



Concert on the Slope



Listeners at the Cornell Symphonic Band's concert on Libe Slope Saturday are shown above, as seen from a tuba-player's vantage point.

Cornell Faces Huge Rise in Energy Costs

The University faces as much as a \$1 million unbudgeted increase in heating and power costs if usage continues at current levels. The possibility is the result of skyrocketing fuel costs since the 1974-75 budget figures were projected last September, according to Noel Desch, director of Buildings and Properties (B&P).

The problem has continued to accelerate, even with the substantial heat and electrical conservation measures taken this year by the Cornell community.

The situation is particularly acute in the generation of steam for heating, Desch said.

Oil, the principal fuel for heat on campus, has more than tripled in price since July 1973. The University was paying about 11 cents a gallon then and is now paying an average of 34 cents a gallon. It is expected to level off at about 35 cents for the foreseeable future.

On the other hand, coal, a cheaper alternative to oil, is still in the midst of a drastic climb in cost. It was nearly \$17 a ton last July, is now at about \$28 a ton and is expected to hit \$35 or more next January. This would mean more than a 100 per cent increase in the cost of coal in less than two years, Desch said. Associated with the cost increase is the fall-off in quality as well as substantial freight cost increases due to the closing of the railroad. In addition, a coal strike is looming this fall that could mean curtailed supplies and further increases in cost.

"All this goes to show," Desch said, "why energy conservation is no longer largely a matter of conscience but an economic reality, a matter of survival."

"We believe," he said, "it is possible to reduce the economic burden of the University by \$500,000. This can be accomplished by a

comprehensive extension of the current conservation program. For example, there are still many areas which are overlighted or poorly controlled. Overheating must be further reduced although this cannot be accomplished immediately throughout the campus because of a great many antiquated heating systems. The success of the renewed conservation efforts depend upon active participation by every member of the Cornell community through the energy coordinator in each area."

In anticipation of these redoubled conservation efforts B&P has limited the increases in rates it charges for heat to between 69 and 81 per cent retroactive to April 1. The unit rate charged to the Endowed units and Housing is now \$4.05, up from \$2.64, for a 69 per cent increase. The rate for state units is \$3.25, up from \$1.98, for an 81 per cent increase. The state rate is lower because the steam is purchased at the plant and the distribution system on the state campus is maintained with state funds.

The rate increase to Housing is expected to be reflected in room rent for students at between 1 1/2

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Current Status of Hayes Study Discussed

What is the current status of the University's study to develop and implement a unified salary classification system for all statutory and endowed Cornell exempt employees, with the exception of faculty, deans and executive officers?

This question and others on the study are answered in the following interview conducted by the Chronicle with Nancy Elliott, Assistant Director of the Office of Personnel Services. The classification study was undertaken by Cornell in October, 1973 in conjunction with Robert H. Hayes and Associates, Inc., a Chicago-based management consulting firm. Judy Onken is the Hayes representative on campus for the duration of the study.

In announcing the study last fall, Robert F. Risley, Vice Provost, stated "the purpose of the new salary classification system is to provide the University with a unified classification system for its exempt personnel, to review and update the classification of all exempt patterns, to establish an improved salary administration program and develop career paths."

The original projected implementation date for the study was July, 1974. Risley noted, however, that "salary adjustments and implementation of classification changes due to these studies at both the exempt and non-exempt levels will not interfere with the University's annual salary program and incremental salary adjustments."

Personnel included in the study are executive, professional and administrative staff members in each of the 11 colleges in Ithaca, the University Libraries and at the agriculture experiment station in Geneva.

In October, at the beginning of the study, all exempt

employees completed lengthy questionnaires. Elliott discusses what has taken place since that time in terms of the study.

Definitions: "A *position description* describes the specific job each individual performs.

A *classification description* is more general; all positions having the same or very similar duties are grouped together in a classification description. It broadly represents characteristic duties and responsibilities of people who are performing essentially the same general types of work, who require the same qualifications, level of professional expertise ... In some cases, there is one position to one classification but for most positions there is more than one individual within a classification doing similar types of work at the same or different location within the University.

A *career path* reflects opportunities for an individual to progress in his career growth and development within the University organizational structure based upon his qualifications and area of professional expertise.

A *salary grade* designates the minimum and the maximum amount of money that would be paid for a particular position or classification. For example, all classifications that have been assigned to salary grade 3 would have the same minimum and maximum.

Q. What has taken place since exempt employees completed job description forms in October 1973?

A. We received the completed questionnaires back from all the exempt employees in the professional administrative group. We had a *Study Group* of four individuals and myself who read the questionnaires for content. We were concerned with identifying persons

across campus involved in essentially similar work, for example, accounting, data processing, dining services, student counseling. We then conceptualized levels of career advancement within each of the major professional disciplines (career paths) and wrote classification descriptions ... We've developed approximately 222 classification descriptions.

A *Benchmark Committee* was composed of 16 people across campus, typically in middle management positions; it was responsible for evaluating 49 selected positions representative of jobs found in large numbers of departments or centers. Normally we took the entry level classification and the top classification within the series for evaluation. The committee reviewed the classification description for appropriateness. Then the "evaluation instrument" was applied to each of the classifications. The evaluation instrument consists of 39 questions answered by the committee for each job. The actual numerical point-count scoring has been considered confidential for use only by Judy Onken and myself. It was up to the committee to determine the appropriate degree response for each question. For example, there is a section that involves qualifications for the classification. One question deals with formal education. In an instance where a Bachelor's degree was a minimum qualification, it would score a lower value than a classification requiring a Master's degree as a minimum entry qualification.

After a classification was evaluated by the Benchmark Committee, Judy Onken and I assigned the established numerical point value to the responses given. The results

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Happy Birthday, Barn!



CENTENNIAL — On the occasion of its 100th birthday, the Big Red Barn will be open for browsing all day Monday, with free refreshments and buggy rides, and an exhibition of Turn of the Century crafts. At 8 p.m. Monday, Martin Mull will give a free concert in Bailey Hall.

Staff Boosts Synchrotron's Power By Cooling Certain Components

Members of the accelerator staff at Cornell's Robert R. Wilson Synchrotron Laboratory have found they can achieve increased energy for their experiments, without consuming additional electric power, by cooling certain components to within two degrees of absolute zero (-273 degrees C).

At or near absolute zero, the coldest temperature possible, certain metals become superconductors; they can then carry electric current with virtually no resistance.

According to Maury Tigner, senior research associate in the Laboratory for Nuclear Studies and a spokesman for the group, the application of the

superconductivity phenomenon to the synchrotron is the only way to attain the power necessary for planned experiments.

"The additional electricity needed to increase the energies we work with by billions of electron volts gets into a price range and a quantity of electric power which are clearly impractical," Tigner said. "And yet we want to go to higher beam energy levels because we want to keep doing frontier research in high energy physics."

To learn more about the fundamental nature of matter, researchers must continually increase the energy to which the synchrotron can accelerate a beam of electrons around its circular track. At present, particles enter this track at energies of about 150 million electron volts (MeV). Kept on the path by electromagnetic forces, the particles are boosted to energies of 12 billion electron volts (GeV) by six radio frequency accelerating stations installed at intervals along the track.

Considerable energy is lost in these stations, or "cavities," through resistance. Superconducting cryogenic (very cold) cavities would minimize the amount of energy wasted in this way.

A small model of such a cryogenic cavity has been tested at the Wilson Lab, Tigner said. It

Eleanor C. Lambertsen, who has served as dean and professor at the Cornell University-New York Hospital School of Nursing since 1970, has been appointed associate director of the New York Hospital for Nursing Service, effective July 1. In addition to her new position, Lambertsen will continue as dean and professor at the School of Nursing.

She will succeed Muriel R. Carbery, director of Nursing Service of The New York Hospital since 1952, and a former dean of the School of Nursing.

As associate director of The New York Hospital for Nursing Service, Lambertsen will direct a staff of 1,500 and will be responsible for the administration and coordination of the specialized nursing care, staff education and in-hospital training programs provided by its eight departments of nursing.

Lambertsen came to The New York Hospital-Cornell Medical Center from Teachers College, Columbia University, where she



Eleanor C. Lambertsen

had been professor of nursing education since 1961 and

director of the Division of Health Services, Sciences and Education since 1968.

For three years prior to 1961, Lambertsen was director of the Division of Nursing and assistant secretary of the Council of Professional Practice of the American Hospital Association. She holds bachelor of science and master of science degrees and a doctorate from Teachers College, Columbia University.

Until her retirement on Dec. 31, Carbery will continue as a professor at the School of Nursing; in addition, she will serve as associate dean of its Division of Continuing Education.

Carbery has been associated with the New York Hospital since 1937. From 1958 to 1970 she was dean of the School of Nursing and director of Nursing Service.

Noble, Dik Assuming New Extension Posts

In an attempt to increase the effectiveness of program leadership, two Cooperative Extension administrators have been given different assignments.

Lucinda A. Noble, associate dean of the New York State College of Human Ecology, assumed the responsibilities of associate director of Cooperative Extension. David W. Dik, who was acting associate director, was appointed assistant director of Cooperative Extension.

In announcing the appointments, Cooperative Extension Director David L. Call said, "As associate director, Dr. Noble will continue to carry on some of her duties as associate dean, since we are in essence merging the responsibilities of these two positions."

Call said that Assistant Director Dik would be "in charge of an administrative unit with responsibility for statewide planning, evaluation and communication efforts."

Noble, who became associate dean of the College in 1971, also holds an appointment as associate professor of community service education. She joined the College faculty in 1956 as assistant state leader of home demonstration agents. She served as an assistant director and associate director of Cooperative Extension before accepting the associate dean appointment.

Before serving as acting associate director, David Dik was a senior extension associate and program leader in the College of Human Ecology and the college of Agriculture and Life Sciences, a post he had held since 1969. His major responsibility was in program planning and development.

He has also served as a 4-H agent in the Massachusetts Cooperative Extension and as a Cooperative Extension specialist in Orange County, N.Y.



All items for publication in Cornell Chronicle must be submitted to the Chronicle office, 110 Day Hall, by noon on the Monday preceding publication. Only typewritten information will be accepted.

CORNELL CHRONICLE

Published weekly and distributed free of charge to Cornell University faculty, students, staff and employees by the Office of Public Information. Mail subscriptions \$12 per year. Make checks payable to Cornell Chronicle. Editorial Office 110 Day Hall, Ithaca, N.Y. 14850. Telephone 256-4206. Editor, Randall E. Shew. Managing editor, Barry Strauss. Photo editor, Russell C. Hamilton.



Spring Sports Scoreboard

BASEBALL — Record to date: 9-18. Last week's results: Navy 4, Cornell 0; Princeton 8, Cornell 7; Princeton 4, Cornell 3. This week's schedule: May 10, Yale; May 11, Brown (2); May 12, at Springfield (2); May 13, at Army.

LACROSSE — Record to date: 10-1. Last week's results: Cornell 20, Yale 4; Cornell 17, Hobart 12. This week's schedule: May 11, at Princeton; May 15, at Cortland.

TRACK — Record to date: 1-2. Last week's results: Pennsylvania 125, Cornell 47. This week's schedule: May 11, Heptagonals at Philadelphia.

TENNIS — Record to date: 2-9. Last week's results: Navy 8, Cornell 1; Princeton 9, Cornell 0; Cornell 9, Hartwick 0. Next week's schedule: May 14, at Army.

LIGHTWEIGHT CREW — Record to date: 1-3. This week's schedule: May 11, EARC at Worcester, Mass.

HEAVYWEIGHT CREW — Record to date: 2-0. This week's schedule: May 11, EARC at Worcester, Mass.

GOLF — Record to date: 5-3. Last week's results: Harvard 394, Yale 403, Cornell 418. This week's schedule: May 9, at Cortland.

Senate Prohibits Smoking in Certain Areas

The University Senate passed a legislative and recommendatory Non-Smokers Relief Act calling for the regulation of smoking in campus facilities at its final session this year on Tuesday.

In other action the senate recommended that the University administration continue to oppose "any attempt originating outside Cornell University to dismantle or otherwise tamper with operations of any of Cornell's Residential Colleges, providing that such operations are consistent with University guidelines."

In acting, the senate said, "We are disheartened at the insensitivity displayed by the (New York Board of) Regents in pursuing charges of segregation aimed at ... Ujamaa Residence College, to the exclusion of allegations of segregation in white living units."

Ujamaa, a nearly all-black residential unit, was accused of being a segregated living facility by the Regents in January.

The Non-Smokers Relief Act calls for the prohibition of smoking on campus buses, in dormitory elevators, in browsing libraries and at indoor athletic events, as well as in any other building, facility or area where it is determined by the Department of Life Safety Services to be hazardous to safety or health.

The action also calls for the establishment of separate smoking and non-smoking areas in such places as cafeterias, medical facilities, museums, theaters and public lecture halls.

Those regulations calling for the immediate prohibition of smoking will become effective upon official notification of the University administration, according to Robert S. Harrison, speaker of the senate.

The establishment of separate smoking areas must be approved by appropriate subcommittees of the Senate Committee on Campus Life.

"This act is not intended to be punitive," according to Neal D. Haber, a sponsor of the bill. "It was initiated out of medical considerations and recognition of non-smokers reluctance to make reasonable requests that smokers put out their cigarettes," he said.

Failure to comply with a request from a "clearly recognizable University official" may subject individuals to disciplinary action as specified in the Campus Code of Conduct.

The bill charges the Division of Campus Life with promulgation of specific regulations pursuant to the act. Further, it recommends that policies for the regulation of smoking be formulated for facilities and events outside the jurisdiction of the Division of Campus Life.

In other business, a legislative bill to establish formal policies and procedures for the Agency for Educational Innovation (AGEDI) passed by a unanimous vote. The act calls for the board

of AGEDI to keep a detailed record of each proposal submitted to the agency and its disposition. This detailed record will provide particularly valuable information upon which to base future budgetary decisions, according to David A. Singer, faculty senator from the Committee on Academics, which sponsored the bill.

The Senate passed an interim act to allow modification of time sequences for the University Hearing and Review Board for the period between the end of the spring term 1974 and the beginning of the fall term 1974. This bill delegates to the Codes and Judiciary Committee the authority to modify the Judicial Reform and Restructuring Act of 1972 during this period only.

The Committee on Public and Community Affairs reported its findings on the efficacy of collecting voluntary contributions to the Central New York Public Interest Research Group (CNYPIRG) by a check-off system at registration each term. This question was raised in a letter to Harrison from Corson two weeks ago.

Under the check-off system, students checked a box indicating that they are willing to donate two dollars to CNYPIRG through the Bursars Office. The senate recommended this procedure two years ago.

The Committee on Public and Community Affairs found that voluntary collection by this procedure was not an effective way of supporting CNYPIRG, that CNYPIRG was performing a valuable function and that the committee, in cooperation with CNYPIRG, would investigate a more effective means of

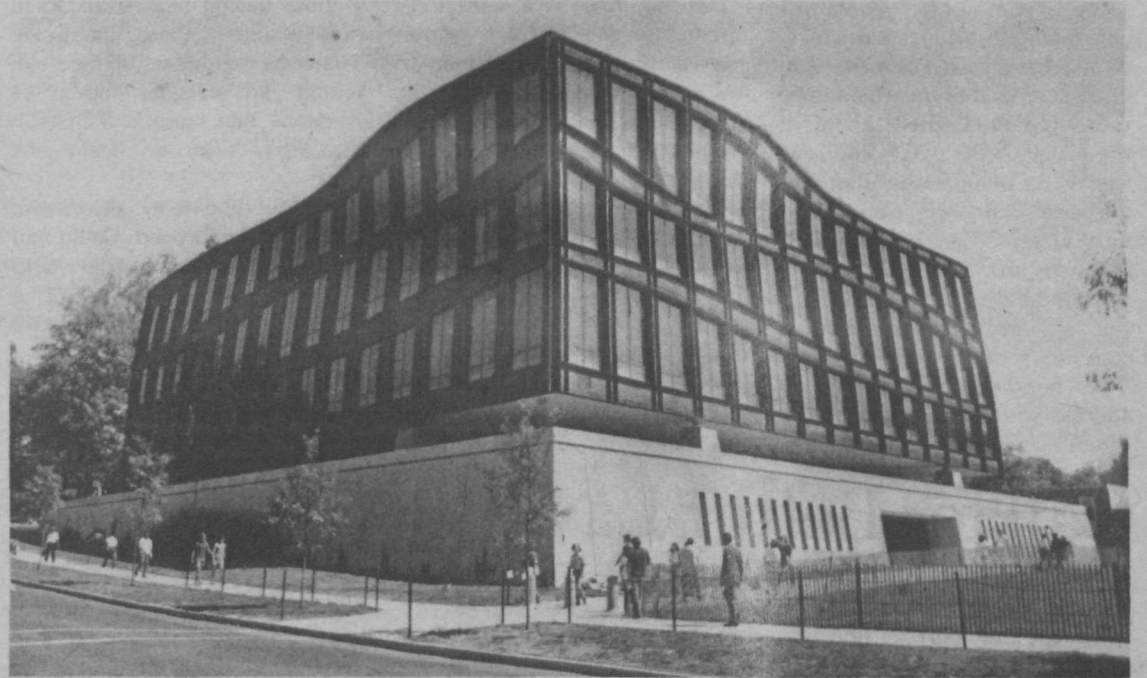
supporting the organization.

Also, the senate unanimously approved University President Dale R. Corson's nomination of C. Michael Hathaway, a third year law student at Cornell, for a two-year term as judicial advisor.

The senate paid tribute to Paul

Olum, professor of mathematics and an outgoing faculty trustee attending his last Senate meeting. Olum, who helped write the Senate Constitution in 1969, will become dean of the University of Texas' College of Natural Resources, effective Aug. 15.

By Gosh, It Must Be True!



...For further details on stress problems and construction characteristics and their effects on exams and Commencement schedules, please call 273-3606.

'Practical Goals' Center for World Community to Open Soon

"We will not be striving for Utopia at the Center for World Community, but for the more practical goal of acceptance among people of different backgrounds and cultures," according to Vivienne E. Harris, a junior in the New York State College of Agriculture and Life Sciences at Cornell from Australia who will live in the Center next fall.

Twenty-one Cornell students have signed up to live in the new center, which will open on August 15 at 117 Dewitt Place.

The idea for the Center for World Community grew out of the celebrations of the Cornell Centennial in 1965 — a four day colloquium titled "Toward World Community," according to Robert W. Beggs, director of the Interreligious International Ministry (IRIM) at Cornell.

"Since then, the idea has been supported by students and other members of the University community," he said. "The principal advocate and sponsor has been the IRIM, which will also act as its trustee and facilitator."

Harris said lack of acceptance among people of different backgrounds further complicates major political and economic problems. As an example of this lack of acceptance, she cited the "hysterical reaction" of Western countries to the Russians and communism in the 1950s.

Harris, who has worked for the United Nations and has travelled extensively throughout the world, said that she has found that people of different nationalities tend to build artificial barriers against people of other nationalities.

"People say all Americans are such and such, or all Greeks are such and such."

Dorothy-Dana Waring credits her grandmother and her parents with her interest in world community and with giving her the broad humanistic view that dialogue, tolerance and understanding are important. Waring, a freshman in the College of Arts and Sciences from Glastonbury, Conn., is the granddaughter of Ethel B. Waring, who taught at the New York State School of Human Ecology from 1920 to 1955.

Many foreign students of my grandmother became my friends, and this broke down many stereotypes, Waring said. "I also travelled around the world before coming to Cornell last year."

"I have a division in me that is not really a division," she said. "I am pessimistic about where the world is heading — consequences of harmful technological processes may be too far gone for humanity to escape. The question is whether man can change quickly enough and effectively," she said.

"The important thing for me is

not success but what I am trying to do. I want to live what I believe," Waring said. "Part of my happiness comes from trying to improve the situation."

Bch Vu, a doctoral candidate in mechanical and aerospace engineering, from Vietnam, said that technology and science are very important but they must be used wisely in the interest of world community. We should "keep being smart, but stop being so mad."

"If all of the energy that went into the Vietnamese war had been used constructively," Vu said, "both the United States and Vietnam would be better off. We

should be trying to use our power to increase human happiness and to decrease misery."

Deepak K. Merchant, who has been instrumental in the development of the idea for a World Community Center this past year, said the main obstacle to world community is political realities. Our approach to a solution is the long term exposure of people of different backgrounds to each other. "This is the role we will try to play on the Cornell campus," he said.

Cost of Food to Rise Somewhat in Summer

Cornell students will be paying more for food next semester — an average of 8 per cent more for cash sales and 4.5 to 5.5 per cent more for Co-op dining contract meal plans, according to an announcement made this week by James E. Collins, dining business manager for the Department of Dining Services.

The increases are the result of increased costs for food, Collins said, but do not exceed increments proposed in the dining budget as approved by the University Senate.

The contract meal plans owe

part of their increased cost to extended service, Collins said. There will be an average increase of 2.5 per cent in the number of serving days beginning with the fall semester.

"We'll be starting earlier and ending later," Collins explained.

Cash prices will go up with the start of summer business, he said, and will not be in effect before the end of this term. Contract meal plan price increases become effective with the start of the fall term, Sunday, Aug. 25, Collins said.

Chronicle Comment

Chronicle Comment is a forum of opinion for the Cornell Community. Comment may be addressed to Barry Strauss, managing editor Chronicle, 110 Day Hall.

Is Education at Cornell in Crisis?

Following is an open letter to President Corson from Prof. Werner J. Dannhauser, government, and L. Pearce Williams, chairman of the history department.

Dear Mr. President:

We commend you for consenting to discuss the quality of education at Cornell with interested faculty members (at a meeting of the Cornell Chapter of the AAUP, 4:30 p.m. tomorrow, Ives 110), though we regret that the discussion will occur at a time when it can no longer be reported in *The Sun*. To a considerable extent, therefore, you are depriving the Cornell community of your wisdom.

We hope you will consent to address yourself to the following

Professors Ask Corson to Discuss Several Questions

questions. They are admittedly debatable and we are sorrier than we can readily say that we are unable to debate them with you.

1) If the Faculty Council of Representatives undertakes an investigation into the quality of education at Cornell do you pledge your full cooperation? Will you submit evidence to support your allegation that Cornell has improved since 1969? Will you make available such information as the Council may

request—which is to say, 'will you waive Executive Privilege?'

2) If we prove to you that an Arts and Sciences student can now receive a B.A. at Cornell, and thus be presumed to have acquired a liberal education, without having been required to read a line of Plato, the Bible, Shakespeare, Marx, or Einstein, would you consider this to be evidence that there is a crisis in education at Cornell? If not, why not?

3) You repeatedly assert that Cornell has improved. Could you tell us precisely *what* you would consider valid evidence of a decline, so that we may try to enlighten you?

We thank you for your attention to these questions.

Call for Better Law Enforcement

Editor:

Once again I find that the University's Safety Division has botched up the "streaking" issue on West Campus. I have reference to the loud, raucous and irresponsible behavior demonstrated by a few dozen students last Sunday, April 28th. In a sterling repetition of its performance last month, it did absolutely nothing to attempt to quell or suppress the general anarchy and disturbance to the peace and tranquility of this corner of the Cornell Campus

Safety Division Failed to Curb Raucous Behavior

arising from both streaking and apparently related activities. It seems to me that the functions and purpose of Safety Division should extend beyond its handing out an endless stream of parking tickets — which it does very well. Beyond this revenue-raising activity, Safety Division is conspicuous by its inactivity and

unwillingness to embark upon enforcement ventures requiring direct contact with offensive students or tending to uphold the declining integrity of this university. It is quite obvious that their concern rests with the collection of fine payments and positive net cash flows into the division. And the issues at hand extend far beyond the "streaking" question. Fireworks, vandalism, theft, and false fire alarms are ever-present around here and do not appear to be declining in either intensity or frequency. Impotent, almost laughable, speeches emitted over a cruiser's loudspeaker — a tactic employed last Sunday — are hardly the answer. As always, actions continue to speak much louder than words. It's high time we heard this kind of volume from Cornell's Safety Division.

Richard E. Hill
Arts '77

On Subpoena Policy

Editor:

As the Cornell lecturer whose class records were subpoenaed by District Attorney William Sullivan earlier this year, I would like to comment briefly on material recently published in the *Chronicle* (4/25) concerning the new Senate subpoena policy.

Michael Wolfson, assistant University counsel, is reported as saying: "The University controls only University records. Consequently, the Senate bill would have no effect in instances such as the recent attempt by the district attorney to subpoena class lists held by a Cornell instructor."

When I asked the University in the person of University Counsel Neal Stamp to intervene and question the subpoena's relevancy (after all, our judicial system does allow, at a minimum, for an adversary court procedure), Mr. Stamp and I had

Counsel Must Be Responsible To Community

several discussions on the matter. At no time did he question the University's ability to legally intercede if it chose to. He specifically said that my class lists constituted academic records and therefore came under the aegis of the subpoena policy. Either that position has changed (it would be interesting to hear the reasons why) or Mr. Wolfson made an error.

It is difficult to understand why the counsel's office feels that it can unilaterally decide on matters of policy without being responsible to other segments of the University community.

Nancy K. Bereano, Lecturer
Human Affairs Program

Joe Christensen To Be Speaker At Sage Chapel

Joe J. Christensen, associate commissioner of education of the Church of Jesus Christ of the Latterday Saints in Salt Lake City, Utah, will be guest speaker at Sage Chapel Convocation at 11 a.m. Sunday.

His topic will be "That Which Divides Us."

Christensen is a former director of religion at the University of Idaho, Washington State University and the University of Utah, and has been an instructor in the College of Religion at Brigham Young University.

He did his undergraduate work at Brigham Young and Utah State University and received his doctorate from Washington State.

Job Opportunities At Cornell University

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

POSITION (DEPARTMENT)

Sr. Administrative Secretary, A-17 (Learning Skills Center)
Administrative Secretary, A-15 (MCST) (University Senate)
Administrative Secretary, A-15 (Law School)
Administrative Secretary, A-15 (2) (Policy Planning & Regional Analysis)
Administrative Secretary, A-15 (Chemistry)
Administrative Secretary, A-15 (University Registrar)
Administrative Secretary, A-15 (Public Affairs)
Department Secretary, A-13 (Law School)
Department Secretary, A-13 (Hotel Administration)
Department Secretary, A-13 (Johnson Art Museum)
Department Secretary, A-13 (CRSR)
Department Secretary, A-13 (Dean's Office - Arts & Sciences)
Administrative Secretary, NP-8 (Veterinary Physiology, Biochemistry, & Pharmacology)
Administrative Secretary, NP-8 (Veterinary Microbiology)
Steno II, NP-6 (Agronomy)
Senior Clerk, A-12 (University Development)
Principal Clerk, A-14 (Office of Academic Funding)
Principal Clerk, A-14 (Registrar)
Principal Clerk, A-14 (Center for Improvement of Undergraduate Education)
Keypunch Operator, A-13 (Computer Services)
Keypunch Operator, A-13 (Student Information Services)
Library Assistant II, A-12 (Library)
Administrative Aide I, NP-11 (Finance and Business Office)
Administrative Assistant (Geneva)
Administrative Aide II, NP-14 (Personnel Services)
Administrative Officer I, A-26 (Endowed Payroll)
Research Aide, A-14 (Laboratory of Ornithology)
Editorial Assistant (Agricultural Economics)
Senior Auditor (Auditor's Office)
Assistant Counsel (University Counsel)
Area Manager (Dining Services)
Personnel Officer, P-20 (NAIC (Arecibo Observatory))
Compensation Manager (Personnel Services)
Director of Information Services (Communication Arts)
Director (Public Information)
Assistant Librarian (Library)
Librarian (Geneva)
Cooperative Extension Specialist (2) (Cooperative Extension Administration (Chazy))
Director (Safety Division)
Manager-Systems Programmer (OCS)
Assistant Coach of Football and Instructor in Physical Education (Physical Education and Athletics)
Assistant Coach of Track and Instructor in Physical Education (Physical Education and Athletics)
Assistant Dean of Students - Director of Student Activities & Orientation (Office of the Dean of Students)
Craftshop Director (University Unions)
Business Manager (University Unions)
Vice President for Planning (Executive Staff)
Related Activities Accountant (Accounting)
Resident Director (3) (Dean of Students (10 month positions))
Residential Area Coordinator (Dean of Students)
RN (University Health Services)
Lab Technician I, NP-8 (Vet College)
Lab Technician II, NP-11 (Vet College)
Lab Technician II, NP-11 (Animal Science)
Research Specialist (2) (Natural Resources)
Research Specialist (Agricultural Economics)
Research Technician II, NP-10 (Plant Pathology)
Research Technician III, NP-12 (Plant Pathology)
Research Technician III, NP-12 (Animal Science)
Research Technician V, NP-17 (Plant Pathology)
Research Technician V, NP-17 (Agricultural Economics)
Experimentalist I, NP-11 (Genetics, Development & Physiology)
Experimentalist II, NP-15 (L.H. Bailey Hortorium)
Greenhouse Superintendent, NP-12 (Agronomy)
Reagent Attendant, A-15 (Chemistry)
Chemical Analyst II, NP-14 (Geneva)
Research Associate (2) (Vet College)
Research Associate (Agricultural Engineering)

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Supplemental Retirement Annuity Plan Discussed

What is the Supplemental Retirement Annuity Program (SRA)? How does it differ from the regular TIAA and CREF Retirement Annuity programs? What does it cost? Can income taxes be deferred? These are just a few of the questions answered by the Office of Personnel Services about the new Supplemental Retirement Annuity Program (SRA) which will take effect July 1.

The SRA program is a benefit available to all regular full-time and regular part-time employees of Cornell. If employees have additional questions, they are invited to call Karl Keller, assistant director of personnel services for benefits administration, at 256-3925.

A TIAA-CREF representative will explain the SRA program at 3:30 p.m. and again at 7:30 p.m. May 16 in Ives 120, with both sessions open to all interested faculty and staff.

Through the TIAA-CREF presentations, and the following question-and-answer series, which are based on information prepared by TIAA-CREF, the Office of Personnel Services hopes to give employees enough information to enable them to make a decision as to the value of the annuities for themselves by the time the annuities become available through payroll deduction July 1, according to Diedrich K. Willers, director of personnel services.

Q. What is a "Supplemental Retirement Annuity?"

A. It is a new form of TIAA-CREF contract for use by persons who want to put aside tax-deferred retirement funds over and above amounts being accumulated under their basic retirement plan.

Q. How do SRA contracts differ from regular TIAA and CREF annuities?

A. The main differences are:

1. SRA contracts can be surrendered for their cash value at any time. The proceeds from the regular TIAA-CREF annuities are available only upon retirement.

2. SRA contracts have a higher administrative expense charge than regular TIAA-CREF annuities, to cover the cost of the additional features.

3. SRA contracts must be taken as tax-deferred income. Under the regular Retirement Annuities Program, a person can elect to pay taxes on income before saving or to have the savings tax-deferred.

In all other respects SRA contracts have the options and flexibilities of regular TIAA-CREF annuities. They provide the same full and immediate vesting of ownership in the individual and are credited with the same rates of investment earnings as the regular TIAA-CREF retirement annuities.

Q. Do I have to belong to the TIAA-CREF Retirement Program to purchase Supplemental Retirement Annuities?

A. No. Supplemental Retirement Annuities are available to all regular full time and regular part-time Cornell University employees.

Q. Does the University make a contribution to the Supplemental Retirement Annuity program for me?

A. No. All the money used to purchase Supplemental Retirement Annuities comes from you. The University makes the Supplemental Annuities available to you as a payroll service as an additional way to save money and make the most of your earnings at Cornell.

Q. How can I apply for a Supplemental Retirement Annuity?

A. Through the Office of University Personnel Services at B-12 Ives Hall.

Q. What can the Supplemental Retirement Annuity program do for me that putting additional money into the regular TIAA-CREF retirement program won't do?

A. Because SRA contracts have a cash surrender value, you can put money aside at a relatively high earnings rate. At any time that you need the money, you can withdraw it. This means that these annuities may be useful in setting aside money for children's education, for unanticipated emergencies, or any other purpose you may have. The regular TIAA-CREF retirement annuities are available to you only upon your retirement.

Q. What is a tax-deferred annuity?

A. As a staff member of a tax exempt organization, the Internal Revenue Code 501(c)(3) permits you to arrange with your employer to divert a portion of your salary *before* taxes to purchase retirement annuity benefits. This "salary-or-annuity option" is the method used by many educators for payment of regular employee contributions to set aside *extra* funds for the future, over and above those accumulating under a retirement plan.

Q. What are the advantages to deferring payment of income tax?

A. You will have to decide what the deferment means to your particular financial situation. Some possible benefits to you are these:

1) Your present income will be lowered for tax purposes by the amount you contribute under the tax shelter allowance.

2) If you receive the benefits in the form of an annuity income during your retirement years, you may be in a lower tax bracket.

3) But the tax advantage of the salary reduction method as a means of saving for the future does not necessarily depend on a lower tax bracket during the retirement years. In contrast to after-tax saving methods, the money you do not pay out in current taxes goes into your annuity contract and accumulates with investment earnings. For example, assume you are in a 30 per cent tax bracket and can get along with \$1,000 less take-home pay in order to set aside funds for future use.

It takes about \$1,400 of salary to produce \$1,000 of take-home pay after taxes. You can either pay your tax currently on this \$1,400 of salary, which leaves \$1,000 for savings, or you can take a salary reduction of \$1,400 and channel the full \$1,400 into a tax-deferred annuity. Either way, you have \$1,000 less to spend currently, but the salary reduction method puts \$400 more each year into your contract to accumulate with interest, tax-free until you start receiving benefits. Because of the earnings on money you do not pay to the government and the resulting build-up of funds you would not otherwise have, the salary reduction approach is likely to work to your advantage even if you are not in a lower tax bracket when benefits are received.

Q. How do I invest in a tax-deferred annuity?

A. By entering into a written agreement with the University authorizing a reduction in salary in order to release funds for the University to use to pay as a premium on an annuity contract that is fully vested in you. The Internal Revenue Code establishes a maximum amount a person can set aside as deferred income. This amount is the statutory exclusion allowance. Within the statutory exclusion allowance, such premiums are not taxed to you when they are paid. They and their earnings will be taxed when you receive

them as benefits?

Q. What is the statutory exclusion allowance?

A. It is an amount, defined in Treasury Regulations, within which you are entitled to tax deferral on annuity premiums paid by your tax-exempt employer to fully vested annuity contracts. Such premiums and their investment earnings are taxed as ordinary income when you elect to receive them as benefits. In brief, your exclusion allowance is equal to:

20 per cent of the salary you receive, after any salary reduction for the current year

times

the number of years of employment you will have completed with your present employer by the end of the current year

minus

all retirement contributions and salary reduction payments made by the institution and not included in your taxable income in prior years.

For persons participating in a state retirement system or other retirement plan, the calculation can be more complex. (The Office of University Personnel Services or the Finance and Business Office will calculate your allowance for you.)

Q. Supplemental Retirement Annuities are fully vested immediately; what does that mean?

A. The money you put into these annuities is entirely yours as soon as it is invested in the annuity. This means that even if you leave your employment with the University, the annuity belongs to you.

Q. If I elect a reduction in salary, what income will be reported on my W-2 Form?

A. The Internal Revenue Service has ruled that annuity contributions within the exclusion allowance are not "wages" for federal income tax purposes, and should not be reported on W-2 Forms. Therefore, your salary after reduction is the amount that should be used for income tax withholding and reporting purposes. Cornell shows wages for tax purposes and the amount by which your salary was reduced on the W-2 Form, so you have a record of both.

Q. If my salary is reduced below the Social Security earnings base, will my Social Security taxes and benefits be affected?

A. No. The Social Security Administration and the IRS have ruled that voluntary salary reduction amounts used to purchase these annuities remain "wages" for Social Security purposes.

Q. How is the salary-or-annuity option treated by states that have income taxes?

A. New York State follows the federal approach.

Q. Does the election of salary reduction affect my benefits under my institution's long-term disability, retirement, or other plan geared to salary?

A. No. Cornell uses the employee's stated regular salary before reduction — the appointment of contract salary — in determining disability benefits, insurance amounts, basic retirement plan contributions, and all other staff benefits related to salary.

Q. You mentioned Supplemental Retirement Annuities have a higher expense charge than regular TIAA-CREF annuities. Why?

A. The Supplemental Retirement Annuities can be surrendered for their full cash value at any time in addition to the choice of life income options of regular TIAA-CREF retirement annuities. This means the fund must keep a reserve available to cover unforeseen claims. This reserve money is not available for

investment so interest is lost. To meet the expense of maintaining this reserve, the higher expense charge is made.

Q. What is the difference in expense between the Retirement Annuities and the Supplemental Retirement Annuities?

A. In TIAA, the charge for Supplemental Annuities is 4 per cent instead of 3.5 per cent in the regular Retirement Annuities. The charge is deducted from each premium payment to cover all expenses and contingencies for the life of the contract.

In CREF, the charge for Supplemental Annuities is 1.75 per cent instead of 1.5 per cent in the regular Retirement Annuities. The charge is deducted from each premium payment to cover CREF's operating expenses during the accumulation period. If benefits are paid under one of the income options, a charge (currently 1.5 per cent) is deducted from these payments to cover the operating expense of paying a variable annuity. The third category of CREF expense charge is against CREF's assets to cover investment expenses. This charge currently averages 7/100 of 1 per cent per year of CREF's monthly mean assets.

Q. What is the difference in investment earnings between the Supplemental Retirement Annuities and the Retirement Annuities?

A. They are the same. In TIAA, the current dividend interest rate on funds being deposited is 7.5 per cent (dividends not guaranteed for future years); in CREF, full participation in the same portfolio of common stocks that support regular CREF annuities.

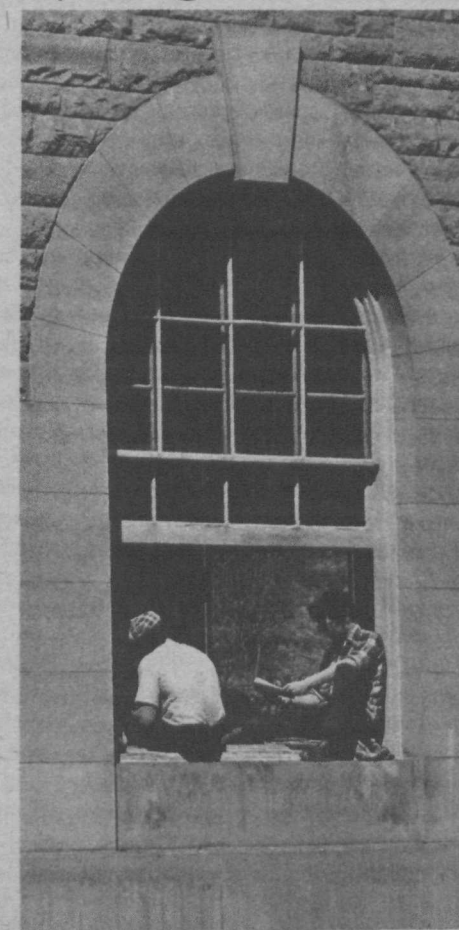
Q. If I die before starting to receive annuity payments, what will be available to my beneficiary?

A. The total value of your TIAA and CREF accumulation, payable to the beneficiaries you have selected.

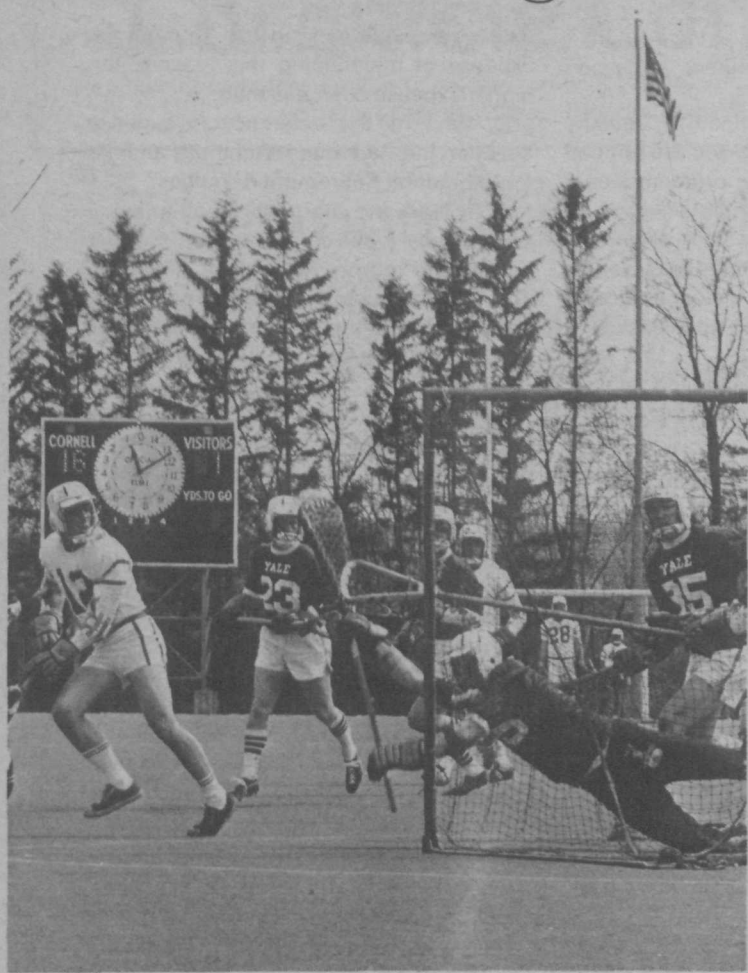
Q. Who is my beneficiary?

A. The person or persons you have selected and recorded with the TIAA-CREF plan. It is important to re-examine your beneficiary selections from time to time, especially following any change in your family situation. TIAA-CREF is legally obligated to pay the beneficiary.

Spring



Red Rout Bulldogs



LAXMEN — Cornell senior Bob Carell (12) keeps the pressure on the Yale defense during last Sunday's lacrosse game on Schoellkopf. The Big Red routed the Bulldogs, 20-4, and set five Ivy League season scoring records in the process: 91 goals, 66 assists, 157 points by the team, and 27 goals and 41 points by sophomore Mike French. Coach Richie Moran's Cornell team, 5-0 in the league with only Princeton to play, appears certain to win the Ivy title and go on to the NCAA tournament. The first round of the NCAA playoffs is May 18 and the possibility exists that Cornell may host one of the quarter-final games. The semi-finals are May 25, with the finals June 1 at Rutgers. The Big Red is currently ranked fourth in the country. Yesterday, Cornell beat Hobart, 17-12.

At Medical College

Kidney Transplant Deaths Drop

Kidney transplant mortalities Rogosin Kidney Center, have been dramatically reduced according to a recent study by the Cornell Medical College's Dr. Kurt H. Stenzel, medical

director of the Kidney Center.

Post-operative death over a three-year period has been reduced to 8.2 per cent in 350 transplants at the Kidney Center, compared with a national rate more than twice as high.

"The improved medical care, resulting from the interdisciplinary program developed over the years by the Kidney Center is responsible for the record-breaking reduction in mortality," said Dr. Albert L. Rubin, Director of the Kidney Center.

The Rogosin Kidney Center is the first interdisciplinary clinical center of its kind in the U.S. and has served as a prototype for similar centers since its establishment in 1970. This approach, according to Dr. Rubin, provides care for the "total patient" — including the medical, surgical, nursing, psychological, administrative and financial problems that arise.

"Our low mortality record was attained despite the fact that patients are not excluded from the transplant program because of age or chronic illness," Dr. Stenzel said.



Sage Notes

If you plan to be on campus this summer, please fill out a non-credit registration form. This permits use of campus facilities (including Clinic) and costs nothing if you have been enrolled as a full-time Cornell Student at least one semester this academic year. Forms are available in The Graduate School, Sage Graduate Center; they may be turned in on or after May 28.

Notification of decisions on summer fellowships are being mailed out this week.

May 15 is the last day to order caps and gowns for graduation on June 3.

Graduate students who expect to get a June, 1974 degree must have all the requirements for the degree, including a completed thesis, finished and approved by the Graduate School by May 17, 1974. Don't wait until the last minute if possible. The deadline for the completion of all requirements for an August degree is August 23, 1974.

Graduate students who are Ph.D. candidates currently in their third year are reminded that they are required to attempt the Admission to Candidacy Examination before they may register for the fall term starting their fourth year. This is particularly important for prospective fellowship holders since fellows must be making satisfactory progress to be eligible to hold their fellowship. In addition to satisfactory grades in courses, satisfactory progress requires that fellows must have passed their Admission to Candidacy Examination before the start of their fourth year.

Degrees will not be awarded to students who owe funds to the University. All degree candidates should check their accounts with the Student Account Section of the Bursar's Office, 260 Day Hall, between May 13 and 24, 1974. Since mistakes can be made in the rush of commencement activities, all candidates should check even if they are sure there are no outstanding charges due the University.

Trustee Exec. Committee Summary Agenda

SUMMARY AGENDA For the meeting of the Executive Committee of the Board of Trustees of Cornell University to be held Tuesday, May 14, 1974 in Ithaca, N.Y.

(NOTE: This summary agenda, as released for publication, may not include certain confidential items which will come before the meeting.)

1. The minutes of the Executive Committee meeting held April 17, 1974 will be submitted for approval.

2. University Treasurer Arthur H. Peterson will report on the current status of the 1973-74 University budget.

3. University President Dale R. Corson will recommend the appropriation of funds from the University Health Services Reserve to finance repair of stonework at Gannett Clinic, repaving of the driveway and parking area at Sage Infirmary and painting at the Sage House. The President will report that the stonework repair and paving work is necessary to overcome safety hazards and the painting is to preclude further deterioration of Sage House, the wooden structure next to Sage Infirmary.

4. The President will recommend, subject to Buildings and Properties Committee approval, that the Liddell Laboratory (located on Freese Road and occupied by the Division of Biological Sciences) be altered to provide additional office and laboratory space. He will further recommend that the project be financed from an appropriation from the I. Ellis Behrman Fund which was bequeathed to the University for Biological Sciences construction purposes.

5. The President will report on allocations from the Undistributed Reserve for Academic Support Functions.

6. There will be a discussion of proposed capital projects and policy questions associated with their financing.

7. The President will recommend, subject to Buildings and Properties Committee approval and the approval of the New York State Dormitory Authority, that the capacity of Parking Lot B be expanded by some 125 spaces. He will further recommend appropriation of funds from the reserve accounts of the University Office of Transportation to finance this project. He will explain that it is possible to expand the capacity of Parking Lot B, which is between Dryden Road and the State Veterinary College, by reorganization of the existing parking area.

8. The President will recommend, subject to Buildings and Properties Committee approval, that a fourth phase of construction on Appledore Island on the Isles of Shoals be authorized. He will further recommend that the project be partially financed by an advance from Current Fund balances subject to repayment at interest from gifts and other income. Finally, the President will recommend that the University administration be authorized to enter into a negotiated construction contract on a time-and-materials basis within the authorized funding. The proposed construction program for summer 1974 will be limited to necessary work in development of salt water, diesel fuel and sewage systems and a start on the Palmer-Kinne Laboratory Building which is the gift of James B. Palmer of the Class of 1921 and his wife, Martha Kinne Palmer, Class of 1924.

9. The Executive Committee will hear a report from the chairman of the buildings

and Properties Committee, Trustee Bruce Widger.

10. The President will present a recommendation from the Board on Student Health, which has his approval, that the existing optional supplemental student health insurance plan be replaced by a mandatory health insurance plan with a "waiver option" effective September 1, 1974. He will report that, under the new plan, all students would be covered and be billed for the premium subject to individual application for waiver. The bases for waiver would be 1.) that the student has other insurance coverage or 2.) that the individual student recognizes and understands the risk and accepts the financial responsibility for his own health care beyond that provided through University Health Services.

11. There will be a discussion of a request from the March meeting of the full Board of Trustees that the Executive Committee consider undertaking an effort to seek rescission or revision of the New York State Legislation of 1971, the so-called Chapter Amendment, which deals with the 40 per cent electoral representation in University Senate trustee elections.

12. The President will present for approval and recommendation to the full Board of Trustees recommendations concerning the membership of the Board. These recommendations deal with the substitution of an employee trustee elected by University employees at Ithaca and Geneva for one of the four trustees-at-large from outside the University elected by the University Senate. This substitution was approved by the University Senate, by the Faculty Council of Representatives

and by a referendum of employees and students.

13. The President will recommend a series of personnel actions.

14. The President will recommend adoption of guidelines concerning the awarding of the Cornell Medal.

15. A report of construction contracts awarded during the period October 16, 1973 to April 16, 1974 will be presented for information.

16. The proceedings of the meeting of the Joint Administrative Board of the New York Hospital-Cornell Medical Center held April 11, 1974 will be presented for information.

The Thinker





NO POACHING — Cornell researchers have found that bees, ants, and wasps protect diluted honey they manufacture with a hydrogen-peroxide producing enzyme, fatal to microorganisms.

Puerto Rican Students' Problems Discussed

"There is a need at Cornell for better representation of the Puerto Rican and Latin American community," according to Letty Santiago, assistant director of Committee on Special Education Projects (COSEP) admissions at Cornell.

Many Puerto Rican students don't know where to go when they have problems, she said. "I make myself available to do some counseling, but my major responsibilities in admissions require much of my time."

Santiago came to Cornell last fall from New York City where she was project director of Aspira of America. (Aspira is the Spanish equivalent of aspire in English). Aspira is an organization dedicated to motivating Puerto Rican youth to pursue a college education and career opportunities. "They do this through a network of high school clubs, leadership training sessions and Puerto Rican culture seminars," Santiago said.

Born in Mayaguez, Puerto Rico, Santiago holds a bachelor of arts degree from Hunter College and a master of social work from New York University. She has contributed articles to the Journal of the National Association of Social Workers and is a member of the Association of Puerto Rican Social Service Workers.

Santiago said that she has worked closely with the admissions committee of the New York State College of Human Ecology but would like to become more involved in admissions decisions on Puerto Rican applicants to the other colleges of the University.

"Students are proud of having someone from their own community and background at

the University who understands their culture, if the person representing them has the authority to improve their life here," she said.

Recent Judicial Decisions

Two students admitted having failed to redeem bad checks after two warnings from the University Unions. Each accepted a written reprimand, and one received a \$10 fine as well.

A student admitted having attempted to defraud the Co-op dining program by using a forged card, and also having refused to comply with an order to hand over the card to a Dining official. He accepted a written reprimand and a fine of \$50 or 20 hours of community service, plus an order to make restitution in the amount of \$50.

Another student admitted defrauding the Co-op program by using an invalid card. He accepted a written reprimand, a

Man, skunks, bears, and even microbes must do battle to rob honey-producing insects of their golden nectar, according to Cornell entomologists.

Researchers at the New York State College of Agriculture and Life Sciences have found that honey-producing bees, wasps and ants have a chemical defense system to kill microbial poachers.

This newly discovered line of defense complements the well-known stinging and biting behavior used to ward off larger, vertebrate predators.

"Diluted honey manufactured and stored by bees, ants and wasps is protected from microbial attack by the enzyme glucose oxidase," explained Prof. Roger A. Morse and Michael Burgett, a former postdoctoral associate.

The Cornell entomologists explained that anti-bacterial activity results from the production of hydrogen peroxide by this enzyme. Peroxide is a well-known killer of microorganisms but is harmless to man in the concentration found in honey.

Burdett said that highly concentrated honey is normally protected by its high osmotic pressure, that is, the water content of concentrated honey is too low to support microorganisms. But when

\$25 fine or 10 hours of community service, and an order to make restitution in the amount of \$100.

Two students in the same case admitted having endangered others by throwing firecrackers out a dormitory window. Each accepted a written reprimand and a fine of \$125 or 50 hours of community service.

A student admitted having broken into several vending machines on campus and stealing money from them. He accepted a written reprimand, a fine of \$110 or 44 hours of community service, and an order to make restitution in the amount of \$281.25.

Roger Cramton Chaired AEC's Public Hearings

Roger C. Cramton, dean of the Cornell University Law School, served as chairman of the public hearings on the Atomic Energy Commission's (AEC) draft environmental statement and on its proposed liquid metal fast-breeder program for generating electrical power.

The hearings were conducted April 25 and 26 in Germantown, Md. More than 350 pages of testimony from 25 witnesses was taken. In turning the testimony over to the AEC, Cramton and his hearing board said they felt the testimony should be useful in preparing the final form of the Commission's environmental statement and in deciding whether or not to go forward with the fast-breeder program.

Breeder reactors run on waste materials from conventional light water reactors and actually create more fuel than they use. However, they present, according to critics, potential dangers from explosion and their own waste materials.

Researchers Find

Insects Have Chemical Defenses

honey is diluted, and microbes attempt to grow and consume the sweet stuff, the glucose oxidase system takes over and destroys the honey thieves. Peroxide is liberated only when the honey is diluted.

"Food storage among animals is unusual," Burgett said. "They must evolve special mechanisms to protect their stores. The large quantities of carbohydrates (honey) stocked by social insects would be ravaged by many forms of life ranging from microbes to vertebrates, were it not for several protective mechanisms."

"The stings and bites of many bees, wasps and ants, and the growth inhibiting effect of low moisture honeys are well known. To these is now added the glucose oxidase system which offers protection to dilute

carbohydrates stored by these insects."

Convocation

The final convocation of the Cornell University Law School Class of 1974 is scheduled for 3:30 p.m. Saturday, May 25, in the Alice Statler Auditorium.

Some 1,000 parents and friends are expected to attend the ceremony and a reception afterward in the Myron Taylor Hall courtyard.

University President Dale R. Corson will greet the group, which will then be addressed by William E. Hogan, the J. duPratt White Professor of Law at Cornell. Roger C. Cramton, dean of the Law School, will preside.

Job Opportunities

Continued from Page 4

Research Associate (CRSR)
Research Associate (Natural Resources)
Research Associate (Vegetable Crops)
Research Associate (Agricultural Economics)
Research Associate (LASSP)
Research Associate (Applied & Engineering Physics)
Research Associate (Division of Nutritional Sciences)
Research Associate (Plant Pathology)
Extension Associate (Division of Nutritional Sciences)
Extension Associate (Agronomy & Plant Breeding)
Postdoctoral Associate (LASSP)
Postdoctoral Associate (Ecology and Systematics)
Extension Aide (Agricultural Economics)
Programmer C, NP-13 (Physical Biology)
Medical Technologist, A-18 (2) (University Health Service)
LPN (University Health Service)
Cook I, A-17 (Dining Services)
Executive Dietician (Dining Manager, A-21) (Dining Services)
Senior Lab Technician, A-18 (Chemistry)
Boiler Operator, A-18 (B & P)
Electrical Engineer, A-28 (B & P)
Mechanical Engineer, A-28 (B & P)
Research Engineer II (NAIC)
Research Engineer I, A-26 (Lab of Nuclear Studies)
Sr. Electronic Technician, A-19 (Biological Sciences)
Synchrotron Operator (Lab of Nuclear Studies)
Custodian, A-13 (3) (B & P)
Custodian, A-13 (University Unions)
Custodian, A-13 (2) (Student Housing)

PART-TIME AND TEMPORARY POSITIONS

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

Field Helper (Geneva (temp. f/t))
Temporary Service Technical (Water Resources & Marine Sciences (temp.))
Lab Technician, A-15 (Ecology and Systematics (temp. f/t))
Lab Technician II, NP-11 (Vet Pathology (temp. f/t))
Steno A-11 (Ecology and Systematics (perm. p/t))
Department Secretary, A-13 (Neurobiology and Behavior (perm. p/t))
Administrative Secretary, NP-8 (Communication Arts (perm. p/t))
Library Assistant, A-10 (2) (Library (perm. p/t))
Food Service Worker (Statler (temp. p/t))
Research Technician II, NP-10 (Agricultural Engineering (temp. f/t))
Cook (Delta Delta Delta (perm. p/t))
Judicial Advisor (Judicial Administrator (perm. p/t))
Extension Aide (Agricultural Engineering (temp. f/t))
Research Associate (5) (Lab of Nuclear Studies)
Research Associate (Plasma Studies)
Sr. Research Associate (Education)
Postdoctoral Associate (2) (LASSP)
Extension Associate (Design and Environmental Analysis)

CORNELL CHRONICLE
Cornell Chronicle
Thursday, May 9

Study of University's Exempt Employees

Continued from Page 1

were brought back to the committee. We asked the committee to review the rank order that was finally established. In some instances we recommended or the committee recommended adjustments be made to reflect reasonable vertical and horizontal equities between the classifications that had been evaluated.

The remaining jobs were assigned to one of 10 Functional Evaluation Committees (FEC). The responsibility of these committees was to evaluate all of the remaining classifications, using the Benchmark Committee evaluations as a guide. This was done to provide consistency in the evaluation by the Functional Committees. About 10 persons served on each committee. Benchmark Committee members were assigned to an appropriate Functional Evaluation Committee; the remainder were selected from persons recommended by supervisors or who had volunteered. We tried to get a representative sampling of men and women, statutory and endowed, minority and non-minority people to serve on each committee.

The evaluation instrument consists of three main areas. The first section is involved with entry qualifications (25 per cent of total), experience and training required of the individual ... we had questions such as the minimal amount of formal education required, the amount of related work experience necessary, technical skills, certification or licensing. The second part of the instrument is involved with job content (50 per cent of total), including difficulty of thinking and problem solving (22%), personal interaction (10%), supervision exercised (14%) and actual working conditions (4%), such as exposure to physical danger or physical stress. The third main area was a summation of the first two sections and it pertained to the responsibility and impact of the classification on the end results of the University.

I know there has been a lot of concern about the supervisory aspect of the evaluation instrument ... yes, that is covered but it clearly is not a predominating factor in itself.

Q. How objective was the application of the evaluation instrument by the committees?

A. In terms of the functioning of the committees, individuals were not discussed and the committee members did not have access to the individual position description questionnaires (green sheets). The important point is that the committees were evaluating classification descriptions, not an individual and how he or she is performing a particular job.

Q. Was there an opportunity for advocacy within the Functional Evaluation Committees? Was the evaluation from one's peers?

A. That was my job, to make sure that didn't happen and again the results of each Functional Evaluation Committee were brought back to the Benchmark Committee so that in those instances where there might have been gross inequities there was another level of review ... In total the committees were very reasonable in the results, there were only several positions where minor adjustments were made by the Benchmark Committee. In some instances Judy and I, in reviewing the total array of positions, had some suggestions of particular jobs we wanted the Functional or Benchmark Committee to look at. It was up to each Committee to make a change. Judy and I did not feel we had the liberty to be able to make adjustments without the knowledge of the committee. The FEC results and our recommendation were presented to the Benchmark Committee which reviewed the recommended changes. In those instances where there was agreement the changes were made and passed on to the Policy Committee. In those instances where there was not mutual agreement the change was not made and we brought the results to the Policy Committee for their review and decision.

Q. Did certain problems or concerns arise repeatedly from Functional Evaluation Committee to Functional Evaluation Committee?

A. Well, it's a difficult exercise. The committees did spend considerable time ... trying to structure classifications so they would be appropriate for both statutory and endowed units. Again, the application of the evaluation instrument in a committee situation at times becomes strenuous. The committees did not always agree initially on responses to some questions ... and that meant you have to give a little and take a little ... this was a common occurrence. In those instances when even one member of the committee just could not agree with the

remaining members ... we indicated that question or that issue would be brought to the Policy Committee for resolution. However in none of our 10 committees did we ever reach a situation where even one member did not agree on accepting the consensus of the committee.

Q. Did the University Libraries withdraw from the study?

A. The librarians have not been withdrawn from the study at this time. We are meeting with the Provost and library administration to discuss the classification structuring of the entire library series. The resulting recommendation will be brought to the Policy Committee for review.

Q. If the Hayes Firm contends, as in the case of the libraries, that individuals should be compensated for supervisory responsibility, what happens to individuals who have a skill but no management tasks?

A. Wherever possible we have tried to structure career paths to accommodate situations where a person can continue to grow in professional expertise, as well as a parallel career path where an individual has decided to take on supervisory responsibility so you might have a choice as to what career path you want to take without being penalized in terms of career advancement and compensation. As appropriate, we have tried to take into consideration dual types of career ladder movement. Relative compensation of these dual ladders depends upon how the classifications were evaluated by the functional and Benchmark evaluation committees; it's very difficult to generalize and say a supervisor is always earning more than an equivalent person within his department who in fact performs work on a very technical and advanced level within the same professional discipline.

Q. Are the statutory and endowed units being evaluated together?

A. They are.

Q. What is the Policy Committee?

A. It is made up of nine University executives including two academic deans. Each was given the results of the classification evaluations completed by all of the Evaluation Committees for review. Each one of the Policy Committee members is looking at the total array of positions across the University. A final decision will be made among the members of the committee as to the positioning of all classifications this month. On the 17th the Policy Committee will also review the salary grade structure and costs involved in implementing the plan. The recommendations of the Policy Committee will go to the President for his review and approval later this month.

Q. Will the inclusion or exclusion of the librarians affect the outcome of the study?

A. I don't think we will delay the study. We anticipate that we should have this group of positions resolved prior to review by the President. The exclusion of any classification or job series from the study is determined by the Policy Committee.

Q. How is a salary determined for a classification and how is it determined for an individual?

A. We have no salary grade structure at this point. When the salary grade structure has been finalized and approved, each job classification will be assigned to the appropriate grade based upon its evaluated point score. The employee's actual salary within the assigned salary range minimum and maximum is based upon an annual performance review.

Q. Did the Functional Evaluation Committees assign salary grades?

A. No, but in order to assist the committees in establishing equitable relationships, we did break their array of positions into 10 hypothetical groupings. All classifications within the same grouping would be assigned to the same salary grade. If our final salary structure consists of more or less than 10 grades, job groupings will of course change.

Q. Is the salary structure fixed? Will it be possible to move classifications from one salary grade to another?

A. The structure is fixed. Once a classification is assigned to a grade, it would remain there as long as the characteristic duties, responsibilities, qualifications and the like remain the same. Significant modifications to a classification would necessitate a re-evaluation. The results of the re-evaluation would determine the appropriate salary grade assignment.

Q. How will dollars be assigned?

A. We will have to attach minimum and maximum dollars when the number of salary grades has been

established. Actual dollar assignments to grades will require the approval of the Policy Committee; we are now in the process of matching our classifications wherever possible to the appropriate grade in the SUNY PRP and Nonprofessional salary grade structures. SUNY's salary grade minimums and maximums will have a significant impact in determining the dollar amounts we assign to our salary structure.

Q. How and when will employees be informed of their salary grade, classification, etc?

A. When, I don't know. The employee will be notified directly of his job classification assignment and be given a copy of the classification description; he'll also be given the minimum and maximum salary range of the classification and at the same time, the incumbent's supervisor will also receive the same information. The new salary plan cannot be installed in the statutory units until agreement with Albany is reached as to the acceptance of our plan. Any salary adjustments that are necessary to bring individuals to the minimum of their new salary range will be made effective July 1974 for the endowed units. The timetable for the salary adjustments for the statutory units will have to be negotiated with SUNY and the Division of The Budget. If there is any delay in terms of implementing the adjustments to the endowed staff beyond July 4, at the time of implementation all adjustments will be made retroactive to July 4th.

Q. How is the individual salary determined?

A. It is based on merit. The University has indicated that it would like a performance-oriented salary program, so as in the past, it will be up to the individual supervisor or department head to evaluate performance and make a determination as to what annual increases will be. A person would remain in the same classification with the same minimum and maximum salary as long as he is performing the same job. If his job duties change significantly in an upward direction that would probably constitute a promotion to a new classification in a higher salary grade. Longevity alone would not take an individual out of his present classification. Theoretically, persons staying in the same job could get to the maximum of their range. We haven't finalized the actual administrative procedures for increases. There may be some provisions made for additional rewards to an individual who is at the maximum, but basically the University by assigning a classification to a salary grade has determined what the minimum and maximum amount of money is that they are willing to have that job performed and the individual must lie within those two boundaries. A person who is at the top of his or her range is limited in terms of additional compensation.

Q. Will any employee take a salary cut due to the study? Or, be given an increase?

A. No, nobody will take a cut. If an individual is already over the maximum for his new classification, he will be what we call "red circled." At this point I don't know the guidelines for increases for such persons, but it would be decelerated. Adjustments will be made for individuals who are below the minimum of their ranges.

Q. How will these adjustments be implemented?

A. The actual mechanics for administering adjustments has not yet been determined. Funds have been set aside to provide for adjustments but again we will not know the actual cost or the number of people involved until we have dollar figures assigned to our salary range structure. Adjustments will probably be made in stages. The actual method for implementing adjusts will depend upon the total costs involved.

Q. If sex or race discrimination in salary is discovered to have existed under present compensation, will back pay be awarded to those individuals?

A. This study has been designed to provide equal pay for equal work. This means that individuals performing similar jobs across the university will be classified in a similar manner and will be assigned to the same salary range. This study will identify those positions that have been inappropriately classified in the past so that the necessary action can now be taken to adjust these inequities. This study is not designed to deal with the question of discrimination based on sex, race, age, etc.

Q. What possibilities for review are there in the study?

A. Prior to notification to employees of their classification assignment, Deans and Executive officers will review the classification assignments for all positions within their respective functional areas.

Continued on Page 9

Proceeds

Continued from Page 8

An appeals procedure is now being set up so that employees will also have an opportunity for a review of their classification assignment.

Q. When will the appeals procedure be established?

A. We will be notifying the individual employees of the steps in the appeals procedure prior to the time that they receive their classification assignments.

Q. Because the classifications have been developed on positions that currently exist here does this mean that the current *individuals* at Cornell have been codified, leaving behind them a system based on the current incumbent? Will a position have to be filled by a person with identical qualifications to the incumbent should that employee leave?

A. The classification structure is based on how the positions exist at this point in time. To make any classification system work, it's got to be reviewed continually and adjusted as needs and jobs change. One of the critical parts of maintaining this system will be reviewing and conducting classification and position audits on a periodic basis. As positions become vacant, there will be a review of the job duties and responsibilities to insure that they are consistent with the classification assignment. As positions are revised it is likely that the classification assignment will also need to be changed.

Q. Who will perform this function?

A. That will be the responsibility of the manager of compensation in the Office of Personnel Services.

Q. Is it expected that the study's target completion date of July 1974 will be met?

A. The study will be completed in July. The necessary reviews and approvals by the University's administration, SUNY and the Division of the Budget could however delay final announcement of the plan to employees beyond July 1.

Q. Will the endowed university have to match salary adjustments offered by the state?

A. In order to attract and retain competent employees Cornell's salary scale will need to compare favorably with its competitors, including SUNY, peer universities and private industry. On a regular basis, we will review the

"market" and adjust our salary scales based upon current salary rates and the University's financial capabilities.

Q. What are the most prevalent rumors about the study? Can you discuss them?

A. There has been some concern as to the classification of individual positions. No decisions and no final reviews have been made in terms of the assignment of individuals to classifications.

Inclusion and exclusion of various groups from the study is not a decision made by a group, but is for the Policy Committee and University administration to

determine.

A. There has been some concern that the positioning of a classification within the salary structure is a mechanical process based solely on the point score evaluation results. This has been one factor in determining the rank order of classifications included in the study. However, discussions and reviews by the Functional and Benchmark Evaluation Committees and Policy Committee have been an important factor in the final positioning of classifications relative to one another. It is

Continued on Page 12

Academic, Financial Datelines

Friday, May 17 - Friday, May 24 — Final Examinations.

Monday, May 20 — CornellCard bill payment due.

Reminders:

June Graduates — The Bursar's Office requests all degree candidates to check their accounts personally with the Student Account Section of the Bursar's Office, 260 Day Hall, between May 13 and 24, 1974. Each candidate should accomplish this clearance even though the candidate is quite sure there are no outstanding charges due the University. Candidates whose accounts are not cleared, for whatever reason, cannot be certified for a degree.

June Graduates — If you have received loans from the University or the Federal Government, you are required to have an exit interview with Cornell's Loan Office. This is important. If you do not attend an exit interview, your transcripts and grades will be held. The loan office is now scheduling interviews. To sign up for an appointment, call the loan office today (256-5145).

CornellCard users: we are automatically renewing all CornellCards except for people who are graduating and whose accounts are overdue. You will be able to pick up your new card when you arrive on campus for Fall Registration. We hope this will eliminate delays and provide better service. Those people who do pick up their 1974-75 card will be charged the annual \$5.00 fee on the Oct.

bill.

If for some reason you do not want to renew your card, please drop us a note.

Fall Term Registration 1974 — All students continuing in the Fall term will register on Friday, August 30, at the time and place designated on the Registration Permit card in the registration material.

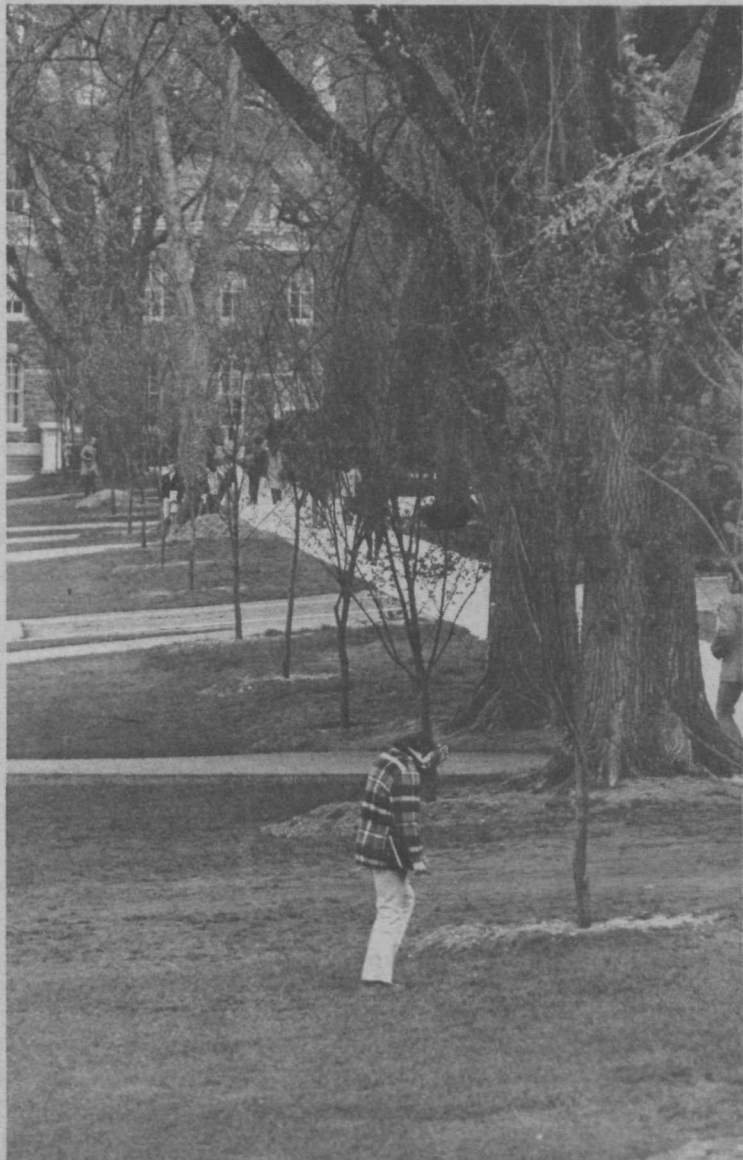
Registration material will not be mailed. It will be available for pickup Tuesday, August 27, through Thursday, August 29, 8:30 a.m. - 4:30 p.m. and on Friday, August 30, 8:30 a.m. - 3:00 p.m.

Students in Agriculture and Life Sciences, Arts and Sciences, Engineering, Graduate School, Hotel and Human Ecology will pick up registration material in the Straight Memorial Room. Students in other divisions will pick up material at their division offices.

CornellCard Users — Summer address — If your mailing address changes for the summer please fill out change of address form and send it to us by May 15, Rm. 260 Day Hall. We only change addresses upon your request and if your bill goes to the wrong address, you probably will get a finance charge.

Arts and Science students — Incompletes from Fall 1973 must be made up by Sept. 2, 1974, unless another date was set by instructor. Incompletes not made up by that date will be frozen, i.e., remain incomplete on your record, unless otherwise stipulated by instructor.

In Place of Elms



GREENERY — A row of trees has newly been planted on the east side of the Arts Quad to replace disease-stricken elms.

Cornell Faces Unexpected Rise In Cost of Heat And Power

Continued from Page 1

and 3 per cent. According to Elmer E. Meyer Jr., dean of students, the highest increase students will have to pay is from \$20 to \$25 per year.

Included in the \$1 million projection, Desch said, is an expected \$120,000 increase in electric power costs during 1974-75. The additional expense will be considerably higher if we are unable to bring about an additional 10 per cent decrease in usage over the current year. He explained electricity rates have increased 18 per cent from the on-campus rates charged during this past year.

The impact will be further reduced by virtue of spreading the cost over five quarters. This is made possible as a result of this year's conservation efforts, Desch said.

He cautioned that there are still a number of variables that could cause the costs for the coming year to exceed current estimates. These include a particularly severe winter, a coal strike, and if the university conservation measures fall short of expectations.

In the case of chilled water, potable water, and telephone, he said, the University will continue with the rate projections anticipated last September, and

these will be effective July 1, 1974. Desch said, "We are able to hold the line on these increases only because of major cooperation from all users of these services."

The extended conservation program includes the connection of 18 more buildings to a central monitoring panel which controls heating, ventilating and air-conditioning systems in 20 of the largest university buildings. Included in the new connections will be Wing Hall addition, and North Campus Union. The buildings connected to the central system are monitored 24 hours each day and the air systems are shut down each day during the low-use periods and on weekends.

A program will be developed in dormitories to overcome imbalance of heat levels and making it possible to achieve the 66- to 70-degree room temperature levels sought this year.

There also will be more strict coordination of schedules in the summer and between terms for the lowering and total shutdown of steam service to dormitories, dining, and student union facilities.

Other steps will include installation of storm windows, setting air conditioning units at

higher levels and the possible shutdown of units in certain areas.

On a longer-term basis, a mini-computer will be installed to control and reduce selectively a major portion of the electric power demand on campus, he said.

A number of other mechanical approaches to conservation are being studied for use when feasible, Desch said. However, he added, the cooperation of the Cornell community displayed during the current year will continue to be a major factor in the University's efforts and to conserve energy and control its cost.

Discussions with engineering consultants, particularly experienced in the energy conservation field, are now under way to assure that consideration is being given to virtually all options available.

Correction

An article in the Chronicle last Thursday, May 2, stated that the University Senate had "legislated the establishment of a sliding scale of transcript fees." This is incorrect. The Senate did pass the bill, but it was recommendatory only, and not legislative.

Bulletin of the Faculty

(Publication of this Bulletin is supervised by the Secretary of the University Faculty Robert M. Cotts, 315 Day Hall, 256-4843)

Report of Meeting of the Faculty Council of Representatives

May 8, 1974

In its last regular meeting of the academic year, the Faculty Council of Representatives heard a report from Dean of the Faculty Norman Penney, established a standing committee on physical education, and passed the Academic Grievance Procedure (published in this column in the Chronicle April 4, 1974.)

Dean Penney announced that two informational sessions would be conducted for persons under the TIAA/CREF retirement plan to explain new available options regarding supplemental retirement annuities, SRA. The sessions will be in room G-1, Uris Hall, on May 16 at 3:30 p.m. and at 7:30 p.m. The same information will be presented at both sessions. He announced that the Professional and Economic Status Committee has received the proposal for appointments for part-time with tenure. Dean Penney also noted that there had been a misunderstanding in the circulation of the announcement of the May 10 AAUP meeting. The announcement was circulated through Campus Mail using the Faculty Mailing List. The inclusion of membership solicitation was, he noted, technically illegal.

The enabling legislation for establishment of a standing committee on physical education was recommended by the Review and Procedures Committee in response to

the call for such a committee passed by the FCR at its April 17 meeting. Professor L. Pearce Williams, History, offered an amendment which would have changed membership from nine to three persons and would have guaranteed representation of both sexes. The amendment failed and the main resolution passed by voice vote. Dean Penney noted that the Nominations and Elections Committee usually tries to take both college "representation" and distribution of committee members by sex in making its nominations.

The Resolution passed is:

RESOLVED, That the following enabling legislation to create a Committee on Physical Education pursuant to the resolution adopted at the April 17 meeting of the Faculty Council of Representatives is approved.

COMMITTEE ON PHYSICAL EDUCATION

The Committee on Physical Education of the Faculty Council of Representatives is hereby established.

The Committee on Physical Education shall

1. Evaluate on a continuing basis the quality and function of physical education at Cornell;
2. Formulate such

recommendations for improvements or changes in the nature, staffing, or status of the program as from time to time appear desirable;

3. Report its findings and whatever recommendations it may wish to make at least every two years to the FCR, beginning with a report to be made no later than December 1974.

Most of the meeting was devoted to discussion of the Grievance Procedure. Professor Edward S. Flash, Jr., Business and Public Administration, moved the legislation on behalf of the Professional and Economic Status Committee.

Prof. Flash, in his introduction, noted that his committee had modeled the legislation after existing legislation in the Colleges of Human Ecology and Agriculture and Life Sciences. The legislation was being presented as Faculty legislation, not as University legislation, and it would not need Trustee approval. He also noted that the name of the legislation had been changed to "College-Level Academic Grievances Procedures" to more

Prof. Peter Stein, Physics, argued that substantive aspects involving professional academic judgements should not be considered in a grievance on a tenure decision. In such cases, he contended, only procedural matters deserve consideration. The framers of the legislation recognized the concern expressed by Prof. Stein and others, but said they had decided that there would be too many cases in which substantive matters had to be considered as well. The grievance committees would, they thought, exercise discretion in such cases as tenure decisions. An amendment offered by Prof. Stein which would have limited consideration to procedural matters in tenure cases was defeated.

The legislation proposed by the Committee then passed without amendment.

A resolution proposed by Prof. Paul Olum, Mathematics, that would have asked for an FCR committee to establish an academic grievance procedure for students was tabled.

The resolution on grievance procedures which passed appears below:

1. That the FCR approves the standards and guidelines proposed by the Committee on the Professional and Economic Status of the Faculty for college-level grievance procedures applicable to academic personnel, recommends them to the President for such administration support as is called for, and recommends that the colleges and schools adopt grievance legislation in accordance with such standards and guidelines by January 1975, and so advise the Dean of the Faculty.

2. That the Committee on Academic Freedom and Responsibility be instructed to develop procedures for handling University-level appeals that are consistent with the legislation governing college-level grievance procedures for academic personnel.

University Faculty Meeting

Wednesday, May 15

4 p.m.

110 Ives Hall

The agenda will include:

1. Short business meeting.
2. Honoring of retiring faculty members.
3. Address by President D.R. Corson on "Some Questions to be Wrestled with in the next Few Years"

There will be time for questions.

accurately denote application of the procedures to all those persons who perform academic duties, and not to just the Faculty.

Much of the discussion centered on whether or not a grievance committee could consider substantive as well as procedural aspects of a complaint.

Kudos

Cletus E. Daniel, assistant professor at the New York State School of Industrial and Labor Relations, has been selected to receive a National Endowment for the Humanities Fellowship.

The fellowship will support study to determine the cause of the failure of a movement by farm workers in California to effect their economic and political assimilation into the American power stream through labor unionism, according to Daniel.

This failure during the 1930s occurred, he said, while organized non-agricultural workers seeking comparable goals were realizing the greatest advances in the history of American labor. "In large measure this study will explore the dynamics of powerlessness, and will, among other things, seek to determine the extent to which the ethnic and racial

minority status of these workers contributed to their failure to achieve viable organization."

Dr. E. Hugh Luckey, President of The New York Hospital-Cornell Medical Center, and Dr. Bronson S. Ray, professor of surgery, were named Honorary Fellows of the Cornell University Medical College Alumni Association at the 1974 Alumni Reunion and Caduceus Society Dinner Saturday, April 20.

The title of Honorary Fellow was originated in 1970 for recognition of individuals who are not graduates of the Medical College, but who have made significant contributions to it.

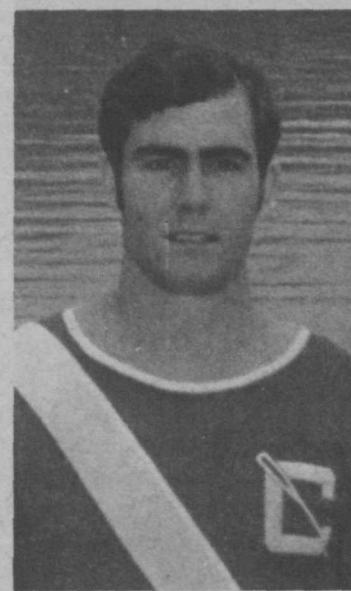
The two men were presented with framed illuminated citations at the dinner. Dr. Luckey's reads: "Whose steady hand, broad vision, medical knowledge and administrative talent inspire and guide this Medical Center." Dr.

Ray's reads: "A giant in his field, for more than four decades his genius as surgeon, teacher and innovator has blazed new paths in the Art of Neurosurgery."

Ken Brown, a senior on the Cornell crew from Colorado Springs, Colo., recently received the first Jack S. Fair Award as the outstanding Cornell engineering student-athlete.

The award, named for the late John S. Fair Jr. of Philadelphia, a 1927 Cornell graduate, was presented to Brown by Robert J. Kane, Cornell's dean of athletics, at the crew banquet at the Memorial Room of Willard Straight Hall April 6.

Brown, a likely stroke oar for "this year's Cornell varsity, is a straight "A" student in mechanical engineering. A member of Tau Beta Pi, the national engineering honorary society, and Quill and Dagger,



Ken Brown

Brown holds the Scott Paper Co. Foundation Award. He is also president of Sigma Chi fraternity and a member of the Cornell Ambassadors Student Speakers Bureau.

Last summer Brown was one of 14 American oarsmen selected for the U.S. national team, which competed in the

European Rowing Championships in Moscow. Brown rowed in the vital six seat in the eight. Selection to the team is considered the equivalent of making the U.S. Olympic team.

Prof. David A. Levitsky of the Division of Nutritional Sciences at Cornell recently received a five-year Research Career Development Award from the National Institutes of Health.

The Career Development Award is given to young scientists working in the health fields to afford them the freedom and opportunity to independently pursue research.



The Senate Page

The Senate Page is the official bulletin of the Cornell University Senate. Publication is supervised by Michael E. Fisher, secretary of the Senate, 133 Day Hall, 256-3715.

Senate Calendar

THURSDAY, MAY 9
FCR/Senate 5th Conference
on the Bill of Rights, 4:30 p.m.,
201A Olin Library.
Dining Subcommittee, 7 p.m.,
G-92 Uris Hall.
FRIDAY, MAY 10
Public and Community Affairs,
3:30 p.m., Senate Office.

Campus Planning Committee,
4:00 p.m., B-40 Day Hall.
Campus Life Committee, 3:15
p.m., 494 Uris Hall.
MONDAY, MAY 13
Executive Committee, 4:45
p.m., Senate Office.
Housing Subcommittee, 7:30
p.m., Balch Student Housing
Office.

Senate Actions — April 30, 1974

(The full texts of all Senate actions are available in the Senators' Study, 124 Day hall.)

SA NO.	TITLE AND ABSTRACT	SPONSOR	ACTION TAKEN
SA-260	EXPRESSION OF APPRECIATION TO LINDA H. ALBRECHT	Robert C. Platt	ADOPTED UNANIMOUSLY
SA-261	CONFIRMATION OF NOMINATIONS FOR THE URB, VAB, SRAB, AND UBG [Confirms Committee on Committees Nominations for the URB, VAB, SRAB, and UBG Boards.]	Committee on Committees	ADOPTED AS AMENDED
SA-262 [E-36-a]	AMENDMENT TO SA-230 (1974-1975 CAMPUS LIFE BUDGET) [This bill amends the 1974-75 Campus Life Budget. It makes recommendations for new Program Requests.]	Campus Life Comm.	ADOPTED AS AMENDED
SA-263 [E-31]	AN ACT TO ESTABLISH A SLIDING SCALE OF TRANSCRIPT FEES [This act recommends a sliding scale of transcript fees for students having to submit large numbers of transcripts.]	C.K. MacKay, R. Meyer	ADOPTED

Current Legislative Log

(The full texts of all Senate bills are available in the Senators' Study, 124 Day Hall.)

BILL NO. & DATE SUB.	ABSTRACT	SPONSOR	COMMITTEE REFERRED TO
E-52 4/25/74	This bill, which would make work-study work, provides that the Division of Campus Life post all available student jobs through the Student Employment Office.	H. Levy and R. Platt	Admissions and Financial Aids University as an Employer
E-53-a 4/29/74	This bill sets election dates for the Freshman and General Elections of 1974-1975.	Executive Comm.	Executive Comm.
E-54 4/29/74	Proposes a calendar for Senate meetings for the Fifth University Senate.	Executive Comm.	Executive Comm.
E-55 5/2/74	This bill delegates to the Codes and Judiciary Committee the authority to modify the Judicial Reform and Restructuring Act of 1972 (SA-122, as amended) for the period between the end of the Spring term 1974 and the beginning of the Fall term 1974.	Codes & Judiciary Committee	Codes & Judiciary Committee

First Woman to Enroll Soon In Ag. Engineering Program

Pursuing Ezra Cornell's promise to provide an institution "where any person can find instruction in any study," Melody Hector will be the first woman to enroll in the professional agricultural engineering program next fall at Cornell.

Hector of Swan Lake is currently serving as the State's Dairy Princess.

Leonard W. Feddema, director of admissions at the New York State College of Agriculture and Life Sciences, said that her choice of major was, "quite natural since she is a whiz at math and has constantly worked around machines at her Sullivan County farm home."

The professional agricultural engineering program, jointly administered by the College of

Agriculture and Life Sciences and Cornell's College of Engineering, requires a sincere interest in a rigorous engineering curriculum. It offers the student a unique opportunity to combine interests in biological and agricultural sciences with engineering sciences.

Feddema noted that graduates of this program often find jobs as consulting, sales, service, and test engineers, as design and structural engineers, technical writers, researchers, or teachers.

They may also find professional positions as electrical representatives for power companies or in food, forest, soil, and water engineering, or in farm machinery manufacturing.

Career Calendar

The City of New York is now offering excellent career opportunities in the field of quantitative analysis. Those who have a background in such areas as finance, administration, statistics, operations research, etc. may qualify. Salaries range from \$15,000 to \$36,620 depending upon level of assignment and responsibilities. Application deadline is May 21. Forms are available at the Career Center.

New York State Civil Service has announced a series of examinations on June 22. Jobs include engineers, natural resources planners, biological and health professions. Application deadline is May 20. A detailed list of positions covered and the application forms can be obtained at the Career Center.

Bulletin Board

ATTENTION JUNE GRADUATES

If you have received loans from the University or the Federal Government, you are *required* to have an exit interview with Cornell's Loan Office. This is important. If you do not attend an exit interview, your transcripts and grades will be held. The loan office is now scheduling exit interviews. To sign up for an appointment, call the loan office today (256-5145).

Sage Choir Holds Spring Concert

The Sage Chapel Choir will present its annual spring concert at 4 p.m. Sunday at the chapel.

The major work to be performed this year will be "Benedicite" by Ralph Vaughan-Williams, featuring Nanette Hanslowe, soprano soloist. She is a resident of Newfield and teaches music at Bonyton Junior High School in Ithaca.

The choir will be conducted by David M. Janower, a senior in the College of Arts and Sciences. Donald R.M. Paterson, Sage Chapel choirmaster and University organist, is on sabbatical leave for the spring term.

NSF Wind Energy Conversion Program

The Office of Academic Funding has received a program solicitation for a new National Science Foundation program of research on advanced systems, subsystems, and associated problem areas related to advancing the capability of extracting useful energy from the wind.

Six specific categories are sought: wind energy mission analysis; applications of wind energy systems; wind characteristics; subsystems and components research and technology; advanced or innovative system concepts; and advanced farm and rural use systems.

Proposals for the first two categories are due June 19, 1974. The others are due July 17, 1974. Approximately \$3,000,000 will be made available under this program, a part of RANN (Research Applied to National Needs) within NSF.

Further details are available in the Office of Academic Funding, 123 Day Hall.

Informal Dance Performances

Free Studio dance performances marking the end of the spring semester at Cornell will be held at 4 p.m. Sunday and Monday, in Helen Newman Hall. If weather conditions permit, at least one piece will probably be performed outdoors in the area around Helen Newman.

Comprised entirely of work by students, the studio performances provide an opportunity for beginning, intermediate, and advanced dancers to present their own choreography as well as to perform in pieces by other dance students.

This spring the studio performances will include four pieces from Peggy Lawler's beginning composition class and one piece from Mel Wong's advanced composition class, as well as an improvisation work with several dancers and a new piece choreographed by Sam Costa. Costa has recently attained a certain amount of fame as a football player-turned-dancer.

Straight Craft Fair Scheduled

Cornell's second annual spring craft fair will be held from 10 a.m. to 6 p.m. tomorrow and Saturday in the Memorial Room of Willard Straight Hall.

The fair is sponsored by the University Unions. Crafts for sale will include woodwork, jewelry, leather, pottery and textiles made by students and area craftsmen and women.

Admission to the fair is free and open to the public.

Accordionist to Perform

Veikko Ahvenainen, an accordionist from England, will perform classical, folk and popular music at 8 p.m. Friday (May 10) at Anabel Taylor Chapel.

Barbara Hall of WHCU radio will interview Ahvenainen at 10 a.m. Friday (May 10) and on Saturday he will be her guest on WHCU's Travel Program at 11:30 a.m.

NASA Life Scientist Program

The National Aeronautics and Space Administration (NASA) has established the Life Scientist Program, which is aimed at generating broader involvement of the scientific community in space-oriented life sciences research and technology, and enriching intramural research programs at selected NASA centers.

The program provides for the temporary assignment of qualified personnel from colleges and universities to spend about a year at a NASA Center — either the Johnson Space Center in Houston, Tex. or the Ames Research Center at Moffett Field, Calif. — to undertake special studies and/or acquire experience in space-flight-related aspects of the individual's field of expertise.

Nominations are due before May 31, 1974. Further information is available from the Office of Academic Funding, 123 Day Hall.

Calendar

May 9 - May 16

Thursday, May 9

12:30 Natural Resources 111: Environmental Film Review: Futurism. "Future Shock" (1972, 42 min.); "1985" (1970, 56 min.) 304 Fernow Hall. Repeated at 7 p.m. in 101 Bradfield Hall.

3:30 p.m. Public Seminar Series: "A Report on the Tug Hill Study" by Ralph D. Nyland, Senior Research Associate, Applied Forestry Research Institute, College of Environmental Science and Forestry, Riley-Robb 400.

4:15 p.m. Freshman Baseball - Ithaca College. Hoy Field.

4:30 p.m. Food Science Seminar: "A View Of The Food Industry From the Editor's Desk." Herbert Saal, Editor, American Dairy Review. 204 Stocking Hall. Refreshments at 4:15 p.m.

6 p.m. "Table Francaise" - Ici on parle francais. Ivy Room, Willard Straight Hall.

6 p.m. Christian Science Organization Testimony Meeting. Founders Room, Anabel Taylor Hall. Visitors welcome.

7 p.m. Annual Meeting of Cornell Faculty Tennis Club. Moakley House.

8 p.m. Discussion. Eckankar, the ancient science of soul travel. Loft II, Willard Straight Hall.

8 p.m. Sherlock Holmes Film Series: The Billy Wilder Film "The Private Life of Sherlock Holmes." Robert Stephens as Holmes, Colin Blakey as Watson, Christopher Lees as Mycroft Holmes, Ives 110. Sponsored by the Baker Street Underground.

8 p.m. North Campus Union Free Film Series: "Cycle" (1974). Directed and produced by Cornell University Students. Multi-purpose Room.

8 p.m. Cornell Duplicate Bridge Club - regular weekly game. Elmhurst Room, Willard Straight Hall.

8 p.m. "Cornell Cinema Film: "The Mother and The Whore." Statler Auditorium. Ithaca premiere.

8:15 p.m. Music Dept. Concert: Miles Schlopak, violin. Works of Bach and Prokofieff. Barnes Hall.

Friday, May 10

10 a.m.-6 p.m. Craft Fair. Memorial Room, Willard Straight Hall. Sponsored by Craftshop and Willard Straight Board.

3-5 p.m. Western Societies Program and Dept. of Sociology Seminar: "The Stalled Society Revisited: the Case of France." Michel Crozier, political sociologist and Director of the Centre du Sociologie des Organizations in Paris. 202 Uris Hall.

4 p.m. Varsity Baseball - Yale. Hoy Field.

4 p.m. Dr. John D. Cooney, curator of Egyptian and Ancient Art, Cleveland Museum of Art. "The Norbert Schimmel Collection of Ancient Art" Johnson Art Museum, Lecture Room.

4:30 p.m. Discussion between Faculty and President Corson on the State of the University, 110 Ives Hall. Sponsored by the American Association of University Professors.

7 & 9:15 p.m. "Zorba the Greek" Free Film. Ives 120.

7 & 9:15 p.m. "Cornell Cinema Film: Charles Chaplin in "A King In New York." Uris Auditorium.

7 p.m. Film: "Zorba The Greek." Ives 120. Sponsored by Aegean Society.

8 p.m. Free film and discussion on mental institutions in the U.S. "Tuticut Follies," at Ithaca First Baptist Church on DeWitt Place. Sponsored by Storefront.

8 p.m. "Cornell Cinema Film: "The Mother and the Whore." Statler Auditorium. Ithaca premiere.

8 p.m. "Concert with Voices of East Harlem. Creative Source, New Birth. Bailey Hall. Sponsored by the Cornell Concert Commission.

8 p.m. Dance: "Son of Last Bash" - end of the year dance. Third Floor Lounge, Noyes Center.

8 p.m. "Accordion church concert presented by Veikko Ahvenainen from Finland. Anabel Taylor Chapel. Donations at door. Sponsored by Centre for Religious Ethics and Social Policies.

8:15 p.m. Music Dept. Concert. Flora Lu, piano. Works of Bach, Beethoven, and Chopin. Barnes Hall.

8:30 p.m. "Folk Song Concert: Mick Moloney. Temple of Zeus. Sponsored by Cornell Folk Song Club.

Saturday, May 11

11 a.m.-7 p.m. Craft Fair. Memorial Room. See May 10.

1 p.m. Cornell Rugby Club - Rochester City. Upper Alumni Field.

1 p.m. Varsity Baseball - Brown (2). Hoy Field.

2 p.m. Second Annual West Campus Spring Block Party. West Avenue in front of Libe Slope. Rain date May 12. Sponsored by MLM Dorm Council & Noyes Center Activities Board.

3 p.m. "Freshman Lacrosse - Maplewood. Schoellkopf Field.

5-8 p.m. "Steaks Limited. Statler Student Cafeteria. A class project of the School of Hotel Administration.

5:15 & 11:30 p.m. Catholic Masses Anabel Taylor Chapel.

6-8 p.m. "Steaks Royale. Statler Main Dining Room. A class project of the School of Hotel Administration.

7 & 9:15 p.m. "Cornell Cinema Film: Charles Chaplin in "A King In New York." Uris Auditorium.

7:30 p.m. Film: "Execution in Autumn." Ives 120. Sponsored by the Chinese Student Association.

8 p.m. "Cornell Cinema Film: "The Mother and The Whore."

Statler Auditorium. Ithaca premiere.

8 p.m. "Black Spectrum Theatre. Bailey Hall. Sponsored by University Unions Program Board.

8 p.m. "Concert with Leon Russell. Barton Hall. Sponsored by the Cornell Concert Commission.

8 p.m. "Concert: Barbara Dane. Benefit concert for Chilean Refugees. Kaufmann Auditorium. Sponsored by CUSLAR, Attica Brigade and Women and the Arts.

9 p.m. "Spring Ball. Presented by Cornell Friends of the Blue Grass. Memorial Room, Willard Straight Hall.

9 p.m. Dance. Sadie Hawkins Night with Golden Oldies. First floor lounge, North Campus Unions.

Sunday, May 12

9:30 & 11 a.m. Catholic Masses: Anabel Taylor Auditorium. Everyone welcome.

9:30 a.m. Episcopal Church at Cornell. Anabel Taylor Chapel. All are welcome.

10:30 a.m. Ruhani Satsang - Sat-Guru Singh's Divine Science of the Soul. Loft II, Willard Straight Hall.

11 a.m. Sage Chapel Convocation. Mr. Joseph Christensen, Associate Commissioner of Education, Church of Jesus Christ of the Latter-Day Saints, Salt Lake City, Utah.

11 a.m. Cornell Cricket Club practice. Bacon Cage. New members welcome.

12:30-5:30 p.m. 1st Annual Cornell Garden Show. Memorial Room, Willard Straight Hall. Sponsored by the Cornell Garden Club.

1 p.m. Cornell Rugby Club - St. John's University. Upper Alumni Field.

4 p.m. Music Dept. Concert: Sage Chapel Choir. Works of Mendelssohn, Thompson, Sweitzer, Puccini, and Vaughan-Williams, featuring Vaughan-Williams "Benedictine." Sage Chapel.

4 p.m. Studio dance performance. Helen Newman Hall.

6-8 p.m. "Statler Smorgasbord. Statler Main Dining Room. A class project of the School of Hotel Administration.

7:15 p.m. Table Tennis Tournament - Round Robin and Singles. Barton Hall. Sponsored by Cornell Tennis Club.

8 p.m. "Cornell Cinema Film: "La Salamandre." Uris Auditorium. Ithaca premiere.

Monday, May 13

Noon-Midnight. Big Red Band Birthday Party. Sponsored by Willard Straight Board.

1 p.m. Freshman Baseball - Finger Lakes CC. Hoy Field.

4:45 p.m. Studio dance performance. Helen Newman Hall.

8 p.m. "Cornell Cinema Film: "Lola Montes." Willard Straight Theatre. Attendance limited to Film Club Members.

8 p.m. Concert - Martin Mull. Bailey Hall. Sponsored by Cornell Concert Commission.

Tuesday, May 14

1 p.m. Freshman Baseball - Cortland. Hoy Field.

7:30 p.m. Film: "Mexico, the Frozen Revolution." Ives 120. Sponsored by Attica Brigade, Anarchist Information Group.

8 p.m. "Cornell Cinema Film: H.G. Wells' "The Time Machine." Uris Auditorium.

Wednesday, May 15

8 p.m. "Cornell Cinema Film: "Yankee Doodle Dandy." Starring Jimmy Cagney. Uris Auditorium.

Thursday, May 16

6 p.m. "Table Francaise" - Ici on parle francais. Ivy Room, Willard Straight Hall.

6 p.m. Christian Science Organization Testimony Meeting. Founders Room, Anabel Taylor Hall.

8 p.m. Discussion. Eckankar, the ancient science of soul travel. Loft II, Willard Straight Hall.

8 p.m. "Cornell Cinema Film: "The Adventures of Robin Hood."

8 p.m. "Cornell Cinema Film: "The Adventures of Robin Hood." Uris Auditorium.

Exhibits

Franklin Gallery: Katrina Vanderlip-Cathy Gins. May 10-18.

Herbert F. Johnson Museum: Cornell Collects Modern Art, paintings from the collection of the Johnson Museum - to summer; Le Corbusier at Pessac: Models and photos of the Swiss Architect's project - to May 15; Architectural Preservation in Tompkins County, an exhibition by Historic Ithaca - to June 16; Richard Ruben - to May 12. Hours: Tues.-Sat. 10 a.m.-5 p.m., Sun. 11 a.m.-5 p.m., Mon. closed.

History of Science Collections. Recent Acquisitions (changed monthly).

Olin Library: "Petrarch: A Sexcentenary Celebration."

Uris Library: "American Institute of Graphic Arts, Fifty Books of the Year."

Sibley Dome Gallery: Paintings by Tim Engelland, Graduate Thesis presentation.

Cornell University Press

Diamond, Sander A.: THE NAZI MOVEMENT IN THE UNITED STATES, 1924-1941. Publication date was March 11, 1974. \$15.00

Wilkins, Burleigh Taylor: HEGEL'S PHILOSOPHY OF HISTORY. Publication date was March 15, 1974. \$7.50.

Duby, Georges: Trans. by Howard B. Clarke, THE EARLY GROWTH OF THE EUROPEAN ECONOMY: Warriors and Peasants from the Seventh to the Twelfth Century. Publication date was March 25, 1974. \$10.00

Turner, Victor: DRAMAS, FIELDS, AND METAPHORS:

Barton Blotter

Bicycles Stolen

The continuing rash of bicycle thefts was reflected in this week's Safety Division reports, which included seven more bikes taken among 20 incidents of thievery reported.

The bicycles were taken from a hallway of Plant Science, from the rack at Clara Dickson, two from the rack at North Campus Dorm 5, from the east side of Willard Straight, from a rack at University Halls 5 and from a rack at University Halls 1. All the bikes were left locked.

Other thefts include:

A pair of speakers from the stage of Willard Straight Theater, a purse containing \$15 to \$25 from a desk in an office at Caldwell Hall, two containers of the chemical ethylene chlorohydrin from the loading dock of Plant Science, a wallet containing \$60 in cash from an unsecured locker at Teagle Hall, a set of stereo headphones from an unsecured room at Hurlburt House.

Also, a wallet containing \$40 from an unsecured room in which the occupant was sleeping, wheels and tires from a car parked in the North Campus parking lot, a section of Poly Turf from in front of the dugout at Hoy Field, a One Way Do Not Enter sign from the intersection of University and Central Avenues, an oscilloscope from a room in Phillips Hall, a wallet left in a knapsack in Willard Straight Hall, a geometry textbook from a coat rack in Sage Graduate Center and a pocket calculator from a study lounge on the second floor of North Campus Dorm 5.

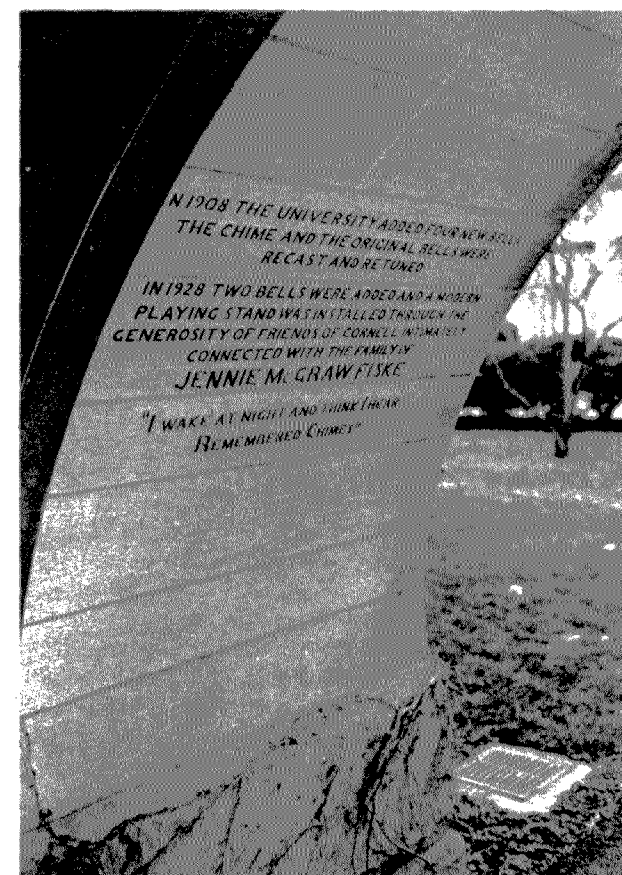
Symbolic Action in Human Society. Publication date was April 12, 1974. \$16.50.

Brody, Saul Nathaniel: DISEASE OF THE SOUL: Leprosy in Medieval Literature. Publication date was April 8, 1974. \$9.50

*Admission charged.

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

All items for the Cornell Chronicle Calendar must be submitted to the Office of Central Reservations, Willard Straight Hall (either through the mails or by leaving them at the Straight desk) at least 10 days prior to publication of the Chronicle. the Calendar is prepared for the Chronicle by the Office of Central Reservations.



Hayes Study

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understood that evaluated point score alone does not insure reasonable job equities.

Q. Will there be a classification study of the non-exempt employees?

A. Yes, it is expected that a non-exempt study will be conducted.