

CORNELL Chronicle

Volume 23 Number 21 February 13, 1992

Cornell Life

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Feb. 17 is Presidents' Day. Cornell will be open, so why should we mind if the two presidents share a day? Well, Pulitzer Prize-winning historian Michael Kammen says that there's a certain irony in pairing the two.

AAAS

6-7

Cornell faculty made presentations on exotic sea life and the judicial system's treatment of science, among other topics, during the annual meeting of the American Association for the Advancement of Science in Chicago.



Peter Morenus

"This country was born in sin and bred in inequity and we must make the cracked ways straight," the Rev. Jesse Jackson told a Bailey Hall audience of 1,900 Tuesday night.

Jackson urges students to vote, denounces U.S. bashing of Japan

By Lisa Bennett

When the Rev. Jesse Jackson walked onto the stage at Bailey Hall Tuesday evening, his cadence was slow, his tone was somber and — after an introductory prayer for Haitians — his message consisted of a sweeping moralistic challenge.

"This country was born in sin and bred in inequity and we must make the cracked ways straight," he said, citing the deaths of American Indians 500 years ago and their "vilification" today, and the 250 years of slavery of African-Americans and their continuing struggle for equal rights.

But soon Jackson turned from prayer to history to politics and his campaign for voter registration. His voice grew louder, faster and more vigorous, in the dramatic

preacher style for which he is known.

"The generation before you marched much and died young and bled profusely to make this happen, this right to vote," he said. "You cannot sit here now with your self-respect intact and not be registered to vote."

After the 75-minute lecture, Jackson called for a count of unregistered students by asking those students to stand; some two-thirds of the audience of 1,900 rose.

"Where are my sponsors?" Jackson responded, scanning for students from the Cornell University Program Board, which sponsored his visit. "There's a brother in the lobby with a voter registration booth. Bring the booth down here. . . . I want you to register tonight, while you're in the spirit. Say Amen."

While waiting for the forms to arrive, Jackson began to take questions. Then Ithaca Mayor Benjamin Nichols came from behind

the curtain and told Jackson that they had 300 forms but were running out.

"Get some more," Jackson said into the microphone. "I told you we were all having a meeting in Ithaca tonight."

A student distributed the remaining forms. Later Jackson asked again about additional forms. Nichols told him they were unable to get more then but more would be available Wednesday and Thursday in Willard Straight Hall. Jackson relayed this message to the audience, clearly dissatisfied.

During his lecture, Jackson declared a goal of increasing national voter registration by 25 percent. "The nation is in pain," he said. "We need you now."

The economic crisis has not been adequately analyzed by the Reagan or Bush

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Astronomers criticize plan to cut space exploration

By William Holder

CHICAGO — The federal budget proposed by the Bush administration elicited cries of anguish Feb. 10 from space scientists who foresee a virtual end to planetary exploration.

The budget would cut off funding for the ongoing Magellan mission to Venus as of Sept. 30, according to Associate Professor of Astronomy Steven W. Squyres, who spoke at a press conference arranged by the American Association for the Advancement of Science at its annual meeting.

"This would take the unprecedented step of turning off a healthy, functioning, highly capable spacecraft," he said.

The budget, which awaits congressional action, cancels outright the Comet Rendezvous Asteroid Flyby. Joseph Veverka, professor of astronomy, is serving as head of the imaging team for that mission, on which more than \$400 million already has been spent.

Of the remaining missions, the Cassini Saturn mission, scheduled for 1997, appears to be in trouble, according to Clark Chapman of the Planetary Science Institute in Tucson, Ariz. Only the Mars Observer, scheduled for launch later this year, has not been threatened.

Chapman called the budget "nothing short of a frontal attack on the Solar System Exploration Program and a blueprint for dismantling it this year and next."

The scientists pointed to the proposed space station as a project of limited scientific merit that is gobbling up NASA funds. "All of us," said Squyres, "would like to see a balanced space program."

For Squyres, congressional approval of the budget would mean an untimely end to a mission that has been spectacularly successful, having already mapped 95 percent of Venus' surface. Still ahead for Magellan are plans to obtain a second set of radar images of the planet — required for stereoscopic mapping — as well as a high-resolution gravity map.

Termination of funding would severely curtail the ability of scientists to carry out those missions and would eliminate a daring and untried maneuver for Magellan. The spacecraft would dip into the planet's soupy

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ILR School starts newsletter on drug abuse in the workplace

By Albert E. Kaff

The nation's first newsletter to deal with substance abuse in the workplace reports that drug testing may cost more than it's worth.

The first issue of the newsletter, the *Cornell/Smithers Report*, was published in January by the School of Industrial and Labor Relations.

The purpose of the quarterly newsletter is to provide industrial relations policy-makers with timely information and analysis of emerging trends related to alcohol and other drugs, said David B. Lipsky, dean of the ILR School.

Articles in the inaugural issue include:

- "Drug Testing: Cost and Effect," reporting on studies that suggest that, even when legal, screening of employees may not be a profitable exercise and some employers are abandoning tests.
- "The Fatigue Factor," discussing evi-

dence that erratic duty schedules could be a safety threat, especially if combined with alcohol.

• "Amnesty for Treatment Seekers: How Far Does It Go?" analyzing an arbitration case.

Introducing the newsletter, Lipsky said, "Industrial relations policy-makers are aware of the enormous impact that the abuse of alcohol and other drugs has had on the productivity, health and safety of the American work force. Fashioning an effective, fair and reasonable policy toward substance abuse has become critical to every workplace."

"Bridging the gap between theory and practice, the *Cornell/Smithers Report* provides access to important research and thinking, offering the workplace fresh concepts, significant empirical findings and the informed assessments of leading experts."

The newsletter is published by the R. Brinkley Smithers Institute for Alcohol-Re-

lated Workplace Studies, operated by the ILR School. Smithers Institute officials said that the newsletter is the first in its field.

The institute was established with a gift from the R. Brinkley Smithers family. A philanthropist, Smithers has devoted his gifts to discovering the causes of alcoholism and improving methods for its treatment and prevention with a special interest in the workplace, where alcohol remains the primary abuse substance, the ILR School said.

Founder of a rehabilitation center in New York City, Smithers has contributed grants to universities, hospitals and research centers and was instrumental in passage of the Hughes Act that created the federal government's National Institute on Alcoholism and Alcohol Abuse.

The newsletter covers topics such as alcohol and drug use patterns at work, rehabilitation and recovery, discipline and discharge arbitrations, effectiveness of drug testing,

labor agreement provisions on substance abuse, and empirical findings to help policy-makers avoid potentially costly mistakes.

The newsletter draws on views of scholars, administrators of employee assistance programs, policy consultants, organizational behavior specialists, arbitrators and collective bargaining practitioners.

The newsletter was conceived and produced by two ILR professors: Samuel Bacharach, director of the Smithers Institute, and William Sonnenstuhl, associate director. Editors are Tia Schneider Denenberg and Richard Denenberg, authors of the book *Alcohol and Other Drugs: Issues in Arbitration*.

A complimentary copy of the January issue may be obtained by contacting the Smithers Institute, ILR Extension, Room 201, Cornell, Ithaca, N.Y. 14853-3901; telephone 255-2772. The second issue will be published in April.

Good morning, Mr. President



President Frank H.T. Rhodes enjoys a recent breakfast with students, including graduate students Victoria Medvec (left) and Margaret Wedd. There are a limited number of openings available for students to have breakfast with the president. Those interested are invited to call his office at 255-5201 to make a reservation.

Peter Morenus

Jack Delano to visit campus Feb. 16-29

Multitalented artist and educator Jack Delano will make his first visit to Cornell as an A.D. White Professor-at-Large from Feb. 16 to 29. His public lecture, "Art for Goodness Sake: Politics and Development in Puerto Rico," will be on Thursday, Feb. 20, at 4:30 p.m. in Alumni Auditorium, Kennedy Hall.

Delano is a photographer, film-maker, composer, illustrator, designer, broadcaster and educator who has used his creative talent to stimulate social change and development and to communicate the history and culture of Puerto Rico, his home since 1946.

Delano, who was born in Russia and studied art at the Pennsylvania Academy of the Fine Arts, began his career as a photographer documenting the Depression for the Federal Arts Project in Pennsylvania and later the Farm Security Administration. Currently, his Smithsonian exhibit, "Contrasts: Forty Years of Change and Continuity in Puerto Rico," is on a three-year national tour.

He was one of the earliest directors and producers of Puerto Rican films, general manager of Puerto Rico's first educational television station and a key figure in Puerto Rico's rural development program.

To make arrangements to meet Delano, contact the Department of Communication at 255-2111.

Vandalism, fire and fight are reported on campus

A student who is on a self-requested leave of absence has been charged in connection with damage in Anabel Taylor Hall, according to the Department of Public Safety.

Samuel H. Polak, 22, of 221 Eddy St., has been charged with criminal mischief for allegedly writing a series of messages on registration cards used by Catholic alumni, moving an altar cloth and removing items from a bulletin board Feb. 2.

Polak also has been charged with possession of stolen property (books, a map and a compact disk) taken from the music room in Willard Straight Hall earlier on Feb. 2. He has pleaded not guilty to the charges.

Public Safety reports that a lab technician in the Biotechnology Building sustained second-degree burns on two fingers as the result of an electrical shock.

The incident occurred Feb. 4 when Ron Wolverton attempted to work on a high-voltage power supply that was malfunctioning. He was taken to Gannett Health Center and moved to Tompkins Community Hospital for observation.

Cornell Public Safety reports that about 50 people, mostly fraternity brothers, were engaged in fights about 2:30 a.m. on Feb. 2 at Pi Kappa Alpha, 17 South Ave.

According to Public Safety, there were several separate fights under way when patrol cars arrived. The fights apparently broke out when two dozen members of neighboring Delta Upsilon fraternity at 6 South Ave. tried to enter a closed Pi Kappa Alpha party around 2:15 a.m. There are no reports of injuries or arrests.

Two hundred baby chicks died in a fire at the west building of the Poultry Barn on Game Farm Road on Feb. 7, according to Ithaca Fire Department officials, who said that the 200 chicks on the second floor died from suffocation.

Four hundred chicks on the first floor survived and were taken to another coop.

The cause was a malfunction in a lamp used to keep the chicks warm. The fire started about 4:30 p.m.

MEMORIAL

A memorial service for Brian McMahan, a junior in the College of Human Ecology who died Jan. 10 in North Massapequa, N.Y., will be Friday, Feb. 14, at 3 p.m. in the Oak Avenue Lutheran Church at 109 Oak Ave.

BRIEFS

• **Families:** The Working Families Subcommittee of the Advisory Committee on the Status of Women is asking for help identifying issues that challenge dual-career families. Comments about existing problems and solutions that have been devised can be sent in writing or via electronic mail to Mariann Carpenter, Room 201 Caldwell Hall, J7M@CORNELLA.CIT.CORNELL.EDU. Information will be assessed to determine if there are common situations that could be addressed by the Advisory Committee on the Status of Women.

• **Garden plot:** Anyone interested in joining or working with the Cornell Garden Plot Committee should attend a meeting on Wednesday, Feb. 19, at 7 p.m. in Room 213 of Ives Hall.

• **Management course:** A Johnson Graduate School of Management course on organizational behavior will be opened to the campus community on Feb. 18 when the author of the book *Beyond Race and Gender*, R. Roosevelt Thomas, will discuss managing a heterogeneous work force. Thomas' 90-minute question-and-answer session will be held in Alumni Auditorium of Kennedy Hall, starting at 4:30 p.m. Thomas is former dean of the Atlanta University Graduate School of Business Administration. Thomas is now secretary of the college at Moorhouse College in Atlanta.

NOTABLES

The American Phytopathological Society, the national professional society of plant disease scientists, presented its Lee Hutchins Award for the best research on diseases of fruit crops to **Roger Pearson** and **David Gadoury** of the New York State Agricultural Station at Geneva. They were honored for their pioneering work on the powdery mildew disease of grapes. Their discoveries have led to treatments that have successfully eradicated the overwintering fungus and delayed the development of mildew epidemics. In addition, **Dennis Gonsalves**, a professor of plant pathology at the New York State Agricultural Experiment Station in Geneva, has been named a fellow of the American Phytopathological Society. He conducts research on problems involving viruses that attack several fruit and vegetable crops. Compounds on which he has worked to counter certain grape viruses are in use throughout the world.

The **Cornell Medical College** ranked second nationwide in producing the most influential papers on clinical medicine during the past five years. Data compiled from 534,000 articles, reviews and notes published in 900 journals from 1986 to 1990 showed that the Medical College ranked second behind Harvard in citations by other researchers. During the period studied, the Medical College's 1,902 papers received an average of 7.44 citations per paper.

CORNELL Chronicle

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Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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

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

GRADUATE BULLETIN

Courses: The last day to drop courses and change grade options is March 13. A \$10 late fee is charged for each approved change after this date. An approved petition is required to change credit hours or grading option after March 13. A course dropped after March 13 will appear on transcripts with a "W" (withdrawn). Courses may be dropped only through the last day of classes.

Travel: Grants are available to graduate students for summer or fall (1993) travel that is directly related to dissertation research. Priority will be given to Ph.D. students who have or will have passed the "A" exam before initiating travel. Applications are available in graduate field offices. Each field sets deadline for completed forms; applications are submitted by fields to the Graduate Fellowship Office by March 13.

Income tax: International students with Cornell fellowships from which Cornell withheld tax will receive their Form 1042S by March 15. You need to have this form before filing your federal and state tax returns.

Grants: Applications for Western Societies Program fellowships and summer grants are available at 130 Uris Hall (phone 255-7592); deadline is March 2.

Commencement: Graduation will be held May 24. To receive a May degree, the deadline for completing all requirements is May 15. Deadlines to have a diploma available for pickup following the commencement exercises is March 15; April 3 to have one's name appear in the commencement program.

Computers: CIT workshops, free to students, include dissertation preparation using Word 4.0 on the Macintosh and WordPerfect 5.1 on the PS/2, introduction to VM Batch, introduction to SAS and SAS/Graph. To register, call 255-8000; for information, call CIT's Service Help Desk at 255-8990.

Summer support: Applications for summer assistantships, fellowships or summer tuition awards are available. All financial documents must be filed by March 2 to be eligible. Each field sets deadline for completed application.

Union leader: 1992 is the year for a national health care policy

By Albert E. Kaff

This presidential election year provides Americans with their best opportunity in years to "turn up the heat on the administration" on health care issues, the president of the international union that represents health care workers told a Cornell audience on Feb. 4.

John J. Sweeney, president of the Service Employees International Union (AFL-CIO/CLC), said that President Bush's health care plan does not address the basic problem of controlling health care costs.

"George Bush is totally out of touch with mainline America on this issue; he thinks jogging is the answer to health care problems," Sweeney said in an address to about 150 students and faculty in the School of Industrial and Labor Relations.

"Health care costs are increasing 12 to 13 percent annually," he said. "But wages are not increasing 12 to 13 percent. Taxes are not increasing 12 to 13 percent."

Tax credits proposed by Bush will not encourage people who now are uninsured to purchase medical insurance, Sweeney said. He said that 37 million Americans are without any health insurance and another 50 million are underinsured.

The problem involves so many Americans that the labor movement has moved the issue from the bargaining table to the political arena, he said. "The only way that you will have cost controls is through federal regulations," he said.

Sweeney did not present a specific health care program. But he suggested that adequate health care could be achieved by redistributing monies now spent on health care without spending more.

Stating that South Africa and the United States are the only industrialized nations without universal health care, he declared: "We have an obligation to cover everyone, employed and unemployed, rich and poor. We must provide health care to every person in this country. Every other industrialized nation has done it. Why can't we?"

He said health care problems cannot be settled on a state-by-state basis but must be solved at the federal level, noting that more than a dozen health care bills now are before Congress.

One problem in reforming health care in the United States is the influence of what he called the powerful insurance lobby in the United States, a challenge that did not exist in Canada when it developed universal health care, he said.

With 975,000 members in the United States and Canada, Sweeney's union is the largest health care union in the AFL-CIO and the fourth largest labor organization in North America. In addition to health care workers, the union represents workers in building maintenance and light industry.

Sweeney visited the ILR School as the Alice B. Grant Labor Leader in Residence, a chair named for the late Alice B. Grant, director of the ILR extension office in Rochester.

CORNELL Life

Presidents' Day

Monday is Presidents' Day. "A-yup," as they say in rural Vermont. "Sho' is," in the Carolinas. Nothing new in that.

Presidents' Day has been on the calendar for some 15 years — since Congress concocted a national holiday to fall on a Monday, double-dealing Washington's birthday on the 22nd and Lincoln's birthday on the 12th.

On campus, we work on the 17th. So why should we mind if the two presidents share a day?

Well, according to Pulitzer Prize-winning historian Michael Kammen, the Newton C. Farr Professor of American History and Culture, there's a certain irony in pairing the two. Maybe it makes a certain associational sense — linking the father of his country with its savior — but usually the coupling favors one at the expense of the other.

Or more likely diminishes both. For the two men were unlike in every important way, Kammen says. In personality, popularity and posthumousness they're at opposite ends of the spectrum. They're the presidency's twin towers, all others falling in between.

Here, in abbreviated version, is Kammen's take on Presidents' Day, on the irony of a single national holiday celebrating George Washington and Abraham Lincoln:

Washington was beloved in his lifetime. In every phase of it, even before he became commander of the continental army and later when he was begged to be president, he enjoyed enormous prestige and popularity. What's forgotten about Lincoln is that he was considered a buffoon in his lifetime — a jerk, a politician who narrowly won the presidency and was unpopular with a great many people.

Leading editorialists wrote venomous columns about Lincoln. He was continually under attack, and he gained heroic stature only after his death, which happened to be on Good Friday, with funeral services on Easter Sunday.

Ezra Cornell, however, adored him. Cornell was in Washington for Lincoln's inauguration "and shook hands with the object of his adoration," according to Morris Bishop. And Cornell seemed to many people to be of the Lincoln type, with his spare body, gaunt, tense face, ragged beard and forbidding expression, Bishop adds.

Lincoln Hall on the Arts Quadrangle, which houses the Music Department and the deans of the College of Arts and Sciences, was named for Abe because of his signing of the Morrill Act, appropriating public lands for aid to state agricultural and mechanical colleges. James Buchanan, before him, had vetoed the bill. But back to Kammen's story.

Even after his assassination, Lincoln was still controversial, and Washington remained the country's exemplary icon in the struggle for reunification. North and South could agree to honor Washington — though for different reasons. To the Southerner, he was a Virginian, a plantation owner and a slave holder. (Overlooked was the fact that his will provided for the freeing of his slaves.) To the Northerner, he was the man who presided over the creation of the union in 1787.

Washington enjoyed such cult status in the 19th century that his mother, Mary, was called "Mary, the Mother of Washington." This in a predominantly Protestant country!

Only in this century, when Washington became remote and all anyone remembered of him is the Gilbert Stuart painting in elementary school classrooms, the one where he's not smiling because he's wearing wooden teeth and they fit him badly, only then did Lincoln surpass him, Lincoln with his earthy humor and poetic eloquence.

By 1909, the centennial of Lincoln's birthday, two images of the man were brought together — the North's folkloric image of Lincoln as a melancholy, dignified man and the Midwestern lore of Lincoln as raconteur, practical joker and frontier populist. Combined, these strains created an American ideal embodying the diverse values of ordinary Americans.

Compared with Washington, Lincoln cared little for posterity. But then Washington was a man obsessed with his image. All his life he was concerned with the way history would regard him, and he skillfully managed his presentation of himself.

That carried him for a while. One hundred years ago, businesses were closed on Washington's birthday. Not so just now. Sometime after World War II, 1776 became \$17.76.

So what we have in place of meaningful national holidays are two-for-one-sales — on new sets of radial tires, or a couple of used presidents.

— Carole Stone

Big Red Cake



Bruce Wang

Graduate students Beth Baikan (left) and Steven Rapkin, who designed and baked a cake facsimile of the Big Red Barn, cut the cake at the Big Red Barn's Feb. 6 grand opening as a graduate student center as members of the steering committee for the project and other graduate students look on.

Dutch sociologist, Muslim leader to lecture

Abram de Swaan

Abram de Swaan, a professor of sociology in the Netherlands, will discuss a world welfare state when he delivers the 1992 annual Luigi Einaudi Lecture here on Feb. 20 at 4:30 p.m. in the A.D. White House.

His public lecture will address the topic "Toward a World Welfare State? Perspectives for Transnational Social Policy."

De Swaan, who has published on the emergence of welfare states in Europe and America, is a professor at the University of Amsterdam and dean of the Amsterdam Graduate School of Social Research at the Universities of Amsterdam and Leyden.

Outlining the theme of his lecture, de Swaan said: "In poor countries, populations will continue to increase, ecological degradation will go on, further militarization is likely. As a result, mass migration to the wealthy West is to be expected. Rich countries have an interest in counteracting this process. They do so by providing aid for long-term productive investment and by giving incidental emergency relief."

"In the past century, industrial countries succeeded in solving the vexing 'social question' through a social security system. The solution of the 'global question' can be helped by long-term consumptive support: cash transfers from the rich countries collectively to the destitute in the poor countries."

De Swaan is this year's holder of the Luigi Einaudi Chair in European and International Studies at Cornell.

During the current semester, the Dutch professor is teaching a course for advanced undergraduate and graduate students, "European Political Development," in the Departments of Government and of City and Regional Planning. His current research involves the role of English in the world language system.

He has been a visiting scholar at Columbia University, a visiting professor at Maison des Sciences de l'Homme in Paris, and the Grotius Professor at the New School for Social Research in New York.

Also, de Swaan is an editor of *De Gids*, a cultural review journal, and a weekly columnist for *NRC Handelsblad*, a daily newspaper published in Rotterdam.

Established in 1987, the Einaudi chair brings to Cornell European scholars in economics, political science, modern European history and European integration.

The chair is named for Luigi Einaudi, a scholar, first president of the Italian Republic and father of Mario Einaudi, Goldwin Smith Professor of Government Emeritus and one of the founders of Cornell's Einaudi Center for International Studies.

Imam Warith Deen Mohammed

A major Muslim American leader and mentor of Malcolm X will speak about the slain black nationalist leader's message at noon on Saturday, Feb. 15, in the auditorium of Anabel Taylor Hall.

Imam Warith Deen Mohammed, 58, is the son of the Hon. Elijah Mohammed, who founded the Nation of Islam, a black separatist movement, in the late 1940s. But the son, who inherited leadership of the movement in 1975, disavowed his father's separatist theology and advocated orthodox Islam and the integration of Muslims worldwide.

Today, Mohammed is widely recognized as the leading spokesman for Muslim Americans, according to members of Cornell's Muslim Educational and Cultural Association, MECA, which is serving as host for the event.

CALENDAR

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

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

Notices should also include the 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 257-7711.

Advanced Balkan teaching, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m., Feb. 16, North Room, Willard Straight Hall.

Global Dancing, co-sponsored by the Cornell Wellness Program, polka, Feb. 18. Teaching, 7:30 to 9 p.m.; open dancing, 9 to 10 p.m., Dance Studio, Helen Newman Hall.

Israeli Folkdancing

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

Jitterbug Classes

Jitterbug classes every Wednesday (on-going) in the Edwards Room, Anabel Taylor Hall. Beginners, 7:30 p.m. (no partner needed: please call to register); Intermediate, 8:45 p.m. (no registration required). For more information call 273-0126 (leave message).

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. Visitors to the museum can now park behind Tjaden and Sibley Halls on campus when the museum-restricted areas on Central Ave. are filled. At the East Avenue traffic booth, drivers can purchase a two-hour permit for \$1, entitling them to park behind Sibley or Tjaden halls, the parking lots visible on University Avenue just past the museum.

"Electric Spaces: New Installations in Audio and Video Art," an exhibition consisting of the video installation "Brooklyn Bridge" by Joan Jonas and the audio installation "Sound Engine" by Bill and Mary Buchen, through March 8.

A member of the museum's education department will conduct the thematic tour "The Art of Creating: Asian Art," on Feb. 13 and "The Art of Creating: European Art," on Feb. 20.

A seminar on Chinese painting will be offered by local artist Jim Hardesty from 1:30 to 3 p.m. on Feb. 16. A slide lecture and demonstration entitled "Landscape Painting" will examine different aspects of Chinese paintings. Registration is required one week in advance of each program: \$13 for museum members; \$15 for non-members. For more information and to register, call 255-6464.

"Fine Lines: Drawing for Beginners," a six-week course taught by Linda Price for children ages 9 and 10, will be held from Feb. 23 through March 29 from 1:30 to 3:30 p.m. Students will study drawings in the museum's permanent collection first hand. Enrollment is limited and pre-registration is requested by Feb. 16. A fee of \$45 for museum members and \$50 for non-members will be charged. For more information and to register call 255-6464.

"Animals in the Art Museum: Creatures in Captivity," an eye opener workshop, introducing youngsters to the world of animals depicted by artists throughout time that are represented in the museum's collection, Feb. 29 and March 7. Workshops for children ages five and six will be held from 10 a.m. to noon. Registration deadline is Feb. 21. A fee of \$14 for members and \$15 for non-members will be charged in advance. For more information and to register call 255-6464.

Sibley Fine Arts Library

"One-Of-A-Kind-Books" by John Wood will be

on display at the Sibley Fine Arts Library through Feb. 29. Wood, a professor emeritus in photography and printmaking at New York State College of Art and Design, Alfred, has work in the collections of several museums, including the Museum of Modern Art in San Francisco and the National Gallery of Canada in Ottawa. The exhibit is curated by Laurie Sieverts Snyder, visiting lecturer in photography and artist's books in the Fine Arts Department.

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, all; Thursdays, \$3.50, all; Saturday Ithakid Film Festival, \$2 and \$1.50 under 12; Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 2/13

"The Pope Must Die" (1991), directed by Peter Richardson, with Robbie Coltrane, Beverly D'Angelo and Herbert Lom, 7:50 p.m.

"Festival of Animation" (1991), with animation by Nick Park, Klasky Cuspo and more, 10 p.m.

Friday, 2/14

"Swordsmen" (1990), directed by King Hu with Sam Hui, Jacky Cheung, 6:50 p.m., Uris. Co-sponsored with the Hong Kong Student Association.

"Festival of Animation," 9:20 p.m., Uris.

"Opening Night" (1978), directed by John Cassavetes with Gena Rowlands, Ben Gazzara, John Cassavetes and Joan Blondell, 7 p.m.

"A Man and a Woman" (1966), directed by Claude Lelouch with Anouk Aimee and Jean-Louis Trintignant, 10 p.m.

"The Pope Must Die," midnight, Uris.

Saturday, 2/15

"The Challengers" (1991), directed by Eric Till with Gwyneth Walsh, 2 p.m.

"Festival of Animation," 6:30 p.m., Uris.

"The Round-Up" (1965), directed by Miklos Jancso, co-sponsored with CCPA, Soviet and East European Studies and Western Societies Program, 7 p.m. Free.

"Raging Bull" (1980), directed by Martin Scorsese with Robert De Niro, Cathy Moriarty and Joe Pesci, 9:10 p.m., Uris.

"Opening Night," 10 p.m.

"Freddy's Dead: The Final Nightmare" (1991), directed by Rachel Talalay with Robert Englund and Lisa Zane, midnight, Uris.

Sunday, 2/16

"Two Wrenching Departures: A Nervous System Performance" (1989), directed by Ken Jacobs, 2 p.m., Johnson Museum. Free.

"Festival of Animation," 4:30 p.m.

"Elektra" (1975), directed by Miklos Jancso with Mari Torocsik, Jozsef Madaras and Gyorgy Cserhalmi, 7:30 p.m., Uris. Free.

"Freddy's Dead: The Final Nightmare," 8 p.m.

Monday, 2/17

"Karnal," sponsored by Southeast Asia Program, 4 p.m.

"Swordsmen," 7:05 p.m.

"Camille" (1936), directed by George Cukor with Greta Garbo and Robert Taylor, 9:30 p.m.

Tuesday, 2/18

"Raging Bull," 7:15 p.m.

"Freddy's Dead: The Final Nightmare," 10 p.m.

Wednesday, 2/19

"Borderline" (1930), directed by Kenneth Macpherson with Paul Robeson and Hilda Doolittle, 8:15 p.m.

"House Party 2" (1991), directed by Doug McHenry and George Jackson with Christopher Reid, Christopher Martin, Tisha Campbell and Iman, 10 p.m.

Thursday, 2/20

"Little Man Tate" (1991), directed by Jodie Foster with Jodie Foster, Dianne Wiest, Adam Hann-Byrd and Harry Connick, Jr., 7:40 p.m.

"House Party 2," 10 p.m.

LECTURES

A.D. White Professors-at-Large

"Art for GOODness Sake — More than Bread Alone for Community Development," Jack Delano, artist and A.D. White Professor-at-Large, Feb. 20, 4:30 p.m., Alumni Auditorium, Kennedy Hall.

Campus Club Lecture Series

"Dear Diary: American Girls Growing Up Since the 1920s," Joan Jacobs Brumberg, human development and family studies, Feb. 13, 10 a.m., Faculty Commons, Martha Van Rensselaer Hall.

East Asia Program

"An Introduction to Madhyamika Philosophy," Venerable Hung-Yin, Chinese Buddhist Monk, Taiwan, Feb. 18, 7 p.m. and "Buddhism and Contemporary Life," Feb. 19, 7 p.m., Maplewood Park Apartments Community Center.

"Making War and Poetry: Waka By Military Men in the Age of the Taiheiki," Hiroaki Sato, director of research, JETRO, Feb. 19, 3:30 p.m., Room 109 A.D. White House. This lecture is run in conjunction with History 466, "Taiheiki: A Japanese Epic as History and Literature."

Hillel

Topics in Jewish Tradition, "Jewish Philosophy," Feb. 18, 8 p.m., Founders Room, Anabel Taylor Hall.

"All the Religion That's Fit to Print," Ari Goldman, religion writer for The New York Times, Feb. 19 at 8 p.m., Kaufmann Auditorium, Goldwin Smith Hall. The event is the second in this year's series, "A Celebration of Jewish Life." Tickets at \$4 for general admission, \$3 for students will be available at the door or from the Hillel office.

Johnson Graduate School of Management

"Innocents in the Forest," William Starbuck, creative management, New York University Stern School of Business Administration, Feb. 14, 3:30 p.m., 403 Malott Hall.

Southeast Asia Program

"Rethinking the Cosmic Policy: A View from the Southeast Asian Periphery," Deborah Tooker, SEAP Rockefeller fellow in the humanities, Feb. 13, 12:20 p.m., 300 Rice Hall.

Title to be announced, Christopher Lamb, Ministry Congressional Liaison, Australian Embassy, Feb. 20, 12:20 p.m. 300 Rice Hall.

Theory Center

"Numerical Studies of Quantum Chromodynamics," Robert Sugar, University of California at Santa Barbara, Feb. 17, 2:30 p.m., 456 Engineering and Theory Center Building.

Western Societies Program

"The Formation of European Foreign Policy in Post-Franco Spain," Michael Marks, government, Feb. 14, 12:15 p.m. 153 Uris Hall.

"Towards a World Welfare State? Perspectives for Transnational Social Policy," Abram de Swann, Luigi Einaudi Professor, and University of Amsterdam, The Netherlands, co-sponsored by government, Feb. 20, 4:30 p.m. A.D. White House.

MUSIC

Department of Music

Soprano Marion Hansen will be joined by Alan Giambattista, piano and chamber organ, lutenist George Torres and violinist Mark Barsamian on Feb. 13 at 8:15 p.m. in Barnes Hall. Featured will be "Ayres and Aires"; cantatas by J.S. Bach; Mignon I,II,III by Huga Wolf; and "Siete Caniones Populares Espanol" by Manuel de Falla.

Anthony Scibilia, a student of Jonathan Shames, will perform on Feb. 14 at 8:15 p.m. in Barnes Hall. Sonata No. 6 in D Major, K. 284 by Mozart; Sonata No. 2 in G Minor, op. 22 by Schumann; and Vallee d'Oberman and Hungarian Rhapsody No. 13 in A Minor by Liszt will be performed.

Tom Beghin, fortepianist from Belgium, will perform works by Mozart, Clementi and Beethoven on Feb. 16 at 4 p.m. in Barnes Hall. Each composer will be introduced by a prelude by Clementi as prelude "alla Mozart," "alla Clementi," and Beethoven's "alla Sterkel." The Mozart compositions are Eight Variations in F Major, K. 352, on the march "Dieu d'amour" from the opera "Les mariages samnites" by A.E. M. Gretry and the Sonata in B-flat Major, K. 570. Clementi will be presented by his Sonata in E-flat Major, op. 12 no. 4 and Beethoven by Eight Variations in C Major, on the romance "Une fièvre brûlante" from the opera "Richard Coeur de Lion" by A.E.M. Gretry and the Sonata in C Minor, op. 13 ("Pathétique").

Florilegium, including flutist Steven Zohn, violinists Elizabeth Field and Jennifer Roig-Francoli, cellist Laura Kramer and Zvi Meniker on the harpsichord will be joined by soprano Andrea Folan to present "Calliope or English Harmony," on Feb. 18 at 8:15 p.m. in Barnes Hall. Florilegium, formed in 1990, performs chamber music of the baroque and classical periods on period instruments. The ensemble's members specialize in historical performance and have appeared with European and North American period-instrument orchestras.

Big Red Barn Graduate & Professional Student Center

Two former graduate students, John Roberts and Tony Barrand, will present two concerts in the Big Red Barn on Feb. 15; a children's concert at 3 p.m. and an adult performance at 8 p.m. Their repertoire includes traditional ballads, sea songs and music-hall

ditties, punctuated with tall tales, monologues and dance tunes, accompanied by banjo, guitar and concertina. Co-sponsored by the Cornell Folk Song Club, International Students and Scholars Office, International Students Programming Board, Graduate for Grads and the Department of Residence Life. Advance tickets for adults at \$6 are available at Borealis Books, Rebop Records and the Commons Coffeehouse. Graduate students may purchase \$3 tickets at the Big Red Barn. Children's concert tickets will be sold at the door at \$3 adult and \$1 child.

Bound for Glory

Michael Jerling, from Saratoga, will perform three lively sets on Feb. 16 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sunday from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Robert Johnson, director, Cornell United Religious Work, will deliver the sermon on Feb. 14. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of John Hsu, acting choirmaster, and Zvi Meniker, organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

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

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

Shabbat Services: Friday: Reform, 5:30 p.m. Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:30 a.m., Founders Room, Anabel Taylor Hall. Young Israel (call 272-5810 for time).

Korean Church

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

Muslim

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

Protestant Cooperative Ministry

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

Satya Sai Baba

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

Seventh-Day Adventist

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

Southern Baptist

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

Zen Buddhism

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

SEMINARS

Applied Mathematics

"Instability Induced by Symmetry Reduction," John Guckenheimer, applied mathematics, Feb. 11, 1 p.m., 421 Sage Hall.

"Linkless Embeddings of Graphs into 3-Space," Neil Robertson, Ohio State University, Feb.

4 p.m., 165 Olin Hall.
 "Two Coupled Oscillators Forced Near Resonance," Brad Bond, applied mathematics, Feb. 18, 20 p.m., 321 Sage Hall.

Biochemistry

"Mutagenic and Structural Studies of the Mechanism of Xylose Isomerase," Carl Batt, food science, co-sponsored by Biotechnology Program, Feb. 14, 4 p.m., Large Conference Room, Biotechnology Building.

Physics

"Electrogenic Ion Transport of the Na, K-Pump," Hans-Jürgen Appel, University of Konstanz, Germany, Feb. 19, 4:30 p.m., 700 Clark Hall.

Boyce Thompson Institute

"Novel Delivery Systems for Insect-Pathogenic Bacteria," David W. Miller, EcoScience Corp., Rochester, Mass., Feb. 14, 12:15 p.m., 215 Boyce Thompson Institute.

Community & Rural Development Institute

"St. Lawrence Wildlife Refuge - Conflict & Alternatives," David Kay, agricultural economics, co-sponsored by Tommy Brown, natural resources, co-sponsored by Western Societies Program, Feb. 20, 12:15 p.m., 250 Caldwell Hall.

Ceramics Program

"Ceramics Afternoon," co-sponsored by the materials science and engineering department and the Materials Science Center, will be held Friday, Feb. 14, in 140 Bard Hall.

"Ceramic Thin Films: Ferroelectrics and Superconductors," is the theme. "Ion Beam Analysis of Ceramic Thin Films for Ferroelectrics and Superconductors," Peter Revesz, materials science & engineering, 2:25 p.m.

"Ferroelectric Thin Films," Vivek Mehrotra, materials science and engineering, 2:45 p.m.

"Phase Transformation and Oxygen Diffusion in Copper Oxide Thin Films," Jian Li, materials science and engineering, 3:05 p.m.

"Growth of High Tc Thin Films on Non-Lattice Matched, Low Dielectric Constant Substrates," Brian D. Weir, applied & engineering physics, 3:25 p.m.

"Transport and Electromigration Studies of Oxygen Defects and Grain Boundary Effects in High Tc Thin Films," R.A. Buhrman, applied & engineering physics, 3:45 p.m.

Chemical Engineering

"Near-Surface Structure and Dynamics at Strongly Interacting Polymer-Solid Interfaces," Pradyumn Chakraborty, University of California, Berkeley, Feb. 18, 4:15 p.m., 165 Olin Hall.

Chemistry

"Weakly Bound Molecular Complexes: A Window on Potential Energy Surfaces and Vibrational Dynamics," Roger Miller, University of North Carolina, Chapel Hill, Feb. 20, 4:40 p.m., 119 Baker Laboratory.

Ecology & Systematics

"Relationships Among Leaf Ontogeny, Plant Phenology, Plant Growth Habit and Resource Exploitation by Herbivores and Pathogens," James H. C. Lee, Biological Research Laboratories, Syracuse University, Feb. 19, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering

"High Performance Interconnects for VLSI Technology," Carleton M. Osburn, director, MCNC, Center for Microelectronics, North Carolina State University, Feb. 18, 4:30 p.m., 219 Phillips Hall.

Entomology

"Fatal Attraction: The Sensory Basis for Acoustic Parasitism in the Tachinid Fly *Ormia ochracea*," Daniel Robert, neurobiology and behavior, Feb. 13, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

"Dynamics of *Panonychus ulmi* and *Phylloxera pyri*: Factors Contributing to Persistence," Jan Nyrop, entomology, NYS Agricultural Experiment Station, Feb. 20, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Floriculture & Ornamental Horticulture

"Using Interactive Video to Teach Cultural Entomology," Ed Raffensperger, entomology, Feb. 12, 12:15 p.m., 404 Plant Science Building.

"Propagation, Culture and Flowering Physiology of *Pleione formosana*," Chin C. Chu, graduate student, Feb. 20, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology

"Biosensors," Jan Kas, Office of the Faculty of Food and Biochemic, Prague, Czechoslovakia, Feb. 14, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science

"A Comparative Study of Benzyladenine and Ethyladenine as Fruit Thinning Agents of 'Emmer' Apples," Michael Biltonen, Feb. 13, 4:30 p.m., Plant Science Building.

"Weed Dynamics in a Reduced-Tillage Cabbage System," Ted Blomgren, Feb. 20, 4:30 p.m., 404 Plant Science Building.

404 Plant Science Building.

Geological Sciences

"Marine Sedimentary Processes Near the Mouth of the Amazon River," Charles Nittrouer, SUNY Stony Brook, Feb. 18, 4:30 p.m., 1120 Snee Hall.

International Nutrition

"A Nutrition Lesson from China — A Struggle to Abort Western Dogma," T. Colin Campbell, nutrition sciences, Feb. 13, 12:15 p.m., 200 Savage Hall.

International Studies in Planning

"Sustainable (Under) Development: Environmental Priorities for Planning Lessons from Brazil," Jorge Nogueira, University of Brasilia, and visiting fellow, agricultural economics, Feb. 14 12:15 p.m., 115 Tjaden Hall.

Johnson Graduate School of Management

"Diversity in the U.S.," R. Roosevelt Thomas Jr., author of "Beyond Race and Gender," co-sponsored by minority graduate business association and organizational behavior, Feb. 18, 4 p.m., Alumni Auditorium, Kennedy Hall.

Materials Science & Engineering

"Stress and Current Induced Phenomena in Metal Lines," Che-Yu Li, materials science and engineering, Feb. 13, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering

Title to be announced, Iain Boyd, NASA Ames Research Center, Feb. 18, 4:30 p.m., 111 Upson Hall.

Medieval Studies

Graduate students will be giving papers on a wide range of medieval topics (literary, historical, philosophical), Feb. 15, 9 a.m. to 6 p.m., A.D. White House.

Microbiology, Immunology & Parasitology

"Salmonella Pathogenesis in Chickens," Margie Lee, Washington University, Feb. 17, 12:15 p.m., G-3 Vet Research Tower.

Natural Resources

"Prey Fish Supplies and Predatory Demands in Great Lakes Ecosystems: The Balancing Act," Donald Stewart, Syracuse University, SUNY College of Environmental Science and Forestry, Feb. 13, 3:35 p.m., 304 Fernow Hall.

"Research Issues for Managing Aquatic Weeds: Exotic Fish, Sport Fish and Herbicides," Mark Bain, natural resources, Feb. 20, 3:35 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Sexual Selection by Female Choice: Mechanisms in Evolution," Mike Ryan, University of Texas, Austin, Feb. 13, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Operations Research & Industrial Engineering

"U.S. Automotive Industry: Japan Scrambles to Fix Technical and Marketing Weaknesses," John Neuman, Meritus Consulting, Feb. 13, 4:30 p.m., 155 Olin Hall.

"Effective Change in the Manufacturing and Service Environments," Gregory A. Rubin, Senn-Delaney Consultants, Feb. 20, 4:30 p.m., 155 Olin Hall.

Ornithology

"Life History of the Honeybee," Richard E. Bonney, Sr., University of Massachusetts, Feb. 17, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Peace Studies

"Race and Foreign Policy: The U.S. and Southern Africa in the Early Cold War," Tim Borstelmann, Feb. 13, 12:15 p.m., G08 Uris Hall.

Pharmacology

"Regulation of p34/cdc2 Kinase," Helen Piwnicka-Worms, Tufts Medical School, Feb. 17, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology

"Pectic Enzymes and Bacterial-Plant Pathogenesis," Alan Collmer, plant pathology, Feb. 14, 11:15 a.m., 404 Plant Science Building.

Plant Breeding

"Overview of the Potato Trichome Project," R. Plaisted, plant breeding; J. Steffens, plant breeding; and W. Tingey, entomology, Feb. 18, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Interaction Between Root Knot Nematode and Fusarium Wilt on Beans," Alan Maloney and "Epidemiology of Pocket Rot Caused by *Rhizoctonia solani* on Table Beets in New York State," Gilberto Olaya, Feb. 18, 4:30 p.m., 404 Plant Science Building.

Program on Social Analysis of Environmental Change

"Reinventing the Expert Agency: Science and Politics at EPA," Sheila Jasanoff, Feb. 14, 3 p.m., 609 Clark Hall.

Alban Berg Quartet to perform Feb. 21

The Alban Berg Quartet of Vienna will give the second performance of the 1991-92 "String Quartet Festival" in Statler Auditorium on Friday, Feb. 21, at 8:15 p.m.

The program will include the Quartet in C Major, Op. 33, No. 3, "The Bird," by Haydn; the Quartet No. 2, "Intimate Pages," by Janacek; and the Quartet in A minor, Op. 51, No. 2 by Brahms.

Tickets are \$12.50 to \$20.50 for the general public and \$10.50 to \$17.50 for students, and are on sale at the Lincoln Hall ticket office, Monday to Friday from 9 a.m. to 1 p.m., telephone 255-5144.

The Alban Berg Quartet, considered among the leading quartets of the world, made its debut at the Vienna Konzerthaus in 1971. The group has toured the United States, Canada, Australia, Japan and almost every country in Europe for the past several years. They have performed annually in their own concert cycles in Vienna and in London's Queen Elizabeth Hall.

Their recordings — which include the complete quartets of Beethoven, Brahms, Berg, Webern and Bartok as well as all the late quartets of Mozart and Schubert and works of Haydn, Dvorak, Schumann, Ravel and Debussy — have received more than 20 major international awards, including the Grand



Alban Berg Quartet

Prix du Disque and the Deutsche Schallplattenpreis.

Members of the quartet are on the faculty of the Wiener Hochschule für Musik.

Psychology

"Discovering the Sound Structure of a Native Language," Peter Jusczyk, SUNY Buffalo, Feb. 14, 3:30 p.m., 204 Uris Hall.

South Asia Program

"Indian Responses to Global Warming," Sheila Jasanoff, science and technology studies, Feb. 19, 12:15 p.m., 153 Uris Hall.

Statistics

"Improved Kernel-Based Estimators for Multinomial Data," Jianping Dong, New York University, Feb. 18, 4:30 p.m., 456 Theory Center.

"Some Topics in Kernel Smoothing," Matt Wand, Rice University, Feb. 19, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"Who Really Benefits From Family Benefits?" Nancy Saltford, Feb. 13, 12:20 p.m., 317 Martha Van Rensselaer Hall.

"Applying Fiber Science to Consumer Products," Richard Malcolm, Envirogear Inc., Feb. 20, 12:20 p.m., 317 Martha Van Rensselaer Hall.

Western Societies Program

"The Formation of European Foreign Policy in Post-Franco Spain," Michael Marks, government, Feb. 14, 12:15 p.m., 153 Uris Hall.

SPORTS

(Home Games Only)

Friday, 2/14

Men's Jr. Varsity Basketball, Elmira, 4 p.m.
 Men's Basketball, Dartmouth, 7:30 p.m.

Saturday, 2/15

Women's Hockey, Dartmouth, 1 p.m.
 Men's Jr. Varsity Hockey, Little Caesars, 5 p.m.
 Men's Basketball, Harvard, 7:30 p.m.

Sunday, 2/16

Men's Jr. Varsity Hockey, Little Caesars, 10 a.m.
 Women's Hockey, Harvard, 1 p.m.

Thursday, 2/20

Wrestling, Syracuse, 7:30 p.m.

THEATER

Department of Theatre Arts

"Cabaret," the award-winning musical by John Kander and Fred Ebb, opens Feb. 13 at the Center for Theatre Arts. Keith Grant, director and choreographer, says that "this production of 'Cabaret' chronicles the rise of a neo-Nazi movement in 1938 Berlin and the effect it has on a small core of characters associated directly and indirectly with a decadent night spot called the Kit Kat Klub." The cast includes 20 undergraduates, five professional actors and several local actors, including Chiffonye Cobb and Susan Matula as Sally, Brian Herndon and Tony Freeman as the master of ceremonies, and Jeffrey Greene and Brent Harris as Cliff. Standing room only and waiting-list tickets may become available for the 13-show production, which is sold out. Call 254-ARTS for information.

MISC.

Cooperative Extension

"Money Matters: Basic Financial Management," a five-session workshop on basic financial decision-making, organizing and setting up records, credit maintenance, etc., co-sponsored by the Family & Children's Credit Counseling Program, through Feb. 25. For more information call 272-2292.

CUSLAR

Meetings, Mondays, 5:15 p.m., Commons Coffeehouse, Anabel Taylor Hall. For more information call 255-7293.

Learning Skills Center

Time management workshop, Feb. 17, 4:30 p.m., 237 Sage Hall; textbook mastery workshop, Feb. 19, 4:30 p.m., 237 Sage Hall. Study survival skills work-in service; free help with study problems, Tuesday or Thursday from 3 to 4:30 p.m., 235 Sage Hall.

Noontime Fitness/Aerobics

Classes meet Monday through Fridays, 12:05 to 12:50 p.m. in the Alberding Field House (\$40 per semester). Call 255-1510 for description and registration information.

Personal Education Workshop

Workshop topics include assertiveness, building self-esteem; building satisfying relationships; gay/bisexual, a men's support group; stress management; women, food and self-esteem; lesbian/bisexual, a women's support group; life planning and self concept; issues of sexual identity; overcoming writer's block for graduate students. All groups are free and confidential. For more information or to sign up, call 255-3608 or stop by 103 Barnes Hall.

Plantations

"Introduction to Botanical Illustration," a six-week class begins March 3; "Embroidered Garden Sampler," a four-week class begins March 4. Pre-registration is necessary. Call Plantations for complete description and registration information, 255-3020.

T'ai Chi Chuang Classes

Ancient Chinese exercise for health, relaxation, meditation and self defense with Kati Hanna will be held Mondays and Thursdays, 5 to 6 p.m. for beginners, 6 to 7 p.m. advanced, in the Edwards Room, Anabel Taylor Hall. For more information call 272-3972. T'ai Chi Chi Gung exercise classes will be held Mondays, Tuesdays and Thursdays at 8 a.m. with Robert Tangora, One World Room, Anabel Taylor Hall. For more information call 277-3388.

Tai Chi Push-Hands class will be held on Thursdays at 6 p.m., beginning Feb. 20, Edwards Room, Anabel Taylor Hall.

University Cooperative Nursery School Open House

An open house will be held Feb. 15, 10 a.m. to noon, 227 Robert Purcell Union. A nationally accredited nursery school, UCNS offers two, three and five day options in its morning and afternoon programs, providing an international blend of families, an exceptional learning/play environment and experienced teachers. Children applying for fall enrollment should be 3 by September 1992.

Willard Straight Art Gallery

Photography by Steve Chua, through Feb. 15 in the Willard Straight Hall Art Gallery.

Reports from the American Association for the Advancement of Science Meeting

Judges must learn how science works, professor argues

By Lisa Bennett

The problem with the way science is treated in the courtroom is that judges are often as naive about how science works as are many scientists, argues Sheila Jasanoff, a professor of science, policy and law.

"By and large, judges think of science as a unitary truth-finding activity in which they don't expect controversy. So when they see controversy, they don't know what to do with it," Jasanoff says.

But once science enters a critical arena like the courtroom, conflicts over scientific evidence arise according to predictable patterns, as it did in the controversy over DNA fingerprinting, she adds.

Therefore, Jasanoff recommends that judges receive training about the sociology of science, or how science works. She also recommends that in particularly important cases, such as mass products liability cases or cases involving an issue that will repeatedly arise, such as DNA fingerprinting,

judges go beyond the presentation of an issue by witnesses for the defense and plaintiff and summon a sampling of the opinion of scientists in the field.

Jasanoff addressed this issue in a paper entitled "What Judges Should Know about the Sociology of Science," which she delivered Feb. 8 during the American Association for the Advancement of Science annual meeting. She will also address an audience of judges on the same topic at the Harold R. Medina Seminar at Princeton University in June.

A specialist in science and the law, Jasanoff is chairwoman of the Department of Science and Technology Studies. STS is a discipline that combines scientific training with an examination of the historical, philosophical, sociological and political contexts within which science and technology operate in society.

While the courts' treatment of science has recently been widely criticized, Jasanoff's analysis of the problem, and proposed solutions, vary from that of many other scientists, product lobbyists and medical professionals, she says.

"Critics of the courts say that courts are falling down on the job because they are identifying problems that aren't there, by allowing 'junk' or fringe science into the courts," she says. "That's misguided, because the problems are there to be found, they are inherent in the way science is done. I think the dichotomy between real science on the one hand and junk science on the other is misleading."

Instead, Jasanoff sees the judiciary's treatment of science this way: "The adversarial process is a wonderful device for showing up the problems that are there in any scientific argument. But the weakness of that process is that it doesn't have a built-in yardstick for showing which problems are trivial and which are not."

"Understanding something about the sociology of science enables you to see the disputes that arise in courts are almost expectable once you take science into a critical arena," she says.

Some predictable patterns of controversy, according to Jasanoff, include: the adequacy of controls; conflicts over which group of experts has a legitimate right to speak about an issue; and the standardization of testing or other scientific practices.

Using the controversy over DNA as a case study, Jasanoff says that "when it was first introduced, there was a lot of hype from law enforcement people who said that this was going to resolve all the problems of identification." But after judges in some 100 cases accepted it, one court suddenly refused to accept DNA fingerprinting as valid proof of identity. Scientists reacted with horror, saying, "Here's another case where the courts are going after tried and true science and rejecting it on grounds that are marginal," Jasanoff recounts.

But what happened was that a predictable — and valuable — controversy developed, because a new group of experts (population geneticists and statisticians) pointed out flaws in the study, she said.

The sociology of science shows that this is a familiar pattern known as boundary drawing.

"When people want to insulate their domain from argument they draw a boundary around it symbolically and say the only people who have a right to talk about it are the ones within the boundary. But, as in the case of DNA fingerprinting, as soon as you broaden the definition to say other kinds of experts also had a right to speak on this issue, then legitimate scientific disputes that were buried before begin to surface," Jasanoff said.

Likewise, while many were surprised by controversy over methods of interpreting DNA fingerprinting data, the sociology of science could have predicted that such arguments would develop.

"In the sociological study of science, people are well aware that practice of that sort varies from lab to lab and until it is standardized, people can always argue about whether it was done in the right and proper way," she said.

Patterns of conflict such as these mean that science in the courtroom will always appear as something different from a fight between "good" and "bad" scientific results. Both sides of an argument can be shot full of holes, leaving judges and juries with only a means of knowing "the relative solidity" of the arguments, she said.

'By and large, judges think of science as a unitary truth-finding activity in which they don't expect controversy. So when they see controversy, they don't know what to do with it.'

— Sheila Jasanoff



Professor Sheila Jasanoff

Jill Peltzman

People should have more flexibility on deciding when to work, retire

By Albert E. Kaff

The traditional life pattern of going to school, working and then retiring is a relic of an American society that no longer exists, Cornell sociologist Phyllis Moen said in a paper delivered on Feb. 8 at the annual meeting of the American Association for the Advancement of Science in Chicago.

She argues that giving people greater flexibility in deciding when to work and when to retire is required to deal with an aging population and changing gender roles.

"The lock-step sequence of education, employment and retirement is obsolete, a cultural relic of a society that no longer exists," says Moen, a professor in the College of Human Ecology and the Department of Sociology. "What is required is a thoughtful reappraisal of existing life patterns."

Moen draws much of the material in her paper from her book, "Women's Two Roles: A Contemporary Dilemma," that will be published in April by Greenwood Press.

She contends that current work patterns are left over from an era in which men dominated the workforce, even though nearly half of today's workers are women.

Moen says: "We have traditionally operated on the premise that wives and mothers would do the domestic labor of society in order to free husbands and fathers to work in the paid economy, and that all workers, male and female, would spend their last years in the leisure of retirement."

"The fact that almost half the labor force is now female challenges well-entrenched employment policies and practices that are designed for an essentially male workforce, a workforce without child-care responsibilities," she adds.

"Similar challenges are posed by the growth of an educated, vigorous, more active population that can anticipate several decades of life beyond the normal retirement age. But like all institutions, the world of work is resistant to change."

"New and more appropriate policies and practices will come about only when the economic and social costs of doing nothing outweigh the costs of change," she says.

Among changes that Moen suggests to meet the challenges of today's workforce are allowing or even encouraging people to:

- Return to school at various ages.
- Work during late adolescence before completing educa-

tion, and work beyond typical retirement age.

- Reduce working hours or take extended sabbaticals, for both mothers and fathers, while their children are young.
- Start second, third or fourth careers in normal retirement years with full-time, part-time or part-year jobs.

"We in the United States now stand at something of a crossroads," Moen says. "Customary institutional patterns, at home and at work, make combining the successful mothering of young children with successful employment both frustrating and exhausting, if not impossible."

"Traditional institutional arrangements also foreclose employment and other role options in the later years of adulthood, making growing old in America a serious role loss."

The answers are not easy, she admits, saying, "Regrettably, there are no blueprints to tell us where we go from here."

On part-time employment, Moen sees problems that are caused by government policies that limit part-time opportunities: "Certain fixed labor costs, such as premiums for unemployment and disability insurance, make two part-time workers more expensive to employ than one full-time worker," Moen points out.

She argues that the United States lacks major national policies on child care and maternity-related benefits, thus underscoring "the uncertainty and often deep ambivalence of Americans regarding maternal employment."

She describes the dilemma this way: "Women who are mothers of infants and preschoolers are entering, remaining and re-entering the labor force at unprecedented rates, but jobs remain designed as if workers had no family responsibilities, and society continues to assign women the primary responsibility for child care."

As one approach, she suggests flexible working hours and a rearrangement of when to work and when to retire.

"Everyone need not march in lock step through life, progressing from education to employment and ultimately to retirement in a fixed order and schedule," Moen contends.

"Rather, innovative policies permitting time off and/or reduced work time in the child-rearing years; and full-time, part-year or part-time jobs in the 'retirement' years could introduce greater flexibility and creativity in structuring education, work and free time throughout the life course."

Faculty speak on range of topics

Other Cornell faculty members scheduled to speak at the AAAS meeting included Steven W. Allison, graduate student in Science and Technology Studies, who traced biologists' interest in the rain forests to the first wave of the environmental movement, beginning in about 1962.

Donald Beerman, associate professor of animal science, told how somatotropin (growth hormone) and beta-adrenergic agonists reduce fat in meat animals without compromising desirable qualities.

Frederick Buttel, a former professor of rural sociology here who is now on the faculty of the University of Wisconsin, talked about social and ethical issues in genetic resources policies for crop plants.

Dr. Aaron H. Esman, professor of clinical psychiatry at the Medical College, traced the evolution of psychoanalysis from Freud to modern times, when psychoanalytic ideas have been related to fields such as infant observation and neurobiology.

Sabu Matthew George, graduate student in Nutritional Sciences, presented a paper on female infanticide in a rural South Indian population.

Olan D. Forker, professor of agricultural economics, discussed how agricultural commodities groups have promoted products — "Milk, It Does a Body Good," for example. Funds for such promotions totaled \$750 million in 1990.

An optical microscopy technique that allows for resolution at limits beyond that of the wavelength of light used was the topic for Michael S. Isaacson, professor of applied and engineering physics.

Mark E. Sorrells, professor of plant breeding and biometry, explored how the power to rapidly and precisely modify plant genotypes will allow breeders to more quickly respond to market demand.

Also, from the Department of Applied and Engineering Physics, Professor Watt W. Webb discussed "Membrane dynamics in the light microscope."

— William Holder

Reports from the American Association for the Advancement of Science Meeting

Regulations needed to halt invasion of exotic sea life

By Roger Segelken

Only international controls on cargo shipping will slow the invasion of "exotic" species of aquatic life into the waterways of North America, warns a Cornell biologist who follows the zebra mussel's calamitous wake through the Great Lakes basin. The next "problem fish" for the Great Lakes, he predicts, will be the ruffe, an invader that stowed away in grain ships.

Reporting Feb. 11 on "Biotic Crises of Exotics Introduced in the Great Lakes" at the Chicago meeting of the American Association for the Advancement of Science, Edward L. Mills blamed ballast water from seagoing ships for some of the most troublesome invaders of the Great Lakes. That is how the zebra mussel reached North America from Europe in the 1980s. And without better regulation of ballast-water dumping, Mills said, that is how additional exotic aquatic species will spread.

Mills is a senior research associate in the College of Agriculture and Life Sciences and is the U.S. representative for exotic species to the U.S.-Canadian Great Lakes Fishery Commission. His research is based at the Cornell Biological Field Station on Oneida Lake, a part of the New York State Barge Canal where zebra mussels from the Great Lakes were first detected in 1991.

Ballast water is the additional weight of tons of water taken on to stabilize lightly laden ships before they embark on ocean voyages. The ballast water — along with any stowaway organisms — is pumped out before the ship loads cargo. If the organisms' new home is similar to their old one, the stowaways have a chance of surviving. If there are no natural enemies and they find abundant food, their population can explode, as zebra mussels have since they were first detected in Lake St. Clair in 1988.

Some fishery biologists, including Mills, think the answer is a law requiring that ships heading into North American ports exchange fresh water ballast — and all the organisms it can contain — for the relatively barren salt water of the open seas.

"Compared to the water of the Rhine River, for example, sea water is a 'desert' with little that can survive or out-compete native species in our inland waters," Mills said. He noted that Canada now asks ships to comply with voluntary ballast-water-exchange guidelines in the Gulf of St. Lawrence.

Mills is the co-author (along with Joseph Leach of the Ontario Ministry of Natural Resources, James T. Carlton of Williams College and Carol L. Secor of Cornell) of a new report for the Great Lakes Fishery Commission. Titled "Exotic Species in the Great Lakes: A History of Biotic Crises and Anthropogenic Introductions," the report describes more than 130 non-indigenous aquatic life forms that have invaded the Great Lakes basin since the 1800s. (See related story).

The report notes a surge in new exotic species, with around one-third of the present total arriving since 1959, the year that the St. Lawrence Seaway opened the Great Lakes to large oceangoing ships. Before then, only smaller ships and barges could reach the lakes from the Atlantic Ocean. Ships accounted for nearly a third of all introductions in the years before and after 1959, and more than half the ship-related introductions were traced to ballast water, according to the report.

"The number of exotic species in the Great Lakes is still increasing," Mills told the Chicago meeting. "By the time we can detect the presence of a new species, it's probably already established."

The Cornell scientist predicted that the next significant problem organism in the Great Lakes would be the ruffe, a European fish that probably arrived in the ballast water of grain ships and was first detected in the St. Louis River near Duluth, Minn., in 1986. By 1991 the fish, which has attracted few predators because of its practically inedible dorsal spines, was the second most abundant fish in the river.

"The ruffe is now limited to the cold waters of Lake Superior," Mills said. "But when it reaches the more favorable tempera-



tures of the lower lakes, it could cause declines in economically valuable fish like the yellow perch, due to competition for food resources and differences in predation pressure."

Ships are not the only way non-indigenous species arrive in the Great Lakes basin, the authors of the report observe. Some, including sport fish, are deliberately released. Other fish and related organisms get into the water from aquariums, bait buckets or aquaculture facilities. And plants as well as animals move along railroads, highways and canals.

Nor have all the introduced species of aquatic plants and animals had serious negative impacts. Several exotic species of mint, for example, joined North America's only indigenous species in making the Great Lakes basin a more fragrant place. Mills points to 13 exotic species, or about 10 percent of the total, as having significant impacts for better or worse. Among them:

- Sea lampreys, which have cost millions of dollars in losses to commercial Great Lakes fisheries and millions in control costs, began moving from the Atlantic to inland waters in the 1830s, soon after the Erie Canal opened.

- Alewife, a nuisance fish from the Atlantic that is believed to have traveled through the Erie Canal, and chinook salmon, a West Coast native that was deliberately stocked in the Great Lakes, have been there since 1873.

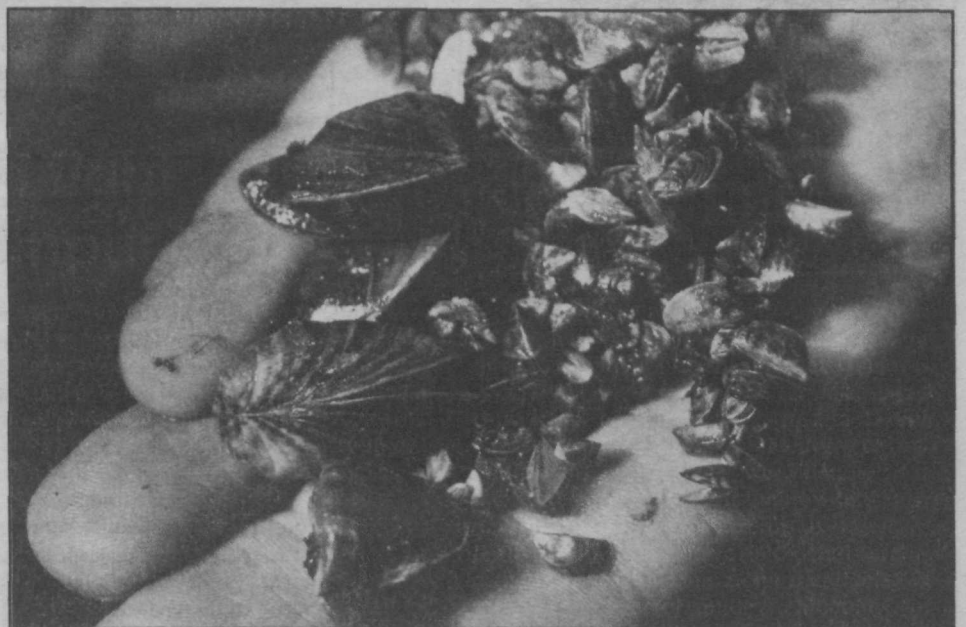
"Introduction of exotic species is not just a Great Lakes basin problem," Mills said. "It is a national and a global problem wherever ships and boats can travel." A second species of zebra mussel discovered in North America in 1991 may have come from South America, he said, and North American organisms can travel by ship to virtually any other continent.

Quarantines on imported fruits and vegetables have been fairly effective in preventing the spread of insect pests and diseases, Mills noted. Australia has begun quarantining incoming ships to prevent transmission of the "red tide" organism to that country's shellfish industry. Now, he said, regulations on the treatment and dumping of ballast water are needed in North America.

A first step in protecting native species in the United States came in 1990 with the federal Non-Indigenous Aquatic Nuisance Prevention and Control Act. That legislation, which was prompted by the arrival of the zebra mussel, is funding research on the spread of the striped invader, as well as a national study of shipping.

The increased attention on exotic species is enhancing scientists' ability to predict the next wave of invaders, said Cornell's Secor, a research technician at the Oneida Lake Biological Field Station. Together with Carlton of Williams College and Mills, she surveyed European organisms with the potential to spread to North America and focused on two: an invertebrate amphipod called the Caspian corophium and the Antipodes snail, which is native to New Zealand.

Before the scientists could publish their prediction, the "new" snail was reported in Idaho. It may have been released accidentally from an aquarium or an aquaculture facility.



Photographs by Peter Morenus
Zebra mussels, collected from New York state waters and growing at the Cornell Biological Field Station on Oneida Lake, are displayed by Edward L. Mills, senior research associate in Natural Resources.

'Biotic crises' study could be plot for science fiction movies

By Roger Segelken

Science fiction plots for at least a dozen alien monster movies lurk in the 85-page account by a U.S.-Canadian team of research biologists, "Exotic Species in the Great Lakes: A History of Biotic Crises and Anthropogenic Introductions."

- A gastropod slips between imported crockery and takes up residence in household faucets.

- A lythrum threatens to turn the countryside purple while unwitting homeowners plant more in their yards.

- A cyprinidae lands first in the nation's capital; soon everybody wants one, but they change their minds.

Not mad scientists but angry aquarium owners are behind some unintentional releases of exotic species to new neighborhoods, say authors of the report, which was supported by the Great Lakes Fishery Commission. International shipping and road-salting share the blame, too.

The report's chronicling of more than 130 non-indigenous aquatic life forms — from the great hairy willow herb and the European ear snail to the giant chickweed and humped-back pea clam — shares the take-home moral with space-invader flicks: Be ever vigilant (there's more of them out there) and don't mess with Mother Nature.

Defining exotic species as successfully reproducing organisms that were transported by humans into regions where they did not exist in historic times, the report covers such now-familiar problems as zebra mussels, lampreys and alewives. And it dips into history for some aquatic invaders that our ancestors thought were awful. The faucet snail, for

instance: *Bithynia tentaculata* came from Europe, probably in the marsh grass used to pack crockery shipped to Great Lakes ports around 1870, and spread quickly. By the 1890s the snail, which infested municipal water supplies, had reached the Hudson River and by 1927, the Potomac. Erie, Pa., hauled away wagon loads of the pests from that city's intake pipes.

Purple loosestrife or *Lythrum salicaria* is the colorful weed that took longer to take hold, but now out-competes more desirable native plants in critical waterfowl habitats. Seeds of loosestrife may have arrived on Atlantic Coast ports in the early 1800s in the wool of imported sheep. It is cited in the report as one of the species having the greatest impact on the Great Lakes ecosystem. "It's hard to believe, but I saw a fellow planting purple loosestrife in his front yard," Mills said. "I'm going to take a picture."

Eurasian goldfish (*Carrassius auratus*) were imported in 1878 for ponds in Washington, D.C. "Since the species is a very popular aquarium fish," the biologists reported, "it probably gained access to the Great Lakes fairly early from direct stocking, as an unwanted aquarium pet or as an escapee from private ornamental ponds."

Even though only a fraction of the impacts of species introduced into the Great Lakes have been "individually significant," the report concludes, "all the species have contributed to the artificial character of the Great Lakes. As long as the Great Lakes are subject to human-mediated transfer mechanisms and environmental problems like global climate change, the largest freshwater resource in the world will continue to be at risk from invasions of exotic species."

Famous chefs will prepare dinners here

In the School of Hotel Administration, the course Guest Chefs 534 offers cuisine from famous American restaurants to campus diners.

This semester, the 14 students in the course, "Specialty Food and Beverage Operations: Guest Chefs," are planning three Sunday dinners in Banfi's, the main restaurant in the Statler Hotel, under the direction of chefs from San Francisco and New York.

The schedule:

- Feb. 16 — Anne and David Gingrass, executive chefs at Wolfgang Puck's Postrio Restaurant, San Francisco.

- March 8 — Don Pintabona, executive chef of TriBeCa Grill, New York, owned by Drew A. Nieporent, a 1977 graduate of the Hotel School, and actor Robert DeNiro.

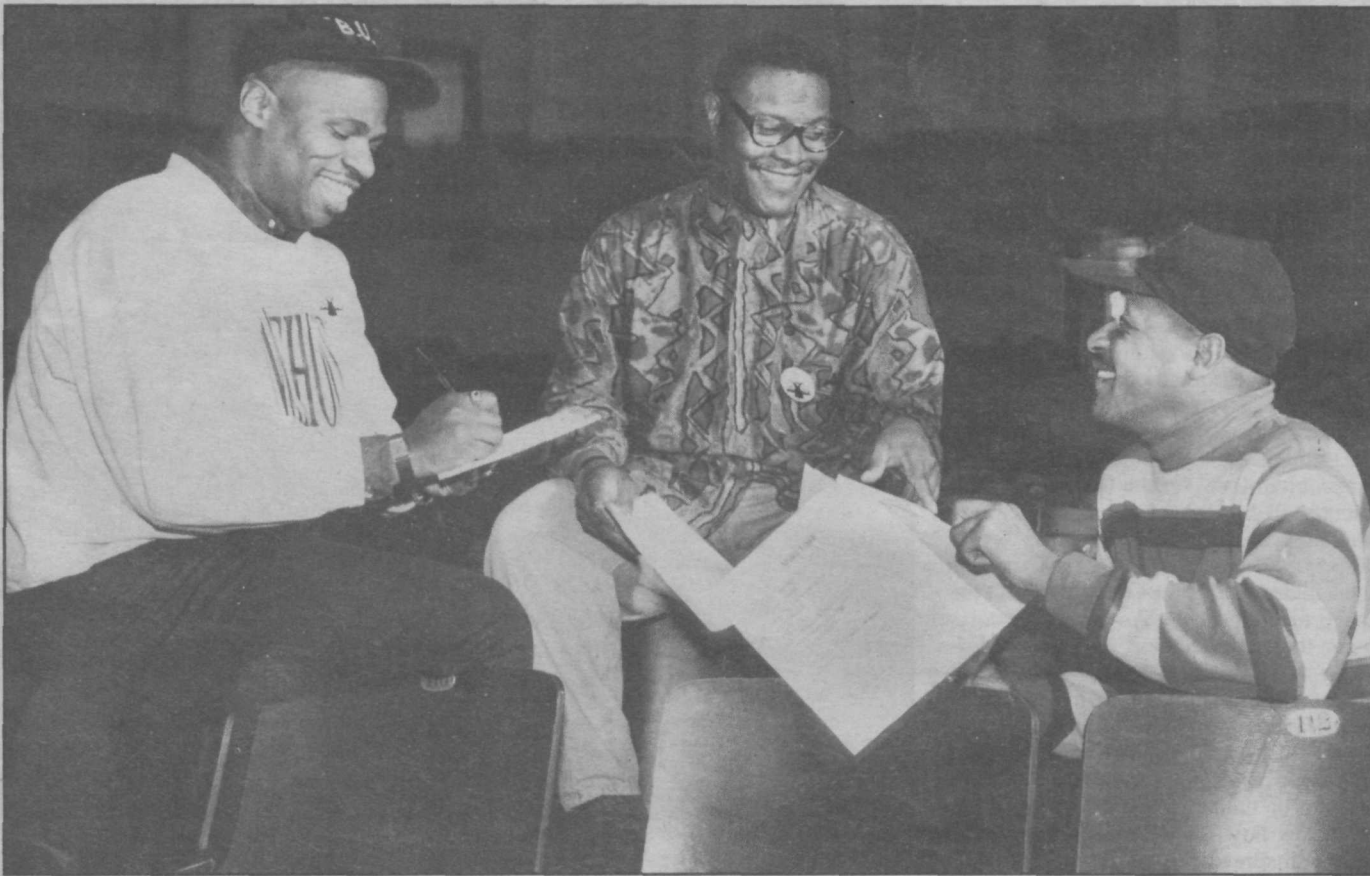
- March 29 — Lidia Bastianich, chef and owner of Felidia, New York, a restaurant that specializes in northern Italian cooking.

Each dinner will start at 7 p. m. after a complimentary champagne reception at 6:30 p.m. Dinner is priced at \$50 per person. Advanced reservations are required and may be made by telephoning the Statler at 257-2500.

The Great Chef course is taught by Gregory Norkus, a senior lecturer in the Hotel School; Rupert Spies, a lecturer in the Hotel School; and Brian Halloran, the executive chef of the Statler Hotel.

For all the fun and good eating, the students earn three credits.

Preparing to perform



Three members of the Eternal Light Community Singers from New York City (from left: O'Neil Lawson, tenor; Selwyn Rawls, founder and director; and Henry Casper, alto), compare notes in Bailey Hall during rehearsal for the annual Festival of Black Gospel concert on Feb. 8. Some 250 voices in 11 gospel choirs from throughout New York and New Jersey participated.

Chris Hildreth

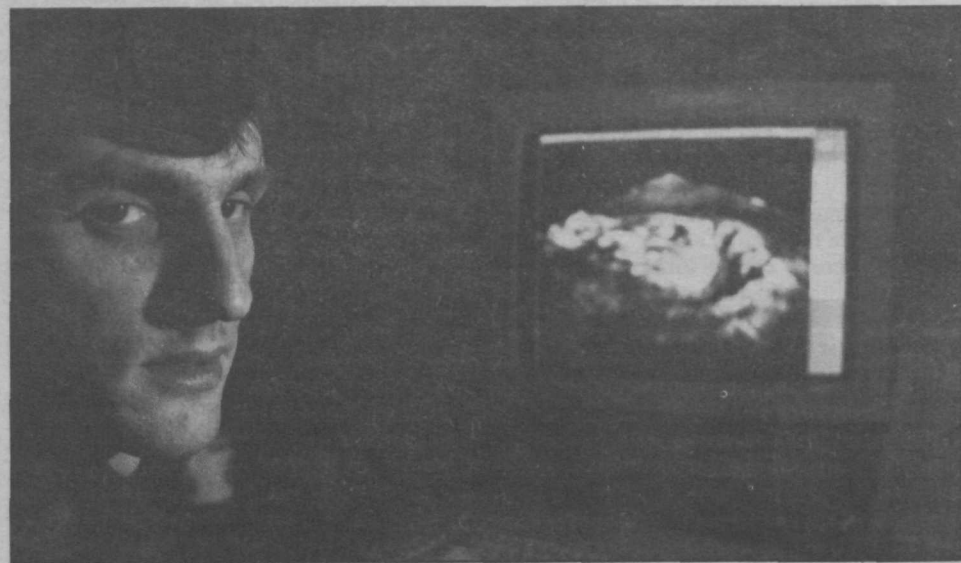
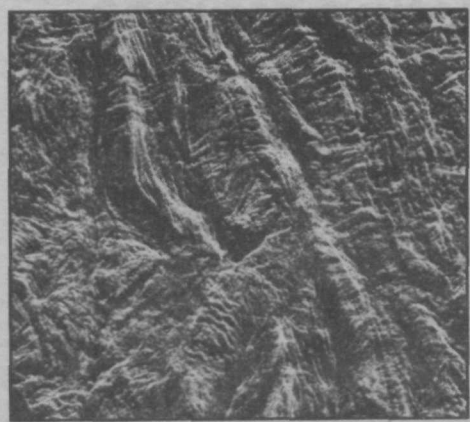
Astronomers *continued from page 1*

atmosphere to employ aero-braking, thereby bringing it close enough to the planetary surface to take detailed gravity readings.

"A detailed picture of the gravity field of Venus should tell us how material is distributed within the planet, and that may explain what is driving tectonics that are fundamentally different from those we see on Earth," Squyres said.

"We have seen a lot of evidence that Venus is probably a geologically active body, but we have not yet found proof that the planet is changing," he added. "By obtaining repeated views of the planet, we could search for that. Unfortunately, all this is now seriously threatened."

Ironically, he pointed out, to maintain Magellan would cost \$20 to \$22 million per year, compared to the \$750 million already spent to get it there.



Further exploration of Venus, a planet similar to Earth, could end with federal budget cutbacks, warns Steven Squyres. The Cornell astronomer analyzes radar-imaging data such as evidence of volcanic activity (on the computer screen above) and the NASA mosaic (top) of ridge-and-valley terrain.

Photographs by Jet Propulsion Laboratory and Peter Morenus

In an interview before the AAAS meeting, Squyres described the geological features of the surface of Venus that Magellan has revealed since the spacecraft began its radar mapping in August 1990. Like Earth, the planet it most closely resembles in size and place in the solar system, Venus has mountains and widespread volcanic activity — all indications of a tectonically active planet. What it does not have is surprising some astronomers: evidence of plate-tectonic movement of the planetary crust that produces mountain ranges, earthquakes and volcanoes on Earth. Among his other observations are:

- "We see enormous, very steep mountains that couldn't possibly be maintained in their present form unless they were being dynamically supported by some kind of on-going geologic processes."

- "There are few of the large-scale surface features we have come to expect from Earth, such as mid-ocean ridges and trenches and big mountain ranges."

- "Changes take place all the time on Venus, but there is no erosion because there is no rain or water and the winds at the surface are so sluggish that they move material around very ineffectively."

- The geological process that wipes out what was there before is volcanic activity. "We see continual overprinting of the terrain from eruption," he said. "Venus is covered with volcanic rock, much of it like what we see in Hawaii."

News Service science writer Roger Segelken also contributed to this report.

Jackson *continued from page 1*

administrations, Jackson argued. In the 1984 campaign, Reagan blamed it on "the welfare queen," he said. In 1988, Bush focused fears on Willie Horton, he continued.

"Now, the big deal is to teach us to get angry at the Japanese. They're supposed to be the Willie Horton of 1992," said Jackson. But the United States helped the Japanese achieve their economic strength after World War II, Jackson charged.

"You cannot have a standing army. We will police the whole world. Right?" he said, playacting a dialogue between the United States and Japan. "Right," Japan responded.

"We will make the big stuff, like the MX missile and the B-1 Bomber. And you will make the little stuff like chips and Sony and Panasonic and Honda and Mazda and Toyota. ..." Jackson was interrupted by laughter and applause.

The United States is also at fault, he said, for blaming the Japanese instead of trying to learn the formula for economic strength from them. Or — to make it plain, he said — from the honeybee.

"A honeybee is said not to have a brain. They are thought to operate on buzz or instinct or something. But all we know is they keep on making honeybees, and there are no homeless honeybees, and no slum honeybee hives, and no honeybees burning crosses in front of other honeybee hives, and there are no American honeybees flying to Japan to ask them for a break.

"What do honeybees know that we don't know? When a honeybee gets nectar from a flower, it is its source of joy. The honeybee says, ew-we, it flaps its wings, it is like enthralled, thrilled, excited, knocked out, yow, baby," he continued.

"But no matter how excited the honeybee is, it doesn't just fly away and drop its pollen in some distant place. It drops its pollen where it picked up its nectar because it knows ... it will grow empty someday and will have to fly back to the flower."

And, so, Jackson concluded, even the brainless honeybee has sense enough "to feed the flower it robs. But corporate American has not fed the flower it has robbed."

Jackson argued that America must reinvest in America, invest more in education of children and establish long-term plans — all elements of the Japanese formula for economic strength. Past efforts to blame the welfare system for American economic problems, he added, is like blaming the economy's exhaust pipe instead of its engine.

At a press conference held earlier with some 30 reporters and photographers, Jackson used his introductory remarks to advocate a similar message, calling upon the United States to follow Japan's economic strategy and offer help to Haitian refugees,

and calling upon college students to register to vote.

Asked why he was not running for president this year, as he did in 1984 and 1988, Jackson said he had decided it was more important for him to concentrate now on trying to win statehood for Washington, D.C., where he is the "shadow" senator, a post that holds no congressional vote; and to "continue to build a progressive, inclusive infrastructure" of some 10 million new voters through registration campaigns such as that which he waged here.

Jackson went from the news conference to visit the Southside Community Center, where he was escorted by Mayor Nichols. He

'You cannot sit here now with your self-respect intact and not be registered to vote.'

later had dinner at the Statler Hotel with some of the students who organized his visit and his friend, Dorothy Cotton, a former assistant director of Unions and Activities who befriended Jackson when both organized for Martin Luther King Jr..

Then for 40 minutes after his talk, Jackson entertained questions from students on topics ranging from Cornell's residential housing plan to Dr. Seuss' *Green Eggs and Ham*.

Asked about the housing plan from a student concerned about its effort to increase mixing of ethnic and racial groups, he supported the idea, saying, "Don't glorify your grouping to the point that your grouping cripples you from growth. Protect your ethnic roots and identity. If you don't know that, you don't know nothing. But if you only know that, you don't know nothing, either."

Another student approached a microphone in the audience and asked Jackson to autograph a book, handing him a copy of *Green Eggs and Ham*.

Jackson took it and the audience chanted: "Read it! Read it!"

Jackson disappeared behind the curtain, jokingly, then returned, flashing a broad smile. He flipped through the pages.

After Dr. Seuss died, Jackson said, the producers at *Saturday Night Live* called him and asked him to "preach" the book. He did it there, and he did it — an excerpt — here.

"I don't *liiiiike* green eggs and ham," he cried.

And the crowd that greeted Jackson's introduction with a standing ovation, and responded to his speech with applause numerous times, reacted with the evening's most enthusiastic cheers.

CORNELL Employment News

Published
by the
Office of
Human Resources

Volume 4 Number 6 February 13, 1992

Records Administration

Keeping Track of Where You Are in the University System

There are behind-the-scenes people in every organization. Day by day, these people quietly go about the business of helping the organization to run, and rarely come to the attention of other members of that organization.

The Office of Human Resources is no different. While some sections, like Benefits and Staffing, are well known by Cornell faculty and staff, others are not. Records Administration is one of those sections. Today's issue of Cornell Employment News introduces the staff of Records Administration and the work they do, every day, "behind-the-scenes."

Records Administration is responsible for ensuring that the university's personnel policies and procedures are followed for all academic and nonacademic appointments and status changes. (These status changes include changes as a result of retirement, departmental leave, disability, and title changes). Records Administration can be reached by calling 255-6883. The section:

- administers appointment processing;
- maintains official employee records, including maintaining the database for all academic and nonacademic staff and faculty;
- handles home and campus address changes, and employment verification;
- provides assistance and counselling to individual departments concerning the documents and paperwork required for appointments and status changes.

Why would you—whether you are faculty or staff, employee or supervisor—want to call Records Administration? Here are some common reasons:

- All faculty and staff should call Records Administration to update/change their home or campus addresses.
- Supervisors and administrative aides often call Records Administration to ask for help and advice in completing the Personnel Action Forms (PAF) they need to submit for employees who are newly hired, transferring, being laid-off, or terminating their employment at Cornell.
- Supervisors or department administrators will call to ask what information they should include in an acceptance letter for new employees (Staffing Services, 5-5226, also can provide this information, as well as a sample acceptance letter.)
- Supervisors or department administrators should call Records Administration to determine if they need to conduct a formal job search before filling certain specific academic titles.
- Regular full-and part-time nonacademic employees will call Records Administration to verify their service date, or how long they have been working at Cornell. This date is used to calculate an employee's rate of vacation accrual (see *Personnel Manual*, policy 401).
- At times, departments call Records Administration when an employee's paycheck has been delayed for assistance in tracking down the reason for the delay.

The staff in Records Administration include:

Bonnie Clark, Records Administration Supervisor

Bonnie Clark has worked at Cornell University in the Office of Human Resources for almost twelve years,



Bonnie Clark

first in Staffing Services, then in Employee Benefits, and currently in Records Administration. Before assuming the records administration supervisory position in November, 1991, Clark worked as a benefits specialist in Employee Benefits. Over the course of the nine years she held that position, Clark had administered Long and Short Term Disability plans, the Endowed Health plan, the Group Life plan, the Accidental Death & Dismemberment (AD&D) plan, the Tax Deferred plan and the Endowed Retirement plans.

Mary Borra, Human Resource Assistant

Before joining Records Administration 6 months ago, Mary Borra worked for over 9 years in Cornell's Department of Unions and Activities. She is currently responsible for approving both academic and non-academic Personnel Action Forms (PAF) for a number of departments across campus. Borra is also responsible for counseling these departments on the numerous state and federal guidelines that they must follow when preparing Personnel Action Forms.



Mary Borra

Ellie Doty, Human Resource Assistant



Ellie Doty

Ellie Doty has worked at Cornell for approximately 8 years: 1 year in Staffing Services and 7 years in Records Administration. She is responsible for processing non-academic forms and inputting academic information into the academic database and the mainframe.

Cheri Bennett, Human Resource Assistant

Cheri Bennett is responsible for maintaining employee data and employment verifications. Her major contacts are administrative assistants, representatives from banks, mortgage companies, law enforcement agencies, and social service departments. She started working at Cornell two-and-one-half years ago in Staffing Services, and moved shortly thereafter to Records Administration.



Cheri Bennett

Lisa Bower, Human Resource Assistant



Lisa Bower

Lisa Bower is currently responsible for the processing of academic forms, but will soon assume nonacademic processing responsibilities as well. She has worked with Cornell for almost 4 years: 1 year in the Department of Agricultural Economics and over 2 years within Records Administration.

Laurie Conlon, Human Resource Assistant

Laurie Conlon's employment with Cornell began in 1985, working with Staffing Services. Several years later she transferred to Human Service Studies. Conlon rejoined the Office of Human Resources a year ago to work in the Director's office as an office assistant. She recently assumed her current position in Records Administration, where she is responsible for both non-academic and academic processing.



Laurie Conlon



Employee/Family Night at the Court Draws 1,850

The fifth annual Employee/Family Night at the Court, held on January 26, drew 1,850 faculty, staff, retirees, and their families to the Alberding Field House for chicken barbecue and men's and women's basketball. Because of the scheduling of a track meet in Barton, the chicken barbecue was held, for the first time, in the Alberding Multipurpose Room. In a fortuitous coincidence of activities, this arrangement allowed Employee/Family Night attendees to eat their meals and watch climbers on the Lindseth Climbing Wall at the same time.

Cornell's women's basketball team won over Columbia, 67 to 53, and the men's team bowed to the pressure of Columbia, 85-70.

Door prizes were drawn after the event, and winners were notified by phone. Below is a list of door prize winners. If you have not been notified, please call 255-6890 to arrange to pick up your door prize.

Many thanks go to all who made this event a success—the sponsors, the volunteers, and the faculty, staff, and retirees and their families who participated.

1. Sunday brunch for two at the Statler – Christine Stocum
2. Stuffed animal from the Campus Store – Bob Sample
3. Embroidered potholder and linen towel from Pomology – Bill Raynor
4. CRC membership – Debbie Ayer

5. Athletic's lacrosse tickets – Greg Heist
6. Cornell Cinema tickets – Bob Johnson, Bruce Lloyd, Nicholas Palmer, Bev O'Hara
7. Flower arrangement compliments of Floriculture & Ornamental Horticulture – Shawn Davis
8. Christmas tape from the Music Department – Justin Adsit
9. Office supplies from General Stores – Vick Chiment
10. Dial Lunch from Cornell Dining – Dolores Brown
11. Four Theatre Arts tickets – Janis Werner
12. Plantations T-shirt and book – Kristin Gasteiger
13. CIT Sales book bag – Russ Crumb, Mary Serrano

JOB OPPORTUNITIES

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

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

Professional

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

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

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

Director of Public Affairs (PA0503) HRIII Public Affairs-Arts and Sciences-Endowed Posting Date: 2/6/92

Overall responsibility for the design, implementation, and direction of all public affairs activities, programs, and organizations for the college. In conjunction with the university development and alumni affairs offices, the director will develop and set fund raising strategies and alumni programs designed to accomplish the Colleges goals as set by the Dean in the broader context of the university's goals and objectives.

Requirements: Bachelors degree, advanced degree preferred. 3-5 yrs. experience with preference for an individual with capital campaign experience. Experience in working with volunteer groups. Strong managerial abilities with proven team-building skills, interpersonal, oral and written communications skills. Travel required. Send cover letter and resume to Cynthia Smithbower.

Director of Development (PA7401) HRIII School of Hotel Administration-Endowed Posting Date: 2/6/92-Repost

Manages the day to day operation of the Hotel School Development office and is the principal liaison between the School, and the Central Development staff.

Requirements: Bachelor's required, advanced degree preferred. 5 yrs. of broad-based fund-raising and marketing activities. Experience in working with and developing volunteer committees. An exceptionally high level of maturity and judgment. Excellent communication skills. Intimate knowledge of school, hotel and hospitality industry. Send cover letter & resume to Cynthia Smithbower.

Senior Technical Advisor/Security Officer (PT0101) Level 40 Cornell Information Technologies-Endowed Posting Date: 1/9/92

Assess and monitor the security of Cornell's computers, networks, and data, and advise, train, and coordinate department liaisons on procedures for ensuring the continued security of these systems and data. Work with CIT management, Cornell's Audit office, the University Computers and Networks Security Committee, and other university representatives to establish and promulgate security policies. Serve departments as a key resource, especially in regard to local, state, and federal regulatory conditions and changes affecting the university.

Requirements: BS degree or equivalent and 10 yrs. relevant experience with knowledge of audit procedures. In-depth knowledge of security policies and procedures and network systems appropriate to university environments is essential. Familiarity with local, state, and federal regulations is a plus. Send cover ltr & 2 resumes to Sam Weeks.

Manager, Computer Facility Operations (PT0602) Level 37 Theory Center-Endowed Posting Date: 2/13/92

Provide administration of the computer facility

which supplies advanced scientific computer resources to a national base of users. The facility includes advanced technology supercomputers, mainframes, minicomputers, networking equipment and associated peripherals. Oversee operations planning and implement operational procedures. Provide management and direction to operations staff.

Requirements: Bachelors degree or equivalent. Minimum 7 yrs. experience in the overall operation and management of a large computer facility. In depth technical knowledge of various operating systems, especially UNIX, VM/XA or VM/ESA, and CMS. Experience with multiple machine architectures. Send cover ltr & 2 resumes to Sam Weeks.

Senior Systems Programmer (PT0414) Level 35 Theory Center-Endowed Posting Date: 1/30/92

Provide technical support for various Theory Center high-performance computing systems, their operating systems and major sub-systems. Provide technical leadership in the design, implementation, maintenance, and documentation of modifications and enhancements to these systems. Provide functional guidance to less experienced technical support staff.

Requirements: B.S. in computer science or equivalent, M.S. preferred. 4 -5 years experience in operating systems maintenance and support, programming languages, and high-performance computing techniques and procedures. Significant experience with Unix operating systems and computer systems. Knowledge of C, UNIX utilities, and system calls essential. Familiarity with other operating systems and computing environments. Send cover letter and 2 resumes to Sam Weeks.

Systems Programmer III (PT0413) Level 34 Theory Center-Endowed Posting Date: 1/30/92

Provide technical support for various Theory Center high-performance computing systems, their operating systems and major sub-systems. Specify, design, implement, document and maintain necessary functional enhancements to these systems.

Requirements: B.S. degree in computer science or equivalent combination of education and experience. 3 - 5 years experience in operating systems maintenance and support, programming languages, and high-performance computing techniques and procedures. Knowledge of C, UNIX utilities, and system calls highly desirable. Familiarity with other operating systems and computing environments highly desirable. Strong communication skills. Send cover letter and 2 resumes to Sam Weeks.

Applications Programmer/Analyst III (PT0409) Level 34 CIT/IR-Endowed Posting Date: 1/30/92

Support the applications environment of computer technologies, including data, programs, and support tools. Design, develop and maintain applications software in support of major administrative systems. Coordinate projects and provide guidance and counsel in specific support areas.

Requirements: BS degree or equivalent experience with computer courses. 2-5 yrs. related experience. Knowledge of interactive administrative systems and PL/E and Natural. Send cover letter and 2 resumes to Sam Weeks.

Cost Analyst (PA0601,2) HRII Cost Analysis Department-Endowed Posting Date: 2/13/92

The Cost Analyst reports to the Manager, Cost Analyst and is responsible for a number of key financial analyses as well as providing staff support to the Controller.

Requirements: MBA with 3-5 yrs. experience in

cost/financial analysis is required. Relevant experience or professional license may be substituted for graduate degree. Send cover letter and resume to Cynthia Smithbower.

Assistant Football Coach (PA0504) HRII Athletics-Endowed Posting Date: 2/6/92

Assist the head football coach in the planning and operation of mens intercollegiate football program. On field coaching, scouting, recruiting and other administrative duties as assigned by the head coach.

Requirements: Bachelors degree or equivalent. Advance course work preferred. Proven skills in coaching, teaching, recruiting and in working with collegiate students and athletes. Send cover letter and resume to Cynthia Smithbower.

Assistant Cost Analyst (PA0603) HRII Cost Analysis Department-Endowed Posting Date: 2/13/92

The Cost Analyst reports to the Manager, Cost Analyst and is responsible for a number of key financial analyses as well as providing staff support to the Controller.

Requirements: A bachelors degree in an appropriate field. 2-3 yrs. related experience in cost accounting. Send cover letter and resume to Cynthia Smithbower.

Controller (PA0501) HRII Statler Hotel and School of Hotel Administration-Endowed Posting Date: 2/6/92

Insures the integrity and timeliness of the records of all transactions and the resulting reports of all financial information made internally to college and hotel management and externally to Cornell University. Advises the managing director on all financial matters providing analysis and research; develops and implements adequate controls for overall funds, inventories and fixed assets of Hotel and Conference Center and School of Hotel Administration.

Requirements: Bachelor's degree in accounting required. CPA or MBA preferred; prior experience in the hospitality industry extremely helpful; a minimum of six yrs. prior accounting experience with a minimum of three yrs. of supervisory responsibility. Proven ability to assume responsibility, exercise authority and use good financial management and planning skills. A thorough working knowledge of hotel and food and beverage internal controls. Send cover letter & resume to Cynthia Smithbower.

Statistical Consultant (PT0405) HRII Human Ecology Administration-Statutory Posting Date: 1/30/92

Assist the Director of Computing and Statistical consulting in providing statistical support and consulting for faculty and grad students in Human Ecology and Nutritional Sciences. Assist with grad student instruction and training. Test and develop statistical software.

Requirements: B.S. in biometry or statistics (or equivalent) with research experience, MS preferred. Understanding of basic and advanced statistical methods and research design. Knowledge of computer operating systems or programming on mainframes and microcomputers. Strong service orientation and good oral and written communication skills. Send cover letter and 2 resumes to Sam Weeks.

Project Coordinator III (PT0410) HRII Natural Resources-Statutory Posting Date: 1/30/92

Coordinate on and off campus activities for a program on ecological and social changes in Latin America. Facilitate graduate education and research. Establish a field course in costa Rica and

the Dominican Republic for participating students and faculty to work on-site with native scholars and professionals on multidisciplinary conservation problems. Help expand the program by writing grant proposals. Requires travel to Central America.

Requirements: M.S. degree or equivalent in a conservation related field, PhD degree desirable. Capable of working in multidisciplinary environment. Work experience in Latin America. Administrative experience and proven grantsmanship. Good interpersonal skills. Fluent in Spanish. Send cover letter and 2 resumes to Sam Weeks.

Accountant III (PC0409) HRII CIT/M&BO-Endowed Posting Date: 1/30/92

Under general supervision help identify, plan, and develop M&BO financial management and business operations systems. Prepare specifications, document and maintain systems. Supervises financial support staff.

Requirements: Bachelors in accounting. MS preferred. In-depth knowledge of accounting. 3-5 years proven accounting experience plus knowledge of micro and mainframe computer applications important. Excellent communication (written and oral), interpersonal and organizational skills. Knowledge of university accounting system desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Assistant Regional Director (PA0605) HRI Public Affairs Regional Office-Endowed Posting Date: 2/13/92

Assist the Director of NY/Ontario Regional Office in assuring implementation of the university's development, alumni affairs, college/unit, admissions and other programs that involve university alumni and friends.

Requirements: Bachelors degree-preferably from Cornell. 1-2 yrs. experience in university development or alumni affairs. Send cover letter and resume to Cynthia Smithbower.

Architectural Designer (PA0502) HRI Facilities Engineering-Endowed Posting Date: 2/6/92

Assist in the design, preparation of drawings, specifications and construction documents for maintenance, repair and alteration projects that relate to the Architectural Section.

Requirements: Associates degree in architectural technology or equivalent. Minimum 2 yrs. related experience. Thorough knowledge of architectural drafting, detailing, building materials, buildings codes, and construction. Valid drivers license. Working knowledge of construction techniques and related engineering. Send cover letter and resume to Cynthia Smithbower.

Assistant Regional Director (PA0604) HRI Public Affairs Regional Office, Metro New York Regional Office, NYC-Endowed Posting Date: 2/13/92

Assist the Director of Metro New York Regional Office in assuring implementation of the university's development, alumni affairs, college/unit, admissions and other programs that involve university alumni and friends.

Requirements: Bachelors degree. 1-2 yrs. experience in university development or alumni affairs. Send cover letter & resume to Cynthia Smithbower.

Research Support Specialist II (PT0501) HRI Section of Ecology and Systematics-Endowed Posting Date: 2/6/92

Participate in design, running, and analysis of laboratory experiments on zooplankton life histories. Maintain zooplankton and phytoplankton cultures. Enumerate field samples. Organize field trips.

Networking

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

EMPLOYEE SPOTLIGHT

Dedicated Service Award - Judy Wood



her the respect and admiration of her colleagues at many levels in the College and the University. She is frequently cited by faculty for her attention to detail, familiarity with grant guidelines and her helpful suggestions. The latter come from long experience, but most importantly they reflect her commitment to the research and research training missions of the College, and her interest in promoting the professional advancement of faculty and staff. Administrators in the Veterinary College, and elsewhere in the University, often have commented on Judy's professional competence, common sense and helpful input into the resolution of problems that extend beyond her immediate areas of responsibility. Their confidence is reflected in her appointment to the Restricted Fund Advisory Group in the Finance and Business Office of the Statutory Colleges, and the assistance she has offered to department managers and other support staff in matters connected with grants management and reporting. Although frequently required to function under stress, Judy remains outwardly calm, efficient and ever willing to help. She is an outstanding employee and an exceptionally fine and caring human being.

Judy Wood is a Grant and Contract Coordinator in the Research Office of the Veterinary College. Her duties encompass many aspects of sponsored research. They include, but are not limited to, the identification of opportunities for research, research training and facilities improvement; transmittal of that information to College faculty; review of policies and guidelines governing sponsored research; review of research

budgets; compliance with requirements governing sponsored research, and the timely submission of proposals. Judy's principal areas of responsibility are with programs sponsored by the National Institutes of Health, U.S. Department of Agriculture and a myriad of national and regional foundations that have an interest in animal or human health. Judy's professional competence, patience and humanity have earned for

It's thrilling, chilling, exciting - it can take on the speed of a roller coaster.

It's said to be stressing and depressing, causing chronic paranoia.

On some days I've fantasized about trading mine in. And on others I've thought that it's too precious, and I'm happy with the one I've been given.

I've cursed it, laughed and cried through most every minute. It's mine to do as I choose, to embrace or take flight. Indeed it's a mystery - a mystery called life.

by Angela Carroccia

LEADERSHIP LEADS

They tore down the old mill

by George Peter

The old mill was built in 1817 and was the oldest steam mill this side of the Hudson. It stood in Aurora behind the Inn. Alas, last week it met the wrecker's ball. It's too bad for a lot of reasons, not the least of which being its historical significance.

I lament its fate for another reason, also. I have used this picture of the mill showing its decayed roof and evidence of moisture seeping into the mortar of the stone walls. The picture was taken several years ago, so you can imagine the worse condition of the mill in recent years.

The analogy has been used before, but it is timely to demonstrate again how edifices, like organizations, or vice versa, decay from the top down. If things are falling apart in your organization, look to the leadership first. The foundation, like the old mill, may be solid and sound, but with poor leadership (the roof), soon all will come tumbling down.

It doesn't have to be that way. Edifices have stood for centuries. Well managed

organizations can grow and prosper and improve. Just keep the leadership up to date—maintain the roof.



MEALS WITH MORLEY

by Harry Dutton

(Editor's note: During the December 10th "Meals With Morley" hosted by the College of Engineering, a number of wide-ranging questions were addressed by Sr. VP James Morley and Alan Lentini, Acting Director of Human Resources. Space did not permit "Networking" to include all these campus-wide concerns in a single lengthy article.)

On a Sunny Wednesday afternoon in December, Sr. Vice President James Morley and Alan Lentini, acting Director of the Office of Human Resources, met with College of Engineering representatives for a "Meals With Morley" luncheon.

They showed a healthy respect for the question concerning "[t]he continuously rising cost and decreasing benefits of health insurance ...". Lentini discussed how Cornell is "... looking for ways to reduce insurance costs and to provide expanded coverage such as dental and optical coverage..."

Lentini noted that costs have indeed

risen, have more than tripled, from \$3-4 million in 1985 to approximately \$14 million today. One proposed solution to rising costs is to identify a "preferred provider" organization recognized by Aetna insurance. He added that "active management" of health insurance is necessary for cost-effectiveness. Both existing services and proposed benefits, including dental and optical coverage are being examined. He concluded by noting that increased use of computers will also increase efficiency and help keep costs down.

Morley added that the "Wellness Program" also helps keep medical costs down, noting that 80% of health care costs are generated by 30% of Cornell's employees.

They were asked about the interests of trustees during their visits to campus. Cornell is the Land Grant institution for New York state, and legislators—including Governor Cuomo—are among the University Board of Trustees. Visiting trustees have "a wide variety" of inter-

(continued on page 2)

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking* Unclassifieds, Susan Hollern, 440 Day Hall. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff—depending on space available.
5. The deadline for the February 27 issue is February 18, 1992 at noon.
6. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale:

Sony 19" trinitron color TV. 1984. Excellent condition. Remote control. \$85. Please call 273-6465 evenings and weekends.

Black and white 4.5" TV. Ultrasonic humidifier. Guitar. Three pieces of hard-sided luggage. Please call Donna at 5-8198 or 277-2114.

Tuis Clay Targe Trap Birdshooter. Footheld or mounted. Never used (sells for \$60 new). Asking \$25. Great gift for sportsman! Please call 539-7629 after 5:00.

Ladies size 9 white figure skates. Dunlop wooden tennis racket, both used very little. Asking \$20 each. Please call 539-7629 after 5:00pm.

Large Tappan microwave. Excellent condition. Asking \$150 OBO. Please call 539-7629 after 5:00pm.

Car top ski rack for compact car. Almost new. Excellent shape. Originally \$100. Asking \$60. Please call 257-6675 after 6:00pm.

1988 Dodge Colt. Original owner. 34,000 miles. Radials. Price negotiable. Please call 257-6675 after 6:00pm.

A.O. Smith hot water heater. 40 gallon, propane, new condition. Used 12 months. New, over \$360. Asking \$150 OBO. Please call 5-4968 or 277-5362 evenings.

Bus tickets 1/2 price. Any destination up to \$250. For details, please call 387-5747 after 6:00pm.

1988 Subaru Justy GL four-wheel drive hatchback. Great winter car, economical, immaculate condition (only 10,500 miles!) 5-speed, am/fm stereo cassette, cloth seats. \$3,750. Please call 272-6196 evenings or weekends.

1987 Subaru Wagon. 5-speed, front wheel drive, snow tires on rims, 57,000 miles. Good shape. Price negotiable. Please call 277-0418.

1985 Ford F150 pickup. 27,000 miles, cap, bed liner, snow tires with rims, excellent condition. Price negotiable. Please call 277-0418.

One learn to ski package or one eight hour lift pass at Bristol Mountain. Their price \$55. My price \$40. Please call Don at 5-3356.

1970 GMC Pickup Truck. 350 engine. 3-speed. Needs work. \$500. Two storm windows, brown in color. 25 1/4 x 48 3/4. Please call Bob at 277-2827.

1989 Plymouth Voyager. 4 cylinder. 35,000 miles. Automatic. PS/PB/air, cruise, running boards. Excellent condition. \$10,200. Please call Lorraine at 5-2552 mornings.

1971 Chevrolet Chevelle. 2-door. New paint job. AM/FM cassette radio. Dual exhaust. 350, V8 engine. In exceptional condition. \$4,000 negotiable. Please call Stacey at 3-6624.

Time shares (rent/trade): Affordable luxurious condos. Vacation at Powhatan Plantation. Minutes from Colonial Williamsburg & Busch Gardens, Virginia. Escape to beach front resort, Bahamas. Please call 5-2027 or 838-8252 for info and pictures.

1978 Chevrolet C20 Diesel pick up. 55,000 miles, PS, PB, AM/FM Radio, new tires, new brakes, \$800. Please call 387-9663 evenings.

Bassett Pine Dining Room Suite with Hutch. \$800. Pine Coffee Table and end tables \$35 each. Pine bar. \$50. Please call 257-7557.

Hand-raised baby cockatiels; 2 yellow pids, 1 grey. \$60. Baby zebra finches. \$10/pair. Please call Bonnie at 4-7133 or 539-6748 evenings.

3-bedroom house in Trumansburg village. Sunporch, pantry, attached garage, 15 x 24 attached storage barn. All remodeled and insulated; new Andersen windows and siding. Spacious private yard with stream and flowering trees on quiet street, walking distance to stores and bus. \$63,900. Please call Pat at 564-7927 evenings and weekends.

Service manual and owners manual for 1986 Honda Civic. Please call Paul at 5-1725 or 272-6762.

Nice home in family neighborhood in West Hill, two blocks from Alternate School. Adjacent to 4-acre city park. Three bedrooms, fireplace, deck, large shaded yard. Gas hot water heat, dining room, den, patio off kitchen. Pre-listing sale by owner. \$90,000. Please call 5-6135 or 277-6905.

Great winter car for sale. 1984 four-wheel drive Subaru station wagon with roof rack, sunroof, am/fm cassette, luggage cover, 70,000 miles, light blue exterior and interior, rear wiper/defroster. \$2,000 OBO. Please leave message at 277-2228.

1988 Ford 4 x 4 F150 with cap. Please call Brian at 898-3283.

1985 Subaru GL, 5-speed, 4-door. Power windows, mirrors, locks, cruise. Runs well. Good condition. High mileage—must sell. Wife can't drive standard. Sacrifice at \$1,000 firm. Please call 659-7660.

Wanted:

Mountain bike, 3 gears in front. Please call Kathy at 594-2543 evenings.

For Rent:

One bedroom cottage suitable for 1 person. Small, clean, cozy, quiet with lovely lake view. Taughannock Blvd. 5 1/2 miles from Octopus. \$350 plus utilities. Non-smoker. Please call 272-2039.

Furnished efficiency apartment available February 1 for one person. \$350 includes utilities. Wooded area, stream, approx. 11 miles to campus. Please call Lynn at 4-2604 or Brian at 898-3283 (leave message.)

To share apartment. Henry St. John's apartment available January 1. Share with two others. 3 bedroom, with hardwood floors, laundry, gymnasium!! \$220 for small, \$260 for large. Includes heat and hot water. Please call Jerry at 5-9087 or 277-8569.

Miscellaneous:

Staff members interested in ride sharing can place a free advertisement in *Networking* by mailing in advertisements. There are no services for commuting students. Please send your ad to: Ride sharing, Humphries Service Building, Cornell University, Ithaca, NY 14853. No phone calls, please.



Employee Assembly Elections

Spring 1992

Petitions Available

Thursday, January 16

Petitions Due

Friday, February 14

Ballots Mailed

Week of March 2

Ballots Due

Monday, March 16

Results Announced

*Employee Assembly Meeting
Wednesday, April 1*

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Clip & Return

Question(s): _____

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

Name and Address: _____

Phone: _____

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

Morley continued from page 1

ests, including financial aid. They are very supportive of endowed faculty chairs and are especially interested in receiving input from faculty and students alike. Morley and Lentini added that the trustees are placing less emphasis on facilities than that expressed during the extensive construction period of the past decade.

Cornell is also de-emphasizing facilities, and in an era of budgetary constraints, this is reflected in deferred maintenance. While this problem is not as severe as at other

Ivy League institutions, the delay of repairs and renovations to structures does allow some short-term fiscal relief.

Both Morley and Lentini discussed other aspects of cost-cutting, including streamlined purchasing procedures and more effective inventory controls. They noted that, campus-wide, many employees need guidance and training in acquiring supplies.

The College of Engineers submitted probing questions for the Sr. Vice President and Alan Lentini; they received thoughtful answers.

EMPLOYEE-ELECTED TRUSTEE

MEET THE CANDIDATES

Tuesday, February 25
12:00 noon
105 Space Sciences

*An excellent opportunity
to become informed
of candidates'
views and priorities
regarding campus issues.*

Sponsored by the Trustee Nominating Committee

Employee Elections
Ballots Mailed Week of March 2 - Due March 16
BE AN INFORMED VOTER!

Travel Talk

by Barbara Hall

"Stop the camel...I want to get off!" That's one emergency we haven't had to face (yet) in over 30 years of reporting-vacation adventures. But we have clung to a zodiac while a great gray whale and her calf played and bumped underneath, and as we rocked and rolled we could reach over and pat her huge head. That was in the Pacific off the coast of the Baja Peninsula. As we sailed away on the M.V. "Sea Lion" we could imagine the calf spouting "Mommy! Mommy! I touched a human!"

And, we've swum with sea lions off the Galapagos Islands; ducked around bat caves in Trinidad and Venezuela; waded ashore to Aldabra in the Indian Ocean to meet the giant tortoise (giant spiders, too); climbed around a landslide high over the raging Urubamba River on the way to Machu Picchu, the Lost City of the Incas in Peru; tramped in the jungle along the Amazon; floated in zodiacs, eye-level with polar bears on ice floes in the Arctic, sailing north from Lapland to Spitzbergen. It's a big, wide, wonderful world, and now, as Cornell retirees, we're delighted to see more and more folks like us taking off on special expeditions to see, learn about, and thrill to the wonders of this planet we live on.

Ecotourism — that's the new buzzword in naturalists' tours today, as Roger Tory Peterson points out in his recent article in "Bird Watchers' Digest." He lauds Lars-Eric Lindblad as "the person who has done the most to bring nature and wildlife tourism to the rest of the world....Because he had his own ship, he was able to offer tours to places that hitherto could not be visited without mounting full-scale expeditions....Over

the years Lindblad ranged almost from pole to pole, initiating tours to the Antarctic, the Arctic, China, Africa, the Seychelles, the Galapagos, and elsewhere."

Over the years, since our first trip in 1961 on a banana boat to Ecuador and Peru, Barbara Rowan, administrative aide in Graphic Arts at Cornell, and I have joined several Lindblad expeditions, recording impressions and interviews along the way for my travel program on WHCU-Radio. Now, in retirement, we find vacation schedules can be more flexible, and, although muscles and bones may be creakier and the view through binoculars sometimes blurrier, the travel-bug bite is long lasting. As long as we can climb in and out of those rubber rafts they call zodiacs we'll continue to see the world through special expeditions.

Actually, that's the name of Sven-Olaf Lindblad's (Lars-Eric's son) nature-tour company. In the past few years we have sailed on Special Expeditions' 70-passenger "Sea Lion" around the Baja Peninsula, on the "Sea Bird" exploring the fjords of Southeast Alaska, on the "Polaris" sailing 1,000 miles down the Amazon in Brazil and up the Orinoco in Venezuela, and we joined their Canyons of Time expedition in Arizona, Colorado, and Utah (including white-water rafting on the San Juan River).

Closer to home, you can go white-water canoeing on the Allagash River in Maine, an Elderhostel trip that we enjoyed hearing about on the travel program recently, with retired veterinarian Dr. Chris Haller and his wife Esther. They survived Hurricane Bob on the Allagash, and were so thrilled they have

signed up for another canoe trip next August. Over 25,000 people 60 years of age and older take advantage of Elderhostel educational adventures in this country and abroad each year. Many universities, including Cornell, offer a wide variety of study tours. Check the CAU (Cornell Adult University) 1992 calendar of programs: "Ecology and Astronomy in the Sonoran Desert," "Landscapes of the Last Frontier: Alaska from Glacier Bay to Fairbanks," "Lands and Peoples of the Baltic Sea," and others in and far from Ithaca. To ease a touch of travel fever, scan the Smithsonian, Audubon, and other educational tour offerings. Or, better yet, sign up for the next Cornell Retirees' trip! Couples....singles....friends....it's a great way to travel!

Travel tips? We could mention lots of "how to pack," "going through customs," and "jet lag" suggestions, but how about just a few gleaned from guests on our travel program: Tuck in a washcloth (sometimes they're not provided); A rubber sink stopper proves handy in some far-away places; Carry a flashlight and matches (you may have a candle in your room in safari country, and if the power goes off you'll need to light it); Pack a small first-aid kit, with Band-aids, aspirin, antiseptic, motion-sickness medicine, safety pins, scissors, tweezers; Carry your own labeled prescription medicines, and if you wear glasses, take an extra pair (could be prescription sun glasses). Don't forget your passport and traveler's checks, and if you're tempted to ride that camel, remember to respect your "bad back."

Adapted from the Cornell University Retirees' newsletter.

Sign up for Outdoor Education Spring Courses

The Cornell Outdoor Education Program offers a wide range of courses for beginners as well as those who are more experienced. All courses are open to the Cornell community. We provide unique learning opportunities in an outdoor environment, which meet primarily on weekends and evenings. Our courses offer an opportunity to get outside, meet new people, learn new skills and HAVE FUN! Expect to be active and involved in this educational experience.

For further information you can call our office at 5-6415, or stop by and pick up a brochure. We are located on the second floor of Teagle Hall. We hope to see you this spring!

The following courses have open spaces:

- Day Hiking - Finger Lakes Region
- At Home on Earth - Backpacking in the Finger Lakes region
- Wilderness Skills, Spring Break - Backpacking in North Carolina
- Utah Canyon Country, Spring Break Desert Backpacking in Utah
- Women's Rockclimbing - Lindseth Climbing Wall
- Basic Mountaineering - Finger Lakes region
- Shawangunks Rockclimbing
- Bike and Hike - Finger Lakes region
- Flatwater Canoeing - Finger Lakes region
- Whitewater Canoeing
- Adirondacks Canoe Camping
- Whitewater Kayaking
- Various Rockclimbing Seminars
- Natural History Seminar
- Wilderness First Aid

Don't forget our special staff and faculty day outings. Whether you want to climb, canoe, cross country ski or hike we have a day outing for you. See the January 30, 1992 issue of Networking for details or give us a call.

INCITES

QuickMail is a Popular Tool in Cornell Offices

by Geoff Falkner

Electronic mail and various other forms of electronic message-sending are becoming an essential tool in the effective operation of Cornell's administrative offices. From *Maintenance and Service Operations* to the *College of Engineering*, electronic mail (e-mail) has become an invaluable medium for communication—supplementing fax, telephone, voice-mail, and the postal service. This increase in e-mail usage has come about primarily through the use of more user-friendly microcomputer-based software for e-mail systems. These software packages, such as the popular *QuickMail*, make sending electronic messages easier than before, particularly for people whose primary work environment is their microcomputer.

QuickMail is different from mainframe electronic mail in a number of ways. Most importantly, *QuickMail*, or any local area network (LAN) based mail system for that matter, lets the user stay in their own desktop computing environment to send or receive a message. In other words, users don't have to learn how to use a whole new type of computer (like a mainframe). *QuickMail* and similar systems are also easier to use because they let users select recipients from lists, instead of forcing them to type individual electronic addresses.

Easy to Learn

Learning how to use the *QuickMail* system takes a matter of minutes; many people who currently use it at Cornell have had no formal training. They've been presented with the program and

have had to fend for themselves—with surprising success. "I've never had any formal instruction," says Jake Benninger, one of the first foremen in Cornell's Maintenance and Service Operations (MSO) to have received *QuickMail*. For him it was a very quick learning process, taking only five or ten minutes to learn the basics.

Like any electronic mail application, however, *QuickMail*'s usefulness is in direct proportion to the number of people using it. When Benninger first received *QuickMail* eight months ago, few other foremen had it. "At the time I thought it was nice but not essential," he says, "but now it's essential because the people I work with on a day-to-day basis all have it and use it regularly."

Tracking and Record-Keeping

Using this system has another advantage—a record can be kept throughout the job process. In Benninger's case, record-keeping is crucial because of the large number of jobs handled. Often a job calls for the coordination of several divisions, so foremen in each need to document and track everything. "We have between 100 and 150 jobs currently active," says Benninger. And with *QuickMail*'s ability to create custom forms, Benninger can now use those electronic forms to instantly ascertain the status and owner of a project.

Encourages Computer Use

QuickMail has often been the stepping stone for people into the world of personal computers. "Some of the staff at MSO had never touched a computer before," says Joe Lalley, Operations

Manager for MSO. *QuickMail*'s user-friendliness has been a big factor in converting people. Some staff swore they'd never use a computer, but *QuickMail* has convinced them otherwise. As testimony to this, Cornell *Facilities and Business Operations*, which includes Maintenance and Service Operations, now has over 300 *QuickMail* users. "I don't know how we ever got along without it," Benninger says.

Helps Distant Workgroups Stay in Touch

Being off-campus normally would isolate a Cornell office. Yet Cornell's *Public Affairs Division*, located near the Ithaca airport, is able to maintain close contact with the rest of the Cornell community through e-mail. Andrea Beesing, Systems Training Specialist, helps manage the largest *QuickMail* network at Cornell, with close to 200 nodes. She often receives requests for data needed the same day, such as addresses of certain alumni. Having that information hand-delivered or even transferred via mainframe computer would be difficult. Campus mail usually takes too long and many people feel uncomfortable with mainframe file exchange. *QuickMail*, with its file enclosure capabilities, makes distributing information much easier.

Meeting Deadlines Using File Enclosure

Being able to *enclose* a file and send it from her office to someone on campus in a specific format (such as a *FileMaker* or *Word* file, for example), lets Beesing meet deadlines she otherwise wouldn't be able to meet. With a link to a Cornell Public Affairs office in California completed and more links to national offices on the way, sending mail messages between Cornell and the twenty-six

(continued on page 4)

QuickMail Works With Other E-Mail Systems

Cornell University has close to 2,500 *QuickMail* mailboxes, extending from the Medical College in New York City to the Agricultural Experiment Station in Geneva, and now including even Cornell's Government Affairs Office in Albany...not to mention the Ithaca campus itself. Widespread though this community may be, however, it's but a tiny fraction of the population of e-mail users worldwide. It's good news, therefore, that—thanks to a variety of hardware and software gateways—Cornell's *QuickMail* users can communicate with almost anyone else who uses electronic mail. In particular, this is the way Cornell staff member Linda Van Ness (see accompanying story) communicates with students in the engineering co-op program. What's necessary is that both parties have an *Internet address*. (The Internet is a worldwide network of hundreds of thousands of computers, with connections to most other computer networks. Standards for electronic mail and other network services are often set by decisions of the Internet's governing bodies.) For more information, contact the HelpDesk (121 CCC, 255-8990).

CORNELL RECREATION CLUB

by Janet Beebe

Happy Valentines Day! Put a sparkle in your special sweethearts' eye by making reservations on one of CRC's terrific trips! We have a great line up for Spring. Don't forget—**anyone can go on a CRC trip!** Call the CRC office at 255-7565 for information on membership and trips.

Phantom of the Opera 3/7-8:

There are still two seats available on this fabulous trip to Toronto to see the "Phantom of the Opera". The price is \$250.00 per person, double occupancy. Included is your transportation, lodging, opera tickets, city tour, and tour of the Pantages Theatre. Only two seats left—call right away!

Radio City Easter Show 4/11-12:

Join the world-famous Rockettes and the sunniest cast in town for an eye-popping, ear-perking musical spectacular guaranteed to put some spring in your step and a song in your heart! The bus leaves at 6:00 a.m. The group will stay at the conveniently located Quality Inn Midtown. You'll be free to spend the

afternoon in New York exploring as you please. Tickets are for the 8:00 p.m. performance. Sunday the group will meet at 12:00 for a stop at South Street Seaport before heading back home to Ithaca. The price is \$135.00 per person, double occupancy. A deposit of \$75.00 is required upon making reservations. Final payment is due on March 13, 1992. This is a popular trip—don't delay! Upcoming CRC Trips and Events

°Vernon Downs

°Pancake Breakfast at the CRC Park

°Annual June Picnic at the CRC Park

°Cape May, NJ

°Indian Festival at Hunter Mountain

°Buffalo Bills Football

°Pork Roast at the CRC Park

°Lancaster, PA and Willow Valley

Resort

°Lincoln Center and the Nutcracker

Suite

There's always fun and adventure on a CRC trip, why not come along?

Sign up for Outdoor Education Spring Courses

The Cornell Outdoor Education Program offers a wide range of courses for beginners as well as those who are more experienced. All courses are open to the Cornell community. We provide unique learning opportunities in an outdoor environment, which meet primarily on weekends and evenings. Our courses offer an opportunity to get outside, meet new people, learn new skills and HAVE FUN! Expect to be active and involved in this educational experience.

For further information you can call our office at 5-6415, or stop by and pick up a brochure. We are located on the second floor of Teagle Hall. We hope to see you this spring!

The following courses have open spaces:

- Day Hiking - Finger Lakes Region
- At Home on Earth - Backpacking in the Finger Lakes region

- Wilderness Skills, Spring Break - Backpacking in North Carolina
- Utah Canyon Country, Spring Break - Desert Backpacking in Utah
- Women's Rockclimbing - Lindseth Climbing Wall
- Basic Mountaineering - Finger Lakes region
- Shawangunks Rockclimbing
- Bike and Hike - Finger Lakes region
- Whitewater Canoeing
- Adirondacks Canoe Camping
- Whitewater Kayaking
- Various Rockclimbing Seminars
- Natural History Seminar
- Wilderness First Aid

Don't forget our special staff and faculty day outings. Whether you want to climb, canoe, cross country ski or hike we have a day outing for you. See the January 30, 1992 issue of Network for details or give us a call.

WELLNESS UPDATE

Power Of Positive Insanity

Back by popular demand is our Third Annual Humor Workshop - "The Power of Positive Insanity." For those of you who attended in the past, you know first hand what a great break this is from normal everyday routines. This year's presentation promises to be just as entertaining and enlightening as those in the past.

This year's presenter is Allen Klein, Jolly-tologist. He is a nationally recognized speaker and humor educator. He holds a master's degree in the subject and has been the focus of numerous radio and television interviews and newspaper articles.

His material is derived from his experience as a scenic designer for "Captain Kangaroo," a Director of The Life/Death Transitions Institute, a successful entrepreneur, and a health care professional.

Allen's writing has appeared in such publications as **Prevention**, **The San Francisco Chronicle/Examiner**, **The Toastmaster**, and **The American Journal of Hospice Care**. Allen publishes **The Whole Mirth Catalog**, a mail order compendium of fun-raising items, and is the author of two books - **The Healing Power of Humor** and **Up Words For Down Days**.

Allen will be presenting **Bye Bye Burnout: Lighten Your Work With Laughter**. Through this presentation, Allen will show you how to use humor to help cope with the stressful events in our work and life. With laughter, lecture and playful exercises, participants learn why humor gives a new perspective and

how to laugh at not-so-funny things. He'll show you how to reclaim your lost laughter and inform you while tickling your funny bone. His message is that we need to take humor seriously and serious things humorously.

From Quotations to Cheer You Up When the World is Getting You Down.

by Allen Klein

"Laugh at yourself before anyone else can."
Elsa Maxwell

"The best way to cheer yourself up is to cheer somebody else up."
Mark Twain

"Comedy is the art of making people laugh without making them puke."
Steve Martin

"A laugh is a smile that bursts."
Mary H. Waldrip

"Happiness makes up in height for what it lacks in length."
Robert Frost

"Anything worth taking seriously is worth making fun of."
Tom Lehrer

Contact the CU Wellness Program at 255-5133 for more information. This event is free of charge and open to the public. What a nice reward to offer your employees. Don't miss this program it only comes around once a year!!

"Adults average 15 laughs a day.
Children laugh 400 times a day.
Somewhere between childhood and adulthood,
we lose 385 laughs a day."

Allen Klein
Jolly-tologist

Third Annual Humor Workshop March 5, 1992

2:30 - 3:30 pm

4:45 - 5:45 pm

Location to be announced

Sponsored by:

**The Cornell University
Wellness Program**

Free and open to the public

For more information, please call 255-3703

QuickMail (continued from page 3)

Cornell Public Affairs staff scattered around the country should soon be as easy as sending them to another office on campus. Beesing says, "It might take a while until all the bugs are taken out, but once they are, it'll make California really closer."

As a consultant, Beesing frequently has to answer inquiries about various reports and systems. The phone often becomes a source of annoyance when it gets busy. "The phone interrupts what you're doing—[you] have to stop your thought processes and switch gears. With QuickMail I have a better chance to formulate a response to a [consulting] question. It helps me manage my time better," she says.

Long-Distance Communication Possible

As Coordinator of the Cooperative Program in the College of Engineering, Linda Van Ness has to communicate with 300 engineering students scattered around the country, in addition to dealing with the companies that may be employers for them. "Keeping in touch with them is pretty difficult," she admits. Getting 300 or more students jobs in over 100 companies requires a lot of long distance communication, which the telephone or post office can't necessarily handle effectively. "E-mail is often the only way to contact students at their co-op companies," Van Ness says. She used to spend hours on the phone just

trying to contact people and not getting through. Voice-mail wasn't much help, since it frequently resulted in only the exchange of messages without any direct contact. With e-mail she now has more time to spend actually communicating with students.

Office procedure and communication between Van Ness and her staff also have improved since they have become regular users of QuickMail. "We don't yell back and forth to each other as much," she says. When telephone messages are left for her, Van Ness receives a message over QuickMail with the name and phone number, instead of on a piece of paper.

E-Mail Access Raises Expectations

But all this speed and access to more information has produced an unexpected result. More people now expect quicker turnaround on their requests and inquiries. Project deadlines are shortened accordingly, and more things are "due yesterday." Expectations rise and frustrations increase when those expectations can't be met with the current technology. This raises an interesting question: Are we driving the technology or is it driving us?

For more information, or if you need help using or purchasing QuickMail, please contact the CIT Service HelpDesk (121 CCC, 255-8990).

Requirements: Bachelor's degree in Biological Sciences or related field. Advanced degree preferred. Must have ability to work independently. Experience in freshwater plankton research and data manipulation preferred, but training will be provided if required. Send cover letter and 2 resumes to Sam Weeks.

Professional Part-time Temporary

Technical Consultant I (PT9103)
CIT-Endowed
Posting Date: 11/14/91
 Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Informations Technologies and facilitate back line consulting services. Provide support via service on the Help Desk, group and individual contacts, etc. Irregular Hours, Monday-Friday 12:30am-4:30pm, occasional Saturday.
Requirements: BS degree or equivalent. Course work in computer science, business, education preferred. 1-3 yrs. of computing service delivery (consulting, instruction, or related client support services). Outstanding oral & written communication skills. Send cover letter & resume to Sam Weeks.

Technical

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

Technician GR18 (T0209)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 1/16/92
 Conduct routine chemical analyses of milk and dairy products. Use Lotus 1-2-3 for data summarization.
Requirements: Associates degree in dairy technology or food science. Minimum 1 yr. related experience. Course and laboratory class training in routine dairy product analyses (i.e. Kjeldahl, Mojonner, Babcock). Send cover letter and 2 resumes to Sam Weeks.

Technician GR19 (T9404)
Agriculture & Biological Engineering-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 12/12/91 Repost
 Provide technical support in greenhouse and field research on pest control. Set up and run experiments related to chemical application methods and operator safety. Take plant and protective clothing samples and analyze chemical coverage, deposition, and distribution. Participate in cooperative extension education activities and programs on accurate, effective and safe application of pest control materials. Some overnight travel required.
Requirements: AAS degree in physical, biological or plant sciences field. Some course work related to IPM and pest control would be helpful. Familiarity with basic lab procedures and equipment such as fluorometer, spectrophotometer, and balance. Microcomputer operation including spreadsheet and data analysis software. Send cover letter and 2 resumes to Sam Weeks.

Technician GR19 (T0307)
Food Science-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 1/23/92
 Provide technical assistance to the extrusion research program in the form of set-up, operation and maintenance of a twin-screw extruder. Write reports, analyze computer data, and perform routine product analyses related to extrusion research. Obtain supplies.
Requirements: AAS in engineering technology, food technology or other related science. 1 yr. experience in food or other processing environment and/or computer data acquisition systems, spreadsheets, and word processing is required. Heavy lifting is required. Send cover and 2 resumes to Sam Weeks.

Technician GR20 (T0406)
Biochemistry, Molecular, & Cell Biology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 1/30/92
 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: B.S. degree in biology or equivalent with background in biochemistry and cell biology or cell physiology. 1-2 years experience in lab recombinant DNA techniques. Send cover letter and 2 resumes to Sam Weeks.

Animal Health Technician GR20 (T9003)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91
 Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work.

Assist and train veterinary students.
Requirements: AAS degree in Veterinary Technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred.

Technician GR21 (T0502)
Veterinary Microbiology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 2/6/92
 Provide technical service to a virology/infectious diseases lab investigating viral/bacterial diseases of dogs. Prepare and maintain cell cultures, viruses, monoclonal antibodies and bacterial reagents. Conduct a variety of virologic, immunologic and bacteriological assays. Must be versatile and able to adapt to a variety of techniques. Must not be offended by euthanasia and autopsy of dogs.
Requirements: AB or BS in microbiology, biological science or equivalent. 2-3 yrs. experience in biology lab, cell culture and working with animals. Must be familiar with tissue culture, growing cells and making media. Send cover letter and 2 resumes to Sam Weeks.

Technician GR21 (T0601)
Clinical Pathology/Diagnostic Lab-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 2/13/92
 Perform tests in hematology, cytology, urinalysis, chemistry and immunology. Operate and maintain equipment, participate in "on call" coverage for "off-hours" and holidays. Use computer specimen accession, data entry and information retrieval.
Requirements: Associates in Medical Technology required; BS degree & ASCP certification preferred. 1-2 years general experience in clinical lab setting. Send cover and 2 resumes to Sam Weeks.

Technician GR22 (T0407)
Veterinary Microbiology-JABIAH-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 1/30/92
 Provide technical support for molecular biology and biochemical experiments support. Perform CDNA-RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, immunoprecipitation, SDS-PAGE and autoradiography. Maintain supplies and lab; and keep records and protocols. Assist with experimental planning. Discuss results.
Requirements: B.S. in biochemistry, biology, chemistry, molecular biology or equivalent. 2 - 4 years related lab experience. Some computer experience helpful. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0408)
Veterinary Microbiology-JABIAH-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 1/30/92
 Provide technical cell biology and immunological support. Perform cell isolations from blood and tissue. Set up primary culture. Freeze and thaw cell. Perform cell hybridization and cloning and a variety of immunological assays including immunofluorescence and ELISA. Schedule and design experiments from basic protocols. Compile, analyze and graph data. Keep records and maintain lab.
Requirements: B.S. degree or equivalent in cell biology, immunology or related field. 2 -4 years related lab experience. A good working knowledge of standard lab procedures and the use of general lab equipment. Send cover letter and 2 resumes to Sam Weeks.

Electronics Technician GR24 (T0403.4)
Telecommunications-Endowed
Minimum Biweekly Salary: \$701.22
Posting Date: 1/30/92
 Provide technical support for the campus telecommunications systems. Assemble, install, test and maintain the systems' equipment and peripherals. Ensure the connection of ancillary hardware and coordinate the processes as needed.
Requirements: AAS degree or equivalent experience in electronics of related field. 2-3 years experience in installation and maintenance of telecom equipment including PBX. Considerable electronic testing skill and ability to read building and underground plant prints. Send cover letter and 2 resumes to Sam Weeks.

Technical Part-time

Casual Animal Technician (T0603)
Division of Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$6.80
Posting Date: 2/13/92
 Assists in routine experiments, compiles records and data using computer, cares for rats; feeding, watering, cleaning and observing for disease; works independently. 10-15 hrs/week.
Requirements: Animal handling experience helpful. Send cover letter & 2 resumes to Sam Weeks.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.
 All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.
 Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Secretary GR18 (C0605)
Cornell Cooperative Extension, Agriculture and Natural Resources Program Office-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 2/13/92

Ability to function independently under the general supervision of the Administrative Aide/Office Manager of the Cornell Cooperative Extension Agriculture and Natural Resources Program Office. Provide secretarial support for a program coordinator assistant director and administrative aide/office manager; maintain computer skills and knowledge in order to utilize new technologies and adapt to new computer applications; must be able to work in a team setting.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Ability to master networking system, IBM PS/2 computer, HP utilize features of computer networking system on a daily basis and keep informed of changes/updates to enable use on a daily basis. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Telephone Receptionist GR18 (C0608)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 2/13/92
 Small Animal Clinic telephone reception. Responsible for scheduling appointments, taking messages, paging doctors; interacting with the public regarding general information. 39hr/week includes Saturday 8:am-12:noon.
Requirements: High School diploma or equivalent. Some college coursework preferred. Medical terminology preferred. Familiarity with computers. Excellent telephone manners, prior experience required. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR18 (C0607)
Patents and Technology Marketing-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 2/13/92
 Provide secretarial, receptionist and clerical support for staff members in a law office environment. Greet visitors, screen calls, type, handle mail, copy, maintain accurate files. Other duties as assigned. Technical typing of patent applications.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related experience. Strong secretarial, organizational, interpersonal, communication skills and confidentiality required. Accuracy and timeliness are essential. Ability to work under pressure with several interruptions. Must be able to use standard office business machines and strong knowledge of networking and IBM PC's or compatible (WP51). Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Assistant GR18 (C0404)
Campus Mail Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 2/13/92 Repost
 Process U.S., International mail and United Parcel Service packages for Day Hall; and the Cornell community. Advise customers of cost efficient alternatives when utilizing mail or express mail services; sort and prepare U.S. and campus mail to the appropriate Messenger Services routes; correct addresses through the use of a microcomputer.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1 yr. related customer service experience. Customer Services experience and excellent communication skills required. Knowledge of the rules and regulations of U.S. Postal Service, United Parcel Service Preferred. Basic computer skills and familiarity with the Cornell Campus helpful. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C0606)
Agriculture and Biological Engineering-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 2/13/92
 Provide secretarial support to four faculty members at present. Responsibilities include classwork, technical typing (MathWriter software); travel arrangements and reimbursements; correspondence; answer call from county extension agents and general public; enter/revise research proposals and highly technical manuscripts, prepare text material for new publications along with computer and graphics.
Requirements: High School diploma or equivalent. Some college coursework in secretarial science. Familiarity and experience with Cooperative Extension desirable. Technical typing (greek symbols/equations). Minimum 2 yrs. of computer experience using word processing, technical, drawing, spreadsheet programs. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR19 (C0507)
Ecology and Systematics-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 2/6/92
 Provide broad range of administrative/secretarial services to Chairman, Administrative manager, and building manager. Type and edit correspondence, reports, minutes, class materials, statistical tables and charts, etc.; draft routine correspondence; arrange meetings; prepare student appointments; answer telephones; act as receptionist; handle key distribution and records.
Requirements: High School diploma required. A.A.S. degree in Secretarial Science or equivalent preferred. Extensive secretarial/administrative experience, with experience at Cornell preferred. Macintosh or PC computer experience essential. Strong organizational, communication, and interpersonal skills. Ability to work independently, under pressure, and to coordinate multiple projects. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR19 (C0406)
CISER-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 1/30/92
 Provide administrative and clerical support for the Director and Institute personnel. Process payroll; appoint personnel and maintain records; prepare monthly financial reports for several CISER grants; make travel arrangements; help coordinate the

submission of research proposals with Administrative Manager; maintain CISER databases.
Requirements: High School diploma or equivalent. Some college coursework preferred. 2 years related experience. Computer proficiency (IBM PC) in WordPerfect 5.0/5.1 required. Knowledge of DBASE III+, LOTUS 1-2-3 desirable. Excellent interpersonal and organizational skills. Able to work independently and set priorities. Mainframe experience preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR19 (C0402)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 1/30/92
 This individual will act as the receptionist and secretary for the Dean and the Executive Staff Assistant, and will report to the ESA. In the absence of the ESA, this individual will assume his responsibilities.
Requirements: High School diploma or equivalent. College course work in the secretarial science field preferred. Minimum 2 years related experience. Computer experience. Excellent organizational; interpersonal and communication (written and oral) skills. High level of confidentiality. Able to work independently and set priorities. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include and employee transfer application.

Administrative Secretary GR19 (C0405)
Division of Nutritional Sci./CNPP-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 1/30/92
 Provide administrative, word processing, and clerical support to Director of program and two to three Senior Research Associates of an international food policy research program.
Requirements: High School Diploma or equivalent. Some college coursework preferred. 2-4 yrs. in responsible secretarial position or as a business office employee with secretarial experience; typing 60-75 wpm and transcription skills required. Familiarity with Cornell systems and procedures and international program requirements preferred. Excellent communication (written and verbal), organizational, and interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR20
Office of Sponsored Programs-Endowed
Minimum Biweekly Salary: 2/13/92
Posting Date: 2/13/92
 Perform a broad range of secretarial and office administrative services in direct support of one or more grant and contract officers. Responsible for overall support of day-to-day heavy workload. Telephone coverage and follow-up; document generation and some writing; mail screening; prioritizing and some initiating of transactions; meeting and travel scheduling.
Requirements: Associates degree or equivalent. 2 yrs. related experience. Familiar with word processing, (preferably Microsoft Word for the Macintosh). Strong interpersonal and communication skills. Strong ability to organize and prioritize disparate and competing tasks. Attention to detail. Excellent proofing and writing skills. Knowledge of university procedures preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C0502)
Electrical Engineering-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 2/6/92
 Provide administrative/clerical support to the Director, Associate Director and Executive Staff Assistant. Schedule appointments; answer telephone; distribute mail; maintain files on Macintosh and prepare reports on course enrollments, TA appointments, faculty rank, etc. Handle gift acknowledgements.
Requirements: Associates degree in related area. 2-3 yrs. related experience, preferably at Cornell. Proficient in use of Macintosh. Ability to work in high profile, high pressure position. Excellent communication, organization, and interpersonal skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Accounts Assistant GR20 (C0505)
ILR Extension and Public Service-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 2/6/92
 Act as the Collection Agent for ILR Extension outstanding receivables. Phone and correspond with clients on overdue accounts; assist and act as back-up Administrative Aide (Bursar) with Accounts Receivable functions; provide accounts payable assistance.
Requirements: Associates degree in accounting or equivalent. 2-5 yrs. experience in accounting or bookkeeping. Excellent organization, interpersonal and communication skills. Experience with IBM PCs, WordPerfect, and Lotus 1-2-3 required. Experience with DBase software and Statutory accounting desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C9509)
Electronic Packaging Alliance and SRC Packaging Program-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 2/6/92-repost
 Provide administrative secretarial support and accounting for the industry-Cornell University Alliance for Electronic packaging, the SRC Packaging program and for 3 faculty.
Requirements: Associates degree or equivalent. 2-3 yrs. related experience. Excellent written and verbal communication skills. Interpersonal skills and ability to work independently are necessary. Excellent working knowledge of Mac software required: experience with IBM-PC software desirable. Must be able to work within time constraints of established deadlines. Familiar with Cornell accounting preferred. Medium typing. Cornell employees send employee transfer application, cover letter, and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C0504)
Office of Sponsored Programs-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 2/6/92
Provide support to the OSP Library and Information Research Specialist. Maintain and update Library resource documents. Assist clients in locating sources of funding. Assist in the production of the bi-weekly OSP newsletter. Other duties as assigned. Heavy filing and photocopying.
Requirements: Associates degree or equivalent. 1-2 yrs. related work experience. Knowledge of Macintosh and software (Word, PageMaker, FileMaker) required. Demonstrated writing and editing skills. Excellent organizational and communication skills. Close attention to detail. Previous Cornell experience preferred. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Editorial Assistant GR20 (C0407)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 1/30/92
Assist Editor with specific emphasis on updating existing textbooks, study guides and related materials; does computer design for new and existing tests, as well as all Program printed matter.
Requirements: Minimum B.S. Degree with meaningful work experience in related business or professional environment. Strong communication skills. Ability to interpret information in thorough manner. Complete knowledge of desk top publishing on Macintosh computer and scanning equipment required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Secretary GR20 (C0302)
Human Service Studies-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 1/23/92
Provide secretarial and administrative support to the Graduate Field Representative and Undergraduate Advising Coordinator; maintenance of student records, compilation of special reports (CASA etc.), coordinate grade submission, preparation of semester course roster, catalog copy, and student guide, assign classrooms, share in answering department phones & other duties as assigned.
Requirements: Associate degree or equivalent. 2-3 yrs. secretarial experience. Knowledge and experience with Macintosh using Microsoft Word and EXCEL. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Assistant Textbook Buyer GR21 (C0107)
Campus Store-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 2/13/92
Under general supervision, assists the Senior Textbook Buyer in purchasing academic course books. Interacts with faculty and vendors regarding product availability and special orders. Responsible for organization and placement of 50,000 textbooks during biannual book rush. Provides customer services on sales floor as needed. Monday-Friday 8:30-5:30pm, occasional Saturday.
Requirements: Associates degree or equivalent level of education and experience. 2-3 yrs. experience in related field. Familiarity with microcomputers. Strong communication, organizational, and interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR22 (C0601)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 2/13/92
Under the direction of the program director of the professional development program (PDP), be responsible for the day-to-day administrative operations of the professional development program including registration, posting payment, accounting, tracking participants, maintaining accurate records, and preparing a variety of reports.
Requirements: Associates degree, or equivalent combination of education and training. Training in admissions, accounting, and bookkeeping required. Good organizational, detail, interpersonal, and communication skills. Computer skills essential. IBM essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Executive Staff Assistant GR22 (C0602)
Mechanical & Aerospace Engineering-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 2/13/92
Assist the project director in the overall management of the Cornell Injection Molding Program (CIMP). Manages all non-technical operations and services including project accounts; external program and industrial consortium; external dissemination of reports; research group including faculty, graduate students, postdoctoral and visiting personnel, collaborating industries, support staff; and conventional office operation.
Requirements: Associates degree or equivalent. 3-4 yrs. office experience including administrative and accounting skills. CU experience desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR22 (C0506)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 2/6/92
Provide administrative and coordination support to the Assistant Dean for External Affairs of the School of Hotel Administration.
Requirements: Associates degree. Minimum of 3-4 yrs. administrative experience. Excellent interpersonal and communications skills (verbal, written) required. Supervisory skills important. Confidentiality essential. Knowledge of word processor required. Abilities to organize, anticipate and solve diplomatically a wide variety of real or potential problems. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professional Part-time

Secretary GR18 (C0408)
Neurobiology and Behavior-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 1/30/92
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. Student grades, generating exams and answers. Regular, part-time position, 20 hrs/wk, flexible.
Requirements: High School diploma, some college desirable. 1-2 years related experience. Experience with computers and office-based software or aptitude to learn specific software programs. High level of confidentiality. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Assistant GR19 (C0603)
ILR-Office of Student Services-Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 2/13/92
Provide administrative assistance to ILR registrar in areas of student record keeping, control and service. Responsible for classroom scheduling, and communicating academic policies and procedures. 31.2 hrs./week Monday-Friday.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. related work experience, preferably in an academic environment with office management and student record keeping. Experience with micro computers and knowledge of WordPerfect. Excellent communication and organizational skills. Proven ability to handle confidential information. Heavy typing or keyboarding. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C0503)
Circulation/Engineering Library-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 2/6/92
Sole responsibility for and supervision of library and building staff, services, maintenance, and security during the evening and weekend hours. Supervise and operate circulation/ reserve activities and assist in training of students. Provide information referrals and some basic informational assistance. Friday 2pm-6pm, Saturday 10am-6pm, Sunday 3pm-12 midnight, Monday 5pm-12 midnight.
Requirements: Minimum 2 yrs. college coursework, successfully completed; BA strongly preferred. Supervisory and public service experience, some library experience strongly desired. Facility with personal computers. Ability to function well under pressure. Strong organizational and computer skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR20 (C0401)
Physics-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 1/30/92
Provide administrative and secretarial support for Physics Majors Program. Arrange for and publicize weekly colloquia; type technical coursework and lab manuals; collect and catalogue reprints; some off-set press work (training provided). Regular Part-time, 30 hrs/wk, M-F 8:30-3:00 position.
Requirements: Associate degree or equivalent. Minimum 2 -3 years related experience. Strong computer skills (Macintosh). Technical typing, word processing and records processing experience. Knowledge of MS Word, Excel, FileMaker programs helpful. Strong interpersonal and organizational skills. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Professionals Temporary

In addition to posted positions, temporary opportunities occur in many occupational areas, including secretarial, word processing, accounting, and office administration. All individuals are encouraged to apply; experienced applicants with a typing speed of 45-60 wpm, knowledge of IBM-PC Word Perfect software and Macintosh word processing

are in particular demand. Call Karen Raponi at (607) 255-2192 or 255-7422 for more information.

Administrative Aide (S0301)
Human Development and Family Studies
Casual Appointment/15 Hours Per Week
Posting Date: 1/23/92
Provide administrative and secretarial support to a faculty member in Human Development and Family Studies. Must be able to work independently and be self motivated. Ability to compose correspondence and conduct library research is a must.
Requirements: 1-2 yrs. related office experience is required. Use of Macintosh (preferably Microsoft word) is essential. Send cover letter and resume to Karen Raponi, Staffing Services, EHP #2.

Secretary (S8305)
Human Ecology Administration-Statutory
Posting Date: 12/5/91
Provide clerical and office support to the Executive Staff Assistant for the Dean of the College of Human Ecology in a very busy office with a high volume of confidential and sensitive materials. 15hrs. per week; mornings preferred.
Requirements: HS diploma or equivalent experience. 1-2 yrs. of related office experience. Experience with IBM compatible computers and familiarity with WordPerfect desired. Confidentiality, attention to detail, good communication skills required. Medium typing. Send cover letter and resume to Karen Raponi, Staffing Services, EHP #2.

Office Professionals Off-Campus

Administrative Aide GR20 (C0501)
Entomology-Geneva-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 2/6/92
Perform administrative assistance for the Executive Director of Consortium for International Crop Protection (CICP). Entomology-Geneva.
Requirements: High School diploma or equivalent required. A.A.S. in Secretarial Science/Accounting or equivalent education or and experience. 1-2 yrs. experience with word processing essential. Experience preferred in DOS and working with Macintosh computers. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

General Service

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

Apprentice/Pump Specialist (G0402)
M & SO/Pipe Shop-Endowed
Posting Date: 1/30/92
To install, repair and maintain pumps and their associated components (i.e. switches, controllers, strainers, tanks, valve structure and alignment). Must prioritize workload to the satisfaction of customers (i.e. research projects, monetary concerns and temporary repairs). Other duties as assigned.
Requirements: Must maintain a valid membership in Trades Union Local as designated by the United Association or be willing to join within 30 days of employment. Must have and maintain a valid NYS driver's license. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application. Deadline for applications is March 2, 1992.

General Service

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

Equipment Operator S006 (B0501)
Grounds Department-Endowed
Hiring Rate: \$7.19
Posting Date: 2/6/92
Operates a wide variety of landscape maintenance equipment and motorized-wheeled vehicles to include commercial trucks and tractors to mow turf, plow snow and support other campus grounds activities, also provides labor using hand tools to perform other grounds keeping tasks as required. 7:00am-3:30pm Monday-Friday.
Requirements: Valid motor vehicle operators license; minimum New York High School diploma or equivalent. NYS Pesticide Applicators license. Able to operate, adjust and perform operator level maintenance on tractors, trucks, sewer rodding machines, air compressors and attachments, spraying equipment. Able to read plans, specifications manuals and blueprints. Send cover letter and resume to Cynthia Smithbower.

Academic

Faculty Position
Department of City and Regional Planning and Women's Studies Program
Posting Date: 1/30/92
Tenure track joint appointment at the Assistant Professor level in the area of physical/environment planning and gender issues. This appointment is designed to strengthen teaching and research in physical and environmental planning and to strengthen University offerings dealing with gender issues. It is also designed to contribute professional instruction and research related to urban planning careers.
Candidates with both academic interest and professional experience in dealing with gender issues, especially in urban planning, environmental analysis, growth management, community planning and/or urban design, are encouraged to apply. We strongly encourage women and minority applicants. Deadline is March 1, 1992. Please send a letter of application, resume, and the names and addresses of at least three professional references to: Professor Kermit C. Parsons, Chairman, Joint Faculty Search Committee, Department of City and Regional Planning, 106 W. Sibley Hall, Cornell University, Ithaca, NY 14853.

Lecturer or Senior Lecturer, Organic Chemistry Laboratory Director
Department of Chemistry
Posting Date: 1/30/92
Duties of the position include teaching undergraduate organic chemistry laboratory courses, supervising teaching assistants and developing new experiments for the laboratory program. A Ph.D degree in chemistry and previous teaching experience in organic chemistry are required. This is a 9-month position beginning in August 1992. Opportunity for teaching in the summer session available. The initial appointment is for 1 to 3 years. Additional 3-year appointments are possible, depending on performance. Applications with c.v. and names of three references should be sent to: Earl Peters, Department of Chemistry, Baker Laboratory, Cornell University, Ithaca, NY 14853-1301. The deadline for receipt of applications is March 13, 1992, or until the position is filled. Cornell University is an Affirmative Action/Equal Opportunity Employer.

Select Benefits Claims Schedule 1992

Reminder: The deadline for remitting claims for reimbursement of expenses incurred during 1991 is March 31, 1992.

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

2/14	4/24	7/02	9/11	*11/19
2/28	5/08	7/17	9/25	12/04
3/13	*5/21	7/31	10/09	*12/17
3/27	6/05	8/14	10/23	
4/10	6/19	*8/27	11/06	

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

CORNELL Employment News

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PAGE LAYOUT: Cheryl Seland
PHOTOGRAPHY: University Photography, Susan Boedicker

Published weekly except for one week each in January and November and two weeks in December by the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.
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: Staffing Services Subscription, 160 Day Hall, Cornell University, 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.