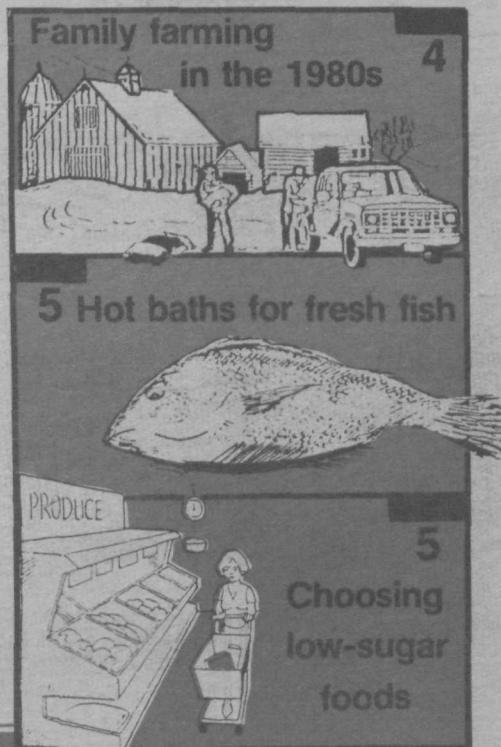
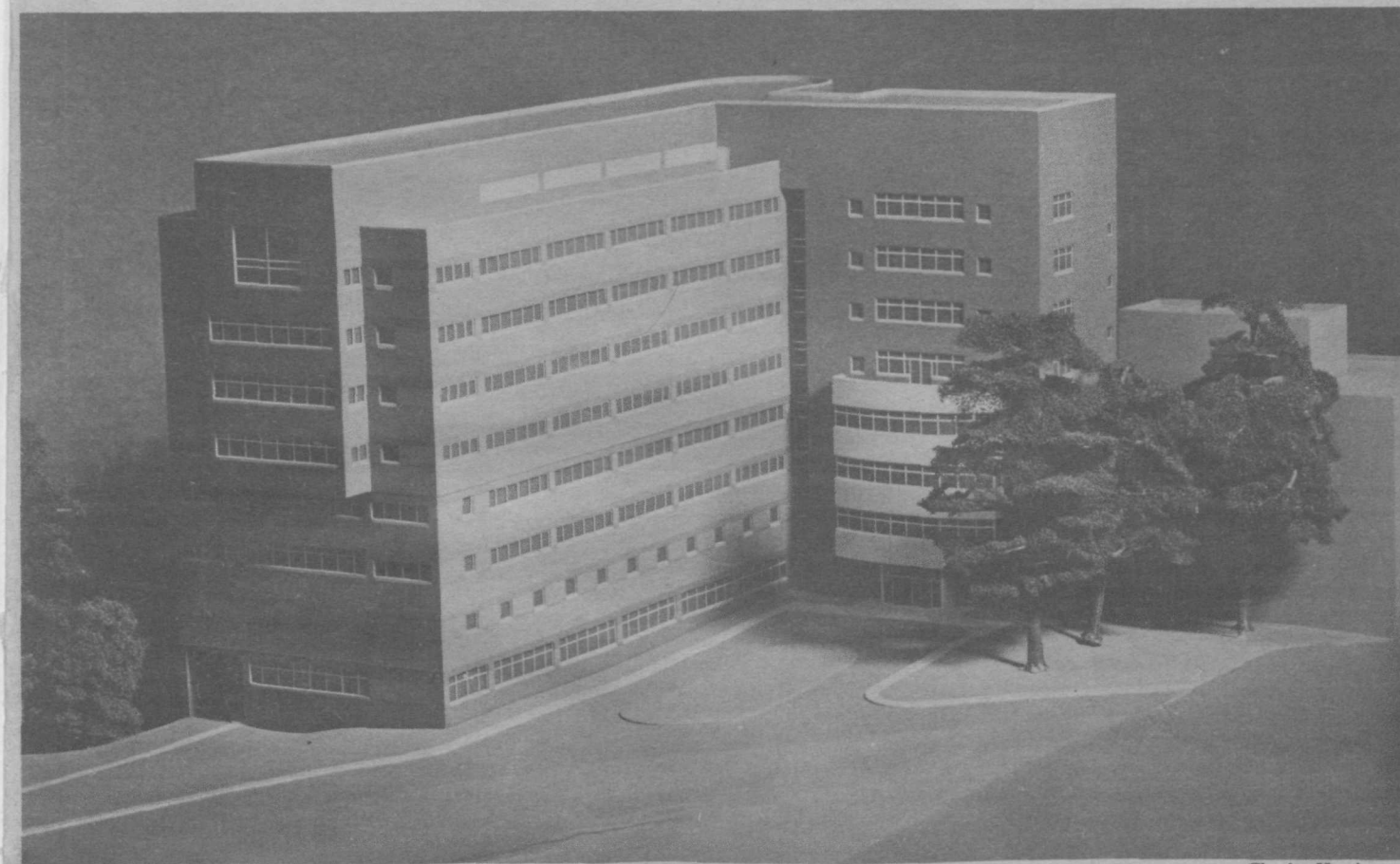


Cornell CHRONICLE

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Theory Center building site sparks controversy



Charles Harrington

Architect's model of the eight-story Engineering/Theory Center building proposed for the Grumann Hall parking lot on Cascadilla Gorge.

High-speed computer network under way

Over the next few years, the explosive growth of a high-speed computer network linking universities and industries will enable thousands of researchers nationwide to conduct research and collaborate with one another over long distances.

Experts say that, by the end of this century, some one million scientists could be linked by the new system, the first such all-inclusive scientific network in history.

When the system is complete, researchers will use terminals and microcomputers in their home laboratories to access supercomputers, to monitor their experiments on distant research machines such as particle accelerators and to send and receive in a matter of seconds massive volumes of data, whole books and high-resolution graphic animation. They will have entire libraries at their fingertips and will be able to conduct teleconferences with colleagues across the country at a moment's notice.

The birth of computer networks

"Three hundred years from now, people will not even remember what a supercomputer was," said Nobelist Kenneth G. Wilson, director of Cornell's supercomputer center. "Rather, they'll remember this as the era of the birth of large-scale computer networks."

The foundation for this new high-speed intellectual "superhighway system" is now being laid in the form of an intercontinental "backbone" network called NSFNET, linking six supercomputer centers across the country.

The centers are at Cornell, the John von Neumann Center in Princeton, N.J., the University of California at San Diego, the

University of Illinois, the University of Pittsburgh/ Carnegie Mellon university and the National Center for Atmospheric Research.

Already, researchers on scores of campuses are using the new network as a key communications link in their research.

"This is where the action is," Dr. Stephen Wolff, director of the NSF division responsible for NSFNET, said in a recent interview. "World-class science is going on over

"Three hundred years from now, people will not even remember what a supercomputer was. Rather, they'll remember this as the era of the birth of large-scale computer networks."

— Kenneth G. Wilson

the network; the people using it are the finest researchers in the nation in their disciplines, and they are able to do what they are doing because the network is there."

Creating a communications web

Over the next few years, this NSFNET backbone will blossom into a nationwide network as university campuses and industries install internal high-speed networks, as these individual networks, in turn, join regional networks and, finally, as the regional networks attach to NSFNET. With NSFNET as a driving force, other government-sponsored networks will also link up, creating an even more all-inclusive communications web.

"It has become apparent to almost everyone during the past year that an interagency internet is inexorably upon us," said Wolff. "The NASA Science Internet, Department of Energy Energy Sciences Network, NSFNET, and the ARPANET will form an extremely large internet in support of scientific research, and few even question this idea that only a year ago seemed hopelessly visionary to many people."

Such high-speed webs exist now only in the form of the few restricted networks linking narrow categories of researchers. One such network is ARPANET for researchers funded by the Defense Advanced Research Projects Agency; another is CSNET for computer scientists. The only universal computer networks are low-speed systems — the computer-network equivalent of two-lane blacktops — such as Telenet's Public Data Network and the worldwide BITNET, which links hundreds of universities.

Network manager sought

NSFNET, consisting of a combination of copper wire, optical fibers and microwave links, is being managed on an interim basis by four institutions — Cornell, the University of Illinois, the University of Southern California Information Sciences Institute and the University Corporation for Atmospheric Research.

In November, a major step in the network's development will be taken when NSF awards a contract for a permanent network manager. Among those bidding on the management contract is a consortium of

Continued on page 11

The proposed site for the College of Engineering/Theory Center building next to Cascadilla Gorge has prompted both defense and criticism from Cornell faculty and administrators, Ithaca residents, and local government and civic officials.

At a public hearing Aug. 17 on the proposed building, officials of the New York State Urban Development Corporation — the lead funding agency for the project — heard statements from both advocates and critics of the project. The UDC must decide whether to approve a \$5 million grant and a \$5 million loan to help fund the \$29 million building.

The key points of contention were whether the eight-story, 252,000-square-foot building would harm the ecology of the gorge, and whether the building will be an unacceptable visual intrusion on the gorge. Four days earlier, Cornell had announced that, after consulting with the UDC, it had commissioned an extensive independent environmental impact statement that would address those questions.

Architect explains the plan

Building architect Robert Siegel of Gwathmey-Siegel of New York City opened the meeting at the Women's Community Building in Ithaca by outlining the rationale for the building and its placement. According to Siegel, the building is part of a master plan for the College of Engineering that eventually will include additions to Phillips Hall and buildings along the northern edge of the engineering quadrangle.

According to Siegel, the building's 140-foot height (at the eastern end, 160 feet at the western end due to the slope) was a compromise between economics and design decisions. A taller building would have been far more economical, he said, but the eight-story height generally matched the elevation of Barton Hall, the Schoellkopf Field press box and a planned tower on the engineering quadrangle at the end of East Road. He said the building is taller than the usual eight-story structure because extra height was needed in each story to accommodate computer cabling beneath the floors.

Siegel said Cascadilla Gorge is like "an urban park," in that it is overlooked by other campus and Collegetown buildings. The Engineering/Theory Center building will offer its inhabitants views of the gorge and will be a "natural buffer" between the institutional buildings on campus and the smaller houses in Collegetown, he said.

The open spaces of the gorge and Hoy Field allowed designers to establish a larger scale for buildings in the area to accommodate the college's increased space needs, according to Siegel. He noted that the site also offers easy access to outside visitors and is near the new campus parking garage.

Provost defends the plan

"The Theory Center proposal reflects the integration of three comprehensive planning elements within an overall plan for campus development — the Theory Center Plan, the Engineering Master Plan and the Athletics Master Plan," said Provost Robert Barker.

"The university administration endorses the present plan with respect to both size and location of the building, he said. "We do so having considered several options. It satisfies best the long-term objectives of the university with respect to its educational missions and its state and national obligations."

Continued on page 12



Notable

Richard Ned Lebow, professor of government and director of the Peace Studies Program, and **Janice G. Stein** of the University of Toronto are sharing a \$60,000 grant from the John D. and Catherine T. MacArthur Foundation to study international deterrence and conflict management.

LeBow and Stein, a professor of political science, are collaborating on a study of alternatives to deterrence. The first part of their study, a review of their findings about the successes and failures of conventional deterrence and the psychological assumptions underlying deterrence, will be published in a psychology journal this winter. Eventually, their work will be published in a book.

LeBow's latest book, "Nuclear Crisis Management: A Dangerous Illusion," was published this year by Cornell University Press.

Four Cornell Cooperative Extension specialists were honored at the 72nd annual meeting of the National Association of County Agricultural Agents in Fargo, N.D., Aug. 9-13.

Awarded Certificates of Distinguished Service were **David W. Taber**, a statewide forestry specialist for 16 years; **Nathan R. Herendeen**, a field crops specialist in Western New York for 16 years, and **Dale H. Young**, an Oswego County agent and specialist in vegetable crops for 17 years. **Carl A. Tillinghast**, a Franklin County agent, received an Achievement Award made annually to a "high achiever" in each of the 50 state who has fewer than 10 years of service in Cooperative Extension.

The awards place the recipients in the top two percent of all extension specialists in the nation.



Freshmen line up outside Helen Newman Hall on Sunday morning, waiting to be issued I.D.s.

Doug Hicks

Correction

The Cornell Chronicle misspelled **Peggy Haine** and the Lowdown Alligator Jass Band in a photo caption on Aug. 6.

1987-88 Chronicle publication schedule

The Cornell Chronicle resumes its regular, weekly schedule today. Future publication dates for the 1987-88 academic year are as follows: Sept. 3, 10, 17, 24; Oct. 1, 8, 15, 22, 29; Nov. 5, 12, 19; Dec. 3, 10, 17; Jan. 14, 21, 28; Feb. 4, 11, 18, 25; March 3, 10, 17, 31; April 7, 14, 21, 28; May 5, 12, 19, 26; June 9, 23; July 7, 21; Aug. 4.

Members of the Cornell community are welcome and encouraged to send notices of upcoming events, bearing in mind that the deadline for submissions to the Calendar is 10 days prior to publication.

Briefs

■ **Space scientist named NSF visiting professor:** Alice L. Newman, a research scientist with Aerospace Corp. in El Segundo, Calif., since 1980, will spend the academic year as a visiting professor in the Astronomy Department under a special program of the National Science Foundation.

In addition to conducting research on plasma physics in the ionosphere and magnetosphere, she will teach a graduate course during the spring term on the capabilities of the U.S. space shuttle and proposed space station to perform basic research.

Newman, who received her doctorate in electrical engineering from Cornell in 1979, was one of 24 outstanding women scientists awarded NSF grants as visiting professors for the coming academic year at 18 universities and colleges across the nation. She is the author or co-author of nearly 30 technical papers. Newman's husband, William I.

Newman, a professor of astronomy at the University of California at Los Angeles, also will be a visiting professor this academic year as a guest of the Astronomy Department. He will conduct research in theoretical astrophysics under a Guggenheim Fellowship.

■ **Course offered for hypertension:** A free three-week class for people with high blood pressure will be offered beginning in September by Gannett Health Center Registered Nurse Mark Sammo, who is conducting a master's degree study of the effects of progressive relaxation on lowering blood pressure.

Volunteers will receive three two-hour sessions in relaxation training, followed by an individual session to assess progress. The class is supported by Cornell University Health Center and SUNY Health Science

Center in Syracuse. For more information, call 257-7805 or 273-3253.

■ **Learn how to apply for a Cornell job:** The Office of Equal Opportunity in 234 Day Hall offers practice interviews and resume critiques to several categories of Cornell employees who want to transfer to a different job and to persons in these same categories who are seeking employment at Cornell. The program is restricted to minorities, women, Vietnam veterans, disabled persons, and older adults. For more information call 255-3976.

■ **Registration for Extramural Study coming up soon:** Registration for Extramural Study will be Aug. 31 and Sept. 1 from 8:30 a.m. to 4 p.m. in 105 of the ILR Extension Building.

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Obituaries

Eddie Ray Watson

A memorial service will be scheduled at a later date in Sage Chapel for Eddie Ray Watson, 28, who was scheduled to receive a doctorate in soil sciences in December. Watson is believed to have drowned on Aug. 16 near Myers Point on Cayuga Lake. His body has not been recovered.

According to accounts of the incident, Watson, who reportedly was not an accomplished swimmer, jumped into the water from a sailboat to swim at a point where the lake is from 90 to 120 feet deep. A gust of wind blew the boat away from where he entered the lake. Two friends jumped in after him when he began to flail in the water but were unable to get to him in time.

Watson came to Cornell in 1981 after receiving a bachelor's degree in agricultural economics from Southern University in Baton Rouge, La. He earned a master's degree in soil science from Cornell in 1985.

He was the 1984 recipient of the Department of Agronomy's outstanding teaching assistant award. In April 1986, he gave the Sage Chapel Sunday morning service talk as winner of the campus-wide student preacher competition conducted by Cornell United Religious Work.

Watson was born in Tallulah, La. where his mother, Rosie Lee Watson, still resides.

Deborah Rabinowitz

Deborah Rabinowitz, a professor of ecology and systematics, died of cancer Aug. 18 at the Strong Memorial Hospital in Rochester. She was 39. A memorial service is scheduled for 1 p.m. on Sept. 27 in Sage Chapel. A reception will follow in the atrium of Corson Hall.

A member of the Cornell faculty since 1982, Rabinowitz was an authority on the mechanisms that allow rare species of grasses to maintain their populations. Her research was fundamental to understanding the ecology of rare and endangered plants.

Her recent work focused on hybridization of native and wild potatoes in Peru in collaboration with the International Potato Center and the Andean Crop Research Center of the University of Cuzco.

She earned a bachelor's degree in biology at New College in Sarasota, Fla., in 1970 and a doctorate in theoretical biology at the University of Chicago in 1975. She taught plant ecology for seven years at the University of Michigan before coming to Cornell as an associate professor with tenure. She was promoted to full professor in July.

Survivors include her husband, Peter T. Ewell, of Ithaca, her parents, Louis and Margaret Rabinowitz, of Chatham, Mass., and a sister, Margaret Russo, of Groton, Conn.

Graduate Bulletin

Registration: All Graduate School students will register in Sage Hall Lounge between 8:15 a.m. and 4:15 p.m. through Aug. 28. Late registration between Aug. 31 and Sept. 4 is in the Graduate School.

Graduate Faculty: The next meeting will be held Sept. 4 at 4 p.m. in the General Committee Room, Sage Graduate Center. This meeting is solely for the purpose of voting on August degrees.

Fellowships and Financial Aid: Fulbright grant applications are available. The campus deadline is Sept. 25. Contact the Office of the Dean, 110 Sage Graduate Center. Financial support information available at the Graduate Fellowship and Financial Aid Office, 116 Sage Graduate Center, 255-5819.

Income Tax Notes: Receipts should be saved from purchase of books, supplies and equipment required for courses. These will be helpful in preparing 1987 income tax returns, particularly for students with assistantships or fellowships.

Travel Grant Applications are due at the Graduate Fellowship Office, 116 Sage Graduate Center, by Sept. 1 for November conferences. Application forms are available at graduate field offices.

Cornell CHRONICLE

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

Hotel-keepers from 69 countries study latest techniques

At first glance, Pakistan seems an unlikely country to interest a hotel operator. "We don't offer entertainment. We don't serve liquor. And we have an unfortunate exposure in the western press with bombs exploding in Karachi."

That's the report from Zahir Rahimtoola, whose family operates six hotels in Pakistan. But he adds, "A guest can have a drink in his room if he is a foreigner and not a Moslem."

Another problem that might discourage foreign tourists from stopping in Pakistan: Most international flights arrive and leave for Europe or East Asia around midnight.

But Rahimtoola, manager of guest services in his family's Pearl-Continental hotels, believes tourism can increase as his west Asian nation improves its travel and sight-seeing facilities.

69 countries represented

Rahimtoola was one of about 550 people

from the world's hospitality industry, many from countries off the beaten path, who attended a series of summer courses given by the School of Hotel Administration. They studied new techniques to attract world travelers.

They came from 69 countries in North and South America, Europe, Asia, Africa, the Middle East, Pacific islands and the West Indies, said Maureen C. McKenna, director of the hotel school's Center for Professional Development. The center has operated summer courses for hotel and restaurant workers annually since 1929.

Pakistan is not the only country with an image problem.

"Our government does not open the country to tourists so we have no tourism," said Musbah Habboub from Qatar, a tiny peninsular nation on the troubled Persian Gulf.

He explained that Qatar's five hotels

serve business and government visitors. And Qatar's business is big. With a population of 280,000 and huge oil revenues, its per capita income of \$47,000 is one of the highest in the world.

Another participant in the program was Khalifa N. Al-Mansoori, an official in Bahrain's directorate of tourism and archaeology. "We offer a heritage of history in our archaeological sites which date back to 3000 B.C.," Al-Mansoori reported. "Did you know that we have the largest cemetery in the world — 175,000 graves which date back to 1500 B.C.?"

Johnny C.L. Tsang, project manager of the Lee Gardens Hotel in Hong Kong, also has his eyes on a growing tourist market: China.

Tsang is in charge of management contracts to operate two hotels being built in China and scheduled to open in 1988.

"China has some reservations about deal-

ing with international hotel chains," Tsang said, "and that gives the Lee Gardens an advantage because we are independent and a pure Chinese-owned hotel."

He said a number of hotels have been built in China since the communist state started advertising for tourists in the early 1980s, "but some of them are run down already and are not being properly maintained."

The Cornell staff long will remember one summer hotel student: Mario C. S. D'Encarnacao, director of the Hotel Orqvidea of Funchal, Madeira, the Portuguese islands in the Atlantic Ocean.

D'Encarnacao attended the 1981 summer session and saw a bottle of 1915 Madeira in the hotel school's wine collection.

"That was not good enough for Cornell," he said. He arrived this summer with a bottle of 1825 Madeira and presented it to the school.

— Albert E. Kaff

Scientists Charm the orange, hoping to learn its secret

That special something that fresh-squeezed orange juice loses when it's processed and packaged continues to elude a sophisticated machine-human sniffer system used by Cornell flavor scientists. But their odor-analysis technique, called Charm, has shown that the missing ingredient is not what orange juice processors think.

Don't blame a shortage of limonene if your canned, bottled or frozen o.j. doesn't taste fresh-squeezed, according to Anna Belle Marin and Terry E. Acree. Although limonene makes up more than 90 percent of the volatiles in orange juice and has been the focus of industry attempts to preserve the essence of freshness, "Limonene in orange juice is not important at all to the human nose," Marin will report Sept. 1 at the American Chemical Society national meeting in New Orleans.

Studies of "The Effect of Food Packaging on the Aroma of Orange Juice" will be described by Marin, a Cornell graduate student in food science, and Acree, the professor of biochemistry whose laboratory at the Geneva Agricultural Experiment Station developed the Charm odor-analysis technique.

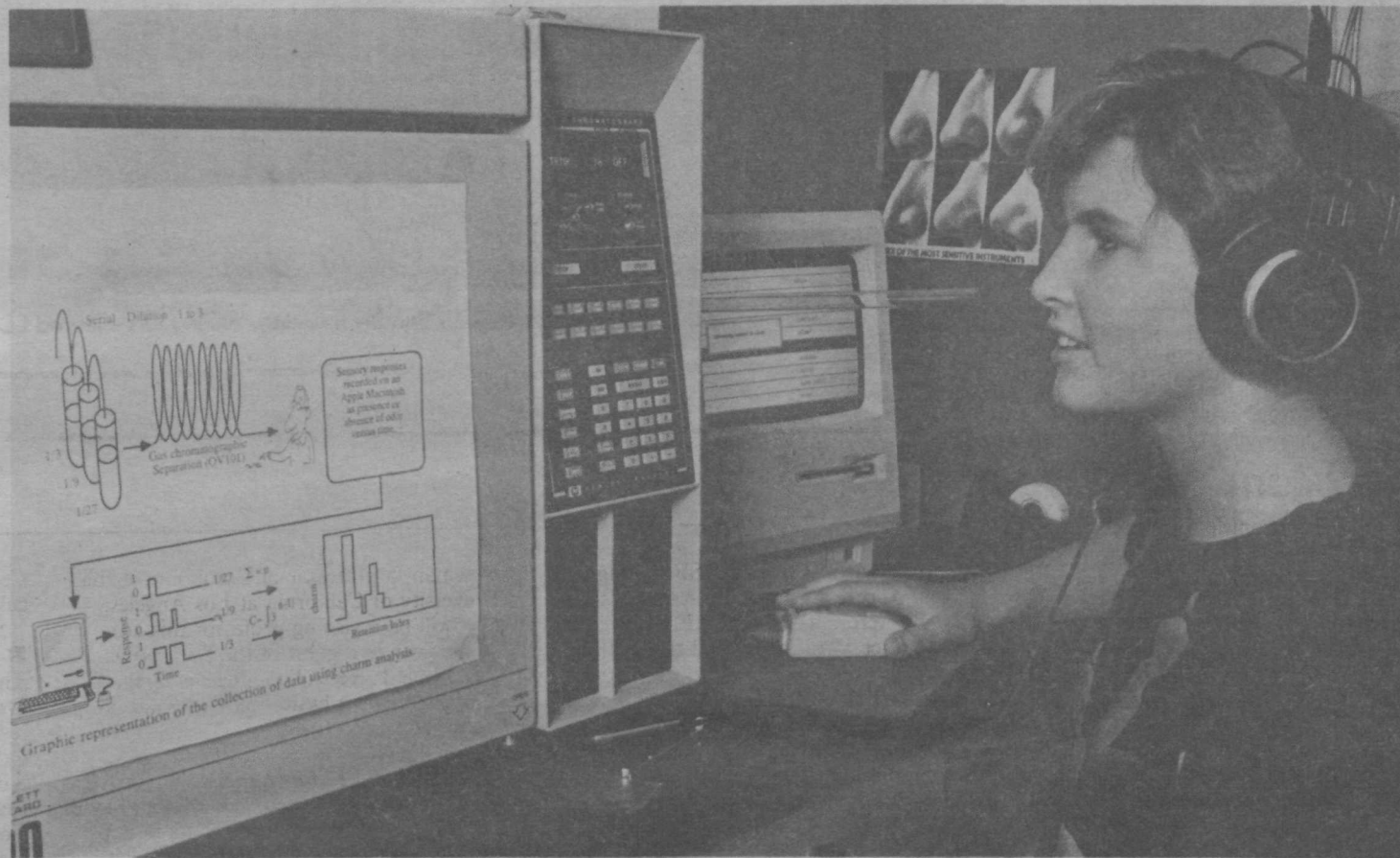
Charming aromas

Charm analysis takes advantage of the gas chromatograph's ability to separate components of a mixture, together with the human nose's talent for responding to stimulating scents. Volunteers are asked to sniff a series of odors issuing from the gas chromatograph. In a week-long series of 20-minute tests, the odor-causing components are repeatedly diluted until the person no longer can detect them.

"Odor perception is similar to visual perception of a pointillist painting, where dabs of paint are used to create images that are recognizable only when viewed from a distance," explained Acree, who when interviewed was wearing a T-shirt with the legend "Snort for Science."

"The chemicals that cause flavor are like the dots in the painting. Individually, the chemicals do not create the same impression they do when combined," Acree added.

The system is called Charm because it helps identify the "charming" factors that



Sniffing for science in the flavor chemistry laboratory, a volunteer responds to airborne puffs of odor-active compounds in fruit juice.

attract people to a flavor. Humans' perception of flavor depends on both taste and aroma, Acree noted. Without our sense of smell, it is difficult to distinguish among orange, apple and grape juice.

The sensitive technique is especially useful in analyzing wines, where chemicals responsible for odor make up about 0.0001 percent of the blend. Volunteer wine sniffers in Acree's laboratory are asked to distinguish among components that include "skunky," "banana," "burnt-sweet" and beta-damascenone. The latter is part of the essence of rose in perfumes and also is found in fish.

When the Cornell flavor chemists turned

their technique to the problem of orange juice, they found that the popular breakfast drink was guarding its secrets closely.

The plastic linings in Brik-Pak containers as well as the plastic in larger bottles were suspected of absorbing the fresh-squeezed flavor, and commercial orange juice packagers thought limonene was the missing ingredient. The Cornell tests confirmed that limonene is absorbed by plastic: between 75 and 85 percent is lost in the first 12 hours.

However, Marin said the loss of limonene is not important, because human noses can hardly detect the stuff at the level found in orange juice. Many other substances were proved by Charm analysis to contribute

more to the familiar odor of orange juice.

The secret of the orange

The Cornell and Florida researchers are still sorting the Charm analysis data in hopes of identifying the key ingredient in fresh-squeezed o.j. Acree said the finding that limonene and packaging materials are not as important as once believed to the perception of orange juice flavor compels researchers to zero in on the important odor-active substances in fresh and processed juices.

In the meantime, the only way to get that true fresh-squeezed flavor is straight from the orange.

— Roger Segelken

Parking permits in effect Sept. 21

Faculty and staff parking permits for 1987-88 will be distributed through the campus mail by Sept. 11, according to the Traffic Bureau.

Current 1986-87 parking permits will be in effect until Sept. 21, when all new 1987-88 parking permits should be displayed on vehicles.

Faculty or staff members who have not received a new permit through the campus mail by Sept. 16 should immediately notify the Traffic Bureau at 116 Maple Ave. (telephone 255-PARK).

Blue Light, West Campus bus service resume Aug. 27

The Blue Light night safety bus service and the early morning West Campus bus service through Central Campus resumed operation today.

Blue Light buses run seven days a week from 6:30 p.m. until after midnight while classes are in session. They follow two routes through central campus into the West and North campus areas and back again. One route starts at the corner of East Avenue and Tower Road, and the other starts at Shurman Hall.

In addition, persons concerned with walking alone at night on campus may call the Blue Light Escort Service at 255-7373.

The West Campus early morning bus service runs at 15-minute intervals from 7:45 to 10 a.m. when classes are in session. The round-trip run goes through Central Campus between the flagpole in front of the Baker Halls complex and Stocking Hall.

Johnson Wax aids polymer studies

The Johnson Wax Fund has committed \$200,000 over a five-year period to support Cornell's Polymer Chemistry Traineeship Program.

The corporate support will assist graduate students enrolled in a recently established polymer science research and training concentration in the Department of Chemistry.

"Johnson Wax scientists have benefitted directly from the seminal theories and discoveries of Cornell faculty, who have established an illustrious record of accomplishment in polymer chemistry over the past five decades," said Robert Fitch, chief scientist and senior vice president for research and development at S.C. Johnson & Son Inc.

In presenting the first installment of program support to the university's Department of Chemistry on Aug. 10, Fitch credited "such Cornell greats" as Peter Debye, John Kirkwood, Paul Flory and Harold Scheraga for their fundamental contributions to the field of polymer chemistry.

"Daily we [Johnson Wax scientists] use light scattering, viscosity measurements and dielectric spectroscopy of polymer solutions," Fitch said, pointing to technologies he said were "illuminated" by Cornell research. "We calculate random chain statistics and — very recently — polypeptide configurations. We undertake free-radical polymerizations and measure the swelling of polymers with solvents."

John R. Wiesenfeld, chairman of the Chemistry Department, said, "We have every expectation that the traineeships funded under the auspices of the Johnson Wax grant will help us bring to Cornell the very brightest students wishing to enter the field of polymer chemistry, a field recognized to be of critical importance to America's industrial competitiveness in world markets."

Research and teaching in the field of polymer chemistry at Cornell also is supported by a grant from International Business Machines Corp.

— Roger Segelken

Study finds working mother's hours key to family stress

In families where both parents work, job-related stress for husbands and wives is influenced more by the mother's working conditions and the time she spends on the job than by the father's work, according to a Cornell study of Swedish parents.

"For mothers, what matters most is their working hours. For fathers, what matters most is their wives' working hours," said family sociologist Phyllis Moen. "Fathers and mothers expect that family work is women's work, and where women can successfully manage both their work and family roles through part-time employment, both parents benefit."

"But when the father works part time or both partners work full time, parents experience more job-related strain," Moen told the American Sociological Association meeting in Chicago last week. "Mothers are asked to do double duty at home and at work, while fathers are asked to cope only with their jobs."

Benefits for working parents

The study of Swedish parents suggests

that the psychological well-being of working mothers is enhanced when they work part time. Fathers' well-being is improved when their jobs provide some measure of autonomy; specifically, when they can leave the workplace for a short time without prior permission.

Moen, an associate professor of human development and family studies and of sociology, is now associate program director for sociology at the National Science Foundation. She analyzed responses from several thousand parents of preschool children who were asked about their economic, physical and psychological welfare and their jobs by the Swedish Level of Living Survey in 1968, 1974 and 1981.

Some 85 percent of Swedish women with young children are in the labor force, and Sweden provides working parents of preschool children with the legal rights to part-time work and special leaves of absence, placing it at the "forefront of industrialized societies by recognizing that pressures on employed parents are a public issue," Moen

said. "Swedish women are in the vanguard of social change."

Traditional roles reinforced

Yet the survey responses by men and women reinforce a traditional belief by mothers and fathers that women are the key providers of family care, even as they take on more responsibility in the workplace, Moen added. For example:

- While working non-daytime shifts increases the fatigue reported by men and women, it creates psychological and emotional strain for mothers but not for fathers.
- Working part time reduces mothers' daily fatigue, but actually increases fatigue for fathers, "possibly because of an involuntary reduction in their work hours," Moen suggested. Two-thirds of Swedish mothers with preschool children work part time.
- Being able to leave work unannounced to handle a family matter reduces fatigue and strain reported by fathers, but not by mothers. "This suggests that the degree of role-overload experienced by employed mothers may not be satisfactorily mitigated

by merely allowing them to leave work for specific situations," Moen said.

- Mothers whose husbands work more than 40 hours a week rate their quality of life higher than those whose husbands do not work overtime, "possibly reflecting their satisfaction with husbands who are fulfilling the traditional breadwinner role," Moen said.
 - Conversely, fathers with wives who work more than 40 hours a week are less satisfied with their lives while those whose wives work parttime are more satisfied.
 - Mothers are more likely to rate the quality of their lives based on their husband's occupation than on their own.
- "While it's quite modern to say that mothers and fathers have equal family responsibilities and should be able to maintain careers, for now it seems that both men and women are more comfortable having the wife postpone or slow her career development to raise their family," Moen said.

— Mark Eyerly

Insects may be connoisseurs of the chemistry of love

Counterfeit versions of expensive perfumes smell almost like the originals. That may fool a man, but not a moth.

Cornell entomologists have discovered that male moths on the trail of a mate can read the subtly coded signal, the precise blend of chemicals in the female moth's sex attractant pheromone, half a football field away. By reacting to the entire blend of chemicals in its species' pheromone — and not to the single most abundant component alone — the male avoids wasting time flying to the wrong species.

The findings with Oriental fruit moths probably apply to most other moths that are attracted by pheromones, according to the Cornell researchers.

Writing in the Aug. 7 issue of the journal *Science*, Charles E. Linn, Marlene G. Campbell and Wendell L. Roelofs reported on field tests with male moths as far as 50 meters downwind from the release site of synthetic female pheromones.

Sensitive to entire compound

Sex pheromones are typically composed of one abundant compound and several others in much lower quantities. The pheromones are sensed by receptors on the insect's antennae.

Before the Cornell experiments, it had been thought that male moths far downwind of a female were most sensitive to the pheromone's abundant compound, and that the exact ratio of chemicals was critical only very close to the female. However, the moth experiments by Linn and his co-workers demonstrate that the full complement of pheromone components is essential for the sex attractant's maximal effect.

"Although related species of insects may use the same chemicals in their pheromones, the ratios in each species' blend are strikingly different," said Linn, a senior research associate at Cornell's New York State Agri-



Entomology Research Associate Charles E. Linn produces a stream of soap bubbles to mark air currents carrying moth pheromone from the pole, at center, while research technician Marlene Campbell tests the reaction of a male moth in a cage.

cultural Experiment Station at Geneva. "That's how the male can tell he's following the right signal."

And following the right signal is important to male moths, which have but a brief time in their short life to find a female of the same species and breed. For humans

more interested in controlling insects than reproducing them, the Cornell entomologists' discovery means that traps to attract a particular species must contain the exact pheromone blend. Approximations won't work.

"These experiments should settle what

has been an active debate for a number of years — whether individual pheromone compounds have specific functions or whether the pheromone blend acts as a unit over the entire response distance," said Linn.

— Roger Segelken

1980s may see a partial revival of family farms, sociologist says

The much-reported decline of full-time family farming that was evident in the 1970s may be slowing in the 1980s, say two Cornell sociologists who think this decade's farm crisis could produce a "partial renaissance" of household-based agriculture.

Frederick H. Buttel and Pierre LaRamee told the Rural Sociology Society meeting in Madison, Wis. earlier this month that the decline in family farms can be blamed on certain economic conditions of the 1970s and may be reversed by this decade's massive deflation of land prices, erosion in agricultural price-support programs and severe debts incurred by large farms.

Buttel is a professor in the Department of Rural Sociology in the College of Agriculture and Life Sciences. LaRamee is a Ph.D. candidate in development sociology.

Family farms outlast groceries

They posed the question of why "family farms exist at all, when family grocery stores and pharmacies are long gone and family steel mills or automobile plants never existed." Their answer was that "there are enduring economic reasons for the establishment and persistence of family farms,

even in advanced economies where concentrated production is otherwise pervasive."

Depending upon the definition used, there are between 700,000 and 2 million family farms in the United States. But analyses of data from the United States and Canada indicate that full-time family farms — those that are owned by families who provide most of the labor and derive their livelihood from the farm's income — declined in total numbers and in percentage of agricultural production during the 1970s, Buttel and LaRamee reported.

A 'disappearing middle'

Meanwhile, the numbers of small farms owned by families whose primary income is from another job and of farms owned by corporations or management firms and worked by employees have increased, leading to what Buttel and LaRamee term agricultural dualism — small part-time farms and larger-than-family farms, but a "disappearing middle."

The nature of agriculture itself works to discourage corporate investment and "encourage household production as the normal means of farming," the researchers

asserted. Among the points they cited:

- The cycles of planting and harvesting and of animal reproduction require expensive pieces of equipment to sit idle for much of the year.
 - The risks related to disease, pests, perishable commodities and unstable prices are being reduced by research and marketing strategy, but still are high.
 - The availability of dependable labor for seasonal work is low, and supervising employees working on 2,000 acres is difficult.
 - The need for sizable profits is pressing for corporations but not for families.
- "These problems tend to make agricultural production relatively unprofitable, which discourages large-scale investment and causes agriculture to be relegated to family or household production units," Buttel and LaRamee explained.
- In the 1970s, however, land-price inflation hindered families' entrance into agriculture or enticed them to sell to large-scale investors seeking asset appreciation, they said. Economic diversification of rural areas provided farmers with the option of better-paying, non-farming jobs. A slowing of

advances in machinery size combined with the concentration of land into larger units led to an increased prevalence of hired labor in American agriculture.

But in the 1980s:

- Economic stagnation has hit rural areas the hardest, reducing the viability of part-time farming.
 - Plunging land prices are making large-scale investments in agriculture less attractive.
 - President Reagan's cuts in price-support programs have dropped prices to, and even below, the costs of production.
 - Debts are most severe for large farms, while many family farms have little or no debt.
- "We are not necessarily predicting that the 1980s will be a period in which the trend toward dualism was reversed," the sociologists concluded. "Rather, we suggest that the socioeconomic environment of agriculture has changed a great deal. Some of these changes should reduce the relative advantages of sub-family and larger-than-family farms, and help the family farmer."

— Mark Eyerly

Hot bath among new ways to keep fish fresh for weeks

Cornell researchers have developed several low-cost methods of keeping fresh fish in top condition for up to five weeks, long enough to make this nutritious food from the sea available to consumers in regions remote from coastal areas in tropical as well as more temperate parts of the world.

They will report the novel techniques and related findings Sept. 2 at the annual meeting of the American Chemical Society in New Orleans.

About 28 percent of the world's fish catch — nearly 90 million tons in 1986, according to estimates from the U.N. Food and Agriculture Organization — are caught in tropical waters. But because of improper handling, most of those fish spoil. Fresh fish are seldom available in interior parts of tropical countries, noted Javier Toledo-Flores, a graduate student, who conducted the research under the direction of Robert R. Zall, a professor of food science. Both are in the College of Agriculture and Life Sciences.

Sensory evaluations indicate that the overall quality — including the taste — of the fish stored by the Cornell methods remains excellent, Zall said.

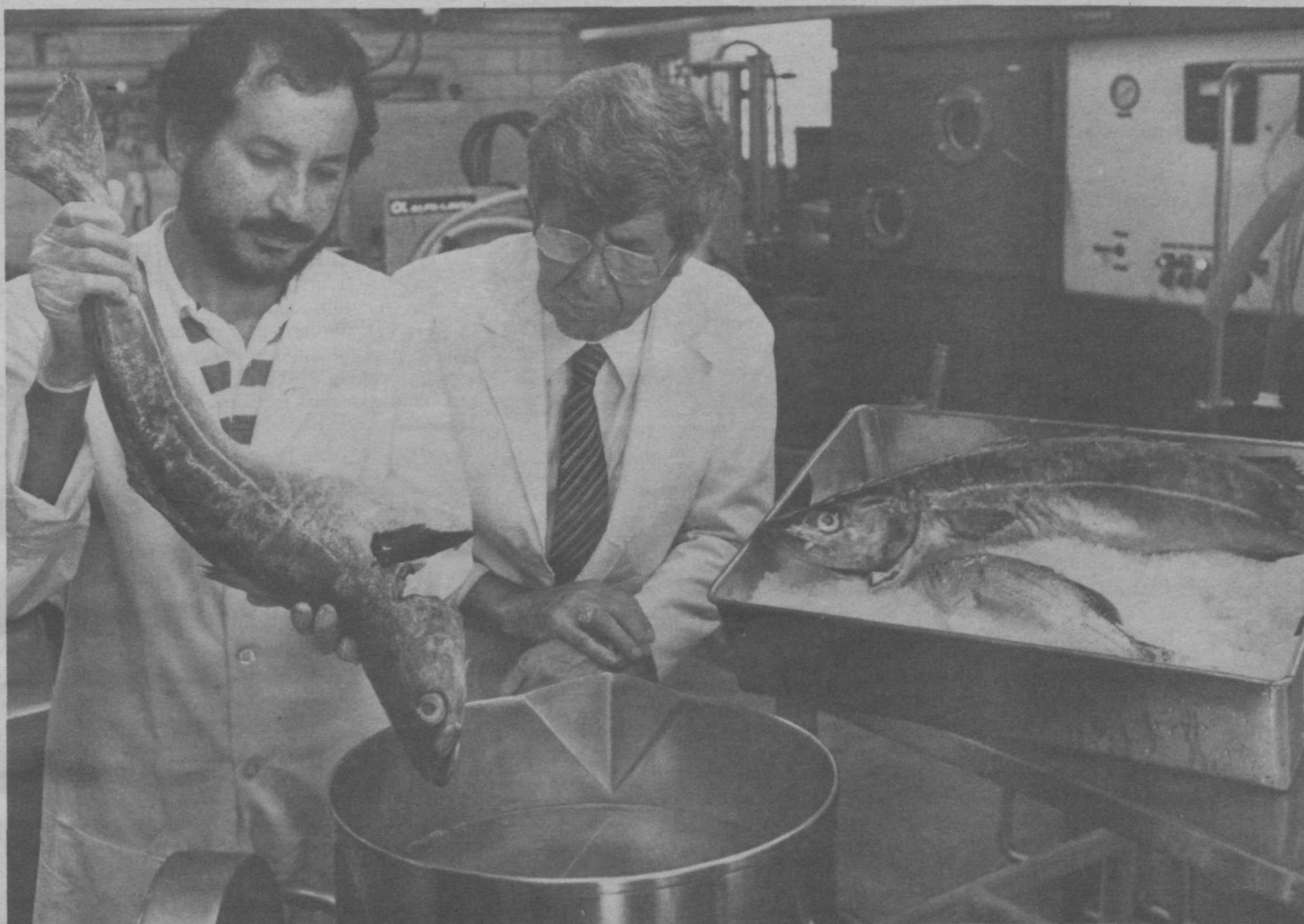
Chilled to the gill

One of the methods calls for giving fresh fish a "hot bath" for several seconds and then "superchilling" them with mixtures of crushed ice and small amounts of salt. This method dramatically extends the shelf life of fresh fish up to five weeks.

The Cornell scientists also will report two other techniques that are equally effective in prolonging the shelf life of fresh fish. These involve holding fish briefly in chemical solutions containing potassium sorbate or chlorine dioxide — already commonly used in food preservation and water purification — before chilling them with ice-salt mixtures in insulated containers.

Dipping the fish in hot water (194 degrees F) for five seconds, a technique called "thermal blanching," eliminates most of the bacteria present on the surface of fish, said Zall.

Ice alone can hold fresh fish in good condition for about two weeks, but a mixture of crushed ice and salt (1.6 percent by weight) lowers the temperature to a few degrees below freezing (32 degrees F or zero degree C), a procedure known as superchilling, he explained.



Graduate student Javier Toledo-Flores, left, and Professor Robert R. Zall prepare to give a pollack a 'hot bath' before chilling it in a mixture of crushed ice and salt, a technique they developed to extend the shelf life of fresh fish for up to five weeks. Claude Levett

"Ice-salt mixtures do not freeze the fish," Zall said. "The superchilling method alone can keep the fish fresh for three weeks, one more week than when only ice is used."

The combination of the two treatments — blanching and superchilling — extends the shelf life even longer, up to five weeks, long enough to move fresh fish from coastal areas to inland.

Useful in tropical countries

"This technique is particularly useful in tropical countries of the world because inlanders in those countries have little access

to fresh fish because of improper handling," said Toledo-Flores, a native of Mexico, who is completing a doctoral degree program under Zall's direction.

In tropical areas, fish spoil within hours at ambient temperatures because bacteria on the surface of the fish, including the skin, rapidly multiply and invade the tissue inside, while a series of biochemical events taking place inside the fish accelerate the decomposition process.

"Results are even more dramatic with bottom-feeding fish such as flounder that

are loaded with more microorganisms on the surface than with other types of fish," he noted. "Our techniques also work well on freshwater fish."

The Cornell project has been supported by the New York Sea Grant Institute and was carried out in part in cooperation with the University of Puerto Rico in Mayaguez and the Fishery Laboratory of the Corporation for the Development of the Marine Resources of Puerto Rico.

— Yong H. Kim

Chemist advocates new superconductor research angles

Researchers studying the newly discovered high-temperature superconducting materials should graduate from the purely Edisonian approach of trying huge numbers of minor variations on currently known compounds, says a Cornell chemist. Rather, they should begin to formulate creative approaches to the problems of making new superconductors by analyzing the fundamental nature of the new compounds.

In a paper to be delivered at the annual meeting of the American Chemical Society in New Orleans Sept. 2, Cornell chemist Frank DiSalvo will outline the general strategies that might be taken to make new superconductors based on the known unusual features of the compounds.

"More than a thousand groups worldwide are now working on these compounds,

and there's an enormous amount of duplication," DiSalvo said. "There's a lot of wasted effort, but the field is so exciting, nobody wants to stop."

"Soon, there will be a shakeout, if nothing else because much of the work is being bootlegged by academics funded to do something else. As researchers' grants come up for renewal, or as they apply for new grants, the funding agency will demand that they figure out something different to do or get out of the game," DiSalvo explained.

The first of the new ceramic compounds of barium, lanthanum, copper and oxygen was made at an International Business Machines Corp. laboratory in Zurich drawing on research by French chemists. The

new materials later were improved upon by scientists at the University of Tokyo, American Telephone & Telegraph, Bell Laboratories and the University of Houston.

Other compounds have been made that substitute calcium or strontium for the barium, and a huge variety of derivative compounds with slightly different structures have been synthesized. In addition, a second class of compounds of barium, lead, bismuth and oxygen has shown superconductivity at about 13 degrees Kelvin.

DiSalvo and his graduate students are attempting to develop novel approaches to the synthesis of compounds that share general features of the superconductors, including their electronic structure and the fact that the conducting materials are near to a transition to the insulating state.

Their analysis of the general properties of the new superconducting compounds leads them to believe that a wide variety of compounds might qualify as high-temperature superconductors. These complex structures could include such "transition elements" as nickel, silver, palladium, cobalt and platinum. Or they could substitute nitrogen, sulfur or chlorine for the oxygen.

"It's a gamble to attempt these different approaches, but I'd rather take it," DiSalvo said. "Even if we don't discover new high-temperature superconductors, we'll do some worthwhile chemistry. And we may, in fact, find some radically different superconductors. I just can't believe there are only two kinds of these compounds."

— Dennis Meredith

Food shoppers avoid sugar, ignore vitamins, study shows

A Cornell study shows that people worry about foods that contain too much sugar but seem unconcerned if the vitamin count is low.

"Our research disclosed that consumers are not affected by charts which list positive components of foods such as vitamins and minerals, but they will avoid products which they believe contain too much sugar, salt, cholesterol or other negative nutrients," said J. Edward Russo, associate professor of marketing and behavioral science.

The reason, he believes, is simple: "We can take vitamin and mineral pills to make up for deficiencies but there is no way to reduce the sugar in food except to avoid it."

Russo, who teaches in the Johnson Graduate School of Management, directed a research team's study of shoppers in a supermarket chain in Chicago.

"Lists of vitamins and minerals increased nutrition knowledge but had no influence on actual purchases," the five researchers

wrote in their report. "A list of added sugar increased the market share of low-sugar breakfast cereals at the expense of high-sugar brands."

Nutritional charts posted

The researchers posted nutritional charts in several supermarkets operated by the same chain.

Tests were conducted on six categories of packaged foods: breakfast cereal, frozen vegetables, canned soup, canned and bottled fruit and vegetable juice, canned and bottled fruit and frozen TV dinners.

The chart on TV dinners, for example, listed dinners alphabetically from beans and franks to veal parmigiana. Brand names were provided along with one serving's content of calories, protein, vitamins A and C, thiamine, riboflavin, niacin, calcium and iron.

A second chart listed a total nutritional score for each TV dinner with stars printed in front of the best-balanced dishes.

During part of the experiment, an unobtrusive video camera recorded whether shoppers stopped to read the nutritional chart on canned fruit. About 3 percent of the shoppers who stopped at the fruit shelves read the chart.

The researchers concluded that "no significant effects [in purchases] were found for calories, average nutrition or any of the eight individual nutrients" over the 29 weeks that the information was available to shoppers.

"How is it possible that they [shoppers] exhibited absolutely no change in food purchases? We believe that the answer lies in the use of a daily multivitamin pill and other food supplements. That is, any consumers who believe that their diets leave them susceptible to a nutrient deficiency have available to them a much less painful path to sufficiency than changing their food consumption patterns. They can take a multivitamin or similar food supplement."

But sales results changed sharply in tests using posters that listed breakfast cereals' amounts of sugar.

"The market share of the low-sugar cereals increased 2.7 percent from a base of 43.4 percent," the report said. "This is a large sales increase by food retailing standards."

Collectively, high-sugar cereals lost 13 percent of their sales.

In addition to Russo, members of the research team were Richard Staelin, a professor of business administration in the Fuqua School of Business at Duke University; Catherine A. Nolan, a former graduate student at the University of Washington; Gary J. Russell, a professor in business administration at the University of California at Berkeley; and Barbara L. Metcalf, a former research project manager in the Graduate School of Business at Chicago University.

— Albert E. Kaff

CALENDAR

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

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

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

DANCE

Israeli Folkdancing

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

EXHIBITS

Johnson Art Museum

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

Harry McCue: Journeys: Drawings inspired by the artist's journeys through the landscape in which he has lived or visited will be displayed through Aug. 30. McCue is chairman of the Department of Art at Ithaca College.

Guatemalan Textiles: Created by the highland Mayas of Guatemala over the past 50 years, these brightly colored, intricately patterned textiles are based on a tradition that has existed since pre-Columbian times. The textiles will be on display through Aug. 30.

Thomas Hart Benton: A selection of lithographs and books illustrated by the American Regionalist Thomas Hart Benton will be on view through Sept. 13. In conjunction with the exhibition, the museum will feature **Romancing the Stone: The Revival of Lithography in America**, consisting of works by George Bellows, John Stewart Curry, Grant Wood, Yasuo Kuniyoshi, Charles Sheller, and Bolton Brown.

Gallery Reopened: The George and Mary Rockwell Galleries of Asian Art on the fifth floor are now open to the public with the exception of a few galleries still being renovated.

FILMS

Unless otherwise noted, films are sponsored by Cornell Cinema. An (*) indicates that admission is charged. "Limited" means that the film is limited to members of the Cornell community.

Thursday, 8/27

"Help!" (1965), directed by Richard Lester, with The Beatles, Leo McKern and Eleanor Bron, 8 p.m., Uris Hall.*

Friday, 8/28

"Monty Python and the Holy Grail" (1975), directed by Terry Gilliam, with the Puython Troupe, Connie Booth and Carol Cleveland, Midnight, Uris Hall.*

"Swimming to Cambodia" (1987), directed by Jonathan Demme, with Spalding Gray, Sam Waterston and Ira Wheeler, 7:30 p.m., Uris Hall.*

"The Assault" (1987), directed by Fons Rademakers, with Derek deLint, Marc Van Uchelen and Monique van de Ven, 8 p.m., Anabel Taylor Hall, limited.*

"Platoon" (1987), directed by Oliver Stone, with Willem DaFoe, Tom Berenger and Charlie Sheen, 9:30 p.m., Uris Hall, limited.*

Saturday, 8/29

"Monty Python and The Holy Grail," Midnight, Uris Hall.*

"Swimming to Cambodia," 10 p.m., Uris Hall.*

"The Assault," 8 p.m., Anabel Taylor Hall, limited.*

"Platoon," 7:30 p.m., Uris Hall, limited.*

Sunday, 8/30

"Platoon," 7 p.m. and 9:30 p.m., Uris Hall, limited.*

Monday, 8/31

"Monty Python and the Holy Grail," 8 p.m., Uris Hall.*

Tuesday, 9/1

"Street Smart," (1987), directed by Jerry Schatzberg, with Christopher Reeve, Morgan Freeman and Andre Gregory, 8 p.m., Uris Hall.*

Wednesday, 9/2

"Saboteur," (1942), directed by Alfred Hitchcock, with Priscilla Lane, Robert Cummings and Otto Kruger, 8 p.m., Uris Hall, limited.*

MUSIC

Bound for Glory

Bound for Glory will begin its 21st year on Aug. 30 with Priscilla Herdman, whose repertoire includes some of the best of contemporary folk music. Just this once, there will be two 45-minute sets, at 9 and 10:15 p.m. Usually, Bound for Glory presents three live sets, at 8:30, 9:30 and 10:30 p.m., every Sunday at the Commons Coffeehouse, Anabel Taylor Hall. Admission is free and children are welcome. The show can also be heard on WVBR-FM93.

Chamber Singers

The Chamber Singers, a mixed-voice ensemble open to experienced singers in the Ithaca and Cornell communities, will hold auditions Sept. 7 and 8. Directed by Susan

Davenny Wyner, the group will meet approximately three hours a week (exact times to be arranged at the first rehearsal). Concerts are scheduled for Dec. 4 and April 23 in Sage Chapel, with additional performances to be announced.

The programs will include music from the 12th through 20th centuries written for double and triple choruses as well as for small ensembles. For audition information, contact the Music Department Office, 125 Lincoln Hall, or call 255-4097.

Cornell Chorus

A treble-voice ensemble directed by Susan Davenny Wyner will hold auditions for new members Sept. 4, 5, and 6. Special concerts are scheduled for Nov. 13 and April 8. On April 30, the chorus will be joined by the Glee Club, CCO, children's choir and soloists in Britten's "War Requiem." Rehearsals are scheduled twice a week. For audition appointment or further information, call 255-2324.

RELIGION

Sage Chapel

Sundays at 11 a.m. when the university is in session. Addresses by guest representatives of all faiths, Cornell faculty, staff and University chaplains. Music by the Sage Chapel Choir and University Organist. Services arranged by Cornell United Religious Work and the Music Department.

Sage Chapel Choir

Sage Chapel Choir is looking for new members for its 89th season of service to the Ithaca area. No auditions are required and members need not be students.

Prospective choir members are welcome and encouraged to attend a regular rehearsal on Monday or Thursday evenings, 7-8:30 p.m. or Sunday mornings beginning at 9:15 a.m. at Sage Chapel.

For more information, call Donald R. M. Paterson at 255-3531.

Catholic

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

Christian Science

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

Episcopal (Anglican)

Every Sunday, 9:30 a.m., Anabel Taylor Chapel.

Friends (Quakers)

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

Jewish

Reform Services, Friday, 6 p.m., Anabel Taylor Hall Chapel.

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

Orthodox Shabbat Services: Friday, call Young Israel House for the time, 272-5810; Saturday, 9:15 a.m., Anabel Taylor Edwards Room.

Rabbi Larry Edwards will teach a free course in Basic Judaism Tuesday evenings at 8:15 p.m. in room 314 Anabel Taylor Hall beginning Sept. 1.

The campus Hillel office can be reached at 255-4227.

Korean Church

Every Sunday, 2:30 p.m. Anabel Taylor Hall.

Muslim

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

Protestant

Protestant Cooperative Ministry: Sunday, 11:15 a.m., Anabel Taylor Chapel.

SEMINARS

Agricultural Engineering

"Overview of Introductory Biology Courses," Carol McFadden, senior lecturer, Division of Biological Sciences, Aug. 31, 4 p.m., 400 Riley-Robb.

Agronomy

Videotape world premiere: "Soil Identification as a Tool for International Agricultural Development," Armand Van Wambeke, Department of Agronomy, Sept. 1, 4 p.m., 135 Emerson Hall.

Neurobiology and Behavior

"The role of K⁺ in axonal function," Douglas Eng, Department of Neurology, Stanford University, Aug. 28, 12:30 p.m., Whitaker Room, Corson-Mudd Hall.

Chemistry

"Organometallic Oxides - Future Precursors to Olefin Metathesis Catalysts? The Example of Trioxo (n5-pentamethyleyclopentdienyl) rhenium (VII)," Wolfgang A. Herrmann, Technische Universitat Munchen, Aug. 27, 4:40 p.m., 119 Baker Laboratory.

Food Science and Technology

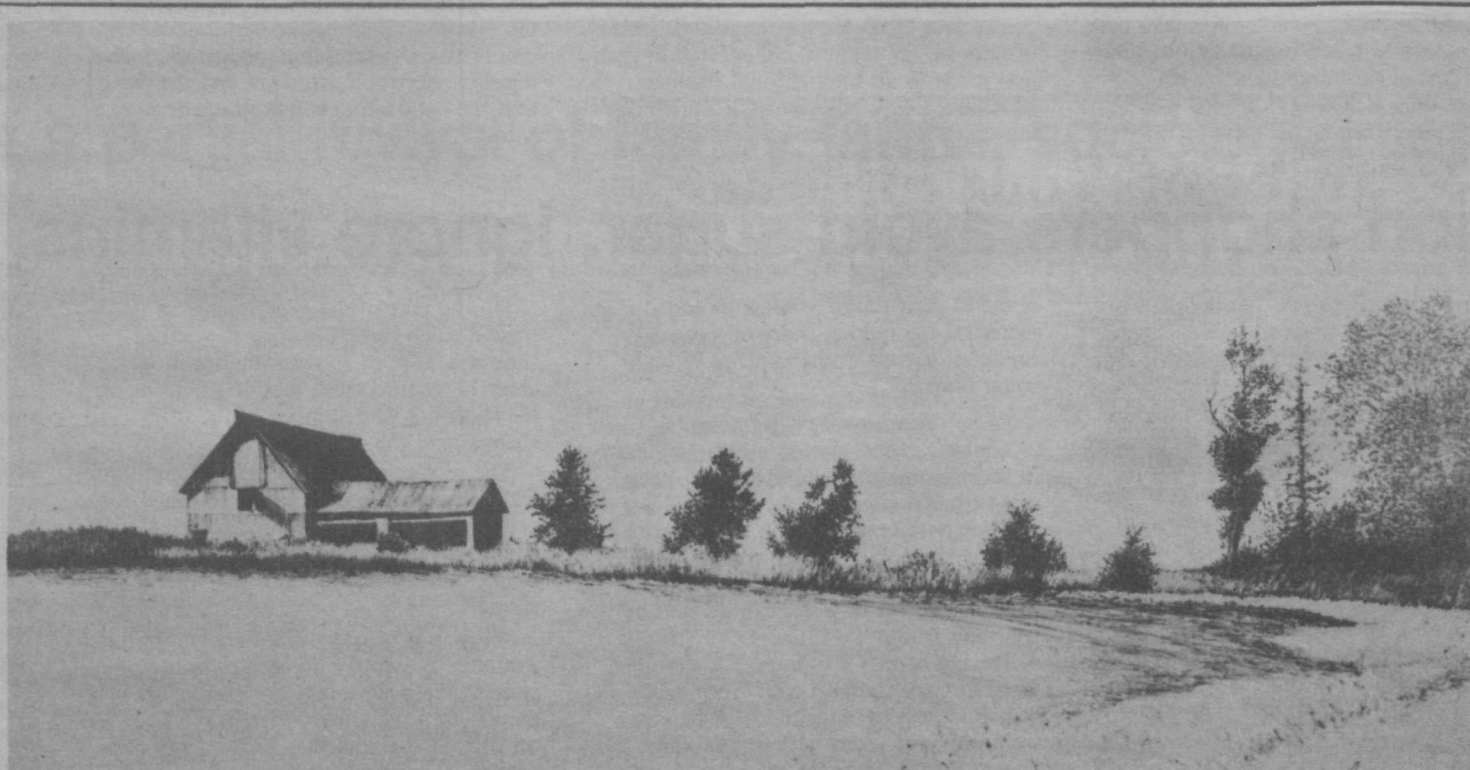
"Food Science and Technology Around the World," Malcolm Bourne, Dept. of Food Science, Geneva, Sept. 1, 4:30 p.m., 204 Stocking Hall.

Neurobiology and Behavior

"Natural and Sexual Selection in a Fungus Beetle," Jeff Conner, 12:30 p.m., Aug. 27, Morison Seminary Room, Corson/Mudd Hall.

Biochemistry

"Import of Proteins into Mitochondria," Martin Eilers, Biocenter, Basel, Aug. 31, 12:20 p.m., 105 Riley Robb.



'Barn, Kelly's Corners Road,' by Harry McCue, a drawing in ball point pen from the exhibition 'Harry McCue Journeys' on display at the Johnson Museum through Aug. 30.

CU to skip public meeting, calls for more UAW talks

University officials have declined to appear at a public information meeting scheduled for Sept. 4 on the pay dispute between Cornell and the union representing 880 service and maintenance employees.

When City of Ithaca Mayor John C. Gutenberger called earlier this month for the meeting, he said he hoped the university and union would participate "and clear the air a little bit."

The union, Local 2300 of the United Auto Workers, agreed to take part, but in a letter to the mayor, Cornell's vice president for university relations, John F. Burness, said that the university would not do so.

"We feel strongly that these negotiations are a matter between the university and its employees and that a forum of the nature you suggest would undermine the collective bargaining system mandated under federal law," he explained in the letter.

Committed to collective bargaining

Burness characterized the university's bargaining position as "clear and consistent from the beginning of these negotiations." He noted that the union had been offered a salary-increase pool like those given to other groups of non-academic employees.

The letter also said Cornell officials believe "that the relationship between the university and a bargaining agent must be one of mutual respect, based on an obligation to work together in good faith to reach equitable solutions so as to ensure a productive working environment for our employees. We are committed to the collective bargaining process."

Burness concluded his letter by asserting that "the university's negotiating team is prepared to return to the table — the proper forum for negotiations — at any time."

"I hope you will urge the UAW's leadership to meet with us to settle these negotiations so that the employees represented can receive their salary increases in their paychecks as soon as possible."

Bargaining began in February

The call for the informal hearing and the two parties' responses were the latest developments in the bargaining, which began in February. The current three-year contract between the university and the union, which runs until June 30, 1988, provides for renegotiating wages at the end of the second year.

The workers represented by the union serve in a number of Cornell job categories, including 349 custodians, the largest group. Among other union-covered positions are dining employees, bus and delivery drivers, mail couriers, duplicating and printing machine operators, grounds workers, maintenance mechanics, nurses aides, vehicle

mechanics, dairy and milk plant workers, and animal and laboratory attendants.

The union contends that more than 200 employees covered by the labor contract earn less than the federal poverty level and that some Cornell pay scales are below wages paid in the SUNY system.

The university has responded by saying that only about two dozen employees who may have a family of four or more receive less than \$11,200 annually, which is the federal poverty level for a family of four, that these workers hold entry-level positions and that some or all of them might have working spouses.

Human Resources Director Lee M. Snyder has responded to the union's second assertion by saying that the union is unfairly comparing the 1987 salary structure in the SUNY system with Cornell's 1986 pay scales.

Snyder also has said that the university offered to provide greater increases to employees on the lower end of the pay scale, but that union negotiators did not accept the proposal.

Paid above maximum

He also has noted that slightly more than 40 percent of the workers are paid above the maximum stipulated in the union contract.

The university has said that its offer is higher than the 2 to 4 percent current averages of national wage settlements and essentially is the same percentage increase given to all of Cornell's non-academic employees, and that the union is seeking salary increases that are more than triple the amount given to other groups of non-academic employees this year.

He also noted that this was a tight budget year for the university, citing the 2-



Doug Hicks

Al Davidoff, president of UAW Local 2300 addresses union members and supporters at midday Sunday outside Noyes Center.

per-cent-across-the-board reduction that was initiated to balance the Cornell budget and to keep the increase in tuition as low as possible.

According to Snyder, only negotiations with the UAW have caused problems since 1985, when the union struck Cornell for one day. In between, pacts have been reached harmoniously with unions representing the building trades, the public safety officers and the operating engineers. "We regret that we have been unable to establish with the UAW's leadership the cooperative view of labor-management negotiations that characterizes our relations with other unions," Snyder said.

After failing to reach agreement during a series of negotiating sessions, the university and the UAW continued talks beginning in June with the help of a federal mediator, who has been bringing the two sides together in an effort to resolve their differences.

Late in June, union members gave their leadership the power to call a strike.

About a month later, State Assemblyman and Labor Committee Chairman Frank J. Barbaro of Brooklyn urged the union and university to submit the wage issue to a fact finder. The union said it was willing; university officials noted that negotiations were being conducted with the help of a federal mediator and termed the inclusion of another party "inappropriate." Barbaro indicated this month that he is planning to attend the meeting scheduled by Gutenberger.

Barbaro's call for fact finding prompted the union to cancel plans for a one-day strike late in July. Instead, the UAW local and its supporters held noon-hour rallies in front of Day Hall on July 30 and Aug. 4.

Then, as freshmen and their parents were arriving on campus Aug. 23, members of the union and their supporters held demonstrations.

As The Chronicle went to press, no further negotiations were scheduled.

— Barry Gross

Kahan to perform

The Department of Music will begin the semester with a free concert by New York City pianist Sylvia Kahan on Sept. 5 at 8:15 p.m. in Barnes Hall Auditorium.

Kahan, a member of the faculty of the Hebrew Arts School at Lincoln Center, has performed at the New Mexico Festival and in New York City's Merkin Hall. National Public Radio has broadcast her performances, and she has appeared professionally in Europe. She also was among the eight young artists whose careers are featured in the "Performing Artist Handbook."

Her program here will include three songs by William Byrd, Yehudi Wyner's Sonata per Pianoforte, Beethoven's Sonata in B-flat, Op. 27, No. 1 and Frederic Rzewski's "North American Ballads."



Sylvia Kahan

Grad activities planned

A number of activities for graduate students and their families and friends are scheduled today through the weekend. They include:

- Computer Workshop: 2 to 4 p.m. on Aug. 27 at 100 Caldwell Hall.
- Ice Cream Social: 7 p.m. on Aug. 27 for graduate students and families at the Big Red Barn.
- Reception: 9 p.m. to midnight on Aug. 28 at the Sage Graduate Residence.
- Barbecue and Sports Afternoon: 3 to 6 p.m. on Aug. 30 at the Stewart Park Pavilion (on Cayuga Lake about two miles from campus). Bring family and friends. Tickets cost \$3.50 per person and \$6 per family and are available at the Dean of Students Office, 103 Barnes Hall. Tickets will be \$4 per person at the park.

MISC

Folk guitar lessons

Once again, the Willard Straight Hall board presents Phil Shapiro's group folk guitar lessons. Eight one-hour lessons on Monday nights, starting Sept. 7 are offered for beginners at 7 p.m. and for intermediates at 8 p.m.

The beginners' class is for those who have never played at all or just a little and assumes no knowledge whatsoever. The later class is for players with some experience who want to learn fingerpicking or break out of repetitious patterns and includes an introduction to improvisation. Those unsure which class is for them should come to both.

The entire course costs \$25, payable at the first lesson. Classes are held in the North Room of Willard Straight Hall, at the top of the main stairway. The courses are open to the general public. Don't forget to bring a guitar. For more information, call Phil Shapiro at 844-4535.

Alternatives Library

Located in 122 Anabel Taylor Hall, this library contains more than 5,000 books, 180 periodicals and 350 tapes and slide shows on topics of individual, social and ecological transformations. Areas include eco-justice, holistic health, Native Americans, sustainable agriculture, appropriate technology, gay issues, political and economic analysis, and spirituality and mysticism.

CUSLAR

Committee on U.S./Latin American Relations meets at 5 p.m. on Mondays in the Commons Coffee House. For more information call 255-7293.

Fuertes Observatory

Fuertes Observatory, located on the hill behind Helen Newman Hall, will be open to the public every clear Friday night this spring from 8 p.m. until midnight. Call the observatory at 255-3557 after 8 p.m. on clear Fridays for more information.

Intramural Tennis: men, women (doubles)

Deadline for entries is Sept. 2 at 4 p.m. in the intramural office, Helen Newman Hall. Two to enter. Fee is \$10 per team, due with roster. Checks payable to Cornell University. Play will be straight elimination tournament, Monday through Thursday, 9 p.m. and 10:30

p.m., Sunday, 7 p.m. in the Tennis Bubble next to Upper Alumni Field.

Intramural Touch Football (men, women)

Deadline for entries is Sept. 3 at 4 p.m. in the intramural office, Helen Newman Hall. Minimum of 12 to enter. Playing days are Monday through Friday starting at 4:35 p.m. Please specify your preferred day of play (1st, 2nd, 3rd) on roster. \$10 per team to enter, checks payable to Cornell University.

Personal Growth Workshops

New series beginning the week of Sep. 14 will include assertiveness, building self-esteem, building satisfying relationships, stress management, women, food and self-esteem.

Lesbian? Bisexual? a support group for women, meets Wednesdays, 7-9 p.m., 103 Barnes Hall; Gay? Bisexual? a support discussion group for men meets Tuesdays, 6-8 p.m., 103 Barnes Hall.

Groups are free and confidential and open to all members of the Cornell community. Sign-ups begin Sept. 3. For more information or to sign up, call 255-3608 or stop by 103 Barnes Hall.

Cornell Wives Club

Cornell wives and wives of Cornell students are invited to attend an organizational meeting Sept. 1 at 7:30 p.m. in the Bess Brown Center, Hasbrouk Apartments, to discuss the

year's events, including aerobics, tennis, cross-country skiing, crafts, cooking and games. Refreshments will be served. For more information, call Vivianne Scully at 277-4333.

Olin Library Tours

Tours to introduce newcomers to Olin Library's services, facilities and resources last approximately 45 minutes. Tours meet in the lobby across from the circulation desk at the following times: Aug. 27, 10:10 a.m. and 11:10 a.m.; Aug. 28, 9:10 and 1:10; Aug. 31, 11:10 a.m.; Sept. 1, 9:10 a.m., Sept. 2, 2:10 p.m., Sept. 3, 1:10 p.m.

Olin Library Research Seminars and Government Documents Seminars will be offered this fall beginning Aug. 28, 10 a.m. For more information on seminar times and sign-up come to the Olin Library Reference Desk, or call 255-4144.

Uris Library Tours

Tours of the Uris Undergraduate Library will be given weekdays Aug. 25-31 and Aug. 31-Sept. 4. Meet at the Uris Circulation Desk at the following times: Aug. 27 10 a.m., 3 p.m.; Aug. 28, 10 a.m., 3 p.m.; Aug. 31, 3:30 p.m., Sept. 1, 12:30 p.m.; Sept. 2, 2:30 p.m., Sept. 3, 3:30 p.m.; Sept. 4, 11:15 a.m.

Uris Library tours last approximately 30 minutes. Handicapped students needing special tours should call 255-2339.

Baughan sets record: recruits 72 freshmen

A record number of 72 high school football stars were recruited by Cornell this year in competition with other universities which offered them handsome athletic scholarships, Maxie Baughan, the head coach, told team supporters at a dinner Aug. 13.

Baughan, who noted that he was able to recruit only three such athletes in his first year, 1983, attributed this year's success to the quality of the education Cornell offers its scholar athletes, which they found more appealing than dollars and cents on offer from competing institutions outside the Ivy League.

As he drove about the campus after last year's 8-2 season ended, Baughan hit upon a novel way to dramatize Cornell for his potential recruits. "I counted 15 construction cranes all over the place," he said.

"So when these young players came to visit, I asked them, 'How many cranes did you see at Harvard? How many cranes did you see at Yale?' They got the message that this is a dynamic place to go to school."

Though he linked successful football directly to successful recruiting, Baughan did not promise another winning season as a certainty for this year. "But when we get through with Penn," he said of the season opener Sept. 10, "they'll know they had themselves a game of football!"

Hotel changes to match industry's

From wine cellars to computers, the Hotel School is being rebuilt to provide classrooms and laboratories for an increasingly complex industry.

"Twenty or 30 years ago, most of our graduates went to hotel jobs," said David C. Dunn, associate dean for academic affairs in the School of Hotel Administration.

"But today the number of avenues open to undergraduate students has multiplied many times. They can go into airline catering, club management, restaurant management, casino management, property management, marketing or financial management firms which serve the hospitality industry."

With a budget of \$39 million, approved in July, the new Statler Hotel & Conference Center, a nine-story hotel with 150 guest rooms, is scheduled to be ready when classes start in September 1988. This year, classes are being taught in other university buildings, and restaurant management laboratories are being provided by local industry.

New facilities planned

The conference center auditorium in the new hotel is designed to seat about 96 people and will be equipped with the latest audio and video equipment and with numerous siderooms for smaller break-out meetings.

Statler Hall's new Vance Christian Beverage Management Center will include a storage facility with precise temperature controls for wines the school uses in teaching vin-

tages, handling and serving of not only French and California labels but also wines produced in Cornell's backyard, the Finger Lakes district of central New York State.

An expanded library will make more books and periodicals readily available to students on open stacks rather than tucked away in storage areas. A new computer system will be installed to enable students and faculty to access data bases in other universities and in the hotel industry, plugging them into the real world.

Dunn said that several more professors may be hired as the academic program expands in its new quarters. About 42 resident faculty members and some 10 to 15 visiting professors now teach approximately 650 undergraduates and about 80 students who are working on master's degrees. In addition, nine students are pursuing their Ph.D.s.

Dunn, who joined the Cornell faculty in 1964, says he has seen changes in student attitudes since the turbulent Vietnam demonstrations of the late 1960s.

"In the late '60s, a substantial number of students seemed more interested in controversial political issues than in getting on with the business of education. Today I detect a more career-oriented spirit, which often has an entrepreneurial bent — the desire of the students to own their own businesses or to strike out with a new concept."

The academic dean mentioned hotels offering only suites as an example of a new concept.

— Albert E. Kaff

New York losing fewer workers now

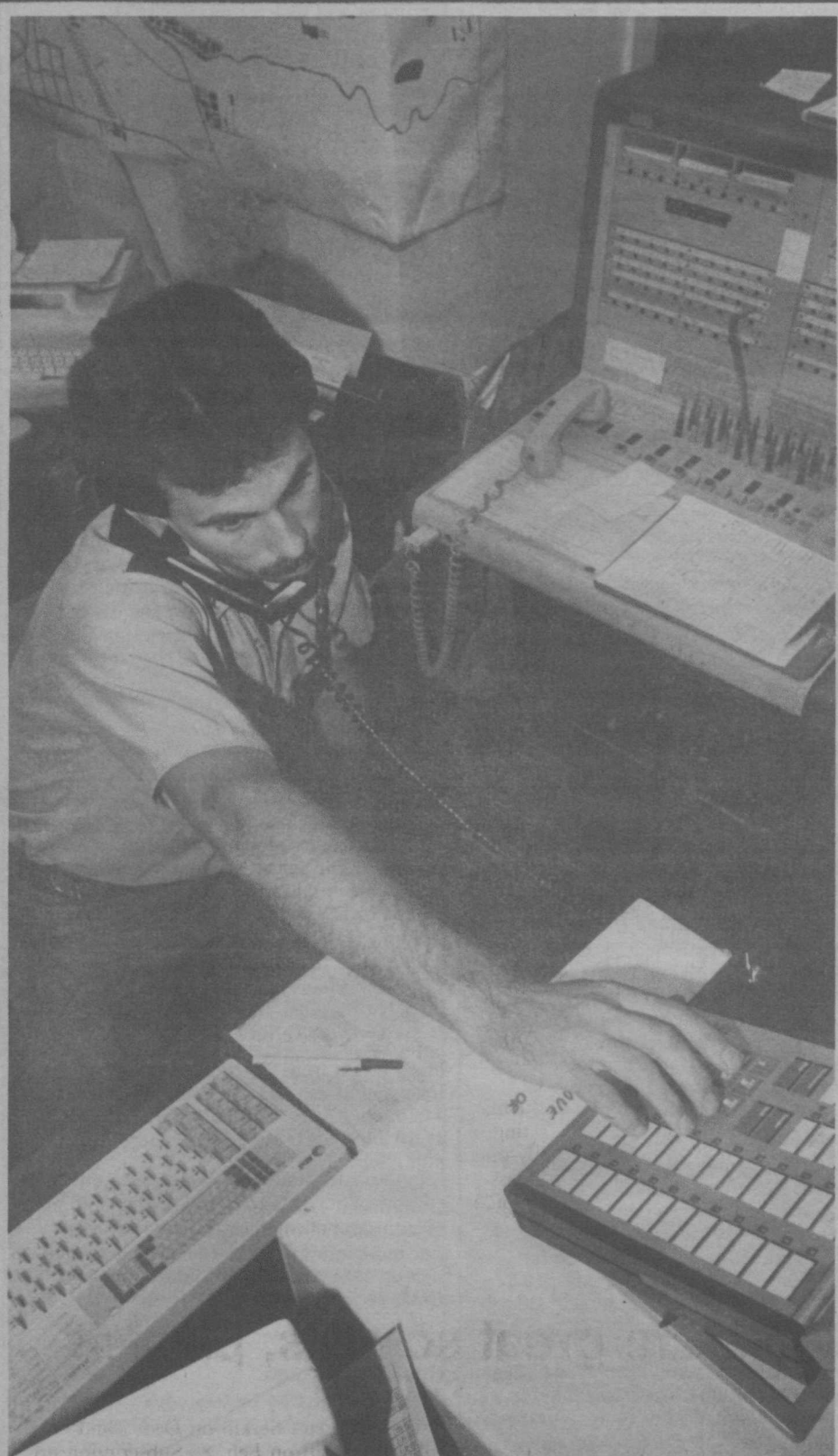
Far fewer people left New York State for better job opportunities during the first half of this decade than between 1975 and 1980, according to a study by the Public Policy Institute and the Cornell Institute for Social and Economic Research (CISER).

The report, co-written by Warren Brown, a research associate at CISER, found that New York cut its interstate migration losses by one-half, from 1.1 million between 1975 and 1980 to 544,000 between 1980 and 1985.

Daniel B. Walsh, president of the Public Policy Institute, attributed the improved migration figures to changes in the state's economy. From 1975 to 1980, New York's job growth rate of 5.5 percent was far behind the national rate of 17.4 percent, and people moved elsewhere for jobs, he said. But from 1980 to 1985, the state's 7.5 percent job growth was comparable to the 7.9 percent national figure, he pointed out.

The Public Policy Institute is a research affiliate of The Business Council of New York State Inc. CISER's Brown and Kenneth J. Pokalsky, director of research at the Public Policy Institute, conducted the study, which used data from the U.S. Census Bureau's Current Population Survey to examine migration trends.

— Mark Eyerly



The departments of Public Safety and Telecommunications have replaced The Blue Light bus service's old 'Lilly Tomlin' telephone switchboard with a modern AT&T 6300 computer system that is compatible with System 85. The new and smaller system will allow campus police to identify the source of a Blue Light call more quickly than before and to respond more efficiently. Here, D.W. Barker operates the new system.

Briefs Continued from page 2

■ **Moen named to NSF post:** Phyllis Moen, associate professor of human development and family studies and of sociology, has been named the associate program director for sociology at the National Science Foundation.

A specialist in issues related to women, work and family, Moen assumed her NSF post Aug. 25. She is on a two-year leave from Cornell. She will oversee the review process for some 200 research proposals received annually by NSF's sociology program. The sociology program awards about \$3.9 million in research grants each year. Moen joined Cornell in 1978 and is the author or co-author of some 30 publications, book reviews and technical reports.

■ **Students may sign up for breakfast with President Rhodes:** Students may sign up for a breakfast with President Frank H. T. Rhodes during the fall term by calling 255-5201. The breakfasts are scheduled at various times throughout the term and are held from 7:30 to 8:30 a.m. in the Elmhurst Room of Willard Straight Hall.

■ **English course offered to visiting scholars:** A 10-week 20-session course in English as second language especially designed for foreign scholars will be offered starting Oct. 5, through the university's Programs in Professional Education. The fee for the non-credit course is \$400. The deadline for registration is 4:30 p.m. Sept. 29. Registration forms and information are available from Patricia Updike, B12 Ives Hall, 255-7259.

■ **Reception to honor Morris and Helen Goldfarb:** An open reception is scheduled for Sept. 10 at 4:30 p.m. in the Founders Room of Anabel Taylor Hall to formally dedicate the Hillel Library in Anabel Taylor Hall in honor of Morris and Helen Goldfarb. The event will also celebrate the 50th wedding anniversary of the couple. Rabbi Goldfarb is Director Emeritus of Hillel and a University Chaplain Emeritus. The library housed in room G-34 is supported with an endowment established with gifts from alumni and friends of Cornell's B'nai B'rith Hillel Foundation.

■ **Viticulture research at Geneva receives \$250,000 endowment:** The J.M. Kaplan Fund of New York City has established a \$250,000 endowment at Cornell's Geneva agricultural experiment station for research in viticulture. Kaplan, owner of the Welch Grape Juice Company (now Welch Foods, Inc.) from 1945 to 1956; died in July at the age of 95. He was long associated with the Concord grape industry and was a strong supporter in the establishment of the National Grape Cooperative in 1945.

■ **Safety shoes will be available Aug. 28:** Employees may purchase safety shoes eligible for departmental reimbursement from the Lehigh Safety Shoemobile, which will be parked at South Riley Robb Hall Aug. 28 from 9 a.m. to 12:30 p.m. and from 1:30 to 3 p.m. For details of the reimbursement program call Alex L. McCord at the Life Safety, 255-3741.

■ **Child care tips to be offered:** The Tompkins County Day Care Council will provide information on child care and baby sitter services at 7 p.m., Sept. 2, in the Bess Brown Center of Hasbrouck Apartments.

■ **Student and family health insurance to be discussed:** The ins and outs of student insurance policies will be discussed during a session scheduled for 7:30 p.m., Sept. 8, at the Bess Brown Center of Hasbrouck Apartments.

■ **Dish to pass dinner planned for graduate students and families:** A dish to pass dinner and information evening for graduate students and their families is scheduled for 5 p.m., Sept. 12, in the first floor lounge of Robert Purcell. Beverages, plates and utensils will be provided.

■ **International Women's Friendship Club will meet:** A reception and membership meeting will be held 7 p.m., Sept. 3, in the Bess Brown Center of Hasbrouck Apartments.

■ **Olin Library research seminars start Aug. 28:** Five general research seminars for faculty members and graduate students will be offered this fall covering Olin Library's Union Card Catalogs, Computer Assisted Search Service, subject search strategies, reference materials, interlibrary services and the Research Libraries Information Network. The two-hour sessions are scheduled for Aug. 28 at 10 a.m., Sept. 12 at 10 a.m., Sept. 23 at 9 a.m., Oct. 6 at 7 p.m. and Oct. 23 at 10 a.m. The seminars will be in Olin 703. For more details and to register call the Olin Reference Desk, 255-4144.

■ **Nursery school, child and family care information available:** The Day Care and Child Development Council of Tompkins County at 306 N. Aurora St., telephone 273-0259, provides information and referrals for child and family care and other program for children. Council publications, including the brochure, "Programs for Young Children in Tompkins County 1987-88," are available on campus to faculty, staff and students at the Office of Equal Opportunity, 234 Day Hall.

Ecologists to begin five-year study of forests without trees

Hoping to learn what happens to a forest when all its trees are gone, a Cornell-based team of ecologists will use a \$2 million grant from the National Science Foundation to chronicle results of large-scale disturbances to woodlands.

The five-year, multi-disciplinary study is funded through the NSF's Long-Term Ecological Research (LTER) program, and will focus on one of the most extensively documented woodlands in North America, the Hubbard Brook Experimental Forest.

The forest disturbance most easily controlled and studied also has the most economic importance: whole-tree harvesting. Giant machines can mow through forests, harvesting and pulverizing all the trees, twigs and leaves — everything but the underground roots.

Situated some 100 miles north of Boston in the White Mountains of New Hampshire, Hubbard Brook has been operated as an ecological experiment site by the U.S. Forest Service since 1955. It was the site where the occurrence of acid rain was first documented in North America.

Now the government-supported researchers plan a multi-year study of clear-cut and forested sections of Hubbard Brook. Participating will be ecologists from the U.S. Forest Service; the Institute of Ecosystem Studies; Cornell, Syracuse and

Yale universities; Dartmouth College; and the University of Pennsylvania.

Effects of whole-tree harvesting

Large-scale disturbances to forests include forest fires and hurricanes, noted Timothy J. Fahey, assistant professor of natural resources at Cornell and director of the LTER project at Hubbard Brook. The forest disturbance that is most easily controlled and studied also has the most economic importance: whole-tree harvesting.

"Whole-tree harvesting has become an efficient forestry management practice because of new techniques for processing pulp and fuel wood," Fahey explained. Giant machines can mow through forests, harvesting and pulverizing all the trees, twigs and leaves — everything but the underground roots. Recently developed processes turn particles of the former forest into paper pulp, fuel pellets and other wood products.

"It's a very effective way of getting full value of the wood and there is a large market for pulpwood, but the jury is still out on long-term effects to the land, the animals, and the surrounding lakes and rivers," Fahey said.

Forest scientists are especially interested in how soil loses or retains important nutrients such as phosphorus and nitrogen when living trees are eliminated by timber harvesting, hurricanes or forest fires. Besides depleting the soil, which must support the next generation of trees, the loss of nitrogen and phosphorus is blamed for polluting lakes and streams.

— Roger Segelken



Taking advantage of good weather, Earl Wright paints one of the doorways to Barton Hall earlier this month.

10 urge more support for population biology

Citing the economic payoff from averted environmental disasters, Thomas Eisner, Schurman Professor of Biology, and nine other distinguished scientists are calling for a dramatic increase in federal funding to research in population biology.

In a statement Aug. 10 by The Club of Earth at the annual meeting of the American Institute of Biological Sciences in Columbus, Ohio, the ad hoc group of ecologists urged that the National Science Foundation's "absurdly low" budget for population biology research — now at about \$40 million a year — be quintupled.

They defined population biology as the sciences of ecology, evolutionary biology, animal behavior and taxonomy, and said basic research in the field "is as essential for treating the ills of the human environment as basic research in molecular biology is for treating the ills of individual humans."

Population biology studies, they said, lead to better understanding of problems ranging from ozone depletion, African bees and the collapse of fish populations to pesticide resistance, atmospheric carbon dioxide build-up and AIDS.

Besides Eisner, Club of Earth members include Jared Diamond of UCLA, Paul R. Ehrlich and Harold A. Mooney of Stanford, G. Evelyn Hutchinson of Yale, Ernst Mayr and Edward O. Wilson of Harvard, Charles D. Michener of the University of Kansas, Ruth Patrick of the Academy of Natural Sciences and Peter H. Raven of the Missouri Botanical Garden. The scientists are all elected members of the National Academy of Sciences and the American Academy of Arts and Sciences.

Society willingly spends a billion dollars a year in the war against cancer, the ecologists observed, "even though we don't need to defeat cancer by some particular year in order to ensure the human race's survival. Why doesn't society realize that the same reasoning applies even more strongly to the human suffering and economic costs resulting from problems of ecosystem health, where we do face deadlines?"

— Roger Segelken

Engineers thump roads to test their strength

By thumping an asphalt road with the force of an 18-wheel truck and feeding data on the resulting deflection into a computer program called PAVMAN, engineers at Cornell can predict when an asphalt road will need repair and how much new material will be needed to renovate it. Although still experimental, the technique offers the promise of catching roads before they deteriorate into teeth-rattling, potholed washboards.

According to the system's developers, Cheryl Richter of the New York State Department of Transportation (NYSDOT) and Associate Professor of Agricultural Engineering Lynne Irwin, road engineers traditionally base road repair decisions largely on judgement of road condition when they inspect it.

"This means that if they see a road that's just going bad, by the time they run the repair order through the system, it may be two years later and the road will be in terrible shape," said Irwin.

Such a delay between deterioration and repairs costs drivers huge amounts of money in wear and tear on cars driven over the poor-quality road, said Irwin. However, a useful predictive method could allow engineers to anticipate pavement deterioration and be ready with repairs by the time they become necessary, the engineers said.

"This pioneering system relates the measured behavior of the materials in the pavement to the need for additional strengthening layers," said Richter, who developed the system for her M.S. in engineering at Cornell.

As part of her research, Richter field-tested the system on a one-mile stretch of State Route 96 in Seneca County. The results compared very favorably with traditional methods of road management. However, the new system provides engineers with substantially more information on which to base road rehabilitation recommendations, said Richter.

"Although we feel this could be an extremely useful development, our work has so far only scratched the surface," Richter said. "For example, PAVMAN now prescribes only how much overlay should be added to a road. Even though the vast majority of renovation does consist of asphalt overlays, a new overlay is not always the best route to renovation."

— Dennis Meredith

Executives brush up on business here

Sixty-five business executives from the United States and 10 other countries exchanged their suits or dresses for shorts, jeans, polo shirts, sandals and running shoes and became students here this summer.

"My main problem was living in a dormitory," said Deborah J. Dietrick, a regional systems manager for Tandem Computers in Dallas.

But Dietrick said the inconveniences of returning to student life for five weeks seemed unimportant compared with new knowledge she hopes will advance her career.

Dietrick and her classmates from banks, manufacturers, energy firms and other enterprises were attending the 35th Executive Development Program at Cornell's Johnson Graduate School of Management.

Average age of the students was 41. Attending the classes were business

managers from the United States, Canada, France, Australia, England, Switzerland, West Germany, Venezuela, Argentina, South Africa and Jamaica.

They came from Boeing Co., Polaroid Corp., Grumman Corp., Conoco Inc., Chevron Corp., Martin Marietta Corp., Eli Lilly & Co., Coca-Cola Co., Texaco Inc., NYNEX Corp., American Telephone & Telegraph Co., Coopers & Lybrand, Morgan Guaranty Trust Co., Eastman Kodak Co., Weyerhaeuser Co., U.S. Army War College, Citicorp, Lockheed Corp. and others.

They paid \$8,000 each to hear academic lectures on marketing, finance, budgeting, manufacturing, mergers, leveraged buy-outs and other topics from real-world business.

The adult students frequently interrupted lecturing professors with questions and comments.

"These executives obviously have a greater background in business than do our regular graduate students," said program director L. Joseph Thomas, a professor in the Johnson School. "The executives are very lively in classroom discussions, and they have something important to say. Younger students simply do not bring much experience to the classroom."

The business chiefs escape two nightmares of regular students: They take no tests and receive no grades.

Are classrooms too academic for the executive suite?

"Not at all," said Denys E. Williams, a personnel director in Jamaica, the West Indies. "The class work is very appropriate. Businessmen and top executives today need academic insights to meet the increasingly complex challenges of their work."

— Albert E. Kaff

Bailey Hall series will feature great soloists, pianists

Some of the world's most acclaimed musicians will visit here this year as part of the Cornell Concert Series. There will be two series: a Great Soloist and Orchestra series and a Grand Pianist series. Both will be housed in Bailey Hall.

The Rotterdam Philharmonic, James Conlon conducting, will inaugurate the first series on Oct. 7 with a program of Mozart and Mahler, with Bella Davidovich piano soloist.

Violinist Itzhak Perlman will perform on Nov. 3; the English Chamber Orchestra, Jeffrey Tate conducting, with Frank Peter Zimmermann violin soloist will be here on March 3; and Metropolitan Opera star soprano Kathleen Battle will perform on April 12. Subscription prices for the general public range from \$52 to \$83 and for students from \$44 to \$70.

The Grand Pianist series will offer a showcase for music written for the piano.

Andre Watts will perform on Sept. 22, followed by Peter Serkin on Dec. 7 and Andras Schiff on Feb. 8. Subscription prices for the pianist series range from \$28 to \$45 for the general public, and \$24 to \$38 for students.

Subscriptions are on sale at the Lincoln Hall ticket office. For more information, call 255-5144 Monday through Friday between 9 a.m. and 1 p.m. VISA, MasterCard and Cornellcard are accepted.

Job Opportunities

August 27, 1987
Number 32
Office of Human Resources
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

In compliance with the Immigration Reform and Control Act of 1986, Cornell University is now required to check the identity and employment eligibility of all new hires.

Effective June 1, 1987, if you accept a position, you must show documents on or before your first day of work, that indicate your identity and employment eligibility; for example, a state issued driver's license and a birth certificate. For more information, contact Staffing Services, 255-5226.

-Employment and employee transfer applications forms are available at both Staffing Services locations-160 Day Hall and East Hill Plaza.

-Requests for referral and/or cover letters are not accepted unless specified in the ad.

-Cornell University is an Affirmative Action/Equal Opportunity Employer.

-This listing is also available on CUINFO, Cornell's computerized info service.

Administrative and Professional

Minimum salaries listed are for recruitment purposes only.

ASSOCIATE VICE PRESIDENT FACILITIES PLANNING AND CONSTRUCTION (PA3219)

Responsible for managing all phases of the Univ. capital project development. Reporting to the Sr. V.P., the incumbent will share respons. with Vice Provost for Budget & Planning for development, implementation & maintenance of a full scale campus facilities plan covering building sites & infrastructure (e.g. utilities, roads, parking, landscape etc.). In addition respons. for complete facilities programming, site selection & design, while maintaining an effective construct. mgmt. org. which supports campus planning, space analysis & building project programs.

Req.: BS Arch. or Eng. req. Adv. degree pref. 15 yrs. of progress. resp. exp. in arch./eng. firm, construct. mgmt. or similar position in a large, complex public or private org. req. Demonstrated leadership in design & construct. of major capital projects & large-scale site plans essential. Effect. comm. & motivational skills with ability to work in a large decentralized environ. nec. Send resume & cover letter by 10/2 to Bettie H. Thompson.

ADMINISTRATIVE MANAGER I (PA3218)

Plant Pathology
Assist Dept. Chair, with administration of large academic dept. Responsible for staff support in all non-academic areas incl. financial, personnel & facilities mgmt. incl. renovations. Act as dept. resource person & chief liaison with numerous non-academic & academic offices. Supervise dept. clerical staff.

Req.: BA/BS or equiv. 2 yrs. mgmt. exp. in academic setting. Supervisory exp. Computer literate. Send cover letter & resume to Cynthia Smithbower by 9/11. Employees should include an employee transfer application.

RESEARCH SUPPORT SPECIALIST II (PT3214) Agronomy

Support plant physiology/seed biology research program involving physiological, biochemical, molecular & genetic mechanisms regulating embryogenesis, seed growth, maturation & germination. Grow & mature somatic embryos in tissue culture; from artificial seeds. Support biochem. lab & greenhouse activities; data collection, analysis & publication.

Req.: MS in biochem., plant molecular bio., chem., plant physiology, plant sci. or agronomy. 2 yrs. biochemical research req. Radioisotope & plant tissue culture exp. desired. Org. & supervisory skills essential. Date analysis, interpretation & computer skills needed. Send cover letter & resume to Judi Pulkinen by 9/11.

RESEARCH SUPPORT SPECIALIST II (PT3202) Horticultural Sciences-Geneva

Function as lab mgr.; plan & conduct plant biotechnology research exp. in an independent manner with project leader.

Req.: BS req., MS pref. 3-5 yrs. lab exp. Send cover letter & resume to C.A. Hibbard, Box 15, Roberts Hall by 9/11.

APPLICATIONS PROGRAMMER II (PT3209) Agricultural Economics

Assist faculty in creative design, development & use of computer technology to improve quality of teaching in undergrad. courses. 3 yrs. Contingent upon funding & need.

Req.: BS with computer related courses or equiv. trng. & exp. IBM environ., microcomputing systems, knowl. of data & file mgmt. processes. 1 yr. exp. in data processing environ. & interest in academic instruction. Strong interper. skills. Send cover letter & resume to Judi Pulkinen by 9/11.

DINING SUPERVISOR (PG3210, PG3215) Dining Services

Supervise daily operation of dining unit, incl. purchasing & storage of food & supplies, maintenance of equip., planning menus & preparation & dispensing of food.

Req.: AAS or equiv. combination of ed. & exp. req. 1 yr. food service supervisory exp. Knowl. of food & health codes desir. Send cover letter & resume by 9/3 to J. Courtney Fletcher.

PUBLIC AFFAIRS ASST. (PC3213) Law School Development & Public Affairs

Work with Asst. Dean to plan, develop & implement programs relating to increasing support for Law School. Work closely with alumni, friends, faculty, students & staff in capital fund raising & annual giving programs. Until 8/88.

Req.: BS or equiv. Exc. org., interper. & comm. skills. Knowl. of computing & data-based info. systems. Exp. in event/mtg. planning desir. Send cover letter & resume to Esther Smith by 9/4.

EXECUTIVE STAFF ASST. (PC3212) Ecosystems Research Ctr.

Responsible for daily admin. of ERC provide admin. support to Dir. & Assoc. Dir. incl. in their roles as faculty in Section of Ecology & Systematics; assist with budget mgmt.; develop & implement efficient off. procedures; manage workloads to assure timely completion of tasks; edit manuscripts.

Req.: BS desir. some sci. background or sci. editing. 3-5 yrs. admin. exp. Scientific editing. Microcomputer skills desir. Send cover letter & resume to Esther Smith by 9/4.

SR. TECHNICIAN (PA3208) NYC Co-op Ext.: SBEP

Perform energy audits for small business & non-profits in NYC. Promotes Small Business Energy Efficiency Program in area. Provides educ'l. material on energy conservation to target audiences. Supervises program support staff.

Req.: BA/BS with core course work in math & sci. Exp. in related field. Exc. comm. (verbal/writing) skills. Send cover letter & resume to Cynthia Smithbower by 9/4.

HEALTH ASSOCIATE I (PA3203) Univ. Health Services

Using health associate-physician approved guidelines, provide primary health care to Univ. students, faculty & staff members. Emphasis is placed on continuity of care, health ed., health maintenance & preventative care.

Req.: NYS RN/PA lic. & grad. of accredited NP/PA program req. Exp. & professional certification pref. Send cover letter & resume to Cynthia Smithbower by 9/11.

SYSTEMS PROGRAMMER II (PT3207) Integrated Pest Mgmt.

Develop expert system applications. Interview experts to discover & codify decision-making processes used in approaches to crop protection. Participate in evaluations of expert system software & artificial intelligence applications.

Req.: BS in computer sci. with expert systems exp. 2-3 yrs. related exp. Demonstrated interper. skills essential. Coursework in artificial intelligence or expert systems & a familiarity with software pkgs. such as Lisp, Prolog, Rulemaster & C helpful. Send cover letter & resume to Dr. James P. Tette, Integrated Pest Mgmt., NYS Agric. Experiment Station, Geneva, NY by 9/11.

RESEARCH SUPPORT SPECIALIST I (PT3205) Plant Pathology

Design, execute & analyze experiments related to study of soil-borne plant pathogens. Independent research will be conducted in 1 or more following areas: Microbial responses to roots, isolation & analysis of plant exudates, microbe-microbe interactions, biological control. Train & supervise students & others in lab experimental procedure. Routine lab mgmt.

Req.: MS or equiv. in Plant Path. or Microbio. or related field. 2 yrs. lab exp. in Microbiology req., trng. in biochem. & soil science desir. Evidence of independent research skills req. Send cover letter & resume to Judi Pulkinen by 9/11.

RESEARCH SUPPORT SPECIALIST I (PT3204) Plant Pathology

Provide tissue culture expertise to research program on biology & control of nematode parasites of potato. Resp. for all support effort involving tissue culture experimentation incl. experimental design & analysis. Investigations focus on use of tissue culture technology to contribute to better understanding of host-resistance & nematode biology, which are primary objectives of research program.

Req.: MS or equiv. in Bio. or related field. 2 yrs. exp. in plant tissue culture techniques. Send cover letter & resume to Judi Pulkinen by 9/11.

MGR., CUSTOMER SERVICE (PA3211) Maintenance & Serv. Operations

Manage Univ's. approx. \$3m/yr. in-house preventive & routine maintenance programs. Responsible for daily supervision of 4 subordinate units: Customer Service Ctr., Customer Service Shop, Mechanical Maintenance Shop & Garage.

Req.: BS in field of engineering a plus. Working knowl. of computerized preventive maintenance scheduling system. Demonstrated supervisory skills. Proven oral/written comm. skills. 7 yrs. exp. in facilities maint. Knowl. of CU facilities helpful. Send cover letter & resume to Cynthia Smithbower by 9/11. Employees should include an employee transfer application.

APPLICATIONS PROGRAMMER/ANALYST III (PT3201) Mechanical & Aerospace Eng.

Resp. for continued development of large, sophisticated software pkg. Responsible for documentation, development of new applications & system utilities to support ongoing application development by others.

Req.: BS or MS in technical field, Programming exp. in FORTRAN, C, UNIX, color graphics & distributed processing. Send cover letter & resume to Judi Pulkinen by 9/11.

ASSOCIATE DIRECTOR (PA3216) Office of Human Resources

Responsible for developing goals, operating plans, & strategic objectives related to the mgmt. of Benefits, Compensation & Human Resources Information areas. In collaboration with Dir. & Dep. Dir., provide gen. mgmt. of Division & assist key Univ. administrators regarding implications of organizational change efforts.

Req.: BS/BA or equiv. Adv. degree in HR mgmt. or bus. admin. pref. Extensive & progressively resp. HR exp. with mgmt. respons. in at least 2 of above areas; knowl. of PC/computer hardware/software essent. Strong org., analytic & supv. skills nec. Exc. oral presentation & writing skills critical. Send cover letter & resume to Bettie Thompson by 9/11.

DIRECTOR (PA3217) Office Of Equal Opportunity

Under the leadership of Assoc. Vice Pres./Human Relations responsible for ensuring Univ. compliance & commitment to academic & non-academic AA/EEO programming. Duties incl. advising Assoc. V.P. & other exec. officers on program guidelines; develop & implement programs/resources designed to address Univ. AA Plan goals & object.; provide training & tech. resources to managers for ensuring optimal work environment.

Req.: BA/BS req. MA/MS pref. Extensive admin. exp. in higher ed. dealing with policy/procedure development & implementation at a sr. level pref. Familiar with EDP reporting/analysis environ. nec. Demonstrated knowl. of AA/EEO regs. (with part. emphasis on MBE/WBE util.), reporting req. with exc. comm. skills (written/oral) req. Ability to work with faculty, admin., staff & students req. Send resume & cover letter by 9/30 to Bettie H. Thompson.

RESEARCH SUPPORT SPECIALIST III (PT2106) Agricultural Economics-repost

Conduct research in agric. finance & invest-

ment behavior, incl. design or research, data collection, analysis & report prep.

Req.: MA in Ag. Econ. or related field. Farm background & agricultural finance exp. pref. Send cover letter & resume to Dr. E. LaRue, Ag. Econ., 155 Warren Hall by 9/11.

ASSOCIATE DIRECTOR (PA131) Campus Store-repost

Manage all facets of support functions of store: business office, operations, traffic, personnel, systems; provide leadership in these areas & facilitate full store planning; provide support to director in storewide planning & decision-making.

Req.: MBA or equiv. & 5 yrs. exp. in retail or business environ. Supervisory & financial exp. essential. Exc. verbal & written comm. skills needed. Planning, negotiating, org. & general admin. skills req. Familiarity with automated business systems pref. Send cover letter & resume to Cynthia Smithbower by 9/18.

TEACHING LAB COORDINATOR (PT3114) Plant Pathology

Provide scholarly, innovative, independent support for plant path. lab courses. Organize materials (plants, pathogens, equipment), orient teaching assts. & work with professors to develop new aspects of courses. May also develop tutorial units, slide-tape sets, computer exercises & computerized methods of bookkeeping appropriate for teachers. May be required to teach lab sections in some plant path. courses.

Req.: MS or equiv. in Plant Pathology or Mycology plus 3-5 yrs. related exp. Send cover letter & resume to Judi Pulkinen by 9/4.

DIR., DEVELOPMENT & ALUMNI AFFAIRS, COLLEGE OF ENGINEERING (PA3112) Public Affairs

Reporting to Asst. Dean, Development, oversee daily operation of college's fund raising & alumni affairs efforts. Work closely with Special Gifts & Foundation Relations, serve as liaison for College w/central Public Affairs units.

Req.: BS, grad degree desir. 5 yrs. broad-based, fundraising & alumni affairs exp. incl. working with volunteer groups. Exc. comm. & interper. skills. Send cover letter & resume to Cynthia Smithbower by 9/11. Employees should include an Employee Transfer Application.

MGR., REAL ESTATE OPERATIONS (PA3103) Real Estate

Acquire, sell & lease real property for Univ. Serve as primary business mgr. for dept. Manage academic real estate.

Req.: BS. Substantial real estate exp. Skills in real property & contract law, business finance & real estate. Good leadership & comm. skills. Send cover letter & resume to Cynthia Smithbower by 9/4.

MARKETING MGR., REAL ESTATE (PA3104) Real Estate

Market & lease building sites & space in project facilities. Promote general development of Cornell Research Park & other major real estate projects as assigned.

Req.: BS. Research background & construction or architecture skills helpful. Substantial real estate marketing exp. Skills in business finance, marketing, contract law, & real estate. Outstanding comm. skills. Send cover letter & resume to Cynthia Smithbower by 9/4.

SYSTEMS PROGRAMMER/ANALYST (PT3106) Computer Science

Provide programming support in LISP & C for large research project. Work closely with grad. students, research assoc. & faculty in designing & implementing systems. Programming includes solid modeling, simulation, graphics, real-time control, user interfaces & artificial intelligence.

Req.: BS in Computer Sci. or math or equiv. exp. 3-5 yrs. related exp. Strong background in geometry, knowl. of large, complex systems. Exp. with 3-dimensional computer graphics, solid modeling & complex LISP systems. Knowl. of kinematics & dynamics; advanced grad work in research area desir. Send cover letter & resume to Judi Pulkinen by 9/4.

DIR., ADMIN. OPER. & FACILITIES (PA3110) Engineering Dean's Office

Serve as college business mgr.; coordinate all financial planning with Dean & Assoc. Dean; help establish priorities for college programs & initiatives; oversee College facilities & physical development; assist in space allocation; acts as chief budget officer. Assist & advise Dean & Assoc. Dean on variety of admin. & policy matters as needed. Oversee Asst. Dir. (primarily resp. for personnel for College); & Acct. Coord.

Req.: MBA, MPA or BS with equiv. exp. Extensive exp. in budget/financial & personnel operations req. Send cover letter & resume to Cynthia Smithbower by 9/11. Employees should include an Employee Transfer Application.

CLEO PHYSICS PROGRAMMER (PT3111) Nuclear Studies

Provide top level internal technical guidance involving CLEO offline data analysis. Resp. for technical consulting, software design, programming documentation & coordinating analysis operation.

Req.: BS/BA or equiv. MS or equiv. pref. 3-5 yrs. related scientific programming. Ability to write complex scientific programs using FORTRAN, VAX/VMS or IBM/VM operating systems. Strong emphasis on computer sci. & physics coursework or equiv. Strong written/oral comm. skills & interper. skills. Able to function effectively within a large collaboration. Send cover letter & resume to Judi Pulkinen by 9/11.

DIR., MATERIALS MGMT. (PA3107) VP Facilities & Business

Direct materials mgmt. activities for Univ. Responsible for operation of Purchasing dept., General Stores, Travel Office, Day Hall Mail Room & records/vault storage.

Req.: BS plus extensive related exp. Strong background in purchasing. Demonstrated success implementing computer automation projects necessitating familiarity with PC's & mainframes req. Exc. supervisory, interper. & comm. skills. Send cover letter & resume to Cynthia Smithbower by 9/11.

ARCHITECT I (PA613) Facilities Engineering-repost

Perform architectural design & drafting services for Univ. renovations; participate & assist on

major projects; independently under take in-house projects.

Req.: BS Architecture. Min. or 1 yr. related exp.; exc. org., interper. & comm. (oral/written) skills, valid driver's lic. Send cover letter & resume to Cynthia Smithbower by 9/4.

HEALTH EDUCATOR (PA2606) Health Services-repost

Responsible for overall planning, development, coordination & evaluation of outreach programs on birth control, STD's & AIDS. Coordinate Peer Sexuality Ed. program, provide inservice training, & assist Dir., Health Ed.

Req.: MED/MPH with 2-3 yrs. exp. providing sexuality or AIDS ed. programs. Must have proven exc. written & oral comm. skills. Exp. working with college age men & women desir. Send cover letter & resume to Cynthia Smithbower by 8/27.

ASST. DIR., SUMMER COLLEGE (PA061) Summer Session-repost

Assist Summer College dir. in selection & recruitment of high school student participants. Direct summer residential program. With Residence Life asst. dir., develop & implement program for selecting & training summer residential staff. Full-time, regular, Jan.-Sept. Recurring 9 month appt.

Req.: BS in Student personnel or related field. MS pref. Exp. in residence life req., admission & financial aid exp. pref., supv. skills necessary. Must have use of own vehicle. Preferably able to live in residence hall for approx. 8 wks. Send cover letter & resume to Cynthia Smithbower by 9/30.

ASST. DIR., PROGRAMS & DEVELOPMENT (PA3001) Robert Purcell Union

Advise Program & Outdoor Recreation Boards. Coordinate training for student volunteers, employees & full-time staff. Budget & supervisory responsibilities for Craft Studio.

Req.: BA/BS with 3 yrs. exp. in related field of program advising & training pref. Must have exp. in working with minority students. Must be innovative, creative & have an unbridled enthusiasm for programming. Send cover letter & resume to Cynthia Smithbower by 9/14.

ESTIMATOR I (PG2908) M&SO

Prepare detailed estimates for maintenance, repair or construction projects.

Req.: AAS in Mech. Tech. or related field and/or completion of sheet metal apprenticeship program. Min. 5 yrs. exp. in field. Exc. comm. skills, understanding of scheduling & project mgmt. Exp. in univ. research environ. & computer knowl. most helpful. Send cover letter & resume to J. Courtney Fletcher.

ADMINISTRATIVE MANAGER I (PG2903) Residence Life, Fall Creek Gorge Area

Responsible for management of all housekeeping functions within residential area. Direct all personnel aspects of area housekeeping staff. Coord. quality assurance, purchasing & inventory for supplies, furnishings & contract services. Assist in planning, budget development & analysis.

Req.: BS or equiv. Exp. in supv., training & institutional housekeeping. Exc. admin., interper., written & oral comm. & human resource development skills necessary. Send cover letter & resume to J. Courtney Fletcher.

Clerical

REGULAR EMPLOYEES Submit an employee transfer application, resume & cover letter. Career counseling interviews are available by appt. **EXTERNAL APPLICANTS** Submit an employment application & resume. Interviews are conducted Wed. from 1-6pm at Staffing Services, East Hill Plaza by appt. Contact Esther Smith (255-6878) or Lauren Worsell (255-7044).

BINDING ASST., GR16 (C3222) Conservation Dept.-Olin Library

Prepare books & serials for commercial binding; pre-microfilm processing; preservation photocopy; supervise student assts. in bookmarking & security tape systems; provide assistance in training programs to other units.

Req.: H.S. dip. or equiv. Some college pref. Med. typing. Strong comm. & interper. skills. Reading ability in at least 1 foreign lang. desir. Able to identify priorities. Microcomputer skills. Minimum Biweekly Salary: \$401.78

BINDING ASST., GR16 (C3221) Conservation Dept.-Olin Library

Prepare books & serials for commercial binding; prefilm processing; preservation photocopy; supervise student assts. in bookmarking & security tape systems; provide assistance in training programs & to other units of dept.

Req.: H.S. dip. or equiv. Some college pref. Med. typing. Good comm. skills. Previous lib. or appropriate exp. Microcomputer skills pref. Minimum Biweekly Salary: \$401.78

PERSONNEL ASST., GR16 (C3212) Office of Human Resources

Maintain confidential employment files for all staff & faculty at CU. Complete requests for employment verification & credit references; process ID card replacements; sort & distribute all mail for OHR; annual mailing of W-2 forms; type file folders for newly hired employees. Input into computer terminal. Provide back-up support.

Req.: H.S. dip. or equiv. Lt. typing. Some off. exp. Exc. org. & interper. skills. Able to work independent. Confidentiality essential. Minimum Biweekly Salary: \$401.78

SECRETARY, GR17 (C3208) Art Dept.

Provide clerical support for admin. supv., dept. faculty & assist Grad. Field Rep. Type; provide recep. support; answer phones; mail. Other duties as assigned.

Req.: H.S. dip. or equiv. Med. typing. Some off. exp. helpful. Minimum Biweekly Salary: \$421.81

MEDICAL TRANSCRIPTIONIST, GR18 (C3207) Univ. Health Services

Medical transcriptionist/sec. for UHS clinicians. Act as backup for other transcriptionists; assist billing dept. in registering patient info. into computer. Other duties as assigned. 9 month position.

Req.: H.S. dip. or equiv. Medical terminology cert. pref. Exp. with medical term. req. Min. 1-2 yrs. exp. in medical office. Exc. typing & transcribing skills. Computer exp. pref. Heavy typing. Minimum Biweekly Salary: \$444.37

RECEPTIONIST, GR18 (C3220) Career Center

Handle all incoming calls & visitors for approximately 15 full-time staff; schedule appts.; assist & direct students to appropriate resources; assist with on-campus recruiting program; responsible for daily mail distribution; handle occasional special projects; some typing for general off.

Req.: H.S. dip. or equiv. Knowl. of basic off. procedures. Exp. in a fast-paced off. with busy switchboard desir. Med. typing. Exc. org., comm. & interper. skills essential. Minimum Biweekly Salary: \$444.37

SECRETARY, GR18 (C3214) Astronomy/NAIC

Type scientific papers, teaching materials, proposals; maintain files; make travel arrangements. Other duties as assigned.

Req.: H.S. dip. or equiv. Busn. or sec. school desir. Background in scientific typing. Exc. WP skills. Exc. org., interper. & comm. (written/oral) skills. Minimum Biweekly Salary: \$444.37

SR. RECORDS ASST., GR18 (C3219) Catalog Mgmt.-Olin Library

Locate in-process materials; process added copies & location materials; provide support for cataloging process through pre-cataloging searching; manage backlogs; search online databases; provide bibliographic control of CU dissertations; provide sec./admin. support to dept. Other duties as assigned.

Req.: AAS degree, 2 yrs. college or equiv. Lt. typing. Previous lib. tech. services exp. desir. Good org., interper. & comm. skills. Able to perform detailed work accurately. Some exp. w/PC & WP desir. Minimum Biweekly Salary: \$444.37

SR. RECORDS ASST., GR18 (C3215) Fine Arts Library

Maintain backlog of uncatalogued books; process incoming books & cards; produce monthly acquisitions list & maintain lists for same; pre-order searching; other duties incl. circ. asst.; supplies & maint. & phone maint.

Req.: BA or AAS or equiv. pref. Med. typing. Strong org. skills. Willingness to perform variety of tasks & work independ. Knowl. of any European language desir. Knowl. of WordPerfect & PCFile useful. Minimum Biweekly Salary: \$444.37

SR. RECORDS ASST., GR18 (C3210) Veterinary Library

Search & order monographs. Process all new books for shelves; marks, plates, sends vols. to cataloging; file catalog cards. Perform some catalog & collection maintenance. Staff Circ./Reserve/Info. desk to provide public service assist. to patrons; prepare & distribute newsletter. Other duties as assigned.

Req.: H.S. dip. or equiv. Lt. typing. Previous off. &/or libr. exp. desir., especially in acquisitions. Strong interper. & comm. skills. Able to organize & accurately perform detailed work. Knowl. of WP & microcomputers helpful. Minimum Biweekly Salary: \$444.37

PARKING & TRAFFIC OPERATIONS ASST., GR18 (C3204) Office of Transportation Services

Accurately transmit info. concerning parking & traffic to CU community. Conduct transactions for effective & efficient implementation of Univ. policies regarding parking, traffic & circ. on Ithaca campus.

Req.: H.S. dip. or equiv. Min. 1 yr. general off. or sales exp. Knowl. of data entry, work with mainframe & micro-computer applications & programs. Lt. typing. Minimum Biweekly Salary: \$444.37

SECRETARY, GR19 (C3205) JGSM

Provide sec. support for several dept. faculty. Broad set of responsibilities to supporting professors' programs in teaching & research. Answer & route phone calls; type corresp., manuscripts, class & examination materials, travel reqs., reports & research proposals; arrange travel & accommodations & meetings; coord. weekly seminars & workshops; place orders.

Req.: H.S. dip. or equiv. Some sec. school desir. Heavy typing. Exc. typing. Good grammar & spelling. Willingness to learn Mass-II WP. Previous WP exp. desired. Minimum Biweekly Salary: \$470.80

SECRETARY, GR20 (C3217) Agric. Engineering

Type large vol. of corresp., research (IBM compatible) ext. papers, classwork, proposals for outside funding, etc. on Leading Edge WP, make travel arrangements; prepare reimbursement vouchers for project personnel;

Computer network *Continued from page 1*

Cornell University, Telenet Communications and Proteon Corp. The identity of other bidding consortia can only be revealed by the consortium members themselves.

The contract is considered quite a plum, said Alison Brown, Associate Director for Advanced Computing and Networking of Cornell's Theory Center. Brown directs network operations management of NSFNET.

"There are five national supercomputer centers, but there will be only one NSFNET

management center, so whoever gets this contract will be the center of network research and development in this country," she said.

Once the new network manager is in place, the next major development in NSFNET's evolution will be a twenty-fold increase in the network's speed from its current 56,000 bits per second to 1.5 million bits per second. This acceleration to what engineers call "T1 speed" marks a major milestone in NSFNET's development.

According to Brown, the network will accelerate even further over the next few years to "T3 speed," or 45 million bits per second.

Even at 56,000 bits, however, the national network is growing quickly. Three regional networks — NYSERNet in New York State, SURANET centered at the University of Maryland and Merit (University of Michigan) — have linked to NSFNET. Other regionals soon to join will be MIDNET (University of Nebraska),

Sesquinet (Rice University), WESTNET (Colorado State), BARNET (Stanford University), and NorthWestNet (Boeing Computer Services).

So far, this means that some 60 campuses have access to the network, a number which will grow to 400 when the dozen or so networks are finally connected by 1988. As the regional networks expand, this number will increase further to several thousand campuses by 1990.

— Dennis Meredith

Job Opportunities

pertaining to budget, acctg., payroll, student employment. Exc. org., interper. & comm. (oral/written) skills. WP & computer exp. necessary, WANG exp. pref.

Minimum Biweekly Salary: \$527.69

ADMINISTRATIVE AIDE, GR23 (C3202) University Development

Provide broad-based admin. support under minimal supervision for Dir., Univ. Development. Coord. comm. with all of on & off-campus constituencies with whom the office works: trustees, donors & volunteers, executive staff of CU, deans, division of Public Affairs & their collective staffs & faculty.

Req.: AAS or equiv. Med. typing. Ext. admin. off. mgmt. exp. in higher ed., industry or government. Exc. org., comm. & interper. skills. Able to set priorities, handle frequent interruptions, & work in a complex, active environ. Handle confidential info. discreetly.

Minimum Biweekly Salary: \$589.44

ACCOUNTS COORDINATOR, GR21 (C3209) Civil & Environ. Engineering

Provide admin./acctg. (incl. grant contract) support for School. Budget preparation, reporting; accounts reconciliation; audit & justify terminal acct. charges.

Req.: AAS or equiv. Min. 3-5 yrs. exp. with complex acctg. program. Med. typing. Knowl. of CU Endowed acctg. (esp. grants & contracts). Good computation & interpretation skills. Accuracy. Exc. comm. (oral/written) skills. Knowl. of PCs helpful. Able to set priorities, meet deadlines & work in a complex, active environ.

Minimum Biweekly Salary: \$527.69

General Service

REGULAR EMPLOYEES Submit an employee transfer application to Staffing Services, East Hill Plaza. **EXTERNAL APPLICANTS:** Employment applications are available at Staffing Services, East Hill Plaza 9-noon, Mon.-Thurs.

SALES ASST., GR15 (G141) Campus Store-repost

Provide customer srvc. incl. direct customer contact on sales floor & operation of cash register; stock shelves, price merch. & maintain overall dept. appearance. Process mail & phone orders. Operate heat transfer machine. 2 p.m.-10 p.m., incl. some Saturdays.

Req.: H.S. dip. or equiv. Min. 6 months retail exp. in better clothing or dept. stores pref.; able to operate or learn to operate electronic cash register & heat transfer machine req.; good comm. skills a must.

Minimum Biweekly Salary: \$382.62

CUSTODIAN, SO16 (G3201) U&A Noyes Ctr.-Endowed

Provide general custodial care of bldgs. & grnds. in immediate vicinity of assigned area; incl. mopping, dusting & vacuuming. Mon.-Fri., 4 a.m.-12 noon.

Req.: H.S. dip. or equiv. Able to operate a variety of commercial cleaning equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Able to follow instruction & work for extended periods without supervision. 6 months related exp. pref.

Minimum hourly rate: \$5.14

CUSTODIAN, SO16 (G3210, G3211, G3212) Buildings Care-Endowed

Provide general custodial care of bldgs. & grnds. in immediate vicinity of assigned area. Mon.-Thurs., 6 a.m.-2:30 p.m.; Fri. 6 a.m.-1:30 p.m.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Minimum hourly rate: \$5.14

MATERIAL HANDLER, SO16 (G3214) Phys. Ed. & Athl.

Assist in operation of all equip. & laundry rooms. Issue equip. & secure its return; maintain inventory records; launder, repair & recondition equip. Transport laundry & equip. to designated areas. Prepare laundry for issue. Maintain locker areas. Serve janitorial needs of laundry & equip. areas. Mon.-Fri., 39 hrs./wk., avail. for day or evening shift.

Req.: H.S. dip. or equiv. Able to lift 100 lbs. & climb an 8 ft. ladder. Clean NYS driver's license req. Good interper. skills & exp. serving public nec. Familiar with computers desired.

Minimum hourly rate: \$5.14

SALES ASST., GR16 (G013) Campus Store-repost

Operate cash register; wait on customers; stock assigned areas. Operate photocopy equip. & MacIntosh PC with Laser printer. Functional supervision of student employees. 12 noon-9 a.m. & some weekends.

Req.: H.S. dip. or equiv. 0-6 months retail exp. pref. Exc. interper. & comm. skills req. Familiar with MacIntosh PC helpful.

Minimum Biweekly Salary: \$401.78

SALES ASST., GR17 (G142) Campus Store-repost

Provide customer srvc. incl. answering photography & electronic product (e.g. calculators, radios) questions. Process phone orders & operate electronic cash register. Price & shelve merchandise. Maintain overall dept. appearance; some light cleaning. 2 p.m.-10 p.m., some

Saturdays.

Req.: H.S. dip. or equiv. 1-3 yrs. sales exp. req. (pref. in photography or related products); able to operate or learn to operate elec. cash register req.; good comm. skills a must.

Minimum Biweekly Salary: \$421.81

PRINT ASST., SO17 (G2530) Media Services-Statutory-repost

Operate power paper cutter, automated collating equip. & other paper handling devices.

Req.: H.S. dip. or equiv. Vocational training in printing pref. Exp. & proven mechanical ability in print shop or bindery req. Able to lift 50 lbs.

Minimum hourly rate: \$5.42

COOK, SO20 (G3202) Dining-Endowed

Under general supervision, prepare & present a full variety of foods, as assigned, through own efforts & through supervision of staff. Shift subject to change.

Req.: H.S. dip. or equiv. 1-2 yrs. exp. in food preparation; knowl. of food cooking processes (grilling, frying, roasting, steaming) in an institutional environ. pref. Skilled in presenting & garnishing food. Working knowl. of use & maintenance of charbroilers, steam jacket kettles, pressure steamers, ovens, slicers, mixers, choppers & various hand tools.

Minimum hourly rate: \$6.34

COPY PREPARATION SPECIALIST, GR20 (G2529) Media Services-repost

Operate Compugraphic 8400 Typesetting system serving NYS Colleges of Ag. & Life Sci., Human Ecol. & NYS Coop. Ext.

Req.: H.S. dip. or equiv. Lt. typing. Formal training or exp. in Graphic Arts, Telecommunications & computers desir. Proven proficiencies in complex typesetting, formatting & coding. Able to adapt to new technology in typesetting. Strong interper. skills.

Minimum Biweekly Salary: \$496.80

OFFICE SYSTEM SPECIALIST, GR22 (G3209) Computer Services

Serve as advisor & consultant to customers to assist them in making informed decisions regarding acquisition of office equip.; incl. typewriters, dictation equip., word processors, printers, copy machines, PCs, etc. Advise on service & maintenance agreements. Serve as liaison between vendors & campus customers.

Req.: BS in busn. ed. or busn. admin. desir. 2-3 yrs. exp. selling &/or instructing in use of variety of office equip. Exp. as an operator of a variety of office equip. helpful. Exc. communications & org. skills. Valid NYS motor vehicle operator's license & car.

Minimum Biweekly Salary: \$556.14

UNIVERSITY SERVICE OFFICER, GR02 (G3205) Public Safety

Responsible for prevention & detection of criminal behavior; external & internal patrol of Univ. property within assigned area for fire, safety & crime hazards; enforcement of parking regulations on campus.

Req.: H.S. dip. or equiv. Formal ed., training or exp. in law enforcement field pref. Satisfactory completion of basic Univ. Service Officer training. U.S. citizenship; eyesight 20/40 corrected to 20/20; no record of convictions other than minor traffic infractions. NYS driver's lic.; able to obtain NYS pistol permit within 90 days of employment. Must pass physical exam.

Minimum hourly rate: \$6.50

Technical

REGULAR EMPLOYEES: Submit an employee transfer application, resume & cover letter. **EXTERNAL APPLICANTS:** Submit an employment application, resume, & list of laboratory techniques/equipment, or computer languages/hardware with which you are familiar. Submit a cover letter for each position for which you apply, (specify title, dept. & job number) to Judi Pulkinen, 160 Day Hall. Interviews are conducted the first Thursday of each month from 1:30-4:30 p.m. at Staffing Services, East Hill Plaza. The following backgrounds are highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech. No appt. is necessary, however a brief wait may be required.

TECHNICAL ASST., GR17 (T3214, T3215) Natural Resources

Assist in weekly limnological field collections, organize lab & perform chemical analyses on water samples. Assist in lab & field experiments.

Req.: BS in bio., natural resources, or related field. A course in limnology (both lecture & lab) desir. Computer exp. pref. Send cover letter & resume to Edward L. Millis, Cornell Biological Field Station, Bridgeport, NY 9/4.

Minimum Biweekly Salary: \$421.81

ELECTRONIC TECH., GR18 (T3217) Nuclear Studies

Responsible for technical work performed under direct supervision involving servicing, constructing & testing of electronic equip. Until 8/31/88.

Req.: H.S. dip. req. Some exp. in electronics construction or equiv. combination of ed. or exp. Apply by 9/4.

Minimum Biweekly Salary: \$444.37

ACCEL. TECH. ASST., GR18 (T3101) Nuclear Studies

Assist in mechanical & electrical areas with maintenance & repair of accelerator components & related equip.

Req.: H.S. dip. or equiv. Courses or exp. in mechanical/electrical trades nec. Valid NYS driver's lic. req. Apply by 9/4.

Minimum Biweekly Salary: \$444.37

TECHNICIAN, GR19 (T3212) Pomology

Under direct supv. conduct experiments in plant biochem., chem. & physiology. Use chromatographic & spectrophotometric equip. for chemical & biochemical analysis; compile data; care for greenhouse plants; some field treatments & sample collection; yearly appt. contingent upon funding.

Req.: BS or equiv. in bio. or related field with coursework in chem., or math pref. Able to safely handle lab chemicals & pesticides; exp. in greenhouse plant care.

Minimum Biweekly Salary: \$470.80

TECHNICIAN, GR19 (T3208, T3209) Food Science-Geneva

Assist in preparation, tracking & analyses of pesticide residue samples. Assist in data tabulation & report generation. Perform general lab tasks as needed.

Req.: AAS in Chemistry, with exp.; or BS in Chemistry or other physical science. Computer skills desir. Should have valid driver's lic. Send cover letter & resume to T.D. Spittler, Food Science, Geneva Experiment Station, Geneva, NY.

Minimum Biweekly Salary: \$470.80

RESEARCH AIDE, GR19 (T3111) Food Science

Provide tech. support for research project on improvement of milk & dairy products quality & shelf-life identifying quality problems & propose remedial actions. Conduct experiments, analyze data, isolate, identify & maintain bacterial cultures, lab equip. & supplies.

Req.: BS in Food Sci., Dairy Sci. or Microbio. or equiv. Exp. in standard microbio. analyses, preferably on food & dairy products. Skills in microbio. analysis techniques. Apply by 9/4.

Minimum Biweekly Salary: \$470.80

TECHNICIAN, GR20 (T3213) Biochemistry, Molecular & Cell Biology

Conduct research projects in microbio. & biochem.; order & maintain lab chemicals, supplies & equip.; prepare lab media preparations & teach lab techniques to new personnel & students.

Req.: BS plus at least 1 yr. extensive lab exp. Manual dexterity necessary. Apply by 9/4.

Minimum Biweekly Salary: \$496.90

TECHNICIAN, GR20 (T2905) Biochemistry, Molecular & Cell Biology-repost

Conduct experiments on mitochondrial proton transport, membrane reconstruction, measurement of mitochondrial membrane potential.

Req. BS or equiv. exp. in Biochem. Basic biochem. lab exp. incl. some exp. in use of spectrophotometers, centrifuges, etc. Apply by 9/11.

Minimum Biweekly Salary: \$496.80

TECHNICIAN, GR20 (T3202) Physiology

Assist in preparation & coordination of lab for several Dept./Section of Physiology courses. Co-supervise lab assts. & support interaction with T.A.'s & faculty in charge.

Req.: BS in Biological Sci. with emphasis on Physiology. 1-3 yrs. exp. in conduct of physiology labs. Apply by 9/11.

Minimum Biweekly Salary: \$496.80

TECHNICIAN, GR21 (T3216) Div. of Nutritional Sci.

Supervise 2 research labs, lab tests for health screening, vitamin assays for metabolic studies program, & order supplies. For 1 yr.

Req.: BS + 2 yrs. lab exp. Must have exp. in methods of food analyses & biochem. methods for nutritional assessment. Apply by 9/11.

Minimum Biweekly Salary: \$527.69

TECHNICIAN, GR21 (T3218) Plant Pathology-Geneva

Conduct experiments & collect & tabulate data for apple postharvest studies. Provide tech. assistance in areas of fruit tree research; conduct field surveys for disease incidence, evaluate pesticide efficacy for controlling foliar diseases, conduct field, greenhouse & lab studies on pathogen biology.

Req.: BS in plant sci. & prior lab exp. Valid NYS driver's lic. & certification as NYS Commercial Pesticide Applicator req. Familiar with microbiology, methods incl. methods for growing fungi in pure culture. Exp. with farm machinery helpful. Send cover letter & resume to Dr. D.A. Rosenberger, Hudson Valley Laboratory, P.O. Box 727, Highland, NY 12528.

Minimum Biweekly Salary: \$527.69

LAB TECHNICIAN, GR21 (T118) Vet. Med. Teaching Hosp.

Perform diagnostic test in hematology, cytology, coprology, urinalysis, microbiology, chemistry & immunology sections of Clin. Path. Lab. Operate & maintain equip. pertinent to each section. Participate in "on-call" coverage for off hrs. & holidays. Use computer for specimen accession data entry in info. retrieval.

Req.: AAS in med. tech. req. BS in med. tech., ASCP cert. pref. 1 yr. exp. in clinical lab with emphasis on hematology & microbio. pref.

Minimum Biweekly Salary: \$527.69

TECHNICIAN, GR22 (T3220) Vet Micro., Immunol. & Parasit

Assist in research on isolation & synthesis of the peptide fragment that carries the epitope of S. equi M protein active in mucosal immunity in the horse.

Req.: BS in biochem. chem. or microbio. with concentration in biochem. Sterile microbiologic technique, harvesting of bacteria from mass culture, gel-filtration &/or ion exchange chromatography, SDS-PAGE techniques, immunoblotting, familiarity with electrophoresis & chromatography apparatus.

Minimum Biweekly Salary: \$556.14

COORDINATOR/ACADEMIC COMPUTING FACILITIES, GR23 (T3109) Academic Computing

Provide complex computer support to facility users. Operate all mainframe and/or micro-computer equip. in computer facility. Monitor equip. performance & report repair problems. Knowl. in WordPerfect, Lotus, DBase, & variety of Macintosh software. Familiar with graphics equip. essential.

Req.: AAS or equiv. computer coursework or background. 2-3 yrs. related exp. (CU systems pref.). Strong interper., comm. & org. skills. Programming ability helpful. Apply by 9/4.

Minimum Biweekly Salary: \$589.44

Part-Time

CASHIER, GR17 (G3203) Unions & Activities-Willard Straight

Maintain on-going operation of food service facility. Duties incl. cashiering, product inventory & ordering, customer service, scheduling & supervision of student employees. Mon.-Fri., 7:30 a.m.-12:30 p.m.; 10 months/yr.

Req.: H.S. dip. or equiv. Exp. with cash register operation, customer service, scheduling, inventory, supervision, menu planning, pricing & product selection. Apply at East Hill Plaza Staffing Office, Mon.-Thurs., 9 a.m.-noon.

Minimum full-time equivalent: \$421.81

COOK, SO18 (G3206) Residence Life-Endowed

Clean, prepare & cook food for University-owned fraternity. Clean all food prep. areas, cooking areas & assist in keeping storerooms & refrigerators sanitary. Aid student steward in menu-planning & food purchases as needed. Mon.-Fri., 2-6 p.m.; Sun. 1-5 p.m.

Req.: H.S. dip. or equiv. 1-3 yrs. cook exp. Able to follow recipes accurately, operate standard food prep. & cooking equip. Exp. in large quantity prep. essential. Good org. skills. Able to work with lmted supervision & with student volunteers. Able to supervise student helpers pref. Apply at East Hill Plaza Staffing office. Mon.-Thurs., 9 a.m.-noon.

Minimum hourly rate: \$5.71

NIGHT SUPV., GR18 (C2807) Music Library

Supervise & assist circ. in procedures. Provide info. & reference asst. to patrons; responsible for security of Lincoln Hall during eve. & weekend hrs.; assist with processing operations. Other duties as req. 20 hrs./wk. during eve. & weekends.

Req.: BA in music with emphasis in music history or equiv. Med. typing. Previous exp. supervising. Strong interper. & org. skills. Reading knowl. of at least 1 foreign lang., pref. German.

Minimum full-time equivalent: \$444.37

OFFICE ASST., GR18 (C3201) Plant Pathology-Geneva

Type corresp., reports, manuscripts, requisitions, work orders, & other busn. forms using typewriter & computer terminal; transcribe machine dictation; arrange meetings; file; sort & distribute mail. Other jobs as assigned. 1 yr. renewal contingent upon availability of funding & satisfactory performance. 8 a.m.-noon, Mon.-Fri.

Req.: H.S. dip. or equiv. Sec. or busn. school desir. Exc. typing. Thorough knowl. of English grammar, spelling & vocabulary. Able to type accurately from handwritten material & from a Dictaphone transcriber. Able to set priorities & work in a complex, active environ.

Minimum full-time equivalent: \$444.37

AUDIO-VISUAL ASST., GR19 (G2907) History of Art

Responsible for slide & film projection; train & supervise student projectionists; maintain a-v equip.; facilitate classroom mgmt. Mon.-Fri., 8:30 a.m.-1:30 p.m.; 9 month appt. Renewal contingent upon funding.

Req.: H.S. dip. or equiv., AAS pref. Facility in handling a-v equip. nec. Able to handle emergency situations in classroom projection. Good org. & comm. skills helpful.

Minimum full-time equivalent: \$470.80

EDITORIAL ASST., GR19 (C3104) Psychology

Send all submitted manuscripts to reviewers & keep detailed records of each history. Type all corresp. incl. letters to authors re: ms status; keep detailed records on computer of transactions; maintain records & comm.; handle incoming & outgoing mail. Correspond directly when not required of editor; oversee budget & reports periodically to editor & APA. Resp. for supplies, records, equip. Mon.-Fri. 5 hrs./day. Dependent on continued funding up to 6 yrs.

Req.: AAS or equiv. BA desir. Computer use of software to manage files. Send cover letter & resume to Esther Smith by 9/3.

Minimum full-time equivalent: \$470.80

Experienced & skilled individuals specifically interested in temporary clerical/secretarial work can contact Lauren Worsell (255-7044).

Temporary

COLLECTIONS REPRESENTATIVE (C2305) Controller's/Accounting-repost

Telephone & written collection of past due receivables. Process & file all records pertaining to collection of past due receivables. Mon.-Thurs., noon-8 p.m., Fri. 8:00-4:30 p.m. Until 1/88, possible renewal.

Req.: H.S. dip. or equiv. Lt. typing. Collection exp. pref. Exc. phone & written comm. skills a must. Exp. with IBM PC computer system essential. Call Laurie Worsell at 255-7044.

SECRETARY (C2307) Language House Program-repost

Type corresp., reports & agendas; answer phone; process applications for positions in Language House; process expenditures. 10 hrs./wk.

Req.: AAS or equiv. in sec. sci. Med. typing. Strong org., comm. & sec. skills. Able to set priorities & work in a complex, active environ. Call Laurie Worsell at 255-7044.

COMPUTER OPERATOR (T3112) Computer Services

Responsible for operation of computing facility. Operate hardware, log users on terminal, answer basic questions & fix hardware facilities. Hours: Midnight-4:00 a.m., 4 days/wk.

Req.: Familiar with CU mainframe. MacIntosh & IBM PC exp. essential. Knowl. of operation of wordprocessors (MacWrite, WordPerfect, & MicroSoftware). LOTUS & DBase helpful. Contact Sharon Sledge at 255-8983.

Hourly rate: \$5.50

PROGRAMMER (T3105) Agricultural Engineering

Write computer programs for Small Business Energy Efficiency Program & Energy Assistance to Industry Program. Until 1/88.

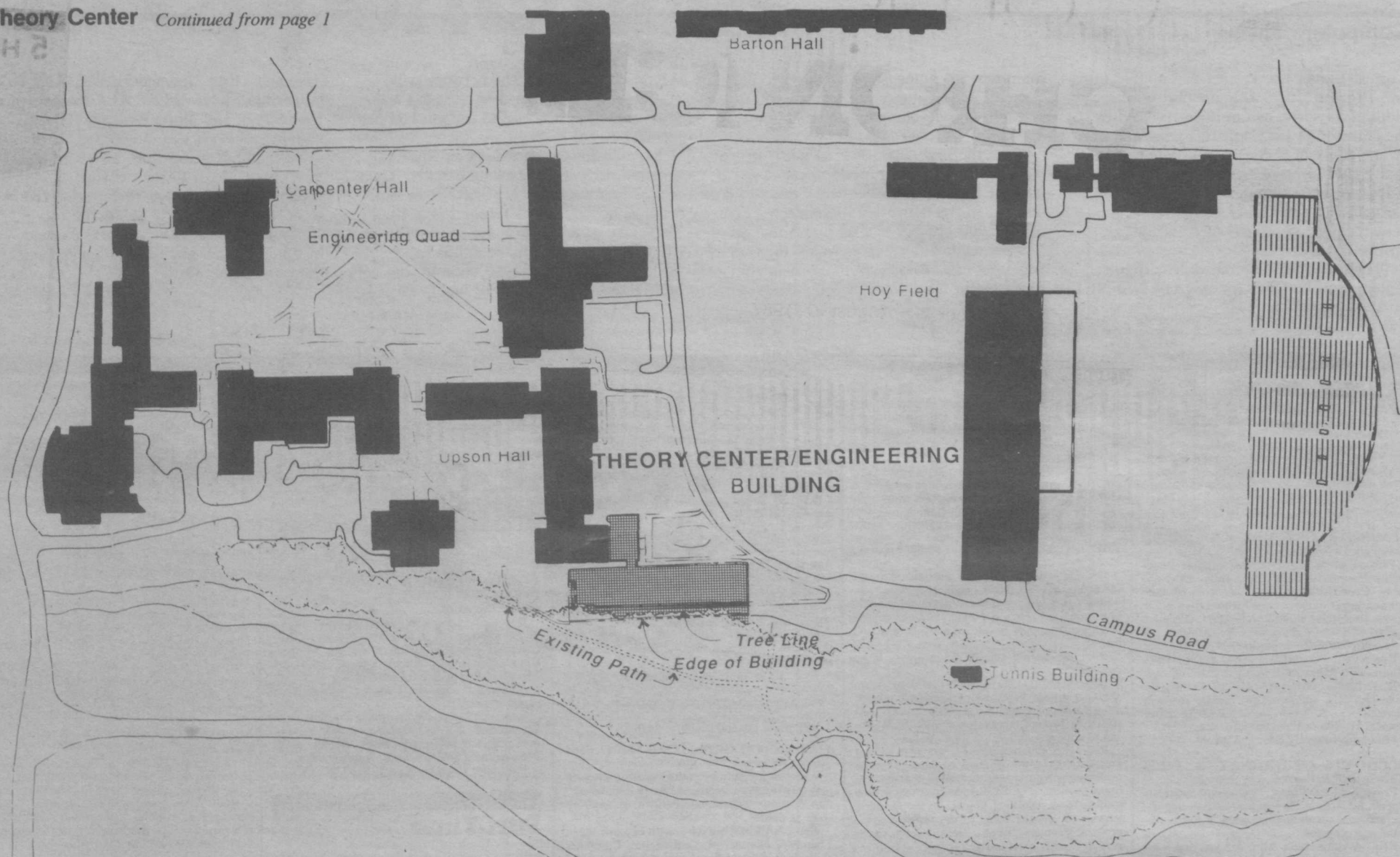
Req.: Coursework in PC program applications & programming. Exp. with computer programming & PC software applications. Send cover letter & resume to Judi Pulkinen by 9/4.

PROJECT SEARCHER-COLL. DEVELOPMENT (C3014) A.R. Mann Library

Search library holdings on RLIN & in card catalogs of monographs & serials against bibliographies as part of collection analysis project. Type lists of titles, maintain project statistics. Flexible schedule, 20 hrs./wk.

Req.: BA or equiv. Med. typing. Accuracy & ability to handle detail req. Previous library exp. highly desir. Microcomputer skills desir. Send cover letter & resume to Michele Draiss, 235 Olin Library.

PROJECT SEARCHER-COLL. DEVELOPMENT (C3013) A.R. Mann Library

Theory Center *Continued from page 1*

Site plan for the proposed Engineering/Theory Center building showing the location of the building relative to the tree line and nature path.

tions to economic well-being. It does so, in our view, with minimal impact on the campus environment which we are committed to preserving."

Landscape architect assails the plan

Professor of Landscape Architecture Marvin Adleman took sharp issue with both the building siting and the campus planning process in general, however.

"The rude intrusion of the proposed Theory Center into Cascadilla Gorge will be a gross mistake," he told the UDC. "A mistake of a magnitude which will dwarf all campus planning and design errors of the past and, for at least the next century, will be a blatant reminder of the university's insensitivity to the visual and physical consequences of piecemeal planning with expediency as its excuse."

According to Adleman, campus planning decisions have been assumed by "an administrative group," and the faculty campus planning committee has not been involved in recent campus planning. Adleman also called for increased resources for Cornell's "inadequately staffed planning office."

He also said that the Engineering/Theory Center building violated a 1972 Board of Trustees policy which stated that "... the following special areas remain open and undiminished. The Arts Quadrangle, the gorges and the tops of the banks flanking them, the Library Slope, and the surface and banks of Beebe Lake."

(According to Walter Relihan, university counsel, secretary of the corporation and secretary to the Board of Trustees, this policy was superseded by the board with regard to the Theory Center site, when the board specifically approved the building site at its June 25 meeting.)

Plantations Board divided

"We are divided," said Provost Emeritus Keith Kennedy, chairman of the Advisory Board of Cornell Plantations. "While I personally would like to see the building perhaps a little bit further away from the gorge ... I feel that the damage to the gorge is minimal, and I would like to support the construction of the Theory Center."

None of those testifying objected to the construction of an Engineering/Theory Center building or to the existence of the Theory Center itself. John Johnson of the Bryant Park Civic Association said, "Residents say they're not against the Theory Center, not against the supercomputer. What they're against is losing part of Ithaca's uniqueness."

According to Susan Blumenthal, chairwoman of the City of Ithaca Planning Board, a preliminary vote by the board showed that the current building and its siting would "not be acceptable" because of "serious departures from the height and

bulk of other buildings at Cornell and in the City of Ithaca."

She said the board was "extremely concerned that the siting of the building will destroy forever the beauty of the gorge."

"I believe that if the proposed facility is allowed to be built at the Cascadilla Gorge site, we will lose much of what is unique about this fragile oasis," said Bickley Townsend of the Bryant Park Civic Association. "From below the building, within the gorge, the building would loom above you."

Betsy Darlington of Ithaca voiced concerns over the impact of erosion and heat radiation from the building on plant and animal life in the gorge, as well as the precedent that the building might set.

"It's so easy once the first bite has been taken to keep taking smaller nibbles," she told the UDC. The gorge represents a "living laboratory" for Cornell and other schools that could be lost, Darlington said.

Integrity of Hoy Field

Some of the speakers advocated moving the building to Hoy Field, but Director of Cornell Athletics Laing Kennedy pointed out that Hoy Field is heavily used by Cornell and by the community and that "it is an integral part of the athletic master plan" because it is near Cornell's locker rooms and other athletic facilities.

"Individuals have given to Cornell with this plan in mind, that Hoy Field would remain intact," he said. "It is not available as an alternate site for the Engineering/Theory Center."

He said that the field figures heavily in such efforts as Cornell's proposal to host the Empire State games, which would have a multi-million-dollar impact on Ithaca.

Barker emphasized that Hoy Field "is more than a baseball diamond. It is, in effect, a classroom for the Department of Physical Education and a site for greatly increasing recreational use for intra- and extra-mural sports. Together with Upper Alumni Field, renovated and new facilities, it reflects a commitment to balance and a central campus focus on undergraduate programs."

"The fields themselves are viewed as green space — albeit intensely used — that is as important in its own way as the gorges and the Plantations," Barker said.

Dean defends site proposal

Other sites in the area also had been ruled out, said College of Engineering Dean William B. Streett.

"These are not hasty decisions, but are part of a carefully developed Master Plan for Engineering and Theory Center facilities developed through three years of planning," he said. "The plan is based not on projected future growth, but on the need to house the Theory Center and to accommodate growth

in engineering that has already occurred. The Theory Center must be located in the College of Engineering, for the important reason that most of the research based on large-scale computation is done by engineering faculty, staff and graduate students."

"The Grumman Hall parking lot is the obvious site for the Engineering/Theory Center building," said Streett. "Other areas in the engineering campus such as the open, or north, side of the quadrangle are not alternative sites for the Theory Center, as some critics have suggested, because they must be reserved for later buildings that are central to the daily activities of a majority of engineering students and faculty, such as the library and a new undergraduate engineering center."

"We must make difficult choices and reasonable compromises," Streett told the UDC. "The proposed Engineering/Theory Center Building on the Grumman Hall parking lot is carefully planned, sensible, and important first step toward solving the severe problems of obsolete and inadequate facilities facing the College of Engineering."

Theory Center Director Kenneth Wilson echoed the need for the building to be in the engineering complex.

"The Theory Center is very dependent on future advances in computer technology for its success. It needs close interactions with both Electrical Engineering and Computer Science to help bring about these advances," he told the UDC.

"All potential sites have been carefully studied," said Vice President for Research and Advanced Studies Joseph Ballantyne. "I think I can accurately say that no alternative site exists for the building except Hoy Field, and what we have heard is that Hoy Field is not available. We're either facing large-scale buildings or we're facing a campus that leaps the gorges. Or, we're facing a university that is no longer a world leader in scholarship."

Study will delay project

On Aug. 13, Cornell had announced that a full environmental impact statement on the proposed College of Engineering/Theory Center building will be undertaken by an independent consulting firm to assist the UDC in carrying out an environmental review of the project.

"A preliminary review by Cornell has indicated that locating the building next to the gorge will not adversely affect the gorge," John Burness, vice president for university relations, had said in announcing the study. "We believe that to be the case, or we would not have selected this location."

The independent consulting firm of Donald J. Bergmann and Associates of Rochester, N.Y., will conduct the study,

which will delay start of construction of the building for at least several months from its original September date.

Data for the study will be gathered by the staff of Bergmann and Associates, as well as by special consultants such as plant ecologists. The areas to be addressed include the impact of the building on plant life, its effect on soil stability, erosion and siltation, its visual impact, and its impact on parking and traffic.

The draft environmental impact statement (DEIS) will analyze potential environmental effects of the project and will identify feasible and appropriate measures to mitigate or avoid any adverse impacts that might be disclosed by the study.

Upon its completion, the DEIS will be circulated to the public and the City and Town of Ithaca, Tompkins County and other involved agencies for review and comment. Then a public hearing will be held to receive comments on the DEIS. Afterward, a final environmental impact statement will be circulated to the public.

Moved 25 feet already

"It's important to wait until we all see what this environmental impact statement says before we come forward with a series of assertions [about the building's impact] that are relatively uninformed," cautioned Burness at the UDC hearing. He asserted that the university had been very responsive to concerns over the building's siting.

Originally, the building extended into the gorge tree line from 25 to 45 feet, in part to accommodate a fire access driveway, plus another 10 to 15 feet for a construction zone. However, because of concerns expressed by the Board of Cornell Plantations, the university moved the building away from the gorge, nearer the adjacent Grumman Hall, said Burness. The access driveway also was relocated beneath the building, rather than outside the building to the south, and the construction zone was limited to five feet.

The combined effect of these moves reduces the building's intrusion into the tree line by some 25 feet. Under the current plan, the proposed building would rest entirely on fill that was graded into place for the parking lot and would be above the nature trail near the top of the gorge, Burness said.

As a result of this site alteration, which will cost the university \$200,000, the number of trees to be cut has been reduced from 135 to 45, of which six are more than 15 inches in diameter, he said.

Ithaca's Planning Board voted 6 to 0 on Tuesday night not to endorse the building as currently designed.

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 8, Number 8

Thursday, August 27, 1987

Norma Jayne Receives Dedicated Service Award for August

We are delighted and privileged to nominate Norma Jayne for the Dedicated Service Award. Norma personifies the word "dedicated." She is one of the most competent, thoroughly professional and adaptable secretaries the department of physiology has ever had.

Norma treats every job with the same care and responsibility from manuscript typing, through purchasing, accounting, conference planning, travel arrangements, and preparation of teaching materials. Her goal in everything she does is motivated by her commitment to service and this has continued for over 20 years. Norma keeps it all running. She is a very dedicated employee. It would be a bleak and inefficient work place without her. Norma works with and for us all and, even though we may be slow to show it, we are deeply grateful.

Norma Jayne



Questions to the Director

Comments from the Employee Attitude Survey

"Questions to the Director" include comments, concerns and questions addressed to Director of Human Resources Lee M. Snyder by respondents of the Employee Attitude Survey.

"I would like to stress I think it is very important that the results of this survey are made public. I feel that as a participant I am entitled to know the results and I think it would be appropriate if Cornell (through SRI) let individuals who participated in the survey know the results."

Summary results were printed in a special four-page insert to the Cornell Chronicle on May 21, 1987 and the complete results are available for your review at the University libraries reference desks, the Offices of the Ombudsman, Equal Opportunity, the Assemblies, and Human Resources. A Contact will be mailed to employees in September and will highlight findings of the survey.

Results of the survey have also been

reviewed with executives and deans of various departments, the Personnel Support Group, the Employee and University Assemblies, and the Executive Committee of the Board of Trustees.

We are very appreciative of the 1796 individuals (a 75% response rate) who took time to respond to the survey and hope that you will have the opportunity to review the results - either in complete or summary form - through one of the above-mentioned sources.

"I think a lot of employees are unaware of the Personnel Manual and its contents."

The Personnel Manual is one way the University communicates to employees. The guidelines written in the Personnel Manual ensure personnel policies are administered in a fair, equitable and consistent manner.

There is a Personnel Manual located in your department and if you have a work-related question, you are encouraged to ask your supervisor or check in the Personnel Manual for the answer. The policies and procedures in the Personnel Manual cover work-related issues for

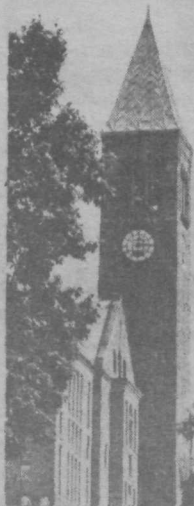
Continued on page 4

Recent Transfers and Promotions

NAME	DEPARTMENT
Patricia Apgar	Engineering
Shannon Armstrong	ILR
Deborah Barley	Law School
Theresa Beloin	Vice Provost
Jacob Benninger	Maintenance & Service Operations
Kenneth Berkowitz	University Libraries
Molly Brown	Engineering
Paul Brundage	Athletics
Jeri-Lynn Buchanan	University Libraries
Wendy Busch	JGSM
C. Castonguay	Alumni Affairs
Tilly Cheng	University Libraries
John Clark	Investments
Beverly Craig	Graphic Production
Teresa Dodge	University Libraries
Cheryl Driscoll	Finance & Business Office
Douglas Elliott	Graduate School
Jody Enck	Natural Resources
Patricia Esposito	Dining Services
John Everhart	Maintenance & Service Operations
Daniel Fellows	Vet College
Sarah Fox	Graphic Production
Sheila J. Frye	University Libraries
James Gibbs	Facilities
Edward Gooding	Chemistry
Geraldine Jones	Human Ecology
David Juers	Agronomy
Ann Kaminski	Engineering
I. Marie Kostrub	Vet College
Mary J. Lash	University Press
Lynne Lehman	Finance & Business Office
Seymour Maltese	Engineering
Tammie Martin	Engineering
Karen Neiderman	Biotech Program
D. O'Shaughnessy	University Development
Chris Pelkie	Computer Services
M. Quartararo	Vet Administration
Christine Rusinko	University Libraries
Nancy Schrempf	Ornithology
Deborah Schock	Finance & Business Office
Rochelle Semmler	Hotel Administration
Diane Sheridan	Summer Session
Donald Specker	Entomology
Clifford Stamp	Maintenance & Service Operations
Brenda Stopinski	Vet College
Ronald Sweet	Animal Science
Bonnie Tanner	Writing Program
Dale Walter	Buildings Care
Linda Wentworth	University Press
Diana Willard	Biochemistry
Cathy Williamson	Finance & Business Office
Sarah P. Wilson	Johnson Museum
Daniel Winch	Finance & Business Office
Miriam Zubal	Engineering

Just For Your Information

Training and Development Opportunities



Did you know that during the 1986-87 fiscal year, some 1141 employees enrolled in education courses through Cornell's Tuition Aid, Extramural Studies, or Employee Degree Programs? An additional 1385 employees took advantage of training workshops and seminars.

Tuition Aid
222 participants

Employee Degree Program
78 participants

Extramural Studies
841 participants

Workshops and Seminars
1385 participants

The Fall Calendar of Workshops and Seminars arrives this week at your campus address. Health and safety, accounting procedures, public speaking, and career development are just a part of the 34 programs offered. Why not take a look and sign up early?

Crime Prevention - A Safe Work Place

by Officers Dick Clark and George Sutfin

You can help prevent theft, vandalism, or assaults often committed by strangers posing as delivery, cleaning, repair and various other service people or just plain visitors.

Be sure to know:

- where outsiders are allowed,
- what a normal day's business activities are and what are their normal work hours,
- what service or repair people do work in your area.

If you see a stranger in your work area:

- ask for identification,
- verify the identification by calling customer service or the company doing the work,
- if you can't verify call Public Safety at 255-1111.

Know your coworker and look out for each other.

- Ask a friend to watch your deck while you are away from it; volunteer to do the same.

- If you work early or stay late, find someone who leaves at the same time and walk together to the parking lot or bus stop.

- If a coworker is a victim of a crime, offer to talk about it, and help out with things like replacing ID's and documents, and handling some of their work load.

- Report unlighted areas, overgrown shrubbery near doorways and windows, broken locks.

- Report suspicious persons and activities to Public Safety by picking up a Blue Light Phone or calling 255-1111.

How safe and secure are you?

- Do you park in a well-lighted and traveled area?

- Do you lock your car?

- Do you lock your door when you leave?

- Do you insist on identification from a repair person and are you extra alert while they are there?

- Do you know the fire exits in your building?

- Do you keep your purse or wallet with you at all times or locked up?

- Do you know Public Safety's phone number?

- Do you keep track of room keys in your possession, storing them in a secure place and not handing them out to unauthorized persons.

- Do your report all lost keys?

- Do you shred important papers before discarding them?

- Do you avoid letting callers know when your area is unoccupied?

- Would you know how to respond if

you were attacked or threatened?

If you answered "yes" to all eleven questions, congratulations! You are helping to make this a safer work place for all of us. A score of eight or more indicates you are fairly alert and aware. Under eight you have failed! Please call the Crime Prevention Unit at 255-7404 and get some awareness training before it is too late!

Remember: A safe work place starts with you.... no mechanical devices -locks, closed circuit cameras, alarm systems, safes - can function effectively without cooperation of the people they protect. With a little time and thought to observe what's going on around you, to report anything that might threaten employees' safety or the University's property, and to show concern for coworkers' well-being, you can help make this a safe and secure place for all to work.

Crime preventions works only through your efforts!!!

Blood Pressure Test Clinic Schedule

September 8 - Clark Hall, Room E-18, 8:30am-12 noon

September 8 - Clark Hall, Room 243 - 1pm-3pm

September 9 - Ives Hall, Faculty Lounge - 1pm-3:30pm

September 10 - Baker Lab, Room 132 - 8:30am-12:30pm

September 11 - A.D. White House, Library - 9am-11:30am

September 17 - Rice Hall, Room 201 - 9am-11am

September 22 - Bard-Kimball-Thurston, Bard Lounge - 8:30am-12 noon

September 23 - Roberts Hall, Room 8 - 8:30am-4pm

September 29 - Day Hall, Board Room - 8:30am-4:30pm

Employee Day 1987

Date: Saturday, September 26, 1987. It's the Cornell vs. Colgate football game.

Time: Dinner will begin at 3:30 pm with continued service until 6:00pm. Kickoff for the game is at 1:00 pm.

Place: Dinner will be served in Barton Hall.

Leadership Leads

Recipe for a Successful

Organization or Committee Operation

by George Peter

A Recipe for a Successful Organization or Committee Operation

- Prepare ingredients carefully by holding separate officers meetings (include active past officers and interested members)

- Stir in many communicating methods with all members -- timely minutes, memos, phone calls, etc.

- Fold in appropriate agenda items that are interesting, pertinent, educational and designed to excite the members to work together for important causes.

- Cook main agenda item for no more than 20 minutes to prevent scorching. (This means to notify a speaker in advance to limit a presentation to an agreed upon time frame).

- Saute routine business details to no more than 10 minutes -- lengthy business details work wonders to discourage attendance and participation. Don't over cook the business that can best be done by officers or a committee.

- Serve the community as an organization.

Photos by Fleet Morse

Employee Day Update

Ticket Sales Set for September 8-18

The 1987 Employee Day committee announced that tickets for the event will be on sale from September 8 through the 18. Each Cornell employee will receive a letter in late August with more details about Employee Day, including ticket prices and where they can be purchased.

Exhibit Open House on Tap

Many Cornell departments have agreed to set up exhibits as a way to recognize the contributions that employees make to the university. Employees have in years past expressed their appreciation for these displays as a good way to see what other Cornell departments are doing. Employees are invited to review the exhibits in Barton from 12 noon until 3:30pm. There is still time to reserve space for your department's exhibit by calling Peg Landau at 5-2434.

Volunteers, Committee Members Needed

The Employee Day committee seeks new members to help with planning, organizing, and assisting during Employee Day. Any employee interested in exploring committee membership is urged to attend the next meeting on Monday, August 31 at 12 noon in the Ed Marinaro Room in the Schoellkopf House. If you are willing to set up, serve, tear down, or otherwise help out on Employee Day, please contact Donna Updike at 5-4429.

Performance Opportunity

Organizers are still looking for new talent (or old talent) to add to the day's entertainment. If you have a performing group and would like the chance to perform during Employee Day, the committee has agreed to solicit auditions. Singing, dancing, magic -- any stage act is welcome to audition. It may be the big break your group needs! To arrange an audition, please call Donna Updike at 5-4429.



CRC: Report from Montreal: July Trip Great Success

Winery Tour, Shopping Spree, and Bills Football Planned

by Donna Vose

After much planning and participation another CRC trip goes down in history. On July 9, thirty-three CRC members and friends departed from A Lot to go to Montreal for three nights and four days. Going north one would expect cooler weather, wrong!

While in Montreal we stayed at the Holiday Inn, Place DuPuis on the 23rd floor. What a beautiful view, especially at night. The hotel was centrally located and close to shopping, Old Montreal and the subway.

The first night included dinner and entertainment at LeVieux Munich -- a German Beer Hall. We all enjoyed an excellent German meal, and then spent the rest of the evening enjoying both American and German music, with dancing and singing. What a fun evening!

Friday we enjoyed a sight-seeing and guided tour of Montreal with stops at Notre Dame Cathedral and St. Joseph's Cathedral and the Botanical Gardens. The afternoon was free so what did Dawn, Eunice, Betty and Debbie do? Play cards! In fact they played cards from Cortland to Montreal and back again.

Saturday was spent in the Laurential Highland and included a lovely buffet luncheon, and a very relaxing boat ride. In the evening many walked to Old Montreal (six blocks from the hotel) and enjoyed the old world flavor of sidewalk cafes and for the shoppers -- a huge flea market.

Sunday we departed and went to the Eisenhower Lock. Just our luck, no boats. On to nine-mile point and we arrived at A Lot at 7:00pm.

A huge thank you to our Swarthout and Ferris bus driver, Dick Elston. Dick's expertise on Montreal and his pleasing personality helped to make the trip a success. If there is enough interest, we'll plan another trip to Montreal next summer and include a baseball game.

Walt Nelson CRC Annual Golf Tournament - September 12
Held at the Dryden Lake golf course, the day will begin at 8:30am with coffee and donuts. Tee-off time is 9:00am. The format of the tournament will be "two-person best ball" (each golfer plays own

game; take best score of the two players for each hole). The cost is \$25 per person for CRC members and \$30 for nonmembers. This includes donuts and coffee, cheese and crackers after 9 holes, 18 holes of golf, steak dinner with complimentary wine, and prizes. If you are a member of Dryden Lake golf course, please deduct \$7 from the above amounts. If you would like to bring a guest for dinner only, the cost will be \$13.50 per person. Power carts are available at \$15 for two people for 18 holes. If you wish to reserve a cart, please call the golf course at 844-9173. All tournament reservations may be made with Andrea Hodges, 314 Day Hall, by September 5. Let's have a good turnout in memory of Walt!

Employee Day - September 26
Just a reminder to support Cornell by attending this annual day of employee recognition, and enjoy a great afternoon of football, fun, and chicken barbecue!

Winery Tour - October 3
Many members have requested a repeat trip to Hammondsport for a tour of the Taylor-Great Western winery. The

cost is \$11 per person and includes transportation, movie, historical tour, grape crushing demonstration, wine tasting, and a stop at the wine and gift shop. If time permits, we will also stop at the Curtis Museum in Hammondsport. Sign ups have begun and will continue through September 29.

Shopping Spree - October
A date and destination have not been decided at this time. If any of you have any knowledge of discount outlets within three or four hours drive, contact the CRC Office. Possibilities: Reading, Stroudsburg, Charlestown? Let us hear from you.

Buffalo Bills Football Game - November 29
The expectations for the Bills are high this year and we are hoping for a late season showdown between the Bills and Miami Dolphins. The cost is \$35 and includes transportation and game ticket. The group will leave B Lot at 9:30am arriving in Buffalo at 12:30pm for the 1:00pm kickoff. The bus will return to Ithaca following the game. All Buffalo and Miami fans welcome!

Fall Workshops and Seminars Calendar Mailed

Seven new courses are being offered in this fall's Calendar of Workshops and Seminars, a copy of which should arrive at your campus address this week.

The new offerings are Proofreading Workshop; Coping with Difficult Interpersonal Behaviors; Meetings: Key to Improving Management; Employment Interviewing and Selection Skills; Consultation Network; Supervising the Student Employee; and Dealing with Differences.

The seven new courses are among the thirty-four offered this fall by the Training and Development section of the Office of Human Resources. Two sections each of two very popular courses, Improving Personal Effectiveness and Presupervisory Training, are scheduled again this time.

In addition, the calendar cites sources of on-campus training in computer skills, community resources for smoking cessation programs, and an on-campus TC3 statistics course.

Included in this calendar is an individual development plan which is a listing of opportunities designed to help you identify your current development needs. The plan can also help you discover opportunities available to address your needs and may help you communicate your professional or career goals with your supervisor.

An individual development education-training record form is also included to provide a record of the courses you have taken and serve as a guide for planning future courses.

Listed here are the courses offered in the Fall Calendar of Workshops and Seminars.

Notice: The date of the program Employment Interviewing and Selection Skills has been changed from the date originally listed in the calendar to October 12 from 9:00am to 4:00pm.

- Work Skills Development**
 - Using the Personnel Action Form
 - Employment Verification Process
 - Understanding Workers' Compensation
 - Intermediate Writing Skills
 - Proofreading Workshop
 - Seminar for Office Professionals
 - Coping with Difficult Interpersonal Behaviors
 - Presupervisory Training
 - Public Speaking
- Health and Safety Programs**
 - CPR Instructor Class
 - Right-to-Know Training
 - Managing Stress on the Job
 - Emotional Crisis: Assessment and Response
 - High Blood Pressure: Progressive Relaxation Training
- Management and Supervisory Development**
 - Results-Oriented Supervision
 - Consultation Network
 - Supervising the Student Employee
 - Supervisory Employee Relations
- Training**
 - Employment Interviewing and Selection Skills
 - Interpersonal Skills for Supervisors
 - Meetings: Key to Improving Management
 - Performance Appraisal
 - The Creative Manager: Setting and Accomplishing Goals
 - Managerial Coaching and Counseling
- Human Relations and Communication Skills**
 - Improving Personal Effectiveness
 - Improving Workgroup Relationships

- Improving Customer Service**
 - Conflict Management for Professionals
 - Dealing with Differences
 - Basic Listening Skills Workshop
- Programs Offered by the Office of the University Controller**
 - Collection Techniques
 - Endowed Accounts Payable Processing Procedures
 - Endowed Accounting Procedures
 - Sponsored Programs Administration

Employee Education: Working Together

by Theresa Vander Horn

Several respondents to the Employee Education Survey, sponsored by the Employee Assembly in August 1985, indicated a feeling that if they demonstrated interest in taking classes, it might be met with resistance from the supervisor. The Employee Education Committee recognizes this as a serious problem to which it wishes to address itself. The committee makes the following recommendations to interested employees and to supervisors.

To Employees:

- Evaluate your own position carefully in terms of the flexibility to incorporate time away for class attendance.
- Make an effort to anticipate the difficulties your supervisor may encounter in granting you time away from work for class, especially coverage while you are away, coworker support, and lost productivity.
- Prepare a brief for yourself describing the course in which you are interested, the importance or relevance of the course to your life and-or job goals. Include in the brief your plans to maintain productivity (i.e. who can accept your calls, how you can make up lost time, how you can maintain output).
- Attempt to include in your selection of a course, a time that is convenient for the department as well.
- Make an appointment in advance to speak with your supervisor about your interest in class.
- Discuss with your supervisor the brief you have prepared for yourself.
- Ask your supervisor what reservations he-she may have. If you hadn't anticipated them already, work with your supervisor to resolve them.
- If you do get permission, maintain your commitment to quality work performance.
- If you do not get permission and you continue to be unsuccessful in finding a compromise, you may contact, Office of Human Resources, Ombudsman's Office, or Employee Education Committee.

To Supervisors:

The Employee Education Committee

Alternatives Library

Located in 122 Anabel Taylor Hall, this library contains more than 5,000 books, 180 periodicals, and 350 tapes and slide shows on topics of individual, social, and ecological transformations. Areas include eco-justice, holistic health, Native Americans, women's and men's issues, sustainable agriculture, appropriate technology, gay issues, political and economic analysis, and spirituality and mysticism. Hours are Monday through Friday, 10am to 6pm and Sunday through Thursday nights, 8pm to 10pm.

considers the following recommendations to be supportive operating procedure for working with employees to allow the maximum potential for employee education growth in accordance with the University's policy.

- Evaluate the positions in your department with regard to employee education opportunities.
- Make it a practice to disclose your department's ability or inability to accommodate coursework when interviewing job candidates. An interviewing applicant may be hesitant to approach the topic. The committee feels it is incumbent on the supervisor to initiate conversation and state clearly the department's policy in practice toward employee education.
- Make it a point to discuss employee education and your department's policy at least once a year with the whole staff. Individual discussions should be held annually in addition.
- Assist the overall flexibility of your department with cross-training where possible. This will not only help during absences for classes, but will also help during vacation and emergency absences as well.
- Obtain the employee education materials available from the Office of Human Resources and make these materials available and visible to all employees. Establish an employee bulletin board on which you can post notices about classes, workshops, seminars and brown bag lunches.

The committee has encouraged the Office of Human Resources to include employee development in supervisor training and supervisor evaluations. The committee urges managers to realize the personal and professional benefits of continuing education and requests all managers to periodically reevaluate their own progress in the development of employee potentials. Supervisors and employees may request the Office of Human Resources to do a presentation of employee education opportunities.

Supervisory Interest Prompts Second Printing

A copy of the brochure "Training and Staff Development Opportunities" for nonacademic staff and faculty was recently mailed to over 1400 supervisors. This mailing is part of Cornell's commitment to staff development and a reminder to supervisors of the opportunities available at Cornell for staff development.

Supervisors were reminded in an accompanying letter of some administrative details relating to staff development opportunities: tuition is waived for employees enrolled in extramural courses; employee degree program and tuition aid reimbursements are covered by University funds; only certain costs associated with the workshops and seminars (if any) are

charged to a participating employee's department.

We're pleased to note that within one week of this mailing supervisors have already requested 300 additional copies of the brochure "Training and Staff Development Opportunities" to distribute to staff members.

This supervisory interest in staff development has prompted an additional printing of 3000 copies of the brochure for future mailings. Copies of the brochure may be received by calling Training and Development, 5-7170.

Departments may also arrange to have a Training and Development staff member visit to discuss staff development programs in detail by calling Training and Development, 5-7170.

Unclassified Ads

1. Please submit all unclassified ads to Networking Unclassifieds, 240 MVR - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads. Otherwise your ad will be omitted.
3. Any ads that are hand delivered to 240 MVR Hall will be omitted. Send through campus mail ONLY.
4. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
5. Please limit your ad to 30 words or less. If an ad is longer than 30 words it may be shortened by the Networking staff.
6. Unclassified ads are for nonbusiness purposes only.
7. The deadline for the September 10th issue is August 31st.
8. If an error appears in your ad, please resubmit the ad to be published in next available Networking.

For Sale

1985 Honda 80 Elite scooter, two helmet, lock, \$550; antiques: wicker newly-upholstered couch-matching chair, \$600; hired man's bed, \$150. Jo 5-2061 or 272-3563.

1983 Ford F-100, 6 cyl. std with o-d, exc shape, asking \$5000. Eric 898-3143.

1981 Ford Granada, 6 cyl. auto, A-C, 4-dr, asking \$950 or possibly trade for 12 hp or larger garden tractor. Steve 5-2774 or 659-4925 nights and weekends.

1981 Cadillac, 2-dr, Coupe de Ville, white with red interior, Am-FM stereo, A-C, 86,590 miles, exc cond, no rust, \$3,500. 347-4860.

1981 Pontiac Phoenix hatchback, 4 cyl, 5-spd, original owner, runs well, \$1500. 277-3541 7-10pm.

1981 Buick Skylark, 4-dr, 4 cyl, A-C, AM-FM stereo, sunroof, new tires plus snow tires, 4-spd, 533-4175 or 533-7702.

1980 Buick LeSabre, 2-dr, V8, Arizona car, exc cond, no rust, 55k miles, A-C, new all year tires, leaving country, must sell, \$3000 OBO. 273-8437.

1979 AMC Spirit, 4-spd, hatchback, only 68k miles, well cared for, \$1000. Carol 257-3564 after 4pm or 5-9833 or 5-

1610 days.

1978 Cadillac, 2-dr Coupe de Ville, powder blue with blue interior, 125k miles, no rust, \$1,200. 347-4860.

1973 Olds Cutlass Salon, 8 cyl, 3 1-2 yrs in the east, orig from AZ, good cond, \$350. Donna 5-5469 days.

1972 Plymouth Scamp, runs great, good tires, automatic trans, \$500. 273-5163.

1977 VW Rabbit: four-drawer desk; beige towels, two sets, good cond; red weekend and cosmetic suitcases; red ribcord twin bedspread; brown swivel chair for home or office. 273-6747.

Kabota diesel tractor, 17.5 hp with approx 700 hours 3 pt. hitch, P.T.O. and woods 5 ft mower, both exc cond, \$2550. S. Rice 5-9645 or 277-3677.

1986 Nissan King-Cab, navy blue, exc cond, low mileage, \$6,900. Tami 5-5581.

1979 Camaro Berlinetta, 44k orig miles, air cond, no rust, exc cond, \$3,195. Cheryl 5-5790 days or Paul 589-6662 eves.

Sailboard, Mistral Superlight, perfect board for Cayuga Lake, new cond, complete with three sails, \$995, wetsuit avail. 272-0067 or 5-9259.

Two new ground fault interrupter circuit breakers, discontinued Federal Pacific Electric, unopened single pole 20 amp and 15 amp, also one good P225-14R tire on 14" Ford rim, new stem and balanced. 257-6875.

Unicef (Japan) AM-FM-Tape car stereo in original packaging (used only once), \$45 when new, asking \$35. Patrick 5-6706 days or 257-7079 eves.

Antique oak arm chair, exc cond, \$80. Genie 5-3414 work or 272-3268 home.

King size Everbest waterbed mattress only, includes heater, all controls, liner, pad, 2 sheet sets, exc cond, \$300 new, asking \$100 OBO. 5-3050 or 564-7171.

Child's desk, \$20; platform scale, \$35; horizon back car seats, \$10; yokes, weights, \$25; potato crates, milk cartons, mini bike without motor, \$10; exterior shutters, \$2-pr, antique woodstoves great for cottages, Olympia

electric typewriter, \$75. Mary Cowell 5-4251.

Full-size flotation sleep system, \$75; full-size mattress, box spring, as is, free; livingroom stuffed chair, \$20; table, 3 chairs, \$30; 26" 10-spd, \$30; 24" 10-spd, \$30; chest of drawers with mirror, \$40; nite stand, \$30; Audiovox car cassette player, speakers, \$20; 10HP lawn tractor, needs new motor, \$250; LR7815 Mud and Snow tires on rims, \$35 each. Bruce 5-8588 days or 564-7367 eves and weekends.

Chest freezer, 15 cu ft; Frigidaire dryer; coldspot refrigerator; antique dropleaf table; B&W TV, 19 inch. Nell Mondy 5-3214 days or 272-6086 eves.

Cedar closet, \$200; twin bdrm furniture; sheetmetal for under woodstove, canners, jars and jelly jars, books, records, artificial turf runner. Pat Long 272-5808.

18" aluminum combination screen-storm windows, \$5 per window OBO, call for sizes, 10" acres with well driven and capped, Odessa-Montour school district, 15 miles from Ithaca, asking \$11,000. 387-5817 after 6pm.

Camera, Fujica AX-1, SLR, 1.9 lens, includes carry case, \$95. Tom 5-4310 or 835-6156 eves.

Wooden and-or wrought iron park bench(es); children's monkey bar and-or swing set; and children's outdoor playhouse. Susanne 5-9536.

Seven-piece modular sofa, plaid, good cond, \$350. 277-5215.

Living room upholstered chair, \$50; metal window awning (white-blue) new, \$15; antique kitchen table, hardwood top, painted white, \$50; desk calculator, Marchant, electric, \$25. 257-1949.

Whirlpool 2-spd, 4 cycle super capacity washing machine, \$75. 277-4982 eves.

Frigidaire elec dryer, new belt, \$50 or trade for gas dryer; Fischer racing cross X-C skis 210 cm, hardly used, \$50; Bauer hockey skates, size 5 or 6 men-boys or 7 1-2 women, hardly used and hockey stick, \$25. Sheri 5-5722 or 532-8529 (Interlaken).

Elec dryer, \$50; microwave oven (Amana), \$50; oak(?)

dbl bed, vanity with large mirror, night stand, \$125; 1980 Suzuki 100 motorcycle, on-off road exc cond, \$500. 273-6251 eves and weekends.

Elec dryer in working condition, \$25; king-size bed and mattress, \$150. 387-9678 weekends or after 6:30 eves.

Maytag (Model WC400) convertible portable dishwasher, avocado green with butcher block top, large capacity, good cond with all papers-receipts, \$100. KC 5-4541 or 257-2108 eves.

Free-standing fireplace with firescreen, brick and cast-iron grate, good cond, \$100. Ed 5-6055 or 533-7376 eves.

Two sets of women's luggage, one in light blue (several pieces) and one in melon (3 pieces) asking \$60 for each set; 9 ft Catyak catamaran, good cond, lots of fun, asking \$300. 257-4632 after 6pm.

Lots, new subdivision, 10 minutes from campus, location - South Hill, off mail road, secluded wooded and meadow lots. Jim 273-3047 days or Jim or Marge 277-6933 eves.

House in Etna, 5 miles from campus, 11 rooms, 3 bdrms, 1 1-2 bath, fireplace with buckstove insert, large lot, good barn and garage, \$82,900. 347-4609.

Two-story stone house, 2 1-4 acres, 3 bdrms, 2 full baths, dining, living with fireplace, family, basement with laundry, garage, Tburg school, 8 1-2 miles west Ithaca, \$69,500. Robin 3-3092 or 273-3441.

14x70 1983 mobile home, 2 bdrms, central air, washer, dryer, shed, awnings, covered patio, on secluded lot in Meadowbrook Park, \$20,500. 273-5290 or 255-0638.

'83 mobile home, 14x70, great cond, 3 bdrms, furniture, gas heat and stove, nice park, located in Moravia, can be moved. Asking \$16,500. 2315-497-0250.

Olympus OM-F semi-automatic camera, \$130 offer. Bill Knox 5-5199 or 272-4803 eves.

Gibson guitars, ES 330, elec, \$325; J-45 Acoustic, \$325, must sell. Fiberglass cap from Datsun pick-up, \$150. 539-6582.

Wanted

Share costs on move to Chicago. Moving in early Sept, would like to split cost of a UHAUL (about \$600 plus gas). Greg Sandell 5-6397 or 272-8377.

For Rent

Lakeside (Interlaken) 2 houses, 20m Ithaca, 1 avail. Sept 1-October, 5 bdrms, Jap. suite, billiard room, \$700 Labor Day wk; \$500-wk Sept, neg Oct. Other - 2 bdrms, Spartan interior, avail last 2 wks Aug and Labor Day, \$300 wk, possible fall or yearly rental. 277-2230.

Lost

Cat, long haired, dark tabby, "coon cat," altered male, vicinity Alpha Delt (777 Stewart) missing since late June. 277-2230.

Bowlers Wanted!

Cornell Tuesday night mixed league needs teams, couples or men or women to bowl at Helen Newman on Tuesday nights from 7:00pm to 9:00pm. Contact Judy Lattin 539-6191 or Bernie Cook 5-6143 or 564-9375.

Employee Calendar

Events of Particular Interest to Cornell Employees

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Saturday, September 12. Walt Nelson Memorial Golf Tournament. All tournament reservations may be made with Andrea Hodges, 314 Day Hall, by September 5.

Saturday, September 19. Mushroom Festival, 1:00 to 5:00pm, donation \$2, members \$1. Cornell Plantations.

Saturday, September 26. Employee Day, Cornell vs. Colgate football game and chicken barbecue.

Saturday, October 3. Winery Tour of Taylor-Great Western winery in Hammondsport. For reservations, call the CRC Office before September 29.

October. Shopping spree - more information forthcoming.

Sunday, November 29. Buffalo Bills vs. Miami Dolphins football game. Call the CRC Office for more information.

Questions to the Director-

Continued from page 1

nonacademic, nonbargaining unit employees.

There are over 600 of these manuals located across campus in all departments, libraries, and at the Information and Referral Center and Office of Human Resources, both in Day Hall. The manual is a large three-ring binder with brown cover. It is easy to use and is divided into eight sections with a table of contents and index. You are encouraged and invited to use the manual at any time.

"Employees should have a manual of their own, the existing manuals are not sufficiently available."

As mentioned above, there are over 600 manuals located across campus, in all departments, in libraries and other locations in Day Hall and this distribution should provide a manual that is easily accessible to every employee.

In addition, this September all nonacademic employees will receive through campus mail a copy of a work-related guidebook called "You and Cornell." This guidebook is a compilation of many of the policies in the Personnel Manual and should in many instances serve as a personal personnel manual. For questions not answered by the forthcoming "You and Cornell," please check with your supervisor or the Personnel Manual.

Networking

Deadlines

August 31 for September 10
September 14 for September 24
September 28 for October 8
October 12 for October 22
October 26 for November 5
November 9 for November 19
November 23 for December 10
December 14 for December 24

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Photo by D. Hicks

Ralph Moss of Cornell Catering and Lt. Parton R. Ingersoll of Public Safety relish a moment's break as they catch up at the Trustee picnic held this spring at Cornell Plantations.

EAP

Guidelines for Parents in Selecting Quality Daycare

While childcare experts debate the effects of daycare on youngsters, many parents who must use this service struggle to find the best care for their children. The following guidelines may suggest to parents some areas of concern as they evaluate daycare situations, whether prospective or currently used services.

Cost: In-home child care is usually the most expensive. Child care centers or other group care settings usually cost less. Find out what the price range is in your area. Which options does your budget allow for?

Qualifications: Ask specific questions about caregivers' education and experience. Is the provider certified to provide the service?

Attitude: If the caregivers have a positive and cheerful attitude, it can enhance your child's well-being.

Sensitivity: Try to gauge how attuned the caregiver is to your child and to the child's individual needs.

Safety: What is the record on accidents or injury? How clean and safe is the facility? What are the arrangements for meeting safety and health emergencies?

Equipment: Three types of play-things should be available: 1) those that stimulate large muscle activity, such as a slide or climbing apparatus; 2) those that can be used creatively, such as art materials

or simple musical instruments; 3) those that facilitate small muscle development: Lego-style materials, small toys to manipulate or peg boards are good for this.

Activities: Are there opportunities for expressions of creativity? Are painting, drawing, cutting, singing encouraged?

Interaction: Spend some time quietly observing a potential setting. Observe interaction between caregivers or teachers and children, as well as social interaction between children. Is this an atmosphere where your child can communicate and thrive?

Basic Needs: Consider the period of time over which your child will typically be in this setting. What will the child's basic needs be? Food, rest, activity, and adequate supervision probably head the list. Is it possible to meet diet restrictions, activity restrictions, etc., in this setting?

While finding adequate daycare is crucial to most working parents, other concerns emerge in a busy and growing family. If any of these concerns seem particularly problematic to your family right now, you may wish to call your Employee Assistance Program. Trained counselors are available to talk these things over with you in individual, couple, family, or group sessions. They are a phone call away, at 273-1129.