



# CORNELL CHRONICLE

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## Five Year Plan

# Gift Campaign Goal: \$230 Million

A five-year campaign to raise \$230 million in total gifts to Cornell's colleges at Ithaca was announced by Jansen Noyes Jr. '39, chairman of the Development Advisory Committee of the Board of Trustees, in his address to the joint meeting of the board and the Cornell University Council last Friday at the Alice Statler Auditorium.

Noyes said that \$230 million is the minimum amount needed to maintain Cornell's quality in the face of today's complex challenges. He pointed out that other universities, such as MIT and the University

of Pennsylvania, have also announced large-scale giving campaigns of \$225 and \$255 million respectively, and that Stanford is well into a \$300 million campaign.

Of the \$230 million total, \$20 million is expected to come from gifts from corporations, \$40 million from foundation grants and \$170 million in gifts from individuals, including a goal of \$30 million from individual gifts to the Cornell Fund.

Noyes emphasized the importance of the Cornell Fund — the University's annual campaign for unrestricted gifts

from alumni and friends — in the new, expanded gift program. The Fund "provides the resources that keep Cornell operating and in a sound condition while other gifts are gathered," he said.

"Presidential councillors, trustees and trustees emeritus, familiar with the needs of Cornell, have already underscored the importance of this particular aspect of the campaign by making advance commitments to the next two years of the Cornell Fund rang-

ing from 50 to 100 per cent higher than their previous gifts," he added.

Last year, the Cornell Fund obtained its highest total ever — more than \$4 million. Noyes said that the goal for 1975-76 is \$4.8 million and that the Fund must reach an annual total of \$7.5 million by 1980 in order to meet Cornell's projected needs.

Noyes announced several advance gifts to the campaign. Among them are two anonymous gifts of \$5 million

and \$1 million; a bequest of \$1.5 million received from the estate of Joseph P. Ripley '12; a commitment of \$3.5 million which has been provided by bequest; the first payment of \$500,000 on the Kresge Foundation commitment towards the chemistry building renovation; a \$500,000 challenge grant from the Ford Foundation to the Southeast Asia Program and a \$135,000 grant from Lilly Endowment, Inc. to the Law School.

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## Trustees Present Minorities Report

The education of minorities at Cornell and their simultaneous integration into the campus community while retaining their separate ethnic and racial identities are the two basic principles underlying numerous recommendations presented this weekend to the Board of Trustees in the report of the Trustee Ad Hoc Committee on the Status of Minorities.

The 73-page report, accompanied by seven appendices, specifies more than 40 recommendations for improving the status of minority students, faculty and staff at Cornell, and for improving the status of minorities indirectly affected by Cornell as a major Upstate New York employer and educational institution.

The report represents the work of an ad hoc trustee com-

mittee appointed in February 1974, with William R. Robertson appointed its chairman in June 1974.

The committee's report, Robertson said, represents a consensus. Committee membership in addition to Robertson, consisted of: Frank Bonamie, Urie Bronfenbrenner, Patricia J. Carry, Gordon G. Chang, Robert A. Cowie, James L. Gibbs Jr., Edward Gonzalez, Roberto Gonzalez, Desdemona Jacobs, and Mary Beth Norton. All members either are or were University trustees with the exception of Bonamie, head of Cayuga Industries, Inc. and a chief of the Cayuga Nation, Edward Gonzalez Jr., senior extension associate, Metropolitan Office, New York State School of In-

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## Athletics: Maintain Present Program

The University Board of Trustees last weekend received a report from its Ad Hoc Committee on Athletics, which concluded that Cornell's athletics program, consisting of men's and women's intercollegiate athletics, physical education, intramural sports and recreational activities "is one of the best in the country."

The recommendations of the report, the committee said, are aimed at maintaining the excellence of this program within the financial capabilities of the University.

The committee made a number of recommendations designed to increase income

for athletics, to effect economies in the athletics program and to improve the financial control of the program. The committee said it believes that if these recommendations are carried out the University should be able to continue the physical education, intramural and recreational segments of its athletic program at their present levels, and should be able to strengthen women's intercollegiate athletics.

The men's intercollegiate athletics program at the University, like those of most private colleges and universities, has been operating

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### 'A Starting Point': Knapp

## Budget Figures Released

Inflation continues to push the Cornell University budget upward, despite a reduction in the absolute size of the University's programs.

According to "preliminary planning" figures made public by Provost David C. Knapp, the 1976-77 general funds expense budget for the endowed colleges at Ithaca and administrative and support services is estimated to be at least \$3 million higher than the current year figure of \$68.7 million, before consideration of projected salary and tuition increases and budget reductions.

The figures, based on analyses done under the direction of Vice President for Administration Samuel A. Lawrence, "are being used as a starting point in making up the 1976-77 budget," according to Knapp.

Knapp said these estimates are part of the "total budget planning process" and are intended to highlight the "six major variables of expense and income in the budget: tuition,

financial aid, salaries, cost reductions/increases, physical plant expense, and use of/or additions to capital."

"The budget will seek to achieve a reasonable balance among these and other factors, as it is developed during the

fall semester, in consultation with many groups. The preliminary figures report the present status of the budget planning," Knapp said. The final budget is acted upon by the Board of Trustees at its January meeting.

## Deans Get Guidelines

Cornell's endowed college deans have been given a figure of \$1 million as a "target for overall expenditure reduction in the colleges and related instructional programs" for the 1976-77 budget.

In a memorandum to college deans, Provost David C. Knapp provided guidelines for the 1976-77 budget. "The fundamental priority," he wrote, "is to preserve and sustain the excellence of the faculty, recognizing that some reduction in faculty size will occur and that changes will be made in academic programs."

Knapp said budget decisions on academic programs will

take into account the college studies, undertaken last year as part of the University priorities study. Decisions about academic priorities will be made by the colleges in accordance with these plans, he said.

"The 1976-77 budget will be the second phase of the three-year deficit reduction program," Knapp wrote. "The basic objective in 1976-77 is to enhance income and reduce expenditures simultaneously so that the budget may be brought closer to equilibrium, and inroads into capital funds may be reduced."

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## Summary Journal

## Trustees, Executive Committee Meet

The summary journal for the meetings of the Executive Committee and the Board of Trustees of Cornell University held Oct. 9-11, 1975 in Ithaca, N.Y. follows.

*NOTE: This summary journal, as released for publication, does not include confidential items which came before the meeting.*

1. The minutes of the Executive Committee meeting held Sept. 9, 1975, were approved as were the minutes of the full Board of Trustees meeting held June 1. Executive Committee meeting minutes for the April 8, May 14, May 31 and July 22 meetings were ratified and confirmed.

2. University Treasurer Arthur H. Peterson reported on the financial position of the University for the fiscal year which ended June 30, 1975. He reported that unaudited figures released earlier had been audited and there were no changes.

3. Vice President for Administration Samuel A. Lawrence reported on the University's current fiscal position, presented revised budgets for 1975-76, and discussed allocations from contingency funds. Vice President Lawrence reported that the estimated deficit in general purpose funds for the endowed colleges at Ithaca remains at \$1.5 million. The deficit in general purpose funds at the Medical College has increased from \$498,000 to \$620,000, mainly due to a reduction in federal capitation support. Vice President Lawrence spoke of a decrease below projections in Bundy aid, increased Bankhead-Jones funding, and an anticipation of more research recoveries. He reported no major change on the expense side of the budget. University President Dale R. Corson recommended adoption of the revised 1975-76 budget and he also recommended approval of contingency allocations. The trustees so adopted and so approved.

4. The trustees, upon the president's recommendation, authorized the University Treasurer to charge off certain bad debts against the General Contingency Fund for the endowed colleges at Ithaca. The debts, which amount to less than \$25,000 in total, are from three to ten years old, are generally too small to warrant court action, and relate mostly to travel advances or disputed transactions with former faculty and staff. The treasurer reported to the trustees that the University has discontinued its earlier practice of permitting personal travel to be billed through the University Travel Office.

5. Numerous trustee actions taken with respect to financing the Lasdon House project at the Medical College and the purchase of a new computer were rescinded by the trustees. The rescission was necessitated by Executive Committee ac-

tion taken Sept. 9 and because of the existing conditions in the municipal bond market.

6. The trustees accepted the president's recommendations concerning capitalization of the Philip D. Davis Scholarship Fund, the transfer of accumulated income to the Class of 1912 Master of Engineering Scholarship Fund, and the capitalization of the Joseph P. Ripley Fund.

7. The trustees, upon the president's recommendation, authorized the University administration to proceed with rehabilitation of the central heating plant. The trustees approved the project with a revised budget of \$5.135 million. The trustees deferred action on a method of financing pending consultation with outside counsel on the permissibility of funding such a project from the Endowment Fund. Also approved was authorization for the administration to execute a revised consent order with the State Department of Environmental Conservation (DEC) pertaining to air pollution. The trustees approved the heating plant project with an admonition to the University administration to explore possible reduction in project costs through discussions with the DEC toward possible elimination of certain air pollution requirements such as mechanical dust catchers.

8. The trustees heard a report from the chairman of the Buildings and Properties Committee, Bruce Widger.

9. The president presented, with his approval, a recommendation that a revised employee grievance procedure be adopted. The trustees referred the procedure back to the Personnel Planning and Policy Board from which it came for clarification of language.

10. The president recommended to the trustees that they amend the University Bylaws to assure recognition of the University Libraries as an academic division of the University and to clarify the authority and responsibility of the director of the administration of all library units. He also recommended adoption of legislation establishing the academic staff of the University Libraries and providing the term and method of appointment of its members. The trustees amended the Bylaws and adopted the legislation.

11. The trustees approved a series of personnel actions which the president had recommended.

12. Vice President for Medical Affairs E. Hugh Luckey reported to the trustees on plans for development of the site of the former nurses' residence at the New York Hospital-Cornell Medical Center for a facility which would include a plastic surgery hospital, burn center, ambulatory care facility, research and teaching facilities.

13. The trustees received a report from the University ad-

ministration, as they requested, on student voter participation in campus elections. (A copy of that report is available.)

14. The trustees, upon the president's recommendation, endorsed the transfer of a Ford Foundation Fund in the amount of approximately \$450,000 to allow greater flexibility in meeting current Division of Biological Sciences needs.

15. The trustee Executive Committee received from the president a summarized report of the University's present outstanding indebtedness and potential obligations in the near future. The summary will be considered at a future Executive Committee meeting.

16. The Board of Trustees met in joint session with the Cornell University Council. Board Chairman Robert W. Purcell presided. New alumni trustees Robert H. Abrams and Jean Way Schoonover were introduced as were new faculty trustees Adrian Srb and Joan W. Wright and new trustee-at-large Robert J. McDonald. It was reported that Trustee Morton Adams had been appointed to a five-year term on the board by Governor Hugh Carey. Trustee Adams has been an ex officio member of the board as president of the New York State Agricultural Society. Taking his place on the board as the ex officio representative of that society is Charles H. Riley. University President Dale R. Corson addressed the joint meeting as did Engineering College Dean Edmund T. Cranch. Later Trustees Jansen Noyes Jr., and Austin H. Kiplinger announced a major expanded gift program. Several gifts to the University were also announced. (The text of the Corson address is available from the Office of Public Information.) Later, Congressman Barber Conable of the 35th District of New York addressed the trustees and council members.

17. The trustees passed a memorial resolution honoring Trustee Emeritus Harold M. Stanley who died Sept. 24.

18. The trustees received the annual reports of the respective college advisory councils.

19. The trustees heard the annual report of Vice President and Chief Investment Officer Robert T. Horn.

20. The trustees heard reports on total gifts to the University and on Cornell Fund and Tower Club results.

21. The full Board of Trustees heard reports and recommendations from the Executive Committee presented by its chairman, Trustee Charles Stewart.

22. Board Chairman Purcell announced that he had appointed Trustee Steven L. Sugarman to the Development Advisory Committee and to the Committee on Academics.

23. The trustees heard a report of the activities of the Committee on Academics from its chairman, Trustee David

Culbertson. He said the committee had recently held a two-day meeting with members of the faculty of the College of Arts and Sciences in keeping with its charge to increase communications between the board and the faculty.

24. The trustees issued a statement on minorities at Cornell.

25. The trustees voted to receive the report of the Ad Hoc Committee on the Status of Minorities with appreciation to the committee membership. It directed the president to re-

view the content and recommendations in the report in light of the University's overall priorities, and report his responses to the Executive Committee and the Board of Trustees on a continuing basis, as promptly as possible.

26. The trustees issued a statement on athletics at Cornell.

27. The trustees voted to receive the majority and minority reports of the Ad Hoc Committee on Athletics with appreciation to the committee membership.

## Job Opportunities At Cornell University

*The following are regular continuing full-time positions unless otherwise specified. For information about these positions, contact the Personnel Department B-12, Ives Hall. Please do not inquire at individual departments until you have contacted Personnel. An Equal Opportunity Employer.*

Individuals in lay-off status will be given preference in referrals.

POSITION (DEPARTMENT)

Administrative Secretary, NP-8 (Div. of Nutritional Sciences (2 years))  
Department Secretary, A-13 (Electrical Engineering)  
Steno II, NP-6 (Finance and Business)  
Library Assistant III, A-15 (University Libraries-Catalog (German))  
Transaction Clerk, I (Small Animal Clinic)  
Principal Clerk, A-14 (Career Center)  
Photo Specialist I, CPO 3 (Psychology (1 year))  
Lab. Technician, NP-11 (Vet Microbiology (to 9-30-76))  
Research Specialist (Nurse Practitioner) (Div. of Nutritional Sciences (2 years))  
Experimentalist II, NP-15 (Div. of Nutritional Sciences)  
Custodian, A-13 (North Campus Dining)  
Res. Aide Sr. (CRSR)

ACADEMIC AND FACULTY POSITIONS (CONTACT DEPARTMENT CHAIRPERSON)

Assistant Professor of Veterinary Medicine (College of Veterinary Medicine)  
Assistant/Associate Professor of Pathology (College of Veterinary Medicine)  
Professor and Director of James A. Baker Institute for Animal Health (College of Veterinary Medicine)  
Professor, Physical Biology (College of Veterinary Medicine)  
Asst/Assoc/Prof. of Large Animal Med Obstet & Surgery (College of Veterinary Medicine)  
Med Dir of Vet Teaching Hospital and Assoc/Professor (College of Veterinary Medicine)  
Asst/Assoc/Prof., Large Animal Med, Obstetrics & Surgery (College of Veterinary Medicine)  
Asst/Assoc/Prof., Large Animal Med, Obstetrics & Surgery (College of Veterinary Medicine)  
Assistant Professor of Law (2) (Law School)  
Research Associate (Lab of Plasma Studies (1 yr.))  
Research Associate (Agronomy)  
Research Associate (Animal Science (1 yr))  
Research Associate (Vet Physical Biology)  
Research Associate in Waste Mgmt (Agronomy (temp f/t))  
Research Associate (Plant Breeding (temp p/t))  
Research Associate I, CPO3 (Law School)  
Research Associate I, CPO 3 (Lab of Nuclear Studies)  
These are all permanent full-time positions unless otherwise specified.

PART-TIME AND TEMPORARY POSITIONS

(All temporary and part-time positions are also listed with Student Employment)

Steno II, NP-6 (Rural Sociology (temp f/t))  
Research Aide, A-14 (Psychology (temp. p/t))  
Research Specialist (Education (temp f/t))



## Committee To Advise CU Safety Division

Cornell University President Dale R. Corson has established a 10-member Safety Division Advisory Committee composed of faculty, staff and students.

He named Joseph B. Bugliari, professor of business administration and agricultural economics, chairman of the committee designed "to familiarize itself with the mission and operation of the Safety Division and to provide advice and counsel to the director (of the Safety Division)."

A member of the faculty since 1961, Bugliari served as the University's first judicial administrator from 1969 to

1971. The new committee's initial meeting was Oct. 7. Monthly meetings will be held.

The other members of the committee are G. Robert Blakey, professor of law; Marie Provine, a graduate student; Robert Harrison, a law student and a Cornell University Student Trustee; Dawn Cross, a member of the COSEP staff; Neal R. Stamp, university counsel; Elmer E. Meyer Jr., dean of students; Peter Auer, professor of mechanical and aerospace engineering; Steven Becker, a junior majoring in economics, and William D. Jones, assistant to the provost.

## Corson Cites Impact Of Inflation on Cornell

Meeting with executive and administrative officials of the University Tuesday, President Dale R. Corson said the signs for the future of the institution are that "things will never be the same again, and we will have to find ways to deal with that situation."

He talked and answered questions that had much to do with the University's financial situation; he stressed the great impact of the national inflation rate on the University's ability to deal with its fiscal problems.

One of the questions dealt with a minimum salary for support staff in the endowed units that has been unchanged since 1971. Personnel Director Diedrich K. Willers said it was true that Cornell's competitive position in the local job market for support staff has been weakened in the past few years, but said the situation "is simply a matter of available dollars."

Samuel A. Lawrence, vice president for administration, said the University's goal of equilibrium by 1978 "includes trying to achieve equilibrium in this area as well."

Corson said he is in the process of forming an administrative advisory council, which will be made up of people from the colleges and campus affairs units to serve as an advisory group of general administrative issues and to

serve as an additional channel of communication between the administration and colleges.

In answering questions about the possibility of low raises (or no raises) in the higher income brackets, and higher raises for lower paid employees, Corson said this has been discussed, but that he is concerned about Cornell's competitive position with other major universities in attracting and holding key people at the higher levels.

With regard to last year's \$500 across-the-board increases in the endowed units, Corson said there has been a good deal of discussion of more "merit" flexibility in the pay program this year.

Willers answered a question about the non-exempt salary study (similar to the exempt study conducted last year) that had been planned. He said it is being held off right now, and that there is little reason to conduct a study if the University does not have the money to implement it.

Corson said the administration has had a lot of interest in the new position of senior vice president, and that applicants are still being interviewed.

On the subject of trustee reports on the status of minorities and on athletics, presented to the board next week, Corson said the administration will outline options for the board, including costs, in meeting the recommendations of the reports. By January, he said, the board hopes to know what can be done next year, "but it is obvious it will be only a part of it (what was recommended)."

All items for publication in Cornell Chronicle must be submitted to the Chronicle office, 110 Day Hall, by noon on the Monday preceding publication. Only typewritten information will be accepted. Please note the separate procedure and deadline for Calendar entries, as explained at the end of the Chronicle Calendar on the back page.



Head Orchardman Bill Tutton gives some advice to one of the pickers at the Cornell orchards—with Lester's approval.

### Profile

## Tutton: Horsing Around

"I've spent a lot of time on this horse," says Bill Tutton. "His name is Lester. For a long time he wouldn't go near the ball, so we couldn't use him in polo matches."

But Lester, even with a bit in his mouth, went after the Cortland apples shown in the photograph above quickly enough. "He's eaten himself sick on them, so he's more careful now," said Tutton, head orchardman for the Cornell Orchards and referee for all the Cornell home polo games.

In previous years, Tutton, mounted on a horse as he made his rounds of the orchard, was a familiar and picturesque figure. "But we've gone to these big 17-bushel bins, now, and there isn't as much room to maneuver a horse," so he mostly travels by tractor and on foot.

Polo traditionally has been known as the sport of the rich, leisured classes. "I don't fit into either of those categories," said Tutton, who has been connected with the Cornell polo scene — officially and unofficially — since he was in junior high school. "Some of my friends rode and they used to come up to the polo barns to watch the horses work out. I started coming along with them and I learned to ride. Pretty soon I was in scrimmages against the Cornell varsity and junior varsity teams. It was survival of the fittest, so I had to be able to play against the big boys."

Tutton mostly got the "green" horses to ride — horses that hadn't yet been broken in as polo ponies. From that experience he learned how to train polo ponies, and among them was Lester.

Lester used to have his own notions about where he ought to be on Cornell's indoor polo field when the action got close, Tutton said. "He had no confidence in his riders, and he thought he knew where the safest places were. Most of the time he was wrong. I spent months trying to break him of it by riding him against the motion of the other horses in practice sessions, and keeping him between them and the wall. But he still thought he knew more about it than I did."

"So one time I let him have his head right in the middle of a scrimmage. He headed for the place he thought was safest and collided head-on with another horse. After that he was willing to go where his rider wanted him to go, and he became one of our best indoor ponies."

The Cornell polo team plays home games every Saturday night while classes are in session at 8:15 p.m. in the newly-remodeled Oxley Polo Arena. Admission is still \$1 — "and the building is heated. I hope we get a lot of people out to watch the squad this year."

"Indoor polo is one of the fastest, most exciting contact sports there is," Tutton continued. "It compares with hockey in the amount of physical contact you get, and it can get rough."

But the polo arena isn't the only Cornell facility that Tutton still haunts after 25 years. While in high school, he began working part-time for the Cornell Orchards. Today, as head orchardman, he is responsible for supervising the orchard field operations. In September and October, that means apple picking.

"Harvest time is the best time of the year in the orchard, but it's also the most hectic. Maybe that's why it's best." Tutton has to keep track not only of where his 20 to 30 pickers are, but also of where they are going to be next, and he has to make sure that the pickers don't have to stand around waiting to be moved to new trees.

"I have two roles out there," he says. "I'm the 'company man,' in that I have to make sure that the fruit is picked properly — that the trees get picked clean and that the fruit doesn't get bruised. But I also have to watch out for the pickers' interests to make sure that they've got work to do when they need it."

The apple pickers, some of whom are members of local communes, are paid 50 cents per bushel. Experienced pickers can sometimes pick 100 bushels in a day, depending on the size of the apples and the amount of fruit in the trees.

Tutton likes to do a little fishing and hunting when he's not working polo ponies or supervising the orchard operations. He owns a small place in Lansing where he boards some of the extra Cornell ponies and where he indulged in the making of maple syrup for the first time this spring, with the help of his neighbors.

"We made about 50 gallons of syrup. You get one gallon of syrup for every 40 gallons of sap you collect. We figured we made about 10 cents an hour, making it ourselves. But we had a good time."

Wendy Zomparelli

### CORNELL CHRONICLE

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# Chronicle Comment

(Chronicle Comment is a forum of opinion for the Cornell community. Address comments to Elizabeth Helmer, managing editor, Chronicle, 110 Day Hall.)

## Heat Postponement Disapproved

Editor:

Having come to the conclusion that it is now time to raise one small voice in defense of the miserable shivering Cornell employees who are forced to labor in buildings colder than barns, I submit my case. I can understand the necessity of saving money, but to go halfway through the fall season with no heat is, to my way of thinking, a sad case of being penny-wise and pound-foolish. It seems that the powers-that-be are so busy counting the dollar signs they have saved in withholding heat from the central plant that they have completely lost sight of

the vast amount of money Cornell has spent during the past month in man-hours lost (but paid for by sick leave) and the amount of electrical energy expended by electric heaters (which, regrettably, warm only one small portion of one's anatomy at a time) humming away in offices across campus.

Would it not be wiser to give

us a little heat now when it is needed and turn it off a bit earlier next spring? (For several years heat in the buildings has been pushed right through the month of June—a time when the heat can be just as uncomfortable as the cold is now.)

Donna M. VanOrder  
Administrative Aide

Letters submitted for publication in the Chronicle must be typed, double-spaced and normally should be limited to 400 words. They should be short and to the point. The deadline is Monday noon for the following Thursday's Chronicle. Letters addressed to someone other than the editor, personal attacks against individuals or unsigned letters will not be printed. Every attempt is made to print letters as soon as possible. However, space in the Chronicle is limited.

## Responses to United Way Shared

Editor:

To Martha Crowe and others: I just wanted to inform you that you are not alone in feeling harassed by the crude methods employed by the United Way. But there IS something you can do about it!

My funds are limited. Consequently I donate to a few charities I consider worthy. The United Way is not among them. It encompasses many areas — and a lot of ADVERTISING — for which I do not wish to donate.

You do NOT have to put up with continued harassment. Neither my husband nor I receive a card from the United Way. We put a stop to that years ago. If you'd like to join our ranks, try the following:

(1) Write on the card that your spouse will take care of the donation. On the back of the card is a blank that is entitled "Refused because..." Fill this in. Also write it on the front of the card. Have your spouse

do the SAME thing. This may well work even if you aren't married. How is the computer going to check??

(2) Destroy the card. Do NOT sign it. Do NOT return it. You are under absolutely NO obligation to give them so much as a signature. Not returning a card really can mess up a computer operation. DO IT. This method is for those who are more daring than persons using the first method, which is not quite so blatantly rebellious.

I have decided, as Ms. Crowe, that my personal financial business is MINE and I have no wish to put anything on public display. Frankly I resent being harassed in the manner of a collection agency, for something which I really do not want to give. I refused to put up with this treatment and it has worked for me. If you are bothered, you can do the same!

Jane S. Tutton  
Illustrator  
Morrison Hall

## Professors Praised For Involvement

Editor:

The catalog of the Graduate School states that the quality of education at Cornell is maintained at high standards, "not by the pronouncements of an office, but rather by the men and women after whom such

standards are themselves fashioned." I find no better evidence of this than the concern shown for education by Drs. Cooke and Hoffmann, who demonstrate their commitment to encouraging the finest undergraduate education, not by blandly mouthing broad generalizations about "the quality of teaching by the teaching assistants 'needing' to be improved enormously," but by their personal involvement in helping the teaching assistants fulfill their role as the liaisons between the faculty and the students.

Stuart Korchin, grad.  
School of Chemical Engineering

vice. If Jim can't solve a problem himself, he finds the nearest phone and talks with someone who can solve it. The custodial staff knows he will always be ready to help if and when they need it.

All the custodial staff salutes James Kidney!

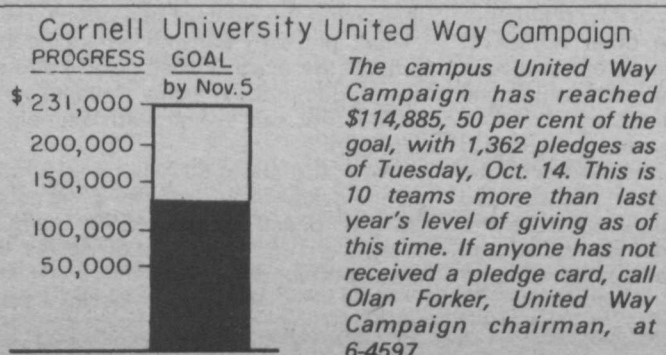
Signed by 190 members  
of the Custodial Staff

## Custodial Staff Salutes Its Superintendent

Editor:

James Kidney, Superintendent of Building Care in the Department of Buildings and Properties, is a boss who really demonstrates his concern for the members of his staff. Jim doesn't just sit behind his office desk, he is constantly on the move, talking with members of his staff, helping them solve problems and giving ad-

The campus United Way Campaign has reached \$114,885, 50 per cent of the goal, with 1,362 pledges as of Tuesday, Oct. 14. This is 10 teams more than last year's level of giving as of this time. If anyone has not received a pledge card, call Olan Forker, United Way Campaign chairman, at 6-4597.



## Senate Meeting

# Corson Answers Students' Queries

President Dale R. Corson fielded questions on Cornell's financial situation, tuition increases and the reports by trustee committees on athletics and minorities Tuesday night at the regular meeting of the University Senate.

Corson was challenged by one student senator on his remarks to the University Faculty last week in which he reportedly said tuition would continue to rise substantially until it altered the composition of the student body.

"I never made such a statement," Corson said. "You must have read it in the Sun." Corson told the Senate that tuition is a matter of great concern to him, particularly if the combination of tuition policy and financial aid policy upsets the mixture of the student body.

When asked if financial aid and tuition would rise at the same rate, Corson replied that University policy has always been that the two go up together, adding that he couldn't promise that the exact rate of increase would be the same.

Corson said that the University had sent out \$48 million in tuition bills to students this fall, and that "we know of scholarship or other help amounting to one-half that figure." Of the approximately \$24 million in scholarships, loan, work-study and other financial aid for students, Corson said, about \$9 million comes from the University's general unrestricted funds.

When asked if the University would commit itself to a policy which would guarantee that no student would have to leave Cornell for purely financial reasons, Corson said that the University must tailor its commitments to fit its needs. To know that a student is leaving for purely financial reasons is very difficult, he said. Other speakers pointed out that the University has no data which indicate that more students are leaving Cornell now for financial reasons.

One senator, speaking for the Movement Against Cutbacks, asked Corson if the projected \$30 million in unrestricted funds to be obtained by the Cornell Fund over the next five years would not be ample to cover the University's declared \$900,000 deficit this year. Averaged over 15 years, said the senator, this money would amount to \$2 million per year, more than enough to cover a \$900,000 deficit.

Corson replied that the \$900,000 deficit remained after the University had removed \$5 million from its capital fund in order to pay its bills. Thus, the University's deficit was actually \$6 million this year. He added that the University would have received more than \$400,000 a year in interest on the \$5 million if it had not had to spend it.

"That money is lost forever," he said.

Corson was asked whether the plan to reduce the size of the faculty through retirement and resignation would in fact work, and what the University would do if it didn't.

He replied that the University's first priority is "the continued flow of young people into the faculty. The whole future of the University depends on it," he said.

The University can maintain nearly the same flow of young faculty into the larger endowed colleges through retirements, Corson said, but he added that "we can't predict what is going to happen." If this plan for faculty reduction proves unworkable in the future, we will have to deal with it then, he said.

When questioned on the trustee reports on athletics and minorities, Corson said that since the reports had become available only recently, he had not had sufficient time to study them closely.

He said that intercollegiate and intramural athletic programs were good things to have, but that they must take their share of budget cuts. How those cuts fit into the overall priorities of the University are yet to be determined, he said.

Corson also said that the recommendations contained in the report on minorities, proposing that COSEP's major functions be placed in the colleges and the Admissions Office, seem to be sound.

In other business, the Senate elected a new Secretary, Arthur L. Steinberg, a senior in the School of Human Ecology, to replace former secretary Douglas Auer.

Auer resigned his office on Oct. 1, stating that "recent Senate actions have brought me to the point where I can no longer represent the institution as an officer ... Hopefully, the Senate can elect a new Secretary whose views and sympathies are more in line with the present philosophies of the Senate and its leadership."

The Senate also approved the nomination of four members to the Investment Advisory Committee, a joint Board of Trustees-Senate committee. This committee's most important function is to determine how Cornell will vote its shares of stock in various annual corporation stockholders' meetings.

The Senate adjourned before taking up its last item of business on the agenda, a bill proposing that the Statement of Student Rights be amended to provide for due process in the discharge of student employees and to specify safeguards in student employment records. This bill will be considered at the next regular Senate meeting.

Also at the next meeting, the Senate will conduct a 30-minute debate on the status of minorities at Cornell. All interested persons are invited to attend.

## Correction

Part of a sentence was dropped from Arthur L. Berkey's letter in last week's Chronicle, which changed the meaning of what he said. The sentence should read as follows: "At that time the intent stated by Provost Plane for the parking fees was to limit demand for scarce interior parking spaces. Further, the fees were to be part of a ten-year plan for parking and traffic."



## Sex Discrimination

# Knapp Reveals Regulations

Provost David C. Knapp has released a summary of provisions of the regulations implementing Title IX of the Education Amendments of 1972.

The United States Department of Health, Education and Welfare (HEW) requires that Cornell notify its students and employees that it does not discriminate on the basis of sex in the education programs or activities which it operates, and that it is required by Title IX not to discriminate in such manner.

Knapp has designated William D. Jones, assistant to the provost, as coordinator for Title IX matters at Cornell. He is responsible for supervising the evaluation of Cornell's current policies and practices relating to Title IX provisions. An evaluation group composed of persons familiar with the principal areas affected by Title IX is currently being formed to conduct this evaluation, which must be completed by July 13, 1976. The regulations require that this evaluation remain on file at Cornell for a period of three years, Jones said.

The full text of the provost's statement titled "Notice to All Members of the Cornell Community" is included below:

"The Department of Health, Education and Welfare has recently promulgated regulations implementing regulations of Title IX of Educational Amendments of 1972, prohibiting discrimination on the basis of sex in educational programs and activities. In most aspects the University is subject to the statute and regulations. The regulations require that you be informed of their provisions and these are summarized below.

"With respect to students, the regulations prohibit any action or policy which discriminates on the basis of sex or which has the effect of causing such discrimination. Specifically, the regulations prohibit discrimination in admissions, recruitment, student housing, access to courses, counseling, overall administration of financial aid, health services, athletics and student activities. A student or applicant may not be discriminated against because of pregnancy, child birth or other conditions relating to pregnancy must be treated as any other disability for purposes of leaves of absence.

"In reference to employees, the regulations likewise prohibit any action or policy which discriminates on the basis of sex or which has the effect of treating employees of one sex differently from the other. Specifically, the regulation prohibits discrimination in recruiting and in hiring, promotion, job classification and assignments, wage and salary rates, fringe benefits, and granting leaves of absence. Pregnancy, child birth or conditions relating to pregnancy must be treated as any other temporary disability for purposes of sick leave or other leave of absence plans. An individual may not

be denied employment or otherwise discriminated against because of pregnancy or conditions related thereto.

"William D. Jones, assistant to the provost (256-5203), has been designated as coordinator for Title IX matters and will supervise the evaluation of current policies and practices to be completed by July 21, 1976. In addition, he will monitor resolution of complaints regarding prohibited acts.

"An individual having a complaint should seek to resolve the complaint with the appropriate University official or seek the assistance of the Ombudsman's Office (201 Barnes Hall, 256-4321). If unable to resolve a complaint, the individual may pursue the appropriate grievance procedure available to students, faculty and non-academic employees.

"Existing grievance procedures available include the

various college-level Academic Grievance Procedures (available from appropriate dean), Student-Administration Grievance Procedure (available from Dean of Students, Ombudsman's Office or the Personnel Office), and the Employee Grievance Procedure (available from supervisor or Personnel Office).

"If questions arise concerning application of Title IX or the appropriate grievance procedure, questions may be directed to Jones; Ruth W. Darling, Associate Dean of Students (256-3329); or Henry Kramer, Director of Employee Relations (256-7206).

"Inquiries concerning Title IX may be directed to the Regional Director of the Office for Civil Rights of the Department of Health, Education and Welfare, Region II — Joel Barkan, 26 Federal Plaza, Room 3908, New York, New York 10007."

## Haughton To Speak At Sage Convocation

Rosemary Haughton, Roman Catholic theologian, author and lecturer, will discuss "America 'Come of Age' " at the Sage Chapel Convocation at 11 a.m. Sunday, Oct. 19.

Haughton is the second of five women to speak in Sage Chapel this term, in recognition of International Women's Year.

Haughton first began to write and illustrate books for children and families. Responding to her readers' requests, she expanded her writings to include the theological, starting with the premise that theology is experience that can be recognized. She has written 29 books over the past 15 years.

In her latest book, "The Liberated Heart," Haughton uses the tool of transactional analysis to throw light on religious development, conversion, ecstatic experience and the human personality of Jesus.

Her "Tales from Eternity" is a

study of fairy tales which indicates a perennial underground gospel ethic undermining the conscious political and ethical principles of human societies.

Haughton, whose education was interrupted by World War II, holds no degrees or diplomas. She lives in Scotland at Lothlorien, a small experimental community which she helped to found.

The Sage Chapel Choir will perform the anthems "We Wait for Thy Loving Kindness, Oh God" by William McKie and "Te Deum" from the Service in B flat by C.V. Stanford at Sunday's convocation.

Haughton also will lead an informal discussion on "The Vocation of a Christian Now: Leavening or Subversion?" at 8:30 p.m. Saturday, Oct. 18 in the Founders Room of Anabel Taylor Hall. The discussion is sponsored by the Cornell Catholic Community and is open to the public.

## Long Distance Phone Cut \$115,000 a Year

Since February when Cornell University launched a campaign to cut its long distance phone bills, the Cornell community has cut these costs at a rate of \$115,000 a year according to Wallace B. Rogers, director of general services.

The cuts are attributable to a number of factors, but most importantly to an increased sensitivity to costs and waste on the part of faculty, staff and students, Rogers said.

He based his rate of savings on an abrupt reversal starting in February and running through August in long-distance phone bills. He pointed out that in the period from September 1974 through January 1975, bills for long-

distance telephone calls ran an average of \$8,050 per month over the corresponding period the previous year, showing a marked increase in these costs.

However, since February, when the University started its cost-cutting campaign which included special instructions and distribution of a list of toll-free numbers, costs were on the average \$1,530 less per month than the corresponding period of the previous year.

When this \$1,530 cut in costs is added to the elimination of the average \$8,050 monthly increase in long distance costs underway last year in relation to the previous year, a savings of \$9,580 a month can be assumed, said Rogers.

## Graduate Record Examination

### Saturday, Oct. 18, 1975

### Room Assignments

#### Aptitude Test 8:30 A.M.

ACERO - BROWNE	Hollister B 14
BROWNSTEIN - ELBE	Olin M
ELDREDGE - GARNER	Olin R
GARRY - HARTMAN	Thurston 203
HASLETT - KASSAB	Thurston 205
KATZ - MAUS	Upton B17
McALLISTER - RAMSDELL	Phillips 101
RAPPAPORT - SIMMONS	Warren 231
SIMON - ZORACH	Warren 45

#### Advanced Test 1:30 P.M.

24 (Biology) - 27 (Chemistry)	Warren 45
31 (Economics) - 47 (Geology)	Warren 231
52 (German) - 79 (Political Science)	Warren 131
81 (Psychology) - 87 (Sociology)	Warren 101



## Football Team Plays Harvard; Homecoming

George Seifert's football forces could hardly face a more dangerous quarterback or set of runners than when Harvard comes to Schoellkopf Saturday for the Homecoming Game.

Except for numerous errors of commission or omission, the Crimson, last year's Ivy co-champion with Yale, might well be 3-0, defeating Holy Cross 18-7 and Columbia 35-30 around a loss to Boston U. 13-9.

Harvard's new quarterback, Jim Kubacki, has shown great ability as a passer and runner and his 718 yards total offense ranks him with the national leaders. In addition, the Crimson has a fleet of standout ball carriers in veterans Tommy Winn, Mark Taylor and Neal Miller who operate out of a complex Multiple-T attack.

The visitors, however, may not find the going so easy,

particularly if the Big Red's defensive line and backers perform as well as they have for the last two outings — a 16-8 loss to Princeton here a week ago following a 21-6 win at Bucknell. Fumbles proved deadly in the opening loss to Colgate here, 24-22, and were a big factor in halting the offense last week.

Quarterbacks Garland Burns and Joe Mollica, halfbacks Tim LaBeau, Neal Hall and Dave Tretter and fullback Don Fanelli would like nothing better than to explode against the Harvards.

It's been four years since the Big Red last outscored the Crimson, by 21-16 here in 1971, when sophomore Edward Marinaro roared for 281 yards rushing and five touchdowns to lead Cornell to a 41-24 triumph.

## NATO Senior Fellowships In Science Are Announced

The National Science Foundation has announced a program of NATO Senior Fellowships in Science for 1975-76. Approximately 60 awards will be made, twice the number awarded last year. Prospective applicants must have full professional standing in the field with which the fellowship would be concerned, have at least 5 years' experience in research, teaching or other relevant professional work, and must have the linguistic ability necessary for profitable discussions with colleagues in the NATO country or countries to be visited.

These fellowships are intended to provide opportunities for short visits abroad to observe and study new scientific techniques and developments. They are not intended for support of publication efforts, scientific meetings or academic study. Fellowships are for one to three months, and provide travel costs plus a subsistence allowance of \$35 a day.

Applications must be postmarked by Nov. 15, 1975. Unlike previous years, there is only one deadline this year.

Further information on this program can be seen at the Office of Academic Funding, 123 Day Hall. Application materials may be obtained from the Division of Higher Education in Science, National Science Foundation, Washington, D.C. 20550.





Happy homecomers listen to a Dixieland band during the all-alumni buffet luncheon in Barton Hall.

## Annual Alumni Homecoming Weekend

# Games, Tours, Receptions Featured

Once again the spotlight is on sports at Cornell's annual Alumni Homecoming this Friday and Saturday, Oct. 17 and 18.

Friday's activities focus on the Cornell-Harvard varsity soccer game at 7:30 p.m. in Schoellkopf Field. Daytime events include guided walking tours of campus leaving from Willard Straight Hall at 11:15 a.m. and 1:30 p.m. and displays and exhibits at the Cornell Plantations, libraries, Laboratory of Ornithology at Sapsucker Woods and Herbert F. Johnson Museum of Art. The Cornell University Theatre will present George Bernard Shaw's "Candida" at 8:15 p.m. at Willard Straight Theater.

Saturday's events for the sports enthusiast begin with "Meet the Coaches" at 10:30 a.m. in Barton Hall. Also at

10:30, the junior varsity soccer team will take on Cortland at Upper Alumni Field.

Women's field hockey vs. Rochester takes place at 11 a.m. at Helen Newman Field, and the varsity cross-country team meets Harvard at noon.

The Cornell varsity football team will tackle one of its traditional arch-rivals — Harvard — at 1:30 p.m. in Schoellkopf Field.

Homecoming is also a time for meeting old friends. Social activities begin early for the Cornell Society of Hotelmen, who will have coffee in Dean Beck's office, 106 Statler Hall, at 9:30 a.m.

All alumni are invited to the 11 a.m. Sour Hour at the Statler Inn, and to the all-alumni cocktail hour and buffet luncheon beginning at 11:30

a.m. in Barton Hall.

Entertainment at the luncheon will be provided by a Dixieland band and by the Cornell University Glee Club.

After the football game, alumni are invited to attend class receptions at the Statler Inn beginning at 4 p.m. Classes up to and including 1934 will meet in the Main Lounge; classes '35 to '59 will gather in

the Ballroom, and classes '60 to '75 will meet in the foyer of the Alice Statler Auditorium.

The Glee Club will present its annual fall concert Saturday at 8:15 p.m. Works by Mendelssohn, Schubert, Purcell and Randall Thompson will be featured, as well as the traditional songs of Cornell. Tickets priced at \$2 may be obtained in advance at the Lincoln Hall

ticket office or at Mayers Smoke Shop. Tickets at the door are \$2.50.

Also at 8:15 p.m. is "Candida" at the Willard Straight Theatre.

Homecoming is coordinated by the Cornell Association of Class Officers (CACO), with Elaine Treman Downing '50 as chairwoman of the Homecoming Committee.

## Cornell Gift Campaign Expanded

*Continued from Page 1*

"Only a small portion of our total goal will go for bricks and mortar," noted Noyes. He said that the only two building projects presently contemplated are to expand the facilities of Cornell's overcrowded libraries and to provide additional teaching, laboratory and research space for the Division of Biological Sciences.

The rest of the funds raised in the campaign will go toward professorships, fellowships and scholarships, program support for the schools and colleges, library and museum acquisitions and into endowments to support building and program maintenance.

Noyes added that the colleges away from Ithaca — primarily the New York Hospital/Cornell Medical Center (which includes the Cornell Medical College, Cornell University-New York Hospital School of Nursing, the Graduate School of Medical Science and the New York Hospital) — will begin a coordinated giving campaign of their own in the near future. The New York State College of Human Ecology at Ithaca will also inaugurate a \$250,000 Anniversary Fund Drive, which will be included in the five-year expanded gift campaign total.

"Cornell must accept continuing and growing challenges," said Noyes. "Not reluctantly or in a half-hearted fashion, but eagerly and with

confidence in its ability to meet them ... I am confident we will succeed."

Noyes will act as campaign

chairman, with Austin H. Kiplinger '39, editor of the Kiplinger Washington Letters, as vice chairman.

## World Hunger Is Topic Of Sunday Activities

Paul C. Empie, former general secretary of the National Committee of the Lutheran World Federation and an authority on overseas interchurch aid programs, will come to Ithaca on Sunday, Oct. 19 to participate in three public events.

At 10:45 a.m., Empie will deliver a sermon on world hunger at the Lutheran Association, 109 Oak Ave. He will join the coffee hour for informal discussion.

From 3 to 5 p.m., Empie will participate in a workshop on the political developments and problems of the Southwest African country of Namibia. He will explain why the Lutheran Church is concerned about the problems of Namibian independence and will narrate a 30-minute film strip, "Our God in Need? The Namibia Experience."

Persons interested in

participating in the workshop may reserve a place by calling 273-6811.

At 6 p.m., Empie will be the keynote speaker at a forum on world community at the One World Room of Anabel Taylor Hall. The forum will follow a supper of alternative foods prepared by the Ithaca Coalition for the Right to Eat. The dinner is open to the public without charge, but donations will be accepted.

Empie has been a national figure in Lutheran affairs for more than a quarter of a century. He has traveled widely throughout Africa over the past 30 years and is considered an authority on the relationship between current world problems and the ministry of the Christian church.

Ordained as a minister in 1932 upon his graduation from the Lutheran Theological Seminary, Empie now holds four honorary doctoral degrees.

### Cornell Referral Slip

To \_\_\_\_\_ Date \_\_\_\_\_

Department \_\_\_\_\_

- |  |   |
|--|---|
| <input type="checkbox"/> for complete attention        | <input type="checkbox"/> please read and return |
| <input type="checkbox"/> for your signature            | <input type="checkbox"/> please answer direct   |
| <input type="checkbox"/> for approval                  | <input type="checkbox"/> return copy of reply   |
| <input type="checkbox"/> for your information          | <input type="checkbox"/> please draft response  |
| <input type="checkbox"/> for your files or disposition | <input type="checkbox"/> please advise me       |

Remarks: \_\_\_\_\_

From \_\_\_\_\_ Ext. \_\_\_\_\_

Department \_\_\_\_\_

C.U. STOCK NO. G-18256

### Cost-Saving Item

This standardized referral slip, developed by General Services, is about 60 per cent less in cost than individualized types in general use on campus. Available at General Stores (Stock Number G-18256), the slip costs 26 cents a pad as compared to 70 cents a pad when the slips are individualized with department or college designations, for example.





## Visiting Violinist Wins Naumburg Competition

Violinist Elmar Oliveira was named first prize winner of the William W. Naumburg Foundation string competition Friday night at Carnegie Hall.

Oliveira is first violinist of the Ysaye Quartet, which is in residence this year at Cornell University. The Ysaye Quartet will present a free public concert featuring quartets by Haydn, Lutoslavski and Tchaikovsky at 4 p.m. Sunday, Oct. 19 at Barnes Hall Auditorium.

Oliveira's prizes as winner of the prestigious Naumburg competition include a \$1,500 cash award, two recitals at Lincoln Center's Alice Tully Hall in New York and a management contract.

The national competition annually attracts young players ranging from 17 to 30 years of age, some of whom have already established excellent performance reputations. This year's competition, concurrent with the foundation's 50th an-

niversary, drew 150 applicants, 20 of whom were selected to play in the preliminary rounds of the competition and from whom four finalists were selected.

In the early stages of the competition, Oliveira was required to play two full recital programs. As a finalist, he played a 50-minute public recital in Carnegie Hall, including sonatas by Vivaldi, Debussy and Brahms, Ravel's "Tzigane" and Ernest Bloch's "Baal Shem."

"I was really surprised to win," said Oliveira, "because there were so many wonderful players competing." But winning prestigious competitions is not a new experience for the young violinist. At the age of 16 he appeared with the New York Philharmonic on national television as winner of the Young People's Concerto Competition and was the 1975 first prize winner of the G.B. Dealy Award.

## Moscow Symphony To Perform at Bailey

The Moscow State Symphony Orchestra, under the direction of Yevgeny Svetlanov, will present the second concert of Cornell's Bailey Hall series at 8:15 p.m. Tuesday, Oct. 21.

Included on the program will be Beethoven's Symphony No. 7, Prokofiev's Concerto for violin and orchestra and Ravel's "Daphnis and Chloe" Suite No. 2.

Tickets for the concert are on sale at the Lincoln Hall ticket office (256-5144). A limited number of tickets will also be available at the door.

Free bus service between Bailey Hall and the B parking lot will be provided beginning at 7:30 p.m.

The Moscow State Symphony Orchestra, founded in 1936, has performed for audiences around the world. Svetlanov, who holds his country's Lenin Prize and has been designated a People's Artist of the USSR, has been the orchestra's musical director since 1965.

The Moscow State Symphony Orchestra records for Angel/Melodiya.

## Williams To Discuss Plight of Rural Poor

During the week of October 20, T.T. (cq) Williams, professor of agricultural economics and administrative assistant to the president of Southern University, Baton Rouge, La., will visit Cornell as an adjunct professor in the College of Agriculture and Life Sciences.

His visit is part of a special program to bring minority scholars to the University. All

of his lectures, open to the public, will be held in 401 Warren Hall.

On Tuesday, Oct. 21, at 12:15 p.m., Williams will discuss providing assistance to the rural poor who want to remain in farming. Two days later, on Thursday, at 4 p.m., he will review his experiences in extending public services to the rural poor, and on Friday, Oct. 24, at 2 p.m., he will discuss "Parallels and lessons — the problems of rural poor in the United States, and issues in developing nations."

Williams has been instrumental in working among the rural poor through the southern land grant colleges. He is a graduate of North Carolina Agricultural and Technical College, completed his M.S. degree at the University of Illinois, and the Ph.D. degree at Ohio State University.

Appointments to see Professor Williams can be made through Shirley Soule, 256-2007.



Sukanya, daughter of Indrani, is a third generation classical dancer of India.

## Classics To Highlight Indian Dance Concert

Indrani and her company of dancers and musicians will present a concert of classical dances of India at 8 p.m. Thursday, Oct. 23, in Cornell's Alice Statler Auditorium.

Indrani has traveled and performed in all five continents, and her dancing has been acclaimed all over the world. She has visited the United States regularly since 1961 and has captivated her audiences each time. New York dance critic Walter Terry describes Indrani as "a marvelous dancer, and an actress of depth and imagination."

She is the daughter of a famous dancer and has been dancing since childhood, first in her mother's company and later as a soloist. Indrani first specialized in the Bharata

Natyam style of Indian dance, and has since sought out some of the lesser known classical forms of Indian dance. She is the first professional dancer to master Orissi, the classical dance of Orissi state, and to perform this style in India and abroad. She is also the first to present Kuchipudi dance-dramas, in an abbreviated form, outside of India.

Indrani's daughter Sukanya is also an accomplished dancer, and will be appearing with her mother.

Tickets for the performance are on sale at the Willard Straight ticket office, in the dance office in Helen Newman, at Ithaca College's Egbert Union and at the door. The event is co-sponsored by the Cornell India Association and the Cornell Dance Series.

## Physicists Honor Bethe; ERDA Head To Speak

A symposium honoring Hans Bethe, Cornell's John Wendell Anderson Professor of Physics Emeritus and winner of the Nobel Prize for Physics in 1967, will be held at the University on Friday, Oct. 24.

Featured speaker at the event, which is sponsored by the University's Department of Physics, will be Robert C. Seamans Jr., administrator of the new federal Energy Research and Development Administration (ERDA). He will discuss "Energy Research and Development" with a view toward the nation's long-term energy requirements. His talk, which is open to the public, will be heard at 2:15 p.m. in 200 Baker Laboratory.

Also featured at lectures during the day will be Gerald Brown, professor of physics at the State University of New York at Stony Brook, and Martin Schwarzschild, professor of astrophysics at Princeton University.

Brown will speak at 11:30 a.m. on "Theories of Dense Matter." Schwarzschild will speak on "Astrophysics and the Missing Theory of Convection" at 3:45 p.m. Both talks will be presented in 200 Baker Laboratory and are open to the public.

Bethe, who became professor emeritus on July 1 after 40 years of service to Cornell, has made important contributions to the fields of atomic, solid state and nuclear physics, and to the development of the theory of radiation.

He was awarded the Nobel Prize for calculations, published in 1938, on how a star uses nuclear fuel as its power source. Time has shown that most of the starlight visible in the night sky is produced by the "Bethe cycle."

Bethe has been an advocate of non-military control of nuclear power in this country and of international nuclear arms limitation since his work during World War II on the theory behind the atom bomb.

In recent years he has also spoken out against America's reliance on oil and gas as a source of energy. He is a firm believer in nuclear fission as a solution to the nation's short-range energy problems.

His pure research in the past 20 years has been devoted largely to explaining the structure of nuclei in terms of the forces which act among their constituents. Bethe is working on problems of nuclear physics this fall as the Karl Compton Professor of Physics at MIT.

## Shaw Exhibit

Bernard F. Burgunder, Class of 1918, examines pieces from the collection of George Bernard Shaw's first editions, manuscripts and pamphlets on display through Dec. 31 in Olin Library. Burgunder donated and developed Cornell's famed Shaw collection, which is a focal point of a series of events on campus this fall including a lecture tomorrow at 4:15 p.m. in Kaufmann Auditorium by Dan H. Laurence, Shaw scholar, literary adviser to the Shaw Estate and its official biographer. His topic will be "Shaw, Books and Libraries."

## Foundation Seeks Nominees for Stipends

The George A. and Eliza Gardner Howard Foundation is soliciting nominations for promising young individuals at the crucial middle stages of their careers. Awards this year will provide stipends from \$3,000 to \$7,000 with emphasis in the social sciences and history. Any science-related project, exclusive of technical research in the physical sciences, will be considered. Nominations will be accepted until Nov. 1. Further details are available in the Office of Academic Funding.



# Trustees Report on Minorities Presented

Continued from Page 1

dustrial and Labor Relations, and Roberto Gonzalez, associate professor, Romance Studies.

The term "minority," for purposes of the report, means "a member of any social group in the United States that has been historically, and still is, deprived of equal opportunity for higher education by virtue of its economic or social status," although "the University must retain the authority to determine from time to time which groups it wishes to designate in the minority category, subject...to governmental regulation."

While well aware of the economic condition of the University, the committee, according to the report, made no recommendation in order to reduce expense or overhead for Cornell. "We realize that the fulfillment of our recommendations will probably increase the University's expenses. We feel strongly that the additional required funds should be made available through the reordering of University priorities."

Five of the recommendations were designated by the committee as "matter(s) of highest priority." These recommendations are:

—"transfer of tutoring, advising and academic counseling services for minority students now handled primarily by COSEP (Committee on Special Educational Projects) and the Learning Skills Center (LSC) to the colleges and that these services be greatly strengthened;"

—"that Cornell "immediately undertake the task of developing a long-range plan for the recruitment of minority faculty throughout the University;"

—"the appointment of a Vice Provost for Minority Affairs. This new official shall be the chief Affirmative Action Officer of the University whose concerns include both minorities and women. It is recommended that this new member of the top administrative staff report to the Provost rather than to the Senior Vice President (to be appointed) because two of his/her most important responsibilities lie in academic areas;"

—"the University develop a revised Affirmative Action Plan for submission to the United States Department of Health, Education and Welfare (HEW). This plan should contain schedules of specific goals with dates for their attainment. There should also be well defined methods for monitoring its fulfillment," and

—"that Cornell greatly expand its University Union and social activities facilities for each minority group, replace the black activities coordinator with a minority activities coordinator, and explore the feasibility of an Ethnic Social Center if the demand for expanded programming cannot be accommodated in existing facilities.

In conjunction with the recommendation to establish the position of vice provost for minority affairs as chief affirmative action officer, the

committee recommended creating two additional new posts: director of minority educational affairs and director of minority employment affairs. The former would assist the vice provost for minority affairs, and serve as liaison between the administration and the colleges in academic and non-academic areas of concern to minority students such as counseling, advising, tutorials, health, social activities and financial aid. The proposed director of minority employe affairs, housed in the Office of Personnel Services, would have full responsibility for the Affirmative Action program covering non-academic employees. Each of these new positions might, the committee recommended, have an advisory council with memberships appropriate to each.

The emphasis on placing primary minority student responsibilities within the colleges, and in general integrating minority students into all aspects of Cornell academic and non-academic life, is reflected throughout additional recommendations for improving the status of minority students. These recommendations include designating college faculties as being primarily responsible "for meeting the educational needs and facilitating the educational contribution of minority students." Citing the need to provide "some human support for the younger student," the committee also recommended "enlisting qualified upperclass and graduate students to serve as course advisers to freshmen and sophomores." These advisers should receive some training and supervision, and form close working relationships with the student's residential and his/her college adviser.

The committee recommended faculty advisers be recognized for their contribution in salary and promotion decisions and that specialized minority staff in the college, and in the University as a whole, keep faculty members informed about the experience of minority students in the college.

While acknowledging progress in the Graduate School, the committee recommended that it continue and accelerate its recruitment program for minority students, especially those seeking a doctoral degree.

Other academically-related student recommendations concerned increased cooperation between the student's college and his/her housing arrangements and the initiation by the colleges of "extracurricular activities of an intellectual nature, with a social component included, if possible, at the college and department level, which cut across the various segments of the college community..."

In addition, the committee recommended that the academic curriculum be broadened to include the minority experience and perspective. The majority of students should receive

teaching in this perspective from all faculty, not just from minority faculty, both inside and outside the classroom.

In non-academic minority student areas, the committee recommended centralization of minority admissions and financial aid within the University's Admissions and Financial Aid Office; primary responsibility for recruiting and selection will remain with the colleges. Minority personnel will work with minority students in admissions and financial aid initially, although the committee recommended integration of both minority and non-minority personnel to handle all candidates within admissions.

In housing, the committee recommended integration of residential units housing more than 20 persons, so that not more than half such a unit was composed of members of one minority group. A recommendation concerning expanded union facilities has been detailed above along with other "highest priority" recommendations.

Several reorganizations of COSEP were recommended, such as the transfer of advising, tutorial and counseling functions from COSEP to the individual colleges and the centralization of the COSEP admissions and financial aid functions within the University's Admissions and Financial Aid Office.

The reasons for this change are dealt with in the section entitled "Minority Students at Cornell." The report states "...the need for change in these programs is in large measure a function of their own success. Established at a time of turmoil in minority-non-minority relations in American society, the COSEP Program adapted well to the conditions of that period. From the perspective of the University, the primary task was to attract minority students to Cornell and to establish their presence and participation as a significant and influential segment in educational life. That first, almost preliminary step has been achieved; the University now confronts a more critical change."

Taking into account all aspects of the minority students' lives once they were at Cornell, the committee concluded that "a separate administrative structure to serve minority students, while it may have been necessary at the inception of the program to break through the then-existing barriers, does not today effectively meet the educational needs of minority students once they are on the campus. Since these needs are focused about the students' academic experiences in the several colleges, it is there that major changes must be introduced, and appropriate staff and services provided."

Concerning the Africana Studies and Research Center (ASRC), established in 1969 by the Board of Trustees, the committee recommended the immediate appointment of a group to "reevaluate ASRC as

recommended by the Carter Committee report (1973);" the new report should be given to the president not later than the fall 1976. "Our recommendation of an evaluation committee," the report said, "is not to be construed as criticism, but rather as the suggested next step to help ASRC, either in its present or a revised form, to make its full contribution to the higher education of all students at Cornell."

Employee recommendations, subdivided into the four categories of faculty, exempt non-professional academic, and exempt and non-exempt non-academic employees, deal primarily with full-time employees.

Among faculty, the committee "advocates" an increased number of minority faculty and administrative personnel. Benefits cited included sensitization of the majority population to minority views and experience, minority role models for students and faculty, better advising and counseling and improvement of the status of minorities through participation in Cornell as an educational institution.

Obstacles to greater minority faculty and administrative representation include covert prejudice and circumstances, "which, even in the complete absence of any racist intent whatever, make the described objective very difficult to achieve." Cited are the zero growth anticipated during at least the next 15 years due to lowered birth rates, Cornell's rural Upstate location, perception of Cornell as more conservative and less innovative than other institutions, particularly in the Ivy League, independence of college faculties in search procedures relating to minority hiring, use of the "Old Boy" system, *post hoc* affirmative action review of search procedures, and assessment of candidates on non-objective criteria. Remedial recommendations begin with the "highest priority" recommendation that Cornell develop a long-range plan for recruitment of minority faculty, noted above.

Other recommendations are: —that the Affirmative Action officer (as the committee proposes the position be defined) develop more effective search methods for minorities;

—that search files be required to show evidence that a complete search for minority and women candidates was undertaken, including explanation for non-hire for such candidates, if occurring;

—that the provost continue to review all academic openings, but with a greater emphasis on their implication for minority hiring;

—that Cornell continue its policy of providing special Affirmative Action funds to be used for funding minority and women hiring;

—that Cornell establish better contact with the Ithaca community in order to increase the supportive aspects for minority candidates;

—that exchange programs for faculty and administrative

personnel be developed with minority schools and colleges and that greater use be made of visiting professorships and lecturers to establish a minority presence on campus.

Administrative recommendations begin with the establishment of the post of vice provost for minority affairs and the two related positions of director of minority educational affairs and director of minority employe affairs. The vice provost's office, according to the committee, should include concerns of women as a minority group as well as racial and ethnic minorities. "A minority member would bring special strength to this position," and the candidate "...should have a strong academic background as well as experience in minority affairs."

General awareness of the need to improve the status of minorities figures predominantly in five recommendations requiring leadership and support from the administration. They are:

—that the administration ask for specific reference to affirmative action progress in the annual reports from all University units;

—that the administration request minority and female participation on search committees as a prerequisite to that search;

—that the administration develop a firm policy calling for women and minority representation on virtually all standing committees throughout Cornell (in both this and the preceding recommendation, qualified graduate students or outside persons could meet these requirements according to the committee);

—that the administration require a thorough inquiry and review of all appointments and promotions to insure equal opportunity requirements were met; and

—that the University continue its program of training internships for the purpose of increasing the pool of qualified minority candidates for administrative and exempt positions.

Four major problem areas reported to the committee affecting non-exempt employees lead to the recommendation that the University appoint a committee to study the operation of the Office of Personnel Services, noting the committee's observations that 1) the personnel office is understaffed, 2) that recruitment is not practiced for non-exempt positions, 3) that the reception given to applicants for employment or promotions is less than desirable and that 4) a skills retrievable roster is necessary for non-exempt employment and promotion.

The committee's second recommendation, following commendation of the Training and Development section for its efforts, asked the University to continue and increase its support of this personnel section, with particular emphasis on behalf of minorities.

Defining "Affirmative Action" Continued on Page 9



# Libraries Designated As Academic Division

The Board of Trustees has designated the University Libraries an academic division and has awarded academic status to numerous library positions but without the tenure available to faculty positions on campus.

The changes were made at the trustee meeting here last weekend upon the recommendation of President Dale R. Corson. Board action on the Libraries status as an academic division confirms and regularizes an informal understanding reached some 20 years ago. The changes were also made to "clarify the authority and responsibility of the director for the administration of all library units," and "to provide for appointments to the academic staff of the

Libraries for definite terms of years in some instances."

In establishing the Libraries as an academic division Article XVII of the University bylaws was amended to read as follows:

"—The University Libraries shall constitute an academic division of the University and shall be comprised of the central libraries together with the libraries of all the colleges, schools and other academic units of the University at Ithaca and Geneva.

"—There shall be a director of libraries who shall be responsible for administration and supervision of the University Libraries including their personnel, and all library and documentation programs therein. The director shall be

elected by the board upon recommendation of the president and shall hold office at the pleasure of the board.

"—The professional librarians constituting the academic staff of the University Libraries shall have such titles and be appointed for such terms and in such manner as the board may determine from time to time."

In granting academic status to certain library staff the trustees passed the following legislation:

"—The academic staff of the University Libraries under the director of libraries shall consist of the associate director, and such assistant directors, librarians, associate librarians, senior assistant librarians, assistant librarians, archivists, as-

sociate archivists, senior assistant archivists, and assistant archivists as may be designated by the president from time to time. Appointments thereto, made by the president, shall be upon recommendation of the director of libraries.

"—The associate director and assistant director or directors shall be appointed by the president and shall hold office at the pleasure of the president.

"—Librarians, associate librarians, archivists, and associate archivists may be appointed by the president for a term of not to exceed five years, subject to unlimited renewability of term at the discretion of the president. Senior assistant librarians and senior assistant archivists may be ap-

pointed by the president for terms not to exceed three years, subject to an extension of one more year under special circumstances at the discretion of the president. Assistant librarians and assistant archivists may be appointed by the president for a term of not to exceed one year — such term to be renewable for not to exceed a maximum of three years.

"—In addition to other duties as assigned by the director, the academic staff shall advise the director on matters affecting the policies, operations and services of the University Libraries, as the director may request.

"—The president or his designee shall preside at regular meetings of the academic staff of the University Libraries."

## Committee Reports on Status of Minorities

*Continued from Page 8*

tion" not only in its legal connotation, but also as a "state of mind," the committee, as already reported in its "highest priority" recommendations, asked that the University develop a revised affirmative action plan for submission to HEW "as soon as possible after the reorganization of the Affirmative Action Office..." Their second recommendation called for the integration of affirmative action compliance procedures "with the established personnel recruitment and employment procedures and that both the Affirmative Action and Personnel documentation required be prepared and reviewed simultaneously."

The University's role as a "citizen" and significant social institution causes it to have considerable impact on minority concerns, according to the committee, and Cornell should conduct its activities in purchasing, construction, finance and other areas, such as host to conferences and athletic events with this impact in mind. In each area, the committee encouraged the University to take more positive action on behalf of minorities. Eight recommendations called for University or Board action:

—that the University study thoroughly its labor practices in the building trades to see what steps can be taken to open up this area to minorities;

—that the University review Cornell's contracting procedures to ascertain how it can deal effectively in making contracts with minority contractors;

—that the University insist in its dealing with contractors that they provide full evidence of their efforts to comply with Affirmative Action requirements for minority employment;

—that the board reaffirm its policy adopted in 1971 on the roles of social and environmental aspects, such as those of minorities in investment decisions, and that in evaluating the social aspects of a company, consideration be given to

### Provost Outlines Review Of Minorities Report

A review of the report of the Ad Hoc Trustee Committee on the Status of Minorities at Cornell will begin immediately, according to David C. Knapp, provost.

"It will take into account both general University priorities and the principle objectives of the report endorsed by the trustees," he said.

University officials or groups asked to review the report and to provide Knapp with reactions to specific recommendations made within their interest area by Nov. 25 are: the chairman, Committee on Special Educational Projects (COSEP) Advisory Committee; the deans of the colleges and the dean, Graduate School; the dean of the faculty, for appropriate action by the Faculty Council of Representatives' committees; the speaker of the Cornell Senate, for action by appropriate Senate committees, and the chairman, Affirmative Action Advisory Board.

their employment, purchasing, and contracting policies;

—that the board's Investment Committee take into consideration minority concerns in establishing its banking policy; and

—that the Affirmative Action Office be directed to work with the construction purchasing, investment and treasurer's departments to foster the interest of minorities in ways suggested in this section of the report dealing with Cornell as a "citizen."

The committee recommended to the board itself that it increase its own minority representation, noting that Cornell's six minority trustees or former trustees, all elected within the past 10 years, were brought to the board by alumni or University Senate action rather than by the trustees as a group.

Secondly, the committee recommended that the board instruct the president to present an annual progress report to the board on the status of Cornell's minority programs. "To have continuing progress," the report stated, "trustees must support the programs actively. Without constant pressure where needed, this job will not be satisfactorily completed. The board must be ready to apply this pressure. It has not done so sufficiently to this date."

Three recommendations addressed broad policy objectives. The first called for the

board to adopt, as official policy, the "Statement of the Objectives for Cornell's Minority Program," included within the report's section on "Objectives," and use it in setting policy concerning minority education at Cornell. The second called for adoption of the committee's definition of a minority person and the University's responsibility to such persons.

Finally, the committee recommended that "the following be designated as minority groups from the point of view of University policy: Native Americans, Asian-Americans, Puerto Ricans and Other Hispanic Surnamed and Black Americans." From its definition the committee drew three important policy implications: 1) Minority groups may not be only racial or ethnic, but also geographic (e.g. Appalachia) or economic (e.g. migrant workers); 2) It is not necessary that the individual minority member come from a family that has been subjected to economic or social deprivation; and 3) No preferences can be given, explicitly or implicitly, for persons holding particular attitudes toward themselves as minority group members or toward the role of minority groups in society.

In a section entitled "The Benefits of a Strong University Minority Program," the committee stressed that such benefits apply equally to "both minority and non-minority stu-

dents, faculty and staff." The benefits for the non-minority population of full "moral" compliance, rather than "in terms of mere legal compliance" include "a sense of virtue in which all members of the University community share...." It can create a subtle, but significant link among all Cornellians, "strengthening the positive sense of community and reducing existing racial and ethnic divisiveness and alienation...When our society lives up to its highest ethical standards, non-minority Americans benefit no less than minority ones."

Pragmatic benefits to the non-minority community included better utilization of the University's labor force,

among others. For non-minority students, the benefits include a more effective curriculum and a broader conceptualization of what constitutes "knowledge," as well as the opportunity of developing interpersonal relationships with persons of different ethnic and racial backgrounds, resulting in a "greater appreciation and understanding of other ethnic groups, and a lessened desire to assimilate them into a homogenized, uniform society."

Copies of the full report are available at the Office of University Relations, 120 Day Hall and at the reference desk of each of the University libraries.

### Board of Trustees' Minorities Statement

Here is a statement on Minorities adopted Saturday, Oct. 11 by the Board of Trustees:

"The Board of Trustees received the report of the Ad Hoc Committee on the Status of Minorities with appreciation to the committee membership.

"The Board of Trustees also endorsed the following principal objectives set forth in the report:

"1. Cornell's commitment to minorities in all segments of the University is central to its primary responsibility as an educator and citizen.

"2. Cornell's objective must be to prepare students for life in a pluralistic society by facilitating integration in the campus community, while at the same time recognizing the need and right of ethnic and racial minorities to retain their identities.

"3. Since the college is the place where teaching and learning activities are concentrated, the academic life of minority students must be college — rather than University-based. Further, the University must take an active role in ensuring that the colleges fulfill their responsibilities for the educational activities of minorities.

"The Board directed the president to review the content and recommendations in the report in light of the University's overall priorities and report his responses to the Executive Committee and the Board of Trustees on a continuing basis, as promptly as possible."

### Board of Trustees' Minorities Action

Here is the Board of Trustees action concerning the status of minorities taken at the board's meeting Saturday, Oct. 11:

"The trustees voted to receive the report of the Ad Hoc Committee on the Status of Minorities with appreciation to the committee membership. The board directed the president to review the content and recommendations in the report in light of the University's overall priorities, and report his responses to the Executive Committee and the Board of Trustees on a continuing basis, as promptly as possible."



# Preliminary 1976-7 Budget Planning

PRELIMINARY PLANNING FIGURES — 1976-77  
GENERAL PURPOSE FUNDS — ENDOWED COLLEGES, ITHACA

The following figures include certain mandated changes in operating costs and estimates of inflationary impact on income and expenses. On the in-

come side, estimates are made for changes in gift, research and investment income. On the expenses side, estimates are included relating mandated fr-

inge benefit costs, plant maintenance needs, computing expense and the impact of inflation on supplies, materials, library book purchases, and so

forth. There are also some expectations reflected regarding use of capital.

The analysis leaves open for further discussion the exact

amounts relating to each estimate and the trade-offs among the remaining major variables of tuition, aid and salaries.

## EXPENSE (IN 000 's)

### Salaries

This figure does *not* include possible salary increases or fringe benefit costs. Of salaries financed by general purpose funds, about \$16.2 million is faculty salaries; \$7.0 million is academic support staff in colleges and centers; \$2.9 million is for libraries and museums; \$2.2 million is for the Division of Campus Life; and \$6.8 million is for central administrative services, public affairs, Safety Division and the Investment Of-

fice.

Among the factors being taken into account in the formulation of salary policy for 1976-77 are: (a) Market place conditions and wage rates for both academic and non-academic employees; (b) The impact of inflation upon the economic status of faculty and employees; and (c) The attractiveness of the University as a place of employment.

### Fringe Benefits

An increase in the fringe benefit rate from 16 per cent to 18 per cent is required to meet mandated costs under the Pension Reform Act, a higher Social Security tax base, increased use and ex-

pense of educational and health programs, and to correct an under-recovery of actual costs last year and anticipated for the current year.

### General Expense

An estimated 8 per cent increase on a \$4.4 million base yields an increase of \$350,000. General expenses include approximately \$1.3 million for supplies and materials; \$1.3 million for equipment leases, minor equipment and other services; \$600 thousand for telephone service; \$600 thousand for travel; \$400 thousand for printing and publications; \$300 thousand for

postage.

About one-fourth of this amount is spent by the colleges; another \$1.1 by the Campus Life Division; and \$1.5 million by central services and public affairs.

Price increases in the goods and services purchased by the University are placing substantial pressure on all of these expenses.

### Book Funds

Book costs are estimated to increase by about 10 per cent. Some \$1.8 million is available to the library for purchase of books from state appropriations, gifts and endowment funds as well as general purpose support.

The rate of inflation in book prices has been increasing persistently and re-

ached 18 per cent during the past year. Overall funding for acquisitions has been increasing also, but at a slower rate. The actual allocation of funds for book purchases, as with other expenses within the library, has been delegated to the library.

### Computing

Increased academic computing by students and additional reporting requirements for pension and affirmative

action purposes are expected to more than offset savings in administrative data processing.

### Other Equipment and Special Funds

This category includes a variety of costs such as equipment purchase and maintenance, debt service, insurance

premiums, announcements expense and the student activity account. Most of these costs are externally imposed and relatively uncontrollable.

### Plant Operations

The endowed college plant operations budget is split this year about equally between utilities (\$3.4 million) and maintenance (\$3.0 million). The latter includes custodial service, grounds care and routine maintenance, and a \$600 thousand planned maintenance program for roofs and other major needs.

Over the past two years, prices for many of the materials used in the maintenance program have skyrocketed, putting serious pressures on these funds. Planning for 1976-77 assumes

only modest inflation in supply and material costs, but continued high inflation (19 per cent) for utilities. A recent study by the American Council for Education predicts a 30 per cent increase over the next year in utility expense.

Additional costs (about \$80 thousand) will also be incurred to maintain new facilities (Thurston Avenue, Hughes Hall expansion, squash court addition) and (about \$100 thousand) to meet interest expenses for heating plant renovations.

### Debt Service

The \$1.2 million debt service charge to general purpose funds, shown above, relates to the Social Sciences building, Willard Straight Hall, the Fine Arts Library, and Baker Lab.

From all funds, debt service is more than \$4 million. Of this \$3 million is to amortize indebtedness on housing and other auxiliary services.

### Student Aid

This figure does *not* include new student aid, which would accompany any increase in tuition (see note on tuition). It does, however, reflect two built-in factors, which partially offset one another. These are: (1) *increase* in federal and state aid, which *reduces* the need to use

unrestricted general purpose operating funds for this purpose and is, therefore, a positive development, not a net decline in student aid, and (2) reduction in McMullen and other restricted funds available for scholarships, due to the reduction in the Capital Fund pay-out.

### Contingencies and Other Factors

Additional expenses from General Purpose Funds in the amount of ap-

proximately \$100 thousand will be necessary in order to finance the next

stage of a planned program to absorb salary expenses in the Division of Biological Sciences now being carried from expiring Ford Foundation funds and to fulfill certain other commitments for strengthening academic programs.

Any planning budget must have an amount budgeted for contingent obligations — those that could not be foreseen but which almost always arise

— and for the possibility that income goals will not be realized. The budget for the current year includes such a contingency, but it is anticipated that additional funds will need to be transferred from the contingency account to support increased utility expense. Any funds not used or required to offset loss of income, will be lapsed in order to reduce the deficit.

### TOTAL

\$68,203 71,239\*+ 3,036

\*Total is calculated using this year's salary and financial aid figures. Same is true of tuition in "funds available" table.

## FUNDS AVAILABLE FOR OPERATIONS (IN 000 's)

### Tuition

This does *not* include possible tuition increases. Each percentage increase in the rate of tuition would provide about \$325-375 thousand of income net of financial aid. The exact amount would vary with financial aid calculations.

The following factors are being studied in the formulation of tuition student aid policy: (a) Consumer price

changes; (b) Disposable family income changes; (c) Admissions data, including application rates and socio-economic backgrounds of applicants and matriculating students; (d) Student financial aid policies; (e) Comparative tuition rates of comparable institutions; and (f) The fiscal needs of the University.

### Public Funds

This includes roughly \$5.2 million of sponsored research overhead and salary recovery, \$2.5 million of Bundy plan assistance, and \$200 thousand federal institutional aid. No change in Bundy plan income is anticipated due to

the financial difficulties in New York State. Research overhead income is anticipated to grow with an increased volume of sponsored research and action to expand the base of recovered cost.

### Investment

This shows dividend and interest income only. Use of capital to support a formula-based distribution from the Capital Fund is indicated below. Endowment income is estimated to increase about 5 per cent through more generous yields on fixed income obliga-

tions and growth in dividend income. Also, the preliminary estimates assume approximately \$150 thousand income in relief of budget may flow from new capital gifts received during the coming calendar year.

### Gifts

The assumption here is that unrestricted gifts which can be directly applied to relief of budget will increase 7 to 8 per cent. Both this estimate and the capital gifts estimate anticipate a strong

and growing development effort, but hopefully may underestimate the flow of funds to be realized through the expanded gift campaign.

### Other Miscellaneous income, fees

and recoveries

1,757 1,903 + 146

### TOTAL INCOME

65,003 66,588 1,585

### Capital Distribution in Excess

#### of Income

1,700 1,150 - 550

Since 1968 University annual operations have been supported in part by a portion of capital gains assumed to be realized through aggressive investment of quasi-endowment funds. Since January 1973, the market value of these funds has declined and all accumulated gains have been exhausted, so that distributions in excess of income involve

use of some of the initially invested capital. The administration has been directed by the trustees to reduce the amount of such "drawdown" gradually over the next several years. The amounts shown in the table reflect only "drawdown" from the portion of the Fund which is unrestricted as to use.

### Total Funds Available For Operations

66,703 67,650 + 1,035

### III. Excess of Expense Over Funds

#### Available

#### 1975-76 Deficit

1,500 ? ?

In addition to the dependence on capital funds to support the formula distribution, the trustees have authorized usage of \$1.5 million of capital to meet the 1975-76 anticipated "deficit" — The gap between expenses and income plus

planned use of capital. As always, efforts will be made to reduce the actual deficit by curtailing expense and increasing income during the year, and adjusting the budget accordingly.

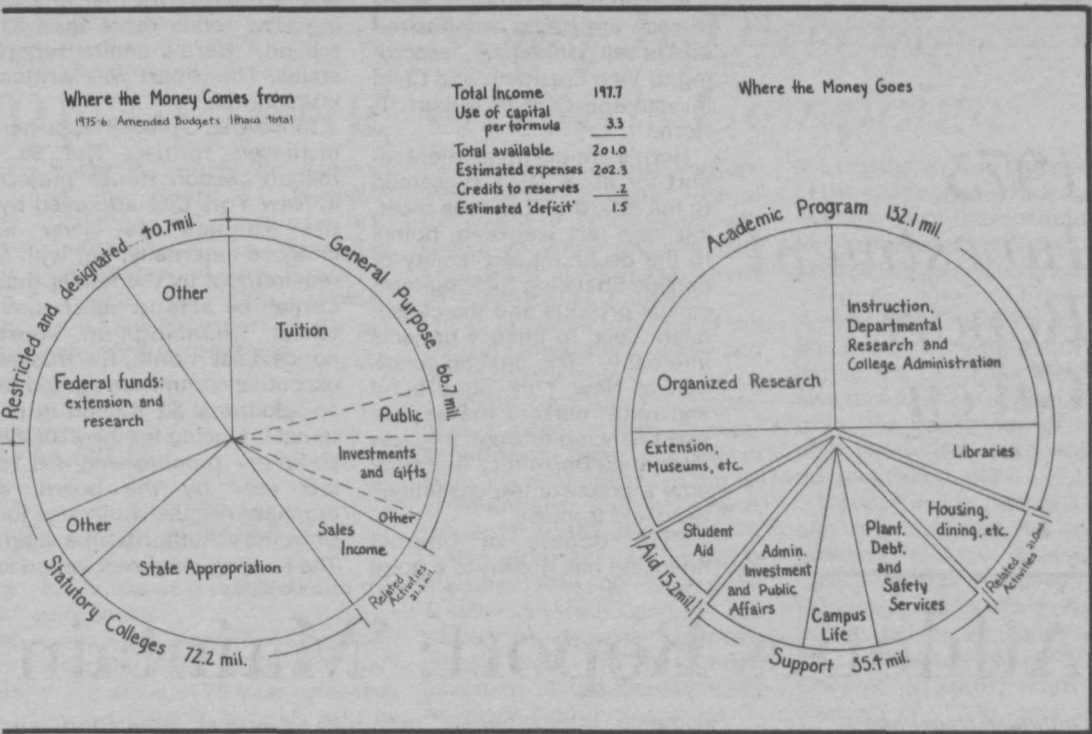
"Built-in" increases in expense versus increases in funds available, excluding tuition, financial aid and salary adjustments. 2,000

Continued on Page 11



**Base Data**  
The budget analysis which appears on page 10, relates only to General Purpose Funds in support of the endowed colleges at Ithaca. General purpose revenues at \$67 million comprise one-third of the total funds available for current operations of the Ithaca campus. Other operating support totalling about \$40 million comes to the endowed colleges from restricted gifts, endowment income, research contracts, and special programs; statutory college support totals \$72 million; and auxiliary enterprises such as housing, dining, and utility services, \$21 million. Additionally, the University may receive gifts to increase its endowment or provide new facilities. When gifts are restricted to these purposes, they are applied directly to endowment of plant accounts

and therefore are not included among the Current Fund transactions shown on the pie charts.  
Within the endowed colleges, restricted and designated funds are available to meet slightly more than 50 per cent of the funding for academic programs, including libraries. Support services, on the other hand, depend heavily on general purpose revenues. Consequently, these services require a significantly larger share of the \$68 million general purpose funds budget than of the total \$202 million operation. Specifically, the \$10.3 million general funds expense for administrative and investment services, fund raising and public affairs is 15 per cent of the general purpose budget, even including costs of the statutory college Finance and Business Office, only 6 per cent of the total Ithaca operation.



**BUDGET ADJUSTMENT**  
The budget adjustment program will embrace a strategy of income enhancement and cost reduction. Income enhancement includes goals for increases in gifts, public support and from investments. These goals are speculative until the results of the 76-7 operation are in.

The overall target for expense reduction is \$2.0 million. Specific targets totalling \$760 thousand have been given the five endowed colleges, representing 2.9 per cent of their general funds expense. In addition, the colleges are being asked to absorb the inflationary increases in their sup-

plies, materials, and travel expense (approximately a \$120 thousand cost absorption).  
Specific targets have not been established at this stage for other programs. On an overall basis, it is anticipated that the following pattern may emerge:

	1975-6 Budget	Cost Reduction Targets	%
I. College operations-----	\$26,002	\$761	2.9
Faculty compensation-----	(18,850)	1/	
Other-----	( 7,152)	2/	
II. Library and museums-----	5,060	10	0.2
III. Academic and administrative support, organized research, campus life and central services:			
Salaries and fringes-----	13,530	720	5.3
General expense-----	3,078	2/	
Equipment, etc.-----	3,167	159	5.0
IV. Plant operations			
Utility conservation-----	3,360	350	10.4
Maintenance expense-----	3,090	2/	-
V. Student aid, debt service, etc.-----	10,916	-	-
Total-----	68,203	2,000	

- 1/ Deans will develop specific plans for each college. The indicated savings could be achieved with a 2.5% reduction in faculty and 5.0% reduction in other staffing costs.
- 2/ Units will absorb inflation impact estimated at \$120 thousand in the colleges, \$160 thousand in plant maintenance, \$150 thousand in libraries and museums and \$250 thousand in other programs.

Overall the cost reduction program is of about the same size as that accomplished in the current year, and the \$4 million combined saving will significantly aid the University in achieving financial equilibrium. Formulation of the 1976-7 cost reduction targets has proceeded from analysis of specific recommendations in Task Force reports.

## Deans Get Guidelines

Continued from Page 1

The guidelines are part of a University-wide budget process which has \$2 million as a goal for reduction in expenses for 1976-77. More detailed college-by-college reviews of budget, staffing and enrollment plans, and similar reviews with the executive staff, will be undertaken in the coming weeks, Knapp said. The final budget must be ready by January for action by the Board of Trustees.

Details of the guidelines include the following:

—Deans should provide a “four-year faculty reduction plan,” including lecturers and instructors as well as faculty members. Knapp’s memorandum sets a 10 per cent reduction in faculty staffing by 1980 as an “overall planning assumption.”

The 10 per cent figure, which Knapp wrote “implies a 2.5 per cent reduction this year,” does not include the impact of inflation on faculty staffing or other costs.

Knapp told the deans that some colleges would be asked to move faster than 2.5 per cent per year in order to allow those with less flexibility to move more slowly.

Knapp stressed the need to continue recruitment and promotion of assistant professors “in order to sustain academic growth and dynamism in the scholarly disciplines and professional fields” and improvement in the quality of the first two years of undergraduate education “with particular reference to the quality of faculty-student interaction.”

He asked deans to take into account normal rates of attrition, possibilities for voluntary early retirement, modification of sabbatic leave practices, changes in faculty assignments including responsibilities for teaching and advising, and the conversion of some full-time positions to part-time.

Knapp also cited the University’s “continued commitment to its affirmative action goals.”

—College support services are being cut 15 per cent during the three-year budget reduc-

tion period which began last July 1. Both general expense and non-faculty professional and clerical/technical personnel are included. Such personnel reductions, Knapp’s memorandum states, should be accomplished as much as possible through attrition, with efforts made to reassign staff members whose positions are terminated. Included in this figure is a cut in publications which will total 25 per cent over the next two years. This action was announced by President Dale R. Corson on Sept. 24.

—Colleges should examine possibilities for increasing income from sponsored research, external fund-raising, and the use of restricted and “designated” funds — those which normally cannot be spent for general purposes. Knapp said more specific guidelines “for achieving income enhancement” will be formulated in the coming weeks.

—Tuition and financial aid policy depends upon the completion of “analyses now in progress,” Knapp told the deans. He requested their recommendations “on the tuition and financial aid policies which you believe necessary in 1976-77 and in the longer range.”

—Enrollment planning will be based on targets for each college to be supplied later in the fall. Knapp foresaw “a small increase” in students in the Agriculture and Human Ecology colleges to meet commitments to the State University of New York (SUNY). “This will probably require decreases in other enrollments,” both at the graduate and undergraduate levels, Knapp’s memorandum stated.

Continued from Page 10

1976-77 Revenue - Expense Gap

3,500

This is a planning figure only and reflects the amount of “deficit” which would occur were there no budget reductions, no increase in salaries, no increase in tuition/financial aid, and no special programs to step-up other income or to absorb inflationary price increases.

A deficit of the scale of \$3.5 million

would contravene trustee policy and impose a serious drain on the University’s capital resources, thereby reducing income available to the University in future years. The amount of deficit remains among the basic variables to be determined in the budget process.





## 1975 Investment Report Given

Investments easily converted to cash are being emphasized at Cornell University, according to Vice President and Chief Investment Officer Robert T. Horn.

Horn's annual investment report for fiscal 1975, presented to the Board of Trustees meeting here last weekend, points to the declining availability of outside financing for long-term capital projects and the consequent need to finance projects internally. "The chaotic condition of New York State bond and note markets makes outside financing through the New York State Dormitory Authority now a practical impossibility," Horn told trustees.

"The degree of internal financing has grown to a point

where interest on that financing now totals more than \$1 million," Horn's annual report states. The report was written last summer.

Since then, the amount has increased further. The \$9.3 million Lasdon House project in New York City approved by the trustees last year is financed externally, but with a requirement by the lender that Cornell be able to assume internal financing on short notice. Last month, the trustee executive committee agreed to an additional \$2 million in internal financing for the 370/168 computer purchase agreed to last year by the board, a purchase originally planned for Dormitory Authority financing. The heating plant renovation is

another item which will add to the "substantial need for liquidity," Horn said.

Horn explained that the investment program is now less dependent on short-range fluctuations in investment markets which, in an uncertain economy, might make it difficult to provide adequate funds for accommodating capital needs.

In the Endowment Fund, there is now nearly \$18 million in "relatively short-term issues," Horn said. The Current Fund has a similar balance, and the Capital Fund has \$8.3 million in similar short-term paper. "We're ready for any possible short-term financing emergency, and we plan to stay poised for quick action."

However, Horn said, the basic objective of the Capital Fund remains long-term growth and most investments in this fund and the Endowment Fund are still in equities.

Horn's annual report showed both the Endowment Fund and the Capital Fund responding to an improved economy. "The Endowment Fund has now (as of June 30, 1975) rebounded to \$154.8 million, a level it has not seen since 1973. Unit value is once again brushing the \$2 level and the foundation for a confident income contribution has been laid," he wrote.

The total value of the Capital Fund at that time was \$92.1 million, up from \$84.7 million a year ago. However, Horn pointed out that the fund is still in a state of transition. *Continued on Page 13*

## Athletics Report: 'Maintain Excellence'

*Continued from Page 1*

at a loss for many years, the committee observed. However, it said, the program is of great importance to the Cornell community. It stated that men's intercollegiate athletics "serve as a focal point for bringing the diverse elements of the Cornell community together. There is probably no other Cornell activity in which so many alumni, faculty, students, citizens from the local community, University officials and employees have such a common interest .... Athletics have been the catalyst for numerous sizeable financial contributions to the University, many being for academic purposes only."

Against this background, the committee recommended that "a serious effort be made to continue all varsity sports while the Department of Physical Education and Athletics is given an opportunity to bring the costs of the program within prescribed budgetary levels through increased gate receipts, an expanded gift campaign...and otherwise."

"If, after assessing the budget and the prospects for the department's success in reducing its expenditures to meet the University cutback requirements, the University decides that it is necessary to cut the budget for athletics, then the department should make every effort to spread the financial loss over all varsity sports so that no sport would be discontinued."

If financial constraints still impose curtailments after this is done, the committee suggests that the department be given responsibility for deciding which varsity sports should be eliminated, giving "careful consideration to discontinuing sports that the Ivy League may have designated as optional before discontinuing those that have been designated as league sports," and giving those playing any sport to be dropped "an opportunity to continue that sport on a club basis, meaning that members of the club would be primarily responsible for financing the sport."

In other areas, the committee recommended that physical education, intramural sports and recreational activities continue at their present levels; continued strengthening of the

women's intercollegiate programs; scheduling of sports events to prevent conflicts with other Cornell events and with Ithaca College home events; all public relations for the department be put under the Division of Public Affairs at the University; three budgets for the Department of Physical Education and Athletics — men's intercollegiate athletics, women's intercollegiate

its physical education and athletic activities and funds should be appropriated at that level.

"All income from athletics (excluding that from the recreation enterprises) should go into the University's general funds. All fixed costs except certain maintenance costs should be removed from the athletics budget. Any surplus or deficit at the end of any year

### Trustees' Statement On Athletics

Here is a statement on athletics adopted Saturday, Oct. 11, by the Board of Trustees:

"The Board of Trustees confirms that athletics are an integral and significant part of the Cornell experience. Furthermore, the board expresses its intention that the University maintain, to the extent that it is financially feasible in the light of the University's needs and priorities, a broad athletics program for both men and women consisting of strongly competitive intercollegiate teams, physical education, intramural and recreational activities, which will enable anyone at the University to participate in athletics at a level commensurate with his or her ability and interest."

athletics, and a third for physical education and informal recreation including intramural sports — become completely appropriated; the University Senate continue to have budgetary and policy control over the department, with the president to review this stewardship after two years and make a recommendation to the Board of Trustees.

The Trustee Ad Hoc Committee on Athletics had 11 members under the chairmanship of Judge Samuel R. Pierce Jr. of New York City, a 1947 graduate of Cornell. Other members were Gordon G. Chang, Robert A. Cowie, Jane P. Danowitz, Jerome H. Holland, Joseph P. King, Charles W. Lake Jr., Norman Penney, David Pollak, Charles E. Treman Jr. and Judith T. Younger. Younger issued a minority report, taking issue with the majority on a number of matters.

In the key area of finance and financial control, the majority recommended that the University "treat the Department of Athletics, except for the four recreational enterprises (golf, bowling, equitation and ice skating) operated by the department, more like academic departments. The University should decide on an appropriate level of support for

should be treated as any other appropriated budget with the balance (positive or negative) being carried forward. The department could then focus on expense control."

The committee noted that annual deficits are carried on a cumulative basis on the University's books as a "negative reserve," which currently totals \$346,228, and asked that the University write off that negative reserve, of which the committee said, "We do not believe that there is any chance of this money being repaid in the foreseeable future. It serves no significant accounting purpose that we can see, and we do not think its existence will cause members of the department to be more financially responsible."

Some of the points from the majority report:

"Most of the committee members believe that recruitment of good scholar-athletes is of substantial importance. Such students are a significant element in a balanced student body, where the aim of the University should be to get students with a number of different talents and backgrounds which may contribute to the educational process at the University."

"At our committee hear-

ings, representatives of the Women's Athletic Association and women coaches testified that there was particular need for a full-time trainer for women's athletics, for better public relations and for an equipment manager to take care of athletic equipment and to see to it that the equipment stayed in proper repair."

—On the physical education requirement: "Since the setting of degree requirements is clearly a function of the faculty and one to which the faculty is currently devoting substantial attention, the committee believes that any action on this matter should be left with the faculty."

—The Council on Physical Education and Athletics should be revised from its current membership with representation from alumni, faculty, students, the department and the Senate. The report suggests instead a membership of nine persons recommended by the president to the Board of Trustees for election, with no employee of the department eligible.

—The Department and the Division of Public Affairs should consider encouraging Dean (Robert J.) Kane to build up the endowment fund for athletics. A reasonable goal should be set, probably in the neighborhood of \$3 to \$5 million over present endowment levels."

—After substantial debate, the committee decided, in view of the recent, marked improvement in relations between the University Senate and the Department of Physical Education and Athletics and the substantial accomplishments in this area, that the committee would recommend that the Senate continue to have budgetary and policy control over physical education and athletics. However, as a number of weaknesses were found in the Senate which have impaired the athletics program in the past, the committee also decided to recommend that the president of the University keep the activities of the Senate as they relate to physical education and athletics under close scrutiny, and within two years from the date of this report, for the president to recommend to the Board of Trustees whether or not the Senate should continue

to have control over the physical education and athletics."

—Cornell should "vote for and try to influence other members of the Ivy League to vote for freshman participation on men's varsity football and basketball teams."

—A search committee should be appointed to seek a successor for Dean Kane, who is scheduled for retirement at the end of this fiscal year (June 30, 1976).

Trustee Judith Younger, in her minority report, said she thinks "athletics are neither integral, nor important, nor an educational opportunity. If the University's mission is teaching and research, athletics are peripheral."

She said that in this era of financial belt tightening "academic programs must be funded first; the athletics program is a luxury which...the University may have to forego, at least in part."

Her conclusion from the committee's deliberations, Younger says are that "the Department of Physical Education and Athletics must suffer a substantial budget cut; the physical education requirement should be abolished, but only when, if ever, the University can afford to relinquish the state funds (for accessory instruction) it brings; the intramural and informal recreation programs should be continued at as near present levels as the University can afford, even if this means a substantial increase in fees; and, of the whole athletics program, the intercollegiate segment should take the lion's share of cuts."

Younger says she would like to see the women's programs "enjoy their fair share of funds," but does not agree with a new commitment of money for that purpose at this time. She suggests that if women's sports are to be strengthened it be done "by merger with, or diversion of funds from, men's programs."

She also says she does not believe in athletic recruiting "and so would recommend the commitment of no resources to it. I think it discriminates against nonathletic scholars, reflects the wrong priorities and threatens the objectivity of the admissions process."



## Seek Gifts to University

# 6 Committees Campaigning

Six committees have been formed to launch the campaign to raise \$230 million in gifts to the University over the next five years.

The Major Gifts Committee, which will be chaired by campaign director Jansen Noyes Jr. '39, will seek \$140 million in gifts from private individuals. Its vice chairman will be Austin H. Kiplinger '39.

Kiplinger also will serve as chairman of the Cornell Fund Committee, which will try to raise \$30 million in unrestricted gifts from Cornell alumni and friends.

The Corporations Committee, under the direction of Robert S. Hatfield '37, chairman of the board of Continental Can Co., will work with business and industry in an attempt to raise \$20 million from corporate interests.

The Estate Affairs Committee will seek deferred gifts, such as bequests and life income agreements, from Cornell alumni and friends. It will be chaired by Charles E. Treman Jr. '30, chairman of the board of the Tompkins County Trust Co.

A National Committee for Area Organization has already made plans to coordinate fund-raising activities with seven regional committees, spanning the country, and with 30 subcommittees in cities with strong Cornell ties. This committee will be co-chaired by Robert A. Cowie '56, president of Chassis Products, Inc. and by Frank W. Zurn '50, chairman of the board of Zurn Industries, Inc.

A committee to seek \$40 million in support from foundations is now being organized.

All of the chairmen and co-chairmen named are members

of the Cornell Board of Trustees.

To coordinate the efforts of these six operating committees, a Program Coordinating Committee has been established. Its members will be President Dale R. Corson;

Robert W. Purcell '35, chairman of the Board of Trustees; Charles T. Stewart '40, chairman of the Executive Committee of the Board of Trustees, and the chairmen and vice chairmen of the six operating committees.

## Human Ecology Launches Fund Drive

A major fund-raising effort for 1975-1976 has been announced by the New York State College of Human Ecology in conjunction with the Cornell University Gift Campaign.

The Human Ecology Anniversary Fund Drive received a kick-off pledge of \$5,000 from the Alumni Association in a presentation by Marion Ford Fraser, president of the association. Charlotte Williams Conable and Helen Bull Vandervort, alumni and co-chairpersons of the Drive, announced that the fund's goal has been set at \$250,000.

The Human Ecology Fund finances special projects aimed at maintaining high educational standards. In the past the fund has supported the development of innovative teaching programs, evaluation of teaching methods, seminar speakers, and has provided seed money for research projects. This year's fund will also help sponsor student financial aid, the Human Development and Family Studies Laboratory Facility, and the Cornell Costume Collection.

One of these special projects, the Family Studies laboratory facility, is an educational resource focusing on infant development and research. An experimental infant nursery is also planned. It is hoped that the fund drive will allow for the remodeling of existing space to make the laboratory facility more effective

for its use as a research and day care center.

The Human Ecology Anniversary Fund Drive will mark the college's 75-year presence on the Cornell campus and its 50-year anniversary as a separate college. Since founder Martha Van Rensselaer's first reading course for farmers' wives in 1900, the college has had a tradition of academic service to the state.

### Southeast Asia Program

## Ford Grant of \$500,000 Given

Cornell's Southeast Asia Program is the recipient of a \$500,000 challenge grant from the Ford Foundation, according to Frank H. Golay, program director and professor of economics.

The grant has been incorporated in the nucleus fund for Cornell's recently announced five-year expanded gifts campaign. Under the terms of the grant, the Ford Foundation will provide \$100,000 in support of the endowment of the Southeast Asia Program for every \$200,000 raised for the program from private sources by Cornell, up to a total of \$500,000 contributed by the Foundation. The matching grant has been

awarded on a three-year basis. "The Ford Foundation has been generous in its support of the Southeast Asia Program since 1957, and we are very pleased to be the only Southeast Asia studies program in the country to have received this new Ford grant," said Golay.

He added that the grant would be used for fellowships (particularly fellowships for foreign students for whom little money is presently available), for specialized language training for students, for faculty research, publications, program administration and in support of the Southeast Asia portion of the Wason library collection.

"We are particularly proud of

the trustee ad hoc committees of the past decade. He has also held many of the positions on the Administrative Board of the Cornell University Council.

Noyes chairs both the American Foundation for the Blind and the American Foundation for Overseas Blind. He also directs the National Society for the Prevention of Blindness and the National Industries for the Blind.

Noyes lives in Darien, Conn. and is married to the former Dorothy O'Day. Their son, Jansen III, was graduated from Cornell in 1969. Both Noyes' father, Jansen Sr., and his uncle, Nicholas Noyes, are Cornell alumni from the classes of 1910 and 1906, respectively.

The Noyes family has been one of the University's major benefactors. Among its gifts to Cornell have been Noyes Lodge and the Agnes and Jansen Noyes Student Center.

the Southeast Asian collection, which is the best in this country," Golay said. A catalog listing all the holdings in the collection will be published soon by G.K. Hall Publishers.

This is the 25th anniversary of Cornell's Southeast Asia Program. It was originally founded by Lauriston Sharp, professor emeritus of anthropology. Sharp was followed in the program directorship by George McT. Kahin, a noted specialist in Southeast Asian governments and co-author of "The United States in Vietnam." Golay, an authority on the economic development of the Philippines, has been director of the program since 1969.

## 1975 Fiscal Report Presented

*Continued from Page 12*

ed out, Cornell is using up its capital at a rate that is "still too high for prudent management." Referring to trustee action taken in response to last year's recommendation of the Trustee Ad Hoc Committee on Capital Financing, he said the decision to reduce the distribution from the Capital Fund was "moving along the right path."

"But," he noted, "we still have a long way to go."

In the three months since his annual report was prepared both the Endowment Fund and Capital Fund declined in market value, Horn told the trustees. As of Sept. 30, the Endowment Fund value was \$144.8 million, a decline of \$10 million. The unit value was back down to \$1.82, about the same as 1974, a low year, he said.

The Capital Fund declined \$21 million to \$71.7 million. In addition to reflecting a once-again sagging equities market, Horn said, the Capital Fund decline includes \$10.1 million transferred to a Capital Reserve Fund, required by earlier

trustee action. The reserve fund, which cannot be used without authorization from the Board of Trustees, is also intended to protect the liquidity of the University's investments in the event of a serious, sustained decline in the economy.

Horn's report recommends the continuation of the security loan program despite a loss of \$383,000 in one of its loans. This loss, the first ever, occurred when one borrower was unable to return the stocks or to provide additional cash collateral. Harvard University, Columbia University and other educational institutions also lost money when the firm collapsed.

In the security loan program the University lends its stocks and bonds to brokers against deposits of cash, which are put to work in the short-term money market, adding to the dividends and interest on the stocks and bonds out on loan.

After "an intensive review of all aspects of the lending pro-

gram," Horn concluded "one loss should not blind us to the availability of additional earnings from this source." The program has enabled Cornell to achieve net earnings of more than \$1 million in the four years it has existed.

"All in all, we have emerged from 1974-75 in better shape than we entered," Horn said. "A number of persons, however, still couple Cornell's financial health to the Dow Jones averages. Instead, they should focus their attention on such items as a) the amount of the annual principal withdrawal from the Capital Fund; b) the size of the operating deficit financed by the Capital Fund, and c) the amount of debt that operations and facilities have created. It is encouraging to note that the trustees have taken some positive action on all these fronts this year. A good Dow Jones can assist, but it cannot cure," he said.

## Heating Plant Gets Rehabilitation Funds

A \$5.135 million budget for a rehabilitation project on the Central Heating Plant was approved by the University's Board of Trustees meeting here last weekend.

The budget, recommended by the board's Buildings and Properties Committee, includes \$3.87 million for construction, \$405,000 for architects and engineers, \$185,000 for Cornell engineering, supervision, inspection and testing and a contingency of \$675,000.

The project will improve the reliability and efficiency of the boilers, centralize boiler control, reduce noise, air and water pollution, develop a new coal handling and storage facility which will reduce, contain and control the runoff, improve plant ventilation and increase the reliability of the electrical system.

The trustees deferred action on a method of financing,

pending consultation with an outside legal counsel on the permissibility of funding such a project from the Endowment Fund.

The project is made necessary primarily because of the deterioration of the plant and the poor efficiency of the boilers. In developing the rehabilitation plan, the University made the decision to return to burning coal as a primary fuel in the heating plant, due to the high cost and uncertain availability of fuel oil, although the capability to burn oil will be retained in three of the six boilers.

The University has worked on a continuing basis with the New York State Department of Environmental Conservation with regard to air and water standards, in connection with the project.



# Summer Study Report Abridged

The following is a condensation of the Summary Report prepared by the Steering Committee of the Senate Summer Study Group and approved by that group. The Summary Report and the full report of the Study Group (which are available on request from the Senate office) are now being reviewed by various Senate committees. We invite comments and responses to be published in this space in future issues.

## I. INTRODUCTION

In spring of 1975, the University Senate directed its Executive Committee to coordinate a community evaluation of the Macneil Task Force Reports; for that purpose, the Executive Committee established the Summer Study Group. Membership in the Group was voluntary, and participation by all segments of the Cornell community — students, faculty, administrators, and employees — was encouraged.

In the general weekly meetings of the Group there developed a common view which is presented in the following sections of this summary. In reviewing the financial crisis of the University, we conclude that the need for immediate budget reductions of the degree presently being proposed cannot be justified on the basis of existing data. There are serious doubts concerning the assumptions used on both the income and expenditure sides of the ledger. We caution against hasty action and urge a much more extended time frame for planning. In this period of economic difficulties, we support a strict policy of austerity and elimination of waste in materials and practices. However, we believe strongly that certain priorities in planning should be established. Among these are the need to protect and extend the social, racial and economic diversity of the student body as well as the staff and faculty positions occupied by members of minority groups and women. Task Force proposals on financial aid threaten to reduce student diversity. Also, the Task Force Reports propose no measures to improve the present unsatisfactory state of Affirmative Action and the resulting lack of racial and sexual diversity at Cornell. The provision of a productive learning environment for all members of the Cornell community is of course the central function of the University. The basic need is for more intimate contact of faculty and students, both inside and outside the classroom. Task Force recommendations to reduce the size of the faculty while adding advising responsibilities would result in increased class size, thus reducing the quality of undergraduate education and adding to current feelings of student alienation.

The financial planning process and its implementation require a much more open and

representative structure (including faculty, students and employees) than has so far existed in the University. We urge a centralized Budget Policy Board for the determination of major components, together with decentralized autonomy for the different units. At each level the needed information must be provided and the planning process must be conducted openly. Only in this way can priorities be determined, and the reality of austerity in behavior and mutual restraint be achieved.

## CONTINUING ACTIVITY

It is our belief that the major changes in University budgeting, policies, and procedure, should be part of a continuing long-range process, including broad community participation. While austerity and elimination of waste are clearly warranted, human costs should be weighted heavily in decision making. Studies of programs and policies for minority groups and women, and of the effects of proposed budget cuts on them, should be a primary area of continuing concern. The exact degree of the present financial crisis is still unknown. The three-year time scale proposed by the Weiss report is certainly too short.

Given the present state of uncertainty as to the timing and nature of the cuts that will be proposed, many of those who participated in the work of the Study Group feel the need for the establishment of an organized pressure group to research and when necessary to lobby and protest against particular cutbacks. The Study Group encourages the formation of such an "anti-cutback movement".

The future of higher education in this country depends only in part on what is done inside the Colleges and Universities. The needs of Cornell for governmental and private support are shared by its sister institutions. So far no broad national constituency, including students, faculty, and employees, exists to lobby and work for this support. The Senate should reach out to other campuses to see if such a state and/or national coalition can be established. Working relations should be established with any existing groups.

## II. THE FINANCIAL CRISIS

The conclusion of the Senate Summer Study Group is that Cornell University does not face an immediate financial crisis of the magnitude that has been suggested. The assets of the university are very great and have appreciated substantially since fall of 1974. Such assets form a "cushion" which Cornell should use in order to carry itself through an intensive planning period. During this period long-term solutions should be developed for long-term Cornell problems; such solutions, however, must always be carefully distinguished from cutbacks, which are "solutions" to short-term problems only. We can-

## Calendar

### THURSDAY, Oct. 16

Academics and Educational Innovation, 4:30 p.m., Senate Office.

Campus Life Committee, 5:15 p.m., 494 Uris.

Dining Subcommittee, 7 p.m., Sage Dining Hall.

Planning Review Committee, 8 a.m., Senate Office.

### MONDAY, Oct. 20

Executive Committee, 4:45 p.m., Senate Office

### TUESDAY, Oct. 21

Campus Activities and Organizations, 4 p.m., 217 Ives Hall.

Minority and Disadvantaged Interests, 7:30 p.m., 103 Barnes.

not emphasize too strongly that the real financial problems of Cornell University — high energy costs, anti-pollution improvements, declining traditional college-age population, deferred maintenance, and the need for more library space — are all long-term in nature, rather than short-term.

Despite the Study Group's skepticism as to the need for immediate cutbacks, it is fairly clear that budget deficits of some magnitude exist and that some long-term austerity measures may be required on the part of the university. A deficit, however, is basically an income-expenditure gap and may be bridged from either of two directions — by increasing income or by decreasing expenditure. It is our opinion that the first option, that of increasing income, has not yet been adequately considered by university decision-makers.

Income may be either internal or external in origin. Additional sources of internal income would include (1) increased student enrollment, or (2) higher tuition rates (with tuition rising at a higher rate than national inflation). However, we consider both these options unacceptable, and therefore increased internal income cannot be expected to provide major relief of budget in the next several years.

Major sources of external income for the university include federal and state funding, corporations, foundations, and gifts from alumni and donors. In addition to traditional efforts by trustees, administrators, etc., to secure federal and state funding for the university, other segments of the Cornell community (faculty, students and employees) could work together with groups from other schools to secure broader public support of higher education, and perhaps legislation for a corporate income surtax in support of higher education.

Support from foundations has not been considered in any detail by the Study Group. Increased giving by alumni and donors is an area that seeming-

### WEDNESDAY, Oct. 22

Nominations and Elections Committee, 4 p.m., Senate Office

All Senate Committee Chairfolk, 7:30 p.m., 114 Ives Hall.

### THURSDAY, Oct. 23

Academics and Educational Innovation, 4:30 p.m., Senate Office.

Campus Life Committee, 5:15 p.m., 494 Uris.

## Senate Announces Openings: Reapportionment Committee

Positions are now open on the Cornell University Senate Reapportionment Committee. The committee convenes every three years, and is responsible for determining the balance of representation in the Senate. There are vacancies for faculty, undergraduates and graduate students. Application forms are available from the Senate Office, 133 Day Hall.

ly has great potential, however. The inclusion of Greek societies, lodges, and other campus groups characterized by strong alumni ties in Development activities would help to create a community spirit toward the solution of university-wide financial problems, something that has been sadly lacking thus far. Also, the Development Office might put more emphasis on appealing to our less affluent alumni, whose small gifts nonetheless quickly add up.

A number of more imaginative sources of income for the university were also studied by the Senate Summer Study Group. Patent income, better utilization of Cornell-owned or -operated agricultural land, sources of alternative energy for the University — these ideas have exciting possibilities, although there are many legal, technical and financial problems involved. Recycling was also studied, but the potential income from it seems to be very small.

At the other end of the income-expenditure gap are ways of decreasing expenditures. The first and least controversial level of reduction is the elimination of (1) waste, (2) inefficiency, and (3) duplication. In all three areas care and planning are necessary. Included in the area of waste is energy conservation (high energy costs are a major reason for Cornell's fiscal difficulty). Cornell is apparently lag-

ging in two ways here: it has not provided Project Design and Management with minimal funds to carry out planned energy conservation improvements, and it has not mounted a vigorous enough community information/education effort.

The second level of expenditure reduction is that of the elimination of luxuries and amenities. As a general rule we feel that this level of austerity should be shared equally by all segments of the campus.

As an alternative to the total elimination of certain subsidized services (e.g., bus service), user charges may be considered, although there are disadvantages to such charges.

The third level of reduction is the cutting of program or support of program — i.e., teaching, research and public service. The Study Group doubts very much that cuts at this level can be justified, and they must be carefully considered over many months and, preferably, years. Knowledgeable people in the University have expressed the opinion that a minimal planning time — frame for a university of Cornell's complexity is five years. We therefore hope that the trustees and administration will unite with the faculty, students, and employees in a major planning effort to guarantee a better Cornell University five, ten, and twenty years from now.

The remainder of this report will be printed on the Senate Page in next week's Chronicle.

## Career Center Calendar

Oct. 16 - Penalty date for application to the National Teacher's Examination. Registration deadline is Oct. 23, and the test date is Nov. 8.

Oct. 18 - Deadline for application for the Fulbright-Hays Fellowship.

Oct. 20 & 23 - Career Center Lecture: "Anatomy and Physiology of a Career." 4 p.m. at the Career Center. Please sign up in advance.

Oct. 21 & 22 - Career Center Workshop: "Interviewing and Job Hunting." 4 p.m. at the Career Center. Please sign up in advance.

Oct. 21 & 28 - "Market Research," "Finding Interesting Employers," or "Alternatives When You Can't Get the Job You Want." 11:15 a.m. at the Career Center.

Oct. 22 - Deadline for applications for Marshall Scholarships for study in Great Britain.



# Athletics Roundup

The undefeated Harvard soccer team will meet the undefeated Cornell Big Red at 7:30 p.m. Friday on Schoellkopf Field and Cornell Coach Dan Wood is hoping some improved play and history will keep his team's perfect record intact.

"Our last two performances (2-1 wins over RPI and Princeton) have shown me that we need improved ball possession at midfield," Wood said. "I expect we'll have our forwards withdrawing more to give our midfielders more support."

If past performances mean anything, Cornell should shut out the Cantabs. In the last four meetings between the two teams, the visiting club has failed to score.

The Big Red will also seek to hold its place in the top ten national rankings. This week's poll ranks Cornell 10th, marking the first time since 1972 that they have cracked the elite group. Cornell was 13th in the nation last week.

Immediately following Friday night's game, the Cornell booters will be host to a reception in the Paul Schoellkopf Visiting Team House for their fans and boosters. Wood will show a film of the team's trip to Poland in August and the players will be on hand to meet the public. Refreshments will be provided.

Harvard (2-0-1) has good size

and physical strength, according to Wood. They proved their ability to come back last Saturday when they rallied from a 2-0 deficit to beat Columbia, 3-2. Harvard defeated Wesleyan 3-0 and tied Massachusetts, 1-1.

"They are a defensive-minded team," Wood said. "When they get ahead they collapse in front of their goal quickly to prevent a counterattack. It's like trying to breach the Great Wall of China."

Cornell's undefeated lightweight football team still drifting in the clouds after its stunning upset of Army, will be back down on the ground and ready to play Columbia (0-2) in New York Friday afternoon, according to Coach Bob Cullen.

"We can't take any team lightly," Cullen said, "and with the balance there is in the league this year we can't be looking back or looking ahead. It's corny, but we really do have to play them one at a time."

But the 150s last one, a 10-7 victory that snapped Army's 21-game winning streak, won't be quickly forgotten. Cornell, which was the last team to beat the Cadets back in 1971, did it this time with a 28-yard field goal with eight seconds to play.

The hero was Bruce Jennings, a sophomore playing in

his second football game ever. A soccer player at Ryken High School and with the Cornell frosh last fall, Jennings started booting a football around last spring.

"He's really come on," Cullen said. "Not only did he kick the winning field goal, but his punting was sensational." Jennings hit two 60-yard punts and kept Army bottled up most of the game.

All Cornell employees will be able to purchase tickets for the Cornell-Columbia football game on Nov. 1 at a substantially reduced price under a plan developed by Cornell's Department of Physical Education and Athletics and the Personnel Planning and Policy Board.

Employees will be able to purchase up to four tickets for the Columbia game at \$1 each; the regular price is \$6.

When employees receive their pay checks today and next Thursday, Oct. 23, they will also receive a yellow coupon which explains procedures.

Persons wishing to purchase the \$1 tickets, all of which will be in the West Stands, must present the coupon at the Teagle Hall Ticket Office between Monday, Oct. 27, and Friday, Oct. 31. The ticket office is open from 9 a.m. to 5 p.m.

Retired employees should contact University Personnel.

## Oct. 28 Deadline to Get N.Y. Absentee Ballots

Absentee ballots for New York State elections must be obtained before Oct. 28. Applications are available at local polls or by writing to the individual's County Board of Elections. To be eligible to vote in next year's presidential primary, persons must be registered and have voted at least once prior to the primary.

## Bulletin Board

### Credit Union to Hold Open House

The Cornell Federal Credit Union invites employees and their families to its third annual open house from 2-6 p.m., today in Bailey Hall.

Refreshments will be served. Five pocket calculators will be raffled off at 2:30, 3:30, 4:30, 5:30 and 6.

This week of October 13th has been designated National Credit Union Week. The open house has been planned to acquaint employees with the services provided by the Credit Union, its personnel and facilities.

### Band to Give Free Concert

The Cornell Symphonic Band, under the direction of Marice Stith, will present a free concert at 4:30 p.m. Monday, Oct. 20, at the Straight Memorial Room.

Included on the program will be Tschesnokoff's "Salvation is Created," Persichetti's "Pageant," Roger Nixon's "Centennial Fanfare and March" and works by Hanssen, White and McBeth.

The concert is open to the public.

### Insect Olfaction Lecture Topic

Professor Dietrich Schneider, director of the Max Planck Institut für Verhaltensphysiologie, Seewiesen, Germany, will give a lecture on "Olfactory Receptors and Chemical Communication in Insects" at 8:15 p.m. Oct. 23 in Ives 120.

Schneider is a leading authority on the nervous system, and a pioneer in the study of insect olfaction. His investigation of the mechanism whereby insects perceive chemical odorants such as sex attractants is widely recognized as research of a most fundamental nature.

## Calendar

Continued from Page 16

English and Comparative Literature, Stanford University. Uris Auditorium.

### Friday, October 24

9 a.m. Master class by Indrani. Dance Studio, Helen Newman Hall. Everyone is welcome to participate or observe.

12:15 p.m. Women's Studies Friday Seminar: "Feminism and Women in Trade Unions." Barbara Wertheimer, director, Trade Union Women's Studies, Metropolitan District, N.Y. State School of Ind. & Labor Relations. ILR Conference Center 300. Child care provided. Bring a bag lunch; coffee available.

1:15 p.m. SALAAT-AL-JUMA (Friday prayer for Muslims.) Edwards Room, Anabel Taylor.

2:30 p.m. Office of Computer Science Seminar: "Data Utility Programs." G-8 Uris.

4:30 p.m. Biochemistry Seminar: "Studies on Mechanism of Microtubule Assembly." Marc Kirschner, Princeton University. Stocking 204. Coffee at 4:15.

6 p.m. Shabbat Service (Conservative). Founders Room, Anabel Taylor.

7 & 9:30 p.m. \*Cornell Cinema Film: "Chinatown," directed by Roman Polanski; starring Jack Nicholson, Faye Dunaway, John Huston. Ives 120. Attendance limited to Cornell Community.

7 & 9:30 p.m. \*Cornell Cinema Film: "Day For Night," directed by Francois Truffaut; starring Francois Truffaut, Jean-Pierre Leaud, Jean-Pierre Aumont, Valentina Cortese, Jacqueline Bisset. Statler Auditorium. Attendance limited to Cornell Community.

7 p.m. Shabbat Dinner (by reservation). One World Room, Anabel Taylor.

7:15 p.m. Shabbat Service (Orthodox). Young Israel House.

7:30 p.m. Lightweight Football - Princeton. Schoellkopf Field.

8 p.m. Shabbat Service. Hi Rise Lounge #1.

8 p.m. \*Drama: "One Flew Over The Cuckoo's Nest." Bailey Hall. Sponsored by University Unions Program Board.

8 p.m. Pentangle II: "Zero For Conduct" and "L'Atalante," directed by Vigo, 1933 and 1934, France. Uris Auditorium.

8:15 p.m. \*University Theatre Production: "Candida." Willard Straight Theatre. See Oct. 23.

8:30 p.m. Greek Coffee Night at The Commons, Anabel Taylor. Sponsored by the Hellenic Student Association and The Commons.

### Saturday, October 25

9:30 a.m. Shabbat Service (Orthodox). Edwards Room, Anabel Taylor.

9:30 a.m. Shabbat Service (Conservative). The Forum, Anabel Taylor.

12 noon \*Fall Lacrosse: "B" Team-Cortland. Schoellkopf Field.

1:30 p.m. JV Soccer - Alfred Tech. Upper Alumni Field.

2 p.m. \*Fall Lacrosse: Cornell Varsity-Cortland. Schoellkopf Field.

7 & 9:30 p.m. \*Cornell Cinema Film: "Day For Night." Statler Auditorium. See Oct. 24.

7 & 9:30 p.m. \*Cornell Cinema Film: "Chinatown." Ives 120. See Oct. 24.

8:15 p.m. \*University Theatre Production: "Candida." Willard Straight Theatre.

8:15 p.m. \*Cornell Polo-Valley Forge Academy. Oxley Polo Arena.

### Sunday, October 26

9:30 a.m. Episcopal Church at Cornell welcomes all. Folk and Traditional services. Anabel Taylor Chapel. Church school and nursery.

9:30 a.m. New Life Community Celebration. One World Room, Anabel Taylor.

11 a.m. Sage Chapel Convocation. Claire Huchet-Bishop, writer, lecturer from Paris, France; president, International Council on Christians and Jews.

4 p.m. NYCLU Cornell Chapter. Open Executive Board meeting. Straight Loft II.

7 p.m. Cornell Table Tennis Club. Round Robin Singles at Barton Hall. New Members welcome.

8 p.m. International Folkdancing. Straight North Room. No teaching, request dancing only.

8 p.m. \*Cornell Cinema Film: "One Day in the Life of Ivan Denisovich," directed by Casper Wrede; starring Tom Courtenay, Alfred Burke. Statler Auditorium. Attendance limited to Cornell Community.

### EXHIBITS

Herbert F. Johnson Museum: DESIRED ACQUISITIONS, open to Nov. 9. An exhibition of painting and sculpture from a number of New York Art galleries. Any of the works may be purchased by an interested donor for contribution to the museum.

SACHA KOLIN, open to Nov. 16. Sculpture, Paintings, and Drawing.

A COLLECTION OF AMERICAN INDIAN ART, to Dec. 11.

IRISH DIRECTIONS OF THE SEVENTIES, open to Oct. 26.

History of Science Collections. 215 Olin Library. Recent Acquisitions, changed monthly.

Olin Library. "Shaw at Cornell," open to Dec. 31.

Sibley Dome Gallery. Drawings, photographs, sculpture and painting by the faculty of the Dept. of Art.

Uris Library. "A Closer Look at Stage Costumes Designed by Doug Marmee," from recent productions at Cornell University.

### ANNOUNCEMENTS

Intramural Ice Hockey (Men, Women). The deadline on entries is Wednesday, Oct. 29 at 4 p.m. in the Intramural Office, Grumman Squash Courts Building. Twelve (12) will be the minimum number accepted on a roster. (Men - please specify class "A" or "B" when submitting your roster.)

Intramural Swimming (Team Championship) (Men, Women). Deadline on entries is Monday, Nov. 3 at 4 p.m. in the Intramural Office, Grumman Squash Courts Building. (Each team will be limited to two (2) contestants in each event, with each contestant being allowed to compete in only 2 events beside the relay.)

Intramural Basketball (Men, Women, Co-Ed). Deadline on entries is Tuesday, Nov. 4 at 4 p.m. in the Intramural office, Grumman Squash Courts Building. Minimum of 9 names on a roster to enter Co-ed. Minimum of 10 names to enter (equal number of men and women).

Oct. 16 is the penalty date for the National Teacher's Exam. Applications postmarked after this date must include a late fee. No applications will be accepted after Oct. 23. The test date is Nov. 8.

Oct. 18 is the test date for the Graduate Record Exam. Oct. 20 is deadline for application for the Pharmacy College Admission test. Test date is Nov. 8.

Pre-Veterinary Society Panel discussion with veterinary students will be at 7 p.m. Date and place to be announced.

Women's New York State Field Hockey Tournament at Ithaca College will be held on Oct. 24 and 25.

Willard Straight Pot Shop: Lessons for beginners start Nov. 17. Mornings, afternoons and evenings. \$20. Call 256-5120 for more information.

Writing workshop: a free service designed especially to help you with your writing problems. Rockefeller 250. Monday 12-2, 7-9 p.m. Tuesday 10-12, 7-9 p.m. Wednesday 7-9 p.m., Thursday 2:30-4:30, 7-9 p.m. For further information, call 256-6349. During study week there will be additional hours available plus the regular semester hours.

Marshall Scholarships available. Marshall Scholarships were established in Britain in 1953 for young American citizens as a national gesture of thanks to the U.S. for Marshall Aid. Thirty college graduates, men and women under 26 are selected for two years work for further degrees at British universities. Emoluments include fares to and from Britain, a monthly living allowance, tuition fees and book and travel allowances totaling approximately 1,750 pounds per annum. Applications for scholarships commencing in October 1976 must be received at the appropriate regional centre not later than October 22, 1975. Campus representative: Professor Jack Blakely, 312 Bard; phone 256-5149.

### Cornell University Press

Howell, Wilbur S.: POETICS, RHETORIC, AND LOGIC: Studies in the Basic Disciplines of Criticism. Publication date was Sept. 15, 1975. \$16.50.

Jules-Rosette, Bennetta: AFRICAN APOSTLES: Ritual and Conversion in the Church of John Maranke. Publication date was Sept. 15, 1975. \$17.50.

Turner, Victor: REVELATION AND DIVINATION IN NDEMBU RITUAL. Publication date was Sept. 15, 1975. \$17.50 cloth edition; \$4.95 paperback.



# Calendar

## October 16-26

*\*Admission charged.*

*Attendance at all events is limited to the approved seating capacity of the hall in which they are presented.*

\* \* \*

*All items for the Cornell Chronicle Calendar must be submitted to the Office of Central Reservations, 32 Willard Straight Hall (either through the mail or by leaving them at the Straight desk), or call Carol Adams, 6-3513 at least 10 days prior to publication of the Chronicle. The Calendar is prepared for the Chronicle by the Office of Central Reservations.*

### Thursday, October 16

11 a.m. "Personal Assessment on your Resume," presented by Howard Kramer of the Dean of Students Office. Edwards Room, Anabel Taylor. Sponsored by Career Center.

12 noon. Rural Sociology Free Film Series: "The Blue Collar Trap." (51 min.) Warren 32.

4 p.m. Classics Dept. Lecture: "The Meaning of Oresteia." Phillip Vellacott. Goldwin Smith a56.

4 p.m. Open Prose and Poetry Reading. Temple of Zeus, Goldwin Smith.

4:15 p.m. Lecture: "GBS On Music." James Parakilas. Kaufmann Auditorium.

4:30 p.m. Microbiology Seminar: "Production and Function of Antibiotics." Arnold Demain, Dept. of Nutrition & Food Science, Mass. Institute of Technology. Stocking 204. Coffee at 4:15.

4:30 p.m. Materials Science and Engineering Colloquium: "Degradation Phenomena in III-V Compound Semiconductors." Pierre Petroff, Bell Laboratory, Murray Hill, N.J. Bard 140. Coffee in Bard Hall Lounge at 4 p.m.

6 p.m. The Christian Science Organization invites students, faculty and staff to a Readings and Testimony Meeting in the Founders Room, Anabel Taylor.

6:30 p.m. Kundalini Yoga: The Yoga of Awareness. 308 Noyes Center.

7 p.m. North Campus Union Board Meeting. Conference Room 1, North Campus Union.

7:30 p.m. Cornell Bridge Club weekly meeting. Straight North Room.

7:30 p.m. American and World Community Series: J. Congress Mbata, associate professor African and Afro-American Studies: "America in Relation to the Developing Nations and the Global Village." Anabel Taylor Auditorium.

7:30 p.m. Israeli Folk Dancing. One World Room, Anabel Taylor.

8 p.m. Thursdays at The Straight, a weekly gathering of people to enjoy music, food, and drink. Tim McCorry performing. Memorial Room. Sponsored by WSH Board.

8 p.m. \*Cornell Cinema Film: "Adam's Rib," directed by George Cukor; starring Spencer Tracy, Katherine Hepburn, Judy Holiday. Uris Auditorium. Attendance limited to Cornell Community.

8:15 p.m. \*University Theatre Production: George Bernard Shaw's "Candida." Willard Straight Theatre.

9 p.m. Noyes Center Free Flicks: "World Without Sun." Third Floor Lounge. Sponsored by Noyes Board.

### Friday, October 17

12:15 p.m. Women's Studies Friday Seminar: "Hormones and Human Behavior." Elizabeth Adkins, assistant professor Psychology and Neurobiology & Behavior. ILR Conference Center 300. Child care provided. Bring a bag lunch; coffee available.

1:15 p.m. SALAAT-AL-JUMA (Friday prayer for Muslims.) Edwards Room, Anabel Taylor.

2:30 p.m. Office of Computer Services Seminar: "Statistical Packages." G-14 Uris Hall.

3:30 p.m. Agricultural Waste Management Seminar: "Utilization of Animal Manures in Livestock Feeding Programs." W. G. Merrill, associate professor Dept. of Animal Science and Jacob Kali, Head Cattle Division, Ministry of Agriculture, Israel, Visiting Fellow 1974-75, Dept. of Animal Science, Cornell. Riley-Robb 105.

4 p.m. Open Prose & Poetry Reading. Temple of Zeus, Goldwin Smith.

4:15 p.m. Lecture (in German) on Nazi literary politics. Alexander von Borman of the University of Amsterdam. Goldwin Smith 156. The public is invited.

4:15 p.m. University Lecture: "Shaw, Books and Libraries." Dan H. Laurence, professor, literary advisor to Shaw Estate and its official bibliographer. Kaufmann Auditorium, Goldwin Smith.

5 p.m. Cross Country — Harvard.

6 p.m. Shabbat Service (Traditional). Founders Room, Anabel Taylor.

7 p.m. Cornell Christian Fellowship, singing, scripture, sharing, prayer. Uris 202.

7 & 9:30 p.m. \*Cornell Cinema Film: "Le Fantome De La Liberte" (Phantom of the Liberte), directed by Luis Bunnell; starring Jean-Claude Brially, Monica Vitti. Statler Auditorium.

7 & 9:30 p.m. \*Cornell Cinema Film: "That's Entertainment," directed by Jack Haley Jr. Ives 120.

7:15 p.m. Shabbat Service (Orthodox). Young Israel House.

7:30 p.m. \*Varsity Soccer - Harvard. Schoellkopf.

8 p.m. Plautus' comedy "The Weevil." Temple of Zeus, Goldwin Smith. Sponsored by Classics Dept.

8 p.m. "Cornell Goes Latin." High Rise #1 Main Lounge. BYO.

8 p.m. Shabbat Service. Hi Rise Lounge.

8 p.m. Pentangle II Film: "Why We Fight: The Nazi Strike," directed by Frank Capra, 1943, U.S. and "The Fighting Lady," directed by Edward Steichen, 1945, U.S. Uris Auditorium.

8:15 p.m. \*Cornell Polo—Yale Women. Oxley Polo Arena.

8:15 p.m. Music Dept. Concert: James Weaver, harpsichord. Works of Couperin, C.P.E. Bach, J.S. Bach and Haydn. Barnes Hall.

8:15 p.m. \*University Theatre Production: Shaw's "Candida." Willard Straight Theatre. See Oct. 16.

8:30 p.m. Greek Coffee Night. The Commons, Anabel Taylor. Sponsored by the Hellenic Student Association and The Commons.

8:30 p.m. \*The Cornell Folk Song Club presents The Highwoods String Band. Straight Memorial Room.

### Saturday, October 18

9:30 a.m. Shabbat Service (Orthodox). Edwards Room, Anabel Taylor.

9:30 a.m. Shabbat Service (Traditional). The Forum, Anabel Taylor.

10 a.m.-12 noon. Space Sciences Building Open House for Alumni.

10:30 a.m. JV Soccer - Cortland. Schoellkopf Field.

11 a.m. Women's Intercollegiate Field Hockey - Rochester.

1:30 p.m. \*Varsity Football - Harvard. Schoellkopf Field.

7 p.m. \*Dance. Straight Memorial Room. Sponsored by Cornell Rock & Roll Society.

7 & 9:30 p.m. \*Cornell Cinema Film: "Le Fantome De La Liberte" (Phantom of the Liberte). See Oct. 17.

7 & 9:30 p.m. \*Cornell Cinema Film: "That's Entertainment." See Oct. 17.

8:15 p.m. \*Cornell Polo - Yale Men. Oxley Polo Arena.

8:15 p.m. \*University Theatre Production. "Candida." Willard Straight Theatre. See Oct. 17.

8:15 p.m. \*Cornell Glee Club Homecoming Concert. Thomas A. Sokol, Director. Sage Chapel. Includes music of Milhaud, R. Thompson, Mendelssohn, Schubert, Fine and others.

8:30 p.m. \*Cornell Rock & Roll Society Dance. Straight Memorial Room.

### Sunday, October 19

9:30 a.m. Episcopal Church at Cornell welcomes all. Folk, Traditional services. Anabel Taylor Chapel. Church school and nursery.

9:30 a.m. New Life Community Celebration. One World Room, Anabel Taylor.

11 a.m. Brunch. Donlon Formal Lounge. Dr. David Owen will speak on "Jewish Seafaring in Biblical and Post-Biblical Times."

11 a.m. Brunch with Dr. David Owen speaking on "Jewish Seafaring in Biblical and Post-Biblical Times." Donlon Formal Lounge.

11 a.m. Sage Chapel Convocation. Rosemary Haughton, Roman Catholic author, theologian and lecturer from Scotland; co-founder of Lothlorien, a sharing community offering alternatives for life and work.

3 p.m. Workshop on Namibia, Paul E. Empie, Lutheran World Relief, discussion leader. The Lutheran Association, 109 Oak Ave., (basement).

4 p.m. NYCLU Open Executive Board meeting. Loft II, Willard Straight.

4 p.m. Music Dept. Concert: Ysaye Quartet. Works of Haydn, Tchaikovsky and Lutoslawski. Barnes Hall.

6 p.m. \*Forum on World Community and alternate diet dinner; Dr. Paul C. Empie, speaker. "World Politics of Hunger." One World Room, Anabel Taylor. Sponsored by Coalition for the Right to Eat and Lutheran Association.

7 p.m. Cornell Table Tennis Club. Round Robin Singles. Barton Hall. New members welcome.

7:30 p.m. International Folkdancing, Straight North Room. No teaching, request dancing only.

8 p.m. \*Cornell Cinema Film: "To Die in Madrid," directed by Frederic Rossif. Documentary. Co-sponsored by History Dept. Attendance limited to Cornell Community.

8:15 p.m. \*University Theatre Production. Shaw's "Candida." Willard Straight Theatre.

### Monday, October 20

11:15 a.m. Special Horticulture Seminar: "Flower Formation in Silene, Peas and Annual Lunaria with General Implications." S.J. Wellensiek, Agricultural University, Wageningen, The Netherlands. Plant Science 404.

4 p.m. Career Center Lecture: "Anatomy and Physiology of a Career." Career Center. Please sign up in advance.

4 p.m. General Informational Meeting Regarding Graduate Study in Management. Sponsored by the Graduate School of Business and Public Administration. Malott 224.

4:30 p.m. Music Dept. Concert: Symphonic Band. Marice Stith, director. Works of Nixon, Tchesnokoff, Hanssen, White, McBeth and Persichetti. Straight Memorial Room.

4:30 p.m. Sefer Tehilim (Book of Psalms) with classical Jewish Commentaries. Young Israel House.

4:30 p.m. American Association for Textile Technology presents: Mrs. Shea and Mrs. Stout speaking on "Off To A Good Start - Resumes and Interviews." Gallery II, Martha Van.

6:30 p.m. Kundalini Yoga: The Yoga of Awareness. 308 Noyes Center.

7 p.m. WSH Board meeting. WSH Director's Office.

7:30 p.m. Seminar in Jewish Law (Maimonides' Law of Teshuvah). The Forum, Anabel Taylor.

7:45 p.m. \*Ornithology Seminar." Stuart Observatory, Sapsucker Woods Road.

9 p.m. \*Cornell Cinema Film: "The Men Who Tread On The Tiger's Tail," directed by Akira Kurosawa. Uris Auditorium. Attendance limited to members of Cornell Film Club.

### Tuesday, October 21

8 a.m.-4 p.m. Red Cross Bloodmobile. Straight Memorial Room. Sponsored by Alpha Phi Omega.

11:15 a.m. "Market Research;" "Finding Interesting Employers" or "Alternatives When You Can't Get the Job You Want." Career Center. Please sign up in advance.

3:30 p.m. Women's Intercollegiate Volleyball: Brockport, Cornell, Ithaca College at Ithaca College.

4 p.m. Career Center Workshop: "Interviewing and Job Hunting." Career Center. Please sign up in advance.

4:30 p.m. Dept. of Geological Sciences Seminar: "Reflections about the '400 Kilometer Discontinuity.'" Cliff Frolich, Dept. of Geological Sciences, Cornell. Kimball B-11. Coffee at 4 p.m.

4:30 p.m. Field of Physiology Seminar: "The determination of Tendon & Ligament Forces and Displacement in the Digit of the Horse." D. Bartel, Assistant Professor Dept. Mechanical & Aero Engineering, G-3 Vet Research Tower.

7:30 p.m. Cornell Outing Club Weekly Meeting. Japes.

7:30 p.m. Folkdancing — couples dances will be taught, in the Risley Theatre. Need not come with a partner, beginners are welcome.

7:30 p.m. American and World Community Series: "Nature and Man's Treatment of the Environment of Earth." Richard A. Baer, associate professor, Natural Resources. One World Room, Anabel Taylor.

8 p.m. Pirke Avot. Anabel Taylor G-30.

8 p.m. \*Cornell Cinema Film: "The Big Sleep," directed by Howard Hawks; starring Lauren Bacall, Humphrey Bogart. Statler Auditorium.

8:15 p.m. \*Bailey Hall Concert: Moscow State Symphony. Evgeni Svetlanov, Director. Works of Beethoven, Ravel and Prokofiev.

9 p.m. Noyes Center Free Flicks: "The Fly." Noyes Pub. Sponsored by Noyes Center Board.

9 p.m. Thirsty Bear Tavern Old TV Series. Thirsty Bear Tavern. Sponsored by North Campus Union Board.

### Wednesday, October 22

11 a.m. "Resume Criticism Mechanics." Presented by Charlotte Shea and Thomas Luten of the Career Center. Career Center.

4 p.m. Career Center Workshop: "Interviewing and Job Hunting." Career Center. Please sign up in advance.

4:30 p.m. Food Science Seminar Series: "Application of behavior modification for weight reduction programs." A. Cormier. Stocking 204. Coffee at 4:15 p.m.

7 p.m. Johnson Museum Film Program: "Three Ohio Film-Makers." Museum Lecture Room.

7:30 p.m. International Folkdancing — Dances will be taught from 7:30-9, and requests will be played from 9-11. Beginners welcome. Straight Memorial Room.

7:30 p.m.-10 p.m. Hebrew Instruction: Beginners, Intermediate and advanced. Anabel Taylor 314.

7:30 p.m. Fundamentals of Jewish Thought. The Forum, Anabel Taylor.

7:30 p.m. \*Varsity Soccer-Cortland. Schoellkopf Field.

7:30 p.m. Chess Club weekly meeting. Straight Art Lounge.

8 p.m. Free Football Films, narrated by Coach George Seifert. Moakley House.

8 p.m. Cornell Catholic Community Lecture: "Recycling Catholics" by Father Kevin Murphy. All are welcome. Founders Room, Anabel Taylor.

8 p.m. \*Cornell Cinema Film: "Rashomon" directed by Akira Kurosawa; starring Toshiro Mifune, Machiko Kyo.

### Thursday, October 23

11 a.m. "Resume Criticism Mechanics." Presented by Charlotte Shea and Thomas Luten of the Career Center. Career Center.

12 noon. Rural Sociology Thursday Film Series: "The State of the Unions." 41 minutes. Portrays past, present and future state of American labor unions. Warren 32.

4 p.m. Open Prose and Poetry Readings. Temple of Zeus, Goldwin Smith.

4:30 p.m. Materials Science and Engineering Colloquium: "Dislocation Mechanisms for Misfit Relief." C. Laird, University of Pennsylvania, Philadelphia. Bard 140. Coffee at 4 p.m. in Bard Hall Lounge.

4:30 p.m. Microbiology Seminar Schedule: "Fermentation Interactions in Anaerobic Ecosystems." Meyer J. Wolin, Environmental Health Center, New York State Dept. of Health. Stocking 204. Coffee at 4:15.

6 p.m. The Christian Science Organization invites students, faculty and staff to a Readings and Testimony meeting in the Founders Room, Anabel Taylor.

6:30 p.m. Kundalini Yoga: The Yoga of Awareness. 308 Noyes Center.

7 p.m. Womens Intercollegiate Volleyball - Oneonta.

7:30 p.m. American and World Community Series: "Nature and Man's Treatment of the Environment of Earth." Richard A. Baer, associate professor, Natural Resources. Anabel Taylor Auditorium.

7:30 p.m. Israeli Folk Dancing. One World Room, Anabel Taylor.

7:30 p.m. Cornell Bridge Club weekly game. Straight North Room.

8 p.m. \*Classical Indian Dances. Indrani and Company. Statler Auditorium. Sponsored by Cornell India Association and Cornell Dance Series.

8 p.m. Latin American Free Film Series: "Bay of Pigs." (Cuba). Straight Memorial Room. Sponsored by CUSLAR.

8:15 p.m. \*University Theatre Performance: Bernard Shaw's "Candida." Willard Straight Theatre.

8:15 p.m. University Lecture: "The American Indian Oral Tradition." N. Scott Momaday, writer and professor of

*Continued on Page 15*