

Cornell CHRONICLE

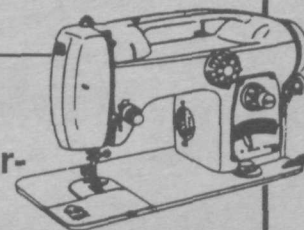
Volume 20 Number 31 May 4, 1989



2
Day care center
dedication

3
Laser light in pulses
of 10⁻¹⁵ seconds

7
Computer-
aided
clothing design



President of Gambia to lecture here

In an appointment rare in international diplomacy, the president of the Republic of The Gambia, Alhaji Sir Dawda Kairaba Jawara, has been named the first Poppen-siek Visiting Professor in International Veterinary Medicine at Cornell.

The occasion of the lecture and talks he will deliver on his visit from Tuesday, May 9, through Friday, May 12 are believed to be the first time an African head of state has lectured in the United States in a technical field.

The major event of President Jawara's visit will be his public lecture on "Animal Disease as a Factor Limiting Economic Development in West Africa." The lecture will begin at 3:30 p.m. May 10 in the James Law Auditorium of the College of Veterinary Medicine.

The lecture will cover numerous diseases affecting agricultural animals, including trypanosomiasis, theileriosis and rinderpest, which are being battled by African veterinarians.

A particular interest of President Jawara is trypanosomiasis, a disease carried by the tsetse fly that has rendered a wide swath of central Africa unfit for cattle grazing.

Some breeds of Gambian and West African cattle are naturally immune to trypanosomiasis, however, and African veterinary researchers are now trying to discover the biological basis of that resistance trait.

If the basis of that trait can be determined, President Jawara has offered his country's help in transferring the genetic material to cattle in other African nations. To aid that effort, he has established the International Trypanotolerance Center in The Gambia.

President Jawara is a trained veterinarian and leader of his West African nation since independence in 1965. He is a graduate of Achimota College in Ghana and of Glasgow University in Scotland.

He is a member of The Royal College of Veterinary Surgeons and received post-graduate training in tropical veterinary medicine at Edinburgh University in Scotland.

He was elected after his successful efforts, as chief veterinary officer, to eliminate rinderpest in cattle in his country.

Following his meetings with Cornell
Continued on page 7



John Sanford, assistant professor of horticultural sciences, loads the firing device of the gene gun he invented with electrical engineering Professor Edward Wolf and research model shop supervisor Nelson Allen.

Chris Hildreth

Cornell transfers gene gun to Du Pont for \$2.28 million

Technology rights for the gene gun, a device invented by Cornell scientists to shoot microparticles coated with DNA and other genetic substances into cells and tissue to alter their makeup, have been sold to E.I. du Pont de Nemours & Co.

The \$2.28 million in royalties and research support that will come to Cornell as a result of this technology acquisition by Du Pont is the largest single amount paid for any Cornell invention, according to Walter Haeussler, vice president of the Cornell Research Foundation and director of patents and technology marketing for the university.

Other terms of the agreement, which involves Edward D. Wolf, John C. Sanford and their Ithaca-based company, Biolistics Inc., as well as the Cornell Research Foundation, were not disclosed.

Du Pont will lease the gene guns to biotechnology companies and to academic and government laboratories, and will collect royalties on any new products resulting from transformations that use the Biolistic

process.

Biolistics Inc. leased about 30 prototype gene guns during the development phase, and Du Pont will continue to service those units while developing a commercial model, according to Richard Harrison, business development manager for Du Pont.

Harrison said researchers using the prototype guns have successfully incorporated genes into plants and diverse other organisms. One key target now will be to deliver genes to plants with increased value, such as those that will create natural resistance to insects and eliminate the need for insecticides. Du Pont also will investigate longer-term applications for different versions of the technology which may provide benefits in the health-care field.

The gene gun and the Biolistic process were invented in 1983 and 1984 at Cornell by Sanford, an associate professor of horticultural sciences; Wolf, a professor of electrical engineering; and Nelson Allen, Re-

Continued on page 8

Budget veto seen hurting 4 units here

The budget outlook for Cornell's state-supported schools and colleges has been clouded by Gov. Mario Cuomo's last-minute veto just before midnight on May 2 of part of the state budget pact that was approved on April 19 by the Legislature.

Cuomo vetoed the legislature's restoration of \$28.2 million for the State University of New York.

"As we understand the executive action, it includes approximately \$26 million that was to be generated by a proposed \$200 increase in SUNY tuition," Malden C. Nesheim, Cornell's vice president for planning and budgeting, said in a brief statement issued on May 3.

The governor said he would not approve any tuition increase without proof "that there is no other choice," but he also invited legislators and the public to reopen discussion immediately on the matter.

Nesheim said that a \$26 million SUNY revenue loss "could mean that Cornell would lose about \$2 million" in support for its College of Agriculture and Life Sciences, College of Human Ecology, College of Veterinary Medicine and School of Industrial and Labor Relations.

The four units get a little less than half of their budget from state funds.

In January, Gov. Cuomo's executive-budget proposal for the fiscal year that began April 1 called for increasing Cornell's state funding from \$105.5 million to \$112.9 million.

However, a concurrent cut to SUNY would have effectively reduced Cornell's allocation to \$108.9 million, which "would clearly impair the ability of the four colleges to carry out their statutory missions," Provost Robert Barker said at the time.

In anticipation of a \$4 million reduction, the four colleges' deans had drawn up plans on how to cut programs, classes, research, personnel and purchasing if required to pare expenditures.

But the Legislature's April 19 budget accord virtually eliminated the SUNY cut sought by Cuomo and appeared to leave Cornell and other SUNY-connected institutions able to function at about the 1988-89 level.

Continued on page 2

In a return to tradition, commencement will begin before noon

In a return to past tradition, the university's 121st commencement on Sunday, May 28, will begin at 11 a.m. instead of noon as has been the practice in recent years.

The formal proceedings, during which President Frank H.T. Rhodes will give the commencement address and then confer degrees on some 5,000 undergraduates and graduates, will start at 11 a.m. at Schoellkopf Field.

The ceremony will follow the traditional faculty-student procession from the Arts College Quadrangle. The graduates and faculty members will march to seats on the field facing the west stands, at the foot of which will be a white canopied ceremonial stage with 75 folding chairs for Rhodes,

academic deans and university administrators.

About 250 Ph.D. recipients will march to the stage in alphabetical order for a presidential handshake and photo, and then return to their seats at the northwest corner of the field.

All other graduates, clustered by degrees and by their Cornell schools and colleges, will simply rise en masse to have their degrees conferred by Rhodes and flip the tassels of their caps from right to left, signifying passage.

In an effort to return to a more formal past, Provost Robert Barker has urged graduates, for the safety and comfort of their colleagues, not to toss caps — or pop
Continued on page 8

Schedule set for graduation weekend

Convocation: Saturday, May 27, 1 p.m., in Bailey Hall.

The convocation speech will be given by Sol Linowitz.

Baccalaureate: Sunday, May 28, 8:30 a.m., in Bailey Hall, the baccalaureate service will be led by Bishop Frederick H. Borsch, from the Episcopal Church, Diocese of Los Angeles.

R.O.T.C.: Saturday May 27, 5 p.m., commissioning of R.O.T.C. officers for Army, Navy, Air Force and Marine

Corp.

The R.O.T.C. guest speaker will be Major General Frank B. Horton III.

Severe-weather plan: Torrential rains may move commencement into Barton Hall, where there will be two ceremonies for severe-weather ticket-holders only. At 1 p.m., Arts and Sciences and Agriculture and Life Sciences will have degrees conferred; at 11 a.m. all other schools and colleges, including graduate students.

Notable

Eddy L. LaDue, professor of agricultural finance, has been named to the Farm Financial Standards Task Force of the American Bankers Association. The task force hopes to simplify and standardize mortgage loan applications for farmers and ranchers which often vary in format and complexity from lender to lender.

Clark Awards given to two lecturers, 10 teaching assistants

Two lecturers and 10 teaching assistants in the College of Arts and Sciences have won 1989 Clark Awards for Distinguished Teaching.

Using the written comments of dozens of undergraduate students, the Clark Award committee selected the winners for their seriousness about teaching, their ability to attract students' attention to the material of the course rather than themselves as teachers, their creative use or development of teaching materials, their success in helping their students perform well and their improvement of teaching skills over time.

"Cornell is fortunate to have many gifted and devoted teachers," said Lynne S. Abel, associate dean of arts and sciences. "Graduate students contribute hours of energy and imagination to helping students master and appreciate their subjects. Lecturers have chosen full-time teaching as a career and take great pride in seeing students progress."

Typical of the comments from students were these:

"I have to say she's the best TA I have ever had. What helped me most is that she wouldn't just give me an answer, but she would give me little hints and help me arrive at the answer myself."

Also, "My experience in this class was undoubtedly the best academic endeavor I've had since I came to Cornell. [This person] had a remarkable ability to promote cooperation and participation. It was clear she seriously prepared her thoughts and questions for each class meeting; what followed was truly an adventure through American literature."

This year's winners are:

- Lecturers: Suzanne Sweet, associate lecturer of Italian, and James Blankenship, a teaching support specialist in biochemistry.
- Teaching assistants: Sabrina Barton and Hugh Jenkins, English; Mary "Polly" Gannon, Russian literature; Jules Goldspiel, astronomy; Angela Johnson, Katrina Lane and Christopher Moore, physics; Brad Pendley, chemistry; David Silva, linguistics; and Robert Speel, government.

—Mark Eyerly



Jill Peltzman

Debbie Bunce reads to toddlers at the new Ithaca Community Childcare Center.

Community Childcare Center will be dedicated on May 11

A dedication ceremony for the new Ithaca Community Childcare Center, which was built through an active partnership of parents, Cornell, the state and local business, will be held at 10 a.m. on Thursday, May 11.

Gov. Mario Cuomo has been invited to speak at the dedication.

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

The total of 164 children represent more than 20 percent of all child-care center spaces available in Tompkins County.

The new, one-story building at 59 Warren Road includes windows that start 18 inches above the floor so small children can see out of them, indoor areas designed for active play that are illuminated by skylights and classrooms designed for individual age groups, according to ICC Director Kathy Loehr-Balada.

The center, on a 3.1-acre site next to BOCES, houses the merged programs of the Ithaca Childcare Center and the Cornell Community Infant Care Center.

The \$1.4 million center owes much to participating parents. Besides paying 1988-89 tuition of \$5 to \$122 a week (there is a sliding scale based on age and family income), they gave \$70,500 to the capital

campaign, Loehr-Balada said.

She also noted the \$40,000 start-up grant under a new program of the State Division of Social Services as well as support from businesses and foundations in the area.

The largest single ICC supporter is Cornell, which has pledged about \$1.25 million in operating support and has donated \$155,000 in anticipation of the sale of the building that formerly housed the infant care program, she said.

Cornell also supplied the center's site, part of the university's Business and Technology Park, and Cornell-affiliated parents provide much of the 3,000 annual volunteer hours, including 10 hours a week from a Cornell nutritionist who will help write a handbook for use by centers across the state.

"Cornell is thrilled to be part of this beautiful center," said Joycelyn R. Hart, associate vice president for human relations. "This is only part of the solution to a major concern of Cornell and the region. Tompkins County, for instance, has about 800 full-time day care spaces but will soon need some 4,000. This is an impressive and heartening advance, though, and we certainly hope that many other employers and organizations will join us in this kind of commitment."

Although Cornell is the region's largest employer and university-related families are the main source of ICC children, the center is committed to reserving 40 of its spaces for children with no Cornell connection, Loehr-Balada said.

Briefs

■ **Dutch tapes:** A showing of "Recent Video Art from the Netherlands" is scheduled for 2 p.m. in the lecture room of the Herbert F. Johnson Museum of Art on Sunday, May 7, and again on Sunday, May 14. Five tapes will be shown on May 7 and seven on May 14 under the sponsorship of Cornell Cinema's Expanding Cinema, its showcase for avant-garde film and video productions. For details see Films in the Chronicle Calendar.

■ **No MacForum:** The MacForum, an annual exhibit of Apple products and software, that had been scheduled for Wednesday, May 10, at the newly renovated Statler Hotel and Conference Center has been postponed until the fall because of scheduling conflicts at Apple Computer Inc.

■ **New paving:** The north entrance to the parking garage will be closed from Saturday, May 6, through Tuesday, May 9, for installation of new paving. Schoellkopf Drive will be closed for new paving from Tuesday, May 9, through Monday, May 15, in the area east of the parking garage driveway in front of Schoellkopf Hall.

■ **Summer hours:** The Traffic Bureau offices at 116 Maple Ave. will begin summer hours on Monday, May 8. The office will be open from 7:45 a.m. to 4 p.m. Monday through Friday until late August.

■ **Exam-week chimes:** Weekday chimes concerts will be on a new schedule during exam week, Thursday, May 11, through Friday, May 19. The morning concert will be at 8:45 a.m. instead of 7:45 a.m. and the midday concert will start at 11:45 a.m. instead of 1:10 p.m. The 6 p.m. concert and the weekend concerts will remain the same.

■ **Breakfast with Rhodes:** A limited number of places are available for students to sign up for breakfast with President Frank H.T. Rhodes. His office's telephone number is 255-5201. The breakfasts are held in the Elmhurst Room of Willard Straight Hall at various times during the year.

■ **Meals with Morley:** The final lunch this semester for employees to meet with Senior Vice President James E. Morley Jr. will be at noon on Monday, June 12, at the Statler Hotel. Employees may call the Office of Human Resources at 255-3621 to make a reservation.

Correction

An article in the April 27 Cornell Chronicle incorrectly stated that the weekly Manufacturing Engineering Seminar Distinguished Speaker series is required for a master's degree in engineering. It is not.

Cornell Chronicle

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

Graduate students surveyed live on tight budgets

A cost-of-living survey of Cornell graduate students shows that university support, through assistantship stipends, falls just short of covering all major living costs for single students.

Married students have both higher costs and higher incomes, often because spouses have outside jobs to supplement stipends. The survey covered housing, household costs, non-tuition academic costs and local transportation costs.

The findings, based on 502 anonymous responses to a November mailing, confirm the tight financial picture described by both graduate students and the administration in budget talks during recent months.

Last month, the Board of Trustees approved budget policies that would increase by 5.9 percent the basic graduate-student stipend, from \$6,800 to \$7,200, for the 1989-90 year.

Graduate School Dean Alison P. Casarett, who commissioned the survey that was sent to a random sample of 1,000 of Cornell's 4,317 graduate students, said the 11-page report "provides a solid statistical basis for our continuing discussion of the high-priority consideration of living costs for graduate students."

"I've made the report available to the Graduate Student Council for their meeting today [Monday, May 1], and it will be taken up at a meeting of the Deans Council in the near future."

The Graduate School survey's findings agreed closely with those of the campus' Graduate Advocacy Organization, a student group that earlier this year polled students on the sole expense of rent. The average rent, according to the GAO research, was \$289 for single and \$409 for married students; according to the Graduate School's survey, \$275 and \$415.

As of the fall of 1988, 56 percent of graduate students had assistantships requiring 15 to 20 hours a week of work related to teaching or research and another 10 percent received Cornell support without such requirements. (Among survey respondents, however, 81 percent rather than 66 percent received stipends.)

Though \$6,800 is the current base stipend for nine months, the actual amount

Budget continued from page 1

After the accord, Barker said: "We face strictures that still require tight discipline but that permit us to maintain the quality of academic programs. . . ."

Nesheim said on May 3 that it is not yet certain how this latest twist, which comes a month after the fiscal year has begun, will affect Cornell.

"We will be consulting over the next few days with SUNY leaders to understand the

may vary considerably with a student's longevity and the availability of supplemental funds from individual colleges or departments.

Considering all nine-month stipends, this year's average was \$7,378 for teaching assistants (24 percent of Cornell's graduate students) and \$7,657 for research and graduate research assistants (29 percent). Average nine-month expenses for all single graduate students were \$7,286 before taxes, which recent federal-law changes now impose on stipends. With federal and state tax added, this average expense becomes \$7,729.

Copies of the report are available at the dean's office, Sage Graduate Center. For more information, call 255-1935.

—Sam Segal

full implications of the veto. We will also, of course, be in contact with supporters of higher education in the Legislature to determine Senate and Assembly reaction to the veto.

"After that, we will determine, in consultation with the four deans, what new budgetary actions will be required," Nesheim added.

—Sam Segal

3 students win federal grants in humanities

The National Endowment for the Humanities has selected three Cornell undergraduates as NEH Younger Scholars for 1989. Leslie K. Gazaway, Elizabeth Kronzek and John D. Varoli will receive \$2,200 each to complete summer research projects in the humanities.

The three are among 91 college students and 66 high school students chosen through a nationwide competition from more than 700 eligible applicants.

Under the guidance of a project adviser, each student will investigate a topic in the humanities and will submit a substantial research paper, bibliography and narrative report at the end of the nine-week project.

Each adviser will receive \$400 of the student's award. Student projects are within the central disciplines of the humanities—history, philosophy, literature, languages.

Gazaway, a sophomore majoring in history and in German area studies, will use Cornell's resources to research how West German film maker Wim Wenders illustrates the German search for identity after World War II. Wenders, who is one of Germany's best known directors, subtly expresses the German people's feeling of estrangement from their Nazi past, she said.

"I took a graduate seminar in German film and thought Wenders' work was interesting, so I decided to pursue studies of his films," said Gazaway, who is from Cincinnati. Gazaway will study German history, examine films and read German film theory to complete her Younger Scholars project.

Kronzek, a sophomore from New York City, is majoring in history and has always had an interest in propaganda. She will research the persuasive techniques that were used in early Tudor England. Kronzek will study the propaganda that King Henry VII used to become a popular ruler. He had to strengthen his position with the English people because he had a weak hereditary claim to the throne, she said. He had killed the previous king, Richard III.

"I wanted to do more research on English propaganda than just a term paper," Kronzek said. "The grant gives me an opportunity for analysis that I couldn't do during the busy school year or if I had a summer job."

Varoli, a junior majoring in Russian studies and in history, has studied Russian-American relations in the early 1800s and will do research on the 1895-1905 time period for his Younger Scholars project. He said he will explore the origin of the Great Split, when the Russian and American economic interests in Manchuria intensified and severed the once "friendly" bond between the countries.

Varoli's interests in his topic extend beyond research. He hopes to live in Asia after his senior year to experience a culture in which he has no background. "I will eventually pursue a doctorate in Russian history and would like to start an international business dealing with trade between the Soviet Union and the West," said Varoli, who is from Brussels.

Students interested in applying for next year's Younger Scholars grants may request rules that will be available in June by writing to Younger Scholars Guidelines, Room #316-MR, National Endowment for the Humanities, 1100 Pennsylvania Ave. NW, Washington, D.C. 20506.

—Kristine Surrette

Colorful chemistry show set for tonight

Non-chemistry majors will get a chance to experience the flashy side of laboratory demonstrations in an educational show called "Doctor Demo" at 7:30 p.m. tonight in Room 200 Baker Lab.

The presentation by Professors of Chemistry Jon Clardy and Peter Wolczanski, with the assistance of Teaching Support Specialist John Terry, includes the colorful — and sometimes noisy — demonstrations that are usually reserved for introductory chemistry classes.

The demonstration is free.



Graduate student Elliot Wachman adjusts the laser system he helped develop with fellow student Daniel Edelstein and electrical engineering Professor C.L. Tang.

Group invents first ultrafast tunable infrared laser system

In an achievement that will, quite literally, shed new light on semiconductor devices and molecules, Cornell engineers have invented the first laser system that produces ultrafast laser pulses over a wide range of infrared wavelengths.

The tunable infrared system can produce pulses as short as 100 quadrillionths of a second (femtoseconds) over infrared wavelengths from 0.7 micrometers to 4.5 micrometers (millionths of a meter). The system can produce hundreds of millions of such pulses per second at a high enough power level to make it useful for a range of scientific studies.

The development was announced last week at the Conference on Lasers and Electrooptics in Baltimore by graduate students Daniel Edelstein and Elliot Wachman and electrical engineering Professor C.L. Tang. They also published their results in the May 1 Applied Physics Letters.

Femtosecond laser pulses, those from 10^{-15} to 10^{-13} seconds long, have become important tools for studying extremely-short-duration events such as chemical reactions. By directing femtosecond pulses at reacting chemicals, researchers can capture spectroscopic information on the structure and behavior of short-lived molecular intermediates of the reactions. Femtosecond lasers are also important for studying the dynamics and the ultimate limits of high-speed semiconductor electronic and optical devices.

Although infrared femtosecond pulses would prove useful in studying the behavior of electrons in semiconductors and the vibrational motion of molecules, no way had been found to produce a broadly tunable infrared source.

Infrared femtosecond pulses were available in only a few narrow ranges of infrared wavelengths and usually at a pulse repetition

rate of about 10 per second.

The Cornell system, called an optical parametric oscillator, is based on a tiny crystal of potassium titanyl phosphate (KTP). This crystal's properties are such that interactions within the crystal will convert a photon of laser light shined into it into two photons of light at two longer wavelengths. The scientists included a KTP crystal in a circular arrangement of mirrors and prisms known as an optical cavity, within which resonates a continuous train of optical pulses. The light source for the apparatus was a standard device called a dye laser, which depends on an organic dye, Rhodamine 6G, to produce visible laser light in the 0.62-micrometer range.

When light from the dye laser is fed into the system, it interacts within the KTP crystal to produce two infrared beams of different wavelengths. One or the other of these beams can be made to resonate within the optical cavity and, thus, be amplified to be used for femtosecond spectroscopy.

The scientists can tune the system by changing the angle at which the dye laser light strikes the KTP crystal.

"The system is sufficiently stable to oscillate over a period of hours, and there appears to be no damage or degradation of the KTP crystal," Tang said. "These properties, plus the relatively low cost of the components, make this device an extremely promising source for the study of ultrafast phenomena."

Last year, the researchers also announced the first high-quality femtosecond ultraviolet pulses, opening up that region of the spectrum to femtosecond spectroscopy.

The scientists' work, performed at Cornell's Materials Science Center, was supported by the Joint Services Electronics Program and the National Science Foundation.

—Dennis Meredith

Zilversmit among 60 elected to NAS

Nutritional scientist Donald B. Zilversmit is one of 60 new members elected to the National Academy of Sciences on April 25. Election to membership in the academy is considered one of the highest honors accorded an American scientist or engineer.

Zilversmit is one of the new NAS members and foreign associates who were chosen for their distinguished and continued achievements in original research at the 1989 annual meeting of the organization in Washington, D.C. The election brings to 42 the number of Cornell members.

The academy is a private organization established in 1863 by Congress to advise the government on science and technology. There are now 1,573 elected members in the academy.

Zilversmit, a professor in the Division of Nutritional Sciences with a joint appointment in the Section of Biochemistry, Molecular and Cell Biology, has studied the relationship of cholesterol and fats to heart disease since the mid-1950s. A member of Cornell's faculty since 1966, Zilversmit's research has stressed the correlation of a high level of dietary fats and cholesterol to increased risk of heart disease.

Born in the Netherlands, Zilversmit studied chemistry at the University of Utrecht for three years before coming to the United States. He earned the B.S. and Ph.D. degrees from the University of California at Berkeley. In 1959 he was named a Career Investigator of the American Heart Association; that lifetime appointment helped support his research into cardiovascular diseases. Other honors to Zilversmit include an honorary doctorate from the University of Utrecht and election as a Fellow in the American Institute of Nutrition.

—Kristine Surrette

Community service volunteers will be honored on May 8

Cornell seniors and graduate students who help local community agencies provide youth, health, cultural and social services will be honored for their volunteer efforts at a luncheon on Monday, May 8.

Jane M. Park, regional coordinator from the governor's Office of Voluntary Services, will address the students at the university's first Community Service Recognition Luncheon at noon at the Sheraton Inn. Also scheduled to speak are Jennie T. Farley, associate professor of industrial and labor relations, Cornell trustee and an expert on volunteerism; Mayor John C. Guttenberger; and Chairman James A. Mason of the Tompkins County Board of Representatives.

Cornell and a coalition of local financial institutions also will honor representatives of some 100 non-profit and governmental agencies that were hosts for the students over the past year, according to David I. Stewart, the university's director of community relations.

"The more than 600 seniors and graduate students invited to the luncheon represent only a fraction of the thousands of students who provide volunteer or work-study assistance to community agencies through organized programs such as CIVITAS [Cornell-Ithaca Volunteers in Training and Service], fraternities and sororities, and the university's Public Service Network, and through individual volunteer efforts," Stewart said.

"Their community service strengthens the town-gown relationship, thus it is proper that we recognize their time and effort in making this a better community in which to live and work."

"Representatives of the agencies that were hosts to the students deserve special recognition, too, and they will be our guests at the luncheon," he said.

Names of volunteers were submitted to the university this spring by the community-service agencies, Stewart said.

Among the supporters of the community service recognition luncheon are Cayuga Press, Citizens Savings Bank, Cornell Federal Credit Union and Tompkins County Trust Company.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

May 7, review of workshop dances and requests, 7:30 to 10:30 p.m., Martha Van Rensselaer Auditorium. For information, Wies van Leuken: 257-3156.

Israeli Folkdancing

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

Swing & Jitterbug Dancing

Every Wednesday, 8 to 10 p.m., Edwards Room, Anabel Taylor Hall. For information: 273-0126.

EXHIBITS

Johnson Art Museum

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

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

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

"A Pastoral Legacy: Paintings and Drawings by the American Artists Ridgway Knight and Aston Knight," the exhibition in modern times of the Knights, an American expatriate and his son, featuring about 50 paintings and drawings, May 5 through June 18.

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

Center for Jewish Living Art Gallery

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

Olin Library

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

Tjaden Gallery

M.F.A. exhibition of work by Bob Perkins, through May 5; B.F.A. Exhibition of work by Mary Rockwell, Amy Ross, Lisa Lobitz, Elizabeth Schub, May 7 through 12. The gallery is in Tjaden Hall.

FILMS

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

Thursday, 5/4

"A Division of the Spoils," part 14 of "Jewel in the Crown" series, sponsored by the South Asia Program, 5 p.m., 310 Uris Library.

"From the Pole to the Equator" (1987), directed by Yervant Gianikian, and Angela Ricci Lucchi, 7:30 p.m., Uris.

"Beaches" (1988), directed by Garry Marshall, with Bette Midler, Barbara Hershey and Spalding Gray, 9:45 p.m., Uris.*

Friday, 5/5

"Beaches," 7 p.m., Uris.*

"The Wizard of Oz" (1939), directed by Victor Fleming, with Judy Garland, Ray Bolger and Frank Morgan, 8 p.m., Anabel Taylor.*

"Hollywood Shuffle," directed by Robert Townsend, with Robert Townsend, 9:45 p.m., Uris.*

"Harold and Maude" (1972), directed by Hal Ashby, with Bud Cort and Ruth Gordon, midnight, Uris.*

Saturday, 5/6

"Celebrations of the Heirship," and "Shir Ram is Exiled," parts 13 and 14 of a series of the video saga "Ramayan," an Indian epic, co-sponsored by University Library, South Asia Program and Southeast Asia Program, 1 p.m., L-04 Uris Library.

"Carved in Silence" (1987), 9:30 a.m., Uris, sponsored by Asian American Program.

"Pak Bueng on Fire" (1988), sponsored by Asian American Program, 11:15 a.m., Uris.

"The Wash" (1988), 2 p.m., Uris, sponsored by Asian American Program.

"Sumame Viet Given Name Nam," directed by Trinh T. Minh-ha, co-sponsored by Asian American Program, 6:45 p.m., Uris.*

"Harold and Maude," midnight, Uris.*

"Beaches," 9:15 p.m., Uris.*

Sunday, 5/7

"Slaying the Dragon" (1987), 9:30 a.m., A.D. White House, sponsored by Asian American Program.

"Forbidden City, U.S.A." (1989), 11:15 a.m., A.D. White House, sponsored by Asian American Program.

"Dutch Tape I," video art tapes from the Netherlands, co-sponsored by CCPA, 2 p.m., Johnson Museum.

"Harold and Maude," 4:30 p.m., Uris.*

"Cocktail" (1988), directed by Roger Donaldson, with Tom Cruise, Bryan Brown and Elizabeth Shue, 7:30 p.m., Uris.*

IFMAC screening, members of the Independent Filmmakers at Cornell, 10 p.m., Uris auditorium.

Monday, 5/8

"The Great White Hope" (1970), directed by Martin Ritt, with James Earl Jones, Jane Alexander, Lou Gilbert and Hal Holbrook, 7 p.m., Uris.*

"Cocktail," 9:30 p.m., Uris.*

"Operation Thunderbolt," 9 p.m., L-04 Uris Library, sponsored by Hillel in observance of Yom Hazikaron.

Tuesday, 5/9

"Voices of Sarafina!" (1988), directed by Nigel Noble, 7:15 p.m., Uris.*

"Cocktail," 9:30 p.m., Uris.*

Wednesday, 5/10

"Babette's Feast" (1987), directed by Gabriel Axel, with Stephane Audran, Jean-Philippe Lafont, Birgitte Federspell and Bodil Kjer, 7 p.m., Uris.*

"Mississippi Burning" (1988), directed by Alan Parker, with Gene Hackman, Willem Dafoe and Francis McDormand, 9:30 p.m., Uris.*

Thursday, 5/11

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

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

LECTURES

Africana Studies & Research Center/International Studies in Planning

"Tradition as a Factor in African Development," J.F. Ade Ajayi, history, Ibadan University, Nigeria, May 5, 12:15 p.m., 115 Tjaden Hall.

University Lectures

"Technique in the Early Poetry of Yeats," Helen H. Vendler, William R. Kenan Jr. Professor of English and American Literature and Language, Harvard University, May 4, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

MUSIC

Department of Music

"Gamelan Under the Sun" an afternoon concert on May 4 and 5 beginning at 2 p.m. on the Arts Quad with visiting musicians and Martin Hatch directing. This orchestra will include hanging gongs, gong-chimes, keyed metallophones, bowed lutes, xylophones and drums.

"Family Fugue," a presentation of original fugues performed on a variety of digital instruments including the Macintosh Computer by students from David Borden's class, "Learning Counterpoint Through Digital Technology," May 4, 8:15 p.m., Room 301, Lincoln Hall.

Christopher Morgan Loy's piano students will give a recital on May 5 at 8:15 p.m. in Barnes Hall. Compositions by Lutoslawsky, Beethoven, Debussy, Chopin, Stravinsky, Prokofiev and Tchaikovsky will be played.

Susan Davenney Wyner will offer a masterclass on May 6 at 8:15 p.m. in Barnes Hall. Her students will perform music for solo voices by Schubert, Wolf, Handel, Puccini, Mozart and Monteverdi.

A chamber music concert, directed by Sonya Monosoff will feature her students' performances of works by Brahms, Stravinsky and Prokofiev on May 7 at 4 p.m. in Barnes Hall.

Dutch fortepianist Bart Van Oort will be joined by fortepianist Malcolm Bilson, violinist Elizabeth Field and soprano Coeli Ingold for a concert of 18th-century music on May 8 at 8:15 p.m. in Barnes Hall.

Bound for Glory

Bridget Ball, contemporary folk musician, will perform three live sets in the Commons Coffeehouse, 8:30 p.m., 9:30 p.m. and 11:30 p.m. on May 7. Bound for Glory can be heard from 8 to 11 p.m. on WVBR-FM93.

CUSLAR/Folk Concert

"Bright Morning Star," will perform in an evening of topical folk music and vaudeville on May 5 at 8 p.m. in the Women's Community Building. Advance tickets are \$8 available at Borealis, Rebo Records and CUSLAR office; \$10 at the door.

RELIGION

Sage Chapel

Beverly A. Asbury, university chaplain, Vanderbilt University, will deliver the sermon on May 7 (Yom Hashoah). Services begin at 11 a.m. Music will be provided by the Sage Chapel choir, under the direction of Donald R.M. Paterson.

Catholic

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

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

Christian Science

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

Episcopal (Anglican)

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

Friends (Quakers)

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

Jewish

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

Reform Services: Friday evenings 6 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 6 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

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

Korean Church

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

Muslim

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

Protestant

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

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

Zen Buddhism

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

SEMINARS

Agronomy

"Mutants of Arabidopsis," Chris Somerville, Michigan State University, co-sponsored by the Biotechnology Program, May 9, 4 p.m., 135 Emerson Hall.

Applied Mathematics

"Global Stability for an Age Dependent Epidemic Model," Stavos Busenberg, Claremont Graduate School, May 5, 4 p.m., 322 Sage Hall.

"Continuum Modelling and Stability of Suspensions of Swimming Micro-organisms," T.J. Pedley, University of Cambridge, May 9, 4 p.m., 322 Sage Hall.

Astronomy

"Supernovae X-rays, Molecular Clouds, and Starburst Galaxies," Bruce Draine, Princeton University, May 4, 4:30 p.m., 105 Space Sciences.

Biochemistry, Molecular & Cell Biology

"How myc and myc Proteins Carry Information to the Nucleus," Robert Eisenman, Hutchinson Cancer Center, Seattle, Wash., May 4, 3 p.m., Conference Room, Biotechnology Bldg.

"Ton Translocation and ATP Synthesis by the F₁F₀ Complex," Robert D. Simoni, biochemistry, Stanford University, May 5, 4 p.m., Conference Room, Biotechnology Bldg.

"The Role of Guanine Nucleotide-Binding Proteins in Immunoglobulin E Receptor-Mediated Signal Transduction," Vikram Narasimhan, graduate student, May 8, 12:20 p.m., Conference Room, Biotechnology Bldg.

Biophysics

"The Diploid Nucleus in Three Dimensions," David Agard, School of Medicine, University of San Francisco, May 10, 4:30 p.m., 700 Clark Hall.

Chemistry

"Some New Developments in Density Functional Theory," Robert A. Harris, University of California, Berkeley, May 4, 4:40 p.m., 119 Baker. General Chemistry Colloquium.

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

Cornell Research Club
Title to be announced, Alfred Kahn, Robert Julius Thorne Professor of Economics, May 4, 12:30 p.m., Faculty Commons, Martha Van Rensselaer Hall.

Environmental Toxicology
"The Selectivity of Cyclophosphamide Interaction with Differentiating B-lymphocytes *in vitro*," Rita Misra, environmental toxicology, May 5, 12:20 p.m., 14 Femow Hall.

Floriculture & Ornamental Horticulture
"Use of Photograph and a Video-Imaging System for Estimating the Leaf Surface Area of Four Broad-Leafed Woody Tree Species," Pat Lindsey, MS/MLA candidate, May 4, 12:15 p.m., 404 Plant Science.

International Nutrition
"Nutrition and Health of Primary School Children," two videos and discussion of a UNESCO conference, Michael C. Latham, international nutrition, director, Program in International Nutrition, May 4, 12:15 p.m., 200 Savage Hall.

Materials Science & Engineering
"Diffusion in Oxides," Francois Morin, Thymon Quebec, May 4, 4:30 p.m., 140 Bard Hall.

Microbiology
"Comparison of Hydrogen Oxidation Activities from Hyperthermophilic and Mesophilic Bacteria," Robert Maier, biology, The Johns Hopkins University, May 4, 4:30 p.m., 124 Stocking Hall.
"Arbovirus Biology: Mammals vs. Insects," Kevin Schultz, immunology, pathobiological sciences, School of Veterinary Medicine, University of Wisconsin, Madison, May 8, 12:15 p.m., G-3 Vet Research Tower.
"Signal Transduction by Phosphoryl Group Transfer in Bacterial Chemotaxis," J. Fred Hess, biology, California Institute of Technology, May 11, 4:30 p.m., 124 Stocking Hall.

Neurobiology & Behavior
"From Roaches to Leeches — the Investigations of a Neuroethologist at Large," Jeffrey Cumhi, zoology, The Hebrew University of Jerusalem, May 4, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.
"Two Studies of Novel Acoustic Communication Systems: Underwater Calling in *Xenopus* and Audition in the Praying Mantis," David Yager, neurobiology and behavior, thesis seminar, May 11, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Nutrition
"Lactational Amenorrhea: Evaluating the Effects of Maternal and Child Nutrition," Kathy Kurz, May 8, 4:30 p.m., 100 Savage Hall.

Ornithology
"Status of Rare Raptors in New York State," Barbara Loucks, research scientist, New York State DEC, Endangered Species Unit, May 8, 7:35 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Rd.

Peace Studies Program
"American Interventions to Reform Authoritarian Allies," Douglas Mac Donald, Colgate University, May 4, 12:15 p.m., G-08 Uris Hall.

Pharmacology
"Neurotransmitter Control of Calcium Channels," Bruce Bean, neurobiology, Harvard Medical School, Boston, May 8, 4:30 p.m., G-3 Vet Research Tower.

Physiology
"Ischemia and Brain Development," John Clark, biochemistry, St. Bartholomew's Hospital, London, May 9, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology
"Plasmamembrane Redox Systems in Plants," Han Asard, Ruca, University of Antwerp, Belgium, May 5, 11:15 a.m., 404 Plant Science.

Plant Breeding & Biometry
"Pepper Breeding in Brazil and Race Non-specific Resistance to *Xanthomonas campestris* pv. *vesicatoria*," Jean M. Poulos, graduate student, plant breeding, May 9, 12:20 p.m., 135 Emerson Hall.

Plant Science Center
"Genetic Analysis of the Small Virulence Plasmid of *Yersinia pestis*," Ola Sodeinde, molecular genetics, University of Massachusetts, May 5, 2 p.m., Small Seminar Room, Biotechnology Bldg.

Psychology
"Spontaneous Sign Systems in American and Chinese Deaf Children," Susan Goldin-



"After Lunch on the Banks of the Seine," an 1881 oil painting by American artist Ridgway Knight, one of 50 paintings and drawings by Knight and his son Aston, on view at the Johnson Museum from May 5 through June 18.

Meadow, Committee on Human Development, University of Chicago, May 5, 3:30 p.m., 202 Uris Hall.

"Social Psychological Barriers to Conflict Resolution," Lee Ross, psychology, Stanford University, May 10, 3:30 p.m., 202 Uris Hall.

Rural Sociology
"Household Production, Upland Land Use and Soil Conservation in Kerinci, Sumatra (Indonesia)," Jill M. Belsky, rural sociology, May 5, 12:15 p.m., 32 Warren Hall.
"Privatization of Public Services: Some Implications for American Workers," Clare Hinrichs, rural sociology, May 8, 12:15 p.m., 32 Warren Hall.

Southeast Asia Program
"Life Along the Mekong: Laos and Northeast Thailand," Lawrence Ashman, assistant curator, Echols Collection, May 4, 12:20 p.m., 102 West Avenue Ext.

Vegetable Crops
"Effectiveness of Vegetable Oil in Reducing Dry Bean Storage Losses," Judith S. Hall, vegetable crops, May 4, 4:30 p.m., 404 Plant Science.

Veterinary Pathology
"Genetic and Pathobiological Aspects of Progressive Tumor Growth and the Development of Metastases," Robert S. Kerbel, head, division of cancer & cell biology, Mount Sinai Hospital Research Institute and Medical Genetics, University of Toronto, May 4, 1 p.m., Room 828, Vet Research Tower.
"Analysis of Chromosomal Translocations in T-Cell Leukemias," Lawrence R. Finger, Fels Institute for Cancer Research and Molecular Biology, Temple University School of Medicine, Philadelphia, May 9, 12:30 p.m., Hagan Room, Schurman Hall.

Veterinary Pathology/Microbiology
"Infectious Hepatic Necrosis of Rabbits," Wenjun Liu, virologist; "Recent history, clinical signs and pathology, 9 a.m. to 10 a.m.; "Epidemiology and virology," 10:15 a.m. to 11:30 a.m., May 5, Pathology Conference Room, E 215 Schurman.

SPORTS

Friday, 5/5
Golf, at Rochester Invitational
Men's Tennis, Navy, 3 p.m.

Saturday, 5/6
Women's Crew, Dartmouth, at home
Baseball, Harvard (2), at home, noon
Men's Lacrosse, at Brown, 1 p.m.

Saturday, 5/6-Sunday, 5/7
Men's Track, Heptagonals at Columbia
Women's Track, Heptagonals at Columbia

Sunday, 5/7
Baseball, Dartmouth (2), at home, noon

Tuesday, 5/9
Baseball, Scranton (2), noon

SYMPOSLA

Biotechnology Program
"Regulatory Issues for Biotechnologists," May 4, Seminar Room, Biotechnology Building. Robert B. Nicholas, partner in the law firm McDermott, Will & Emery, Washington, D.C. will speak at all the sessions. Topics will be: "Obtaining Approval for Pesticides Field Testing," 8:30 a.m. to 10 a.m.; "Regulatory Procedures for Foods and Feeds Testing," 10:30 a.m. to noon; "Procedures for Field Testing Animal Drugs and Biologics," 1:30 p.m. to 3 p.m. For further information: Mary Lee Norton at 255-4665.

THEATER

Theatre Arts
"Piaf," a story with music about Edith Piaf, the French chanteuse who captivated the world, May 4 and 5 at 8 p.m. and May 6 at 5 and 9 p.m. in the Class of '56 Flexible Theatre, at the Center for the Performing Arts. Tickets range from \$3.50 to \$5.50 and are available by calling the center's box office from 11:30 to 5:30 p.m. Monday through Friday at 254-ARTS.

MISC.

Willard Straight Hall Potshop
The Potshop's annual spring show and sale will be held in the art gallery, Willard Straight Hall on May 1 from 4 to 6 p.m. and daily from 10 a.m. to 6 p.m. through May 5.

CRESP
A brunch to benefit TECNICA (a program that sends technical and professional volunteers to work with the African National Congress and the people of Zimbabwe and Mozambique in their work toward liberation) will be held May 7 at 10:30 a.m. and noon at the Moosewood Restaurant. Co-sponsored by the Institute of African Development, departments of nutritional sciences and human service studies and the Ithaca Women's Union. Tickets are \$7 available at Moosewood Restaurant, Heart's Content and the CRESP office or by calling 255-5027.

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

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

Hillel
Chug Ivri, Hebrew conversation, Thursdays, 11:45 a.m. to 12:45 p.m., 374 Rockefeller Hall.
Beginning Yiddish class, Thursday, 7:15 p.m., G-34 Anabel Taylor Hall.
Felafel study break, May 10, 9 p.m., Commons Coffeehouse, Anabel Taylor Hall.

Macintosh Users' Group
MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets on the first Thursday and second Wednesday of each month. "Hyperfiction: Descend into the Maelstrom with Adam Engst," May 4, 3:30 p.m., in 100 Caldwell; "Everything You Always Wanted to Know About Printers for the Macintosh (But Didn't Know Who To Ask...)," May 10, 7 to 9 p.m., Finger Lakes Independence Center on Center St. Meetings are free and beginners are welcome. For information, call Andrew Merkle, 277-2239.

Barbano appointed head of new center for dairy research

David M. Barbano, associate professor of food science in the College of Agriculture and Life Sciences, has been appointed director of the Northeast Dairy Foods Research Center established jointly by Cornell and the University of Vermont.

The center will expand research on dairy products and food technology ranging from improved packaging systems to biotechnology. The center also plans to train more dairy scientists for the nation's dairy foods industry.

Ceremonies marking the inauguration of the center were held at Cornell on March 24 and at Vermont on March 25.

The National Dairy Promotion and Research Board, the research center's sponsor, and the dairy industry in the Northeast will provide \$6 million over the next five years to finance the center's research and other activities, according to Barbano.

The board was established by Congress in 1983 to develop a coordinated program of promotion and research to strengthen the nation's dairy industry.

Barbano will work closely with Catherine Donnelly of the University of Vermont, who has been named associate director of the center.

Donnelly is associate dean of the College of Agriculture at the University of Vermont and associate director of the Vermont Agricultural Experiment Station.

Barbano, a specialist in milk chemistry and processing, said that the center provides scientific, technical and marketing support to help meet the changing needs of the dairy product manufacturing industry in the Northeast.

Changes in consumer attitudes toward foods and nutrition and shifts in demographic trends in the nation, among other factors, are expected to provide new marketing and growth opportunities for the dairy industry, he noted.

Areas of research to be conducted under the sponsorship of the center include:

- New product development.
- Improvements in the quality and safety of dairy foods in terms of flavor, texture, nutritional value and overall appeal to consumers.
- Improved packaging technology for greater convenience, easier handling and better storage.
- New food processing and engineering techniques.
- Improvements of dairy product quality and extension of shelf life.
- Development of standardized methods for analysis and testing of dairy foods and ingredients.
- Applications of biotechnology to dairy science.

The joint Cornell-University of Vermont center is one of six such regional research centers established around the country sponsored by the national dairy board.

Other universities designated by the National Dairy Promotion and Research Board to establish and run the centers are the University of Wisconsin at Madison; the University of Minnesota and South Dakota State University; the Utah State University, Oregon State University and Brigham Young University; the University of California at Davis and California Polytechnic and State University; and North Carolina State University and Mississippi State University.

These research centers are expected to bring about further advances in all aspects of dairy science, including dairy product development and processing technology, Barbano said.

A member of the Cornell faculty since 1980, Barbano has focused his research on improving cheese manufacturing technology; membrane filtration of milk and whey; the safety, quality and composition of milk produced by cows treated with bovine somatotropin (bovine growth hormone); and improvement of chemical testing procedures for milk and dairy products.

Barbano received B.S., M.S. and Ph.D. degrees from Cornell. From 1977 to 1980, he served as a postdoctoral research associate in Cornell's Department of Food Science.

—Yong H. Kim



Working in the biochemistry laboratory of Professor David B. Wilson, Arthur Benjamin conducts a DNA sequencing experiment. Findings from his senior honors project were described in a poster session at last Monday's Biotechnology Day, sponsored by a grant from the Pfizer Foundation.

Jill Peltzman

Committee urges elevating dean of students' position

The dean of students should serve a fixed, five-year term, report directly to the provost and be a tenured faculty member or qualified for tenure, according to the final report of a campus review committee.

The report essentially reaffirms recommendations that the 10-member committee made in late November, after which it invited comments from students, faculty and administrators.

While the preliminary report said flatly that a future dean should be a tenured Cornell faculty member, the final recommendation widened the potential candidate pool to include "a member of the faculty of another university or a student-services professional with strong academic credentials."

The only other notable change from the November report was the recommendation that the office of Greek Life — as well as that of Off-Campus Life — be moved from the dean of students' office to that of Residence Life. The change would provide "the most efficient and effective means of organizing housing services . . . in one unit," said the report of the committee, which was headed by David B. Lipsky, dean of the School of Industrial and Labor Relations.

Having the dean of students report to the provost is intended "to serve the objectives of building a sense of community, bridging the gap between students and faculty and

administrators, and integrating the university's educational mission inside and outside the classroom," the report said.

Currently the office reports to the vice president for campus affairs, William D. Gurowitz, who reports to Senior Vice President James E. Morley Jr. Besides the reporting change, the committee suggested that the dean become a member of the president's executive staff and function as a peer with the deans of Cornell's schools and colleges.

The report was submitted this week to Morley and Provost Robert Barker, who will decide whether to approve it and when and how to implement it.

Morley said they will review the report with President Frank H.T. Rhodes, his executive staff, the Trustees' Academic Affairs Committee and the Student Assembly. Because of this necessary review process, there cannot be a final resolution before the fall, he added.

The review was instituted after former Dean of Students David W. Drinkwater resigned last spring. Howard Kramer has been acting dean, overseeing the office's student counseling and development services, new-student programs and graduate-student programs, as well as housing-related functions.

—Sam Segal

Kappa Alpha given probation for bad management, behavior

The Kappa Alpha Society, a Greek-letter fraternity, has been placed on a one-year probation.

Probation is the university's most serious sanction short of revocation of recognition and removal of Kappa Alpha from its university-owned house at 14 South Ave., said Acting Dean of Students Howard Kramer.

Kramer placed Kappa Alpha on probation for general mismanagement of the fraternity, failure to meet the requirements of its current censure status and for an incident late last year described as "an invasion of privacy which demonstrated insensitivity to women's issues." Kappa Alpha had been placed on censure in May 1988 for serving

alcohol to underage persons, Kramer said.

Kramer said that in making his decision he took into consideration the findings of an extensive university investigation and the recommendation of the Greek Hearing Board, a panel of students, faculty and alumni. The board recommended to Kramer on April 25 that Kappa Alpha's local charter be rescinded.

He explained that, as part of the probation, the chapter is to "fulfill all requirements of the current censure, appoint a local adviser and sponsor several programs demonstrating the importance of sensitivity to women's issues."

—Martin B. Stiles

Bronfenbrenner urges more learning at day care centers

Too many day-care programs merely baby-sit children and do not help them develop, Urie Bronfenbrenner charged in a Congressional subcommittee hearing on May 1.

The Cornell psychologist, who was a co-founder of the Head Start program, called on government to provide more child-care programs that offer meaningful learning opportunities and to encourage businesses to help their employees balance the needs of family and work.

"It is not enough, although it is essential, that children be well cared for, that they be happy and feel loved," said Bronfenbrenner.

"It is essential that they have opportunities to participate in progressively more complex activities that have continuity over time and are responsive to their growing capacities, interests and needs for guidance, structure, challenge and support.

"In order for a child to develop intellectually, emotionally, socially and morally requires participation in activities with one or more persons with whom the child develops an irrational emotional tie," he added. "In short, somebody's got to be crazy about that kid."

"What is at stake is nothing less than the competence, quality and moral character of the next generation of Americans. How much is that worth to us?" he asked the Subcommittee on Education and Health of the Joint Economic Committee of the House and Senate.

Bronfenbrenner told the subcommittee that "the state of America's children is perhaps more serious now" than it was before the gains made by Head Start and other programs launched in the 1960s. One-fourth of American children under age 6 living in poverty, he said.

He also suggested that businesses be required to provide, with some form of government assistance, a Family Resources Center that would make available information about child development and parenting, provide referral service to local agencies, stimulate and organize opportunities for families to discuss topics of common concern, and serve as a focal point for discussion between management and employees about work changes that could reduce family stress.

Bronfenbrenner, a professor emeritus of human development and family studies and of psychology, served two terms on the Committee on Child Development Research and Public Policy of the National Academy of Sciences.

The congressional subcommittee heard testimony on the subject of "The Economic and Social Benefits of Early Childhood Education."

For such programs to work, they must have the mutual cooperation and trust of the family, health and social services, schools and the parents' work place, Bronfenbrenner said.

"One of the principal destructive forces in the lives of American families, second only to the numbing impact of poverty and unemployment, is the hecticness and frustration of contemporary family life" produced by the often conflicting demands of family and work, he said.

—Mark Eyerly

Barton Blotter: Radar detectors stolen from cars

Two radar detectors worth a total of \$480 were removed from two cars broken into while they were in the parking garage sometime on April 25 or 26, according to the morning reports of the Department of Public Safety for April 23 through 30.

They were among 17 thefts reported on campus accounting for losses totaling \$2,305 in cash and valuables. Five thefts included some \$400 in cash taken from wallets and purses.

Other thefts include a wooden "Wildflower Trail" sign worth \$100 stolen from The Plantations and three backpacks containing cameras, calculators and other items totaling \$855 taken in separate incidents.

Three persons were referred to the judicial administrator on separate charges of possession of stolen property, forging a parking permit and possession of a false drivers license.

Ginsberg: More politics than ethics in Wright story

The investigation of House Speaker Jim Wright is simply the latest battle in a political war that is replacing elections in our political system and is paralyzing the federal government, according to political scientist Benjamin Ginsberg.

Cloaked as a concern for ethics in government, this battle over Wright is not about wrongdoing; just as were the probes into the actions of John Tower, Edwin Meese, Richard Allen, Raymond Donovan, Bert Lance, John Mitchell and Richard Nixon, it actually is about whether the Democratic-controlled Congress or Republican-controlled executive will be more powerful, said Ginsberg.

"This is total political warfare," Ginsberg said in an interview. "We're paralyzed. Congress isn't making law, they're hiring lawyers. And there is no Bush administration yet. Only 50 of 750 key subcommittee posts have been filled; anyone they nominate comes under fire for something like insensitivity to the appearance of impropriety.

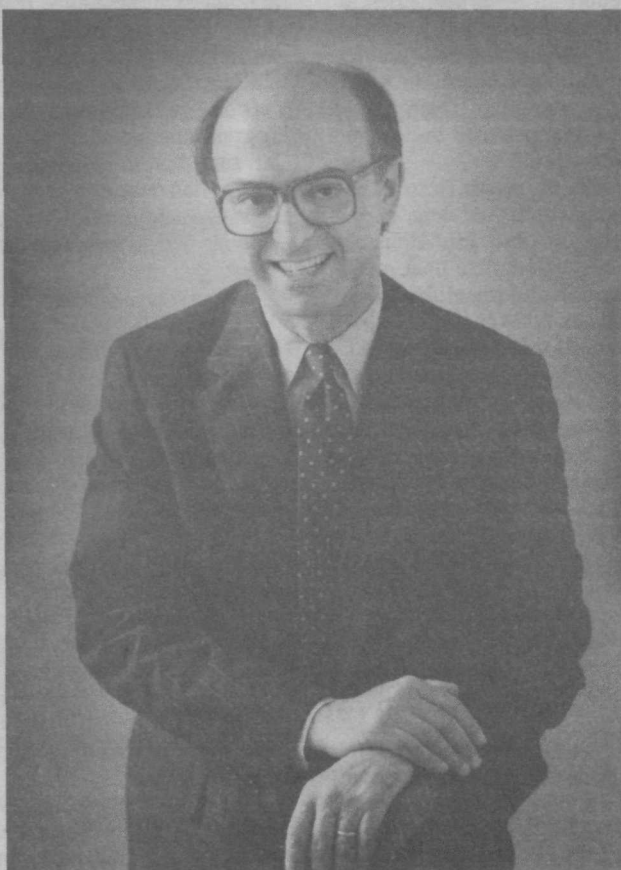
"In almost all cases, the alleged wrongdoing is real, but we focus too much on the wrongdoing and not enough on the process that reveals it. Politicians used to look the other way about 'honest graft.' No more."

Ginsberg, a professor of government, is director of the Cornell-in-Washington Program and of the Cornell Institute for Public Affairs. He and fellow Cornell government Professor Martin Shefter are co-authors of a forthcoming book from Basic Books titled "The End of the Electoral Era: Partisan Deadlock and Institutional Conflict."

They contend that the decline of political parties' influence, the virtually assured re-election of congressional incumbents, low voter turnout and other factors have produced a 25-year deadlock in the electoral arena; Republicans occupied the White House in all but four of those 25 years, and the Democrats maintained a sizable majority in Congress.

With Republicans holding little hope of gaining a congressional majority and Democrats unable to win the White House, each party focuses on weakening the institution controlled by its opponent and strengthening the power of the institution it controls. Institutional combat has replaced elections as the means of making and unmaking politicians, determining policy and distributing power, said Ginsberg, who also is co-editor of the 1986 book, "Do Elections Matter?"

For example, Republicans have been attempting to



Benjamin Ginsberg

Chris Hildreth

strengthen the Executive Branch by bringing national security and defense agencies more closely under White House control, while Democrats have been attempting to strengthen Congress by giving it more influence over social service agencies.

Congressional Democrats initiated the battle strategy that Ginsberg and Shefter dub "R.I.P." for media Revelation, congressional Investigation and judicial Prosecution, and

rest-in-peace for political opponents. The special prosecutors appointed under the Ethics in Government Act, which pertains to employees of the Executive Branch but not to Congress, are part of the R.I.P. strategy, Ginsberg added.

Republicans were slow to take up this fight, but the election of the combative Rep. Newt Gingrich (R-Ga.) as the GOP leader in the House has changed that. Gingrich's instigation of the Wright investigation is a direct response to the Democrats' probe that prevented John Tower from becoming defense secretary, Ginsberg said.

Some Democrats already are threatening an investigation of Gingrich, which has led to GOP talk of going after Rep. Tony Coelho (D-Calif.), whose power rests in his strengthening of the Democrats' fund-raising capabilities.

"There are probably 100 congressmen whose finances are similar to Wright's," Ginsberg said. "Everybody has something to hide; corruption is a constant in politics. But only in the last 20 years has it become worth spending the time, energy and money to investigate the powerful members of the opposition."

Amid the investigations and counter-investigations, little governing is being accomplished, Ginsberg said. The deterioration of America's international economic position and the losing of diplomatic initiatives to Mikhail Gorbachev can be traced in part to the preoccupation with institutional combat in Washington, he suggested.

The political process is self-correcting, but it sometimes takes a calamity to restore order, Ginsberg said. Perhaps it will take an economic crisis for political leaders to realize that these battles for political power are not strengthening governance of the country.

Ginsberg also made the following points:

- Some Democrats are siding with the GOP on the Wright probe to control the damage to their own party by trying to avoid a prolonged fight.
- The Bush administration's proposal to eliminate campaign funding from Political Action Committees, which the president describes as an attempt to raise ethical standards, is really an attempt to strengthen the Republican Party. The GOP has a well-organized direct-mail fund-raising system and is less dependent than the Democrats on major contributors, Ginsberg said. Eliminating PAC funding would hurt Democrats more than Republicans.

—Mark Eyerly

Apparel designers fit the pattern by turning to computers

Apparel design students are leaving behind years of meticulously cutting and taping paper patterns by using computers to design children's clothes from start to finish.

Anita Racine, a senior lecturer in the College of Human Ecology's Department of Textiles and Apparel who teaches a class in computer-aided design, said her course is making design students "computer-literate so they can adapt the skills they learn at Cornell to the huge computer systems in the apparel industry."

Students simulate the computerized process of large apparel manufacturers using one of seven IBM work stations to execute garment design from preliminary sketches to the layouts of pattern pieces. "The computer is more time-efficient than the conventional method of pattern making," said Lisa Gedzelman, a senior from Chappaqua, N.Y. "Revisions to my skirt-and-short-sleeve-jacket outfit that would normally call for recutting the pattern by hand were quick and easy on the computer."

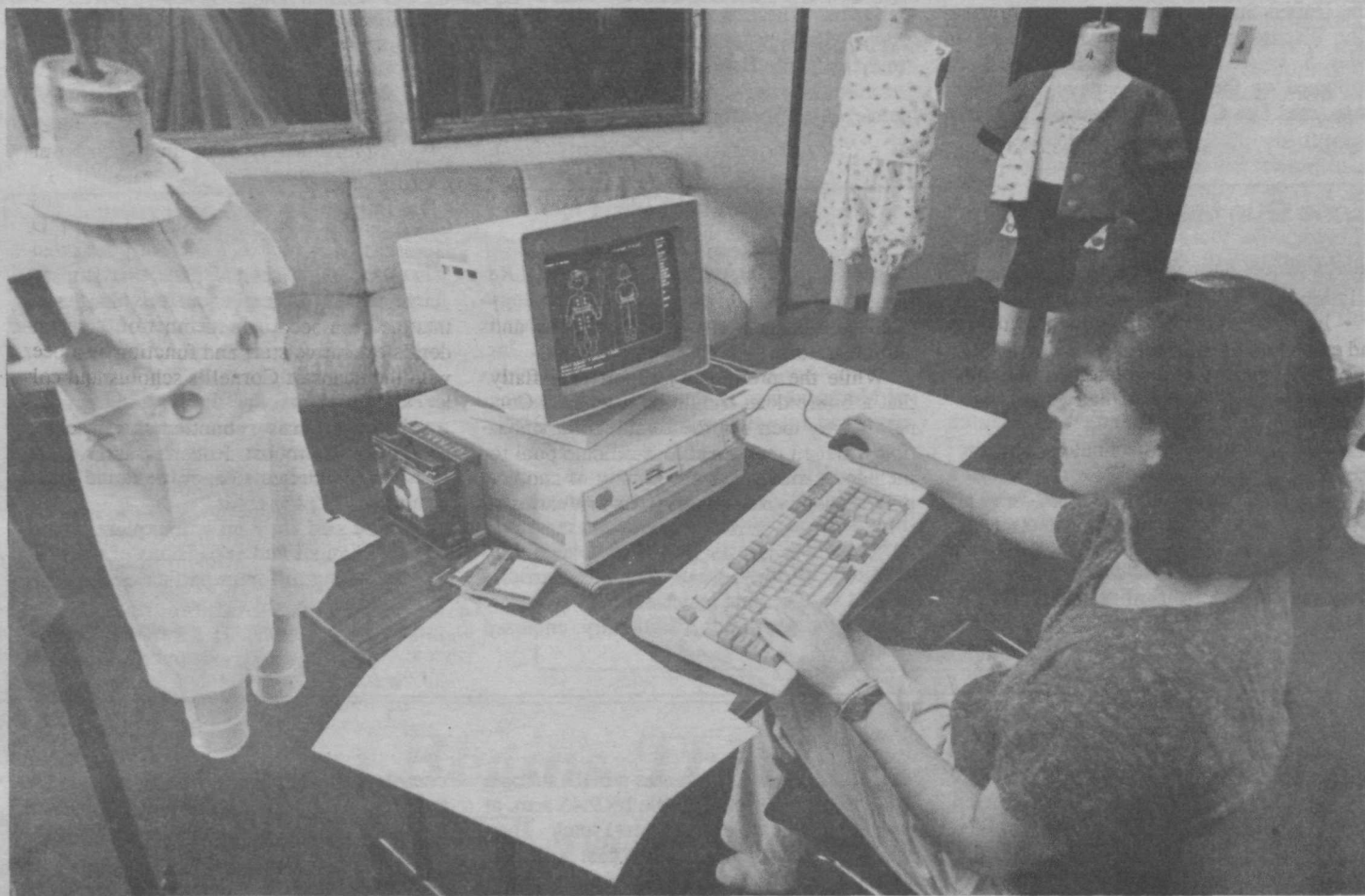
Computers were added to the apparel design program in 1988 in response to increased computerization in the apparel industry. A computer program used by architects and engineers, called AutoCAD, is being adapted to work with the soft lines and design problems in clothing.

So far, only upperclassmen in the apparel design program work with the computers. But Racine hopes to integrate computers into Apparel Design I, II and III.

With a grant from Project Ezra, an \$8 million International Business Machines Corp. program providing computers to Cornell faculty and researchers, Racine and a former visiting lecturer from the University of Tennessee, Phyllis Bell Miller, made the computers available to her students.

Students are required to have a working knowledge of conventional pattern making before taking Racine's course. Then the computer can be used to improve accuracy and expand creativity, she said.

The first assignment is to use the computer to design scaled models of children, called croquis, that can be retrieved



Media Services

Apparel design major Lisa Gedzelman uses the computer to experiment with proportion and design features of her outfit.

throughout the semester.

Students also use the computer to experiment with proportion and design features and to develop sketches.

Cardboard pieces called slopers are a designer's guide to different bodice, sleeve and pants pattern sizes and were once cut by hand for each pattern. The AutoCAD program allows designers to quickly retrieve slopers after they have been put in the computer by digitizing — tracing the standard cardboard cutouts with a movable control

device called a mouse.

Slashing and spreading the tight-fitting slopers to make innovative style features was once a paper-and-pencil task. "The computer neatens the apparel designer's workplace and helps eliminate human error, like accidentally altering a hand-drawn pattern or cutting a sloper too much," Racine said.

Another advantage of the computer system is that clients appreciate handling color printouts of garment designs because they

accurately represent what the garment will look like, Racine added.

In the fall, Miller will market a textbook on the AutoCAD program that she wrote with Professor Jacquelyn DeJonge, who also is at the University of Tennessee. Miller also will complete an apparel-specific computer program. The package will further adapt AutoCAD to soft goods by adding menus that create button holes and other pattern-making features.

—Kristine Surette

Veterinarian *continued from page 1*

leaders and his lecture and seminars with Cornell faculty and students, the president will meet with President George Bush in Washington, D.C., on Monday, May 15.

Besides his public lectures, President Jawara also will hold technical discussion sessions with Cornell faculty and students.

The Poppensiek Visiting Professorship is

named for the microbiologist who was dean of the Cornell College of Veterinary Medicine from 1959 to 1974. Now the James Law Professor of Comparative Medicine at

Cornell, Dr. George C. Poppensiek is known for his studies of foreign animal diseases.

—Roger Segelken

Graduate Bulletin



Degree Deadline: May 19 is the deadline for completing all requirements for May degrees, including submitting the dissertation/thesis to the Graduate School. Professional master's candidates should check about deadlines that may be earlier.

Summer Graduate Registration: Submit forms beginning May 15 at the Graduate School information desk, Sage Graduate Center. Students must register if they are receiving financial aid during the summer; wish to use campus facilities; are off campus but require credit for summer study. Registration must be done in person. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Tuition must be paid for summer courses.

Conference Travel Grant Applications: Due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by June 1 for July conferences. Application forms are available at Graduate Field Offices. Transportation costs only. There is no reimbursement for lodging, meals or registration.

Call critical of recent report on lawn pesticides

A two-part report on lawn pesticides released by a Washington-based consumer and environmental group "fails to provide forward-looking solutions based on available and emerging research," Dean David Call said after the group issued the second part of its report on April 27.

Taking issue with the report from Public Citizen's Congress Watch, the dean of the College of Agriculture and Life Sciences said it is based on "incomplete data, overreaching interpretation and scientifically unsupported conclusions."

Call acknowledged that some of the recommendations made by the group are excellent, but he said the report "provokes excessive public fear, impeding a rational response to reasonable concerns."

The report criticized the way the federal government assesses the safety of pesticides and claimed that regulation of the \$1.5-billion-a-year lawn care industry is inadequate, charging that "serious concerns are emerging about the health effects of pesticides."

Call said the overriding problem with the report is that it responds to the problem of excessive pesticide use by seeking more regulation.

"There is an important role for federal and state oversight, but we must realize that the care and feeding of a bureaucracy to implement, monitor and enforce another code of regulation will not be inexpensive," he pointed out.

Call also faulted the report for failing to consider how pesticide use can be cut by research and education, not just by regula-

tion, but expressed hope that public reaction to the report will focus greater emphasis on research and public education.

Referring to the 1988 report of the New York State Integrated Pest Management Program conducted by Cornell for the state, Call said that, in commodity after commodity, applied research and sound education led to the adoption of integrated pest management (IPM) recommendations and techniques.

"Experience tells me that this voluntary adoption process is ultimately more beneficial to society than modifying behavior through coercion and threats," he said. "I hope that the report will encourage consumers to seek more information and ask lawn care companies to use more modern practices."

He added that he also hopes the report will stimulate lawn care companies to adopt lawn care IPM practices now available from Cornell and other research institutions.

Public Citizen is reasonably concerned with the ability of lawn care companies' personnel to use chemicals and fertilizers safely, Call said. However, the report is "misleading" when it claims that states' efforts in regulating pesticide applications are "inadequate," Call said.

The dean said that the New York State Department of Environmental Conservation, for example, requires all commercial pesticide applicators to be certified.

Working together, the state agency and Cornell Cooperative Extension have trained 3,261 commercial and 1,067 private appli-

cators in 1988, who then successfully passed written examinations to earn state certification.

Call also noted that Cornell has been striving over the years to reduce the use of pesticides for a number of agricultural crops and home lawns by developing an array of IPM methods, including cultural practices and biological control. He said the program is one of the most comprehensive in place in the nation.

The IPM program, which has been supported by the State Department of Agriculture and Markets over the past several years, has enabled thousands of farmers across the state to cut down on the use of pesticides substantially, benefiting not only farmers but also consumers, sportsmen, environmentalists and conservationists, according to its director, James P. Tette.

Based on studies conducted in recent years, Cornell researchers are now convinced that homeowners can establish and maintain lawns without pesticides, according to Norman W. Hummel Jr., an assistant professor of turf grass science and a specialist in lawn management.

He added, however, that success depends on selecting grass varieties for disease and insect resistance and on the maintenance practices developed for residential lawns.

"With the research information we have right now, we can cut pesticide use on lawns, golf courses and other institutional lawns by at least 25 percent with no compromise in quality," he said.

—Yong H. Kim

Life in America is theme of Asian American film symposium

Films dealing with issues of Asian-Americans living in the United States will be shown and discussed by film makers and others in the field from Friday, May 5 through Sunday, May 7.

The weekend Asian American Film Symposium will open with a panel discussion of the Asian-American film scene in the United States during the past two years. The discussion will begin at 7:30 p.m. on May 5, in A.D. White House and will be followed on the next two days by screenings, said Lee C. Lee, director of the Asian

American Studies Program.

Discussing the films will be panelists Peter Chow, Asian CineVision; Linda Mabalot, Visual Communications; and James Yee, National Asian-American Telecommunications Association.

After each film is shown, it will be discussed by the film maker and invited discussants. The screening schedule is as follows (May 6 in Uris Auditorium and May 7 in A. D. White House):

• May 6, 9:30 a.m. — "Carved in Silence" (1987) tells the story of the detention

of Chinese immigrants to America during the years of the Chinese Exclusion Act, 1882 to 1943.

• May 6, 11:15 a.m. — "Pak Bueng on Fire" (1988) presents a new perspective in the struggle of Asian immigrants to survive in Los Angeles.

• May 6, 2 p.m. — "The Wash" (1988) tells the story of Masi Matsumoto, who has tried to be a good wife to her stubborn, unaffectionate husband, Nobu, for 40 years.

• May 6, 6:45 p.m. — "Surname Viet Given Name Nam" (1989) presents images

and voices of Vietnamese women in Vietnam and the United States. Admission will be charged for this film, which is being presented together with Cornell Cinema.

• May 7, 9:30 a.m. — "Slaying the Dragon" (1987) looks at the roles and images of Asian women as set forth by the Hollywood film industry and network television over the past 50 years.

• May 7, 11:15 a.m. — "Forbidden City, U.S.A." (1989) is a documentary that captures the magic and glamour of the nation's first all-Chinese nightclub, Forbidden City.

Gene Gun *continued from page 1*

search Model Shop supervisor.

Theodore Klein, supported by early Cornell Biotechnology Program funding as a postdoctoral research associate with Sanford and now with the U.S. Department of Agriculture in Albany, Calif., and other scientists have demonstrated numerous research applications for the new technology, primarily in collaborative research with Sanford's laboratory at the New York State Agricultural Experiment Station at Geneva.

Wolf coined the term "Biolistic" from biological and ballistic to describe their new process. He and Sanford formed Biolistics Inc. in 1986. The firm held an exclusive

license for the technology from Cornell Research Foundation, which is the technology-transfer arm of the university. Dean Shea is the business manager for Biolistics Inc. Nelson Allen and Rumsey-Loomis Machine of Mecklenburg, N.Y., have been the technical and manufacturing agents for Biolistics Inc.

The Biolistics' gene gun in its present embodiment consists of a mechanism that fires a 22-caliber cartridge, which is used to propel a large plastic projectile loaded with millions of very small tungsten particles coated with genetic materials.

The gun, which is a stationary, enclosed

chamber, has a special plate that stops the large plastic projectile but permits the microparticles with genetic material to enter cells that are also inside the chamber.

"The advantage of the Biolistic process is that it offers the only rapid, practical method of inserting genetic material into all types of cells and tissues," said John Wolfe, director of Biotechnology Systems at Du Pont.

Wolfe said Du Pont will explore technological changes and expansions of the product, including different particle acceleration systems.

—Roger Segelken

Top yearling bulls to be auctioned at May 5 cattle sale

More than 350 beef cattle breeders from throughout the Northeast are expected to bid on top-quality yearling bulls in an auction at the Livestock Pavilion on Friday, May 5, starting at 7 p.m.

The 39 bulls that will be sold in the auction were selected from among 86 that have just completed a five-month evaluation for growth and other traits, according to William M. Greene, a beef specialist in the College of Agriculture and Life Sciences and director of the college's Bull Test Program.

The eight Angus, three Charolais, two Gelbviches, 10 Polled Hereford, seven Shorthorn and nine Simmental bulls came from northeastern states.

"Certification requirements in terms of average daily weight gain and weight per day of age were the highest this year since the test program was launched in 1980," Greene reported.

"The average daily gain for British breeds (Angus, Polled Hereford and Shorthorn) during the test hit 3.96 pounds. The gain for European breeds, such as Simmental and Charolais, was 3.82."

The bulls to be auctioned are 12 to 14 months old and weigh about 1,200 to 1,300 pounds. When the test started last December, they weighed only about 600 to 650 pounds. Mature, three-to-four-year-old bulls usually weigh about 2,000 to 2,200 pounds, according to Greene.

In addition to daily gain, the animals were evaluated for other economically important qualities, including structural soundness, back-fat thickness, frame size and reproductive soundness.

The test program, which is the only one of its kind available in New York state, is sponsored jointly by Cornell Cooperative Extension, the Department of Animal Science, the New York Cattlemen's Association and the New York State Department of Agriculture and Markets.

—Yong H. Kim

Commencement *continued from page 1*

champagne corks.

Beyond the faculty and students seated on the field, Rhodes will look across to the Schoellkopf Crescent, whose 20,638 seats are invariably filled for this annual rite. Another 4,000 people will fill the west stands, and hundreds will watch the spectacle on foot, predicts commencement coordinator Vickie Goss.

To ensure that the participants can get into the field for the ceremony, the Commencement Committee has asked spectators to be in place a full hour before the ceremony begins.

The problem is that the graduates, plus strolling cohorts of faculty, administrators and trustees, can't march like drill squads and are not expected to. In fact, they are allotted an hour and a half from their falling-in at the Arts Quad till their seating on the field for the noon ceremony.

All participants must be seated by 11 a.m. when the ceremony begins.

Although the whole show involves about 30,000 people, Cornell tradition does keep it simple, with no honorary degrees and one speech only — by the president. The procession is another story.

Its meticulous plans call for every group — Ph.D. candidates, faculty, administrators

and trustees, and graduates of 10 schools and colleges — to assemble by 9:45 a.m. at precise points around the Arts Quad. They will then march four abreast past a line of faculty, past a presidential reviewing party beside Olin Library, up between Stimson and Day halls, then by East Avenue and Campus Road up to the northwest entrance of the field.

The basic black of most students' robes and caps is made festive and interesting by the various colors — of robes, hoods and sleeves — that represent differing academic degrees and institutions. And, though centuries of tradition may add gravity to the day, the dominant tone is festive. Marchers like to greet friends and family, take pictures and continue old discussions, so organizers have some difficulty maintaining steady, four abreast progress up the hill.

The number of student participants is hard to predict. The current estimate of those eligible is 5,667, Goss said, but that includes 1,454 who completed their degree work last August or in January.

It also assumes all Graduate School candidates for masters and doctoral degrees — about a quarter of them Ph.D. candidates — will succeed by the end of May. Excluding Graduate School students, those eligible to

complete degree work this May include 199 from the Law School, 266 from the Johnson Graduate School of Management, 77 from the College of Veterinary Medicine and the following estimates from undergraduate units: College of Agriculture and Life Sciences, 750; College of Architecture, Art and Planning, 66; College of Arts and Sciences, 1,055; College of Engineering, 560; School of Hotel Administration, 150; College of Human Ecology, 335; School of Industrial and Labor Relations, 175.

One thing that makes the day work is the 350 red-coated volunteer ushers under Goss's management. She still has more than 100 slots for the people who move the crowds along, field all questions and assist with first-aid or other urgent needs. They work for no pay (although Cornell employees get compensatory time off) but do get a commencement mug and an invitation to a reception hosted by President Rhodes.

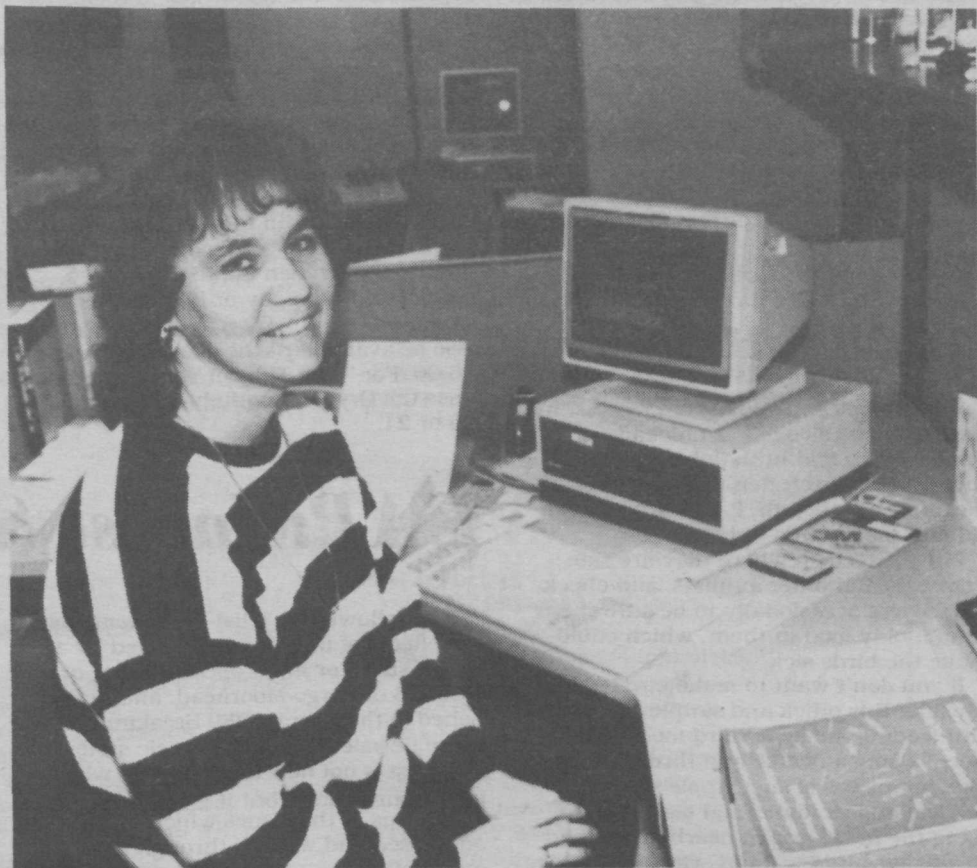
People who need to make arrangements for wheelchairs or other aids for the handicapped may call 255-9541 or 255-6200. People at the latter number, the Cornell Information and Referral Center, also can direct callers to information on available campus guest rooms and anything else about Commencement.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 18

Thursday, May 4, 1989



Jylinda Diles

Photos by Sigrid Peterson

Employee Spotlight: Jylinda Diles

By Kathleen O'Brien

To say that a job could change here at Cornell, at least in this instance, would be putting it mildly. Twenty-four years ago an employee joined the Law School as a Multilith operator. She is now senior faculty secretary at the Myron Taylor Law School.

Jylinda Diles has shown determination to get ahead at Cornell. After Jylinda took a maternity leave early in her career, she was asked, upon her return to work, whether she would like to take a shot at secretarial work.

"I didn't know how to type, much less what the duties of a secretary were," Jylinda stated. "I learned on the job and took a typing course. I guess you could say I was self-taught from then on."

That was more than fourteen years ago. In the past year, Jylinda accepted the position of senior faculty secretary.

Jylinda's duties include being right-hand person to two faculty members and delegating work to nine other secretaries. She also keeps track of employee hours, types exams, works with a database program on a computer, takes and transcribes dictation, and formats faculty computer work.

She enjoys working with her coworkers.

Now that the department is in a new building, she enjoys the 'homey' atmosphere. Jylinda especially likes to see a faculty member's book come to fruition, seeing it from start to finish. The interaction among students, faculty and staff also adds to the enjoyment of her job.

Jylinda suggests to fellow employees to pay attention to their jobs and be thankful they have one. Jylinda would enjoy writing her own book or pamphlet on what a secretary does and is expected to do-to help others in her department.

Jylinda's outside interests are varied and include doing calligraphy for the special certificates used for graduating students in the Law School. As evidenced by the decoration in her office cubicle, she especially likes loons (the "On Golden Pond" variety) and plants.

Industrious, committed, and interested--this, Cornell, is one of your employees!

Networking needs your support. If you know of anyone who should be in the Employee Spotlight, please send the name, phone number and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building.

Chipping Away at the Block

Why don't you think about taking an extramural course at Cornell? The University Personnel Manual states that "Cornell University encourages its employees to take academic courses through the Extramural Program to help improve job performance and assist in career and personal development." Yet, in practice, we know that departmental policy surrounding employee participation in workshops and courses varies greatly.

What, then, are the firm rules, and what are negotiable options? Let us refer, again, to the University Personnel Manual for guidance regarding extramural courses.

Who can take courses?

"Regular nonacademic employees, nonprofessorial academic staff who do not hold voting rights at any college, university, or graduate faculty, and ROTC military personnel are eligible to enroll in up to four credit hours per semester, on a

By Jan Thomas

(For the Employee Assembly)

space-available basis, with the permission of the supervisor, the department head, and the instructor. The four credit hours may include courses taken for credit or on an audit basis. Employee participation in this program is limited to courses that are offered for credit through the Office of Extramural Study."

Who pays?

"An eligible employee may take up to four credit hours of extramural coursework, per semester, without charge for tuition, as long as the employee remains in good standing as an employee. A new employee must have started work before the beginning of the academic term to be eligible for waived tuition in a course tak-

en during that term." A certain portion of the money each department pays in fringe benefits goes toward education (whether employees choose to take courses or not). Tuition for employee extramural courses is then taken from the education pot without directly impacting a given department. This is different from campus workshops for which there is a direct charge, usually stated on the enrollment form. The employee is responsible for all special fees associated with extramural courses, including lab fees, materials, and late registration penalties. The employee is also responsible for paying full tuition on coursework in excess of

Continued on page 4

Employee Assembly Open Forum

By Alberta Callihan

Do you have a question for which you would like an answer with regard to your employment at Cornell, or a recommendation that will be helpful to employees? If so, you can express your concern at an Employee Assembly meeting.

There is a ten-minute Open Forum on the agenda of each Employee Assembly meeting for members of the community

to introduce concerns. This is an opportunity for anyone in the community to bring a concern to the assembly. If time permits, the concerns can be discussed in further detail during New Business or at the next meeting.

Meetings of the assembly are held on the first and third Wednesday of each month at 12:15 P.M. in the third-floor conference room of Day Hall.

Final Meal with Morley for This Semester Scheduled for June 12

The final lunch scheduled this semester for employees to meet with Senior Vice President James E. Morley is set for June 12 at the Statler at 12:00 noon. Interested employees may reserve a place by calling the Office of Human Resources at 255-3621.

New Wellness Program Begins This Fall

By Toni McBride Wellness Director

The Cornell University Wellness Program begins operation this fall and all employees will receive information about the program in a mailing to the campus address in mid-May.

Wellness is the personal pursuit of optimal functioning in all dimensions of our lives. The goals of wellness include balance, self-actualization, stress management, improved quality of life, and healthy longevity.

To pursue wellness, one must first make the choice to do so, be open to learning and a lifestyle change based on information and clarification of values, attitudes, and self-concept.

Watch for your wellness brochure to be mailed to your campus address!

This article begins the first of a regular Wellness column which will appear in Networking with information about wellness activities and classes and wellness tips.

May 19 National Employee Health and Fitness Day

Cornell University is participating in this national day by offering its employees the opportunity the end the week on a healthy note.

All employees are welcome to join in the fun run-walk sponsored by several local businesses. You predict your time running or walking around Beebe Lake in the Helen Newman area.

Prizes:

Cullen's Sporting Goods - one pair of men's or women's running shoes
Campus Store - \$25.00 gift certificate
Sarah Fern NYS Licensed Massage Therapist - 1 free body massage gift certificate

All participants will receive a blue ribbon for their effort. There is no charge and no preregistration. Just come out and sign up 4:30pm.

Wellness Tip for the Week

Basal Cell Carcinoma is a common form of skin cancer linked to frequent exposure to the sun's rays. Although the cancer does not normally spread to other parts of the body (as does malignant melanoma), prompt removal of these cancerous growths is relatively simple, and necessary. Removal can be done on an

outpatient basis with minimal discomfort.

The five early warning signs are:

1. A sore that bleeds, oozes or crusts and remains open for over three weeks.
2. A reddish patch that may or may not crust, itch or hurt.
3. A smooth, raised, donut-shaped growth. Tiny blood vessels may appear

Continued on page 4



Cornell Employees to Perform in 'The Time of Your Life'

Some of your friends and coworkers are having the time of their lives rehearsing for the upcoming Dryden Footlighters' production of William Saroyan's Pulitzer prize-winning play, "The Time of Your Life." For one weekend only, May 18, 19 and 20 at 8:00p.m. and a Sunday matinee, May 21, at 2:00 p.m., the Dryden High School Stage will become a run-down San Francisco honky-tonk where a group of colorful characters come together to discuss life, love, and the state of the world in the fall of 1939.

The state of the world in 1939 is not good. Germany has invaded Poland and England is mobilizing for war, while in the United States the Depression Era is

ending, unions are organizing and there is an ever-present threat of war. William Saroyan uses these issues as a backdrop in "The Time of Your Life" while focusing on the lives of his characters as they find happiness in the simple camaraderie of the honky-tonk. The show is a serio-comic picture of life featuring a large cast of lively characters.

Among them are Joe, a student of life (G. F. Combs, Jr., an associate professor in the Department of Poultry and Avian Sciences), Mary L., a woman of quality (Maureen Kelly, a post-doctoral research associate in Plant Science), Lorene, a desperate woman (Sandy Horton, an accounts coordinator in Endowed Account-

ing), Dudley, a young man in love (Dan Potter, a graduate student with the Bailey Hortorium), Elsie, the girl he loves (Richelle Hemendinger, a graduate student in Poultry and Avian Sciences) and police officers (Mike Dudzik, an editorial assistant for the Home Study Program in Agricultural Economics and Joe Puzzi, a graduate student in Poultry and Avian Sciences).

Children of Cornell employees also featured in the cast are Matt Combs, Tina Horton and Amy Corson, playing respectively, the newsboy, Anna and a bar patron. Rounding out the cast are Pat and Allen Ackley, Bryan Van Campen, Mike Cook, Pat Faherty, Chris Hoback, Karen

Lee Marquis, Tim Rogers, Jennie Fiske, Duane Huttleston and C. J. Young.

The show will be directed by Allen Zadoff '89, a Cornell senior in the Advanced Theatre Training Program in Directing. He recently directed Uncle Vanya at Cornell's Performing Arts Center to excellent reviews and was the artistic director for the Cornell Dramatic Club from 1986 to 1988.

Advance sale tickets are \$5.00 for adults and \$4.00 for senior citizens and students. They are available at several locations in Dryden, Ithaca and Cortland and from all cast and crew members. Tickets are also available by calling Diane Colf, a secretary in the Department of Poultry and Avian Sciences and president of the Dryden Footlighters, at 5-4439 during the day or 844-4155 between 5:00 and 9:00 p.m. Tickets will also be available at the door for \$5.00 and \$6.00. For "The Time of Your Life," don't miss the Dryden Footlighters May 18, 19, 20 or 21.

Birds Bring Color and Life to Backyard

By Jeanne Mackin

Red cardinals, goldfinches, bluebirds, black and white chickadees...birds are among the most colorful animals to watch and admire. More than their beauty recommends them, however. Gardeners know that birds, which consume insects and spread seeds, can help a garden stay healthy and blooming. Plus, they're fun to watch.

If you'd like to increase the number of birds that visit or live in your yard, you can. Birds can be attracted by putting out

bird feeders, adding birdhouses to outdoor furnishings, or creating habitats that birds prefer.

Many of the seed-eating birds, such as sparrows, grosbeaks and cardinals, can be encouraged to visit your yard by filling a bird feeder with black oilseed sunflower seeds. They provide more energy than do other sunflower seeds and are a favorite of seed-eating birds.

Brightly colored goldfinches prefer thistle seed, whereas robins, cedar waxwings and catbirds like a menu offering

chopped apples, bananas and raisins. Insect-eating birds such as chickadees, woodpeckers and nuthatches can be fed suet in the winter; don't put suet out in the summer, though. It can become rancid and make birds sick.

Put the feeders where they are safe from cats and other animals, and check the feeders occasionally to be sure there is no moldy food in them, which could make the birds sick.

If you don't want to make bird feeders, consider this quick and simple method of bird feeding: make a "bird food necklace." Using a needle and thread, string together pieces of suet, apple slices, cranberries, raisins, dates and stale bread. Hang the necklaces in nearby trees and shrubs for birds to enjoy. Or find a large, dry evergreen cone and spread peanut butter on it. Roll the cone in seeds or oatmeal, and hang it in a tree.

Soon-but not too soon, it may take a week or two for the birds to find your offerings--you'll find yourself admiring countless numbers and types of birds in your yard. At that time, you may want to start keeping a record of the kinds of birds you spot in your area. There are, after all, more than 400 varieties of birds found in New York State!

EAP: Incest Surv

The following is a list of the long-lasting effects of incest, as presented by an incest survivor in an open meeting of VOICES of Fargo-Moorhead, and published in the March 1989 Breaking the Silence newsletter. As the article states, "this list is not new to those of us who are incest survivors... but it is helpful to remind us of the issues which need to be addressed and worked through as part of our healing."

1. Lack of trust, especially men, but also women tend to trust those who are untrustworthy and not trust those who could be trusted.
2. Unrealistic fears, such as expecting someone in a car next to me to pull a gun on me.
3. Attracted to abusive relationships.
4. Suicide prone.

The Ithakords - Men's Barbershop Chorus to Perform May 13

Who? The Ithakords Men's Barbershop Chorus.

What? Barbershop Harmony on Parade.

Where? The Ithaca High School Auditorium.

When? May 13th, 8:00 PM.

The Ithaca Mens Barbershop Chorus will be performing again after a five-year absence. The chorus has close to 50 affiliated members. Cornell employees play a prominent role in this organization. The director is Ron Clayton, Agronomy and the president is Scott Russell, Materials Management. Other members include: Nelson Allen, Engineering; Tony Babbaro, retired; Jim Bobnick, Agronomy; Bill Couch, Animal Science; Larry Delgado, Traffic; Don Hinman, Vet School; Bob

Kellogg, Animal Science; Toby Lobdell, retired (Statler); Pete Minotti, Vegetable Crops; Jerry Minster, Public Safety; Dave Monk, Education; Lynn Rathbun, Knight Lab; Dave Smith, Coop Ext--Animal Science; and John Wootton, Vet School. Barbershop music is a cappella, four-part harmony. The Society for the Preservation and Encouragement of Barbershop Quartet Singing in America is a nonprofit, nonprofessional organization. The men involved come from diverse walks of life and share a common interest in singing. The show will be well worth the price of admission. Two guest choruses will be included on the show. For information and tickets, any one of the above persons may be contacted. See you there.

Can't tell a robin from a sparrow? 4-H has a new project, "Birds in Your Backyard," designed to introduce young people ages 9 to 12 to the pleasures of ornithology, the study of birds. By participating in the project, young people develop an awareness of birds in their locality, sharpen their observational skills, and learn the anatomy and distinguishing features of birds.

"Birds in Your Backyard" is part of a series of projects that introduce youth to a variety of natural resources subjects through activities that heighten their awareness of the natural world. For more information, contact your local Cornell Cooperative Extension office.

Resource: "Birds in Your Backyard," a Cornell Cooperative Extension publication prepared by Janet E. Hawkes and Diane Held Phillips

Open Blood Pressure Clinics May and June

May 5 - CU Press, Rothchild House Conference Room - 8:45am-10:45am

May 5 - CU Press, Warehouse - 11:15am-12:30pm

May 12 - Admissions, Lunch Room - 9am-11am

May 16 - Barnes Hall Conference Room - 9am-11:30am

May 22 - Baker Institute-Levine Lab Conference Room - 9am-12 noon

June 6 - Johnson Art Study Gallery - 9am-11am

June 22 - Plant Science, Room 336 - 8:30am-12 noon



Volunteer Ushers Needed for 121st Cornell Commem

Information for 1989 Commencement Volunteers

Did you know that... All employees who volunteer to work during the Sunday, May 28 commencement ceremony will be granted compensatory time-off equivalent to their standard work-day.

On commencement day, all ushers will check in between 8-8:45am at the football locker room located in the basement of Schoellkopf Hall, be at their assigned stations by 9am and stay until the crowd has dispersed -- usually by 1pm.

Usher rehearsals will be held at Schoellkopf Field at 3pm, Thursday, May 25, and Friday, May 26 at 3pm. Each usher must attend one meeting.

All ushers are provided with coffee, tea, soft drinks, bagels and donuts.

All volunteers are invited to a thank-you reception at President Rhodes' home and are given a commencement commemorative mug.

Over 300 of your fellow employees have volunteered again this year to participate in one of Cornell's most special days and right now the Commencement Office is looking for just a few more good ushers.

If you've considered volunteering, don't wait any longer. Call the Commencement Office at 5-9541 now if you would like to volunteer to usher at Cornell's 121st Commencement.

Cornell Recreation Club: Vernon Downs, Annual Picnic, and 'Old Timers' Day' Yankee Baseball

ello folks! Why don't you get out of
ut and join the Cornell Recreation
(CRC) on some of their upcoming
and events. Here's what's happen-
his spring and summer.

ernon Downs: June 3
in Frank Sutfin and friends for the
acle Mile Buffet" and a night at the
rack. The price of \$28.00 includes
ortation, an admission ticket and a
ous buffet. There is an additional
fee for nonmembers.

Annual June Picnic: June 17
the CRC will celebrate the first June
eve at the CRC Park! Don't miss
on this fun time. Members must pick
their tickets at the CRC office. There
be games, food and the band, the

Singing Machine. You'll have your choice
of roast beef or barbecued chicken. Get
your tickets now for CRC's annual June
picnic.

Yankee Baseball: July 15
There will be plenty of popcorn, pea-
nuts and crackerjacks for our Yankee
fans on July 15. This is the very special
"Old Timers Day" at Yankee Stadium;
the festivities start at 12:00 noon. Watch
the 1989 Yankees play against the Kan-
sas City Chiefs in this doubleheader.
Come along with CRC and root, root, root
for the home team. Call 255-7565 to re-
serve your spot.

Toronto: August 17, 18, 19 & 20
A few good spots are still available on
CRC's trip to Toronto. This trip is loaded

with extras! Included for \$225.00 per
member are transportation, accommoda-
tions at the Westbury, tickets to the CNE,
a nighttime city tour, tickets to the Onta-
rio Science Center and tickets to the
Limelight Dinner Theatre, where you'll
see "Singing in the Rain" performed.
This is one trip you won't want to miss.
Donna Vose is your trip leader. A \$100.00
deposit is due the end of May, with the re-
maining balance due at the end of June.
Call Janet at 255-7565 to reserve your
seat today.

Las Vegas—San Francisco: September
29 - October 6 You won't want to miss

this duo -- a trip to Las Vegas and San
Francisco! Many extras are included in
this exciting package. The price is
\$850.00 per member, which includes
transportation, some meals, sightseeing
trips and many extras. Call the CRC office
now for a complete itinerary.

Elections:
Two positions are available for the
CRC board of directors this year. Terms
are for three years. Anyone wanting more
information should contact Janet at 255-
7565. Be a part of the decision-making
process, be "in the know"--join the board:
dedicated people making CRC work.

Survivors - Facing the Issues

Unable to stand up for self at home
anywhere.
People pleaser and struggle to please
sides of issues.
Difficulty making decisions.
Overly responsible.
Guilt over everything.
Abusive to children, verbally.
Very controlling of others while I
out of control.
Extreme fears for children being
sted, and as they get older, of them
sexual in relationships.
Much inner confusion.
Extreme anger over little things.
Flashbacks are triggered, which
is on the anger.)
Obesity, some bulimia.
Relate to men almost exclusively
sexual basis (flirting).
Unable to relate to God as a loving,

caring being.

18. Flashbacks to abuse.
19. Poor boundaries.
20. Sexual problems in marriage.
21. Unable to accept love.
22. Give my power to others.
23. Overly apologetic.
24. Unable to express feelings or be-
liefs: either numb or over-react.
25. Poor memory: when stress is high I
forget what just happened.
26. Can't be myself around family, es-
pecially my parents.
27. Nightmares.
28. Low self-esteem.

The Employee Assistance Program en-
courages you to use their service, whatev-
er your particular concern. A clinician
will meet with you to assess your situa-
tion and work with you toward resolving
the difficulty. If you have concerns that
you want to explore, call the EAP at 273-
1129.

Transportation Tips

the Office of Transportation
ces
nell community members have
objections for being ticketed for
traffic violation "parking left side to
on a two-way street."

New York State Vehicle and Traffic
law is in force on the Cornell campus. Ar-
ticle 22, Section 1203, C of the law, which
deals with parking on a two-way roadway
"such vehicles shall be facing in
direction of authorized traffic
movement on that portion of the roadway
in which the vehicle rests."

The Traffic Bureau consulted Universi-
ty Counsel about the applicability of this
law on campus roads. It is clear that the
law applies and must be enforced.

Safety considerations are utmost on
our busy campus. It is a dangerous ma-
neuver in itself to pull from one lane
across another lane to enter a parking
slot. In addition, when parking left side to
curb, a driver has a difficult time observ-
ing traffic conditions as the steering
wheel of their vehicle is away from the
center of the roadway. This hazardous
situation could well lead to any number
of accidents when the driver is attempt-
ing to pull away from the curb.

For the safety of the many pedestrians,
drivers and vehicles, Cornell Public Safe-
ty will continue to enforce this regulation.

If you have any questions or concerns
you would like to see addressed in this
column, please call us at 255-4628.

Commencement: Sunday, May 28

Commencement Volunteer Coupon I would like to volunteer to be a commencement usher.

Telephone _____

Address _____

Supervisor's Name _____

Supervisor's Campus Address _____

possible volunteer is: _____

Telephone _____

Address _____

Coupon to Commencement Office, B-25 Day Hall or call 5-9541 to volunteer.

Transfers and Promotions for April

EMPLOYEE
Brian Allis
Kevin Ashman
Judith Baker
Veronica Barrett
Arthur Bell
Gordon Bowen
Lewis Boyce
Esther Brown
Sheryl Brown
Carol Bruno
Sheila Buckingham
Barry Butterfield
Rena G. Caldwell
Carter Chaffee
John L. Chase
Keith Collins
Barbara Cooper
Brenda J. Corey
Edward Couch
Patricia Curran
William Dassance
Carol Daugherty
Patricia Dean
Terri Denman
Doris Edwards
Carol Eisenlohr
Edward Fish
Renate Flynn
Leonard Frelove
Roger Glezen
Richard Graham
Yan Guo
Arthur Hardison
Roger M. Hastings
William Hathaway
James Howell
Niaz Husain
Roger Jagoda
Georgaline Kelley
Diana Kreutzer
Robin Lampman
Paula Leonard
Aan L. Locke
Carolyn Lynn
Daniel Malone
Kelly Milks
Rosie Moore
Fleet Morse
Beth Oltz
Donna Patteson
Wilbert Payne
Kone Phimdeng
Lucy Quaile
Sharon Ray
Hazel Saikkonen
Thomas Saltsman
Pasquale Sattaneo
Elaine Scott
Brian Schutt
Marin Sen
Rheta Shepardson
James J. Smith
Kevin Snowberger
William Stearns
Jyll Strothmann
George Thomas
Julie Tibbits
Alicia Torrey
Linda Uzmamm
Ann Vandemark
Todd VanOrman
Darlene Watkins
Lori Watkins
Carol Webster
Thomas White
Lynnette Whitmarsh
Johnny Wright
Chan' Deng Xayarath
Yu Zhen Yeng

DEPARTMENT
Statler Hotel
Chemistry
CIT
Dining Services
University Libraries
Hotel Administration
Residence Life
Statler Hotel
Alumni Affairs
Statler Hotel
Computer Services
Engineering
Statler Hotel
Statler Hotel
University Libraries
Dining Services
Dining Services
Statler Hotel
Facilities
Food Science
Hotel Administration
Statler Hotel
History and Philosophy
Mathematics
Statler Hotel
COSEP
Dining Services
Health Services
LASSP
Dining Services
Residence Life
Dining Services
Statler Hotel
Statler Hotel
Facilities
Theory Center
Statler Hotel
CIT
Academic Programming
Life Safety
Media Services
CIT
Dining Services
Government
Statler Hotel
Statler Hotel
Statler Hotel
Statler Hotel
Statler Hotel
Engineering
Statler Hotel
Residence Life
Residence Life
Statler Hotel
Dining Services
University Press
Geneva
International Studies
Animal Science
Dining Services
Statler Hotel
Statler Hotel
Facilities
Chemistry
Hotel Administration
Statler Hotel
Theatre Arts
Financial Aid
Summer Session
Modern Languages
Statler Hotel
Dining Services
University Development
Sponsored Programs
Statler Hotel
Statler Hotel
Residence Life
Statler Hotel
Dining Services

Flexibility and the Working Family: What's in It for You?

By Theresa Vander Horn

With all we hear in the media about the stresses of working parents, it's easy to forget that balancing work and private lives is a challenge that everyone, even childless individuals, face. We may not all have children, but almost everyone has someone for whom they feel responsible. Whether it's to care for your child, take Dad to physical therapy or help run a local project for the homeless, at one time or another we will all likely need some flexibility in our working lives to accommodate our personal lives.

Without Flexibility: Guilt, Guilt, and More Guilt

Working parents often find themselves in a Lose-Lose situation. Demands from work sometimes force compromise in family life, while family responsibilities demand time away from work. As a result, working parents often feel guilt for not being the parent they'd like to be and more guilt for not being the perfect employee. Working mothers, confronting traditional views of motherhood, are particularly susceptible. That guilt can be alleviated or increased by the attitude of the supervisor. A supervisor who reaffirms the employee's worth and commends his/her sense of dual-responsibility empowers the employee to balance work and family. The supervisor who expresses dissatisfaction and exasperation

compounds the guilt and feelings of inadequacy, feelings that are in no way conducive to employee productivity.

Flexibility and Accommodation: A Matter of Attitude

An established policy of flexibility and accommodation ensures that should it ever be needed, you could respond. Sometimes flexibility is a matter of attitude. It asks the question: How can we accommodate your needs within the limits of our needs? It asks that management and employee work together as a team, each considering the demands and priorities of the other. Flexibility and accommodation mean finding out how something can be done, rather than focusing on why it can't be done.

Finally, it is a matter of realizing that we are all human beings, not worker units. If we ask employees to choose between family and work, we not only risk losing valuable employees, but we lose a bit of our humanity as well.

Count the Ways

Flexibility takes many forms: Alternative work patterns are the most obvious expression of flexibility. In flex-time, an employee shifts his or her start-finish hours slightly; working half or three-quarter days during a temporary period of reduced activity (summer), supplemented with vacation hours, or, sim-

ply paid for hours worked. Some positions have fluctuating workloads that are not constant enough to warrant changing the employee's appointment (and risk losing the position line) but will accommodate periods of reduced schedules.

It might mean working reduced hours, say 36 or 37 hours a week for awhile. Having an extra hour or so to get to work in the morning or leaving a bit early every day without having to "make it up" can be a tremendous help. Many positions can accommodate a loss of two or three hours a week.

Flexibility often means understanding the intense need to be with family at certain critical times. Granting a leave of absence for childbirth, adoption or serious family illness is most important in not forcing an employee to choose between the welfare of his-her family and his-her job. No human being should ever be forced to make such a choice. This choice, when forced on an employee, is so devastating that many state legislatures as well as the United States Congress are considering measures to guarantee an employee's right to take unpaid leave with job and health insurance protection for childbirth, adoption and serious family illness.

Accommodating a flexible schedule means finding a solution to problems, not hiding behind the obstacles. Hiring a student worker to whom an employee can delegate routine duties is one creative way of defeating the obstacles to accommodating the need for time away from work.

Enlisting the help of other workers, co-workers, faculty members, and administrators to support a program of flexibility is the first step to implementing flexible policies. This means cooperating in covering the workplace, respecting workload limits, and observing deadlines so an employee can effectively plan his-her time. Cooperation and understanding are critical to the success of flexibility.

Something for Everyone

The benefits to the employee of a flexi-

ble schedule may seem obvious: time to spend on private demands. But do you know what's in it for the management?

- Employee Retention. An employee who has worked out a comfortable, accommodating and flexible schedule with an employer will think twice before moving on. Will the next manager be as flexible? For management, valuable time is lost each time a new employee must be trained, and while each new employee gains maximum efficiency on the job. Where longevity often means increased productivity, employee loyalty is worth the bargain.
- Budget Sense. managers who inquire may be pleasantly surprised to find several workers who wish to work just shy of the standard 39 hours. If one or more hourly workers wishes to trim his-her schedule by three or four hours, and the workload can accommodate such trimming, (perhaps with the aid of student workers) the exchange will at least pay for itself and the savings of those unworked hours may be significant.
- Competitive Edge. In an increasingly competitive market for workers, flexibility is a major attraction. Both men and women consider the impact that a new job, promotion, or transfer may have on family life. Flexibility is a tool for attracting the best workers, so your team will be a strong and committed team.

Unclassified Ads

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the May 18 issue is May 8.
7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
8. Please submit an ad for each issue that the ad should appear in.

For Sale

1988 Toyota Tercel E-Z liftback, 4 spd, 13k miles, must sell, \$5,700. 387-3411.

1987 Pontiac Sunbird SE, 24k miles, 4 cyl, fuel inj, AC, PS, PB, PW, AM-FM cassette and more, exc cond, asking \$7,250. Chad 5-5109.

1985 Yamaha 225DXR with reverse, 1984 Honda 110, 1983 Yamaha 200YM, all reasonable offers accepted. 607-594-2444 after 5pm weekdays anytime on weekends.

1984 Chevy Cavalier, 4 cyl, 4 spd, front wheel drive, 46k miles, AM-FM cassette, quad sound, bucket seats, 4 dr, \$4,800, only serious inquiries. Julie 5-3688.

1984 Camaro Z-28, great cond, runs perfect, T-top, elec windows and door locks, AM-FM cassette stereo. 5-1174 days or 277-7882 after 5pm.

1984 Mercury Lynx Wagon, 59k miles, air, AM-FM stereo, \$2,500, some rust, but reliable performance. 272-3708 eves.

1983 Suzuki 750 Tempter, bought new in 1985, sport farring and luggage rack, \$1,000; also 1 small Bell helmet, like new. \$65. 255-2455 or 257-7601.

1982 Chevy Citation, V6, AM-FM, air, two mounted snow tires, 75k miles, \$2,250. Shannon 5-2125.

1982 Chevy Cavalier, 4 dr, runs fine, new catalytic converter, \$750. 539-6106 eves and wknds.

1980 Ford Fiesta 1980, mechanically exc, reliable, peppy engine, clean, minimal rust, avail May 31, leaving abroad, \$1,300 OBO. 2 57-4034 eves.

1978 New Yorker Brougham, equipped with AC, PS, PW, P seats, elec sunroof, stereo, rebuilt 413 motor with less than 10k miles, 2 dr gray with plush red velour interior, asking \$1,500 OBO. 607-535-7318.

1977 Dodge pickup, rusty but trusty, \$600 neg. Tom or Jen 277-0636.

1976 Toyota Land Cruiser, 4x4, body rough, mechnically good, many new parts, best offer. 5-1976 days or 277-0759 eves.

1975 Honda 400-4 cylinder motorcycle, needs minor repairs, new tires, new battery, \$250. Jeff 273-7789 after 5:30pm.

1974 Chevy Suburban and 1965 Volkswagan bus. 659-5009.

Tandem bicycle, 15 spd Peugeot, all alloy components, fully equipped for touring with racks, fenders, lights, water bottles, etc, spare parts included, superb cond, 273-2572.

Sailboat 23' with trailer, exc cond, new sails, sleeps 5, elec start, 9 HP motor, refr, microwave, stereo, head, anchor, life jackets, \$6,000, anxious to sell, bought 30' sailboat, 5-2159 days or 272-1181 eves.

Sailboat, cheap, fast, fun, 1962 schock 25 sloop with trailer and outboard, sails including spinnaker, very lrg cockpit, two berth cabin. \$4,500 OBO. Keith 5-4677 days or 257-6290 after 6pm.

Bike lock brackets for U-shaped kryptonite and master locks, \$2 each. Gary 5-7426 work or 277-3941 home.

Chain link fence in exc cond, 130 feet with posts, caps, top rail and all hardware, 5 ft in height, \$200. Charlie 5-7535.

Frigidaire washer, Wards dryer, both lrg capacity, harvest gold color, \$125 takes both. 869-5574 after 6pm.

GE mixer \$8, long women's coat (mauve color) \$25, microfiche reader in exc cond \$25. 257-4034 eves.

7 pound bucket of Mare Plus Vitamin and Mineral Supplement by Farnum, paid over \$21, will sell for \$10. Pam 5-3328.

Solid wood desk (29"x51") with seven drawers, assorted curtains. 273-2614.

Twin mattress, \$25. 564-9223.

400 K Mac disk drive, superb cond, irresistible price. Jeff or Ben at 253-1206.

USA Fender Stratocaster elec guitar, mint cond, very attractive B&W with maple neck, comes with top-of-the-line red velvet-lined case. \$500 firm (worth much more, no longer manufactured), 533-4576 eves.

Macro-automatic telephoto 80 mm - 200 mm lens with bayonet mount, fits Minolta cameras, like new. \$75.

Carolyn 5-2191 days.

Older 1-2 ton boat trailer, \$150; boat engine, 40 horse Evinrude, good shape, \$300. Jeff 273-7789 after 5:30pm.

Or trade, handsome chestnut gelding with saddle and about 130 bales hay \$1075, TB-QH yearling colt, \$375 (payment terms) 564-9375.

Washing machine one yr old, two dryers, refrigerator, air cond, 11,000 BTU. Donald BaBeock, 277-2827 or 277-4840 home.

Registered Appaloosa mare, 15 yrs old, exc show horse, over 100 ribbons; rides English or Western, dapple-gray, bare eyes, muzzle, \$1,500 neg. 589-6190 after 4pm.

Mobile home, remodeled, 12x50, two bdrm, lrg screened in porch, wood storage shed, small quiet park convenient to CU, \$11,000. 347-4849 eves.

1988 Skyline Sable Ridge 14x70 mobile home, 2 bdrms, 2 baths, cathedral ceilings, round tub in master bdrm, 1 yr warranty still in effect, Newfield area, asking \$25,000. Janet Petry 5-8809 days or 564-9454 after 6pm.

Mobile home located in Varna park, nice 2 bdrm, choice landscaped lot with garden, awning, garage, shed and appliances. 272-1954.

Wanted

Firewood will help timber out for firewood, have chainsaw, ax, pickup, make me a good deal. 387-3925 after 5:30 or 277-2827.

To rent, pop-up camper, sleeps 5, over July 4th week June 29-July 5. Bob 277-2827 or 387-3925 after 6pm.

Old upright piano in good cond. 257-7557 eves.

Good used bassinet and infant car carrier. 257-2174 eves and weekends.

Part-time daycare for 11 month old, 20-30h per week, days flexible, your home or ours, Ellis Hollow. Gayle or Jack 539-7451.

Men's used 10 spd bike, Jackie 5-4547 days.

For Rent

One bdrm apt in quiet residence for professional single (or couple), walking distance to CU, new kitchenette, fireplace, separate entrance, off-street parking, avail 8-1 (nonsmokers preferred); \$550 includes security deposit required. 273-1577 or 564-9375.

Five bdrm house in Spencer, diningroom, carpets, ref, stove, fireplace, yard, nice neighborhood, \$600 per month plus utils. 589-6190 after 4pm.

Adirondack camp at Tupper Lake, 5 forested acres, 300' lakeshore with dock, 6 rooms, fully equipped, canoe, rowboat, near Saranac Lake-Lake Placid, \$500 per week, 347-4282 for avail. dates and details.

New log cabin, 5 bdrm, 2 full baths, Jacuzzi, on 25 acres, avail Sept 1, 1 yr lease, 277-1533 leave message.

Single parents' co-op, mature, congenial, nonsmoking single parents wanted for co-op house starting June. Carol 272-0139 for details.

Room, private entrance, private bath, full laundry facilities, quiet and clean on Northeast Transit, Tom Tran bus routes, close to Pyramid, avail April 1, \$185 all utils included. 257-7557 eves and weekends.

Two bdrm condo (with basement), Savannah Park, close to CU, shopping malls and banks, \$425 plus utils. 277-6706.

One bdrm apt in Ellis Hollow for single person, garage, quiet, \$375 plus utils, avail Aug (possibly sooner). 539-7774.

DAYCARE

St. Paul's Nursery School has immediate openings in 4-yr olds afternoon class, MWF, 12:30-3:15, St. Paul's Methodist Church, 402 N. Aurora. Gail Zussman, 272-8943.

Mother seeking other mothers of infants to share exc daycare, convenient to CU, part-time okay, \$2.50 per hour, 272-2843 or 257-4406 eves to arrange a visit. Keep trying!

Continued from page 1

on the surface as the growth increases in size.

4. A shiny, translucent, pink, white or red color mole-like mark. This can be mistaken for a mole because the color can also be black, brown or tan, especially in dark-haired people.

5. A yellow, white or waxy scar-like area having poorly defined borders, giving the skin a shiny and taut appearance.

SOURCE: The Skin cancer Foundation.

Chipping

Continued from page 1

four credit hours per semester.

What happens if I quit?

"A person who terminates employment while taking a course for which tuition has been waived must either withdraw from the course within the time limits stated in the extramural course brochure, or pay the full tuition charge. An exception to this provision may be granted if less than 25% of the instruction period remains at the time of the termination." This has no impact on the transferring employee.

Can I get release time?

"Supervisors have the discretion to either grant release time for time away from work to attend class (for up to four credit hours per semester), or to require that all or part of the time be made up when the absence from work interferes with the department's operational requirements. In cases where the supervisor has requested that a course be taken, employees are NOT required to make up time. Release time that is granted for extramural study will be recorded as leave with pay. Employees must make up all time off for course work in excess of four credit hours per semester.

"Part-time employees are generally expected to take courses outside of regular working hours. Supervisors have discretion to grant release time when class time coincides with work time."

It is a matter of professional courtesy

to discuss your education plans in advance with your supervisor in an effort to determine how best to get your work done without causing too great a strain on your bosses and coworkers. This might make it easier for your supervisor to approve a course.

What is this "approval" thing?

"Employees need to obtain the signatures of the supervisor, department head, and the course instructor on the Extramural application form. Supervisors have the authority to refuse permission for employees to take a course when job responsibilities necessitate the employee's being present at the job site during regularly scheduled working hours." If a supervisor's denial of a course seems unreasonable, you may contact the Office of Training and Development to discuss your options.

Does the course HAVE to be job related?

"...help improve job performance and assist in career and personal development." In other words, no. If you feel a course will afford you personal enrichment, and if your department is willing to accommodate your request (you may have to be creative about fulfilling your work obligations)...go for it! Bear in mind, however, that if a graduate-level course is not job related, it will be subject to federal income tax withholding and you should contact the Office of Training and Development before signing up.

Editorial Board

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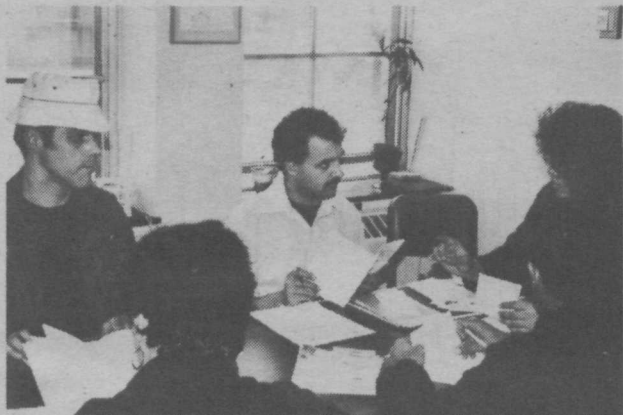
CORNELL EMPLOYMENT NEWS

May 4, 1989

Including Job Opportunities

Volume 1, Number 17

Two Programs in Place to Welcome And Orient New Employees to Cornell



The Office of Human Resources currently administers two programs specifically designed for welcoming and orienting new employees to Cornell.

The first program, Central Employee Registration (CER), is conducted by representatives from the Employee Benefits section for new, regular full- and part-time endowed employees and also for temporary employees who are benefits eligible. CER sessions for nonacademic employees are held in a group format approximately four times per week. During this session, employees select and enroll in the various benefits plans and programs which are available at Cornell, such as health and life insurance plans. The entire Cornell benefits package is explained during CER so new employees can make informed choices about the options available to them. Arrangements for employees to obtain their photo I.D. cards are also made during the CER session. New employees of the statutory colleges at Cornell participate in the CER process within their specific college or administrative unit in a session conducted by a college or unit representative.

The second program, New Employee Orientation (NEO), is a two-hour session to which all new, regular nonacademic employees are invited within a few weeks after participating in CER. NEO sessions are held in a group format every 2-3 weeks and are presented by various members of the staff of the Office of Human Resources. In the NEO session, presenters discuss various university policies and procedures such as probation, performance appraisal and problem solving. Information is also provided about the Employee Assistance Program and the variety of training and educational opportunities available to employees. Other aspects of campus life are promoted including the Cornell Recreation Club, cultural activities such as movies, concerts and theater, and other facilities which are unique to the university setting.

Additionally, new employees have the chance, during NEO, to meet representatives of the executive staff who take part in NEO by personally welcoming employees. President Rhodes, Provost Barker and Senior Vice President Morley all participate in NEO sessions, on a rotating basis, with many other members of the executive staff.



Continued on page 4

Jean Samuelson Named OHR Benefits Manager



Jean Samuelson, manager Employee Benefits

Jean A. Samuelson has been named benefits manager in the Office of Human Resources, responsible for administering university benefit programs. Recent professional experience includes acting as director of the benefit plan services of the board of pensions for the Presbyterian Church (U.S.A) based in Philadelphia.

With the same organization, Jean also served in the capacity

of assistant to the vice president for benefits and manager of the benefits services department. Professional memberships include Greater Philadelphia Chapter ISCEBS, International Foundation of Employee Benefit Plans, Penjerdel Employee Benefits Association, and the American Management Association.

Confidentiality of Employees' Benefits Summaries Assured

"Your Personal Summary of Benefits" was recently mailed. One question that has been asked involves the confidentiality of this personal information during the printing process. Personal information from several university sources was merged onto a tape and sent to our benefits consulting firm in Boston who assisted us with this project. They then prepared the information in-house for printing onto the summaries. Personal information was not handled by any local printing establishment. All employees may be assured that their personal information was handled with utmost care and confidentiality.

Extramural Information

As a Cornell employee, you are encouraged to take academic courses through the university's Extramural Program to assist you in your career development, personal growth, and job performance.

With approval from your department, regular full-time and regular part-time employees are eligible to enroll in four credits per semester, tuition-free in on-campus courses.

However, graduate level courses that do not serve to maintain or improve current job skills are subject to withholding of federal income tax. You must contact Training and Development in 107 Day Hall before registering for a nonjob-related course.

Office Professional/Supervisor Relationships: Keys to Success

by Kevin Sharp, administrative aide, OEO

The successful operation of any project depends on the players involved. Regardless of what the project may represent, it will only be as successful as the people who created it. The slightest weakness of any link in the chain of the project can cause the entire effort to collapse. One of the most important relationships involved in this chain is that of the supervisor and the office professional. Both roles are crucial and vital to the operation's success. Though both have different responsibilities, they must work together for the benefit of the end result. As such, there are certain unwritten "keys to success" for making their professional relationship work.

Respect Each Other

Probably the most important key to remember is that each person must respect the role of the other. It is all too easy to question why people do things. It is the supervisor's responsibility to oversee the operation of an office and to assure that projects are completed in a timely fashion. It is also the

Hospital Precertification: A Requirement for Both Endowed and Statutory

Endowed Health Care Program

What is hospital precertification?

Precertification is a program designed to reduce hospital inpatient costs by avoiding needless or prolonged hospital stays. The precertification process compares your doctor's recommendation on hospitalization and the length of your stay to what other doctors in the area are recommending and what you may be able to do to avoid unnecessary or prolonged hospital stays.

What if I don't precertify a hospital stay?

Hospital precertification is required for all hospital confinements unless Medicare pays for the expenses first.

You will be responsible for 50% of the charges, up to a maximum of \$1,000 per admission for medically necessary hospital room, board and services when they are not precertified.

How and when do I precertify a hospital stay?

To precertify a hospital stay for an endowed employee or eligible dependent, call Healthline - a toll-free number - at 1-800-433-0771 in New York, or 1-800-843-5715 outside New York, Monday through Friday, 8:00am to 4:00pm. You should call at least 14 days before your scheduled admission date. You will be asked:

1. the reason for admission
2. your doctor's name, address and telephone number
3. the hospital's name, address, and telephone number
4. your scheduled admission date

Your call will initiate the precertification process which usually takes about 14 days. If there are any more questions, Healthline consultants will usually deal directly with your doctor.

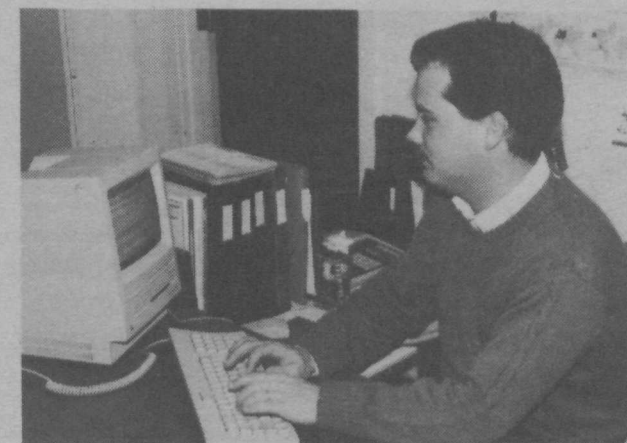
Healthline will send you, your doctor, and the hospital a notice of confirmation several days before your scheduled admission. If you haven't received this notice of confirmation several days before your scheduled admission, you or your doctor should call Healthline to follow up.

What about maternity admissions?

Expectant mothers should precertify admission well before hospitalization and then, at the time of admission, anyone can call Healthline with the actual admission date.

What about urgent admissions?

In most urgent cases - those requiring hospital confinement within 14 days - you will still be able to obtain telephone confirmation before your admission. Continued on page 4



responsibility of the office professional to make sure projects are completed on time.

Continued on page 4

JOB OPPORTUNITIES

May 4, 1989

Volume 1, Number 17

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

Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.

Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.

Cornell University is an Affirmative Action/Equal Opportunity Employer.

Job Opportunities can be found on CUINFO

Professional

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

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

Senior Auditor (PA6601) HRII

Finance and Business Services-Statutory
Performs financial and compliance audits of the Statutory College's operating units. Train and develop staff auditors and student interns. Frequent travel required.

Requirements: Bachelor's in accounting or business management. Must have a CPA or active pursuit of one. 2-3 years related experience. Supervisory experience essential. Send cover letter and resume to Cynthia Smithbower by May 31.

Budget Director (PA6505) HRII

Dean's Office, College of Arts and Sciences-Endowed
Support Director of Administration in the area of budget development, financial analysis, financial control/audit, and financial system development and maintenance. Manage budget and accounting operations of the College.
Requirements: MBA or other related advanced degree, or equivalent. Extensive experience (minimum 3-5 years) with university financial systems and budgets. Strong skills in financial analysis and audit procedures. Thorough familiarity with spreadsheet software. Ability to design and implement projects independently. Send cover letter and resume to Cynthia Smithbower by May 12.

Associate Director, Major Gifts (PA6504) HRII

University Development-Endowed
Responsible for assisting the Director with the management, coordination and execution of major gift fund raising initiatives which are oriented toward individuals who have the capacity to give \$1 million or more.

Requirements: Bachelor's. Minimum 3 years experience in capital fund raising, institutional advancement in higher education, or professional volunteer management. Knowledgeable and experienced in educational fund raising or other volunteer oriented work. Strong management, interpersonal and writing skills necessary. Must be able to work well with faculty administration, trustees and the senior volunteer leadership of the university. Send cover letter and resume to Cynthia Smithbower by May 12.

Director of Leadership Gifts (PA6506) HRII

University Development-Endowed
Responsible for the identification, solicitation and cultivation of gifts from alumni and friends of Cornell who have the capacity to make gifts in the \$25k-100,000k range. Develop new programs working closely with the Cornell Fund, Cornell's college and unit public affairs officers and the Regional Offices to facilitate such gifts.

Requirements: Bachelor's. 2-3 years development experience and work with volunteer group organizations including Annual Fund or individual giving experience is required. Ability to communicate effectively and persuasively. Excellent writing and communications skills, successful gift solicitation experience, and prospect management expertise are highly recommended. Excellent organization and management skills. Send cover letter and resume to Cynthia Smithbower by May 12.

Purchasing Agent III (PA6501) HRII

Purchasing-Endowed
Select, purchase, prepare specifications and bids for equipment, supplies, and/or services for 1 or more university departments.

Requirements: Bachelor's in business or related field. C.P.M. certification preferred. Minimum 4-5 years purchasing experience required. Commodity expertise in electronic equipment and supplies desired. Send cover letter and resume to Cynthia Smithbower by May 12.

Research Support Specialist III (PT4109) HRII

Veterinary Pathology-Statutory
Manage flow cytometry lab. Supervise staff and activities; design, execute and coordinate research protocols; provide technical assistance; determine equipment and supply purchases; assist with grant proposals writing and co-authoring manuscripts.

Requirements: Master's in biology or physical science or equivalent. Minimum 5 years related lab experience strongly preferred. Send cover letter and resume to Bill Webster.

Information Systems Manager (PT6607) Level 35

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

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

Applications Programmer/Analyst III (PT5502) Lvl 34
Mechanical and Aerospace Engineering-Endowed
Responsible for development of a large program for use by a Cornell research group. Project will involve interactive computer graphics, data base concepts, distributed processing and use of the Cornell supercomputer. Facilities include Iris and Sun Workstations and micro-vaxes.

Requirements: Bachelor's or equivalent in relevant field. 3-5 years related experience desired. Experience required includes C and Fortran languages, UNIX and color graphics. Experience with data structures, LISP, and

expert systems would be useful. Send cover letter and resume to Bill Webster.

Systems Programmer/Analyst II (PT6004) Level 33
Cornell Information Technologies/Systems-Endowed
Design, implement, install, document and maintain systems software or significant subsystems in IBM VM systems, primarily VM/XA.

Requirements: Bachelor's or equivalent with related computer courses. 2-3 years experience with VM operating systems and significant subsystems. Knowledge of hardware concepts as they relate to software issues. Knowledge of IBM/370 assembler language. Send cover letter and resume to Bill Webster.

Systems Analyst II (PT5610) HRII

Law-Endowed
Provide the main computer hardware support in the Law School. Responsible for the maintenance and operation of IBM-compatible microcomputers and internal local area computer network. Must be available for contact/troubleshooting evenings and weekends.

Requirements: Bachelor's or equivalent required. Minimum 2-3 years related experience. Knowledge of maintenance, trouble shooting, configuration and repair techniques for IBM-compatible microcomputers. Knowledge of local area networks. Computer programming experience. Excellent interpersonal skills required. Send cover letter and resume to Bill Webster.

Commencement Coordinator (PA6603) HRII

President's Office
Under general direction, assist in the planning, coordination and implementation of the university's commencement exercises. Work independently with moderate level of confidentiality. Full-time, January 1-May 31, Part-time, June 1-December 31.

Requirements: Bachelor's or equivalent experience. Knowledge of Cornell organizational structure and ability to work effectively with all levels of administration, faculty and staff essential. Demonstrated ability to work with volunteers. Demonstrated organizational, verbal, and written skills. Word processing skills essential. Familiarity with Macintosh desirable. Send cover letter and resume to Search Committee, Commencement Coordinator.

Research Support Aide (PC6516) HRII

Chemistry-Endowed
Coordinate and monitor progress of manuscripts through editorial process for internationally-known technical journal; prepare annual author search survey for journal; submit production and financial reports to American Chemical Society; organize collection and supervise data entry of mass spectral data.

Requirements: Bachelor's or equivalent in chemistry; Master's or 2 years related experience desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Ability to learn the mass spectrometry of organic compounds and understand the organic structural data. Familiarity with scientific computing and word processing. French/German helpful. Send cover letter and resume to Esther Smith.

Physical Therapist (PA6502) HRII

University Health Services-Endowed
Responsible for planning and implementing rehabilitation programs for UHS patients.

Requirements: Bachelor's in physical therapy; NYS license or eligibility required. Experience in sports physical therapy and orthopedics preferred. Send cover letter and resume to Cynthia Smithbower.

Assistant Director, Corporate Development and Foundation Relations (PA6503) HRII

University Development-Endowed
Provide general support by coordinating and executing projects necessary to the development, marketing and stewardship of Cornell's relationships with corporations and private foundations. Works with executive staff, faculty, public affairs and development officers, and with corporate and foundation executives.

Requirements: Bachelor's. Minimum 1-2 years related experience. Demonstrated commitment to the goals of higher education. Some knowledge of private corporations and foundations as well as University Development activities. Excellent communication (oral/written) skills. Analytic ability. Must be able to work independently, set and keep priorities and meet deadlines. Send cover letter and resume to Cynthia Smithbower by May 12.

Technical Consultant II (PT6301) Level 33/HRII

HDFS/Family Life Development Center-Statutory
Provide technical support, training and orientation to a staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment. Until 3/31/90. Continuation contingent upon funding.

Requirements: Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers; Macintosh experience required, IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C, or BASIC desired. Send cover letter and resume to Bill Webster.

Professional Temporary

Graphic Designer II (PA6602) HRII

Publications Services-Endowed
Conceptualize, design and supervise the production of printed materials. Until 6/30/90.

Requirements: Bachelor's in related visual arts area and 3 years' experience as a graphic designer. Proficiency in PageMaker and Microsoft Word. Send cover letter and resume to Cynthia Smithbower by May 19.

Technical

As a prominent research institution, Cornell University has a diverse need for laboratory, electro/mechanical and

computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply.

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

Technical Assistant, GR17 (T6603)

Ornithology-Endowed
Minimum Biweekly Salary: \$467.98
Operate real-time cassette duplication facility at the Library of Natural Sounds. Duties include all aspects of cassette duplication and tape copy work.

Requirements: High School diploma or equivalent required. Associate's or equivalent in electronics desirable. 1 year equivalent experience desired. Must have working knowledge of audio and related equipment; studio skills highly desirable. Mechanical aptitude helpful. Must be able to work independently yet communicate well with staff and outside suppliers. Send cover letter and resume to Bill Webster.

Technician, GR18 (T6604)

Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$487.50

Provide general technical support in areas of tissue culture, electron microscopy and biochemistry in the Connective Tissue Research Laboratory. Continuation contingent upon funding.

Requirements: Associates degree or equivalent in biological sciences required. 1 year experience in tissue culture and general laboratory procedures in Connective Tissue Research desirable. Send cover ltr & resume to Bill Webster.

Technician, GR18 (T5611)

Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$487.50

Conduct animal behavioral research, analyze data using Cornell's mainframe computer, and aid in the training and supervision of undergraduate students in research.

Requirements: Associates degree or equivalent. Research and computer experience preferred for data analysis (or interest in acquiring skills).

Technician, GR18 (T5307)

Genetics and Development-Endowed
Minimum Biweekly Salary: \$487.50

Carry out biochemical and molecular biology experiments including DNA isolation, blotting and sequencing. Perform animal tissue culture as well as large scale bacterial culture. Responsible for lab organization and ordering of supplies.

Requirements: Associate's degree or equivalent in biology, chemistry or biochemistry, bachelor's preferred. One year experience in a biology or biochemistry laboratory. Additional experience highly desirable.

Technician, GR18 (T4527)

Food Science-Statutory
Minimum Biweekly Salary: \$487.50

Conduct research on physical and functional properties of proteins on foods: surface active properties, foaming, gelation, protein separation and purification, etc.

Requirements: Associates degree or equivalent in science and experience in lab research. Minimum 1 year related experience. Knowledge of protein chemistry, separation and analyses, some experience with physical properties, measurements and functional properties, spectrophotometric analysis, chromatography, electrophoresis desirable.

Facilities Inventory Drafter, GR19 (T5401)

Facilities Engineering-Endowed
Minimum Biweekly Salary: \$510.90

Responsible for maintaining and updating drawings and floor plans for all Cornell owned facilities. Conduct "field" inspections of buildings to survey, calculate, and verify "field" data relating to net and gross square footage usage.

Requirements: High School diploma, Associate's or equivalent preferred. 2 years drafting experience, strong communication and interpersonal skills, exposure to micro computer systems (prefer Apple Macintosh) and have and maintain a valid driver's license. Any experience with CADD desirable.

Technician, GR19 (T5310)

Psychology-Endowed
Minimum Biweekly Salary: \$510.90

Prepare electrophysiology experiments; perform small animal surgery, drafting, photography. Prepare statistics and other information for paper presentation. Maintain laboratory. Until 6/30/90, continuation contingent upon funding. Schedule includes some nights and weekends.

Requirements: Bachelor's or equivalent in biopsychology, biology or related field. Minimum 2 years experience in one or more of the following: histology, electrophysiology, photography, figure drafting &/or statistical analysis.

Technician, GR19 (T4113)

Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$510.90

Provide technical support for activities in flow cytometry lab including cell cultures, protein and nucleic acid analysis.

Requirements: Bachelor's or equivalent in biology or physical science. Minimum 1 year related experience.

Animal Health Technician, GR20 (T6406)

Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$534.30

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Some weekends and holidays. 3-11 pm and 11 pm-7 am rotating.

Requirements: Associate's in animal health technology. NYS licensure or eligible for licensure. 2 years experience working with small animals. Interest in teaching critical care techniques.

Technician, GR21 (T3215)

Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70

Assist in research projects including semen extender evaluation, liposome and sludge evaluation.

Requirements: Bachelor's or equivalent with emphasis on microbiology or biochemistry required. Minimum 2-3 years experience desirable.

Technician, GR21 (T4707)

Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$557.70

Perform diagnostic tests in hematology, cytology, coprology, urinalysis, chemistry and immunology. Operate and maintain equipment. Participate in "on-call" for off-hours and holidays. Use computer for specimen accession, data entry and information retrieval. Tuesday-Saturday.

Requirements: Associate's or equivalent in Medical Technology required. Bachelor's ASCP certificate preferred. 3 years related laboratory experience.

Technician, GR21 (T5612)

Nutritional Sciences-Statutory
Minimum Biweekly Salary: \$557.70

Perform procedures involving molecular biology; mRNA, DNA, DNA sequencing and use of computer to enter sequences. Protein purification. Use of chromatography columns and gel electrophoresis system. Perform experiments with cells in culture with isotopes.

Requirements: Bachelor's or equivalent in biochemistry or genetics or molecular biology. Minimum 3 years related lab experience. Biochemical analysis, DNA techniques.

Technician, GR21 (T5708)

Microbiology-Statutory
Minimum Biweekly Salary: \$557.70

Design, develop and perform experiments in bacterial genetics and physiology. Maintain and catalog bacterial culture collections. Inventory, order and maintain supplies and reagents. Oversee and assist in preparation and maintenance of media, stock solutions and glassware; maintenance of facilities and equipment.

Requirements: Bachelor's or equivalent in microbiology or related area. Familiarity with bacteriology, microbial physiology, and/or biochemistry. Knowledge of basic recombinant DNA techniques is desirable.

Technician, GR21 (T6403)

Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$557.70

Perform a variety of serological tests including serum neutralization, agar gel immunodiffusion, complement fixation, and hemagglutination inhibition. Perform virus isolation and fluorescent antibody procedures on clinical specimens. Prepare buffers, media and other reagents.

Requirements: Bachelor's or equivalent in microbiology, biology or related field required. 2-3 years work or course experience in virology and tissue culture desired.

Technician, GR22 (T6605)

Pharmacology-Statutory
Minimum Biweekly Salary: \$581.09

Conduct experiments and analyze results in research relating to receptor-coupled signal transduction. Two general areas of research are currently being pursued: vertebrate visual transduction and growth factor-coupled signaling.

Requirements: Bachelor's or equivalent in biochemistry or related field required. Minimum 3 years laboratory experience required. Additional experience in protein purification in cell culture work would be helpful. Send cover letter and resume to Bill Webster.

Technician, GR22 (T6106)

Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$581.09

Conduct independent research studying the splicing of an intron found in the rDNA of Physarum. Design and execute experiments with minimal guidance. Maintain laboratory, order supplies, perform record and bookkeeping, and survey radioisotopes.

Requirements: Bachelor's or equivalent in chemistry, biochemistry, or related field required. 3-4 years experience, including 1-2 years working with molecular biological tools required. Experience working with RNA and a practical knowledge of modern acid biochemistry (recombinant DNA technology including in vitro mutagenesis, DNA sequencing, southern and northern hybridizations, etc.) required.

Research Technician, GR22 (T4416)

Agricultural and Biological Engineering-Statutory
Minimum Biweekly Salary: \$581.09

Set up and conduct experiments with Nutrient Film Technique and anaerobic digestion of biomass. Lab analyses, maintain time schedules, input data into computers and assist in writing technical programs.

Requirements: Bachelor's or equivalent in agricultural engineering or equivalent. 3-4 years experience in microbiology and wet chemistry analyses essential. Major physical exercise required, operate lrg tractors & lift equipment.

CHESS Operator (T6405)

CHESS-Endowed
Minimum Biweekly Salary: \$639.59

Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. May assist in experimental programs. Some evening and weekend hours required.

Requirements: Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and lab skills. Programming experience preferred.

Technical Part-time

Technical Assistant, GR16 (T6401)

Biochemistry, Molecular and Cell Biology-Statutory
Minimum full-time equivalent: \$448.50

Sort and store clean glassware; wash, dry and sort pipettes. Prepare media and sterile supplies; work with acids silicating solution and organic solvents. Perform general record keeping, photocopying and assorted errands. Mornings, Monday-Friday, 20 hours per week.

Requirements: High School diploma or equivalent re-

quired. Associate's or equivalent desired. Some laboratory experience essential. Willing to work near radioactive materials.

Technician, GR18 (T6606)
Entomology-Statutory
Minimum full-time equivalent: \$487.50

Provide technical research support for studies of pesticide resistance management in Colorado potato beetle, including laboratory rearing and some field work. 1 year position, continuation contingent upon funding. Monday-Friday, 30 hours per week.

Requirements: Associate's or equivalent. Minimum 1 year related experience. Experience in rearing insects, preferably potato beetles. Must maintain valid NYS driver's license. Send cover letter and resume to Bill Webster.

Technical Temporary

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

Collect well water samples from throughout Tompkins County and deliver them to lab for analysis. Enter state-wide test data into a computer database. Assist in a sanitary survey performed by the Tompkins County Health Department. Car provided. 10 weeks beginning late May or early June.

Requirements: Basic knowledge of chemistry and computer science desired but not required. Valid NYS driver's license required. Reliability essential. Apply to Bill Webster by May 12.

Research Equipment Technician (T3509)
Agricultural Engineering

Assist in the construction and operation of a highly innovative sewage treatment system. Perform glass work, pipe bending, pipe threading, plumbing, carpentry, welding, metal cutting, space lighting and heating installations.

Requirements: High School diploma or equivalent. Knowledge of power equipment operation, plumbing, welding and acetylene torch metal cutting. Experience with water and sludge pump operation and repair preferred. Ability to drive trucks and operate heavy equipment preferred. Valid NYS driver's license required. Submit application materials to Bill Webster, 160 Day Hall.

Office Professionals

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

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

Office Assistant, GR17 (C6507)
Hotel Administration-Endowed
Minimum Biweekly Salary: \$467.98

Provide receptionist/secretarial support for faculty in the food and beverage management area. Receive and assist students; answer phones; type on wordprocessor; maintain and coordinate employment process for teaching assistants.

Requirements: High School diploma or equivalent. Minimum 1-2 years secretarial experience preferred. Word processing experience or willingness to learn. Med. typing.

Senior Records Assistant, GR18 (C6608)
Catalog Management-Central Technical Services-CUL-Endowed
Minimum Biweekly Salary: \$487.50

Responsible for the retrospective conversion of catalog copy including searching, deriving, and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf list cards. Mon-Friday and evening hours. 12 month term, appointment.

Requirements: High School diploma or equivalent. Associate's degree desirable, or equivalent experience. Strong organizational, interpersonal and communication skills. Attention to detail. Working knowledge of the NOTIS and RLIN cataloging systems and the US MARC Format for Bibliographic data desirable. Medium typing.

Secretary, GR18 (C6609)
Food Science-Statutory
Minimum Biweekly Salary: \$487.50

General support for several faculty. Extensive use of word processor to prepare manuscripts, grants, research proposals & related teaching & extension needs; handle travel arrangements; maintain files & general support duties.

Requirements: High School diploma or equivalent. Associate's desirable. Minimum 1 year office experience. Word processing experience preferred. Strong organizational, interpersonal and communication (written and oral) skills. Heavy typing with speed and accuracy.

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

Provide data processing and clerical support to the director of alumni affairs and the administrative aide. Update alumni database; undertake special alumni coding projects; run reports; and assist with daily operation of Alumni Affairs office.

Requirements: High School diploma or equivalent. Minimum 1 year related experience. Knowledge of computers. Good interpersonal and communication (written and oral) skills. Accuracy and attention to detail. Ability to work independently, handle pressure, meet deadlines and maintain confidentiality. Medium typing.

Secretary, GR18 (C6508)
Vet Microbiology, Immunology and Parasitology-State
Minimum Biweekly Salary: \$487.50

Manage and process memorial gifts; promote the memorial program; write letters; respond to written and phone requests for information; develop mailing lists. Responsible for bookkeeping, word processing and data-base management.

Requirements: High School diploma or equivalent. Secretarial school desirable. Minimum 1-2 years related experience. Good interpersonal, and communication (written/oral) skills. Medium typing.

CRT Operator, GR18 (C5103)
Section of Ecology and Systematics-Statutory
Minimum Biweekly Salary: \$487.50

Responsible for accurate data entry of biological and geographic data into PC database. Also responsible for interpretation of complex data. 9 month-1 yr appointment.

Requirements: High School diploma with college course work in biology, science, or natural history. 1 year prior experience in data entry using IBM-compatible personal computer. Medium typing. Send cover letter and resume to Esther Smith.

Office Assistant, GR19 (C6605)
Graduate School-Records Office-Endowed

Minimum Biweekly Salary: \$510.90

Maintain accurate and timely paper and electronic graduate student records; inform students and others of basic Graduate School policies and procedures. Provide support coverage at the Information/Reception Desk as needed.

Requirements: High School diploma or equivalent. Minimum 2 years related experience. Knowledge of Wordperfect. Accuracy and proficiency. Ability to maintain confidentiality. Excellent interpersonal skills. Med. typing.

Collection Representative, GR19 (C6603)
Bursar-Endowed

Minimum Biweekly Salary: \$510.90

Responsible for collection of outstanding student accounts receivable and delinquent student loans. Involves telephone contact and written communication with former students to arrange for debt repayment. Monday, 12:30-9, Tuesday-Friday, 8-4:30.

Requirements: High School diploma or equivalent. Minimum 2 years related office experience. Excellent communications (oral and written) skills. Light typing.

Administrative Aide, GR19 (C6502)
Hotel Administration-Endowed

Minimum Biweekly Salary: \$510.90

Provide administrative support to 3 faculty members. Act as liaison between faculty and students. Compile, type, proofread and edit complex course material, exams, correspondence, research proposals, etc. Answer phones; schedule meetings and appointments; handle mail.

Requirements: High School diploma or equivalent. Minimum 2 years secretarial experience. Word processing skills required. Work independently. Excellent interpersonal skills. Requires independent judgment and decision making. High level of confidentiality essential. Med. typing.

Administrative Aide, GR19 (C6109)

School of Hotel Administration-Endowed

Minimum Biweekly Salary: \$510.90

Working independently, under the general supervision of the Director of Career Planning and Placement, provide administrative and secretarial support to the Director of Career Planning and Placement Office. Responsible for overall production of the biweekly Hospitality Career Mart; assist students in securing summer jobs; assist in recruiting process; serve as circulation manager for the new "Cornell Hospitality News" publication.

Requirements: High School diploma or equivalent. Associate's preferred or equivalent with experience. Minimum 2 years office experience and an understanding of the hospitality industry very helpful. Strong organizational and interpersonal skills, communication (oral and written) skills. Word processing skills. Frequent interruptions. Heavy typing.

Administrative Aide, GR20 (C6602, C6604)
Computer Science-Endowed

Minimum Biweekly Salary: \$534.30

Provide secretarial and administrative support to senior faculty members and their research groups including associates, scientific visitors, programming staff.

Requirements: Associate's or equivalent. 2-3 years related experience. Word processing, interpersonal, organizational and communications (written/oral), public relations skills. Must have ability to learn advanced text editing devices and technical typing; handle confidential material. Medium typing.

Administrative Aide, GR20 (C6607)

Academic Personnel-Endowed

Minimum Biweekly Salary: \$534.30

Provide administrative/secretarial support to director and general secretarial support for office. Process academic appointment forms; draft correspondence; maintain records; accounting and purchasing functions. Other projects as assigned.

Requirements: Associate's or equivalent in secretarial science. Minimum 2 years related experience. Familiarity with Macintosh SE desired. Strong organizational, interpersonal and communication (written/oral) skills. Ability to work independently and to handle confidential matters a must. Substantial administrative/secretarial experience essential. Knowledge of Cornell University Administration operations preferred. Medium typing.

Secretary, GR20 (C6510)

Computer Science-Endowed

Minimum Biweekly Salary: \$534.30

Provide administrative and organizational support for 3 faculty, their respective research groups and administration of research projects. Serve as administrative contact for Computer Science dept Industrial Affiliates Program.

Requirements: Associate's or equivalent preferred. Minimum 2-3 years related experience. Computer knowledge. Editing of scientific papers. Interpersonal, organizational and communications (written/oral) skills. Deal with public. Handle confidential material. Medium typing.

Recruiting Coordinator, GR21 (C6501)
JGSM-Endowed

Minimum Biweekly Salary: \$557.70

Manages, under supervision, all on-campus corporate recruiting activities and related student activities for the Johnson School. Plan, organize, and implement dates and arrangements for guest speakers, panels, corporate visits and interviews. Direct staff and student workers. Assist Director in career counseling and program planning.

Requirements: Associate's or equivalent, Bachelor's in relevant field desired. Strong interpersonal and organizational skills. Ability to deal with sensitive situations and confidential material. Familiarity with computers and programming beneficial. Medium typing. Send cover letter and resume to Esther Smith.

Accounts Assistant, GR21 (C6406)

Controller's/Endowed Accounting-Endowed

Minimum Biweekly Salary: \$557.70

Provide accounting support for University Departments. Review journal vouchers, set up accounts, and answer questions regarding accounting policies. Prepare monthly, quarterly, and annual financial reports. Prepare special reports as assigned.

Requirements: Associate's in accounting or equivalent education and experience required. Minimum 2-3 years accounting/bookkeeping experience preferred. Working knowledge of personal computers. Must demonstrate strong organizational and communication skills and be able to work independently. Experience with endowed accounting system desirable.

Administrative Aide, GR21 (C6601)
JGSM-Endowed

Minimum Biweekly Salary: \$557.70

Provide administrative and secretarial support to the Johnson Graduate School of Management's Director of Business Operations and the Business Manager. Responsible for supporting the Business Manager with all academic and non-academic personnel matters of the School, including processing student employment, payroll, affirmative action, etc.

Requirements: Associate's or equivalent. Minimum 2-3 years office experience required. Fast, accurate typist; familiarity with LOTUS 123, Mass 11, Macintosh and computer hardware desirable. Heavy typing.

Accounts Coordinator, GR22 (C6505)
Summer Session-Endowed

Minimum Biweekly Salary: \$581.09

Provide extensive accounting and payroll support to the Division and to the director of finance. Supervise all summer and extramural study accounts including processing deposits, reviewing and reconciling accounts; reviewing special program and professional program budgets; appoint and process payroll for approximately 700 faculty, TA's and staff; provide and maintain deposit databases; supervise accounts assistant.

Requirements: Associates in accounting or equivalent. Minimum 3-4 years experience. Excellent organizational, interpersonal, and communication skills required. Knowledge of Cornell accounting preferred. Experience with Lotus 123 required.

Office Professionals Off-Campus

Secretary, GR20 (C6606)

Public Affairs Regional Offices-Wellesley-Endowed

Minimum Biweekly Salary: \$534.30

Type correspondence, forms, vouchers, and other materials. Keep records, provide file maintenance and receptionist support. Handle meeting & travel arrangements; interaction with alumni by phone & in person. Wellesley, MA.

Requirements: Associate's or equivalent. Minimum 2 years secretarial experience. Excellent organizational and interpersonal skills. Experience with IBM XT or equivalent. Able to work independently. Medium typing.

Office Professionals Part-Time

Building Attendant, GR17 (C6612)

Access Services-CUL-Endowed

Minimum full-time equivalent: \$467.98

Under general supervision of the Senior Evening Supervisor and following clearly established guidelines, performs library building security functions including working at exit control desk and stack control desk. Performs a variety of clerical and other duties as assigned; responsible for opening, closing and making regular tours of the building.

NOTE: Scheduled hours change during the intersession periods. Sun-Thursday, 8:30-12:30 a.m. 20 hrs per week.

Requirements: High School diploma or equivalent. Some related experience preferred. Ability to work effectively with a variety of people. Must be able to work under times of pressure. Strong organizational, interpersonal, and communication skills. Light typing.

Office Assistant, GR17 (C6513)
CU Press-Endowed

Minimum full-time equivalent: \$467.98

Precise, word-conscious person to help editorial assistant and secretary in Editing Department handling over 125 book titles per year. Duties include checking proof and indexes; preparing manuscripts for editors; photocopying; filing. Monday-Friday, 20 hours per week, flexible.

Requirements: High School diploma; some college desirable. Abilities to concentrate, focus on detail, work under deadlines, and spelling are essential. Light typing. Send cover letter and resume to Esther Smith.

Senior Record Assistant, GR18 (C6613)

Catalog Management-CUL-Endowed

Minimum full-time equivalent: \$487.50

Under general supervision, responsible for the retrospective conversion of catalog copy including searching, deriving and tagging machine-readable records in various on-line databases; revise and update machine readable records and shelf lists. 20 hours per week. Afternoon and early evening hours to be arranged.

Requirements: Associate's, 2 years college or equivalent. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the US MARC format desirable. Good organizational skills. Medium typing.

Secretary, GR18 (C6509)
Anatomy-Statutory

Minimum full-time equivalent: \$487.50

Secretarial support for the teaching and research activities of 3 faculty members in the department of Anatomy. Monday-Friday, 9 a.m.-1 p.m.

Requirements: High School diploma or equivalent, business or secretarial school desired. Knowledge of Macintosh II essential. Minimum 1-2 years secretarial experience. Heavy typing.

Searcher, GR18 (C6511)

Acquisitions/Central Technical Services-Endowed

Minimum full-time equivalent: \$487.50

Major duties include receiving and processing incoming Special Foreign Currencies Program and NPAC monographs, serials and newspapers. 20 hours per week, Monday-Friday, some evening hours may be required.

Requirements: High School diploma or equivalent. Minimum 1-2 years related experience. Good organizational skills. Ability to work independently and lift 50 pounds essential. Some supervisory experience along with knowledge of South Asian Languages & NOTIS/RLIN desirable.

Secretary, GR19 (C6504)

Division of Nutritional Science-Statutory

Minimum Biweekly Salary: \$510.90

Secretarial support for faculty member and laboratory staff. Type correspondence, manuscripts, grant proposals, etc. using Word Perfect; monitor monthly budget reports for Principal Investigator; answer phone; greet visitors; schedule appointments and travel; order supplies and chemicals. Assist with special projects as assigned. 20 hours per week, flexible. Until 6/30/90.

Requirements: Associate's or equivalent preferred. Minimum 2 years related office experience. Familiarity with science terminology and experience with technical typing helpful; computer proficiency with word processing required. Detail oriented, ability to work independently and set priorities required. Strong interpersonal and communication skills necessary. Medium typing.

Senior Department Assistant, GR20 (C6611)

Music Library-CUL-Endowed

Minimum full-time equivalent: \$534.30

Under general supervision, assist with the acquisition and bibliographic control of materials; handle administrative and clerical duties and serves in a public service capacity as required. 20 hours per week.

Requirements: Bachelor's or equivalent in music with emphasis on music history preferred. Associate's or equivalent college coursework in music with emphasis on music history required. Computer literacy. Reading skill at least in 1 foreign language. Experience with library technical processing helpful. Strong organizational, interpersonal and communication skills.

Office Professionals Temporary

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

Program Coordinator (\$6505)

Department of Natural Resources

Assist the Program Director in carrying out the Cornell Natural Sciences Interns Program. This program is designed to give minority and/or disabled high school students the opportunity to conduct natural sciences research projects and to explore career options in the natural sciences. The Program Coordinator will assume primary responsibility for the career exploration activities. Will work with the Program Director and staff in the College of Agriculture and Life Sciences Office of Instruction to design a 2 week natural sciences career exploration program for 12 youth. Assist in designing the research portion of the program. During the six weeks the students are on campus, the Program Coordinator will work alongside the students as they conduct their research and career explorations. Assist the students in developing written reports and oral presentations about their research and career explorations.

Requirements: Bachelor's or equivalent. Demonstrated ability to work with minority and disabled youth. Experience working with youth in career exploration activities. Familiarity with scientific research, word processing, and spread sheet computer software. Full-time, June 23-August 9, 1989. Will need to be available to work part-time during May and June designing the program. Send cover letter and resume to Dr. Marianne Krasny, Program Director, Dept. of Natural Resources, Fernow Hall, Cornell University, Ithaca, NY 14853.

Administrative Aide (\$6402)

Hispanic American Studies Program

Prepare a variety of correspondence using Macintosh SE; coordinate photocopying and distributing of all out-going materials; open and prioritize all in-coming and out-going mail; file program materials; prepare purchase orders, vouchers and maintain financial records; supervise CWS student as needed; answer telephone requests for information and direct student inquiries appropriately. Full-time until May 26.

Requirements: High School diploma or equivalent. Associate's or equivalent preferred; 1-2 years experience. Bilingual in Spanish/English preferred. Knowledge of university essential. Experience with Macintosh computer preferred. Medium typing. Send cover letter and resume to Karen Raponi.

Office Assistant (\$6301)

Natural Resources

Provide secretarial support for Natural Resources Extension staff. Answer phones, photocopy, run campus errands, process mail, handle public requests, wordprocessing, type forms, file, receive office visitors. Monday-Thursday 2-5 p.m. Friday 8-5 p.m.

Requirements: High School diploma or equivalent; coursework in secretarial science; proficient in IBM-PC and Wordperfect. Must have excellent telephone technique; ability to prioritize assignments; work in complex active environment. Must be able to work independently. Send resume and cover letter to Karen Raponi.

Sales Assistant (\$6001)

Laboratory of Ornithology

General sales duties at Crow's Nest Bookshop during weekends and holidays. Open, close, and oversee Laboratory, register sales, answer phones, feed birds, answer basic bird questions, secure Lab when closing. Occasional Monday nights (3 hours) during seminars. Alternating weekends and holidays. Must be able to commit weekends on a regular basis. Saturday, Sunday, 11:30-5:30 p.m.

Requirements: High School diploma or equivalent. Previous sales experience required. Knowledge of birds helpful. Good interpersonal skills. Enjoy dealing with people. Light typing. Send cover letter and resume to Karen Raponi.

General Service

Submit a signed employment application and resume. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our East Hill Plaza office.

Custodian, SO02 (G6603, G6604)

Statler Hotel-Endowed

Hiring Rate: \$5.75

Cleans all public areas of the hotel; stock guestroom floor closets for room attendants; assist in the linen room as necessary. Hours flexible, nights and weekends.

Requirements: Basic reading and writing skills. Ability to read and write. Hotel housekeeping experience desired.

General Service Temporary

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

Animal Technician (B6601)

Vet Microbiology, Immunology and Parasitology-State
Hiring Rate: \$5.00

Care of large and small animals under isolation conditions. Collect blood, nasal swabs, fecal samples, etc. Assist in animal restraint and in maintenance of research records and in up-keep of physical plant. 20-39 hours per week. Weekends and holidays as needed.

Requirements: High School diploma. Animal handling experience including sample collection. Lift minimum of 100 pounds. Must pass physical exam. Valid driver's license. Send application materials to Staffing Services, 160 Day Hall by May 12.

Assistant Animal Technician (B6501)

Laboratory Animal Services

Hiring Rate: \$5.00

Provide care, proper feed, fresh water, general cleaning and maintenance of cages, pens. Change bedding, papers and pan liners, remove waste while minimizing contaminants in animal rooms. Will be trained on proper handling of waste disposal. 5 days per week including Saturday and Sunday, 6 months.

Requirements: High School diploma required. Experience with animal handling. Able to lift 50 pounds. Must have pre-employment physical and initial immunization required. Send application materials to Staffing Services, 160 Day Hall.

Boyce Thompson Institute

Research Assistant

Boyce Thompson Institute

Annual Salary: \$13,000-18,000 depending on training and experience.

Support laboratory and field research in Environmental Biology. Duties will include: plant culture; set-up and maintain air pollutant exposure systems in growth chambers.

Continued on page 4

Office Professional/Supervisor Relationships: Keys to Success

Continued from page 1

Each has Responsibilities and Skills

Each role is directly affected by the other. If the supervisor chooses to procrastinate and not give the office professional a project until the last moment, that will eventually create a negative reflection on both of them. If the office professional chooses to set that project aside for other more enjoyable things, that too will cast a negative reflection on both of them. It is essential to remember that each person has responsibilities and skills which should be respected. Problems will arise if you treat each other with less respect than is deserved. When considering coworkers, or anyone for that matter, remember to treat them with the respect that you would like to receive.

Relationship Built on Trust and Understanding

The supervisor/office professional relationship also needs to be built on one of trust and understanding. The supervisor must feel comfortable in assigning a project to the office professional. The office professional must feel trusted to accept this responsibility. If the supervisor or office professional chooses to second guess the other's directives, it will create a situation that is

truly unproductive. With trust and understanding, a project can be assigned, accepted and completed in much the same time it would take to question the reason for the task.

Supervisor Confidence

It is very important for the office professional to know that the supervisor does have confidence in his/her work and methods. It is extremely frustrating to complete a project with someone standing over your shoulder. This frustration can reach the point of agitation. It is also crucial to remember that your understanding of the project may not be the understanding of the other party involved. Make yourself clear. In the long run, this too will save time and effort.

Maintain Knowledge of the Office

For the office professional, it is important to maintain an adequate knowledge of the happenings of your office. Many times, the office professional is the first to greet visitors as they come to the office or the first to answer the telephone. You will undoubtedly receive questions that require you to be aware of certain situations. Do your best to gain the knowledge of what is happening on a specific project. Though some supervisors may hesi-

tate to share this knowledge with you, you need to convince them that it will benefit all parties involved.

Communicate Clearly and Effectively

Probably the most crucial aspect of any successful relationship, including the supervisor/office professional relationship, is the ability to communicate clearly and effectively. That may sound like a simple request but for many supervisors and office professionals, clear communication may not be the case. It is all too easy to take for granted directives that are mentioned in passing. This is a two-way street.

System of Communication Established

Many times I have been asked to schedule a meeting while my supervisor is running out the door. In a less confusing atmosphere, it may be a simple task, but with telephones ringing, people at your desk, pressures of a deadline, and so forth, it is easy to let the request fall between the cracks. One of my biggest responsibilities in my current position is that of maintaining the director's calendar. We both maintain a copy of the calendar; however, sometimes appointments are written on one calendar but never make it to the other. Should a conflicting appointment be

scheduled, the situation could prove very embarrassing. It is imperative that a system of communication be established.

Take Pride in Accomplishments

Lastly, we can all be successful in whatever we attempt to do if we take pride in our accomplishments. While the praises of your coworkers or supervisors are helpful, pride from within is essential. No task is too menial, no job too trivial. Work, like life, is what people choose to make of it. Be mindful of your goals and continue to strive to meet them.

Keep Your Goals in Sight

Each supervisor/office professional relationship is different and will be influenced by many factors that will be extrinsic to the relationship. It is important to keep your goals in sight and to maintain the working partnership that will create a more efficient office. If you are to maintain the strength of the chain, it is crucial to maintain these very elementary "keys to success." Once the foundation for a successful relationship is created, you can build from there. Without the strength of the foundation of a successful relationship, the project will eventually crumble.

Precertification

Continued from page 1

What about emergency admissions?

In cases of emergency hospitalization, you should call Healthline within 48 hours after you are admitted or by the next business day following your admission. If you cannot call, your doctor or a member of your family can call for you.

Each emergency admission is reviewed on an individual basis to determine unusual circumstances before penalties are applied.

Does outpatient surgery need to be precertified?

No. Only hospitalizations requiring an overnight stay need to be precertified.

* * *

Statutory Empire Plan

Hospital Precertification: The Empire Plan requires preadmission certification for all elective inpatient admissions. You must call the Benefits Management Program for authorization as soon as your admission has been scheduled.

Preadmission certification is not required for emergency, urgent or maternity admissions. However, a call to the Benefits Management Program is still requested within 24 hours or one business day so that concurrent review can begin.

Failure to make this call will result in not only a \$250 deductible, but also a \$100 per day copayment for each day found not to be medically necessary.

Remember, it is your responsibility to see that this call is made. A friend, family member, hospital representative or your doctor can make this call for you. However, the hospital or your doctor will not pay your deductible or coinsurances for you if the call is not made.

To start the precertification process statutory employees should call the Benefits Management Program number as soon as your doctor schedules your hospital admission:

1-800-992-1213 (within NYS)
1-518-465-6387 (Albany area)
1-800-628-6677 (outside NYS)

NEO

Continued from page 1

During NEO, employees have the opportunity to meet one another and see, first hand, the diversity which is present within the Cornell community. Employees from many departments and with many different job titles are always present at NEO sessions. Quite often, employees have come to Cornell from cities or towns across the country and the world.

At NEO, a variety of brochures and pamphlets are made available to employees on such topics as child care, bus schedules, campus tours, medical services, athletic facilities, Tompkins County and balancing work and family responsibilities. A brief but informative slide show is also presented to the group which helps familiarize new employees with the campus and with the university structure.

We hope that all employees have had an opportunity to be welcomed to Cornell through the NEO program. Any questions about NEO can be directed to the Employee Relations section of the Office of Human Resources by calling Barb Siany or Luran Jacoby at 5-4652. If you are an endowed employee, questions about CER can be addressed to Susan Boedicker in the Employee Benefits section of the Office of Human Resources at 5-3937. If you are a statutory employee, CER inquiries can be directed to Statutory Finance and Business Services, 5-4455.

Cornell Employment News

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Telephone: Human Resources (607) 255-3541
Office of Equal Opportunity (607) 255-3976

EQUAL
Opportunity at Cornell

1989 University Holiday Schedule

Holiday	Day(s) of Observance
Memorial Day	Monday, May 29, 1989
Independence Day	Tuesday, July 4, 1989
Labor Day	Monday, Sept. 4, 1989
Thanksgiving	Thursday, Nov. 23, 1989 Friday, Nov. 24, 1989
Winter Holiday Period	Monday, Dec. 25, 1989 Tuesday, Dec. 26, 1989 Wednesday, Dec. 27, 1989 Thursday, Dec. 28, 1989 Friday, Dec. 29, 1989 Monday, Jan. 1, 1990

For the past few years, nonacademic units which provide services to the general public, students, faculty and/or other staff have been required to remain open on workdays immediately preceding and following a holiday period. If units contemplate closing on Monday, July 3, 1989, they must first make arrangements to provide services as outlined and must have prior approval of the appropriate dean or vice president.

In keeping with university personnel policy, employees who do not work on Monday, July 3, must take vacation or personal hours, or leave without pay. Departments are not authorized to pay employees additional holiday pay since Monday, July 3, is not a paid holiday.

If you have questions concerning this matter, please contact Employee Relations at 5-7206.

Jobs

Continued from page 3

bers and at field plots; measurements of physiological processes; collection and analysis of data; various analytical procedures for plant constituents; maintenance of laboratory and ordering of supplies. Some weekend work required at certain times.
Requirements: MS or BS in plant science, biology or related field plus 2 years laboratory experience. Statistical analyses/computer skills highly desirable. Contact Dr. David MacLean, c/o Personnel Dept., Boyce Thompson Institute, 607-254-1234.

Research Assistant Boyce Thompson Institute

Annual Salary: Commensurate with experience. Supporting work in a plant molecular biology/biogenetics laboratory, including limited solution preparation and general laboratory maintenance. Experimental techniques include the construction and amplification of plasmid and phage clones, isolation and analysis of proteins and nucleic acids, genetic crosses and maintenance of plants. Experience with proteins and/or nucleic acids and familiarity with recombinant DNA techniques is preferred.
Requirements: Bachelor's in biology, biochemistry or a related field and laboratory experience. Starting date: August 1, 1989-flexible. Contact Betty Panz, c/o Personnel Department, Boyce Thompson Institute, 607-254-1234 or 607-254-1249.

Academic

Director of Biosafety College of Veterinary Medicine

Submit a resume and at least 2 references to Dr. Douglas D. McGregor, Associate Dean for Research, College of Veterinary Medicine, Cornell University, Ithaca, N

Research Associate Physiology

Send curriculum vitae and names of 3 references to Dr. Peter Nathanielsz, Director, Laboratory for Pregnancy and Newborn Research, Department of Physiology, 526 Veterinary Research Tower, Cornell University, Ithaca, NY 14853.