and the Symphony No. 2 by Ludwig van Beethoven. Tickets are \$14 for students and from \$16.50 for the general public, and are on sale at the Lincoln Hall ticket office, open Monday to Friday, 9 a.m. to 1 p.m., tel. 255-5144.

## Glee Club

The Cornell Glee Club, under the direction of Ronald Schiller, will present its fall concert Oct. 24 at 8:15 p.m. in Sage Chapel. Tickets are \$5 at the Lincoln Hall ticket office and the basement of Sage Chapel and are \$6 at the door.

## Johnson Museum of Art

On Oct. 25 at 3:15 p.m., the Herbert F. Johnson Museum of Art will present a free concert by Florilegium. Featured will be "Calliope or English Harmony: Music for London, 1680-1780," a program of instrumental and vocal chamber music by English, German and Italian composers active in London between the reigns of Charles II and George III. Cantatas, songs and sonatas by Purcell, Blow, Babbell, Geminiani and Arne will be featured. Performing the concert will be Andrea Folan, soprano; Geoffrey Burgess, hautboy; Laura Kramer, violoncello; and Peter Watchorn, harpsichals.

## Bound for Glory

Join bluesy singer and songwriter Peggy Eyres on Oct. 25 for three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory can be heard every Sunday night from 8 to 11 p.m. on WVBR, 93.5 FM.



Roelof Kauffmann

The Ensemble Couperin will give a free concert Oct. 27 at 8:15 p.m. in Barnes Hall. From left, Thomas Indermuhle, oboe; Ursula Duetschler, harpsichord; and Henk De Wit, bassoon.

# READINGS

## Creative Writing Committee

Tama Janowitz, author of *The Male Cross-Dresser Support Group* and *Slaves of New York*, will give a reading Oct. 22 at 4:30 p.m. in Kaufmann Auditorium of Goldwin Smith Hall.

# RELIGION

## Sage Chapel

Gary Rendsburg, associate professor of Near Eastern studies, will deliver the sermon Oct. 25 at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

## Afro-American

Sundays, 6:30 p.m., Robert Purcell Union.

## Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

## Christian Science

Testimony and discussion meeting every Thursday, 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, 9:45 a.m., adult discussion; 11 a.m., meeting for worship, Edwards Room, Anabel Taylor Hall.

## Jewish

Reform: Fridays 6 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 5:30 p.m., Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

## Korean Church

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

## Muslim

Friday prayers, Founders Room at 1 p.m.; Edwards Room at 1:25 p.m. Daily prayer, 1 p.m., 218 Anabel Taylor Hall.

## Protestant Cooperative Ministry

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

## Zen Buddhist

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

# SEMINARS

## Advisory Committee on the Status of Women

"The Presidential Election: The Climate for Women," Mary Katzenstein, government, Oct. 27, noon, G-01 Biotechnology Building.

## Agricultural Economics

"International Monetary Issues in Agricultural Development," G. Edward Schuh, University of Minnesota, Oct. 22, 3:45 p.m., 401 Warren Hall.

## Anthropology

"De-Moralizing Economies: African Socialism, Scientific Capitalism and the Moral Politics of Structural Adjustment," James Ferguson, University of California, Irvine, Oct. 23, 3:30 p.m., 215 McGraw Hall, co-sponsored by Peace Studies.

## Applied Mathematics

"Multilinear Mappings and Their Application to Robust Polynomial Stability," Brian Anderson, Australian National University, Oct. 23, 4 p.m., 456 Theory Center.

## Astronomy & Space Sciences

"Stellar Interferometry at 10 Microns," Charles Townes, University of California, Berkeley, Oct. 22, 4:30 p.m., 105 Space Sciences Building.

## Biochemistry, Molecular & Cell Biology

"Growth Factor Signal Transduction," Lewis Cantley, Tufts University School of Medicine, Oct. 23, 4 p.m., Large Conference Room, Biotechnology Building.

## Biophysics

"On Entropy and Entropy-Driven Protein Associations," Gregorio Weber, University of Illinois, Oct. 28, 4:30 p.m., 700 Clark Hall.

## Boyce Thompson Institute

Distinguished Lecture in the Life Sciences: "Heterocyst Differentiation and Nitrogen Fixation in Cyanobacteria," Robert Haselkorn, University of Chicago, Oct. 28, 3 p.m., auditorium, Boyce Thompson Institute.

## Chemical Engineering

"Protein Separations by Membrane Filtration," Andrew Zydny, University of Delaware, Oct. 27, 3:30 p.m., 165 Olin Hall.

## Chemistry

"Catalytic Antibodies: What Are We Learning," Don Hilvert, Scripps Research Institute, Oct. 26, 4:40 p.m., 119 Baker.

## City & Regional Planning

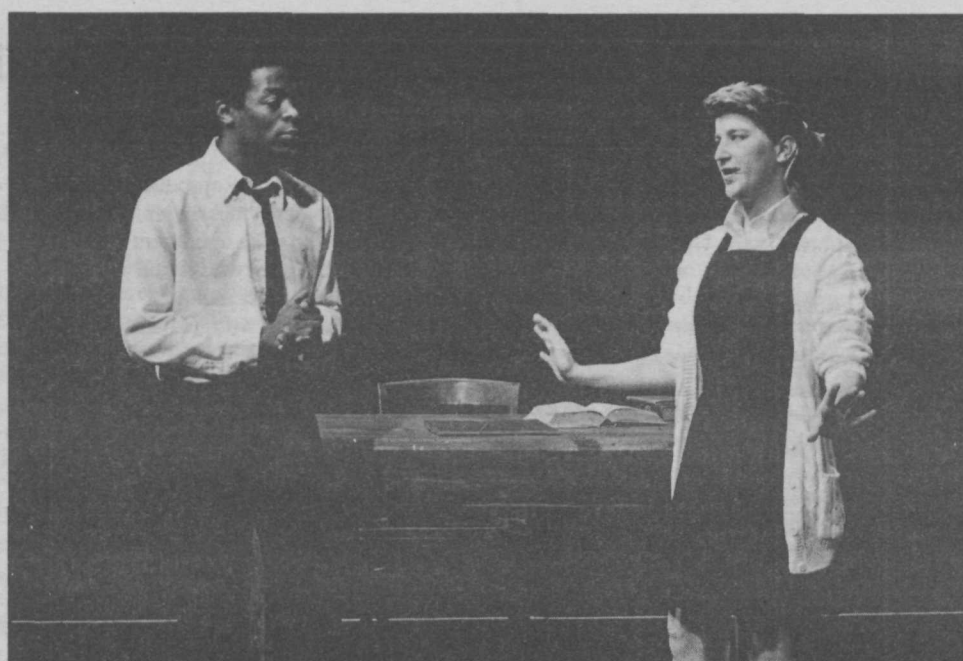
"The East St. Louis Action Research Project," Ken Reardon, University of Illinois, Oct. 23, 12:15 p.m., 115 Tjaden Hall.

## Ecology & Systematics

"The Effect of the Feeding Behavior of Goldenrod-Feeding Beetles on Their Vulnerability to Natural Enemies," Hans Damman, Carleton University, Ottawa, Oct. 28, 4 p.m., Morison Seminar Room, Corson Hall.

## Electrical Engineering

"Practical Applications of Diagnostic Biomedical Sensors," Richard Newman and Dominick Danna, Welch Allyn Inc., Skaneateles, Oct. 27, 4:30 p.m., 219 Phillips Hall.



Patricia Reynolds

Rodney Gilbert as Thami and Julie Allen as Isabel in Athol Fugard's "My Children! My Africa," playing at the Center for Theatre Arts tonight through Nov. 1. The drama is directed by Jacqueline Yancey. See the Theater listing for details.

## Entomology Jugatae

"Insect Hotheads: Do Dragonflies Regulate Their Head Temperature?" Michael May, Rutgers University, Oct. 29, 4 p.m., Morison Seminar Room, Corson Hall.

## Environmental Toxicology

"The Use of the Woodchuck Model in Hepatitis B Virus Research," Bud Tennant, veterinary clinical science, Oct. 23, 12:20 p.m., 135 Emerson Hall.

## Food Science & Technology

"Adsorption of Dairy Proteins at Oil-Water Interfaces and the Properties of the Adsorbed Materials," Douglas Dalgleish, University of Guelph, Oct. 27, 4:30 p.m., 204 Stocking Hall.

## Fruit & Vegetable Science

"Frieda's Inc.: A Discussion on Its History and Strategy and a Look to the Future," Karen Caplan, chief executive officer, Frieda's Specialty Foods, Oct. 22, 4:30 p.m., 404 Plant Science.

"Use of RFLP-linkage to Genetics and Physiology," Jan van den Berg, graduate student, Oct. 29, 4:30 p.m., 404 Plant Science.

## Genetics & Development

"Evolutionary History of Robertsonian Chromosomal Races of *Mus domesticus* Inferred from Mitochondrial DNA Sequences," Michael Nachman, Oct. 28, 12:20 p.m., Small Seminar Room, Biotechnology Building.

## Hazardous Waste Toxicology

"Estimating Risks for Developmental Abnormalities From Environmental Exposures," Carole Kimmel, Environmental Protection Agency, Oct. 28, 12:20 p.m., 304 Fernow Hall.

## Immunology

"IL4: A Prototypic Immunoregulatory Lymphokine," William Paul, National Institute of Allergy and Infectious Diseases, Oct. 23, 12:15 p.m., Boyce Thompson Auditorium.

## International Nutrition

"The Effects of Minor Illnesses and Energy Intake on Growth of Well-Nourished Children in Tucson, Ariz.," Awal Khan, nutritional sciences, Oct. 22, 12:40 p.m., 200 Savage Hall.

"Food, Nutrition and Agriculture in African Development," Gen. Olusegun Obasanjo, former president of Nigeria, Oct. 23, 12:20 p.m., 200 Savage Hall, co-sponsored by CIIFAD.

"Water: Breastfed Babies Don't Need It," Stina Almroth, nutritional sciences, Oct. 26, 4 p.m., 100 Savage Hall.

"UNICEF Programs on Growth Monitoring and Promotion," Roger Pearson, UNICEF, Oct. 29, 12:40 p.m., 200 Savage Hall.

## International Political Economy

"North/South Implications of the GATT (Dunkel) Proposals: A View from the South," Smitu Kothari, city & regional planning; and "GATT and Global Political-Economic Restructuring," Philip McMichael, rural/development sociology, Oct. 22, 12:15 p.m., 153 Uris Hall.

## Johnson Graduate School of Management

"The Changing Global Economic Structure," Oct. 29, 4 p.m., Bache Auditorium, Malott Hall.

## Latin American Studies Program

"Economic Adjustment and Democracy in Venezuela, After the Failed Coup d'Etat, February 1992," Silverio Gonzalez Tellez, visiting fellow, Latin American studies, Oct. 27, 12:15 p.m., 153 Uris Hall.

## Mechanical & Aerospace Engineering

"Robotic Tendons: Cable Mechanisms Found Crawling Underneath," CANCELED Land, and Snaking in Space," CANCELED usberger, mechanical & aerospace engineering, Oct. 27, 4:30 p.m., 111 Upson Hall.

## Microbiology

"Cellulase (hot topic): *microbispora* and *thermatoga*," Douglas Eveleigh, Rutgers State University, Oct. 22, 4 p.m., Large Conference Room, Biotechnology Building.

"Roles and Regulation of Potassium in *E. coli*," Wolfgang Epstein, University of Chicago, Oct. 29, 4 p.m., Large Conference Room, Biotechnology Building.

## Microbiology, Immunology & Parasitology

"Assessment of the Role of the Bovine MHC Genes in Antigen Presentation and Disease Resistance," Christopher Davies, Wageningen Agricultural University, The Netherlands, Oct. 22, 12:15 p.m., D105 Schurman Hall.

"Research on Foot and Mouth, African Swine Fever, African Horse Sickness and Poxvirus Vectorized Vaccines at Plum Island," Roger Breeze, Plum Island Animal Disease Center, Oct. 26, 12:15 p.m., G-3 Veterinary Research Tower.

## Neurobiology & Behavior

"Human Behavior and the Evolution of Virulence" or "Behavioral Ecology: From the Golden Turkey Awards to the Taming of AIDS," Paul Ewald, Amherst College, Oct. 22, 12:30 p.m., Morison Seminar Room, Corson Hall.

## Ornithology

"Florida Scrub Jays: Ecology and Conservation Dilemmas in Florida's Uplands," John Fitzpatrick, Archbold Biological Station, Oct. 22, 7:45 p.m., Fuertes Room, Laboratory of Ornithology, 159 Sapsucker Woods Road.

"Managing for Wildlife on National Forests," Bob Nelson, director of wildlife and fisheries, U.S. Forest Service, Oct. 26, 7:45 p.m., Fuertes Room, Laboratory of Ornithology, 159 Sapsucker Woods Road.

## Peace Studies

"Institutions and Ideologies in Post-Soviet Russia: Towards a New Civil-Military Relationship?" Jeff Checkel, University of Pittsburgh, Oct. 22, 12:15 p.m., G-08 Uris Hall.

"Civil-Military Relations in Israel," Emmanuel Gutman, University of Wisconsin, Oct. 29, 12:15 p.m., G-08 Uris Hall.

## Pharmacology

"Electron Microscopic Studies of Membrane Fusion: The Life History of the Exocytotic Pore," Doug Chandler, Arizona State University, Oct. 26, 4:30 p.m., G-3 Veterinary Research Tower.

## Physiology

Title to be announced, Dr. Lahiri, Oct. 27, 4:30 p.m., G-3 Veterinary Research Tower.

## Plant Biology

"Regulation of Cytokinin Content in Plant Tissues and Its Use for Crop Improvement," Miroslav Kaminek, Institute of Experimental Botany, Prague, Oct. 23, 11:15 a.m., 404 Plant Science Building.

## Plant Pathology

"Armillaria in New York: Species, Distribution and Biology," Jim Worrall, Forest Biology, SUNY, Syracuse, Oct. 22, 3 p.m., A133 Barton Laboratory, Agricultural Experiment Station, Geneva.

Continued on page 7



Oil CEO Fuller '61 to visit

H. Laurance Fuller, president, chairman and chief executive officer of Amoco Corp., the Chicago-based oil company, will deliver the 1992 Raymond G. Thorpe lecture in chemical engineering today, Oct. 22, at 4:30 p.m., in 155 Olin Hall.

His public talk, "Energy, the Environment, and the New World Economy: Reformulating the Regulatory Process," is free.

Fuller, who received a bachelor's degree in chemical engineering at Cornell in 1961, subsequently earned a law degree from DePaul University and is a graduate of the Harvard University Business School's Advanced Management Program.

Since joining Amoco in 1961, Fuller has had assignments in engineering, law, refining, marketing and supply. In 1977 he was named an executive vice president of Amoco Oil, Amoco's petroleum refining, marketing and transportation subsidiary. The following year

he was named president of the division. In 1981, when he was elected to the board of directors, Fuller was made executive vice president of Amoco Corp. In 1983 he became company president and was elected chairman of the board and chief executive last year.

Fuller is a trustee of Northwestern University, a member of the Cornell University Council, a trustee and vice chairman of the civic committee of the Commercial Club of Chicago and is a member of the board of trustees of the National Environmental Education and Training Foundation.

The Raymond G. Thorpe Fund was established in 1989 by friends and alumni of Cornell's School of Chemical Engineering to honor Thorpe, who retired that year after 39 years on the faculty. Thorpe twice received Cornell's Excellence in Engineering Teaching Award, one of only two faculty members so honored.

Architect Meier '57 to lecture

Architect Richard Meier '57, who is considered by the American Institute of Architects one of the 10 most influential living architects, will give a public lecture on his recent works, including the \$360 million Getty Museum, on Thursday, Oct. 29, at 4 p.m. in Alumni Auditorium of Kennedy Hall.

Meier will meet with graduate students in the Architecture Department earlier in the day.

Meier's private practice has included residences, housing and medical facilities, museums and commercial buildings. Among the best known are: High Museum of Art in Atlanta; the Museum for Decorative Arts in Frankfurt-am-Main, Germany; Hartford Seminary in Connecticut; and The Antheum in New Harmony, Ind.

In 1984 Meier was awarded the Pritzker Prize, generally considered to be the highest honor in the field, and in that year was com-

missioned to design the Getty Center, a vast arts and humanities complex in the Santa Monica mountains of West Los Angeles scheduled to open in 1996.

In 1989 he was awarded the Royal Gold Medal from the Royal Institute of British Architecture.

Meier has taught at several universities, including Harvard, UCLA and Yale, and has lectured throughout the United States, Europe, South American and Japan.

His work has been widely published in international journals and books, including *Richard Meier Architect*, from Rizzoli International Press, and *Building for Art* from Birkhauser Verlag.

Meier's office currently is working on the City Hall and Central Library in The Hague, the Museum of Contemporary Art in Barcelona, and office buildings in Paris, Berlin, Basel, Frankfurt, Luxembourg, Munich and Ulm.

CALENDAR

continued from page 6

"Characterization of the Resistance in Selected Potato Clones to *Pratylenchus penetrans*," Marco Arevalo, plant pathology, Oct. 27, 4:30 p.m., Plant Science Building.

**Psychology**  
"From Contours to Objects and Meaning: Understanding Recognition From Single-Cell Recordings," David Perrett, University of St. Andrews, Oct. 23, 3:30 p.m., 202 Uris Hall.

**Soil, Crop & Atmospheric Sciences**  
"Acquisition of Dessication Tolerance During Seed Maturation," Sheila Blackman, Boyce Thompson Institute, Oct. 27, 3:30 p.m., 135 Emerson Hall.

**South Asia Program**  
"Pollution Control in India: Policy and Practice in Small and Medium Scale Industries," Daryl Ditz, Center for the Environment, Oct. 23, 12:15 p.m., G-08 Uris Hall.

**Southeast Asia Program**  
"Family and Sexuality in the Huk Rebellion," Jeff Goodwin, New York University, Oct. 29, 12:20 p.m., George McT. Kahin Center, 640 Stewart Ave.

**Stability, Transition & Turbulence**  
"Computation of Recirculating Flows with Second-Movement Closures," Song Fu, Tsinghua University, Beijing, Oct. 27, 12:30 p.m., 178 Theory Center.

**Statistics**  
"Asymptotics for Repeated Median Estimates," Ola Hossjer, Uppsala University, Sweden, Oct. 28, 3:30 p.m., 100 Caldwell Hall.

**Textiles & Apparel**  
"On-Line Measurement of Fabric Property for Control Purposes" and "Electrochemical Treatment of Pesticide-Laden Wastewater," Bijian Chen and Kalpana Pratap, Oct. 22, 12:20 p.m., 317 Martha Van Rensselaer Hall.  
"Use of Protein Engineering to Improve Detergent Protease," Manuel Venegas, Procter & Gamble, Oct. 29, 12:20 p.m., 317 Martha Van Rensselaer Hall.

THEATER

**Department of Theatre Arts**  
"My Children! My Africa" by Athol Fugard, a powerful drama set in contemporary South Africa, will be performed Oct. 22 at 8 p.m. in the Class of '56 Flexible Theatre at the Center for Theatre Arts. Tickets are \$5 and \$7. Other dates for the play are: Oct. 23, 8 p.m.; Oct. 24, 8 p.m.; Oct. 25, 2 and 8 p.m.; Oct. 28, 8 p.m.; Oct. 29, 8 p.m.; Oct. 30, 8 p.m.; Oct. 31, 2 and 8 p.m.; Nov. 1, 2 p.m.

MISC.

**Alcoholics Anonymous**  
Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Saturday evenings 7 p.m. in Anabel Taylor Hall. For more information call 273-1541.

**Composting Workshop**  
Learn how to compost all winter long using redworms by attending a workshop today, Oct. 22, from 7 to 8:30 p.m. at the Cooperative Extension Education Center. Call Cooperative Extension at 272-2292 for more information.

**Noontime Yoga**  
Classes for faculty and staff will be held Tuesdays and Thursdays, Teagle Wrestling Room. Sign-up at physical education office or call Lewis Freedman, 539-6777.

**Thai Student Association**  
A general discussion concerning Thailand will be held Oct. 30 from 6 to 9 p.m. at the Loft III, Willard Straight Hall. The May crackdown video may be included.

**Writing Workshop**  
Writing workshop walk-in service: free tutorial instruction in writing. Sunday, 2 to 8 p.m., 178 Rockefeller Hall; Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m., 178 Rockefeller Hall; Sunday through Thursday, 8 to 11 p.m., Clara Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., 112 Noyes Center.

SPORTS

*Home contests in ALL CAPS.*  
*Win-loss records as of Sunday.*

**Men's Cross Country (5-0)**  
Oct. 23, REIF INVITATIONAL

**Women's Cross Country (5-0)**  
Oct. 23, REIF INVITATIONAL

**Varsity Field Hockey (4-5-2)**  
Oct. 24, DARTMOUTH, 9:30 a.m.  
Oct. 28, SYRACUSE, 7:30 p.m.

**J.V. Field Hockey**  
Oct. 25, ALUMNI, noon

**Varsity Football (4-1)**  
Oct. 24, DARTMOUTH, 12:30 p.m.

**Freshman Football (0-3)**  
Oct. 23, DARTMOUTH, 1 p.m.

**Lightweight Football (3-1)**  
Oct. 23, at Princeton, 7:30 p.m.

**J.V. Football**  
Oct. 26, MILFORD ACADEMY, 4:30 p.m.

**Men's Varsity Soccer (4-5-1)**  
Oct. 24, DARTMOUTH, 4:30 p.m.  
Oct. 28, at Buffalo, 4 p.m.

**Women's Varsity Soccer (7-4-1)**  
Oct. 24, DARTMOUTH, 11 a.m.

**Women's Volleyball (8-6)**  
Oct. 28, CANISIUS, 6 p.m.

Football standings		
School	Ivy W-L	Overall W-L
Dartmouth	2-0	4-1
Princeton	2-0	4-1
Cornell	1-1	4-1
Pennsylvania	1-1	3-2
Yale	1-1	3-2
Harvard	1-1	1-4
Columbia	0-2	1-4
Brown	0-2	0-5

Track coach knows his junior captain is a 'Clas' act

By Patrick Gillespie

After missing all but one race of the 1991 cross country season with a hip injury, Brian Clas rebounded last spring and had an outstanding sophomore season with the track squad.

Entering this cross country season, Clas, who is the Big Red's captain this fall, was bound and determined to stay healthy and pick up where he left off in 1990 when he qualified for the World Cross Country Championships by placing third at the United States trials.

"As far as goals are concerned, coming in to this season I wanted to finish in the top five at the Heptagonal championships," said Clas. "As far as team goals, I think we can win the Heptagonals. I'm optimistic about that. I think we have an outside chance as a team to go to the NCAA championships. If we don't go as a team, I'd at least like to go as an individual."

You couldn't have scripted any better the way the 1992 season started for Clas, a junior from Endicott. He finished first at a quad-meet at Syracuse University on Sept. 11, crossing the finish line with a time of 25:50 over the 5-mile course. One week later, he came in first at Van Cortlandt Park in the Bronx, hitting the chute with a time of 25:41 over five miles.

"I may have overtrained last summer," said



Brian Clas

Tim McKinney

Clas, a biology major. "This summer, I felt I kept up a good pace. The first two meets this year were the best of my career. I was building my confidence. I was focusing on my goals and felt I was ready to take on a challenge."

Unfortunately, Clas, a standout at Union-Endicott High School, where he was the high school 3,000-meter champ at the Penn Relays and was also the New York state champion in both the 1600- and 3200-meter races his senior year, has been slowed by a form of tendonitis in his right knee. He practiced the day before the Big Red was to run at the Pepsi Invitational at the University of Minnesota on Oct. 3, but wasn't able to run.

But "Brian is a tough kid — other coaches describe him in that form," said Lou Duesing, head coach of cross country and track. "You can be a great coach, but you can't teach toughness." Though the knee is still a little sore, Clas expects to be competing again soon. And then watch out.

"He had a terrific summer and learned things from the previous summer," Duesing said. "He does a great job as captain and his work ethic is admired by his teammates. It was never a question of — A., he was going to get better; and B., he was going to get faster."

There is one thing for sure, no matter who you ask, Brian is a "Clas" act.

Men's soccer		
School	Ivy W-L	Overall W-L
Harvard	2-0-1	5-3-1
Columbia	3-1	6-4-1
Dartmouth	3-1	6-4-1
Princeton	2-1-1	5-4-1
Brown	2-2-1	4-3-2
Cornell	1-2-1	4-5-1
Yale	1-3	5-5
Pennsylvania	0-4	1-9

Women's soccer		
School	Ivy W-L	Overall W-L
Cornell	4-0-1	7-4-1
Dartmouth	3-1	7-4
Brown	3-1	6-6
Yale	2-1	7-4
Harvard	2-1-1	4-5-2
Princeton	1-3	3-6
Columbia	1-4	4-7
Pennsylvania	0-5	3-8



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

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

Oct. 25: Advanced Balkan teaching with Ed Abelson, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m., North Room, Willard Straight Hall.

Global Dancing, Tuesdays, teaching 8:30 p.m.; open dancing 9:45 to 10:30 p.m. in Helen Newman Hall Dance Studio.

European and Scandinavian Couple Dancing, Thursdays, 8:30 p.m., Helen Newman Dance Studio. For more information call Dick at 273-0707 or Marie at 844-8783.

### Israeli Folkdancing

Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

### Jitterbug Club

Beginning jitterbug, a six-week series, begins Oct. 28 at 7:15 p.m. in the Edwards Room, Anabel Taylor Hall. The cost is \$35 in advance or \$40 at the door. For information, call Bill at 273-0126.

### Western Swing Classes

Western (4-count) swing classes will be held through Nov. 4 in Anabel Taylor Hall. The cost is \$6 per class (\$5 for students). Call Bill at 273-0126 for more information.

## EXHIBITS

### Johnson Art Museum

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

"Agnes Denes: A Retrospective," through Oct. 25.

"China Between Revolutions, 1917-1927: Photographs by Sidney D. Gamble," through Oct. 24.

"In Medusa's Gaze: Still Life Paintings from Upstate New York Museums," through Nov. 29.

As part of the October Artbreak series, today, Oct. 22, at noon, Frank Robinson, director of the museum, will give a half-hour gallery talk on the Dutch paintings in the exhibition "In Medusa's Gaze." Concluding the October series, on Oct. 29 at noon a member of the museum's education department will conduct a half-hour tour of the exhibition "In Medusa's Gaze."

### Hartell Gallery

Paintings by Stan Taft, through Oct. 23.  
Spring '92 Rome Program Student Work, Oct. 26 through 30.

The gallery is located in Sibley Dome and is open Monday through Friday, 8 a.m. to 5 p.m.

### Kroch Library

"Preserving the Past, Enriching the Future," selections from Rare and Manuscript Collections. An exhibition celebrating the dedication of the Carl A. Kroch Library, through Oct. 31.

### Olive Tjaden Gallery

Photography by Adra Valentine, through Oct. 24.

Photography by Ellen Altfest, Oct. 26 through 31.

The gallery is located in Tjaden Hall and is open Monday through Friday, 9 a.m. to 5 p.m.

### Willard Straight Hall Art Gallery

"Fantastic Realism: Art Photography by Mary Reppy," through Oct. 30.

## 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; and Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

### Thursday, 10/22

"Quadrophenia" (1979), directed by Franc Roddam, with Sting, Phil Daniels and Mark Winget, 7:20 p.m.

"Batman Returns" (1992), directed by Tim Burton, with Michael Keaton, Michelle Pfeiffer and Danny DeVito, 10 p.m.

### Friday, 10/23

"Cabeza de Vaca" (1991), directed by Nicholas Echevarria, with Juan Diego and Daniel Gimenez Cacho, 6:50 p.m., Uris.

"The 4th Animation Celebration" (1992), 7:15 p.m. and midnight.

"Quadrophenia," 9:20 p.m.

"Batman Returns," 9:15 p.m. and midnight, Uris.

### Saturday, 10/24

"The 4th Animation Celebration," 4:30, 8 and 10 p.m. and midnight.

"Rocco and His Brothers" (1960), directed by Luchino Visconti, with Alain Delon, Renato Salvatori and Claudia Cardinale, 7 p.m., Uris.

"Batman Returns," 10:45 p.m., Uris.

### Sunday, 10/25

"D'Ghetto Eyes, Part II" (1992), 2 p.m., Johnson Museum. Free.

"Batman Returns," 4:30 p.m.

"The Silence," 7:30 p.m., Uris. Free.

"Cabeza de Vaca," 8 p.m.

### Monday, 10/26

"Teach-in at Brown," 60 minutes, symposium on East Timor by specialists on Southeast Asia, Southeast Asia Film Series, 4:30 p.m., George McT. Kahin Center, 640 Stewart Ave. Free.

"The 4th Animation Celebration," 7:15 p.m.

"Baby Doll" (1956), directed by Elia Kazan, with Carroll Baker, Eli Wallach and Karl Malden, 9:30 p.m.

### Tuesday, 10/27

"Cabeza de Vaca," 7:30 p.m.

"Notorious" (1946), directed by Alfred Hitchcock, with Cary Grant, Ingrid Bergman and Claude Rains, 10 p.m.

### Wednesday, 10/28

"Extremely Private Eros: Love Song 1974" (1974), directed by Kazuo Hara, with Miyuki Takeda, 7:45 p.m.

"A League of Their Own" (1992), directed by Penny Marshall, with Geena Davis, Tom Hanks and Madonna, 10 p.m.

### Thursday, 10/29

"Europa, Europa" (1991), directed by Agnieszka Holland, with Marco Hofschneider and Julie Delpy, 7:30 p.m.

"A League of Their Own," 10 p.m.

## LECTURES

### Africana Studies & Research Center

"Theatre in East Africa: The Context," Amandina Lihamba, University of Dar Es Salaam, Tanzania, Oct. 29, noon, Hoyt Fuller Room, 310 Triphammer Road.

### Architecture

Architect Richard Meier '57, who is considered by the American Institute of Architects one of the 10 most influential living architects, will give a public lecture on his recent works, including the \$360 million Getty Museum, Oct. 29, 4 p.m., Alumni Auditorium, Kennedy Hall.

### Astronomy

"Astroseismology of White Dwarfs and Neutron Stars," Hugh Van Horn, University of Rochester, Oct. 29, 4:30 p.m., 105 Space Sciences Building.

### Bethe Lectures

Frank Wilczek of Princeton University's Institute for Advanced Study will present the following technical lecture: "Disassembled Anyons: New Quantized Hall and Superconducting States,"

Oct. 22, 1:15 p.m., 701 Clark. He will also present a series of theoretical particle physics seminars in 311 Newman Laboratory: "The Nature of the QCD Phase Transition," Oct. 23, 12:30 p.m.; "Confrontation of QCD with Experiments," Oct. 28, 1:30 p.m.; and "New Techniques in QCD Perturbation Theory," Oct. 30, 12:30 p.m. The Bethe Lecture Series, created by the College of Arts and Sciences and the Physics Department in honor of Nobel Laureate Hans Bethe, have been given each year since 1977.

### Chemical Engineering

Thorpe Lecture: "Energy, the Environment, and the New World Economy: Reformulating the Regulatory Process," H. Lorraine Fuller, president, chairman and chief executive officer of Amoco Corp., Oct. 22, 4:30 p.m., 155 Olin Hall.

### Chemistry

#### Baker Lectures

DNA Analysis from Genomes to Sequence Part II: Large Scale DNA Analysis: "Prospects

### Law School

Stevens Lecture: "Markets, Politics and the Rule of Law," James Buchanan, Nobel prize winner in economic science in 1986 and director of the Center for Study of Public Choice at George Mason University, Oct. 27, 4 p.m., MacDonald Moot Court Room, Myron Taylor Hall.

### Newman Professorship in American Civilization

"From Election to Transition: Hazards for Bush or Clinton," Richard Neustadt, Harvard University, Oct. 23, 5 p.m., 165 McGraw Hall.

### Plantations

"Classic English Gardens," Raymond Fox, floriculture & ornamental horticulture, Oct. 22, 7:30 p.m., Lewis Headquarters Building, Cornell Plantations.

"Living with Deer and Other Wildlife in Your Landscape," Paul Curtis, natural resources, Oct. 29, 7:30 p.m., Lewis Headquarters Building, Cornell Plantations.



From Bulgarian Zlaten Redev's "Can Film," a fable for the fall of communism in a tin-can society. Part of "The 4th Animation Celebration" playing Oct. 23, 24 and 26 at Willard Straight Theater.

for DNA Sequencing by Hybridization," Oct. 22, "Finding Genes," Oct. 27, and "Sequence-specific Manipulations of Nucleic Acids," Oct. 29, Charles Cantor, Boston University. All lectures are at 11:15 a.m. in 200 Baker.

### Communication

"A Perspective on National Film Boards," Don Fredericksen, theater arts, Oct. 23, 2:30 p.m., 213 Kennedy Hall.

### East Asia Program

"Self and No-Self," Ven. Chang Sheng-yen, Institute of Chung-Hwa Buddhist Culture, Oct. 27, 4:30 p.m., 230 Rockefeller Hall.

### European Studies

Germany After Unification Lecture Series: "Citizenship and its Discontents: The Status of Women in the New Germany," Joyce Marie Mushaben, University of Missouri, St. Louis, Oct. 23, 12:15 p.m., 153 Uris Hall.

"Europe After Maastricht," Shirley Williams, Harvard University, Oct. 23, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Einaudi Lectures on the History of the Body II: "Perfection or Corruption? Perceptions of Male Semen in Early Modern Europe," Gianna Pomata, University of Minnesota, Minneapolis, and University of Bologna, Italy, Oct. 26, 4:30 p.m., 153 Uris Hall.

Einaudi Lecture: "Civil Society, State Law and Village Norm: Semantic Conflict in 19th Century Rural Germany," Regina Schulte, Technical University, Berlin, Oct. 28, 4:30 p.m., 165 McGraw Hall.

### History

Blumenthal Lecture: "Semiotics and Conceptual History: The Game of the French Revolution from the Year 1791," Rolf Reichardt, University of Mainz, Oct. 23, 4 p.m., Guerlac Room, A.D. White House.

### Hotel Administration

Andy Raubeson, executive director of SRO [Single Room Occupancy] Housing Corp., Los Angeles, Oct. 22, 11:55 a.m., 465 Statler Hall.

### Jewish Studies

"Jews and Women in George Eliot's *Daniel Deronda*," Deborah Heller, York University, Oct. 26, 4 p.m., 374 Rockefeller Hall, co-sponsored by Near Eastern studies, English and comparative literature.

### Russian Literature

"Gyno-Glasnost, A Feminist Interpretation of Post-Glasnost Literature and Culture," Barbara Heldt, University of British Columbia, Vancouver, Oct. 29, 4:30 p.m., Guerlac Room, A.D. White House, co-sponsored by Slavic & East European studies and women's studies.

### University Lecture

"Producers, Brokers and Users of Knowledge: Making the Century American," Olivier Zunz, University of Virginia, Oct. 28, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

### University Program Board

Film maker Spike Lee will give a talk Oct. 22 at 8 p.m. in Bailey Hall. Tickets are \$8 at the Willard Straight box office. Call 255-3430 for more information.

## MUSIC

### Department of Music

Composer Martin Bresnick and the Cornell Contemporary Chamber Players will participate in works by the guest composer and his contemporaries on Oct. 23 at 8:15 p.m. in Barnes Hall.

On Oct. 25 at 4 p.m. in Barnes Hall, violinist Gary Kosloski and pianist Robert Mayerovich will give a free concert. Featured works will be Lutoslawski's "Partita," John Corigliano's "Sonata" and Karel Husa's "Sonata."

The Ensemble Couperin from The Netherlands will perform Oct. 27 at 8:15 p.m. in Barnes Hall. Featured works include Telemann's Harpsichord solo in G Minor; Balbastre's "Pieces de clavecin, premier livre"; Suter's "Sonatina for Oboe, Bassoon and Harpsichord"; Bach's "Sonata in G Minor," BWV 1030, for oboe and harpsichord; and Couperin's "Fifth Concert" from "Les Gouts-Reunis" for oboe and basso continuo.

Composer Christopher Morgan Loy will give a chamber music recital Oct. 28 at 8:15 p.m. in Barnes Hall. Music by Stucky, Loy, Lutoslawski and Britten will be performed.

### Bailey Hall Series

Violinist Gil Shaham and the St. Paul Chamber Orchestra will give a concert Oct. 29 at 8:15 p.m. in Bailey Hall. They will perform the "Clas-

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# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## Reframing Our Perceptions and Changing Our Language

—Nancy Doolittle, editor, and Anita Harris, consultant, Employment Services

*Editor's Note: Last week in an article on the Cornell Interactive Theatre Ensemble, we discussed the ways in which cultivating inclusiveness and engaging in diversity is important not just for those typically "on the outside," but also for those on the "inside" and for organizations and society as a whole. And the week before, Beth Warren discussed the role of continuous learning, innovation, and creativity within our conceptualization of our work, so that we as individuals and Cornell as an organization can respond flexibly to change.*

Today Anita Harris, Employment Services consultant in compensation issues, joins me to further develop these themes. On the theoretical level, we would like to suggest that inclusiveness and diversity are critical to the process of continuous learning and strategic partnerships, as they force us to reframe our thinking, to look at issues from different perspectives. And on the practical level, we would suggest that one way of cultivating inclusiveness is to change the language by which we who work at Cornell refer to each other, thereby changing our subconscious categorizing of each other.

Specifically, except where necessary because of particular policies, procedures, or federal law, we would like to move away from using words, such as nonacademic or nonexempt, that define people by an implied comparison to what they are not. The "non" part of these words suggests that people in these categories are less important than people who are "academic" or "exempt." But, if we are to work as teams, to network with each other and build strategic partnerships, the inherent worth of all individuals must be recognized. As we show below, the distinctions between exempt and nonexempt positions are a matter of federal law, not indicators of economic, cultural, or sociological status or worth.

### The Theory: Diversity, Learning, and the Democratization of Information

In *The Age of Unreason*, Charles Handy says "reframing" is "the ability to see things, problems, situations, or people in other ways, to look at them sideways, or upside-down; to put them in another perspective or another context. . . . Reframing is important because it unlocks problems."<sup>1</sup> He notes the important role

played by people with different perspectives in the reframing learning process, "because they will bring different ideas to bear. Group-think is dangerous because like-minded groups have like-minded ideas and find it hard among themselves to reframe any situation."<sup>2</sup>

Stephen R. Covey links this reframing with synergy: "Valuing the differences is the essence of synergy — the mental, the emotional, the psychological differences between people. . . . The person who is truly effective has the humility and reverence to recognize his own perceptual limitations and to appreciate the rich resources available through interaction with the hearts and minds of other human beings. . . . When we're left to our own experiences, we constantly suffer from a shortage of data."<sup>3</sup>

And, in *Worklife Visions: Redefining Work for the Information Economy*, Jeffery J. Hallett notes how the computer has begun to break down differences within an organization: "The phenomenon of computers and computer-related technologies. . . democratizes access to, and control over, information. . . . Changing the rules of access to information changes the organization itself. . . . The power of knowing something that others do not . . . is being replaced by the power of being able to do something creative, innovative, or useful with the information—regardless of the age, credentials, position, or economic status of the user."<sup>4</sup> Hallett suggests that this change creates networks between people that are based on "continuous flows of information in a non-hierarchical fashion."<sup>5</sup>

### The Language: Reframing Our Perceptions

There used to be a saying, "Sticks and stones will break my bones, but words will never hurt me." However, our choices of words are important, not just because they can reflect reality, but because they can create it. In the Cornell community, two words in particular have gathered more connotations in terms of status than they need to have—exempt and nonexempt. We would like to suggest that the difference between being "exempt" or "nonexempt" should be a legal one, not a social or cultural one. If we

who work at Cornell are to begin to work effectively as teams, creating networks based on continuous flows of information and reframing our perspectives—if we are to promote the basic values of inclusiveness and diversity—we need to build a culture and a community that de-emphasizes our differences and builds upon our shared goals, visions, and strengths.

For this reason, *The Cornell Workplace* will refer in the future to those working at Cornell as "faculty and staff"—"staff" being the inclusive word to replace "exempt and

nonexempt employees"—except where certain policies or procedures that are different for these two categories make the delineation of them necessary.

### The Practice: "Exempt and "Nonexempt" and Federal Law

The Fair Labor Standards Act, better known as the FLSA, is a federal law which establishes guidelines for certain aspects of employment. It was

(continued on p. 2)



### It's Not Too Late to Attend CHRISP Presentations

For the past several weeks, Judy Hyman, human resource computer support specialist, has been giving presentations on how people across campus can begin using the Cornell Human Resources Information System Project (CHRISP). CHRISP is a project that will allow departments and units access to centralized data and ultimately to computerize a lot of the paperwork that is currently involved in hiring faculty and staff. An interview with Judy Hyman was published in the September 24, 1992 issue of *The Cornell Workplace*, discussing CHRISP in some detail.

So far, reactions to Judy Hyman's presentations have been favorable. "This is exciting," said one participant. "When we think of the time and paper savings that we will have

. . . we might be able to get caught up . . . !" Others said that the User Guide is very clear and concise, and that Judy did not lose anyone as she explained each step of the process.

There is still time for those who wish to attend the CHRISP presentations to do so. If, as part of your job, you use faculty and staff data or handle any aspect of employee appointment (PAF preparers, Academic Appointment preparers, those who authorize appointments), you will probably want to attend the presentations. A schedule is printed below of all sessions, which will be held in 100 Caldwell Hall. In an attempt to distribute attendance evenly, different departments have been assigned to different presentations; however, participants should feel free to attend those sessions that fit their own schedule the best.

CHRISP Presentations Schedule			
Date	Time	Topic	Department Code
Thursday, Oct. 29	1:30-4	CHRISP inquiry system	S01-U99 & 101-150
Monday, Nov. 2	1:30-4	CHRISP inquiry system	151-799
Monday, Nov. 9	1-2:30	CHRISP input/update	A01-E59
Monday, Nov. 16	1-2:30	CHRISP input/update	E60-G69
Monday, Nov. 16	3-4:30	CHRISP input/update	G70-R99
Friday, Nov. 20	1-2:30	CHRISP input/update	S01-U99 & 101-150
Friday, Nov. 20	3-4:30	CHRISP input/update	151-799
* It is recommended (not required) that you secure CHRISP access before attending the training presentations.			

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## Reframing Our Perceptions

(continued from p. 1)

passed in 1938 as a federal statute regulating child labor and work-week compensation. Its purpose was to protect workers, especially children, who were being required to work for forty to sixty or more hours each week without additional pay.

Those positions that *are protected* by the FLSA *are eligible* for overtime. I.e., these positions are *not exempt* from the law requiring they be compensated at the rate of time and a half for hours worked over 40 hours in a workweek. The FLSA requires that persons in these positions have a proper accounting of the hours they work so that overtime calculations can be accurately made and delivered. (At Cornell, all overtime work must be approved by supervisors in advance. Compensatory time off may be authorized in lieu of overtime pay only if it can be taken within the same work week, according to advance agreement with the supervisor. (See Policy 214, *Personnel Manual*.)

The FLSA sets out in great detail which kinds of positions it protects, and which kinds it does not. But the distinctions between what kinds of positions are and are not covered by the FLSA are complicated. The current federal guidelines take up over 400 pages of text, and usually only an in-depth analysis of a particular position by a person well-versed in the complexity of the act will determine whether that position is protected by the FLSA.

Whether an employee is protected by the FLSA status is *not* determined by the position title, method of pay, or level of skill. Some examples compiled by Towers and Perrin of typical industrial situations illustrate the complexity of the FLSA (it is even more complicated in educational and health organizations, which have some exceptions to the FLSA):

Example: A staff member, paid \$36,000 a year, does manual labor and does not supervise anyone. Exempt or nonexempt? After all, the individual receives a relatively high salary. The answer: nonexempt. Nonsupervisory positions requiring manual labor are generally nonexempt, regardless of compensation level or method of pay.

Example: A staff member has full supervisory authority over three assistants, including the right to hire or fire, but this supervisory work takes only one-third of the staff member's time. The other two-thirds is spent doing the same work as those the staff member supervises. Exempt or nonexempt? The answer: nonexempt. If managerial duties take up less than 50 percent of the employee's time, that position generally won't qualify for management exemption under the act. What counts, ultimately, is the actual work performed day-to-day, not a job's title or description.

Example: A staff member is paid \$27,500 to process administrative paperwork. The job requires an associate's degree and the ability to work independently, but all significant decisions are made by the staff member's immediate superi-

or. Exempt or nonexempt? Most likely nonexempt. Educational experience is relevant only in relation to advanced study in a professional field. And, under the act, decision-making ability is not synonymous with the exercise of independent judgement. Under the FLSA, only the authority to make independent choices on significant matters, free from immediate supervision, allows the position to be exempted from the act.

What kinds of positions are exempt from the FLSA? Generally speaking, executive positions, administrative positions requiring less than 20 percent of time spent on routine work, professional positions usually requiring advanced educational study, and outside sales positions are not covered under (are exempt from) the FLSA. Again, the specific details governing which positions are exempt from the FLSA are long and complex.

What happens if an employer doesn't adhere to the Fair Labor Standards Act? The Department of Labor can determine whether an organization has violated the FLSA at any time, and the penalties can be stiff. The FLSA requirements were enacted to protect workers and it is important that organizations such as Cornell comply with them.

But the FLSA should not be thought of as a means or way of dividing the Cornell community or of affecting our sense of self-worth and pride in our work. The distinction between exempt and nonexempt staff is a complex legal one—but not one that should influence our attitudes toward each other or be used as an indicator of social, economic, or cultural status. If we are to network with each other—engaging in diversity and celebrating inclusiveness—we need to enlarge our frames of reference and move beyond the categories that can divide us.

### Endnotes

<sup>1</sup>Charles Handy, *The Age of Unreason* (Boston: Harvard Business School Press, 1989), 65.

<sup>2</sup>Handy, 67.

<sup>3</sup>Stephen R. Covey, *The Seven Habits of Highly Effective People* (New York: Simon & Schuster, 1989), 277.

<sup>4</sup>Jeffrey J. Hallett, *Worklife Visions: Redefining Work for the Information Economy* (Alexandria, Va: American Society for Personnel Administration, 1987), 65-66.

<sup>5</sup>Hallett, 134.

<sup>6</sup>"Revisiting the FLSA: What Employers Need to Know," *TPF&C Salary Management*, Issue 116/91 (Boston, MA: Tower Perrin).

## BENEFAIR '92

All faculty and staff are invited to attend Benefair '92.

**Dates:** Wednesday, November 11, 10:00 a.m. - 6:00 p.m.;  
Thursday, November 12, 9:00 a.m. - 4:00 p.m.

**Place:** Statler Hotel Ballroom

- Sign up to win a door prize. These include one of two \$500 shopping sprees at Pyramid Mall, a weekend for two at Belhurst Castle in Geneva, a Fisher stereo system, or one of two \$200 Wegman's gift certificates. (Door prizes available entirely through donations from the following vendors: Aetna, CIGNA, Fidelity, Seabury & Smith, TIAA-CREF, and UNUM.)
- Blood Pressure Clinic (sponsored by the Tompkins County Health Department), Wednesday, November 11, 10:00 a.m.-5:00 p.m., and Thursday, November 12, 10:00 a.m.-4:00 p.m.
- Retirement Workshops presented by Fidelity Investments (November 11, 11:30 a.m.-12:30 p.m. and November 12, 1:00-2:00 p.m.) and by TIAA-CREF (November 11, 1:00-2:00 p.m. and November 12, 11:30 a.m.-12:30 p.m.) in the Statler Ballroom. All interested faculty and staff are invited to attend.
- Staff from the endowed and statutory Benefits Offices will be available to review your insurance coverages, answer questions, and assist you in the annual enrollment process for Select Benefits and health coverage.
- Representatives from the following insurance carriers, campus departments and organizations will also be available: Aetna; CIGNA; Cornell Information Technologies; Cornell Recreation Club; Cornell Wellness Program; Fidelity; Gannett Health Center; Media Services; Metropolitan; NYSERS; Public Safety; Seabury & Smith; Social Security Administration; TIAA-CREF; Tompkins County Health Department; UNUM.

All Cornell University faculty and staff are encouraged to come to Benefair '92. Time spent at the Benefair can be considered time worked, as described in Policy 408, "Release Time from Work," in the *Personnel Manual*.

## Bulletin Board (continued from p. 1)

### Mary Katzenstein Speaks about the Presidential Election

Mary Katzenstein, associate professor of government, will be speaking at a brown bag lunch on October 27, 1992, 12 noon-1:00 p.m. in the Biotechnology Building, G01. Her topic will be, "The Presidential Election: The Climate for Women." The lunch is sponsored by the Advisory Committee on the Status of Women, and is open to all faculty, staff, and students.

### Meet Associate Vice President of Human Resources Beth I. Warren

Beth I. Warren, associate vice president for human resources, will present her thoughts on the future trends in the Cornell workforce at a brown bag lunch to be held in the Biotechnology Seminar Room on Thursday, November 12, 1992, 12:00 noon-1:15 p.m. Designed to enhance discussion between administrators and employees, this lunch is the first in a series of informational sessions sponsored by Employee-elected Trustee Judy VanDermark.

### Youth Program Needs CU Staff to be Supervisors

The Tompkins County Economic Opportunity Corporation (EOC) Youth Programs are now seeking interested professionals in the Cornell community to be "job-site" supervisors to youths age 14-21. The

motivated teens that are enrolled in the program are seeking hands-on work experience in a field that interests them. We are encouraging supervisors' participation in this program to assist the youth of Tompkins County gain valuable work experience enabling them to more successfully enter the workforce and continue their education.

Cornell Employment Services will be working with EOC to place several youths in appropriate voluntary positions. EOC provides a stipend for the participating youth along with ongoing personal and vocational counseling. Participating supervisors need only provide proper on the job training and continued support for the youth. A representative from EOC will always be available to answer any questions and address any concerns that Cornell University staff may have.

If you are interested in taking advantage of this opportunity to gain additional help for your department and, in turn, provide a young adult from our community with the experience of a lifetime, call Cynthia Smithbower, Employment Services, at 255-5226.

### Weight Watchers at Work

The next Weight Watchers series begins on October 28, 1992. There will be two classes held. The first class will be 12-1:00 p.m. in Caldwell Hall; the second will be 1-2:00 p.m. in Caldwell. New members can also register on Week two of the series, November 4, 1992. For more information call 1-800-234-8080.



# CAREER Opportunities

Employment 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.
- Employment 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.
- Career Opportunities can be found on CUINFO

Please note the following different procedures for each category of positions:

- **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 Employment Services 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.
- **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 Employment Services 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.
- **Approximately half of all university openings are for Office Professionals.** Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested. All external candidates must have a completed signed employment application on file with Employment Services before they can be interviewed for a position. The submitted application and resume 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.
- **All external candidates should 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.

## Professional

### Software Program Coordinator (PT4102) Level 34

CIT/Sales and Support-Endowed  
Posting Date: 10/15/92

Assist in administration of CIT software contracts program. Act as librarian for specific software. Provide technical expertise to Cornell users on microcomputer/workstation systems, networks and applications software.

**Requirements:** BS degree or equivalent. Extensive experience with a range of information technologies, software products and operating systems including UNIX desirable. Experience in service or consumer products helpful. Excellent interpersonal, communications and managerial skills. Interest in expanding knowledge of complex software products to maintain effectiveness. Send cover letter and resume to Sam Weeks.

### Systems Programmer/Analyst III (PT3803) Level 34

Computer Science-Endowed  
Posting Date: 9/24/92

Maintain, install, integrate and create computer programs in the computing facility of the design research institute. Install new systems and applications from commercial and public domain sources on sun workstations. Design, implement and document user interfaces using x-window systems. Provide consulting and support.

**Requirements:** BS or equivalent in computer science, mathematics, or equivalent combination of education and experience. 2-3yrs. experience with common LISP, writing C programs on UNIX and X-window system. Familiarity with Emacs text editor; GNU Emacs LISP; and user interface design and modification. Send cover letter and resume to Sam Weeks.

### Applications Programmer/Analyst I (PT4207) Level 32

Mechanical and Aerospace Engineering-Endowed

Posting Date: 10/22/92

Develop a large program in support of a research group. Write and maintain code to implement additional functionality in existing programs, new applications and system utilities. Project will involve interactive computer graphics, database concepts, distributed processing and use

of the Cornell supercomputer. Maintain workstation and network facilities.

**Requirements:** BS degree or equivalent in a technical field with experience in FORTRAN and C; UNIX; and color graphics. Experience with data structures helpful. Send cover letter and resume to Sam Weeks.

### Supervisor, Unrestricted Funds Accounting (PA4201) HRII University Accounting Office

Posting Date: 10/22/92

Responsible for the preparation of university tax returns. Supervise the accounting for unrestricted funds and compile financial reports. This involves proper financial classification of accounts, review transactions for accuracy and reasonableness and provide various analyses. Consult with enterprise and other university departments.

**Requirements:** Bachelor's degree or equivalent with emphasis in accounting knowledge of not-for-profit accounting desirable. 5yrs. job related experience; knowledge of tax preparation essential. Working knowledge of spreadsheets and database. Strong communication and supervisory skills are essential. CPA or coursework towards CPA helpful. Send cover letter and resume to Cynthia Smithbower.

### Supervisor, Capital Asset Accounting (PA4202) HRII University Accounting Office

Posting Date: 10/22/92

Supervise the accounting for the university's fixed assets and compile financial reports. Responsible for equipment inventory system and proper reporting of plant funds. This includes proper financial classification of accounts, review transactions for accuracy and reasonableness and provide various analyses. Consult and provide support to university departments.

**Requirements:** Bachelor's degree or equivalent with emphasis in accounting knowledge of not-for-profit accounting desirable. 5yrs. job related experience; fixed assets experience required. Working knowledge of spreadsheets and database. Strong communication and supervisory skills are essential. CPA or coursework towards CPA helpful. Send cover letter and resume to Cynthia Smithbower.

### Associate Director (PA4203) HRII Undergraduate Admissions-Endowed

Posting Date: 10/22/92

Provide leadership for university recruitment program, school relations and alumni admissions volunteer program in specifically designated markets. Plan and implement based on market research and demographic analysis, recruitment activities for students in an assigned region.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. of experience in progressively responsible positions in admissions. Candidates should have experience with a quantitative, market research based approach to planning recruitment activities. Excellent public speaking and writing abilities essential. Travel required. Send cover letter and resume to Cynthia Smithbower.

### Director of Development (PA4106) HRII Public Affairs/Arts and Sciences-Endowed

Posting Date: 10/15/92

With the director of public affairs, plan, develop and implement the college of arts and sciences public affairs program. During the 5yr. Cornell campaign, particular attention will be spent on the effort to raise \$200 Million for the college of arts and sciences.

**Requirements:** Bachelor's degree or equivalent required. 5-7yrs. professional development experience. Strong interpersonal and written and verbal communication skills. Ability to manage multiple priorities with strict deadlines.

Publication production or media background desirable. Send cover letter and resume to Cynthia Smithbower.

### MIS System Programmer (PT4204) HRII ILR-Resident Division-Statutory

Posting Date: 10/22/92

Work on special administrative information projects. Analyze function and performance requirements. Write and maintain special applications programs, document programs and train staff to use programs as necessary. Diagnose and fix problems with applications programs and procedures. General consulting, problem solving, trouble shooting and referral for administrative users. Advise and assist users in feasibility and design of computer projects. Develop skills and experience in programming and operating environments.

**Requirements:** Bachelor's degree or equivalent experience and 5-6yrs. experience writing administrative applications. Extensive experience using IBM PC'S or compatibles, Macintoshes and UNIX operating systems. Extensive experience using LOTUS, DBASE and other spreadsheet and database management systems. Expert knowledge of database concepts and systems such as ADABAS, SQL, Informix, Oracle and object oriented programming. Ability to handle sensitive and confidential data. Send cover letter and resume to Sam Weeks.

## The Cornell Workplace

**Mission of University Human Resource Services: "to advance the practice of human resource management in the Cornell workplace."**

EDITOR: Nancy Doolittle, 255-3541 PRODUCTION: Cheryl Seland, 255-6890  
PHOTOGRAPHY: University Photography

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Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Cornell University, 160 Day Hall, Ithaca, NY 14853. It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).

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



**Conference Coordinator I (PA3904) HRI  
Lab of Nuclear Studies-Endowed  
Posting Date: 10/1/92**

Plan, organize, schedule and coordinate services, activities, staff and facilities for a large international conference including contractual arrangements, housing, transportation, dining, physical facility needs and social events. Assist with preparing publication materials, conference budgets, and accounting and financial reports. This position will be half-time from November 1, 1992 through April 30, 1993 and full-time from May 1, 1993 through August 31, 1993.

**Requirements:** A.A.S. degree or equivalent required. 2-3yrs. related experience required. Bachelor's degree preferred. Previous conference organization helpful. Excellent organizational, interpersonal and communication skills are necessary. Send cover letter and resume to Cynthia Smithbower.

**Executive Staff Assistant II (PC4110) HRI  
Plant Breeding and Biometry-Statutory  
Posting Date: 10/15/92**

Provide staff assistance to the executive director of International Service for the Acquisition of Agribiotech Applications. Prepare and write highly sensitive reports; coordinate telecommunications; prepare accounting reports; train, supervise, and evaluate office staff; coordinate schedules; develop policies; maintain confidential records. Available as long as funding lasts.

**Requirements:** BS degree or equivalent in business or related international area. 5-7yrs. related experience. Requires independent judgement. Skillful communication techniques. Originality and accounting skills. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Facilities Coordinator (PA4104) HRI  
Veterinary Administration-Statutory  
Posting Date: 10/15/92**

Provide staff expertise for the college of veterinary medicine and its departments in planning and supervising the modification of existing facilities or the construction of new facilities. Coordinate activities and provide central support on issues related to safety, security, and general use of college facilities and their surrounding environment.

**Requirements:** Associates degree or equivalent. Technical training required. Bachelors degree or equivalent preferred. Minimum 3-5yrs. experience in facilities management/coordination with preference to candidates whose experience has been in an educational or medical facility. Send cover letter and resume to Cynthia Smithbower.

**Pipe Shop Trades Supervisor (PG2402) HRI**

**Maintenance and Service Operations-Endowed  
Posting Date: 10/8/92 Repost**

Supervise the Maintenance and Service Operations Pipe Shop which includes: 30 welders, steam fitters, and plumbers who perform work on water, sewer, and steam systems on the Cornell campus.

**Requirements:** Must have 7yrs. experience in the plumbing field. Must be able to become a registered plumber with the city of Ithaca and must maintain a valid NYS drivers license. Proven history of management experience. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include and employee transfer application.

**Executive Staff Assistant (PC3901) HRI  
Human Development and Family Studies-Statutory  
Posting Date: 10/1/92**

Provide administrative support for Cornell youth and work program. General administrative responsibilities including correspondence, accountability supervisor, publications, newsletter, and project development.

**Requirements:** Bachelor's degree or equivalent and 2-3yrs. related experience. Knowledge of wordperfect 5.1. Ability to work independently and under pressure. Excellent organizational, interpersonal, and communication (written and oral) skills. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Support Specialist I (PT3605) HRI**

**School of Chemical Engineering-Endowed  
Posting Date: 9/10/92**

Design and conduct experiments involving differentiated cells and vesicles. Provide support to a research group (primarily graduate students) in instruction in maintenance of analytical devices, and in appropriate laboratory procedures. Perform and assist in experiments using radiolabels. Establish and maintain primary cell lines. Operate HPLC and Coulter Counter. Perform ELISA and gel electrophoresis (DNA and protein gels). Maintain equipment.

**Requirements:** B.S. or equivalent in biochemistry, cell biology, microbiology or related area. Experience with mammalian cell tissue culture is essential. At least 2yrs. as laboratory technician is desirable. Send cover letter and resume to Sam Weeks.

**Applications Programmer II (PT2205) HRI**

**Section of Ecology and Systematics-Statutory  
Posting Date: 9/3/92 Repost**

Design and code (in C++) the porting of an existing DOS-based database applications to UNIX, Windows, or Macintosh for the MUSE project. Provide programming documentation. Provide fixes for system bugs.

**Requirements:** BA or equivalent experience in computer science required. Minimum of 2-3yrs. of C and C++ programming experience. Requires experience programming user interfaces on at least two of the following platforms: DOS, UNIX, Macintosh, Windows. Database programming experience desirable. Send cover letter and resume to Sam Weeks.

## Professional Off-Campus

**PA#36 Association Director/4-H Youth Development Program Leader  
Location: Schoharie County, Cobleskill, NY**

**Salary: \$36,000, Commensurate with qualifications  
Posting Date: 10/22/92**

Serves as executive officer to the Schoharie County cooperative extension association board of directors and committees. Represents the association to the public, government officials and Cornell university. Coordinates extension program planning and development, including securing funding alternatives. Provides leadership in adapting overall program efforts to the changing needs of the county; administers association policies, procedures and business operations, and provides administrative supervision for the staff for the accomplishment of programs. Assumes program responsibility for volunteer leadership development and management. Responsible for the equal employment opportunity/affirmative action programs of the association. Provides professional leadership in the planning, implementation, teaching, and evaluation of educational program within the 4-H program area, including 4-H clubs, special interest groups and school programs. Provides county-wide program leadership to staff, 4-H program committee and volunteers. Promote multidisciplinary programs within the association and, as appropriate multi-association, area and statewide program development to address priority contemporary youth issues. **Requirements:** Master's degree appropriate to the responsibilities of the position. 5yrs. of progressively responsible professional experience including at least 3yrs. in cooperative extension or closely related employment. 3yrs. of substantive management responsibilities, including finance, personnel, and organizational management. Apply by: November 19, 1992 to Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**PA#35 Association Director  
Location: Broom County, Binghamton, NY**

**Salary: \$39,400, Commensurate with qualifications  
Posting Date: 10/22/92**

Lead the paid and volunteer staff of the Cornell cooperative extension association of Broome County to set and accomplish goals focused on current and emerging critical issues. Exercise professional judgement and executive skills in leading and managing all association activities. Develop and coordinate policies, operations, and supervision of staff. Lead the management team and the

board of directors to prepare for appropriate future directions. Work with the assistant director for program and other staff to attain high-quality, integrated program goals. Implement a strategy for effective marketing of Cornell cooperative extension of Broome county programming. Be responsible for relations with legislators, government and community leaders, funding agencies, and business and community groups. Assure continuity of present funding and develop new monetary support for programming. Be accountable for the equal employment opportunity and affirmative action programs of the association.

**Requirements:** Master's degree appropriate to the responsibilities of the position. Substantive coursework and/or experience in education. 5yrs. of progressively responsible professional experience including at least 3yrs. in Cornell cooperative extension or closely related employment and 3yrs. of substantive management responsibilities, including finance, personnel, and organizational management. Success in obtaining grants and funding from federal, state, and local governments, foundations and private donors and coursework in behavioral science, adult learning and management is desirable. Apply by: November 19, 1992 to Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**PA#34 Association Director**

**Location: Cattaraugus County, Ellicottville, NY**

**Salary: \$35,000, Commensurate with qualifications  
Posting Date: 10/22/92**

Administrative leadership and management for the Cornell cooperative extension association of Cattaraugus County. Formally represents, and is accountable to the association board of directors and the directors of the Cornell cooperative extension system. Exercises professional judgment and executive skills in coordinating overall association operations; administers association policies, and procedures and provides administrative supervision of employees and volunteers. Provides leadership in adapting overall educational program efforts to address changing needs. Provides leadership for associations program management team. Provides leadership for association relations with legislators, local government leaders, community leaders, funding agencies, and civic and special interest groups. Provides educational programming to targeted audiences in subject matter areas of leadership development, group process, and organizational management and community economic development. Responsible for equal employment opportunity/affirmative action programs of the association. **Requirement:** Master's degree appropriate to the responsibilities of the position. 5yrs. of progressively responsible professional experience including at least 3yrs. in cooperative extension or closely related employment. Significant coursework and/or experience in education. 3yrs. of experience with substantive management responsibilities, including finance, personnel, and organizational management. Apply by November 19, 1992 to Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**Research Support Specialist I (PT4110) HRI**

**Food Science and Technology/Geneva-Statutory  
Posting Date: 10/15/92**

Develop analytical methods for pesticides and other chemicals in water and agricultural products. Document and prepare written procedures for publication and regulatory use. Research and develop analytical methods for the determination of pesticides and other chemicals in and on water and agricultural products by HPLC, GLC, GC/MS and immunoassay. Maintain facilities, equipment, supplies and inventory.

**Requirements:** Bachelor of science degree or equivalent in chemistry or related field required. 3-5yrs. related experience with immunoassay methods, flow-injection analysis, and analytical chemistry desirable. Research experience and good writing/communication skills essential. Computer skills desirable. Send cover letter and resume to Sam Weeks.

## Professional Part-Time

**Applications Programmer/Analyst I (PT4207) Level 32**

**Mechanical and Aerospace Engineer-**

**ing-Endowed**

**Posting Date: 10/22/92**

Develop a large program in support of a research group. Write and maintain code to implement additional functionality in existing programs, new applications and system utilities. Project will involve interactive computer graphics, database concepts, distributed processing and use of the Cornell supercomputer. Maintain workstation and network facilities.

**Requirements:** BS degree or equivalent in a technical field with experience in FORTRAN and C; UNIX; and color graphics. Experience with data structures helpful. Send cover letter and resume to Sam Weeks.

**Extension Support Specialist III (PA4107) HRII**

**Agricultural Economics-Statutory**

**Posting Date: 10/15/92**

Provide primary staff leadership in expanding the Cornell business retention and expansion (BR&E) program in NY counties. Initiate, monitor, and support county based BR&E programs, including: assisting local task force development, coordinating survey administration and data development, and writing R&E reports. Oversee the development of program materials, coordinate other university program support and assist in planning and conducting new program initiatives. 2yr appointment. Continued employment contingent upon funding and need.

**Requirements:** BA in relevant field of study or equivalent required. Minimum 4yrs. experience in county cooperative extension or other related professional experience. Familiarity and experience in initiating and developing local business retention and expansion programs, and in community planning and organizational development desirable. Send cover letter and resume to Cynthia Smithbower.

**Assistant Coordinator, CIVITAS (PA4103) HRI**

**Cornell United Religious Work-Endowed  
Posting Date: 10/15/92**

Under the supervision of the coordinator, initiate and develop a student managed volunteer program to serve the human service organizations and public schools of Tompkins county. Supervise writing of weekly ad in the Cornell Daily Sun; supervise maintenance of community service bulletin board; contribute to public service newsletter. Organize and assemble information for annual report Monday-Friday, 9 1/2 months, 1pm-5pm. **Requirements:** Bachelor's degree or equivalent, preferably with a major in the social sciences or related field. Background in counseling and student personnel work. Awareness and knowledge of the Ithaca community, especially human service agencies and the school system. Familiarity with the university; ability to related well with college students; excellent listening skills. Familiarity with Macintosh. Send cover letter and resume to Cynthia Smithbower.

## Professional Temporary

**Editor/Designer (S3001)**

**Agriculture and Biological Engineering-Statutory**

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

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

## Professional Part-Time Temporary

**Student Development Specialist I (PA4105)**

**JGSM-Endowed**

**Posting Date: 10/15/92**

Provide administrative leadership in the development of a network of alumni and friends interested in entrepreneurship. Coordinate internship programs focused on small business. Develop database. 1yr appointment.

**Requirements:** Bachelor's degree or



equivalent required. Several yrs. experience in development and administration of alumni programs. Strong organizational skills, ability to work independently. Familiarity with Cornell public affairs system and Macintosh computer abilities necessary. Send cover letter and resume to Cynthia Smithbower.

**Temporary Part-Time Applications Programmer (PT3806)**  
**Albert R. Mann Library-Statutory**  
**Posting Date: 9/24/92**  
Provide technical and systems support for large scale electronic journals research project including UNIX operating system configuration and maintenance; network configuration; applications software installation and configuration; and file system management. Some work with 3rd party hardware peripheral installation and management.  
**Requirements:** BS degree or equivalent. Experience with UNIX operating system configuration and maintenance, TCP/IP network management, and maintenance of a large scale mass storage installation. Programming with shell scripts, AWK, SED, some C, and x-windows experience desirable. Good oral and written communication skills and proven ability to work with a team. Send cover letter and resume to Sam Weeks.

## Boyce Thompson Institute

**Research Assistant**  
**Molecular Biology**  
**Posting Date: 10/22/92**  
Participate in a project using in citro transcription to study the regulation of maize mitochondrial promoters. Prepare transcriptionally active protein extracts from maize mitochondria, use recombinant DNA techniques to construct appropriate promoter test plasmids, conduct transcription assays, and analyze results using radioactive imaging and autoradiography. Experience with manipulations of DNA and/or protein is highly desirable. Applicable techniques include differential centrifugation, column chromatography, FPLC, restriction endonuclease digestions, gel electrophoresis, transformation of E. Coli and plasmid DNA purification. Limited laboratory maintenance duties, including processing of purchase orders and general organizational tasks.  
**Requirements:** Bachelor's degree in biology/biochemistry or equivalent. Salary commensurate with experience, minimum \$13,690. Contact Anne Zientek, 254-1239.

## Technical

**Technical Assistant GR17 (T4205)**  
**Plant Breeding and Biometry-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 10/22/92**  
Provide technical support to potato breeding project, including field and greenhouse work.  
**Requirements:** High school diploma or equivalent required. Courses in plan breeding or related area desirable. 1yr. experience in ag research operation desirable. Ability to perform routine technical duties (greenhouse and field) relative to potato research including: growing plants, sampling and extracting seed. Ability to lift 60-100 lbs. Class III driver's license. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T3602)**  
**Animal Science-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 9/10/92**  
Provide technical assistance in poultry nutrition research. Perform basic analytical work such as proximate analysis. 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. 1-2yrs experience conducting chemical analyses for nutrition studies. Experience working with common nutritional lab analytical instruments. Ability to lift 60-80 lbs. Send cover letter and resume to Sam Weeks.

**Animal Health Technician GR20 (T4203)**  
**Veterinary Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/22/92**

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. 39hrs/rotating shifts.  
**Requirements:** A.A.S. in animal health technology, NYS licensure or eligible. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

**Photo Assistant GR20 (T4209)**  
**Media Services-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/22/92**  
Produce high quality photographic prints from variety of negative formats in a relatively short period of time. Responsible for high production photographic darkrooms. Appointment until 10/93.  
**Requirements:** Degree or certificate in photography desirable. Minimum of 2yrs. experience producing high quality prints in a high volume, high quality commercial darkroom. Should be able to produce average minimum of 80 high quality black and white prints from as many negatives in an 8hr. day. Send cover letter and resume to Sam Weeks.

**Field Technician/Lab Assistant GR20 (T4108)**  
**Quality Milk Promotion Services-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/15/92**  
Provide field technical support to extension veterinarian including surveys, sampling cows, checking milking systems and conferences with dairymen. Input survey and culture data into computer, assist with some clerical duties, occasional laboratory responsibilities, including plating, housekeeping, etc. as needed.  
**Requirements:** AAS degree or equivalent in animal science. 2yrs. dairy farm experience preferred. Certified animal health technician preferred. Knowledge of computer software programs and ability to type. Good communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T3904)**  
**Entomology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/1/92**  
Provide support for research on the genetics of plant-insect interactions using pea aphids. Assist in developing and implementing experiments on the genetics of the host plant. Assist in protein electrophoresis. Assist in observations of insect behavior. Coordinante insect rearing for experiements. Make field observations and collect insects. Collect data and assist in summarization, statistical analysis and computing of data. Conduct literature searches. Assist in training and supervising staff. Maintain lab order and equipment. Order supplies.  
**Requirements:** BS in biology or entomology. 1-2yrs. related experience. Some computer literacy. Knowledge of Mac computers and training in protein electrophoresis desirable. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

**Technician GR20 (T3405)**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 8/27/92**  
Provide technical support to molecular and cell biology research lab working on the effect of oncogenes on cultured cells. Perform basic techniques in recombinant DNA, cell culture, microscopic examination of stained cells, and enzyme and protein assays. Maintain cell culture facility. Keep accurate records of experiments and write reports.  
**Requirements:** BS degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2yrs. experience in lab recombinant DNA techniques. Send cover letter and resume to Sam Weeks.

**Research Equipment Technician GR21 (T4210)**  
**Division of Biological Sciences-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 10/22/92**  
Assist in instrument repair and maintenance function for the division. Repair and maintain all types of scientific research and teaching lab equipment, e.g. shakers, cold boxes, microfuges, faction collectors, gel boxes, incubators, heaters, power supplies, chart recorders, water baths, vacuum pumps, etc. Initiate

and maintain small equipment preventive maintenace program. Train users on proper machine shop techniques.  
**Requirements:** AAS degree or equivalent. 1-2 years related experience. Knowledge of lab equipment, simple electronic design and familiarity with computers. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3303)**  
**Diagnostic Laboratory/Clinical Pathology-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 8/20/92**  
Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval.  
**Requirements:** AAS in medical technology required. BS in medical technology and ASCP certification. 1-2 yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3903)**  
**Diagnostic Lab-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 10/1/92**  
Provide technical support for service, research and teaching projects in diagnostic toxicology. Conduct analysis of toxicants and drug related compounds. Perform thin layer, liquid, and gas-liquid chromatography; atomic absorption, and other analytical techniques. Maintain integrity of samples and chain of custody. Prepare reagents. Order supplies.  
**Requirements:** BS in science or equivalent experience required. 1-2yrs. lab experience. Typing and computer skills helpful. Send cover letter and resume to Sam Weeks.

**Computer Operator GR21 (T3804,5)**  
**CIT/CR-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 9/24/92**  
Operate large scale computer systems and associated peripheral equipment. Monitor data communications network. Consult with vendor engineers and department support staff. Verify and mount magnetic volumes as requested by users. Attend job related courses and seminars.  
**Requirements:** A.A.S. or equivalent combination or education and experience in large data processing facilities required. Computer operating experience with minimum 3yrs. related data communications experience helpful. Knowledge of computer hardware, software operating systems and programming languages. Send cover letter and resume to Sam Weeks.

**Technician GR21 (T3701)**  
**Avian and Aquatic Animal Medicine-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 9/17/92**  
Perform various virological and immunological assays in a research laboratory, including cell cultures, virus isolations, cell-mediated cytotoxicity assays, preparations of media and reagents. Handling and inoculation of experimental animals (mostly chickens) and collection of samples. Order and prepare media and reagents. Assist grad students.  
**Requirements:** Bachelor's degree or equivalent in immunology, microbiology or related field. At least 2yrs. experience in a research laboratory including handling of radioisotopes and cell cultures. Experience with sterile techniques. Equipment: ultracentrifuges, gamma and beta counters, spectrophotometers, microscopes, etc. Send cover letter and resume to Sam Weeks.

**Technician GR22 (T4202)**  
**Animal Science-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 10/22/92**  
Supervise and carry out routine meat animal slaughter, carcass evaluation, carcass fabrication and meat merchandising. Assist in sample collection and analysis. Assist with teaching meat science undergrad courses. Maintain facilities and equipment to USDA requirements.  
**Requirements:** BS degree or equivalent in animal science, food science or related field. 1yr. experience in meat animals slaughter, carcass evaluation, carcass fabrication and meat processing. Teaching skills. Computer experience: spreadsheet and word processing desirable. Send cover letter and resume to Sam Weeks.

## Technical Off-Campus

**Technician GR18 (T4109)**  
**Horticultural Sciences/Geneva-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 10/15/92**  
Provided technical assistance to a USDA evaluation project. Document how *Vitis riparia* accessions acclimate to cold temperatures in the fall and early winter. Collect canes and prepare them for cold hardiness measurements. Do differential thermal analysis. Determine individual bud freezing events. Record and summarize data.  
**Requirements:** High school diploma or equivalent. 2-6 months additional training. Minimum 1yr. related experience. Computer skills. Send cover letter and resume to Sam Weeks.

**Technician GR19 (T4206)**  
**Natural Resources/Hubbard Brook, NH-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 10/22/92**  
Assist in studies of root production and decomposition at field site in New Hampshire. Perform field placement and collect roots and soil samples. Process samples in lab. Perform management, entry and analysis. Develop and test methods. Must reside in Hubbard Brook, NH.  
**Requirements:** Associates degree in forest science or ecology or equivalent required. 1yr. related field experience in ecological methods, including productivity studies, decomposition studies, and principles of experimental design and analysis. Send cover letter and resume to Sam Weeks.

**Laboratory Technician GR20 (T4101)**  
**Quality Milk Promotion Services/Geneseo-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 10/15/92**  
Provide technical microbiology lab and administrative support for a veterinarian and field technicians promoting quality milk. Culture milk samples for isolation of mastitis causing organisms. Perform microscopic examination of stained films or wet preparations. Identify mastitis organisms biochemically and serologically. Perform antibiotic sensitivity tests. Perform brucellosis card tests. Keep accurate records of procedures and results. Enter data into a computer. Clean and sterilize glassware. Maintain stock cultures, equipment and supplies.  
**Requirements:** BS degree or equivalent in microbiology. At least 2yrs. microbiology coursework and experience in diagnostic microbiology. Typing and strong communication skills. Basic knowledge of computer programs: WP 5.1 and Lotus. Ability to work with minimal supervision. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Technical Assistant GR17 (T4107)**  
**Plant Pathology-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 10/15/92**  
Provide technical lab assistance. Maintain fungal cultures. Isolate new fungal samples. Prepare media and solutions. Extract DNA. Provide general lab maintenance. 20hrs/week, flexible.  
**Requirements:** High school diploma or equivalent. Some lab experience using sterile techniques. Careful attention to detail is essential. Send cover letter and resume to Sam Weeks.

**Technicain GR21 (T4003)**  
**Food Science-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 10/8/92**  
Provide technical and supervisory support for a microbiology lab. Perform a variety of microbiological methods on foods, particularly fermented dairy products. Work includes maintenance of microbiological cultures and studies on bacterial viruses.  
**Requirements:** BS degree in microbiology or food science, 2-4 yrs. related job experience. Ability to work independently. Interpersonal and technical skills needed to effectively supervise. Send cover letter and resume to Sam Weeks.



## Technical Temporary

### Temporary Technician (T4208) Fruit and Vegetable Science-Statutory Posting Date: 10/22/92

Conduct chemical analysis of fruit products. Maintain lab facilities in a safe and orderly manner. Record and maintain research results. Perform library searches. 20-39hrs/week.

**Requirements:** BS degree or equivalent with coursework in organic chemistry. Experience in data collection and record keeping. Familiarity with libraries and library searches. Send cover letter and resume to Sam Weeks.

### Service Research Technician (T4001) Entomology-Statutory Hiring Rate: \$7-9.00 Posting Date: 10/8/92

Provide technical support in a laboratory conducting studies in toxicology, molecular genetics, and receptor ligand interactions. Conduct biochemical assays on insects. Order supplies, general laboratory maintenance, data analysis, recordkeeping and library work.

**Requirements:** BS degree or equivalent in a biological science or relevant course experience. Master's degree or relevant job experience with biochemical assays strongly desired. Send cover letter and resume to Sam Weeks.

## Technical Part-time Temporary

### Temporary Computer Technician (T3615) Modern Languages and Linguistics-Endowed Hiring Rate: \$7.50 Posting Date: 9/10/92

Take on network projects. Install network software, and monitor the system. Provide documentation. Assist the department's teaching staff with installation and training on multimedia hardware and software.

**Requirements:** Must have strong knowledge of DOS and Mac systems and significant experience with DOS based networks (preferably Novell). Experience with UNIX systems and C. Ability to complete long-term projects without constant supervision. Wiring systems. PC repair, and documentation experience helpful. Send cover letter and resume to Sam Weeks.

## Office Professionals

### Cashier GR15 (C4101) Statler Hotel-Endowed Minimum Biweekly Salary: \$499.20 Posting Date: 10/15/92

Performs cashiering duties in food and beverage outlets. Accurately record the sales and settle the checks for food and beverage outlets. Assist outlet food service personnel as needed. Flexible nights and weekends.

**Requirements:** High school diploma or equivalent. Must be able to read and write English and possess good basic math skills. Cashiering experience in high-volume setting. Ability to work well with the public. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Employment Services, EHP #2.

### Receptionist GR17 (C4003) Transportation Services-Endowed Minimum Biweekly Salary: \$530.38 Posting Date: 10/8/92

Answer all incoming telephone calls to the facility, provide transit information to the public, and act as receptionist for the facility.

**Requirements:** High school diploma or equivalent. Familiarity with transit operations preferred. Ability to work well with a variety of people in a public setting. Excellent communication (oral) skills required. Pleasant telephone voice essential. Familiarity with microcomputers. External applicants send cover letter & resume to Esther Smith, Employment Services, EHP #2. Employees should include and employee transfer application.

### Serial Records Assistant GR18 (C3502) Mann library-Statutory Minimum Biweekly Salary: \$542.89 Posting Date: 10/22/92 Repost

Records receipt of serial publications and performs related serial maintenance activities. This includes searching the online system and recording holdings of serials, claiming unreceived issues, and

ceasing or inactivating serial titles. Inputs new serial titles and orders. Assists the serials records specialist in processing titles received on the U.S. federal depository program. Sorts and distributes mail.

**Requirements:** High school diploma or equivalent. Associate's degree plus 1-2yrs. of previous library or record keeping experience preferred. Additional related experience may be substituted for formal degree. Ability to use effectively a micro-computer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonal and communication skills. Some foreign language skills desirable. Medium typing. External applications send cover letter and resume to Esther Smith, Employment Svcs, EHP #2. Employees should include and employee transfer application.

### Preservation Assistant GR18 (C4107) Preservation/Conservation/Olin Library-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 10/15/92

Assist the preservation reformatting librarian of the southeast asian collection in pre- and post-filming procedures. Maintain statistics on items searched, filmed, and cataloged. Supervise the work of student assistants. Appointment until 12/31/94.

**Requirements:** High school diploma or equivalent. Associates degree preferred. 1-2yrs. related experience. Good interpersonal skills. Excellent organizational and work-flow skills. Attention to detail. Ability to work independently. Previous library experience especially in searching and acquisitions procedure. Knowledge of microfilming techniques and equipment. Computer skills especially IBM-PC and WordPerfect. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

### Parts Clerk GR18 (C4004) Transportation Services-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 10/8/92

Without on-shift supervision, maintain and assure the smooth operation of the parts room through receiving, storing, and distributing parts and supplies.

**Requirements:** High school diploma or equivalent. Previous experience with IBM compatible micro-computers essential. Must be able to work independently. Good knowledge of the methods and procedures used in receiving, storing, and issuing of supplies and parts. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

### Administrative Secretary GR19 (C4202) Cooperative Extension-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 10/22/92

Provide confidential administrative support services for 2 extension admin program leaders in the program unit. Maintain accurate communications with staff diverse clientele, including research and preparation of responses as necessary. Knowledgeable in several computer softwares.

**Requirements:** High school diploma or equivalent. 2yr. secretarial science degree preferred. Minimum 2yrs. of office experience with knowledge of computer software essential. Must be able to set priorities, work independently and as a team member in a complex, active environment. Maintain confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

### Secretary GR19 (C4010) CU Cooperative Extension-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 10/8/92

Provide secretarial/computer support to 3 Cornell extension representatives. Coordinate volunteer data fill requests. Key contact person for office computer technology and troubleshooting. Work with a variety of individuals, ability to work on multi-projects and work as a team member. Monday-Friday, 8-4:30 or 5.

**Requirements:** High school diploma or equivalent required. Secretarial or business education training preferred. A.A.S. degree preferred. Minimum 2 yrs. related experience. Working knowledge of IBM's; working with WordPerfect and a network system. Medium typing. External applicants send cover letter and resume to

Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

### Secretary GR19 (C4008) Laboratory or Ornithology-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 10/8/92

Provide general administrative and secretarial support to the lab's bird population studies program, including the director and research staff.

**Requirements:** High school diploma or equivalent. Some coursework in business or secretarial science. 1-2 yrs. related experience. Experience with computers and knowledge of wordprocessing required. Knowledge of database management and spreadsheet programs preferred. Familiarity with graphics and statistical analysis helpful. Knowledge of speedwriting or other note taking skills preferred. Good organizational, interpersonal/telephone skills required. Interest in science/natural history. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

### Accounts Assistant GR19 (C4007) University Payroll-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 10/8/92

Provide assistance in executing the support to the overall payroll function with specific emphasis on service to the University and its employees. Maintain the NYS Disability records. Audit and process Statutory payroll vouchers and the payroll edits.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Ability to work well with people. High degree of confidentiality. Experience with PC's. 1-2 yrs. related experience. Light typing. Regular Cornell employees only. Send employee transfer application, cover letter, and resume to Esther Smith, Employment Services, East Hill Plaza #2.

### Secretary GR20 (C4203) Cooperative Extension-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 10/22/92

Coordinate and supervise the daily business and personnel operations of the Martha Van Rensselaer Hall portion of the program unit for Cornell cooperative extension. Provide staff assistance for the federal plan of work and annual reporting requirements. Provide administrative assistance to senior extension associate and others if required. Other duties as assigned.

**Requirements:** Associate's degree in secretarial science with a minimum of 2-3yrs. secretarial experience. Proficiency at operating different levels of canned and written software. Possess strong organizational and office management skills. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

### Graduate Field Assistant GR20 (C3021) Computer Science-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 10/15/92

Coordinate the graduate office activities in the department of computer science. Administer the selection and admissions process; plan orientation and recruiting; counsel students in the computer sciences graduate program with regard to curriculum and other academic matters. **Requirements:** Associates degree or equivalent. Minimum of 3-4yrs. related administrative experience. Excellent oral, written communication skills. Microcomputer experience essential. Familiarity with Macintosh software a plus. Demonstrated initiative in problem solving skills. Sensitivity and judgement in dealing with personal problems of registered students and assisting in screening potential applicants. Interpersonal skills with a strong emphasis on confidentiality. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

### Administrative Aide GR20 (C3014) University Development-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 10/15/92 Repost

Provide administrative and secretarial assistance for the office of capital projects. Type, edit and proofread materials. Maintain accurate record of gifts and commitments. Initiate requests for and

track gift acknowledgements. Prepare gift reports. Make travel arrangements. Schedule appointments. Assist in preparation of mailings.

**Requirements:** Associates degree or equivalent. 2-3yrs. related work experience. Bookkeeping/accounting experience desirable. Good typing skills required. Excellent organizational and interpersonal skills. Good command of written and spoken English. Knowledge of macintosh pc helpful. Medium typing. Send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include a employee transfer application.

### Administrative Aide GR20 (C4106) Veterinary Administration- Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 10/15/92

Administrative support for selection and admission of students to Doctor of Veterinary Medicine program and for student services. Conduct informal interview, advise candidates, parents of policy and procedure for application to the program; prepare/revise publications; procurement of vendors; generate correspondence and reports for agencies in and outside of college; bill/collect application and matriculation fees; accounting for department.

**Requirements:** Associates degree or equivalent required. Minimum 2yrs.. administrative/office experience, preferably in higher education setting. Knowledge of Macintosh computer. Excellent organizational, interpersonal, and communication (oral and written) skills. High degree of confidentiality. Heavy typing. External applicants send cover letter and resume to Esther Smith, Employment Svcs, EHP #2. Employees should include employee transfer application.

### Accounts Assistant GR20 (C4002) Transportation Services-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 10/8/92

Maintain up to date and accurate bookkeeping on all the operation of the public transit center. Prepare billings, payroll, and reconcile all cash receipts.

**Requirements:** Associate's degree in business/accounting or equivalent. Minimum of 3 yrs. experience in Cornell's accounting system desirable. Skilled in use of microcomputers. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter, and resume to Esther Smith, Employment Services, East Hill Plaza #2.

### Administrative Aide GR20 (C3906) Financial Planning and Budget Management-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 10/1/92

Provide administrative support for the office of financial planning and budget management. Responsibilities include data administration, accounting and technical duties in addition to the function of maintaining a quality office operation.

**Requirements:** Associates degree or equivalent required. 2-3yrs. related experience. Use of microcomputers for meeting management, electronic mail and word processing. Excellent communication skills for working with many individuals. Light typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

### Administrative Aide GR20 (C3819) Division of Nutritional Science/CFNPP-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 9/24/92

Provide administrative assistance and secretarial support to the administrator and accounts assistant of an international food and nutrition policy research program.

**Requirements:** AA/AAS degree or equivalent. 2-3yrs. previous office experience. Proven ability to work independently. Able to work under pressure and handle many assignments simultaneously. Experience using micro-computers and familiarity with WordPerfect. Excellent grammatical skills. Familiarity with international work preferred. Heavy typing. External applicants send cover letter and resume to Esther Smith, Employment Services, EHP #2. Employees should include employee transfer application.

### Accounts Assistant GR20 (C3818) ILR-MP Catherwood Library-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 9/24/92

Provide administrative support in area of financial management. Prepare requis-



tions, review purchase requests for appropriateness, review and approve invoices for book purchases, review direct charges to accounts, record and deposit accounts receivable payments and reimbursed library expenses; maintain computer-generated equipment inventory file; handle telephone calls; assist visitors; assist with circulation department duties during peak periods or in absence of regular staff. Until 6/30/93.

**Requirements:** Associates degree or equivalent. 2-3yrs. related experience. Ability to use spreadsheet programs (Lotus 1-2-3), WordPerfect, DataPerfect, and EasyFiler. Familiarity with Cornell Mainframe and use of NOTIS on-line catalog fund accounting systems helpful. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C4104)  
Rural Sociology-Statutory  
Minimum Biweekly Salary: \$615.42  
Posting Date: 10/15/92**

To design, coordinate and oversee office systems to assist and support the research and extension projects of the farming alternatives program.

**Requirements:** Associates degree or equivalent. 2-3yrs. experience working on research an extension projects. Familiarity with Macintosh MS word, Pagemaker, and Filemaker. Familiar with NYS agriculture and sustainable agricultural practices. Light typing. Regular CU employees only. Send employee transfer applications, cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2.

**Administrative Aide GR21 (C3902)  
Vice President for Finance and Treasurer-Endowed**

**Minimum Biweekly Salary: \$615.42  
Posting Date: 10/1/92**

Provide executive, secretarial, and administrative support to the vice president for finance and treasurer. Oversee, coordinate, and integrate the flow of information and materials through the office; refer inquiries and materials as appropriate; some accounting; maintain calendar; handle correspondence and travel.

**Requirements:** Associate's degree or equivalent. 2-3yrs. executive secretarial experience. Knowledge of Cornell University required. Knowledge of Macintosh computer and software, including Word and Excel is preferred. Excellent organizational and interpersonal skills. Demonstrated oral and written skills. Ability to set priorities and work independently. Highest degree of confidentiality essential. Medium typing. Regular Cornell University employees only. Send employee transfer application, cover letter, and resume to Esther Smith, Employment Services, EHP #2.

**Accounts Coordinator GR22 (C4005)  
Transportation Services-Endowed  
Minimum Biweekly Salary: \$641.92  
Posting Date: 10/8/92**

Maintain up to date and accurate book-keeping on all the operations of the Traffic Bureau; assist the business manager in the preparation of all accounting and payroll statements; reconcile all cash balances.

**Requirements:** Associate's degree in business/accounting or equivalent. 3-5 yrs experience required. Familiarity with personal and mainframe computers and knowledge of Cornell's accounting system helpful. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Employment Services, EHP #2.

**Accounts Assistant GR22 (C3914)  
Controller's/Accounting-Endowed  
Minimum Biweekly Salary: \$641.92  
Posting Date: 10/1/92**

Prepare and maintain various computer generated reports. Assign and establish sponsored programs accounts; review budget categories and prepare preliminary analysis for financial reports; follow up on overdrawn accounts and outstanding accounts receivables.

**Requirements:** Associates degree or equivalent, BS degree in accounting/business field preferred. 2-3yrs. job related experience. Grant and contract experience desirable. Experience with personal computers and business software, EG mainframe, spreadsheets, and database. Excellent organizational skills and service orientation is essential. Regular Cornell University employees only. Send employees transfer application, cover letter, and resume to Esther Smith, Employment Services, EHP #2.

## Office Professionals Part-time

**Office Assistant GR17 (C4109)  
Natural Resources-Statutory  
Minimum Full-time Equivalent: \$530.38  
Posting Date: 10/15/92**

Function as receptionist for ICET and provide clerical assistance to administrative aide. Type correspondence, reports, etc.; handle travel reimbursements; answer telephones; mail; photocopy. Other duties as assigned. Until 9/30/94. 20hrs/wk.

**Requirements:** HS diploma or equivalent. 6 months job related experience. Good organizational and interpersonal skills. Familiar with IBM-PC using WordPerfect 5.1. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, EHP #2. Employees should include employee transfer application.

**Data Entry Operator GR17 (C4006)  
Ecology and Systematics-Statutory  
Minimum Full-time Equivalent: \$530.38  
Posting Date: 10/8/92**

Responsible for accurate data entry of biological and geographic data into PC database. 20hrs/week, flexible. Until end of grant.

**Requirements:** High school diploma or equivalent required with some college coursework in biology, science, or natural history preferred. 1 yr. of experience in data entry using personal computer. Medium typing. External applicants send cover letter, resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Secretary GR17 (C3814)  
Art-Endowed  
Minimum Full-time Equivalent: \$530.38  
Posting Date: 9/24/92**

Coordinate the Olive Press Project; arrange meetings; schedule reservations; accounts payable/receivable; answer telephone; type correspondence. M-F, 4hrs/day.

**Requirements:** High school diploma or equivalent. 6 months related experience preferred. Light typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR18 (C4103)  
Plant Breeding & Biometry-Statutory  
Minimum Full-time Equivalent: \$542.89  
Posting Date: 10/15/92**

Provide secretarial support to faculty in the biometrics unit; type correspondence, course materials, and technical manuscripts; photocopying and other duties as assigned; serve as back-up for answering telephones and handling mail. 4-5hrs/day, flexible.

**Requirements:** High school diploma or equivalent; some college coursework preferred. 1yr. related office experience; familiarity with word processing, preferably on IBM PC or Mac; technical typing desirable (training provided); good interpersonal and organizational skills. Accuracy important. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, EHP #2. Employees should include employee transfer application.

**Secretary GR18 (C4108)  
Neurobiology and Behavior-Statutory  
Minimum Full-time Equivalent: \$542.89  
Posting Date: 10/15/92**

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. High level of confidentiality: Student grades, generating exams and answers. 20hrs/4 days.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Experience with Macintosh computers and office-based software or aptitude to learn specific software programs. Heavy typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Office Assistant GR18 (C3706)  
Human Development and Family Studies-Statutory  
Minimum Full-time Equivalent: \$542.89  
Posting Date: 9/17/92**

Secretarial and receptionist support for

very busy academic department. Provide secretarial support for graduate and undergraduate program. Answer main phone line, handle walk-in traffic. Mon-Fri, 12:30-4:30 or 1:00-5:00 (20hrs).

**Requirements:** HS diploma or equivalent required. 1-2yrs. previous experience in academic department essential. Computer skills essential. Medium typing. External applicants submit cover letter & resume to Esther Smith, Employment Services, EHP #2. Employees should include employee transfer application.

**Secretary GR18 (C2905)  
Physiology-Statutory  
Minimum Full-time Equivalent: \$542.89  
Posting Date: 9/17/92 Repost**

Provide secretarial support for 1 or 2 faculty members and assist the accounting section by typing requisitions and filing. Monday-Friday, 8-12.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 1yr. related secretarial experience. Knowledge of computers (IBM/WordPerfect 5.1) preferred. Medium typing. Send cover letter and resume to Esther Smith, Employment Services, EHP #2. Employees should include employee transfer application.

**Accounts Assistant GR19 (C3707)  
Human Development and Family Studies-Statutory  
Minimum full-time Equivalent: \$566.28  
Posting Date: 10/22/92 Repost**

Process standard vouchers, purchase orders and interdepartmentals for busy academic department. Assist administrative supervisor with other accounting activities. Mon-Friday, 8am-12noon, 20hrs.

**Requirements:** High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. previous Cornell accounting experience, or fund accounting experience in other settings. IBM computer, WordPerfect 5.1 and Lotus. Light typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Aide GR19 (C4102)  
Agricultural Economics-Statutory  
Minimum Full-time Equivalent: \$566.28  
Posting Date: 10/15/92**

Provide administrative, research, teaching, and secretarial support for three faculty members, several technical and support staff, and the group of students in the program on dairy markets and policy. Responsible for maintaining programs bibliography and statistical databases and library. Monday-Friday, 32hrs. Until 7/93.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Requires working with faculty, professional staff, and graduates students. Skills in spreadsheet, graphics, word processing, and other such computer software; and extensive subject matter knowledge. Requires extensive familiarity with publications and data sources in the area of dairy market and policy economics. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2.

**Administrative Aide GR19 (C3820)  
Center for the Environment-Statutory  
Minimum Full-time Equivalent: \$566.28  
Posting Date: 9/24/92**

Provide administrative and secretarial support. Responsible for telephones and reception, word processing (Mac) of formal and informal communications, scheduling of meetings and travel arrangements. Act as liaison to central administration unit for accounts payable and receivable. 4 consecutive days/week, 5hrs/day.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. office experience. Macintosh experience, especially word processing. Good communication skills. Familiarity with Cornell accounting system desirable. Ability to work independently and set priorities. Medium typing. External applicants send cover letter and resume to Esther Smith, Employment Services, EHP #2. Employees should include employee transfer application.

**Accounts Assistant GR19 (C3707)  
Human Development and Family Studies-Statutory  
Minimum Full-time Equivalent: \$566.28  
Posting Date: 9/17/92**

Process standard vouchers, purchase orders and interdepartmentals for busy academic department. Assist adminis-

trative supervisory with other accounting activities. Mon-Friday, 8am-12noon, 20hrs. **Requirements:** High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. previous Cornell accounting experience, or fund accounting experience in other settings. IBM computer, WordPerfect 5.1 and Lotus. Light typing. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Administrative Assistant GR19 (C3701)  
Facilities Engineering-Endowed  
Minimum Full-time Equivalent: \$566.28  
Posting Date: 9/17/92**

Provide basic and specialized administrative and clerical support services for architectural, engineering, and design staff of the facilities engineering department. Transcribe, type, edit and modify various types of office correspondence and documentation. Range of work includes basic office correspondence, detailed construction bid documents, project specifications, and technical reports. Provide front-line training and support for computer software applications (wordprocessing, spreadsheet, and terminal emulator) and telephone (system 85 and audix). Arrange and coordinate all aspects of departmental travel, to include processing vouchers. There will be occasions when a full work week will be required. Mon-Thurs, 11-5; Fri, 11-4. **Requirements:** High school diploma or equivalent required. Associates degree or equivalent preferred. 2yrs. working with word processing systems in an office environment environment. Experience with Macintosh computers and software very desirable. Must demonstrate sound interpersonal and organizational skills. Heavy typing. External applicants please submit a cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Telecommunicator GR20 (C4001,9)  
Transportation Services-Endowed  
Minimum Full-time Equivalent: \$590.45  
Posting Date: 10/8/92**

Responsible for monitoring the two-way radio communication between the transit facility and on-duty transit fleet. Monitor driver assignments; call-in replacement drivers. 20 hrs. per week.

**Requirements:** High school diploma or equivalent. Associate's degree or equivalent. Highly organized individual with attention to detail required. Prior dispatch experience desirable. Familiarity with FCC regulations and terminology. Must have well-modulated voice. Must have the ability to deal with a fast paced environment and stressful situations. External applicants send cover letter and resume to Esther Smith, Employment Services, EHP #2. Employees should include an employee transfer application.

## Casual

**Cashier/Data Entry (S3813)  
Ornithology  
Casual Appointment  
Posting Date: 10/1/92**

The Crow's Nest Birding Shop is seeking an individual to perform data entry and cashiering duties. Answer phones. Must be very customer service oriented. Please send cover letter and resume to Karen Raponi, Employment Services, East Hill Plaza #2. Saturday and Sunday 10am-4pm. Other weekday hours as needed.

**Program Secretary (S3808)  
Language House Program-Endowed  
Posting Date: 9/24/92**

Type correspondence, reports and agendas, answer phone; process language house applications and accounting forms. 10hours/week, flexible.

**Requirements:** A.A.S. or equivalent in secretarial science. WordPerfect 5.1 on an IBM or IBM compatible; basic accounting procedures if preferred. Medium typing. External applicants submit cover letter and resume to Karen Raponi, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

## Office Professionals Temporary Part-time

**Temporary Accounts Assistant (S3404)  
Cooperative Extension  
Posting Date: 8/27/92**

Process vouchers and billings, monitor



invoices, prepare notices of proposed travel, and submit purchase order requests for Extension Sea Grant program. Input, retrieve and analyze data of CUDA expenditure and summary reports for Extension Sea Grant Program. Part-time, 20hours per week. Please send cover letter and resume to Karen Raponi, Employment Services, East Hill Plaza #2.

**Interviewer (S3605)**  
**Communications-Statutory**  
**Hiring Rate: \$6.60**  
**Posting Date: 9/10/92**  
Interview farmers for research project. Travel required - some overnight. Requires careful attention to detail.  
**Requirements:** Interviewing skills; computer skills a plus. Send cover letter and resume to Karen Raponi, Employment Services, East Hill Plaza #2.

## General Service

**Dish Machine Operator SO02 (G4101,2)**  
**Dining-Endowed, Regular, Full-time, 40hrs/weekly**  
**Hiring Rate: \$6.90**  
**Posting Date: 10/15/92**  
Wash dishes, utensils, pots and pans. Stock assigned areas. Shift subject to change.  
**Requirements:** Ability to learn proper use of dishwashing equipment and cleaning agents. Ability to lift 35pounds. Regular Cornell employees only. Send employee transfer application to Esther Smith, Employment Services, East Hill Plaza #2.

**Custodian SO03 (G4204)**  
**Residence Life-Endowed**  
**Hiring Rate: \$7.18**  
**Posting Date: 10/22/92**  
Position serves as regular SO02 housekeeping staff member when needed due to absenteeism. When not fulfilling regular schedule as above, will be assigned to projects that require and extended time commitment and may require use of departmental vehicles and/or moving of furniture or equipment to other buildings. 39hrs/week, weekends possible.  
**Requirements:** High school diploma or equivalent. Ability to lift 50-75lbs. and climb 8' ladder. Demonstrated knowledge of all types of carpet/floor care, and ability to operate related power equipment. Willingness to work with students. Must possess/maintain NYS driver's license (Class 5) in good standing. 2-3yrs. significant housekeeping experience. Regular CU employees only. Send employee transfer application to Esther Smith, Employment Services, East Hill Plaza #2.

**Transit Service Worker SO04 (G4006,7)**  
**Transportation Services-Endowed**  
**Hiring Rate: \$7.52**  
**Posting Date: 10/8/92**  
Responsible for the fueling, cleaning and minor service work on all transit vehicles. Remove and install fare vaults. Parks buses in the service storage area.  
**Requirements:** High school diploma or equivalent. Must possess a NYS drivers license; commercial license with air brake and passenger endorsement preferred. Must meet 19A certification. Basic mechanical skills necessary with the ability to use some tools. Must have the ability to work independently. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Vending Purveyor SO06 (G4103)**  
**Dining Services-Endowed**  
**Hiring Rate: \$8.26**  
**Posting Date: 10/15/92**  
Stock vending products; maintain equipment; transport income from all types of vending and merchandising equipment.  
**Requirements:** High school diploma or equivalent. Knowledge of vending methods and inventories helpful. Ability to work with little supervision. Good interpersonal and communication skills. Valid NYS drivers license. Ability to lift 75lbs. Regular CU employees only. Send employee transfer application to Esther Smith, Employment Services, East Hill Plaza #2.

**Vehicle Mechanic SO08 (G4004,5)**  
**Transportation Services-Endowed**  
**Hiring Rate: \$9.08**  
**Posting Date: 10/8/92**  
Performs routine servicing and preventative maintenance of transit fleet. Completes major and minor repair work on diesel, gas and alternative fuel engines.  
**Requirements:** Must have: a) graduated from an accredited two year school or college with an associates degree in automotive and diesel technology; or b) 1yr. experience as a journey level automotive mechanic; or c)

3yrs. experience in the repair of automotive equipment; or d) and equivalent combination of a,b, and c. Must possess a NYS commercial driver's license with air brake and passenger endorsement. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Maintenance Mechanic SO08 (G4001)**  
**Transportation Services-Endowed**  
**Hiring Rate: \$9.08**  
**Posting Date: 10/8/92**  
Responsible for the maintenance of equipment, facility systems and general custodial care of the shop storage and garage area. Provides general repairs and preventative maintenance on machinery and equipment of the facility systems.  
**Requirements:** High school diploma or equivalent, trade school training preferred. Knowledge of power and hand tools, electrical and mechanical testing equipment required. Minimum of 5yrs. experience in plumbing, electrical, air conditioning and general repair work. Must be familiar with various test instruments such as multimeters and megohmmeters. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2.

**Vehicle Mechanic SO09 (G4008)**  
**Transportation Services-Endowed**  
**Hiring Rate: \$9.52**  
**Posting Date: 10/8/92**  
Performs routine servicing and preventative maintenance of transit fleet. Completes major and minor repair work on diesel, gas and alternative fuel engines.  
**Requirements:** High school diploma or equivalent. Must possess a NYS commercial driver's license with air brake and passenger endorsement. Must meet 19A certification. Minimum 5yrs. mechanical experience working on diesel and gas engines in a heavy equipment environment. Skilled in the use of tools necessary for the maintenance and repair of automotive equipment. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Vehicle Mechanic SO11 (G4002,3)**  
**Transportation Services-Endowed**  
**Hiring Rate: \$10.46**  
**Posting Date: 10/8/92**  
Assures the efficient operation and workflow of the preventative maintenance and repair program for the transit fleet. Performs highly skilled work involved in rebuilding and repairing of major components of engines and systems.  
**Requirements:** High school diploma or equivalent. Possess a NYS commercial driver's license with air brake and passenger endorsement. Must meet 19A certification. Minimum of 7yrs. mechanical experience working on diesel and gas engines in a transit or similar environment. Proficient in the accurate diagnosis of mechanical problems related to transit vehicles and be able to effect the repair under minimum supervision. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include employee transfer application.

**Electrician (G3805-14)**  
**Maintenance and Service Operations-Statutory**  
**Hiring Rate: \$17.78**  
**Posting Date: 9/24/92**  
Install and retrofit lighting systems. Monday-Friday, 3:30-midnight, until 10/6/93, possible extension to 12/31/93.  
**Requirements:** High school graduate or equivalent. Completion of accredited inside wiremans apprenticeship or equivalent experience. Must have and maintain valid NYS driver's license. External applicants send cover letter and resume to Esther Smith, Employment Services, East Hill Plaza #2. Employees should include an employee transfer application. This position is covered under the building trades counsel agreement and is subject to its provisions.

## General Service Temporary

**Temporary Material Handler (S3807)**  
**Lab Animal Services-Statutory**  
**Hiring Rate: \$6.00**  
**Posting Date: 9/24/92**  
Assist in ordering, maintaining and delivering feed, supplies and equipment. Monday-Friday, 7:00-3:30.  
**Requirements:** High school diploma or equivalent required. Ability to lift 75lbs. Current driver's license. Must be in good physical condition. Pre-employment physi-

cal required. Please submit application materials to Karen Raponi, Employment Services, East Hill Plaza #2.

## Academic

**Faculty Position**  
**Materials Science and Engineering**  
**Posting Date: 10/22/92**  
Available January 1, 1993. An ability to develop and exceptional teaching and research program is required. Strong preference for candidates with research interests in electronic materials, but distinguished candidates in all fields of materials science will be considered. Send brief one page letter outlining your research and teaching interests to: Chair, Senior Faculty Search Committee, Materials Science and Engineering, Cornell University, Ithaca, NY 14853-1501.

**Faculty Position**  
**Materials Science and Engineering**  
**Posting Date: 10/22/92**  
Subject to funding availability. Deep commitment to teaching and a strong record of research in one of the following areas: ceramics, electronic materials, metals, or optical materials. It is desirable that the research effort to the candidate benefits from the current experimental capabilities within the department, which include extensive electron microscopy facilities. Send a curriculum vitae along with a one page statement outlining research and teaching plans to: Chair, Junior Faculty Search Committee, Materials Science and Engineering, Cornell University, Ithaca, NY 14853-1501.

**Extension Administrator/Agricultural Competitiveness and Profitability**  
**Location: Cornell University, Ithaca, NY**  
**Posting Date: 10/22/92**  
Provide leadership and support for campus and Cornell cooperative extension association work related to vision, scope, and direction of adult and youth educational programs to improve initial emphasis on animal and field crop sciences. Facilitate collaborative efforts among faculty and on- and off-campus staff to address contemporary issues in agriculture including those related to the environment and consumer concerns. Work with local, state and national agencies and organizations, and extension association on issues of common concern. Recruit and participate in screening of candidates to be recommended for Cornell cooperative extension positions. Report to assistant director (programs)-Cornell cooperative extension.  
**Requirements:** Master's appropriate to the responsibilities of position. Significant professional employment or at least one degree related to production agriculture. 8yrs. of progressively responsible experience including 5yrs. of demonstrated success in nonformal educational program development, implementation, and evaluation. Doctorate with 6yrs. of professional experience including 3yrs. in nonformal educational programming preferred. Coureswork in adult education, human development, program administration, and management. Send letter of intent; current resume that includes responsibilities and accomplishments for each significant position; names, addresses, and telephone numbers of three references by December 1, 1992 to: Gary C. Bergstrom, Search Committee Chair, Department of plant Pathology, 334 Plant Science Building, Cornell University, Ithaca, NY 14853-5908, (607) 255-7849.

**Extension Associate II CA04**  
**Integrated Pest Management**  
**Posting Date: 10/22/92**  
Provide leadership for planning, conducting, and evaluating a comprehensive educational program in integrated Pest Management and

Pesticide Management for the commercial dairy industry in the New York City Watershed area. (Counties within the NYC Watershed area include: Delaware, Dutchess, Greene, Putnam, Schoharie, Sullivan, Ulster, and Westchester).  
**Requirements:** Master's degree in plant pathology, entomology, pest management or closely associated field. Coursework in dairy and field crops production, soils, plant physiology, toxicology, economics, education, and communication. Minimum 3yrs. professional work experience in cooperative extension, agribusiness, dairy or field crop production, pest management, or in developing informal educational programs. Must possess agricultural experience with ability to relate to routine farm situations. Must possess a certified NYS pesticide applicators license. Must possess a NYS drivers license.

**Research Associate II**  
**Cornell Theory Center**  
**Salary: Commensurate with Qualifications**  
**Posting Date: 10/15/92**  
Conduct research on the advanced computing research institute (ACRI) at Cornell theory center, emphasizing parallel optimization and nonlinear optimal control including applications of differential dynamic programming to problems in environmental management and structural control.  
**Requirements:** Ph.D. in operations research with specialization in numerical optimization and nonlinear optimal control. Experience with differential dynamic programming is highly desirable. Parallel computing experience and extensive knowledge of Fortran is essential. Proven ability to analyze and establish mathematical convergence properties of minimization algorithms. Send curriculum vitae and three letters of reference to: Julia Addy, Personnel Manager, 529 Engineering and Theory Center Bldg., Cornell Theory Center, Cornell University, Ithaca, NY 14853.

**Molecular Genetics Workshop Coordinator**  
**Plant Science Center**  
**Posting Date: 10/15/92**  
Oversee, develop and teach workshops in plant molecular biology.  
**Requirements:** Ph.D. with experience in molecular biology techniques. Send letter of interest, curriculum vitae, and names of 3 references to: Dr. Karen L. Kindle, 151 Biotechnology Bldg., Cornell University, Ithaca, NY 14853-2703. Fax (607) 255-2428.

**Faculty Position: Radiology**  
**Clinical Sciences/Vet Medicine**  
**Rank and Salary will be commensurate with professional and academic credentials and experience.**  
**Posting Date: 10/8/92**  
Demonstrated expertise and interest in diagnostic radiology and/or ultrasonography. Share clinical teaching and service responsibilities with other radiology faculty, to participate in didactic teaching programs at both the professional (DVM) and graduate levels, and to develop an independent research program. Established strong, independent research program, or having the training and interest to establish such a program. Clinical service and related instruction are expected to constitute 50%of the work effort, with the remainder being devoted to research, teaching and other scholarly activities. Opportunities for collaborative research are excellent.  
**Requirements:** DVM degree or equivalent, and have postgraduate clinical and research training and experience. Certification by the American College of Veterinary Radiology is highly desirable. Send a letter of application, curriculum vitae and names and addresses of three suitable referees to Dr. Brian R.H. Farrow, Chairman, Dept. of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.