

# CORNELL Chronicle

Volume 22 Number 30 April 25, 1991

**Michels Named  
Medical Dean**

page 3

**Raising Trash  
Consciousness**

page 6

## Mirror image



Peter Morenus

Several students and McGraw Tower are reflected by a puddle on an Arts Quad walkway. No doubt, it's spring.

## Rhodes cites aid pledge, campus code

Cornell has assured its 3,500 students receiving financial-aid grants that it will backstop the possible loss of state and federal grants and that, in special hardship cases, it will allow students up to two years to cover unpaid bursar bills.

But, after some students called those assurances insufficient and therefore threatened disruptive protests, President Frank H.T. Rhodes made clear that the Campus Code of Conduct would be enforced.

The code and state law, Rhodes said in an April 23 statement, "permit and protect lawful protest, but they forbid protests that interfere with others' peaceful and lawful use of university premises, facilities and programs.

"Blocking or occupying buildings, preventing people from doing their lawful business on campus, and deliberately disrupting university life in defiance of the Campus Code cannot and will not be tolerated."

About 200 students, mostly black and Hispanic, protested last week, saying they feared pending state financial-aid cuts might make it impossible for them to continue their Cornell educations. They sat in at Day Hall on April 15, blocked its entrances on April 16 and interfered with traffic on April 17.

Continued on page 8

## 'Maps of hell'

## Astronomers assemble images of Venus' nightmarish terrain

They might be dubbed "maps of hell" — the table-sized mosaic images of Venus spread out in a workroom in Cornell's Space Sciences Building.

The mosaic of radar pictures, uniquely assembled at Cornell from data transmitted from the Magellan spacecraft now looping about the shrouded planet, reveal a nightmarish terrain bombarded by meteorites, punctured by immense volcanoes and crumpled by massive subsurface movement, roiling lava flows beneath the thin crust.

Launched in 1989, NASA's Magellan swung into orbit about the planet last August, and its "synthetic aperture radar" has been penetrating Venus' dense sulfuric-acid clouds mapping the surface ever since.

Magellan's radar vision is sharp, indeed. Previous surveys of the planet's surface, for example, using the giant Arecibo radio/radar telescope, could resolve structures from 1 to 2 kilometers across. However, Magellan can resolve structures from 150 to 250 meters in size.

To astronomy Professor Donald Campbell and Associate Professor Steven Squyres, the panoramic jigsaw puzzle of the Venusian maps represents an immense experiment in geophysics that will occupy scientists for decades.

Campbell and Squyres are both members of the NASA scientific team overseeing Magellan's operation and data analysis. Campbell was a co-author of three articles on initial Magellan results in the April 12 issue of Science.

"It's a sort of semicontrolled experiment in planetology," said Squyres. "Venus is a planet that's the same size and density of Earth, with an interior mantle that probably behaves in the same way. However, Venus has a surface that, at about 900 degrees Fahrenheit, is far hotter than Earth's."

The result, said Squyres, is that the crust of Venus, unlike Earth's, is buoyant, floating about on the mantle like surface scum on a pond. On Earth, the denser crust plunges into the planet's depths at boundaries between crustal plates.

Thus, he says, the Venusian surface may well be wrenched and torn in a manner very different from Earth, where huge continental-sized plates ride majestically intact atop the mantle beneath.

For one thing, the surface is peppered with some 500,000 small volcanic domes, the astronomers pointed out.

Also, the thin, brittle crust is crunched and torn by subsurface forces into an intricate confusion of cracks and rills.

Perhaps strangest of all, however, are the broad bulges, or coronae, hundreds of kilometers across and about a kilometer high scattered across the Venusian surface. According to the scientists, the bulges were likely produced when subsurface mantle material surged upward, like a whale surfacing, and then receded.

The surface also bears the giant pockmarks of large meteorites that managed to penetrate the thick atmosphere. While the smaller meteorites no doubt vaporized upon entry, the scientists could see small collections of craters where medium-sized meteorites may have broken into pieces, peppering the surface like the blast from a buckshot-loaded shotgun.

Surprisingly, Magellan scientists are discovering that the surface is more affected by the atmosphere than they had previously thought, said Campbell.

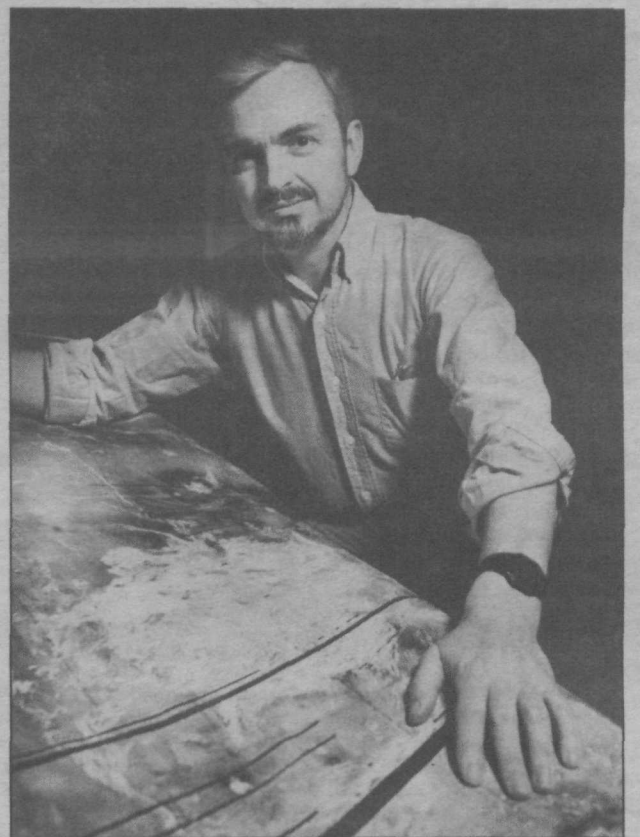
"We anticipated a low wind velocity, but we saw much more than we expected," said Campbell. "For example, we saw where the deposits from explosive eruptions had been swept clear of the volcanic dome by the wind."

Campbell also said that some peculiar Venusian process may have produced an unexplained radar-shininess on high mountaintops. To Magellan's radar eye, such peaks reflect as brightly as metal, and the strange Venusian mineral may have been produced by the action of pressures, temperatures and chemical reactions on rock at those altitudes.

Despite the remarkable results from the Magellan mission, the public has seen less of the mission results in newspapers and magazines than they did, for example, of pictures from the Voyager missions to Jupiter and the other outer planets, said the scientists.

The reason for the low-key reception, they say, may lie in the fact that the Voyager spacecraft immediately yielded panoramic pictures, which increased in detailed as the probes zipped toward the planet. In contrast, Magellan sends back thousands of high-resolution radar scans of narrow strips of the planet surface, which are only gradually assembled into a coherent whole.

"It's as if you had your nose pressed against the planet and then pulled back to see the broad picture," said Squyres. The tedious process of assembling the mosaic



Peter Morenus

Astronomy Professor Donald Campbell with table-sized images of Venus, assembled from the Magellan spacecraft data.

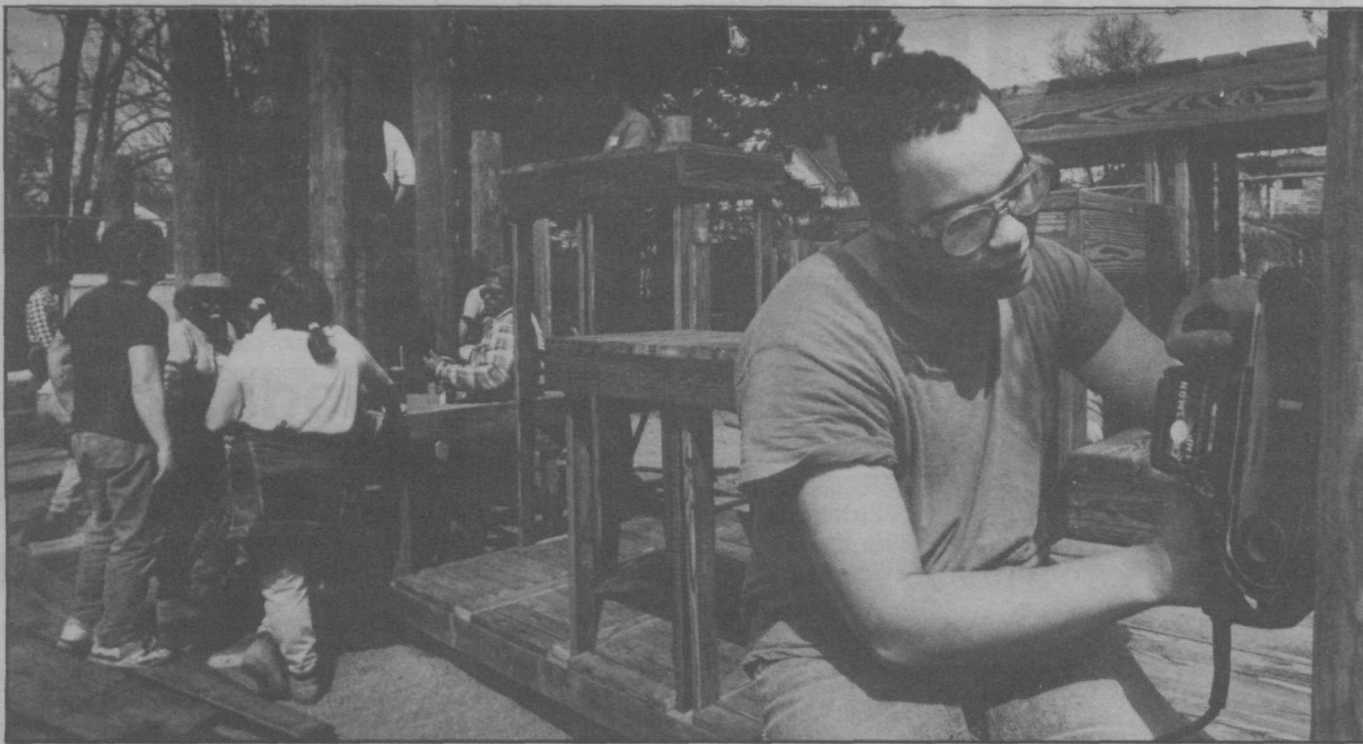
might not yield results in as climactic a manner, they speculated.

However, to the Cornell planetologists, the Venusian maps are turning out to be among the most exciting images of their lives.

—Dennis Meredith



## Sandman



Peter Morenus

Engineering junior Kyesi Arno sands a pillar as he and other students helped build a new playground at the Southside Community Center last week.

## BRIEFS

■ **Rape charge:** A male Cornell student has been charged with rape after a female Cornell student filed a complaint for an incident alleged to have taken place in his residence-hall room at 4:30 a.m. April 21.

■ **Mellon grant:** Cornell is one of nine institutions that have received \$600,000 each from the Andrew W. Mellon Foundation in a program intended to strengthen graduate education. The nine universities were chosen based on their having attracted the largest number of recipients of Mellon Graduate Fellowships in the Humanities since that program began in 1983. The purpose of the program is to achieve improvements in Ph.D. programs in the humanities and social sciences to reduce student attrition and to lower the number of years that the typical student spends working toward a doctorate. The other universities are Columbia, Harvard, Princeton, California at Berkeley, Chicago, Michigan, Pennsylvania and Yale.

■ **Road closing:** The north end of Sapsucker Woods Road will be closed to through traffic on Saturday, May 4, from 7:30 to 10:30 a.m. during the Laboratory of Ornithology's capital campaign kick-off breakfast. All traffic must enter from Hanshaw Road during that time.

■ **Technology implications:** Ronald Kline, assistant professor of the history of technology in the School of Electrical Engineering, has been elected president of the Institute of Electrical and Electronics Engineers (IEEE) Society on the Social Implications of Technology. One of the technical subgroups of

the IEEE, the 2,500-member society publishes a journal and sponsors conferences dealing with technology and society, history of technology and engineering ethics.

■ **Energy Expo:** The Eco-Justice Project and Network, a unit of the Center for Religion, Ethics and Social Policy, will be holding an Energy Expo on Saturday, May 4, on the Ithaca Commons. The daylong event will feature music, theater, dance, speakers and exhibits from businesses and non-profit organizations. There will be exhibits on solar and wind power and demonstrations on simple things people can do to reduce energy consumption. There also will be activities for children.

■ **Entries sought:** A prize of \$750 each will be awarded to an undergraduate student and a graduate student for an honors essay and thesis, respectively. The award will go to an essay or thesis that gives "evidence of the best research and most fruitful thought in the field of human progress and the evolution of civilization." Each author should identify his or her essay with a pen name and accompany it with a sealed envelope containing the author's real name within and showing the pen name on the outside. Entries are due May 7 in 450 McGraw Hall; undergraduate students to Professor Stuart Blumin, graduate students to Professor Paul Hyams.

■ **Blood:** The Cornell Tradition will hold a blood drive April 30, 10 a.m. to 4 p.m. in the Memorial Room, Willard Straight Hall. Type-O blood is especially needed.

## NOTABLES

Two faculty members, Joan Jacobs Brumberg and Dexter C. Kozen, are among the 143 artists, scholars and scientists who have won Guggenheim Fellowships this year. Brumberg, an associate professor of human development and family studies and of women's studies, will examine female adolescence in historical perspective, 1790-1990. Kozen, a professor of computer science, will study the completeness of the propositional mu-calculus. The awards are given based on unusually distinguished achievement in the past and exceptional promise for future accomplishment.

Poet Robert Morgan, a professor of English, has won the James G. Hanes Foundation Poetry Prize for distinguished literary achievement from the Fellowship of Southern Writers. Morgan, a native of North Carolina, is the author of eight volumes of poems and a book of short stories.

H.P. Banks, the Liberty Hyde Bailey Professor Emeritus of Botany, has received the Palaeobotanical Society International Medal in recognition of his outstanding contributions to palaeobotany. The medal will be awarded in November.

George T. Milkovich, the M.P. Catherwood Professor of Human Resource Management, is heading a committee charged to draw plans for paying nearly 2 million federal workers at least partly on the basis of their performance, rather than on mere longevity. Milkovich's committee will recommend ways to design and establish effective pay-for-performance systems.

## Construction to close roads this summer

The city of Ithaca will reconfigure the Hoy Road and Route 366 intersection and the "Five Corners" intersection this summer, while Cornell undertakes a utilities project in that area. The city and university are coordinating construction schedules to keep traffic disruptions to a minimum, according to John C. Gutenberg, assistant director of community relations at Cornell.

From early June until late August, Route 366 will be closed from Judd Falls Road to the Five Corners intersection at Bill's Sunoco station. The city will provide detour signs for state routes and city streets, in cooperation with the town of Ithaca.

In addition, Cornell will expand its steam- and chilled-water distribution systems. As a result, Hoy Road will be closed to all through traffic from May 28 through early September. Traffic will be limited to pedestrians crossing Dwyer Dam Bridge and then only to the wooden stairs leading to and from Kite Hill. Gutenberg said pedestrians can use the foot bridge off Oak Avenue leading to Bard Hall as an alternate walking route to campus.

To expand the capabilities of the water and steam system, major distribution lines will be installed this summer under Hoy Road. The lines will cross Cascadilla Creek under the Dwyer Dam Bridge (at the intersection of Route 366 and Hoy Road); needed bridge maintenance also will be accomplished as part of this project.

Gutenberg said Cornell Plantations is providing guidance on protection measures for sensitive vegetation and the crossing of Cascadilla Creek.

Access to the university's 700-space parking garage for permit holders will be maintained at the north end, near Schoellkopf House, and exit will be at the south end. Metered visitor parking will continue to be available in the lot east of Alberding Field House as well as the south end of the parking garage.

Another summer road project at Cornell will affect campus traffic patterns on upper Campus Road near the tennis bubble. Beginning July 1 and continuing into the fall, Campus Road from the Wing Drive intersection to Judd Falls Road will be closed for reconfiguration and repaving.

## City panel to issue town-gown report

As the Chronicle was going to press, Ithaca's Cornell-City Relations Study Commission was to issue its report based on a year of review. Cornell, as an institution, was not represented on the commission and was not permitted to see the report before its official release. The Chronicle will carry coverage of the report in next week's issue.

The commission was named last year by Mayor Benjamin Nichols, a professor emeritus of electrical engineering, to "analyze the many interactions between the university and the city, to produce a balance sheet and to make recommendations."

## CORNELL Chronicle

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

## GRADUATE BULLETIN

**May degree:** May 17 is the deadline for completing all requirements for a May degree. Professional master's candidates should check with their field regarding the deadline, as that deadline may be earlier.

**Summer registration:** Forms for summer registration will be available May 6 at the Graduate School information desk. Students receiving summer support from the Graduate School must submit their form by May 20. Students must register if they are receiving financial aid during the summer; wish to use campus facilities; or are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School; student ID is required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Tuition must be paid for summer courses taken through the Division of Summer Session, Extramural Studies and Related Programs.

## MEMORIAL SERVICE

A memorial service for Shawn Douglas Wiser, a graduate student in ecology and systematics, is scheduled for Thursday, May 2, at 5 p.m. in the Sculpture Garden of Cornell Plantations. In case of inclement weather, the service will be in the atrium of Corson-Mudd Hall.

Wiser, 25, died April 2 in Penang, Malaysia, of a hemorrhagic brain cyst. He was from Pullman, Wash., and graduated from the University of Washington, Seattle, in 1988 with a bachelor's degree in biology.

Family and friends have established a memorial fund for a flowering tree and bench to be placed on the lawn outside Corson-Mudd Hall, where Wiser regularly held his undergraduate discussion-group sessions. An annual award in his name may be established as part of the Ecology and Systematics Graduate Student Research Fund.

Contributions may be sent to the Section of Ecology and Systematics, Corson-Mudd Hall.



## CUMC names new dean

Dr. Robert Michels, the Barklie McKee Henry Professor and chairman of the Department of Psychiatry at Cornell Medical College and the psychiatrist in chief of New York Hospital, has been named Cornell's provost for medical affairs and the Stephen and Suzanne Weiss Dean of the Medical College.

Michels succeeds Dr. G. Tom Shires, who has become head of surgery at Texas Tech University's medical school.

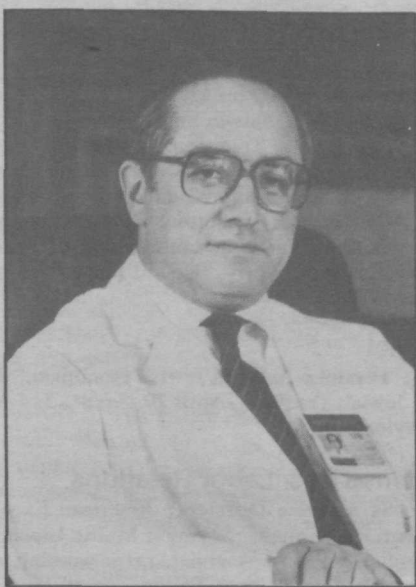
In announcing the appointment, President Frank H.T. Rhodes said that Michels "brings 17 years of outstanding leadership in the Department of Psychiatry and an intimate knowledge of and commitment to the broad spectrum of issues in which the college is involved, especially education, health care and biomedical research. He will make a superb dean, and I look forward with great enthusiasm to working with him."

Harvey Sampson, chairman of the Board of Overseers of the Medical College, described Michels as "a renowned psychiatrist and experienced administrator, teacher and scholar."

Michels, a psychoanalyst, psychiatrist, physician and scholar, joined the Medical College in 1974. He leads one of the largest psychiatry programs in the country, with more than 500 faculty, 100 residents, 400 beds and programs in clinical, educational and research activity.

"It is an honor to have the opportunity to lead this institution and to have the potential to advocate the interests of medical education and research nationwide," Michels said. "I hope to be able to contribute to the continuing search for excellence and to the renewed spirit of cooperation at this outstanding academic medical center."

A native of Chicago, Michels re-



Dr. Robert Michels

ceived his B.A. degree from the University of Chicago in 1953 and his medical degree from Northwestern University in 1958.

Michels' previous appointments have included posts at the Columbia University College of Physicians and Surgeons, the New York State Department of Psychiatry, the New York State Psychiatric Institute and Presbyterian Hospital.

He is a past president of the American Board of Psychiatry and Neurology, the American Association of Chairmen of Departments of Psychiatry and the American College of Psychiatrists. He is a member of the Board on Mental Health and Behavioral Medicine of the National Academy of Sciences, the Institute of Medicine, and the Board of Professional Standards of the American Psychoanalytic Association.

## Scholars gather to discuss religion & protest in Africa

Seventeen scholars from Africa, Europe, Canada and the United States will discuss religion and protest in Africa at a conference here April 26 and 27.

"Bringing together an international array of scholars from different disciplines, this conference undoubtedly will have a significant influence on scholarship in this area of inquiry for some time," said Robert L. Harris Jr., director of the Africana Studies and Research Center.

Organized by Don C. Ohadike of the Africana Center, the conference is the final event in the center's 1990-91 Program in African Cultural Studies, funded by the Rockefeller Foundation.

All conference sessions will be held in the Hoyt Fuller Room in the Africana Center, 310 Triphammer Road, and will be open to the public.

Ali A. Mazrui, a Kenyan-born scholar

and writer, will deliver the keynote address on "The Religious Activation of Political Discontent: Africa's Triple Experience," at 11:30 a.m. on April 26. He is an A.D. White Professor-at-Large at Cornell and teaches at the State University of New York at Binghamton.

The schedule of panel discussions:

- April 26 — Religion and resistance in Africa: political and historical perspectives, 9:15 a.m.; prophecy, witchcraft and political mobilization in Africa, 11 a.m.; and "mystic" warriors: the state and the politics of prophecy, 4 p.m.

- April 27 — Islam and popular movements in Africa, 8:45 a.m.; Christian-Muslim conflicts in Africa, 11 a.m.; state and religion in Africa: cases from Nigeria, 2 p.m.; and toward religious tolerance in Africa, 4:15 p.m.

—Albert E. Kaff

## Alumni News to be expanded

Publication of the Cornell Alumni News will undergo a number of changes this fall to increase the magazine's coverage of the university and to add to its readership.

Under an agreement between the Cornell Alumni Federation, which owns the Alumni News, and the university's Division of Public Affairs, headed by Vice President Richard M. Ramin '51, public affairs will provide a \$250,000 initial annual subsidy to the publication. Jack Krieger '49, an assistant to Ramin, will serve as publisher of the Alumni News, at no cost to the federation.

Currently, the magazine's 10 annual issues are sent to 35,000 subscribers. The new arrangement will continue 10 issues a year, but will send at least two issues annually to 95,000 additional alumni, for free.

The new arrangement has been under study for nearly six years and will result in "an Alumni News with more pages for ar-

ticles, more coverage of important university- and alumni-related topics, a more colorful, better printed product, plus the ability to send at least a couple of issues every year to alumni who would not otherwise see it," said C. Richard Jahn '53, chairman of the federation's Alumni News Committee.

Jahn lauded John Marcham '50, who is stepping down after nearly 30 years as editor of the Alumni News, for his "selfless efforts and outstanding skills in maintaining the editorial and financial vitality of this magazine with half the revenue and half the staff of many sister publications — many of which publish fewer issues per year."

Krieger, who was in magazine publishing for 30 years before joining public affairs last summer, said that with the added funds, the magazine's editorial staff will be increased to add more pages of features, university news and color photography.

## John Marcham: Telling Cornell's evolving story for 30 years

John Marcham '50 is stepping down after nearly 30 years as editor of the Cornell Alumni News. But he has no intention of retiring at his age of 62, because that's the way John is.

As he puts it: "Hell, no. With a father [Frederick G. Marcham, the Goldwin Smith Professor Emeritus of English History] still teaching at age 92, I am hardly ready to stop. I'll be ready to tackle some new challenge as a manager, editor, writer, what-have-you."

Marcham has been doing the "what-have-you" at the Alumni News for most of his career there, publishing some 300 issues of the magazine on a shoestring budget while maintaining its financial and editorial independence and even enhancing its reputation as one of the most respected publications in its field.

### CORNELL People

The magazine has received nearly 60 honors during the Marcham era, including top awards from Newsweek, the Atlantic and the Chronicle of Higher Education.

In 1986, when Charlie Williams '44 retired as business manager, Marcham added all of Williams' responsibilities to his own to keep costs down.

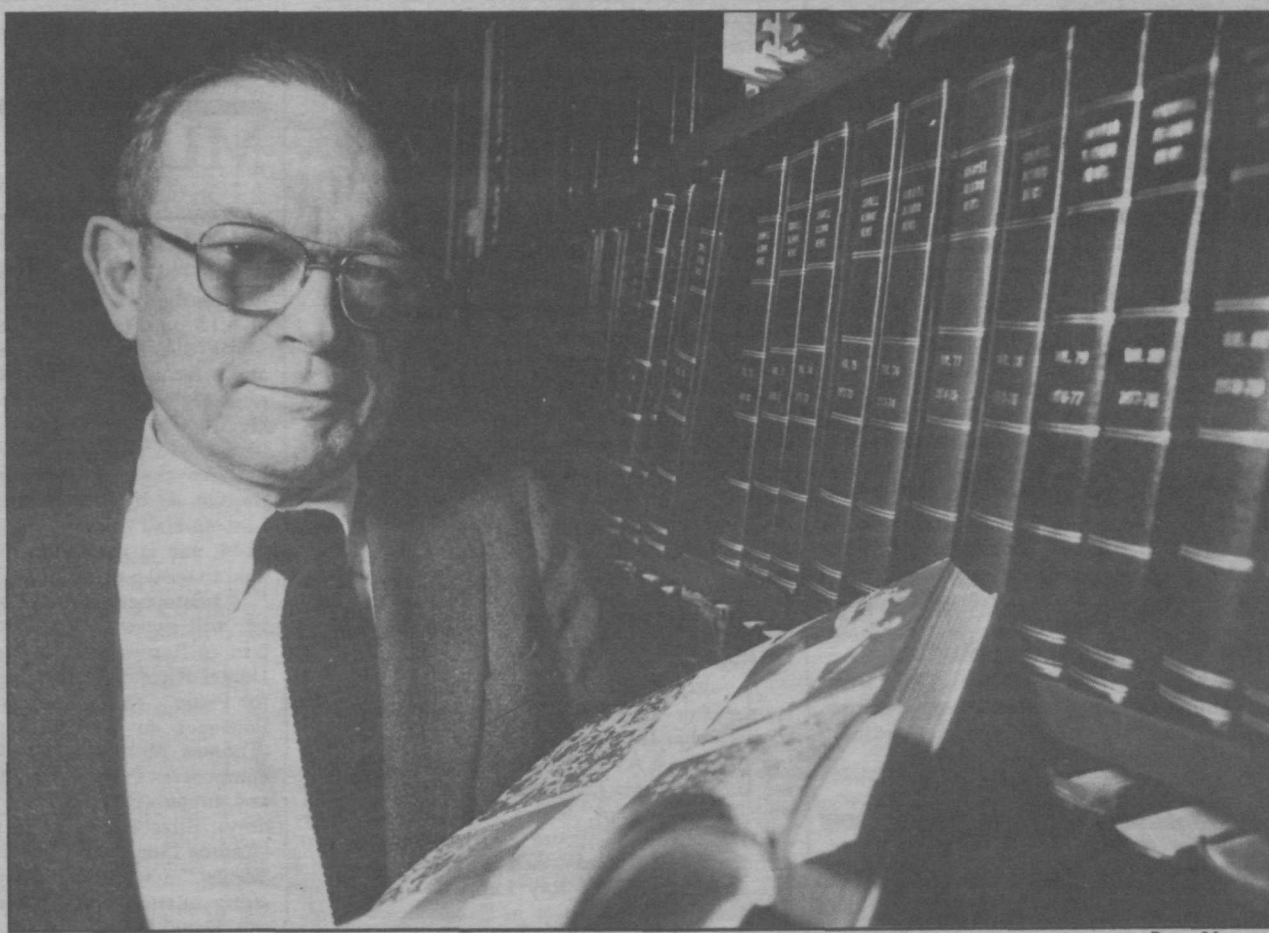
"It's amazing how hard you can work with this kind of full responsibility and freedom," he said, pointing out that he has always reported directly to the Alumni News Committee of the Cornell Alumni Federation.

With the Alumni News entering a new era — the Division of Public Affairs will provide an initial annual \$250,000 subsidy and install a publisher at the magazine (see related story above) — Marcham said he was "really excited about the prospect of the magazine being sent to all of the alumni at least twice a year." But he added that he has some reservations, as well.

As editor of the Alumni News, Marcham said, he tried to maintain what he called a kind of "sympathetic objectivity and not assume the worst or the best, to be constantly guarding against boosterism." He had no grand purpose for the Alumni News other than telling the evolving story of Cornell, "just recording what the community does."

"If I were stranded on a desert island, the first thing I would do is to start scratching down my observations," he continued. "I'm kind of a collector, a recorder. That's just the way I am."

Marcham has been that way every since he got what he



Editor John Marcham with bound copies of the Cornell Alumni News.

Peter Morenus

called a goldbrick assignment writing for a newspaper in the Army in 1946. Up until then he had dreamed of becoming an engineer. From then on his life has been committed to journalism, serving on the staff and eventually as editor of the Cornell Daily Sun, as a reporter with Life Magazine, city editor of the Ithaca Journal during the 1950s and finally as editor of the News.

The most dramatic test of Marcham's editorial approach came in reporting the campus unrest in the 1960s, particularly the takeover of Willard Straight Hall in 1969, when the picture of black students carrying guns emerging from the Straight was seen around the world.

He says he takes great satisfaction in knowing that the issue of the News devoted entirely to reporting those events has been requested repeatedly through the years by faculty who say they send it to colleagues and prospective new

faculty as the most comprehensive objective reporting of those historical events at Cornell.

In addition to his work with the magazine, Marcham served nearly 10 years on the Tompkins County Board of Representatives, running for office the first time in 1967 because, he said, he thought his presence on the ballot would help attract votes for a good friend who was running for mayor. "I never thought I would get elected, too," he said.

He mentioned that the "very first thing" he did when he decided to run was to visit his opponent in the election, a nine-year incumbent.

"It just didn't seem right to run behind his back," Marcham said.

And that also is the way John is.

—Martin B. Stiles



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-3156.

Balkan Dance Workshop for experienced dancers, by Ed Abelson, 6:30 to 7:30 p.m., April 28, Memorial Room, Willard Straight Hall. The annual ballroom and international couple dance, with David Nulle, program coordinator, April 28; teaching of easy ballroom rhythms, 7:30 to 8:30 p.m.; grand party with jitterbug contest, 8:30 to 11:30 p.m.

Global dancing, cajun waltz, 7:30 to 10 p.m., April 30, dance studio, Helen Newman Hall. For information, 273-0707.

### Israeli Folkdancing

Israeli folkdancing, Thursdays, 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. Telephone: 255-6464.

"Made to Remember: American Commemorative Quilts," an exhibition featuring 29 quilts from collections throughout the United States, will be on view through June 9.

In conjunction with the quilt exhibition, a gallery talk will be presented by Cathy Rosa Klimaszewski, curator of the exhibition and assistant coordinator of education, on April 28 and again on May 2 at noon.

"Black Printmakers and the W.P.A.," an exhibition illuminating the aesthetic and technical contributions of black artists to the field of graphic arts, will be on view through May 15.

### Sibley Fine Arts Library

Books by Laurie Sieverts Snyder will be on display through May 3. Snyder teaches photography in the fine arts department and a summer session course called "The Artist's Book."

### Soviet & East European Studies

"The Symbolic Politics of Transition: Hungarian Political Posters 1989-90," an exhibition of election-campaign posters at various exhibit areas in Olin Library, through May 3.

## FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday), which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

### Thursday, 4/25

"Alice" (1990), directed by Woody Allen, with Mia Farrow, William Hurt, Joe Mantegna and Alec Baldwin, 7 p.m.

"She Must Be Seeing Things" (1987), directed by Sheila McLaughlin, with Sheila Dabney and Lois Weaver, free, 7:30 p.m., Uris.

"The Godfather III" (1990), directed by Francis Ford Coppola, with Al Pacino, Diane Keaton, Talia Shire, Andy Garcia and Joe Mantegna, 9:30 p.m.

### Friday, 4/26

"Alice," 7 p.m.  
"Pathfinder" (1987), directed by Nils Gaup, with Mikkel Gaup and Ingvald Guttorm, 7:15 p.m., Uris.

"Godfather III," 9:30 p.m.  
"Vincent and Theo" (1990), directed by Robert Altman, with Tim Roth and Paul Rhys, 9:30 p.m., Uris.

### Saturday, 4/27

"Freeze - Die - Come to Life" (1989), directed by Vitaly Kanevski, 7 p.m., Uris.

"Godfather III," 7 p.m.  
"Lolita" (1962), directed by Stanley Kubrick, with James Mason, Sue Lyon, Peter Sellers and Shelly Winters, 10:30 p.m.

### Sunday, 4/28

Adolescent Sexuality, including "Framed Youth, or Revolt of the Teen-age Perverts," "Out Takes," and "Jollies," co-sponsored by women's studies and CCPA, free, 2 p.m., Johnson Museum. Discussion will follow led by David Bathrick, theatre arts.

"Mahabharat," (vol. 6, part 2), the South Asia Film Series, 2 p.m., Room B, Uris Library.  
"Godfather III," 4:30 p.m.  
"Alice," 8 p.m.

### Monday, 4/29

"Freeze - Die - Come to Life," 7 p.m.  
"She Wore a Yellow Ribbon" (1946), directed by John Ford, with John Wayne, Joanne Dru and John Agar, 9:30 p.m.

### Tuesday, 4/30

"Collision Course," sponsored by Southeast Asia Film Series, 4:30 p.m., Room B, Uris Library.

"Berkeley in the 60s" (1990), directed by Mark Kitchell, with Mario Savio, Ronald Reagan, Joan Baez, The Grateful Dead, Allen Ginsberg and Huey Newton, free, 4:30 p.m.

"The Reincarnation of Golden Lotus" (1990), directed by Clara Law, with Jai Wong and Lam Chun Yen, 7:15 p.m.  
"Lolita," 9:40 p.m.

### Wednesday, 5/1

"Beauty and the Beast" (1946), directed by Jean Cocteau, with Jean Marais and Josette Day, 7:30 p.m.

"Home Alone" (1990), directed by Chris Columbus, written and produced by John Hughes, with Macaulay Culkin, Joe Pesci, Catherine O'Hara and John Heard, 9:40 p.m.

### Thursday, 5/2

"Once Around" (1990), directed by Lasse Hallstrom, with Holly Hunter, Richard Dreyfuss, Gena Rowlands, Danny Aiello and Laura San Giacomo, 7:15 p.m.

"The Color of Honor" (1987), with guest film maker Loni Ding, 7:30 p.m., free, Uris.  
"Home Alone," 9:45 p.m.

## LECTURES

### Boyce Thompson Institute

"Synthesis of Telomeres by the Ribonucleoprotein Telomerase," Elizabeth Blackburn, University of California, San Francisco, May 1, 4:30 p.m., Large Conference Room, Biotechnology Building.

### Center for Jewish Living

"Sports: Then And Now," Marty Glickman, sportscaster and former Olympian, May 2, 7 p.m., Kosher Dining Hall, Center for Jewish Living, 106 West Ave. Glickman was a member of the U.S. Olympic track team in 1936; co-holder with Jessie Owens, Ralph Metcalf and Frank Wyckoff of world-record 400-yard-relay set in London in 1936; and coach for sports announcers, including Sugar Ray Leonard. Glickman will receive The Masters in Excellence Award, given by the center to individuals who have brought new dimensions of excellence to their profession and demonstrated a high degree of responsibility to the community they serve.

### Cornell Research Club

"Charles Darwin — Geologist," President Frank Rhodes, May 2, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

### Debye Lecture Series

"Chemical Reactivity of Solids: Intercalation Reactions," Jean Rouxel, University of Nantes, the 1990-91 Debye Lecture Series, April 25, 11:15 a.m., 119 Baker Laboratory.

### East Asia Program

"Female Image and National Myth in Chinese

Literature," Meng Yue, Harvard-Yenching Institute, and editor, Literature Review, Institute of Chinese Literature, Chinese Academy of Social Sciences, April 26, 4:30 p.m., 230 Rockefeller Hall.

### English/Medieval Studies

"The Insular Tradition: New Archaeological Discoveries from the River Blackwater," Cormac Bourke, Royal Ulster Museum, Belfast, April 25, 7:30 p.m., 22 Goldwin Smith Hall.

"The Insular Tradition: An Overview," Rosemary Cramp, University of Durham, April 29, 7:30 p.m., 22 Goldwin Smith Hall.

"The Insular Tradition: Pictish Silverwork," James Graham-Campbell, Institute of Archaeology, London, April 30, 7:30 p.m., 22 Goldwin Smith Hall.

### Hillel

"Feminist Judaism/Jewish Feminism," Topics in Jewish Tradition, April 29, 8 p.m., 314 Anabel Taylor Hall.

### Industrial & Labor Relations

"Is America Different? American Exceptionalism Reaffirmed," Seymour Martin Lipset, sociologist, political scientist, prize-winning author and the 1991 Alpern Fellow, April 25, 4 p.m., 117 Ives Hall; "Unions and Socialism in the United States and Canada," April 26, 10 a.m., 300 ILR Conference Center.

### Mathematical Sciences Institute

"Efficient Conjugate Gradient Solution of the Stokes Equations," David Silvester, University of Manchester, April 25, 2:30 p.m., 214 MSI, 409 College Ave.

### Near Eastern Studies

"Adaptation and Translation: The Genesis of Modern Hebrew and Arabic Literature," Tudor Parfitt, University of London, co-sponsored by comparative Muslim societies, April 25, 4:30 p.m., 374 Rockefeller Hall.

### Theory Center

"Competitive Networks and Variational Inequalities — from Transportation to Finance," Anna Nagurney, University of Massachusetts, April 30, 4 p.m., 456 Engineering and Theory Center Building.

### University Lectures

"Boys and Girls Together: The Etiology of Glamour Drag and Male Impersonation on the 19th-Century Popular Stage," Laurence Senelick, Tufts University, April 25, 4:30 p.m., Film Forum, Center for Theatre Arts.

"From Animal Play to the Olympic Games," Theodore I. Grand, Smithsonian Institute, April 30, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith Hall.

## MUSIC

### Department of Music

The Philadelphia Orchestra will return to Cornell for the first time in 25 years today, April 25, at 8:15 p.m. in Bailey Hall. Yuri Temirkanov, music director of the Leningrad Philharmonic and a frequent guest conductor of the Philadelphia Orchestra, will lead the ensemble in the Overture to "Prince Igor" by Borodin, the Serenade in C Major for Strings, Op. 48 by Tchaikovsky and the Symphony No. 2 in D Major, Op. 43 by Sibelius. Tickets are on sale at the Lincoln Hall ticket office, 9 a.m. to 1 p.m., 255-5144; and at the Dewitt Mall box office, 11:45 a.m. to 4:30 p.m., 273-4497.

Christopher Morgan Loy, composer and pianist, will present a concert on April 26 at 8:15 p.m. in Barnes Hall. Guest artist will be pianist Daniel Rieppel performing Loy's Five Preludes for Piano. The concert will also include Loy's Portiques du reve for guitar, viola and piano (Thomas Stoneman, Mark Barsamian and the composer); Praise and Meditation for soprano and organ (Patrice Pastore and William Cowdery); Elizabethan Lyrics for soprano and piano (Andrea Folan and the composer); and "Ancient Tombs," a work for horn (Stephen Taylor) and string quartet (Mark Barsamian, Bruce Anderson, David Dudil and Laura Kramer).

Carl St. Clair will conduct the Cornell Chamber Orchestra and the Cornell Chorale, under the direction of Thomas A. Sokol, will perform on April 27 at 8:15 p.m. Durufle's Requiem, Opus 9 and Mozart's Sinfonia Concertante in E-Flat Major will be presented.

The Symphonic Band and Chamber Winds, under the direction of Mark Scatterday, will perform a variety of music on April 28 at 4 p.m. in Bailey Hall. Conductor Marice Stith will return as guest conductor to perform the Liturgical Music for Band by Mailman. Conductor Scatterday and assistant conductor Scott Jenary will lead the band to play Iannaccone's "After a Gentle Rain," Tull's "Introit," Chance's "Incantation and Dance," Fillmore's "Rolling Thunder" and Mozart's "Serenade No. 10."

"The Joy of Song," a vocal recital, will be presented by Alexis Karl, Randall Schlosberg, Yoshie Shinohara, John Rowehl, Dan Stowen, Marion Hanson and Andrea Folan on April 25 at 8:15 p.m. in Barnes Hall. Featured works include Mozart, Debussy, Faure, Wolf, Schubert, and various operatic arias will be performed.

Chamber Music with Chamber Winds will be performed on April 30 at 8:15 p.m. in Barnes Hall. Mark Scatterday will be the conductor. Featured will be Mozart's Serenade No. 10, from the Grand Partita; Haydn's Feld-Poetie; Kabalevsky's Sonata No. 1; Dvorak's Slavonic Dances, and a piece by Holsinger Duo for Violin and Cello by Kodaly will be played by Yao-Song Chen and Victoria Leavitt.

University organist Donald R.M. Paterson will give a recital on May 1 at 8:15 p.m. in Anabel Taylor Hall. The program will include Frescobaldi's "Toccata per l'Elevazione"; Sweelinck's "Fantasia"; Corelli's "Elevation"; Chromborne en Taille"; Bohm's "Chorale Partita: Christ, der du bist Tag und Licht"; Pachelbel's Chaconne in F Minor; Kerll's Toccata in C Major; Buxtehude's Toccata in F Major; Streicher's Chorale Prelude "Liebster Jesu, wir sind hier"; and J.S. Bach's Prelude and Fugue in D Major.

Spring Gamelan XIX, under the direction of George Torres, will perform on May 2 at 8:15 p.m. in Barnes Hall.

### Barnes Hall Recital

P. Seung-Kwang Lee will give a recital on May 1 at 8:15 p.m. in Barnes Hall. The music includes Beethoven's Violin and Piano Sonata No. 1 in D Major, Opus 12; "Poeme" by Ernest Chausson; and the Wieniawski Violin Concerto No. 2 in D minor. Lee, a student of Sonya Monosoff, will be accompanied by pianist Graeme Bailey.

### Bound for Glory

Kim Wallach, will perform in three live sessions April 28 in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM 93.5.

## RELIGION

### Sage Chapel

W. Jack Lewis, director emeritus, Cornell United Religious Work, will deliver the sermon on April 28. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir under the direction of Donald Paterson. Sage is a non-sectarian chapel that fosters dialogue among the major faith traditions.

### Baha'i

Weekly meetings on campus. Call 257-7971 for information.

### Catholic

Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

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

### Jewish

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

Shabbat Services: Friday: Conservative/Egalitarian, 6 p.m., Founders Room, Anabel Taylor Hall; Reform, 6 p.m., Anabel Taylor Chapel; Orthodox, Young Israel (call 272-5810 for time). Saturday: Orthodox, 9:15 a.m., One World Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room. Pesach Services: Thursday: Conservative/Egalitarian, 6:30 p.m., Edwards Room; Friday: Orthodox, 9 a.m., Edwards Room.

### Korean Church

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

### Muslim

Friday prayers, 1 p.m., Edwards Room, Anabel Taylor Hall; Friday discussion dinner, 7:30 p.m., 218 Anabel Taylor Hall; Sunday Qur'an Study, 12:30 p.m., 218 Anabel Taylor Hall.

### Protestant Cooperative Ministry

Sunday worship, 11 a.m., Anabel Taylor



Chapel; Taize Prayer, Tuesdays, 5:30 p.m., Anabel Taylor Chapel; Bible study, Thursdays, 8 p.m., G-7 Anabel Taylor; Celebration, Fridays, 8 p.m., 401 Thurston Ave. Call the Rev. Barbara Heck, chaplain, 255-4224, for information.

**Seventh-Day Adventist**  
Student association, Fridays, 7:15 p.m., 314 Anabel Taylor Hall.

**Buddhism**  
Zen meditation every Tuesday at 7 p.m. Thursday at 5:10 p.m. in Anabel Taylor Chapel. Beginner's instruction Thursdays at 8 p.m. in the chapel. For more information call Ron Warland at 272-0235.

## SEMINARS

**Anthropology**  
"The Anthropology of Modern Politics: Subject, Object Methods," Marc Abeles, Paris, co-sponsored by western societies, April 26, 3:30 p.m., 366 McGraw Hall.

**Applied Mathematics**  
"Bifurcation of Surface Waves: Symmetry, Uniqueness and Boundary Conditions," John Crawford, University of Pittsburgh, April 26, 2:30 p.m., 245 Olin Hall.  
"Identification and Control of Distributed Parameter Systems by Means of the Singular Value Decomposition, or How to Model and Control a PDE without Knowing the Equations of Boundary Conditions," W. Harmon Ray, University of Wisconsin, Madison, April 26, 4:30 p.m., 322 Sage Hall.  
"Second-order Methods for Kinky Minimizing Problems," Tom Coleman, computer science, April 29, 1:30 p.m., 321 Sage Hall.  
"Homogeneity in Systems with Translation/Reflection Symmetry," Gal Berkooz, applied mathematics, May 1, 12:20 p.m., 421 Sage Hall.

**Astronomy**  
"Astrophysics in the 1990s: The Bahcall Committee Report," James Houck, astronomy, April 25, 4:30 p.m., 105 Space Sciences Building.

**Chemistry**  
"On the Origins of Structure in Globular Proteins," Ken Dill, University of California, co-sponsored by the Biotechnology Training Program, April 26, 4 p.m., Large Conference Room, Biotechnology Building.  
"Characterization of Lrp, A Transcriptional Regulatory Protein of E. coli," Debbie Aker, biochemistry, molecular and cell biology, April 29, 12:20 p.m., Small Seminar Room, Biotechnology Building.

**Physics**  
"IL-1 Receptor Complex: Studies on the Structure and Crosslinking by Bivalent Cell Binding Ligands," Barbara Baird, chemistry, April 26, 4:30 p.m., 700 Clark Hall.

**Technology**  
"Center for the Application of Molecular Biology to International Agriculture (CAMBIA)," Richard Jefferson, director, CAMBIA, April 26, 1:30 p.m., 101 Bradfield Hall.  
"Biotechnology and Biosafety in the Philippines," Delores Ramirez, Institute of Plant Biology, and dean, graduate school, University of the Philippines, Los Banos, May 2, 3:30 p.m., 101 Bradfield Hall.

**Chemical Engineering**  
"Carbon Monoxide Oxidation: A Bellwether Reaction," Michel Boudart, Stanford University, April 26, 2:50 p.m., 255 Olin Hall; "How To Go From Fundamental Research to its Applications," May 2, 3:30 p.m., 255 Olin Hall.

**Chemistry**  
"Manipulating Molecules in Two Dimensions," Paul Bohn, University of Illinois, Urbana-Champaign, general chemistry colloquium, April 25, 4:40 p.m., 119 Baker Laboratory.  
"Recent Developments in the Synthesis of Complex Organic Molecules," Andy Myers, California Institute of Technology, organic chemistry seminar, April 29, 4:40 p.m., 119 Baker Laboratory.  
"Functional Versatility of Polyurethanes," H. Georg Schmelzer, chemistry-in-industry seminar, May 1, 4:40 p.m., 119 Baker Laboratory.  
"From the n-Alkanes to Polyethylene: The Crystallization of Chain Molecules," Leo Mandelkern, Florida State University, May 2, 4:40 p.m., 119 Baker Laboratory.

### CISER

"A Researcher's Guide to the 1990 Census," Warren Brown, CISER, April 26, 12:20 p.m., 250 Caldwell Hall. Advance registration is required; call 255-4801.

### Combustion & Thermal Sciences

"Hazardous Byproducts of the Thermal Destruction of 1,1,1-Trichloroethane," Elizabeth Fisher, mechanical and aerospace engineering, April 25, noon, 178 Engineering Theory Center.

### Ecology & Systematics

"Biological Innovation Over 3.8 Billion Years: The Roles of Mutualism and Parasitism," Peter W. Price, Northern Arizona University, April 29, 4:45 p.m., Morison Seminar Room, Corson/Mudd Hall.  
"Toward a Theory on Three-Trophic Level Interactions: Plants, Herbivores, and Natural Enemies," Peter W. Price, Northern Arizona University, April 30, 4:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Electrical Engineering

"MIPS RISC Microprocessors: More MIPS, Cheaper MIPS," Jill Mullan, MIPS Computer Systems Inc., April 30, 4:30 p.m., 219 Phillips Hall.

### English/Medieval Studies

"Current Reflections on Monkwearmouth and Jarrow and other Early Medieval Monasteries: The Economic Base," Rosemary Cramp, University of Durham, April 29, 11:15 a.m., 08 Baker.  
"The Viking Impact on England in the Anglo-Saxon Period," James Graham-Campbell, April 29, 12:20 a.m., 15 Rockefeller Hall.  
"Beowulf and Archaeology: Some Comments," Rosemary Cramp, University of Durham, May 1, 12:20 p.m., 15 Rockefeller Hall.

### Epidemiology

"Randomized, Placebo-controlled, Cross-over Clinical Trial of Psyllium Fiber in Hypercholesterolemic Children," Barbara Dennison, Mary Bassett Research Institute and nutritional sciences, April 26, 12:20 p.m., 141 Plant Science Building.

### Floriculture & Ornamental Horticulture

"The Eccentric American Garden," Chris Woods, Chanticleer, April 25, 12:15 p.m., 404 Plant Science Building.  
"The Leaching of Turf Applied Pesticides," Nina Roth Borromeo, grad student, May 2, 12:15 p.m., 404 Plant Science Building.

### Food Science & Technology

"The Microbial Ecology of Food Processing Environments," Damien A. Gabis, Silliker Laboratories, April 30, 4:30 p.m., 204 Stocking Hall.

### Fruit & Vegetable Science

"Creative Ways to Reduce Herbicide Use in Vegetables," R. Bellinder and R. Wallace, fruit and vegetable science, April 25, 404 Plant Science Building.  
"Yield Response of Corn, Beans and Potato in a Three Crop Intercropping System at Low N Levels," Wilson Gondwe, fruit and vegetable science, May 2, 4:30 p.m., 404 Plant Science Building.

### Genetics & Development

"Alcohol Dehydrogenase and Anaerobic Responsiveness in Petunia," Judy Strommer, University of Guelph, April 29, 4 p.m., Conference Room, Biotechnology Building.

### Geological Sciences

Title to be announced, James Cochran, Lamont-Doherty Geological Observatory, April 30, 4:30 p.m., 1120 Snee Hall.  
"Evolution of Continental Crust: a Seismic Perspective," Walter Mooney, USGS Menlo Park, May 2, 4:30 p.m., 1120 Snee Hall.

### Hotel Administration

"Property Prices and Price Indexes: The Case of Hotels and Motels," Jack Corgel, hotel administration, April 26, noon, 165 Statler Hall.

### Human Ecology

"Multicultural Perspective in Higher Education, An American Indian's Perspective," Ada Deer, University of Wisconsin, Madison, April 26, 2:30 p.m., NG35 Martha Van Rensselaer Hall.

### Immunology

"IL-1 Receptor: Structure and Function," Steven K. Dower, Immunex Corp., April 26, 12:15 p.m., auditorium, Boyce Thompson Institute.

### International Studies in Planning

"Food in the International Political Economy," Harriet Friedmann, University of Toronto, April 26, 12:15 p.m., 115 Tjaden Hall.

### Jugatae

"Cabbage Proteinase Inhibitors: a Potent Phytochemical Defense Against Herbivorous Lepidoptera," Roxanne Broadway, NYSAES, Geneva, April 25, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.  
"Spinneret Morphology, Successive Weighting and Spider Phylogeny," Norman I. Platnick, American Museum of Natural History, April 29, 3:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Materials Science & Engineering

Title to be announced, J. Blackwell, Case-Western Reserve University, April 25, 4:30 p.m., 140 Bard Hall.

### Mechanical & Aerospace Engineering

"The Phelps Dodge Story," Douglas C. Yearley, Phelps Dodge Corp., April 25, 4:30 p.m., Schwartz Auditorium, Rockefeller Hall.  
"Active Suspension," Bill Milliken, Milliken Research Associates Inc., April 30, 4:30 p.m., 107 Upson.  
"Thermocapillary Flow Experiment Abroad USML-1 Space Shuttle Mission," Simon Ostrach, Case-Western Reserve University, co-sponsored by astronomy and space sciences, May 2, 4:30 p.m., 107 Upson.

### Microbiology

"Thermus aquaticus DNA Recognition Proteins and Their Use for Detection of Genetic Diseases," Francis Barany, microbiology, Cornell Medical School, April 25, 4 p.m., Conference Room, Biotechnology Building.  
"Characterization of Trichinella Spiralis Antigens Targeted by Protective Antibodies," Laurie Ellis, veterinary medicine, April 29, 12:15 p.m., G-3 Vet Research Tower.  
"Role of Adhesion in the Degradation of Plant Cell Walls by Microorganisms," Cecil Forsberg, University of Guelph, Ontario, May 2, 4 p.m., Conference Room, Biotechnology Building.

### Natural Resources

"Restoration and Creation of Wetlands in Suburban Landscapes," Jeffrey Keller, Coastal Environmental Services Inc., April 26, 12:20 p.m., 304 Femow Hall.

### Neurobiology & Behavior

"Song Development, its Neural Control, and the Consequences Among Passerine Birds," Don Kroodsmas, University of Massachusetts, Amherst, April 25, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.  
"Synapses, Circuits and the Control of Flight Behavior in the Locust," R. Mel Robertson, May 2, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Ornithology

"Jacanas: The Birds that Walk on Water," Stephen T. Emlen, biological sciences, April 29, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Wood Road.

### Pharmacology

"Structure-Function Studies of Inflammatory Receptors," Javier Navarro, Boston University, April 29, 4:30 p.m., G-3 Vet Research Tower.

### Physiology & Anatomy

"Regulation of Respiratory Muscles," Dorothy Ainsworth, clinical science, April 30, 4:15 p.m., G-3 Vet Research Tower.

### Plant Biology

"Are Ion Currents Involved in Root Growth and Development?" Andrew Miller, National Vibrating Probe Facility, Woods Hole, Mass., April 26, 11:15 a.m., 404 Plant Science Building.

### Plant Breeding & Biometry

"Diallel Studies to Look at the Genetics and Mechanisms of Maize Resistance to Stem Boring Insects and Fall Armyworm," Catherine Thome, grad student, plant breeding and biometry, April 30, 12:20 p.m., 135 Emerson Hall.  
"Regarding the Center for the Application of Molecular Biology to International Agriculture," Richard Jefferson, CAMBIA, May 1, 3 p.m., 101 Bradfield.  
"Biotechnology and Biosafety in the Philippines," Delores Ramirez, University of the Philippines, Los Banos, May 2, 12:20 p.m., 135 Bradfield Hall.

### Plant Pathology

"Genetic Diversity and Dynamics of Phytophthora infestans at its Center of Origin (Mexico)," John Matuszak, April 30, 4:30 p.m., 404 Plant Science Building.

### Psychology

Title to be announced, Dan Dennett, Tufts University, Center for Cognitive Studies, April 26, 3:30 p.m., 202 Uris Hall.

### Science, Technology & Society

"Is Science Fiction? Fraud, Rhetoric and the Sociology of Scientific Knowledge," Jan Sapp, University of Melbourne, Australia, April 29, 12:15 p.m., 609 Clark Hall.

### Southeast Asia Program

"Church and Cacique Politics in the Philippines," Coeli Barry, grad student, government, April 25, 12:20 p.m., 102 West Ave. Ext.  
"Print Culture in Vietnam in the Colonial Era," Shawn McHale, grad student, May 2, 12:20 p.m., 102 West Ave. Ext.

### Stability, Transition & Turbulence

"Vorticity Generation at the Free Surface," Harry Yeh, University of Washington, April 30, 12:30 p.m., 288 Grumman Hall.

### Statistics

"EM, MCEM, DA, GG and the PMDAs," Martin Tanner, University of Rochester, May 1, 3:30 p.m., 100 Caldwell Hall.

### Textiles & Apparel

"Fiber Strength Variability Modeling," Warren Knoff, du Pont, April 25, 12:20 p.m., 317 Martha Van Rensselaer Hall.  
"Electrical Stimulation for Healing of Fractured Bone," Joe A. Spadaro, SUNY Health Science Center, April 30, 1:25 p.m., N207 Martha Van Rensselaer Hall.

### Theoretical & Applied Mechanics

"Nanodynamics: Silicon in Motion," N. MacDonald, May 1, 4:30 p.m., 205 Thurston Hall.

### Toxicology

"Cytogenetic Mechanisms in the Selective Toxicity of Cyclophosphamide (An Anticancer Agent), Its Analogs and Metabolites Towards Avian Embryonic B. Lymphocytes in Vivo," James L. Wilmer, poultry and avian sciences, April 26, 12:20 p.m., 14 Femow Hall.

### Western Societies Program

"Peculiarities and Promise of the French Road to Industrialization," Denis Woronoff (EHESS), April 26, 12:15 p.m., 153 Uris Hall.  
"Political Problems of Economic Transformation in Hungary," Marton Tardos, Hungarian Academy of Sciences, May 2, 4 p.m., A.D. White House.

## SPORTS

### Home contests only

#### Friday, 4/26

Men's Tennis, Navy, 3 p.m.  
Men's JV lacrosse, Nassau CC, 6 p.m.

#### Saturday, 4/27

Men's Lightweight Crew, Dartmouth  
Women's Lacrosse, Harvard, 11 a.m.  
Men's Tennis, Princeton, noon  
Men's Lacrosse, Princeton, 1:30 p.m.  
Women's JV Lacrosse, Ithaca College, 2:30 p.m.

#### Sunday, 4/28

Men's JV Lacrosse, Farmingdale, 10 a.m.  
Women's Lacrosse, Lafayette, 1 p.m.  
Women's JV Lacrosse, Oneonta, 2:30 p.m.

#### Tuesday, 4/30

Women's Tennis, Binghamton, 4 p.m.

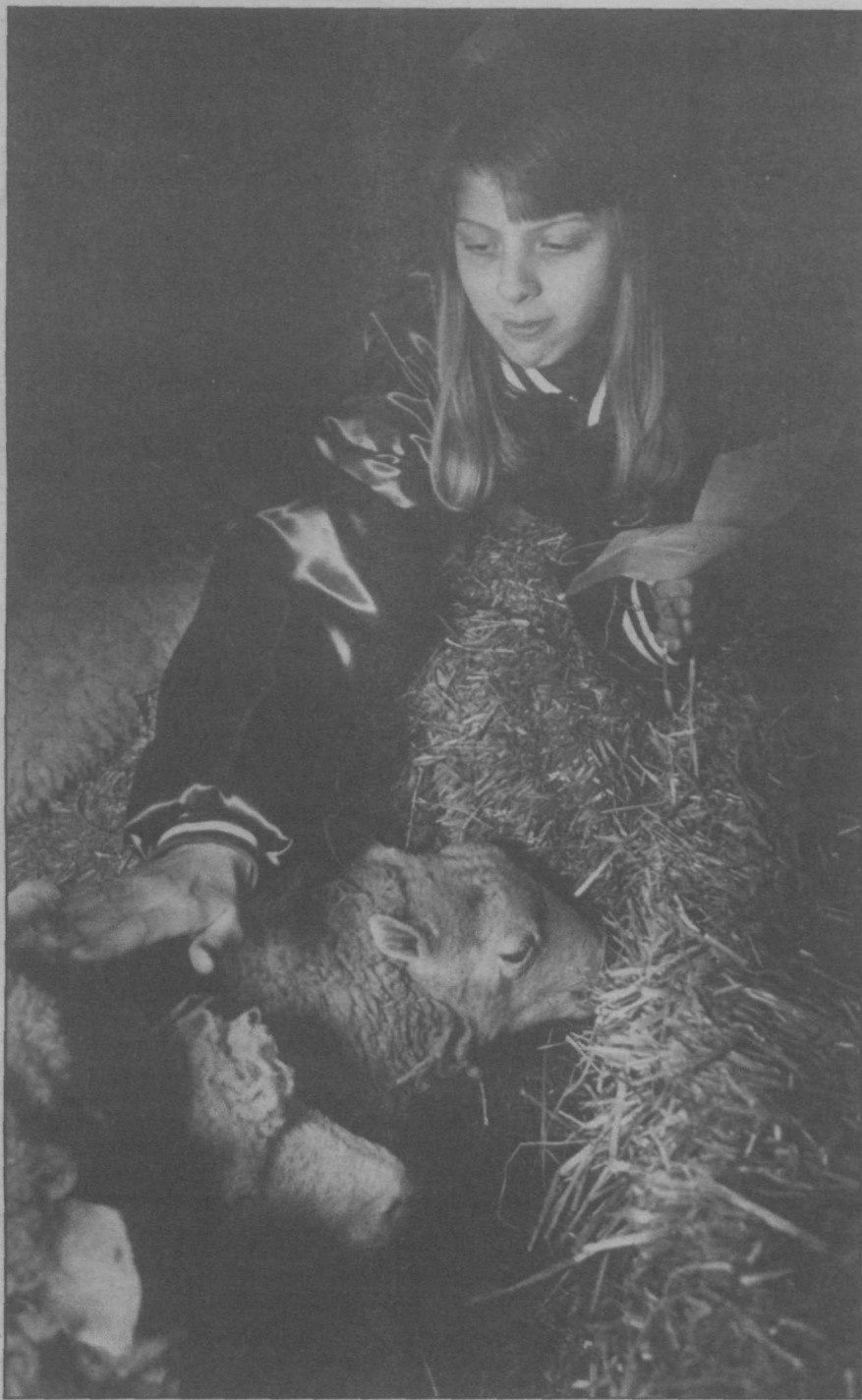
## SYMPOSIUMS

### Africana Studies & Research Center

Seventeen scholars from Africa, Europe and the United States will deliver papers dealing with religion and protest in Africa on April 26 and 27 in the Hoyt Fuller Room in the Africana Center, 310 Triphammer Road. April 26: "The Religious Activation of Political Discontent: Africa's Triple Experience," Ali A. Mazrui, a Kenyan-born scholar, writer and an A.D. White Professor-at-Large, will deliver the keynote address at 11:30 a.m.; Religion and Resistance in Africa: Political and Historical Perspectives, 9:15 a.m.; Prophecy, Witchcraft and Political Mobilization, 1:30 p.m.; and "Mystic" Warriors: the State and the Politics of Prophecy, 4 p.m. April 27: Islam and Popular Movements in Africa, 8:45 a.m.; Christian-Muslim Con-



Baaaaaa



Karen Folts, 11, of Rush, N.Y., pets a sheep during the annual open house at the College of Veterinary Medicine April 20.

Peter Morenus

## City trees risk disaster; foresters need to diversify

By adapting techniques used by the Nielsen Ratings and Gallup Poll, Cornell horticulturists have developed an accurate and inexpensive way to assess the diversity, health, growth status and planting patterns of any city's trees.

The new technique, developed by horticulturist Nina Bassuk and her colleagues, will allow tree managers to inventory their tree populations for a fraction of the cost of a traditional tree-by-tree survey.

For example, in Ithaca, with its 40,000 people and 6,000 trees, such an inventory required four persons working three months to collect the data at a cost of \$12,000, plus two persons who donated their time for another two months to computerize and analyze the data. For Rochester, a city with 250,000 people and 60,000 trees, an inventory costs more than \$100,000. But using Bassuk's technique, any city, regardless of size, needs only three persons for several days, at a cost of less than \$5,000.

The technique requires partitioning a city into zones and numbering all the blocks in every zone. Every block within each zone has an equal chance of being selected for a complete tree inventory. Using a computer-generated list of random numbers within each zone, the surveyors inventory every tree on the blocks selected by the computer.

In using the new technique to assess the "urban forests" in four cities — Ithaca, Rochester, Syracuse and Brooklyn — Bassuk found that just a handful of species — Norway, sugar and red maples, Linden ash, and London plane — comprised more than two-thirds of the trees in each city.

"This lack of diversity puts those cities at high risk for another ecological disaster, such as Dutch elm disease, which has been

wiping out American elms throughout the country for the past 50 years," said Bassuk, an associate professor of floriculture and ornamental horticulture. She is also director of the Urban Horticulture Institute in the College of Agriculture and Life Sciences.

The Norway maple tree is an example of a species in peril, she said. Norway maples, the state's most popular urban tree because of its vigor and fast growth, constitute more than 30 percent of Brooklyn's tree population. Overplanting has caused certain minor pathogens to have become increasingly troublesome. One of them, giant tar spot, is beginning to threaten the entire species in New York state.

The four cities that Bassuk selected to test her technique ranged from Ithaca, with its 6,000 trees in six square miles, to Brooklyn, with 113,000 trees in 79 square miles.

The cities all had pre-existing inventories — except Brooklyn which only had a total tree count — against which Bassuk could compare the accuracy of her method.

Bassuk's assessment technique can tell an urban tree manager where there are empty plantable spaces or whether a species has become vulnerable to a disease or insect infestation.

"People get into a rut thinking there's a perfect urban tree that can take the heap of stresses put upon trees growing in cities," says Bassuk. "But there's not, and city foresters need to know how their tree species are distributed to aim for more diversity in which a species constitutes no more than 10 percent of the tree population."

"This new method will give city foresters a quick and accurate way of assessing where they stand," Bassuk added.

—Susan S. Lang

## Pay-per-bag garbage system raises 'trash consciousness'

When residents have to pay collection fees for each bag of garbage, they're more likely to recycle, compost and notice product packaging, a survey by Cornell consumer economists and waste-management specialists has found.

The survey reflected the views of 1,422 households nine months after most municipalities in Tompkins County began making residents buy "trashtags" to attach to garbage containers left outside for collection.

Sarah Stone, a consumer-economics graduate student in the College of Human Ecology who directed the study, found the following confirmation that financial incentives — or disincentives — shape consumer behavior:

- About 47 percent of the residents sampled say they are setting out less garbage since the trashtag program began.

- Nearly 51 percent say they are recycling more.

- More than 47 percent say they are composting organic wastes — mostly at home — and 16 percent are composting more since the trashtag program began.

- Nearly 84 percent say they pay attention to product packaging when shopping, and 76 percent say they try to reduce household garbage by buying products with less packaging; about two-fifths of the residents began paying more attention to packaging when they had to pay collection fees.

Tompkins County was one of the first communities in the United States to implement a pay-per-container program as part of an overall waste-reduction program (among others were Seattle and Olympia, Wash.; Latrobe, Pa.; Plantation, Fla.; and Woodstock, Ill.) and is believed to be the first to conduct an attitude survey among participants. The mail survey, which sent questionnaires to 3,034 county residents, was conducted by the Department of Consumer Economics and Housing, the Cornell Waste Management Institute and the Tompkins County Division of Solid Waste.

"Before the trashtag program began in March 1990, the cost of trash disposal for most residents was an invisible part of the property tax," explained Barbara A. Eckstrom, solid-waste manager for Tompkins County. "Now, with residents paying for each container of garbage they generate, they are more conscious of what they throw away, what can be recycled and how to pur-

chase products with more durability and less packaging."

"Finally we are beginning to close the missing link in solving society's waste problem," said Richard E. Schuler, director of the Waste Management Institute and professor of economics at Cornell. "By charging for disposal on a per-bag basis, we are attracting the attention of each and every household and providing them with an economic incentive to reduce and recycle. In the process we are also raising everyone's consciousness."

Ellen Z. Harrison, associate director of the Waste Management Institute, said, "Showing the effectiveness and public support for container-based rates in Tompkins County will help other communities adopt similar programs."

In addition to the trashtag fees, residents must still pay for waste-management operations through property taxes. One survey question asked how trash-disposal expenses should be paid as costs increase in the future. Nearly half favored higher trashtag fees; the remainder were divided among higher taxes or flat-rate fees to trash haulers, and 15 percent had no opinion.

Many residents reacted to the new trashtag program, the survey found, by trying to fit more garbage into their containers. Some 59 percent of those responding to the confidential, anonymous survey admitted to regular trash compacting, and 23 percent said they did so occasionally.

"We also included a write-in section for people to tell us other ways they've found for reducing household garbage," Stone said. "We found people reusing plastic bags, aluminum containers and glass jars. They are shopping with cloth grocery bags, buying more bulk foods, using cloth diapers, getting milk in refillable bottles, and giving away — rather than throwing out — unwanted articles of clothing. People said they have reduced their use of paper by sharing magazine and newspaper subscriptions with friends."

Other research supported by the Waste Management Institute includes studies of plants as biomonitors of air toxics, host-community benefits in siting waste facilities, variations in waste generation among nations and computer modeling of incinerator combustion.

—Roger Segelken

## Human Resources head to leave CU

After eight years as director of the Office of Human Resources, Lee M. Snyder will be leaving Cornell at the end of May to become the associate vice president for human resources at Georgetown University.

"I think the Office of Human Resources is much more effective at communicating its services than it used to be," said Senior Vice President Jay Morley.

Under Snyder's leadership, the employee and supervisory training and career development opportunities have been ex-

panded and the publication of Cornell Employment News was initiated.

Snyder has seen Cornell go through several difficult changes related to coping with the ever-increasing costs of health care. Another major undertaking has been the Classification Review Study, now nearing the end of its initial appraisal process.

"It is with mixed emotions that I leave Cornell," Snyder said. "I have had the opportunity to work with a top-notch staff that I'm very proud of."

## Earth Day



Cornell students (from left) David Neils, Bard McRae and Karen Edelstein look at forms of aquatic life from a stream at the Cayuga Nature Center April 20, where they helped visitors take water samples as part of Earth Day activities.

Peter Morenus



# Debunking myths

## Psychologist says black self-hatred is a gross exaggeration

In a new book reflecting nearly 10 years of research, psychologist William E. Cross Jr. says that the idea that most black Americans hate themselves is a gross exaggeration, even though such a perspective has dominated racial identity studies and influenced school desegregation decisions.

"My book is an attempt to redefine the way in which scholars approach the study of black identity," Cross, 51, said in an interview on his book, "Shades of Black: Diversity in African-American Identity," published in March by Temple University Press.

"For years, black and white researchers alike have been obsessed with the idea of black self-hatred," said Cross, an associate professor of psychology and black studies in the Africana Studies and Research Center.

"Even when producing results that argued against the centrality of black self-hatred, previous researchers interpreted evidence of black psychological strengths in a way that made them appear as weaknesses," Cross said. In other studies, black strengths were simply overlooked, creating the impression that self-hatred was the only 'fact' to be discussed."

In his book, Cross argues that Negro identity research conducted in the 1940s by the husband-and-wife team of Mamie and Kenneth Clark overlooked black identity strengths. Because of the importance of their work, the Clarks were the first to give exaggerated significance to themes of what was referred to in their days as "Negro self-hatred," Cross contends.

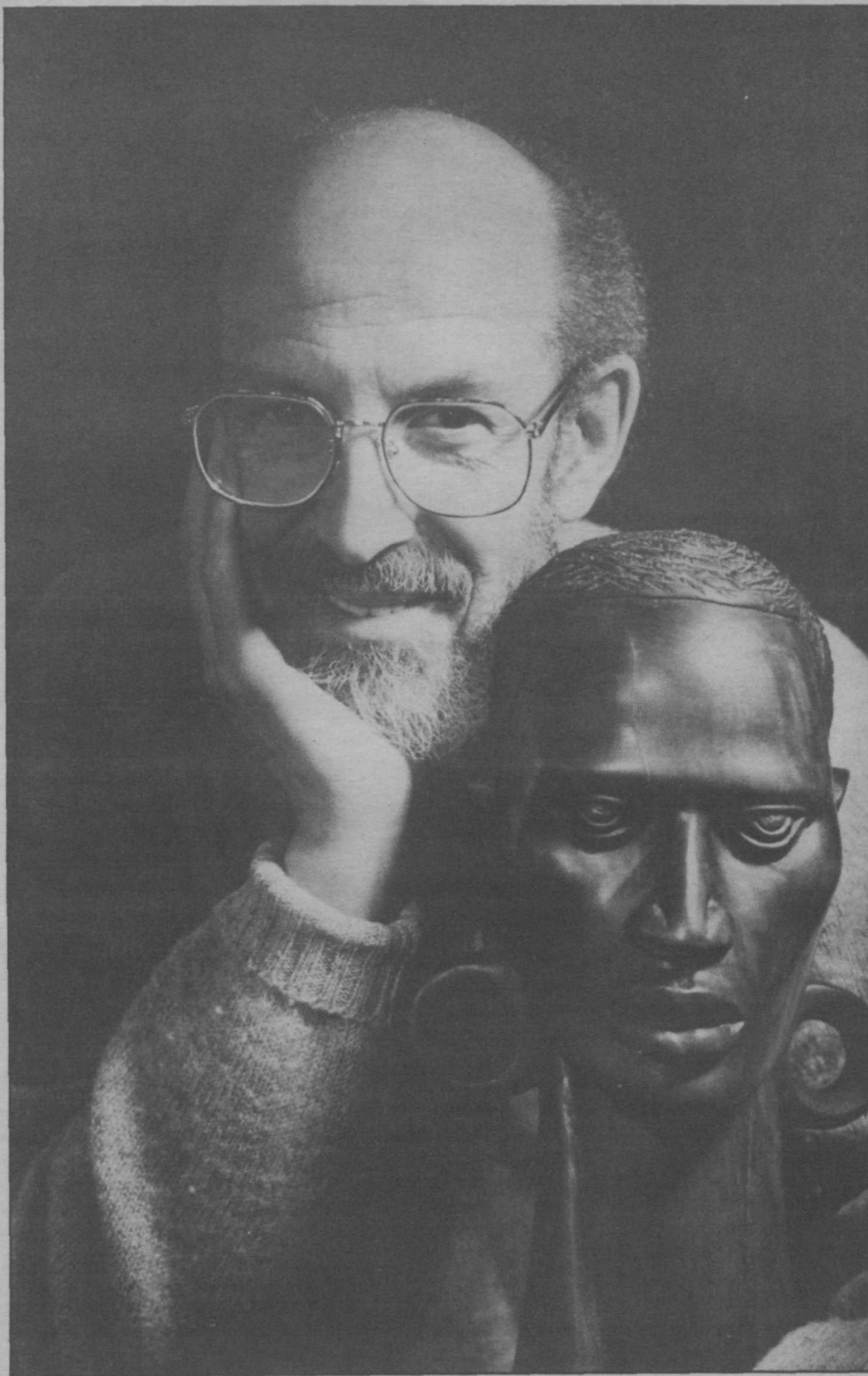
Cross shows that self-hatred is an important but minor theme in how the majority of black children, teens and adults view themselves.

He notes that as long as black families have caretakers who are gainfully employed in jobs or professions that provide a living wage and meaningful benefits, the children and adults of such families, be they poor or middle class, tend to find a variety of ways to achieve high self-esteem.

The author points out that race is only one of many factors that blacks use in constructing their identities. According to Cross, some blacks use their profession, education, club membership or religion as the basis of an identity.

If a researcher focuses only on race, the psychological diversity to be found among black people will be missed, he says. But he agrees that some blacks do want to make race and culture highly salient to their identity.

On school desegregation, Cross writes: "The social scientific literature on Negro



Associate Professor William E. Cross Jr.

Chris Hildreth

identity written between 1936 and 1967 reported that self-hatred and group rejection were typical of black psychological functioning. Justices of the U.S. Supreme Court

employed such 'scientific evidence' in reaching their historic 1954 school desegregation decision, *Brown vs. Board of Education*. For years thereafter, the conventional

wisdom stated that the average black person suffered from low self-esteem and anti-blackness. . . . By way of a summary, my work shows that past racial identity studies frequently contained evidence of multiple images and that the self-hating Negro was hardly prototypical."

In the second part of his book, Cross traces several developmental stages that black teen-agers and adults often experience when they attempt to change their identity from little emphasis on blackness to one in which having a certain type of black identity becomes important. Cross and other scholars refer to this transition as the psychology of nigrescence, which means the psychology of becoming black.

Cross argues that past studies of black identity erred not only in concentrating on behavior of 3- to 5-year-old children but also by applying the results of child-focused studies to analyzing identity perception of black adults.

"Knowledge about the complex identities found in adults seldom if ever can be gained from doll preference studies conducted with little children," he said.

For example, Cross said that with adults the question is not whether one chooses black or white, as in doll studies with children, but rather it is how black adults develop bicultural identities that allow them to function in both the black and white worlds and areas in between.

"There is no one way to be black, and the identity to be found in most black adults is more akin to a rich tapestry of emotions, attitudes, ideas and psychological patterns, and we are only beginning to fully appreciate these unique and diverse patterns," he said.

Several scholars say that Cross' book breaks new ground:

- Harriette McAdoo, a professor in the School of Social Work at Howard University: "There is not a comparable book that pulls together all of the literature on race attitudes as Cross has done."

- James M. Jones, a professor of psychology at the University of Delaware: "A major contribution to the scholarship on black psychological identity. . . . Cross has carefully addressed this dominant thesis of psychology and successfully brought it under a new scientific jurisdiction."

- Walter R. Allen, a professor of sociology at the University of California in Los Angeles: "In the process of his painstaking reconsideration of the theories, methodologies and researchers contributing to notions of black self-hatred, Cross provides new perspectives on the question."

— Albert E. Kaff

## Economist explains real reasons behind stock-market crash

In a book published this spring, financial economist Harold Bierman Jr. disputes some of the commonly accepted causes of the 1929 stock-market crash and offers lessons for investors today.

In his book, "The Great Myths of 1929 and the Lessons to be Learned" (Westport, Conn., Greenwood Press), Bierman contends that financial decisions made today are influenced by an understanding of the past, and he argues that "there is a great deal wrong with our understanding of the 1929 stock-market crash."

Bierman, the Nicholas H. Noyes Professor of Business Administration in the Johnson Graduate School of Management, lists seven myths often cited as causes of the Wall Street crash that was followed by 10 years of economic depression:

- Stocks were obviously overpriced. (The evidence suggests stocks were reasonably priced.)

- The crash was inevitable. (It was just as likely to observers at the time that stocks would go up as down.)

- The crash occurred in October 1929. (Most of the losses took place in 1930 and 1931.)

- Speculators deserved to be taught a lesson. (It was very difficult to distinguish good investors from bad speculators.)

- Dishonest manipulation drove up stock prices. (There is evidence of some both-er but not significant manipulation; there is no evidence that the level of the market was materially affected by these actions.)

- Credit given to brokers kept credit

from being given to the real economy. (This would be true only if Federal Reserve actions concerning broker loans rationed the total credit; it certainly does not have to be valid.)

- The high level of stock-market prices jeopardized the nation's prosperity. (It was not stock prices but the action of the Federal Reserve to bring down stock prices that jeopardized prosperity.)

As a lesson for the future, Bierman writes that in 1929 "there were voices of reason who could have been listened to and which might have changed history."

The author argues that people who proclaimed the market was too high overlooked the nation's economic strengths in 1929. He writes: "The 1929 stock-market crash was more the result of the misjudgments and bad decisions of good people than the evil actions of a few profiteers. There were solid reasons for buying stocks in October 1929, but the market sentiment soon shifted from optimism to pessimism, and the negative psychology of the market became more important than the underlying economic facts." He adds that mob psychology can create a market crash.

Some histories blame the crash on speculators who drove the market to unrealistic heights during the Roaring Twenties. But Bierman argues, "The extraordinary rise in stock prices from 1925 to 1929 can be justified by the extraordinary performance of the economy and of the companies whose stocks had risen."

He points out that industrial production

nearly doubled from 1921 to 1929, while the U.S. national income increased from \$59.4 billion to \$87.2 billion during the same period, adding: "The crash was not inevitable. The best-informed observers thought that the economic prosperity would lead to even higher stock prices."

But in 1929, both the Federal Reserve Bank of New York and the Federal Reserve Board believed that speculation in stock was excessive and had to be controlled.

Bierman describes efforts to slow the stock market but concludes: "The high level of stock-market prices did not jeopardize the nation's prosperity. . . . The actions of the Federal Reserve Board to bring down stock prices, however, jeopardized prosperity in ways that few predicted."

He dismisses as a myth "the conclusion that dishonest manipulation materially drove up the stock prices," arguing that the "amount of stock manipulation in the 1920s was surprisingly small."

The author quotes Bernard Baruch, a prominent financier of the time, testifying before a Senate committee: "I was what you would call a speculator, but I have my own definition of a speculator. That is one who observes the future and acts before it occurs."

Bierman concludes his book with lessons to be learned from 1929:

- "The balance between stock market optimism and pessimism is very delicate. In 1928 and 1929 the optimism was steadily eroded by negative statements regarding speculation that were made by important

people and government bodies."

- "There is the problem of mob psychology. A shifting investor sentiment is catching and there is a snowball effect."

- "Even the best and the brightest minds can be wrong as to what is going to happen next in the stock market. Irving Fisher and John Maynard Keynes were both completely wrong in the fall of 1929."

- "A major event such as a stock-market crash gives rise to investigations and recommendations. There are likely to be too many emotions and political considerations tied to the investigations to be useful."

- "The attempt to use the money supply to control the stock market affected real business activity in ways that were not anticipated."

- "Margin buyers and speculators (including short sellers) were blamed for the overpriced market and the resulting collapse. This widely accepted belief was not proved and today is not likely to be taken seriously as an important factor in a stock-market price decline."

- "The period of 1929 to 1932 and beyond indicated that there could be long periods of time during which common stock would prove to be undesirable investments. This is a strong lesson for diversification of investments."

Bierman says that stock-market speculation was not an orgy in the 1920s, "but the attempt 'to get the speculators' might well have helped cause the Great Depression of the 1930s."

— Albert E. Kaff



## COMMENTARY

## Prewar American policy did not appease Saddam

Reprinted from the March 22 Los Angeles Times.

by Shibley Telhami

Ambassador April Glaspie's testimony before Senate and House committees in March, in which she chronicled prewar U.S. policy toward Iraq, should curb the growing temptation in Washington to use the Gulf War to score political points. There has been a swell of commentary from both sides of the aisle, one trying on the campaign slogan of "Who lost Kuwait?" and the other asking "Who voted against using force to liberate Kuwait?" This is unfortunate, especially since both themes rest on faulty assumptions.

One persistent assumption is that U.S. "appeasement" of Iraq before the war gave Saddam Hussein the impression that he could pursue his ambitions in the Gulf without U.S. intervention. This view is wrong. The Iraqi leader expected a strong American reaction all along; where he miscalculated was in the reaction of the Arab world that he had labored to attract during the previous year. Nothing the United States could have done would have changed his designs for Kuwait; confronting Hussein before the invasion would have made it extremely difficult for the United States to rally Arab and international support.

Much of Saddam Hussein's rhetoric before the war indicated that he believed Washington would have a free hand in the Middle East as a consequence of the Cold War's ending and the perceived weakening of the Soviet Union. In a February 1990 speech in Jordan, Hussein warned his fellow Arabs that America "has emerged in a superior position in international politics . . . and will continue to depart from the restrictions that govern the rest of the world throughout the next five years until new forces of balance are formed."

Recent statements by King Hussein of Jordan confirm that Saddam Hussein expected a strong U.S. response concerning Kuwait. And in an interview with CNN, the Iraqi leader seemed puzzled by a reporter's suggestion that his last conversation with Ambassador Glaspie could have influenced his decision to annex Kuwait.

Saddam Hussein miscalculated. But his surprise — perhaps even the surprise of American officials — was in Arab reaction to the invasion: the Saudis' acceptance of the presence of foreign troops, and the Egyptian and Syrian willingness to join the United States in confronting an Arab state.

Iraq's strategy for the past year was designed to prevent Arab defection. As long

as the Arabs did not cooperate with the United States, Saddam Hussein reasoned, American intervention would fail. So he labored hard for months before Aug. 2 to win the Arab "street," exploit regional despair and tap into rising anti-Americanism as Arab-Israeli peace prospects diminished and Arab governments appeared helpless to break the deadlock. His masterly handling of the Arab summit last May boosted his stature, as did his talk of Iraq's missile and chemical capabilities, his threats to Israel and his sudden championing of the Palestinian cause.

It is therefore highly doubtful that mere American warnings would have changed President Hussein's mind last summer. Nor would American public opinion have permitted credible U.S. military maneuvers in the absence of explicit Iraqi acts of aggression. Even worse, had the United States moved militarily to prevent the invasion of Kuwait, the conflict would have become an American-Iraqi one; such a conflict would have helped Saddam Hussein to mobilize Arab masses, making it difficult for Arab states and others to move against him. Before the invasion, even leaders of Egypt and Saudi Arabia were urging the United States to go easy on Iraq; the prevailing regional perception was not that the United States was appeasing Iraq but that it was targeting Iraq on behalf of Israel. The issue of "appeasement" should therefore be put to rest.

On the other side of the political aisle, the post-facto popularity of the Gulf War is being used against members of Congress who were reluctant to support it, as if their views were substantially at odds with those of the American people. Yet American public opinion was mixed before the war, and congressional sentiments were not far off from those of the public. Congressional views shifted to support the war, as did public opinion, as soon as the majority view prevailed and the president initiated military action — before anyone could be sure that the war would be quick with minimal American losses.

It would be a tragic mistake to turn into political campaign fodder what many considered one of the most serious and eloquent debates that Congress has witnessed in many years. Both sides should be looking forward, not backward, to debate the more difficult task of winning the battle for peace, before another major crisis preempts American policy yet again.

Shibley Telhami, associate professor of government, advised America's U.N. delegation during the Gulf crisis. He is the author of a book on the Camp David accords.



Vice President Larry I. Palmer makes a point during discussions last week with students protesting state financial-aid cuts.

Rhodes cites *continued from page 1*

"Before last week's disruptive protests," Rhodes said in his statement, "we had already taken account of likely cuts in state financial aid which will affect all students and had made the difficult decision to increase further Cornell's already heavy burden of institutional financial aid."

He said financial-aid families always face sacrifices and that "the present recession might add special pressures on parents' budgets and on the job prospects of students." Therefore, he said, "we specified new means to deal with hardships and approved new student representation on committees involved in financial-aid matters."

The earlier action Rhodes alluded to was a decision in March to add \$500,000 to Cornell's budgeted financial aid, bringing it to \$23 million for next year, up about \$2 million, or 9.3 percent. Tuition is to rise by 6.9 percent.

Rhodes and other top administrators met

twice with students last week for more than 12 hours. He subsequently announced that already-enrolled students receiving Cornell grants would get further grants, until their graduation, if they should lose state grants. The same assurance was given on federal grants for the next two academic years.

At the talks, Provost Malden C. Neshheim also announced that Cutberto Garza, director of the Division of Nutritional Sciences, would be the new chairman of the search for a permanent director of the Hispanic American Studies Program. Former chairman Larry I. Palmer, vice president for academic programs and campus affairs, resigned from the search post April 17.

Rhodes' statement said that any remaining student concerns could be discussed with Palmer and Susan Murphy, the dean of admissions and financial aid, "as long as an atmosphere of civility and good faith prevails."

## Extension helps form apprentice effort

After working over the past year with a team from Cornell Cooperative Extension, several schools and firms in Broome County plan to put a new apprenticeship program based on a German system into operation this fall.

A presentation of the German apprenticeship system and a discussion of how it will be applied in New York state will take place today, April 25, from 3 to 5 p.m. in the Marriott Executive Education Center, Statler Hotel.

A leading scholar of the German system, Hans-Peter Blossfeld will discuss "Vocational Training for the Future: Can the German System Point the Way?" Blossfeld is from the European University Institute.

Three participants in the Broome County

project will respond:

- Ruth Henneman, director, Broome-Tioga School and Business Alliance.
- Heidi Bowne, vice president of human resources at Ramond Corp., Greene, N.Y.
- Joe Stoner, principal of Susquehanna Valley High School, Conklin, N.Y.

The meeting will be attended by government, school and business officials from Broome and Tompkins counties.

As many as 70 percent of German students go into a dual system in which they are trained by industries on the job as apprentices while attending school a couple of days a week, said Mary Agnes Hamilton, a senior research associate in the Department of Human Development and Family Studies.

## CALENDAR

continued from page 5

licts in Africa, 11 a.m.; State and Religion in Africa: Cases from Nigeria, 2 p.m.; and Toward Religious Tolerance in Africa, 4:15 p.m.

## English

"Texts and Pre-Texts," a conference honoring Stephen Maxfield Parrish on May 4, Kaufmann Auditorium, Goldwin Smith Hall. The morning session, 10 a.m. to noon, with opening remarks by M.H. Abrams; "Stephen Parrish, Master Editor," James Averill, The Wellington Fund, Philadelphia; "Textual Whigories: Inverse, Perverse and Wordworth's Verse," Jack Stillinger, University of Illinois; a panel discussion with participants Eric Birdsall, James Butler, Jared Curtis, Beth Darlington, Bruce Graver and Mark Reed; and summary and reply by Stephen Parrish. The afternoon session, 2 p.m. to 4:30 p.m., with opening remarks by Paul Betz, Georgetown University; "Stephen Parrish, Critic," Stephen Gill, Oxford University; "The Freud Concordances: Tracking Metaphors of Mind," Stephen Parrish; "Which Prelude? and Similar Puzzles," Jonathan Wordsworth, Oxford University.

## THEATER

## Africana Studies &amp; Research Center

The center's Black Theater Workshop will present "A Medal for Willie" by William Branch and scenes from "The Colored Museum" by George C. Wolfe in two separate performances at 8 p.m. in Anabel Taylor Auditorium. The first performance will be Saturday, April 27; and the second, on Monday, April 29. Admission is free.

## Risley Theater

"Merchant of Venice" will be performed at Risley Theater May 2 through 4 and May 9 through 11 at 8 p.m. Matinee performances will be held on May 5 and 12 at 2:30 p.m. Tickets are available at Willard Straight box office, Rebo Records and Ithaca Compact Disk.

## MISC.

## Cornell Information Technologies

"The Universe of Multimedia: How to

Avoid Getting Lost in Space," with instructor Tom Hughes, CIT, part II, April 25, 12:30 p.m., 100 Caldwell Hall. For more information, contact CIT Service HelpDesk, 212 Computing and Communications Center, or call 255-8990.

"Multimedia 201: Beyond the Basics," Apple Computer satellite download, April 25, 4 p.m., faculty lounge, MVR Hall.

## Cornell Ju-Jitsu Kai

Kodenkan, Dan Zan Ryu Ju-Jitsu: the practice of self-protection with or without weapons, will be held Tuesdays and Thursdays from 7 to 9 p.m. and Saturdays, 12:30 to 3 p.m., in the wrestling room, Teagle Hall. For information, call Roy at 255-2088.

## Cornell Potshop/Potter's Guild

Show and sale in Willard Straight Art Gallery, 10 a.m. to 6 p.m., April 29 - May 3.

## Learning Skills Center

Exam strategies workshop, April 31, 4:30 p.m. in 237 Sage Hall. Study survival skills walk-in-service: free help with study problems, Tuesday and Thursday from 3 to 4:30 p.m., 235 Sage Hall.

## Personal Education Workshops

Topics include assertiveness; building self-

esteem; building satisfying relationships; gay/bisexual; stress management; women, food and self-esteem; lesbian/bisexual; life planning and self-concept; support group for issues of sexual identity; support group for gay male relationships; chronic fatigue syndrome; support group; issue of race among Hispanics; therapy group for lesbian, gay and bisexual persons. All groups are free and confidential. Sign up 9 a.m. to 4:30 p.m. in 103 Barnes Hall.

## Women's Studies Program

The Women's Studies Cafe, presented by the Women's Studies program and the Office of Human Resources, invites anyone interested in women's issues, the Women's Studies Program, or just to meet other women to meet on April 26 from 4:30 to 6 p.m. in the faculty lounge of the Statler Hotel.

## Writing Workshop

Writing workshop walk-in service: free tutorial instruction in writing. Monday through Thursday, 3:30 to 5:30 p.m. and 7 to 10 p.m., 178 Rockefeller Hall; Sunday 2 to 8 p.m., 178 Rockefeller Hall; Sunday through Thursday, 10 p.m. to midnight, 340 Goldwin Smith Hall; Sunday through Thursday, 8 to 11 p.m., Clark Dickson Macintosh Computer Room; Sunday through Thursday, 8 to 11 p.m., First Floor South, Noyes Center.



# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 15

April 25, 1991

## Cornell Forms Crisis Assistance Team

by Joelle Tessler

Reprinted by permission, *The Cornell Daily Sun*, 4/19/91 issue.

IN AN EFFORT TO CREATE A SUPPORT NETWORK for faculty and staff that parallels services available to students, Gerald Thomas '78, deputy director of human resources, is heading a crisis assistance team to provide post-traumatic aid and referral to University employees.



Gerald Thomas, head of the CAT planning committee. The committee is made up of representatives from a number of support services around campus, and the crisis assistance team will be comprised of people "trained as lay people to deal with issues such as suicide, accident, sudden death, and AIDS."

Nicknamed CAT, the crisis assistance team will be comprised of faculty and staff who have been trained to provide counseling and support service referral to their peers in the aftermath of a crisis in the workplace.

The CAT planning committee, headed by Thomas and composed of representatives from a number of support services around campus, was formed under the auspices of William D. Gurowitz '53, university director for environ-

mental health and safety, last spring to provide for the needs of university employees.

"It's a misnomer in our society that police officers become immune to the feelings surrounding death and injury," said Lt. Randall H. Hausner '85, accreditation manager of the Department of Public Safety. "Police officers have feelings too and a percentage of the time they cannot handle crisis. . . . And if police officers run into post-traumatic stress disorder, then other people can also, especially when the trauma involves a co-worker in an office."

Thomas said the crisis assistance team was initiated by public safety largely as a reaction to "several precipitating traumatic incidents over the years that made us realize there were support services for students, but none for faculty or staff."

### Need for Network

"There are a lot of services for students, but we need a formal network for faculty and staff," said Sharon Dittman, student development specialist in Gannett Health Clinic and a committee member.

She noted that "in creating the team, we have been looking over the shoulders of the people who deal with student crisis."

Although approximately 80 staff, faculty members and administrators have already participated in a pilot crisis training program last fall, Thomas is presently putting together a team of about a dozen people "who will be trained as lay people to deal with issues such as suicide, accident, sudden death and AIDS."

Tailor-made emergency response units will be formed from this team to provide support and aid in restoring normalcy to the workplace environment following a crisis.

"These people would be available on short notice to work with affected individuals or groups to restore some sense of normalcy," Thomas said, adding that the team will answer calls around the clock.

He said he has not yet identified the individuals who will comprise the group, and that he hopes to recruit more participants as the program gets off the ground.

Thomas also expects to assign at least one trained mental health professional to each response team that answers a call.

### Getting Prepared

He is optimistic that the team members will be trained within the next few months and will be able to respond to emergency calls by the beginning of the fall semester. But, Thomas added, "we could respond to a call now if we had to, even though it would be ad hoc."

The planning committee, which draws its participants from the departments of public safety and human resources, Cornell United Religious Work, Gannett Health Center and the Employee Assistance Program does not currently have official sanction in one university department.

"One of the things that we may need to move toward is getting university sanction," said Jerry Feist, director of psychological services in Gannett Health Clinic and a committee member.

### Already in Operation

Thomas said the committee has already sent a support team to help co-workers in the aftermath of a sudden death in one of the academic departments earlier this year.

Committee members anticipate that teaching people how to cope with AIDS in the workplace will be a major responsibility for the crisis assistance team.

**"There are a lot of people who care about making this a more humane environment"**

"We are going to have to prepare the Cornell community for the reality of AIDS," said Dittman, who currently serves as an AIDS educator for Gannett. "Until we teach everybody how to respond, there will probably be some crisis with people who have to work with HIV-positive people...."

Most of us, while we have good instincts, could use some support and training for these types of situations."

"We want to give support to co-workers who find out that someone they work with and care about is sick and suffering," she added.

Thomas stressed that the main goal of CAT is "to teach people that there's no such thing as an abnormal reaction in an abnormal situation."

"We want people to know that it's okay to be frightened, to cry, to shiver and so on," Thomas said. "One of the things that happens in these situations is that people have what they think are abnormal reactions. If we can get some form of help to them as quickly as possible, we can let them know that their reactions are normal."

"There are a lot of people who care about making this a more humane environment," Feist said.

## Sign Up for Breakfast with Senior Vice President Morley

Employees may sign up for breakfast with Senior Vice President James E. Morley, Jr. by calling the Office of Human Resources at 5-3983. The next breakfast will be held on Friday, May 3, 1991 at a location to be announced.

## Ready, Aim, Shoot

It's as simple as that to enter the 125th Anniversary Photography Contest, sponsored by the *Cornell Alumni News*, the Eastman Kodak Company, and the photography department at the Campus Store.

A number of entries have been submitted by alumni and students, but entries from Cornell employees are still needed. A lot can be gained by not being "camera-shy." Send in your photographs before the May 31, 1991 deadline. You may win \$125.00 and the opportunity to have your photo published on the cover of the *Alumni News*.

### Guidelines:

Each entrant may submit up to four photographs (prints or transparencies) in black and white or in color. Prints must be no smaller than 3 and 1/2 by 5 inches and no larger than 11 by 14 inches. Your name, address, telephone number, and category selection must be attached to each entry. All entries become the property of the *Cornell Alumni News*—entries will not be returned. Whenever possible, include the date the picture was taken and the names of persons or subjects portrayed in the picture.

The contest is void where prohibited and subject to all federal, state, and local laws. Taxes, if any, are the responsibility of the entrant.

Professional photographers on the Cornell payroll, employees of the *Cornell Alumni News* and the photography department of the Campus Store, as well as Kodak employees are ineligible to enter.

Entries must be postmarked between March 1, 1991 and May 31, 1991.

### Categories

*The First 100 Years*—Any photos taken between 1865 and 1965.

*Education at Cornell*—Any photos taken since 1965, demonstrating educational and extracurricular activities at Cornell.

*The Faces of Cornell*—Portraits of students, faculty, employees or alumni taken at Cornell.

*Scenic Cornell*—Cornell landscapes or architectural scenes since 1965.

### Awards

*Grand Prize*—\$125.00, plus reproduction on the September 1991 cover of the *Cornell Alumni News*.

*Student Award*—\$100.00 for the student entry judged to be the best.

*In each category*—First Prize, \$100.00; Second Prize, \$75.00; Third Prize, \$50.00.

### Judging

Entries will be evaluated on their originality, composition, impact, technical excellence, and in the case of the Grand Prize, suitability for a cover on the *Alumni News*.



# Job Opportunities

THE UNIVERSITY, IN RESPONSE TO THE NEW YORK STATE BUDGET REDUCTIONS, is recruiting only for those vacant positions considered to be essential to the operation of the university. We continue to encourage, accept, and refer applications from Cornell employees and from external applicants for these positions unless noted otherwise in the individual listing. When qualified laid off employees are available for a particular vacancy, they will be given first consideration for that position.

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

- Employees may apply for any posted position with an Employee Transfer Application. A resume and cover letter, specifying the job title, department and job number, is recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

## Professional

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

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

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

**Director (PA6307) U000**  
**Environmental Health-Ended**  
**Posting Date: 4/25/91**  
Provide professional leadership and administrative direction for a staff of 17 which includes those with training in toxicology, biology health physics and environmental science. Represent the University in dealing with outside agencies on environmental health matters.  
**Requirements:** Advanced degree in health physics, environmental science, toxicology, chemistry or biology. Several years of relevant experience. Certified Industrial Hygienist or Health Physics Society certification. Good supervisory and interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

**University Controller (PA6205) U000**  
**Controller's Office-Ended**  
**Posting Date: 4/18/91**  
The chief accounting officer of the university is responsible for the following functional areas: Controller, Bursar, Accounting and Cost Analysis. Is a member of the senior finance staff and responsible for developing and monitoring university financial policy, in conjunction with other colleagues in the administration. Chairs or is a member of various policy and review committees, working with administrators, faculty, students and trustees. Reports directly to the Vice President for Finance and Treasurer.  
**Requirements:** An advanced degree in accounting or a business related field; a CPA is an asset. Must be able to operate effectively with little direct supervision and exercise judgment and self direction with acumen. Advanced communication skills are essential. A high degree of diplomacy, organizational team building and successful problem solving experience is required. Submit a letter and two resumes to Cynthia Smithbower.

**Research Support Specialist (PT6202) HRII**  
**Nuclear Science and Engineering-Ended**  
**Posting Date: 4/18/91**  
Assist with and promote research and teaching uses of the Ward Laboratory user facility. It is used for activation analysis, neutron radiography, autoradiography, radionuclide production with the 500 kW TRIGA research reactor, and various experiments with kilocurie Co-60 sources in the Gamma Cell. Advise and assist users of reactor and gamma irradiation facilities. Maintain and upgrade user facilities. Assist in promotion and development of new users. Assist in maintenance and upgrading of reactor control instrumentation, instructional lab equipment, lab computers (hardware and software), and computer based office equipment.  
**Requirements:** Advanced degree in nuclear engineering, nuclear physics, or nuclear chemistry. Hold Senior Reactor Operator license or obtain one after on-job training. Several years in research reactor utilization with knowledge of instrumentation and such techniques as gamma-ray spectroscopy and activations analysis are required. Experience in trouble shooting electronics, interfacing computer to research equipment, and in software development highly desirable. Send cover letter and resume to Sam Weeks.

**Director of Development (PA6204) HRII**  
**ALS Public Affairs/Office of the Dean-Statutory**  
**Posting Date: 4/18/91**  
Establish, implement, and evaluate goals, priorities and strategies for the ALS Capital Campaign. Provide direct leadership for the college's corporate, foundation, and leadership gifts programs in cooperation with university Public Affairs offices. Provide direct leadership for 6 college departmental campaign efforts. Recruit, train and support regional campaign volunteers who will involve and solicit prospects for gifts of \$25,000 and up. Oversee the college's annual and reunion campaign efforts in cooperation with the Cornell fund office. Monitor more than 300 development funds for ALS.  
**Requirements:** Bachelor's with significant coursework in communication, organizational or leadership development or education; Master's preferred. At least 5 years experience in development or closely related field. Excellent communication (oral and written) skills. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director Cornell Fund (PA6305) HRI**  
**University Development/Public Affairs-Ended**  
**Posting Date: 4/25/91**  
Assist with Cornell Fund program development, with a particular emphasis on Reunion Class Campaigns. Enlist alumni leadership, sets goals, and facilitate Fund objectives. Conduct phonathons. Assist with planning, development and implementation of the Cornell fund's efforts to obtain support form other private sources.  
**Requirements:** Bachelor's or equivalent. 2-3 years experience with volunteers and fund-raising desired. Ability to communicate persuasively both orally and in writing. Good organizational ability necessary. Travel is required. Send cover letter and resume to Cynthia Smithbower.

**Senior Sales Manager (PA6303) HRI**  
**Statler Hotel-Ended**  
**Posting Date: 4/25/91**  
Contribute to the attainment of the hotel's annual revenue plan; particularly in the area of group questroom occupancy and average rate goals. Days and hours flexible; nights and weekends.  
**Requirements:** A degree in Hotel Administration or equivalent; minimum 2 years experience in hotel sales and related experience in the hospitality industry; knowledge of computer/word processing equipment; Excellent public relations skills; detailed-oriented; good communication

skills. Experience with developing accounts. Direct experience with selling techniques. Send cover letter and resume to Cynthia Smithbower.

**Sales Manager (PA6301) HRI**  
**Statler Hotel-Ended**  
**Posting Date: 4/25/91**  
Responsible for total sales revenues and guest counts in conference banquet and guest room areas and secures same by selling the hotel's facilities to regular and new clients. Days and hours flexible; nights and weekends.  
**Requirements:** Bachelor's in Hotel Administration or equivalent experience. Previous sales experience in the hospitality industry, hotel management or related experience. Knowledge of computer/word processing equipment. Send cover letter and resume to Cynthia Smithbower.

**Assistant Manager Front Office (PA6302) HRI**  
**Statler Hotel-Ended**  
**Posting Date: 4/25/91**  
Under supervision of the Director of Rooms Division Coordinates and participates in Front Desk and telephone operations. Days and hours flexible; nights and weekends.  
**Requirements:** Bachelor's in Hotel Administration preferred; a minimum of 1 years related Cornell University experience; excellent interpersonal and communication skills; demonstrated leadership qualities. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director of Admissions (PA6202) HRI**  
**Undergraduate Admissions Office-Ended**  
**Posting Date: 4/18/91**  
Admissions liaison and coordinator of all students and student groups involved in admissions volunteer activities. Primary contact for campus visits for prospective students, school counselors and alumni representatives. Assistant to Director of Volunteer programs for special projects and to regional coordinators for recruitment activities. Some irregular hours.  
**Requirements:** Bachelor's or equivalent. Minimum of 2 years experience in admissions or student services. Strong organization and communication skills. Familiarity with data-base management and word processing on a Macintosh is essential. Experience working with students of color is a plus. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist (PT6103) HRI**  
**Chemistry-Ended**  
**Posting Date: 4/11/91**  
Determine, in conjunction with client, the mass spectrometric method of choice, and subsequently carry out the analysis of research samples submitted to the Mass Spectrometry Facility. Day-to-day responsibility for the operation of the Facility.  
**Requirements:** Bachelor's in Chemistry, Master's preferred. Minimum 1-2 years experience with operation of mass spec instrumentation highly desirable. Able to work with guidelines and use chemical knowledge/judgment in locating and selecting the most appropriate procedures for application. Send cover letter and resume to Sam Weeks.

**Research Support Specialist II (PT6111) HRI**  
**Division of Nutritional Sciences/CFNPP-Statutory**  
**Posting Date: 4/11/91**  
Perform cleaning, management, documentation and analysis of a very large household survey data set from eastern Africa. Work with health and nutrition survey data following established procedures using the latest releases. SPSS and DBase. Perform management functions including creation of new variables and data files; use of look-up tables; and merging files. Perform statistical analysis of data with attention to examining the biological causes of child malnutrition and its consequences for survival. Provide documentation of work done.  
**Requirements:** Master's in nutrition or equivalent. 2-3 years related experience with maternal and child nutritional problems in developing countries strongly preferred. Demonstrated knowledge of basic statistics and ability to comprehend and apply more advanced statistics essential. Experience with management and analysis of large complex data sets using a variety of appropriate software and techniques required. Familiarity with nuances of household surveys, especially in Africa preferred. Demonstrated ability for self-direction and careful attention to detail. Send cover letter and resume to Sam Weeks.

**Teaching Support Specialist II (PT6004) HRI**  
**Plant Breeding and Biometry-Statutory**  
**Posting Date: 4/4/91**  
Assist in teaching large courses in Statistics and Biometry. Organize labs; supervise teaching assistants; prepare exams and course materials; lecture when necessary; provide computing support; and develop computing instructional materials. Serve as a consultant for statistical computing on the mainframes and micro computers. Perform research in statistics or applications of statistics, and publish research articles.  
**Requirements:** MS or equivalent in statistics or biometry. Statistical computing experience on mainframes and microcomputers. Teaching and research experience. Send cover letter and resume to Sam Weeks.

## Professional Part-Time

**Executive Staff Assistant (PC6101) HRI**  
**Human Service Studies-Statutory**  
**Posting Date: 4/11/91**  
Manage the administrative and financial details of the Empowerment and Family Support Project. Responsibilities include fiscal accountability of the project; monitor the project's account, develop and maintain postaward monitoring system; approve accounting transactions (vouchers and PO's) provide computer generated financial reports; reconcile monthly statements; develop budgets. Position until 12/31/92.  
**Requirements:** Bachelor's or equivalent combination of education and relevant experience is necessary. Reasonable experience managing a program. Familiarity with accounting and knowledge of computers. Knowledge of word perfect, LOTUS, EXCEL, Word, and of Cornell accounting statements. Familiarity with grants and indirect costs. Regular Cornell employees send employee transfer

application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Professional Temporary

**Technical Consultant I (PT5303)**  
**Cornell Information Technologies-Ended**  
**Posting Date: 2/14/91**  
Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Information Technologies and facilitate back line consulting services. Provide support via service on the HelpDesk, group and individual contacts. Maximum 20 hours per week.  
**Requirements:** Bachelor's or equivalent. Course work in computer science, business, education preferred. 1-3 years of computing service delivery (consulting, instruction, or related client support services). Outstanding oral and written communication skills. Send cover letter and resume to Sam Weeks.

## Professional Off-Campus

**4H Youth Development Specialist (PA6201) HRI**  
**Cooperative Extension/NYC-Statutory**  
**Posting Date: 4/18/91**  
Coordinate, implement and evaluate a pilot 4H youth development project involving youth from Ingersoll-Whitman Houses, Brooklyn in learning the process of setting up and running an business.  
**Requirements:** Bachelor's in human development, education, or social work. Minimum 2 years work experience in a community-based or educational program. Work effectively with youth and as a member of team planning, organizing and evaluating program efforts. Ability to communicate both orally and in writing. Send cover letter and resume to Cynthia Smithbower.

## Technical

As a prominent research institution, Cornell University has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.

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

Submit a resume and cover letter for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Animal Technician, GR18 (T4707)**  
**Laboratory Animal Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 12/13/90**  
Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and for animal welfare. Maintain animal records. Assist vets in treating and vaccinating as needed. Some weekend and holiday coverage.  
**Requirements:** High School diploma or equivalent. Associate's in animal science desired. AALAS certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year experience. Ability to lift 50 pounds. Pre-employment physical, all necessary immunizations and NYS driver's license required. Send cover letter and resume to Sam Weeks.

**Laboratory Technician, GR19 (T5305)**  
**Food Science-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 2/14/91**  
Perform a variety of microbiological techniques on raw and processed milk and dairy products. Assist in pre-incubation research as well as pathogen studies. Willingness to assist in chemical and organoleptic analysis when needed. Prepare stock solutions, media, and maintain laboratory environment.  
**Requirements:** Bachelor's desirable in microbiology or related field with emphasis in microbiology. 1-2 years experience, preferably in dairy science. Familiarity with bacterial purification and identification, spectrophotometry, fluorimetry, and titration techniques. Must have ability to keep accurate records and procedures. Be able to function independently after training. Basic computer knowledge helpful. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T6305)**  
**Soil, Crop, Atmospheric Sciences-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**  
Operate an analytical facility for determination of stable isotopes of carbon and nitrogen; and assist with analytical methodology development. Prepare and analyze soil, plant and other samples using combustion-mass spectrometry using a Europa Roboprep CN analyzer-Tracermass mass spectrometer system. Perform quality control procedures and equipment maintenance. Maintain supply inventory. Assist with development of analytical protocols and methodologies. Train grad students.  
**Requirements:** Bachelor's or equivalent in a basic or applied related field. General knowledge of lab operations and analytical procedures. 2 years lab experience preferred. Knowledge or experience in field of soil science, plant science and chemistry desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T6301)**  
**Natural Resources-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**  
Maintain and operate an experimental trout hatchery. Keep records; provide necessary care; and feed, mark, and inventory fish. Sample fish populations and do chemical surveys of lakes and streams. Perform data entry and analyses. Maintain large computer database. Maintain and repair field equipment. Construct equipment when necessary.  
**Requirements:** Associate's with experience. Bachelor's or equivalent. 2-3 years related experience. Demonstrated ability and skill necessary for the operation of experimental trout hatchery. Computer skills essential. Experience with outboard boat engines and all terrain vehicles. Send cover letter and resume to Sam Weeks.

**Computer Operator, GR20 (T5702)**  
**Lab of Nuclear Studies-Ended**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 3/14/91**  
Operate the computer batch stream at a large research center computer facility. Manage system backup library. Mount and dismount magnetic tapes as required. Clean and perform minor maintenance on tape drives, line printers, computer terminals and peripheral equipment. Update documentation with vendor or staff supplied material, mount forms in line printer, and check trouble logs. Third shift. 12 a.m. - 9 a.m.  
**Requirements:** Associate's in computer related field or equivalent experience. At least 6 months computer batch experience. Knowledge of VMS and UNIX operating systems. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T5605)**  
**Plant Breeding and Biometry-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 3/7/91**  
Perform biochemical and genetic analysis of tomato tissue. Performance of standard molecular techniques including preparation, electrophoresis and hybridization of nucleic acids. Operation of general lab equipment; maintenance of lab supplies; supervision of radiation work area.  
**Requirements:** Bachelor's in a lab-oriented biological area plus experience. Master's desirable. Previous related lab experience and demonstrated ability to work independently desirable. Send cover letter and resume to Sam Weeks.

**Computer Operator, GR21 (T6205)**  
**Dining Services-Ended**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/18/91**  
Assist the system manager in systems related operations. Issue accurate and timely reports. Monitor and maintain equipment performance. Schedule equipment repairs. Perform computer operations such as file saves, disk backups, and running reports. Provide basic technical support to staff. Create income spreadsheets when needed. Audit system output for accuracy and make corrections when necessary. Maintain supplies.  
**Requirements:** Associate's or equivalent with related computer coursework. Minimum of 6 months to 1 year related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, telecommunication lines and channel interfaces. Strong interpersonal and communication skills. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T6201)**  
**Genetics and Development-Ended**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/18/91**  
Assist in research on genes and proteins that function in Drosophila reproduction by performing molecular and genetic experiments. Perform molecular biological techniques: grow bacterial and bacteriophages; prepare of RNA and proteins; prepare recombinant plasmid and bacteriophage DNAs; in vitro labeling of DNAs and RNAs; hybridization experiments; and electrophoretic analysis. Maintain Drosophila populations and stocks. Supervise undergrad lab assistants. Maintain inventory and keep records.  
**Requirements:** Bachelor's in biological science or chemistry. Specific training in molecular biological, biochemical and genetic lab methods required. A minimum of 1-2 years of prior experience as a technician in the molecular genetics lab is highly desirable. Send cover letter and resume to Sam Weeks.

**Electronics Technician, GR21 (T6101)**  
**Telecommunications-Ended**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/11/91**  
Coordinate the ordering of supplies, preparing bids, maintaining inventory, and delivery of supplies to job site. Assist technicians in the field with running communications wire and installing voice and data connections, while enhancing your skills and telecommunications knowledge.  
**Requirements:** High School diploma or equivalent. Advanced technical training in technical school or college desired. 2-3 years experience and familiarity with basic communication technology, specifically cable, wire and splicing hardware/tools. Ability to read building and underground prints. Must maintain valid NYS driver's license and have personal car available. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6306)**  
**Pharmacology-Ended**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/25/91**  
Assist in physiological, biochemical and pharmacological research on the control of insulin release. The work will emphasize tissue culture of cloned and transfected B-cell lines for studies on insulin secretion, analysis of cell constituents and enzyme assays.  
**Requirements:** Bachelor's or equivalent in a biological science. 2-4 years related lab experience. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6304)**  
**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/25/91**



Participate in research on the control by serotonin of Na and Cl transport across intestinal epithelial cell layers. Perform experiments involving cell fractionation, enzyme assays, radioligand studies, gel electrophoresis, autoradiography and general biochemical and pharmacological techniques. Analyze experimental results. Handle rabbits and rats.  
**Requirements:** Bachelor' or equivalent in biochemistry. 2-4 years related lab experience. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6203)**  
**Neurobiology and Behavior-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/18/91**  
Participate in research using transmission and scanning electron microscopes for finestructure and autoradiography. Prepare cultures: tissue, cell and organ. Section tissue using ultramicrotomes. Prepare emulsions for coating sections.  
**Requirements:** Bachelor's or equivalent experience in biological science (neurobiology or biochemistry). 2-4 years related experience using electron microscopes (TEM and SEM), microtomes, and sterile techniques for cell culture. Send cover letter and resume to Sam Weeks.

**Chess Operator, GR24 (T6303)**  
**Chess-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/25/91**  
Interact with user groups on technical and scientific problems. Implement Safety codes. Responsible for covering chess system malfunctions and software problems associated with instrument control. Assist in building new equipment. May assist in experimental programs. Some nights and weekends.  
**Requirements:** Bachelor's or equivalent in technical field such as engineering or physics. Experience not needed. Good mechanical and laboratory skills. Programming experience preferred. Send cover letter and resume to Sam Weeks.

**Lead Production Controller, GR24 (T4103)**  
**Finance and Business Services-Statutory**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 10/18/90**  
Responsible for processing administrative production applications through the central computer system. Prepare, submit, monitor, and verify the results of jobs processed. Perform tape/disk file management and security and make corrections. Maintain operational documentation. Provide training for production staff. Work scheduled shift changes to meet payroll, month-end, and year-end deadlines. Responsible for covering a rotating shift. Attend job related courses, seminars, and classes.  
**Requirements:** Bachelor's in computer science or equivalent. 3-4 years in production control or related experience. Thorough knowledge of administrative systems. Detailed and thorough knowledge/experience with MVS/JCL and M/CMS. Send cover letter and resume to Sam Weeks.

**Technician, GR24 (T6107)**  
**Horticulture and Ornamental Horticultural-Statutory**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**  
Serve as chief experimental assistant to the Turfgrass Research Program Leader, 3-5 grad students, and the manager of the Turfgrass Water Quality Research Facility. Perform basic and applied research in lab, greenhouse and field conditions. Field sites are located in Ithaca and throughout the state. Organize; implement; collect and statistically analyze data; perform literature searches; and write research reports. Assist in experimental design; establish plots; manage the plot seeding, fertilization, pest control and irrigation; and apply treatment variables. Design and fabricate specialized instrumentation. Supervise temporary workers in the summer.  
**Requirements:** Bachelor's in agricultural science or equivalent. Bachelors in turfgrass science desired. 2 years experience in turfgrass management practices and specialized equipment. Knowledge of computers, statistical analysis and data analysis. NYS driver's license and Pesticide Applicator's Certificate required. Send cover letter and resume to Sam Weeks.

**Accelerator Operator, GR24 (T6106)**  
**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**  
Operate a computer controlled accelerator system to produce high energy electron and positron beams for utilization by experimental groups. Investigate faults and take remedial action. Maintain accelerator log book documenting any modifications to the system, operating characteristics, and procedures. Carry out special projects to maintain and improve components of the system. Work alternating shifts, including holidays and weekends.  
**Requirements:** Associate's in electronics or equivalent training and experience, Bachelor's in physics preferred. 2-4 years experience in a lab or shop. Send cover letter and resume to Sam Weeks.

**Technical Accelerator, GR24 (T6110)**  
**Lab of Nuclear Studies-Statutory**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**  
Perform highly skilled work to maintain and improve the various components of accelerator ultra high vacuum systems, consisting of a linear accelerator, an electron magnetron, and storage ring. Use techniques appropriate to various vacuum systems, particularly those for ultra high vacuum systems. Work with physicists to design, construct, and install new devices. Provide maintenance, troubleshoot malfunctions, and take corrective actions. Provide detailed documentation for the accelerator's master drawings and operating manuals.  
**Requirements:** High School diploma or equivalent plus at least 2 years formal training in ultra high vacuum technology. Work experience on such equipment with the demonstrated ability to assume responsibility for its maintenance. Ability to supervise other technicians. Send cover letter and resume to Sam Weeks.

**Technical Part-Time**

**Laboratory Technician, GR19 (T5709)**  
**Veterinary Microbiology-Statutory**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 3/14/91**  
Provide assistance to faculty carrying out lab experiments in reproductive biology. Prepare culture media and do histological tissue and cell culture work. Provide general lab and surgical area maintenance. Collect specimens from mice, rabbits and cattle. Schedule experiments, keep records, and compile data. Monitor radioactive waste and arrange for safe disposal.  
**Requirements:** Associate's or equivalent required. Additional coursework preferred. 1 year related experience in cell culture, biochemistry and animal handling. Send cover letter and resume to Sam Weeks.

**Technical Temporary**

**Assistant Technician, (T5901)**  
**Plant and Vegetable Science-Statutory**  
**Minimum Salary: \$7.00**  
**Posting Date: 3/28/91**  
Assist in weed control field research in vegetable crops. Establish and maintain small research plots. Apply herbicides and collect data. Through 10/30/91 depending on availability and work.  
**Requirements:** High School diploma or equivalent. NYS pesticide license. Experience operating farm machinery. Pesticide applicators license desirable but will be provided. Send cover letter and resume to Sam Weeks.

**Technician, (T6207)**  
**Biotechnology Program-Endowed**  
**Posting Date: 4/18/91**  
Become proficient and the dedicated user of new state-of-the-art instrumentation, a biosensor-based system for molecular interaction analysis. Develop various immunoassays. Full time for 3 months, \$8-10/hr.  
**Requirements:** Bachelor's in biological sciences required. Minimum of 2 years lab experience. Must have an aptitude for instrumentation and proficiency with Macintosh computers. Send cover letter and resume to Sam Weeks.

**Research Aide, (T6007)**  
**Entomology-Endowed**  
**Hiring Rate: \$6.25-\$6.75**  
**Posting Date: 4/4/91**  
Assist in veterinary entomology research on dairy farms, involving year around field work on cattle pests. Assist with lab experiments. Maintain insect colonies. Sort and process field samples. Mount and identify insects. Collect data. Obtain supplies.  
**Requirements:** AAS or equivalent in entomology or animal science, BS preferred. 1 year experience in handling large animals. Entomological experience helpful. Pesticide applicator's license desirable. NYS driver's license required. Send cover letter & resume to Sam Weeks.

**Office Professionals**

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.

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

**Binding Assistant, GR16 (C6310)**  
**Catalog Management/Cornell Library-Endowed**  
**Minimum Biweekly Salary: \$511.68**  
**Posting Date: 4/25/91**  
Provide bookmarking and security strips for new material (except commercially bound serials) received in the Catalog Department. This material is designated for various endowed units of the Library system. Position until June 1992.

**Requirements:** High School diploma or equivalent. Ability to perform the duties efficiently, with a high level of accuracy and attention to detail. Must be dependable and possess good interpersonal skills. Ability to lift moderate weights and push heavy book trucks. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR18 (C6205)**  
**Administrative Operations/Cornell University Library-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/25/91**  
Under the direction of the Accounting Manager, maintain all records, files, accounts payable and receivable for all library material purchases and fine and replacement income. Approve accounts payable invoices/credits to the central university accounting office for payment. Review vendor statements, inquiries, duplicate payments, and returned checks; and prepare correspondence regarding past due invoices, credits due, and payment inquiries. Light typing.  
**Requirements:** High School diploma or the equivalent. Some college coursework in accounting bookkeeping or business preferred. 1-2 years previous accounting/bookkeeping experience and familiar with standard office machines. High degree of accuracy on work with strong concentration on detail. Experience with microcomputers, IBM preferred. Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with Cornell Accounting System desirable. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter, resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR18 (C6005)**  
**School of Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/4/91**  
Provide data processing and clerical support to the director of alumni affairs and the administrative aide. On-going updating alumni data base, frequent contact with students and faculty. Other duties as assigned.  
**Requirements:** High School diploma or equivalent. 1 year related experience. Knowledge of computers. Good communication (written and verbal) skills. Accuracy and attention to detail. Ability to work independently. Handle pressure, meet deadlines, and maintain a high level of confidentiality. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR18 (C6205)**  
**Administrative Operations-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/18/91**  
Under the direction of the Accounting Manager, maintain all records, files, accounts payable and receivable for all library material purchases and fine and replacement income. Approve accounts payable invoices on in-house library system (NOTIS), reconcile daily, and submit all invoices/credits to the central university accounting office for payment. Review vendor statements, inquiries, duplicate payments, and returned checks; and prepare correspondence regarding past due invoices, credits due, and payment inquiries. Light typing.  
**Requirements:** High School diploma or the equivalent. Some college coursework in accounting bookkeeping or business preferred. 1-2 years previous accounting/bookkeeping experience and familiarity with standard office machines. High degree of accuracy on work with strong concentration on detail. Experience with microcomputers, IBM preferred. Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with Cornell Accounting System desirable. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter, resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR18 (C6212)**  
**Media Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/18/91**  
Process all billing and maintain financial records for design, and editorial sections of Media Services. Serve as receptionist for incoming clients and vendors.  
**Requirements:** High School diploma or equivalent combination of education and accounting experience. Individual must be well organized, very flexible, accurate, able to maintain confidentiality. Must have demonstrated computer knowledge and experience using Excel, Write Now and 4th dimension. Knowledge of graphic design and printing processes helpful. Strong interpersonal skills necessary, as well as ability to work with minimal supervi-

sion. Regular Cornell employees Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants sen cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C3808)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 9/27/90**  
Provide administrative and secretarial support for the media services department of the division. Assist in producing and distributing marketing and publicity materials and keeping records of media department efforts and of their effectiveness. Provide secretarial support to the media manager and media assistant.  
**Requirements:** High School diploma or equivalent. 1-2 years related experience. Excellent organizational and communication skills required. Ability to work under pressure and to meet deadlines. Familiar with advertising, publicity, and graphic design helpful. Knowledge of Macintosh computer and Microsoft Word, Pagemaker and Filemaker Plus software helpful. Valid NYS driver's license. Able to lift up to 40 pounds. Medium typing. Cornell employees send employee transfer application, cover letter, resume, and 2 (short) writing samples to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter, resume and short writing samples to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR19 (C6301)**  
**Office of the University Registrar-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/25/91**  
Provide personal service to individual students, alumni and staff. Prepare, certify and transmit CU transcripts. Certify, validate CU students enrollment, degree status or record of academic achievement form external organizations, agencies and students.  
**Requirements:** High School education or equivalent. Some college coursework preferred. Minimum 1-2 years related experience required. Computer input experience. Excellent interpersonal and organizational skills. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Laboratory Coordinator, GR19 (C6302)**  
**Diagnostic Laboratory/Clin Path-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/25/91**  
Receive, accession and distribute lab specimens. Distribute internal and external reports. Enter all laboratory results into computer. Provide relevant laboratory information to staff, students and outside clients. Cross train with laboratory secretary.  
**Requirements:** High School diploma. Some college coursework preferred. 1-2 years related experience. Familiar with veterinary and medical terminology. Computer knowledge; strong interpersonal skills. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR19 (C6203)**  
**Veterinary Anatomy-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/18/91**  
Primary responsibility for secretarial support for the teaching and research activities of the College's Chief Neurologist, plus work for five other faculty members (including the department Chair), three lecturers, and the department's animal preparator. Initial point of contact for the department.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Typing required. An ability to deal with medical nomenclature and foreign languages. 2-3 years related experience. Training and experience in advanced word processing. Ability to handle confidential material. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Staff Assistant, GR19 (C6105)**  
**University Career Center-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/11/91**  
Provide all administrative and secretarial support for three career advisors in the area of Arts and Sciences and preprofessional advising, including job-hunting workshops; alumni programs; Graduate School Days; booklets and other publications.  
**Requirements:** High School diploma or equivalent. Minimum 2 years office experience. Some college coursework preferred. Excellent organizational skills and attention to detail. Familiarity with Macintosh and word processing; other programs, including Excel preferred. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR19 (C5905)**  
**Division of Nutritional Sciences-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 3/28/91**  
Under direction of Administrative Manager assist in daily operations of Division of Nutritional Sciences Business Office. Responsibilities include account reconciliation; preparation of journal entries; coordination/verification of various monthly campus billings; preparation of deposits; maintenance of division's local accounting system (OASIS) and internal report generation for the Division's 300+ accounts (statutory and endowed). The Division has an annual operation budget of \$10-12 million.  
**Requirements:** High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Familiarity with Cornell's accounting system preferred; knowledge of statutory accounting procedures helpful. Previous computer experience (mainframe and PC compatible) required; competency in word processing (Word Perfect), database management (dBase or PC-File) and spreadsheets (LOTUS) preferred. Experience in account reconciliation strongly preferred. Excellent interpersonal, organizational and communications skills essential. Attention to detail; ability to work under pressure and meet deadlines required. Light typing. Regular CU employees. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Word Processor Operator, GR19 (C5709)**  
**Division of Nutritional Sciences/CFNPP-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 3/21/91**  
Perform complex technical word processing tasks, often under tight and shifting deadlines, for Ithaca research and publications staff. 1 year term, continuation contingent upon funding.  
**Requirements:** High School diploma or equivalent preferred. Some college coursework preferred. Experience with lengthy manuscripts and technical documents required. Excellent grammatical and organizational skills required. Able to work independently with eye for detail essential. Knowledge of Wordperfect and spreadsheet and/or database packages preferred. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR20 (C6308)**  
**Facilities/Administrative Operations/Cornell University Library-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**  
Under general supervision of the Operations Manager, coordinate all purchasing activities for capital equipment and computer hardware orders for the Endowed Library System. Process invoices for payment. Monitor computer lines and telephones. Prepare work orders and oversee computer maintenance, blanket orders and maintenance agreements. Provide administrative support to the Project

Coordinator, Project Manager, Photocopy Services Supervisor, and the Personnel area.  
**Requirements:** Associate's or the equivalent. Minimum of 2-3 years of office/purchasing experience. Strong interpersonal, communication (written and verbal)and organizational skills. experience with database and spreadsheet management (dBase and LOTUS preferred) as well as word processing (WordPerfect preferred). Able to handle confidential material with discretion. Attention to detail. Familiar with University Purchasing and customer services procedures helpful. Light typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Reference Assistant, GR20 (C6210)**  
**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/18/91**  
Provide information service in Mann Library and coordinate the maintenance of the collection of reference materials. Responsible, in the Entomology Library, for student hiring and supervision, and user assistance. Provide circulation assistance and assist with collection.  
**Requirements:** Associate's or equivalent. Additional college coursework in agriculture or life sciences preferred. Strong interpersonal and communication skills. Supervisory and effective public service experience required. Experience working in an academic library and with use of microcomputers preferred. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

**Circulation/Reserve Supervisor, GR20 (C6204)**  
**Music Library-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/18/91**  
Facilitate the use of the Music Library by providing reference service. Responsible for circulation activities, including procedures for charging out and discharging materials, special requests from patrons, collecting fines and fees. Interview, hire, supervise and train student assistants. Functionally supervise and train night supervisors. Assist in the set up of audio equipment patrons.  
**Requirements:** Associate's in music or the equivalent with emphasis on music history. Some additional college coursework preferred. 2-3 years related experience. Knowledge of music reference materials required. Excellent communication and interpersonal skills. Supervisory and public service experience required. Experience working in an academic library preferred. Reading knowledge of one foreign language (German preferred). Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR20 (C6201)**  
**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/18/91**  
Full responsibility for all accounting, purchasing, grant budgeting functions and personnel appointment forms. Duties will be independently handled, will require decision making and direct contact with faculty and staff.  
**Requirements:** Associate's or equivalent in accounting preferred. Minimum 2-3 years experience in accounting. Excellent organizational, interpersonal and communication (written and oral) skills. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR20 (C6106)**  
**Public Affairs/Engineering-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/11/91**  
This position will provide administrative and secretarial support to the Assistant Dean for Development, the Director and Assistant Director of Public Affairs, and the Dean in the College of Engineering. Prepare vouchers and monthly budget summaries; maintenance of gift acknowledgement system for the College.  
**Requirements:** Associate's or equivalent. Minimum 2-3 years related experience. Excellent organizational communications and interpersonal skills. Ability to handle confidential information. Experience with IRIS/Macintosh computers desirable. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR20 (C6306)**  
**Chemistry-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**  
Provide administrative and secretarial support to a Nobel Prize winning professor and active international research group. Manage production of manuscripts and research proposals. Administer all aspects of office during professor's absence; arrange travel, seminars.  
**Requirements:** Associate's or equivalent. Knowledge of chemistry and some foreign language helpful. Minimum 2-3 years secretarial experience including knowledge of CU manuscript, grant proposal and travel systems. Computer experience (IBM, Macintosh) necessary. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Research Aide, GR21 (C6202)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 4/18/91**  
Meet the information needs of those persons engaged in development work. More specifically, the research aide locates, compiles, organizes and evaluates public and confidential information about Cornell Alumni/ae and friends, foundations and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs and development staff and alumni/ae of Cornell for fundraising activities.  
**Requirements:** An Associate's or equivalent. Bachelor's is preferred. 1-2 years related experience. Knowledge of research materials, library methods, and computer. Excellent communication and writing skills. Ability to work with confidential materials with high degree of discretion. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR21 (C5704)**  
**CRSR-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 3/14/91**  
This position is for an experienced secretary who is able to give administrative support to a sizeable research group consisting of several professors, research associates and graduate students. Duties include scientific typing, correspondence, E-mail, travel arrangements, travel reimbursement, general office duties.  
**Requirements:** Associate's or equivalent required. 2-3 years of secretarial experience, preferable Cornell background. Solid word processing skills (IBM preferred, if possible, knowledge of Sun Microsystems word processing program). Scientific typing. Medium typing. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR21 (C4519)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 11/29/90**  
Assist Administrative Manager with day to day operation of the department section of Physiology. Responsible for all personnel and payroll functions; assist in preparation of annual budget and the compilation of various teaching and research oriented reports.  
**Requirements:** Associate's or equivalent. Minimum 2 years related experience. Ability to work well under constant pressure with diverse personalities and at all academic, non-academic, and administrative levels. Excel-



lent organizational skills. Knowledge of Cornell personnel policies and procedures and statutory and endowed accounting procedures. Familiarity with grant management. Supervisory ability. Word processing, Lotus 123. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professional Part-time

**Secretary, GR16 (C6001)**  
**Office of the Assemblies-Endowed**  
**Minimum full-time equivalent: \$511.68**  
**Posting Date: 4/4/91**  
Provide secretarial/clerical support. Type, answer phone, arrange meetings, and maintain file system. Other duties assigned. 10 month appointment, Mon-Fri, 4 hrs/day, mornings.  
**Requirements:** High School or equivalent. Some clerical experience desirable. Able to do word processing (IBM PC- Word Perfect). Good organizational, interpersonal and communication skills. Attention to detail. Medium typing. Regular Cornell Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR16 (C6007)**  
**Center for Research Animal Resources-Statutory**  
**Minimum full-time equivalent: \$511.68**  
**Posting Date: 4/4/91**  
Provide various support services in busy office exercising some independent judgment. Extensive wordprocessing, answer telephones, and handle mail. Other duties as assigned. Monday-Friday, 20 hours/week.  
**Requirements:** High School diploma or equivalent. Some secretarial courses. Solid word processing skills (IBM preferred). Scientific typing. Good knowledge of English. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C6307)**  
**Agricultural Economics-Statutory**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 4/25/91**  
Provide farm families with support using the 800# information, referral, consulting system. Support consists of: emotional, legal, financial and family issues. Days and hours, 10a.m - 5p.m. Position until 8/31/91. Further employment contingent upon continued funding.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Strong listening and interpersonal skills. Familiar with farming and farm families necessary. Familiar with Cornell Cooperative Extension a plus. Typing/computer familiarity necessary. Minimum 1 year related experience. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C6206)**  
**Photocopy Services/Library-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 4/18/91**  
Provide support for the Photocopy Services Copy Center. Duties include: supervision and training of student staff, customer relations, quality and inventory control, operation of photocopy equipment. Oversee the activities of the Copy Center on Saturday's. Tuesday and Wednesday, 8:30a.m. - 3:00p.m. Thursday, 8:30a.m. - 1:00p.m. Friday, 8:30a.m. - 5:00p.m. Saturday, 11:00a.m. - 5:00p.m. 30 hours per week.  
**Requirements:** High School or the equivalent. Some college coursework preferred. 1-2 years related experience. Ability to work well under pressure and to set priorities. Some office/clerical experience preferred. Communication (especially verbal), interpersonal and organizational skills required. Ability to lift supplies (up to 50 pounds). Light typing. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza.

**Senior Records Assistant, GR18 (C6004)**  
**School of Hotel Administration-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting date: 4/4/91**  
Assist the Senior Department Assistant in acquiring monographic material for the SHA Library. Collect and prepare SHA serials for binding. Perform work consisting of duties that involve related steps, processes, or methods according to his/her own judgment, requesting supervisory assistance when necessary; has responsibility for accuracy in the performance of routine work, but work is subject to verification by others when completed. Medium typing. Flexible, 4 hrs/day, Mon-Fri, 20 hours/weeks, negotiable.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Some experience with use of a library required. Ability to perform related activities with a high degree of accuracy required. Good (written and verbal) communication skills required. Ability to use a variety of microcomputer applications software required. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C6309)**  
**Biological Sciences/Cornell Institute for Biology Teachers-Statutory**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 4/25/91**  
Provide administrative and secretarial support to staff of Cornell Institute for Biology Teachers. Work extensively with database and spreadsheet software on the Macintosh to organize and maintain confidential files; tabulate information and produce reports on program activities; edit, design and format documents and forms on the Macintosh. This position is split between two different locations on campus. Position until August 30, 1993. 20 hours per week, time flexible.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Computer skills required, particularly Excel, Microsoft Word, Super Paint and FileMaker for the Macintosh. Excellent organizational skills. Ability to set priorities and coordinate multiple projects. Medium typing. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR19 (C6108)**  
**Materials Science and Engineering-Endowed**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 4/11/91**  
Monitor accounts; typing including word processing (work Perfect) on IBM/compatible computer; filing; data base work; general office duties. Mon-Fri, 7:30-5 (flexible), 25 hrs pr wk.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Knowledge of Quatro, Paradox and Shorthand. Good accounting, organizational, and interpersonal skills. Some German language knowledge helpful. Word Perfect (5.0) required. 1-2 years related experience. Ability to work independently. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR21 (C5904)**  
**ILR-Admissions-Statutory**  
**Minimum full-time equivalent: \$615.42**  
**Posting Date: 4/11/91**  
Administrative and technical support for all functions involved in recruitment, selection and admission of students in undergraduate program. Designs, programs if necessary, runs statistacal reports and analysis; conduct informational interviews by phone for candidates/parents; provide information on undergraduate degree and rogram requirements; coordinate flow of applicants to undergrad

admissions committee and central admissions. Correspond with applicants and students. 30 hours per week. Position for 8 months, September-April.  
**Requirements:** Associate's in business or related field. Equivalent education and experience will be considered. 2-3 years experience in student personnel or records. Good judgement in dealing with sensitive material. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Temporary

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

**Temporary Assistant Education Coordinator (S6101)**  
**Cornell Plantations-Endowed**  
**Hiring Rate: \$7.00**  
**Posting Date: 4/11/91**  
Responsible for assisting with the organizing, coordinating, staffing and the presentation of all educational programs of the Cornell Plantations. This includes the tour program, volunteer program, special events, classes, and workshops. Part time position averaging 25 hrs each week including evenings and weekends. 6 month temporary position with probable extension contingent on funding.  
**Requirements:** Bachelor's degree in Natural Science, Horticulture, Education, or equivalent is required. Good organizational, interpersonal, and communication skills essential. Send cover letter and resume to Linda Scaglione, Staffing Services, 160 Day Hall.

General Service

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

**Custodian, S002 (G6202, G6203, G6204) 3 Positions**  
**Residence Life-Endowed**  
**Hiring Rate: \$6.27**  
**Posting Date: 4/18/91**  
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Sat-Wednesday.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6' ladder. Must be able to communicate with students. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza.

**Food Service Worker, S003 (G3803)**  
**Unions and Activities/Noyes Center-Endowed**  
**Hiring Rate: \$6.56**  
**Posting Date: 9/27/90**  
Operate electronic cash register, handle cash and credit sales, prepare and sell food items; stock and monitor inventory levels; maintain clean work area and adhere to all health department sanitation codes. 10 month position. Mon-Fri, 4pm -12pm.  
**Requirements:** High School diploma or equivalent. At least 1 year experience in food service operation required. Must relate well with people (excellent customer service skills) and work independently at a rapid pace. Previous experience with electronic registers and kitchen equipment required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza.

**Food Service Worker, S003 (G6201)**  
**Unions and Activities/NC-Endowed**  
**Hiring Rate: \$6.56**  
**Posting Date: 4/18/91**  
Operation of cash register, cash and credit sales. Preparation and sale of food items. Stocking and monitoring of inventory levels. 10 month position. Wed-Sun, 3:45pm-12:15am.  
**Requirements:** High School diploma or equivalent. At least 1 years experience in a food service operation is required. Excellent customer relations experience is essential. Regular Cornell employees send transfer application to Esther Smith, Staffing Services, East Hill Plaza.

**Patrol Officer, GR03 (G6205)**  
**Public Safety-Endowed**  
**Hiring Rate: \$9.01**  
**Posting Date: 4/18/91**  
Prevent, detect and stop criminal behavior; protect life and property; preserve peace, and respond to required police and university services within the campus area.  
**Requirements:** High School diploma or equivalent. College degree preferred. Must obtain, maintain and satisfactorily complete all licensures and training requirements as designated by the Director of Public Safety and the laws of New York State. Must possess valid New York State Drivers license and New York State pistol permit. Strong communication skills (written and oral). Must satisfactorily complete the probationary period of Public Safety for Patrol Officer. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities are encouraged to apply. Deadline for applications is May 17th, 1991.

**Patrol Officer, GR03 (G5801)**  
**Public Safety-Statutory**  
**Hiring Rate: \$9.01**  
**Posting Date: 3/28/91**

Cornell Employment News

Published weekly except for one week each in January and November and two weeks in December by the Office of Equal Opportunity & the Office of Human Resources, Cornell University, 14853. Distributed free and available to staff and faculty at locations around the campus.

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Editor: Nancy Doolittle  
Page Layout: Cheryl Seland  
Photography: University Photography, Susan Boedicker  
Telephone: Office of Human Resources (607) 255-3936



Prevent, detect and stop criminal behavior, protect life and property, preserve peace and respond to required police services within the Campus area.  
**Requirements:** High School education or equivalent. College degree preferred. Must obtain, maintain and satisfactorily complete all licensures and trianing requirements as designated by the Director of Public Safety and the laws of New York State. Must possess valid New York State Drivers license and New York State Pistol Permit. Strong interpersonal communication skills (written and oral). Must satisfactorily complete the probationary period of Public Safety for Patrol Officer. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities are encouraged to apply. Deadline for applications is April 30, 1991.

**Senior Mechanic, T007 (G5201)**  
**Utilities-Endowed**  
**Posting Date: 2/14/91**  
Responsible for the uninterrupted and efficient daily operation and maintenance of the chilled Water Plants and Hydro-electric Plant. To operate and maintain Central Plant equipment including electric driven chillers, pumps, cooling towers, vacuum and compressed air systems, water turbines and generators, water treatment equipment and instrumentation. Operation of the Central Utility Plants shall include use of the Campus microprocessor-based central control systems.  
**Requirements:** Associate's in Mechanical/Electrical Technology. 1-3 years experience in refrigeration, operation and maintenance of Central Utility Plants desirable. 1-3 years experience in electric and solid state electronic controls and their application in control and monitoring. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities are particularly encouraged to apply.

**Shift and Maintenance Mechanic, S009 (G6301)**  
**M&SO Mechanical Shop-Endowed**  
**Hiring Rate: \$8.66**  
**Posting Date: 4/25/91**  
Able to maintain boilers, burners and other mechanical and HVAC equipment found in commercial, industrial, residential and research institutions. Monitor equipment, building and utility systems. Inspect, lubricate and repair all mechanical equipment. Install and read electric, water and steam meters. Days and hours vary according to shift.  
**Requirements:** High School graduate or equivalent. Knowledge of HVAC, utilities, controls and other support systems in a high technology environment. Minimum of 3 years experience in buildign trades and mechanical maintenance with boilers and burners. Valid NYS drivers license required. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

General Service

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

General Service Part-Time

**Animal Attendant, S004 (B6201)**  
**Animal Science-Statutory**  
**Hiring Rate: \$6.88**

**Posting Date: 4/18/91**  
Care for dairy animals, feed, groom, clean, prepare bedding. Administer required medical treatments, check for heats. Operate machinery, maintain farm. Days and hours to be arranged. 2 weekends per month. 20-24 hrs pr week.  
**Requirements:** High School diploma or equivalent. Class III drivers license or eligibility. General dairy farm experience helpful. Able to lift 100 pounds. Send application materials to Cynthia Smithbower.

Academic

**Senior Research Associate**  
**Animal Science/Reproductive Biotechnology**  
100% of time will be in research, including a component of training other researchers. Technical director of an "Embryo Bioengineering Program" in cattle and rabbits. Will train graduates, undergraduates and other technical assistants and coordinate activities for in vitro and in vivo research of oocyte maturation, in vitro fertilization, cloning, embryo development, embryo transfer and related activities. Responsibilities also include grant application preparation.  
**Requirements:** Ph.D. in reproductive physiology and extensive experience, with a substantial list of appropriate peer-reviewed publications. Demonstrated sperm and oocyte maturation, fertilization, microinjection, embryo transfer, embryo culture and transfer is essential. Experience with both rabbit and cattle gametes and embryos also is required. Multi-lingual capabilities to interact with an international group is desirable. Send a complete curriculum vitae and have 3 letters of recommendation sent to: Dr. Robert H. Foote, Department of Animal Science, 204 Morrison Hall, Cornell University, Ithaca, New York 14853-4801. Telephone: 607-255-2866.

**Small Animal Internal Medicine**  
**Department of Clinical Science/College of Veterinary Medicine at Cornell**  
**Section of Medicine**  
Share clinical teaching and services responsibilities with the other small animal medicine faculty, to participate in didactic teaching at both professional (DVM) and graduate levels, and to develop an independent research program.  
**Requirements:** DVM degree or equivalent, and have postgraduate clinical and research training and experience. Expertise in internal medicine is essential and expertise in oncology would be a definite advantage. Rank and salary will be commensurate with professional and academic credentials and experience. Send a letter of application, curriculum vitae and names and addresses of 3 suitable referees to Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, Cornell University, Ithaca, NY 14853-6401.

**Research Climatologist, Northeast Regional Climate Center**  
**Department of Soil, Crop and Atmospheric Sciences**  
Plan, conduct and report the results of original research that addresses applied climate problems and impacts that have particular relevance to northeastern U.S. Under the supervision of the Director of the Northeast Regional Climate Center (NRCC), be responsible for certain elements of the day-to-day operation and management of the Center's climate services and applied research and development activities.  
**Requirements:** A Ph.D. in Meteorology/Atmospheric Science, Physical Geography or closely related field. Knowledge of mathematical and statistical techniques used in meteorology and applied climatology along with well developed computer programming skills in FORTRAN and C. Good written and oral communications skills. Evidence of skill and productivity in research as demonstrated by publications in scientific literature. A strong interest in working on applied research problems as well as in providing climate services to a wide range of clients. Submit a letter outlining qualifications, interest and date of availability, a resume or vita, a complete set of academic transcripts and names of 3 references to: Dr. Warren W. Knapp, Northeast Regional Climate Center, 1113A Bradfield Hall, Cornell University, Ithaca, NY 14853. Application deadline is May 15, 1991.

1991-92 Holiday Schedule

For your information, below is a schedule of the official university holidays for 1991-92:

Holiday	Day(s) of Observance
Memorial Day	Monday, May 27, 1991
Independence Day	Thursday, July 4, 1991
Labor Day	Monday, September 2, 1991
Thanksgiving	Thursday, November 28, 1991 Friday, November 29, 1991
Winter Holiday	Wednesday, December 25, 1991 Thursday, December 26, 1991 Friday, December 27, 1991 Monday, December 30, 1991 Tuesday, December 31, 1991 Wednesday, January 1, 1992

For the past few years, nonacademic units which provide services to the general public, students, faculty and /or other staff have been required to remain open on workdays immediately preceding and following a holiday period. If units contemplate closing on Friday, July 5, 1991, they must first make arrangements to provide services as outlined and must have prior approval of the appropriate dean or vice president.

In keeping with university policy, employees who do not work on Friday, July 5, must take vacation or personal hours, or leave without pay. Departments are not authorized to pay employees additional holiday pay since Friday, July 5 is not a paid holiday. If you have any questions concerning this matter, please contact Staff Relations and Development at 255-7206.



# Networking

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

## Celebrate Nature . . . Become an Earth Angel!

by Toni McBride, Director of CU Wellness Program



**Coconut Therapy** Left to Right: Harrison Rue, Angie Schiele, John Bailey, Chet Salustri. Front: Charlotte Walsh, John Simon

Come join The Cornell University Wellness Program celebrate Earth Awareness Month with a bang. This is our end of the month celebration for Earth Day 1991. It will be held on the front lawn of Helen Newman Hall on Sunday, April 28th, from 1:00 to 4:00 p.m.

We feel this event is important because wellness is more than feeling good about our immediate selves, it is feeling good about what is going on around us. It is comforting to know that we are doing something to have cleaner air to breathe and water to drink and that children can play safely. With everyone's involvement we will have green grass to lie on and parks to play in instead of waste lands for unwanted garbage or misuse.

The following organizations will have display booths at our celebration:

**Cornell Cooperative Extension - Effective Composting and Chemical Free Gardening**

**Ithaca Green Party - Bike Project Display**

**Tompkins County Solid Waste - Waste Reduction and Recycling Tips**  
**N.Y. State Water Resources Institute - Water Shed Management**

**Cornell Plantations - Conservation at Cornell Plantations**

**Cornell's Ecology House - Recycling Plan at Cornell**

### Cornell University Wellness Program-Information Booth

We feel that you will find interesting and useful information from the displays. It only takes a desire to learn in the beginning and then effort to make it work.

Also joining in our celebration will be the Ecology House presentation of the "Lorax". This is a Dr. Suess play and promotes a fun way to teach a valuable lesson about wasteful and destructive human practices. It emphasizes how these actions affect the environment. The Ecology House is a group of students on campus committed to environmental issues.

We will also be entertained by "Coconut Therapy". They are a local band and if you ask any one who has heard them you will get great reviews. If you like to dance, you will love this band. If you like to listen to good music from the '60's, '70's, and '80's, you will love this band.

In case of rain this celebration will take place in the Helen Newman Hall gymnasium. Celebrate Nature . . . Become an Earth Angel is sponsored by the Cornell Wellness Program, Cullen's Sporting Goods and Coca-Cola. Free Soda and Popcorn awaits you! Mark it on your calendar now and plan on bringing the whole family for an afternoon of educational awareness, music and fun.

Photo by Dewey Neild Photography

## "Humor in the Workplace"

by Kathee Shaff

Humor, as defined by Webster, is 1) mood; state of mind, 2) a comical quality, 3) the ability to appreciate or express what is funny, amusing, etc.

The Office of Human Resources offered a Brown Bag Series Workshop on "Humor in the Workplace" on April 1st - April Fool's Day - a day of fun and jokes. I wonder if this was scheduled on this day by accident or on purpose, perhaps accidentally on purpose. I attended this workshop which was taught by Pam Strausser of Industrial and Labor Relations (ILR). The following is the insight I got from this workshop and also a synopsis of what was discussed in this hour long session.

Humor, when used appropriately, can be very beneficial, to both an individual or to an entire department or organization. It can be a morale booster. It can encourage teamwork and spirit among co-workers. It can create a better job environment and create a more comfortable working atmosphere.

When defined as a mood or state of mind, humor can set the pace for a more productive department. People tend to

be more productive when they are in a good mood. A little bit of humor, when properly used, can enhance this mood or state of mind. If you can laugh at yourself and your mistakes, you will feel more at ease and be happier. You must

be able to recognize and accept your mistakes and take them seriously, but learn from them and improve upon them the next time around. By being able to poke fun at

yourself, you will be able to create a better state of mind for yourself.

Another way to achieve a better mood in your work environment is for you, yourself, to have a positive attitude and to be nice to your co-workers. Listen to what they have to say and show that you are open, trusting, and caring. And SMILE. A smile can go a long way. It can be the first step in effective communication with your co-workers and/or superiors. It lets others see that you are happy and enjoying your work, and it creates a positive atmosphere. On the other hand, if someone is always in a

bad mood, or frowning, it can create a negative environment.

Another factor is using humor beneficially, is competency. First, you must show that you are a competent and hard worker and can get your work done. Then, you can show you can add humor to your job and enhance your work environment. By adding humor, you can have fun doing your job, and believe it or not, work can be fun.

Humor, when defined as a comical quality, can be used to lighten up your work environment. Humor can be poking fun at someone or telling jokes. But the joke telling should not be sexist, racist, ethnic, or religious. It should be used to include people in a group, not to exclude them. Humor must be used cautiously. It should not be used sarcastically. When sarcasm is used, someone's feelings are usually hurt, thus creating an uncomfortable situation or environment. If someone makes a mistake, don't criticize that

person or announce his/her mistake to the entire department. If that person recognizes a mistake and can laugh at himself/herself, then you may want to humorously share it with others. Some people may be offended if you bring up something they said or did without letting them know about it beforehand. Talk to the person in private, one on one, to see what their reaction or feeling is about the situation. Ask their permission to share it with others, in order to avoid embarrassing situations and hurt feelings.

Humor does not have to be comical or funny. It can be directly work-related. It can be a specific challenge. It can be meeting deadlines, showing teamwork, and working together. This challenge can have a simple reward, for example, ordering in

pizza for lunch, for meeting a specified

**"Humor, when used appropriately, can be very beneficial, to both an individual or to an entire department or organization."**

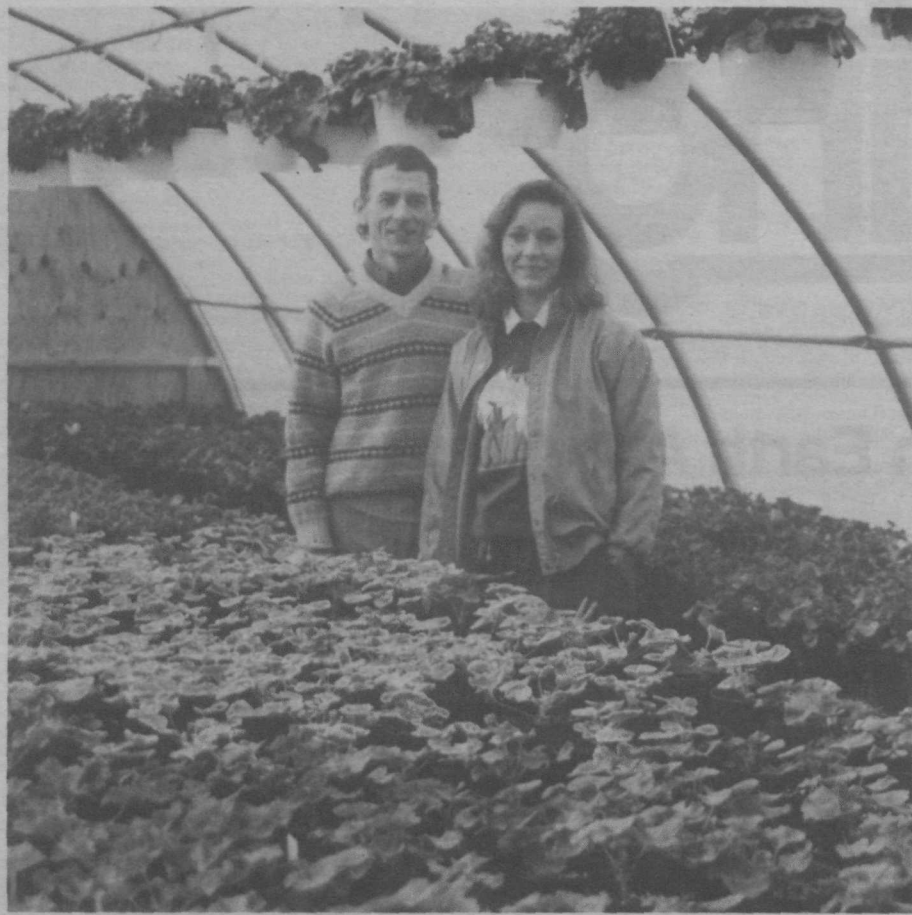
**Humor, when defined as a comical quality, can be used to lighten up your work environment. Humor can be poking fun at someone or telling jokes. But the joke telling should not be sexist, racist, ethnic, homophobic or religious."**

continued on page 3



# Their Business is Blooming

by Bernadine Aldwinckle



John & Judi Ludwig  
Photo by Dick Schading

April Showers Bring May Flowers. On Stark Street in Waterloo the flowers are in bloom, and it's a good thing since the Ludwigs reopen their nursery business for the season on April 27.

John, a technician in the Plant Pathology Department, Geneva, and his wife, Judi, have always enjoyed horticulture, and previous to moving to New York worked at several greenhouses and nurseries. You can imagine then how excited they were when they got the opportunity to buy what they now call "Stark Street Gardens" and began selling bedding plants in 1988.

"There had been a greenhouse and florist business on Stark Street since the late 1800's," John recalls, "but it had been closed up for a couple of years before we bought it. We rebuilt the old greenhouse, and the following spring added a seasonal cold frame greenhouse to sell plants. A new greenhouse was completed this spring which doubled our growing area."

The Ludwigs grow a complete line of spring plants — geraniums, flowering baskets, bedding, and vegetable plants. Their best sellers include petunias, marigolds, pansies, begonias and impatiens. "This year, John says, "we're concentrating on red, white, and blue

flowers since Waterloo is celebrating its 125th anniversary as the birthplace of Memorial Day."

They try to feature a wider selection of bedding plants each year, and are also expanding their selection of perennial plants. The spring season is followed by strawberries, fresh vegetables and cut flowers. I personally remember the beautiful summer bouquets John brought into Barton lab for all of us to enjoy. The Ludwigs also grow a crop of hardy fall-blooming mums, and finish the season with pumpkins for Halloween. In her spare time, Judi handles weddings using their seasonal garden grown flowers. She also makes dried flower arrangements and wreaths.

"Our three girls are a bit young to be involved much in the business," John says, "but Teresa, the oldest at 7, really enjoys helping out— especially picking strawberries. We're hoping as they grow they'll share our enthusiasm, passion, and interest in horticulture."

The Ludwigs acknowledge the "great folks" at the Experiment Station for their knowledge, experience, purchases, and helping hands. "They've helped make our Stark Street Gardens succeed," John said. So if you want your garden to succeed, why not spring on over to Stark Street for a blooming good time!

## Three Words You Should Know: AIDS Doesn't Discriminate

An Important Message from the U.S. Public Health Service Centers for Disease Control

**How Do People Get The AIDS Virus?** AIDS is not just a white homosexual male disease. Just as AIDS affects us all, not everyone is at risk. And even those people who are at risk, can protect themselves if they take reasonable precautions. Being safe from AIDS is up to you. It is your responsibility to protect yourself and those you love. It starts with knowing the three ways people get AIDS: By having sex with someone who has been infected with the AIDS virus. By using a needle or syringe that have been used by someone infected with the AIDS virus. And, by being born to a woman who has been infected with the AIDS virus.

**What Is AIDS?** AIDS stands for acquired immunodeficiency syndrome. It is not as complicated as it sounds, but it is deadly. AIDS is a disease caused by a virus that destroys the body's ability to fight off illness.

The AIDS virus alone does not kill, but it makes it so that your body is unable to fight off other diseases. (Such as pneumonia or cancer.) And those are the

types of illness that can kill.

One of the most frightening acts about AIDS is that once you get it, you can carry it around for years without knowing it. And you have it forever. Right now there is no known cure for AIDS, and no vaccine that prevents it. But fortunately, the AIDS virus is hard to catch and that is what makes it preventable.

**How Can You Tell If You Have The AIDS Virus?** The only way you can tell if you have been exposed to the AIDS virus is by having a blood test. The test looks for changes in your blood caused by the presence of the virus. If you test negative, that does not mean you can't get AIDS, it just means that you did not have it when you were tested. If you test positive, it means you have probably been infected.

You can have the AIDS virus without having AIDS, or without even appearing or feeling ill. And you can transmit the virus to others. If you are worried that you may have been infected, find out about the test. Often it is available free or at low cost.

**What Is The Relationship Between Drugs and AIDS?** If you use mainline drugs, even if you are just "dabbling," you should know that sharing needles or syringes is one of the most direct ways of transmitting the AIDS virus.

**How Do Babies Get AIDS?** A Mother can pass the AIDS virus on to her baby before or during birth. Women who want to have babies should have blood tests, because if the virus is in their own bodies, there is more than a chance that they will pass it on. So if you do anything that puts you at risk, remember, you are not only threatening your own life, but risking the lives of those you love, including the life of your unborn child. It is a fact that most babies who are infected eventually develop AIDS and die.

**What Do My Children Need To Know About AIDS?** Your children need to know everything that you know. If they are old enough to be experimenting with sex, they need to be taught how to keep themselves from risk.

You have to try everything in your

power to educate your children about sex, drugs and the kind of life-styles that put them at risk of the AIDS virus. Likewise, you should let them know how you don't get AIDS.

You don't get AIDS from a mosquito bite, or from people who prepare food, casual contact at work or school, church or the movies. You won't get AIDS from a toilet seat, a handshake, a hug or even a kiss. Not even from sharing food or donating blood.

*If you have questions or concerns, please contact:*

*Sexuality/AIDS Educator, Health Education Service, Gannett Health Center, 255-4782*

*CGSS (Contraception, Gynecology, and Sexuality Service), Gannett Health Center, 255-3978*

*AIDS Work of Tompkins County, 301 South Geneva Street, Ithaca, 272-4098*

*Planned Parenthood of Tompkins County, 314 West State Street, Ithaca, 273-1526*

*New York State AIDS Hotline - 1-800-462-1884*

### TIPS FROM THE FIELD

## Colon Cancer Treatment

Source - Mayo Clinic Health Letter

Each year in America, colon cancer kills more than 50,000 people.

A recently approved combination of two drugs - fluorouracil and levamisole promises to reduce that death rate.

These two medications are used as supplementary treatment following surgery for colon cancer. By killing undetectable cancer cells that may remain after surgery, they lessen the chance that cancer will recur.

For many years, surgery has been the mainstay of treatment for colon cancer, a killer second only to lung cancer as a cause of cancer-related deaths.

Unfortunately, the cancer often spreads (metastasizes) to lymph nodes near the tumor. Once this spread occurs, surgery is less effective.

The new combination therapy is specifically designed to prevent recurrence and further spread of colon cancer after surgery.

Although these drugs offer new hope, the medications themselves are not new. Fluorouracil, often referred to as 5-FU, is a cancer fighting agent that has been available for three decades.

Levamisole, developed 25 years ago in Europe to kill intestinal parasites in farm animals, is given in tablet form; 5-FU is given by intravenous (IV) injection.

**Fatalities reduced** - Mayo Clinic researchers recently reported on their experience with this combination in two studies conducted over an 11 year period.

The treatment reduced the rate of cancer recurrence by 41 percent, and lowered the death rate by more than 30 percent.

Experts now believe the new technique could save more than 5,000 lives annually. Many specialists see it as a major advance in curing colon cancer.

During the studies, most of the 1,700 patients who participated in the research programs were treated in their home communities.

For best results, the new drug combination treatment must be started within three to five weeks of surgery.

**Side effects minimal** - At the doses used, unwanted effects of levamisole are infrequent and generally limited to

mild nausea. Undesirable effects of 5-FU include nausea, vomiting and a lowered white blood cell count. Less-common effects are diarrhea and sores in the mouth. A physician closely monitors the treatment.

The new regimen is given for about a year, but doctors still are evaluating optimal treatment time. Some believe a shorter period may suffice.

Although the new treatment clearly can help many people, it is not universally effective. Therefore, if you have colon cancer, your physician will discuss with you the therapy regimen best suited to your needs.



## EMPLOYEES AFTER HOURS

### Susan Bristol "I never thought that I was creative . . ."

by Susan E. H. Hollern



Porcelain Dolls - Delicate. Unique. Realistic. A Masterpiece. These were a sampling of the many words that were swimming around in my mind the day I visited with Susan Bristol, Accounts Assistant at Conference Services. Susan has been at the University for four years and is this week's Employee After Hours. Susan is a craftperson in her own unique way as she creates masterpieces of fine porcelain dolls that have a personality of their very own.

If you ask Susan why she became involved with the precious art of making porcelain dolls, her eyes will light up with anticipation of an art she has come to know extremely well and her desire to share this knowledge with everyone in a very positive way. Susan recalls her

early involvement when, "A very good friend of mine, Virginia Freedman, wanted to get more involved with the making of porcelain dolls. She pursued that matter and took classes in Oneonta to become certified and open her own shop. My husband helped Virginia and her husband Joe fix up a shop in their basement which is now known as Porcelain People. Since I was spending so much time with them, I really became involved in the whole process. I never really had an interest in this before, but by being there I helped out a lot. I stocked shelves and poured molds as well as helped the students with their projects."

Porcelain doll classes have a strong resemblance to a ceramic class in that

the group of five or six students meet three nights a week. Students begin with what is called greenware. Greenware is the beginning stages of both the porcelain doll and ceramics. Slip, which is the liquid form of greenware, is poured into the molds to air dry. Once the semi-hardened piece is removed from the mold, and prior to the baking process known as firing, it is referred to as greenware. The first step is to decide what type of doll you want to make — a baby doll, a reproduction doll, a character doll, a fashion doll or one of the many other dolls you can select. In addition to many dolls available in the greenware state, Porcelain People have books from which students can select.

Susan notes that there are many steps in making a porcelain doll. The first step is to show the students how to remove the seams on

the greenware that is formed by the joining of the two halves of the mold. This is called cleaning. Imperfections may be rubbed out at the same time. Susan says that nylon stockings work great to remove seams and imperfections. Once cleaned, it is fired by the instructors. It's now time to paint the doll. Because the porcelain is rough from the firing, students must scrub it under water to smooth it. After it is smooth, students begin by painting the detailed eyebrows. Susan jokingly adds, "This could take all night." With the eyebrows complete, you would apply black paint to the inside of the eye. This will give the appearance of depth. After that, the lips, nose dots and hands are painted and accent paint is added for

the dimples and other characteristics that make it your baby. After the painting is complete, the doll is fired again to set the paint to the porcelain.

With plaster of paris to hold them, the eyes are placed in the doll's head. A process called setting. This usually has to dry over night. Now, depending on the style of the body of the doll (cloth or porcelain) you put the doll together by attaching or stringing the head and arms to the body. Real eyelashes and a wig is put on, the baby is dressed and is now ready to go home.

"I never thought that I was creative," adds Susan. "But it is so different! I kept saying, I don't want to do this, I don't know how! But you can wipe away unwanted paint until it is done the way you want it to be. The reward comes not only after the doll is finished, but also through the interaction between the students and instructors as they select the color of the eyes, color and style of the wig and deciding how to dress the doll."

All in all, about four weeks is spent in making the porcelain dolls at a cost ranging from \$50 and up. The end result, as Susan says, "Is this BEAUTIFUL doll!! It's addicting, it really is! I really enjoy doll making because once you've done it, you keep on doing more and more. You just want to keep making these beautiful dolls! I just spent a considerable amount of time making a doll of color for a woman in her 40's who was brought up in a society where all baby dolls were white with blonde hair. It is worth all the time spent as you see the joy of the proud new parents!"

Congratulations Susan, on being this week's Employee After Hours.

Photo by Doug Hicks

## TIPS FROM THE FIELD

### Exercise for Seniors

borrowed from the Mayo Clinic Nutrition Letter

**Regular workouts can have dramatic results.** If you think it is too late to start exercising, take heart from the woman who ran in the Boston Marathon last year - at age 88. Then there is the 89-year-old man who, after eight weeks of a carefully designed weight-lifting program, tossed aside the cane he had depended on for years.

Exercise is not just kid stuff. Research is showing that it is almost never too late to get started. Some of the most impressive benefits of regular exercise occur among people who have been the least active.

Many of the limitations we blame on aging actually result from inactivity. You can not change your age, but you can slow down some changes that too often accompany aging:

**Endurance decreases** - Heart and lungs become less able to deliver oxygen to your muscles. And your muscles don't have as large a capacity

to use the oxygen. Physiologists call this a decline in  $VO_2$  max — your maximum ability to take in, transport and use oxygen during strenuous exertions.  $VO_2$  max typically decreases 8 percent to 10 percent per decade after 30 years of age. Therefore, you may huff and puff more as you perform physical tasks, and you may experience greater fatigue.

**Blood pressure rises** - High blood pressure puts you at risk for heart disease and stroke.

**Body composition changes** - Muscle decreases and fat accounts for a greater percentage of weight.

**Body weight increases** - After age 35, each of us gains an average of about a pound a year.

**Bone mass decreases** - Women lose bone mass at an average rate of 1 percent a year after the mid-30s, which increases the risk of osteoporosis. Bone mass also decreases in men, but not as rapidly.

**Basal metabolism slows** - Your body's process of converting food to energy at rest slows down by about 10 percent between the ages of 30 and 70.

**Muscle strength declines** - Weak muscles diminish your ability to function and move.

**More muscle, more vigor** - Almost all these changes relate to reduced muscle mass, which decreases by about 25 percent between ages 30 and 70. Some loss of muscle is inevitable due to aging. But a sedentary lifestyle compounds the problem.

The more muscle you have (in proportion to fat), the higher your metabolic rate - and the more calories you can afford.

Muscle mass also affects your stamina during everyday activities such as gardening, walking, climbing stairs or playing golf or tennis. Also, muscle size affects muscle strength. Adequate muscle strength helps to ensure balance

and coordination, which helps prevent falls and injuries.

**Choosing a program** - Even if you have been sedentary for years, you will notice positive changes after you begin a regular exercise program. Ask your doctor which type of exercise will help you most:

**Aerobic exercise** - Walking, swimming or pedalling a stationary bike are examples of aerobic activities that build endurance and fitness.

Conditioning programs for inactive seniors can give, for example, a 70-year-old the aerobic capacity of a sedentary 30-year-old. Other benefits: Improved blood cholesterol levels, lower blood pressure, and weight control.

Remember, strength training is not something you should attempt on your own. After you have your doctor's go-ahead, look for a program that offers qualified supervision. Check with your local YMCA or a registered physical therapist.

### Humor in the Workplace

continued from page 1

deadline. The co-workers will benefit from this challenge by getting a feeling of satisfaction and accomplishment when the task is completed. They can feel good about themselves and their efforts. The supervisor or manager will benefit from this by getting the project or task done and having his/her people work together as a team. These benefits help to create a better and more productive work environment.

Whether humor is work-related or personal, it can be used to lighten up your attitude and your environment. As the saying goes... "Use it, but don't abuse it." It can work wonders in boosting the morale of people. It can simple be a birthday card signed by everyone in the department, or a cupcake for that person on that special day. It should be used to bring happiness and pleasure

and laughter, not hurt feelings, pain or embarrassment. And remember . . . smile!

## BREAKFAST with Senior Vice President Morley

Employees may sign up for breakfast with Senior Vice President James E. Morley, Jr. by calling the Office of Human Resources at 5-3983. The next breakfast will be on Friday May 3, 1991 at a location to be announced.



## UNCLASSIFIED ADS

### For Sale

**Four Bedroom Raised Ranch** - A functional family home located on a dead-end street. Many extras - 28x28 attached garage w/opener and 8x12 addition, vinyl siding, solar hot water, artisan well, 24' above ground pool w/deck, 8x12 shed, microwave, dishwasher, hardwood floor in Dining Room and 16x20 rear deck. Price reduced to \$87,500. Please call Tim at 255-4004 (days) or 564-9456 (evenings).

**1983 Honda Accord LX Hatchback** - Automatic, air, AM/FM tape, 75K miles, power steering, good condition. Asking \$3,400 (negotiable). Please call 273-4781.

**1989 Ford Ranger XLT** - 33,000 miles, PS, PB, AM/FM Cassette, sliding rear window, chrome bumpers, side rails, Tuff Stuff tool box, two-tone

paint (maroon over black) \$6,500 firm. Please call Barbara at 255-1520 (days) or 687-2623 (evenings)

**1981 Plymouth Horizon** - Great engine, driveable, but needs work to pass inspection. Parts car or fix up. Yours for \$50. Please call Peter at 255-8050 (days) or 539-7326 (evenings).

**Desk** - attractive enough for your living room. Simulated oak finish. Two drawers including file drawer. Matching hutch that fits across the back of the desk with adjustable shelves for computer/printer, doors to conceal your books. Excellent condition. Originally \$250, now \$150. Typist's Chair, adjustable height, castors, swivels. Excellent condition \$65. Please call Liz at 257-5567.

**TYVEK** - housewrap, nearly full roll, \$150 value, selling for \$75. Woman's 12 speed KHS bicycle, used little, \$75. Vivitar Charge 12/20 Nicad battery charger, \$15.

**Whirlpool Gas Dryer** - \$150 or best offer. Please call 255-6637 (days) or 765-5832 (evenings).

**Tandy 1000 Computer** - IBM compatible, color monitor, dot matrix printer, computer table. Asking \$1,000. 1982 Honda 750 motorcycle, excellent condition. Asking \$1,000. Please call 255-6738 (days) or 273-5461 (evenings).

**1987 Mobile Home** - Double Wide Skyline, 24x48 with slate blue siding. Upgraded hardware on cabinets, natural gas. W/D, refrig., stove, outside faucets and elec. outlets, 2 full baths, 2 bedrooms, den, Intrepid woodstove, awning over entry, 8'x6' steel storage building, lots of storage space. In Varna one mile from Vet school on bus route. Asking \$35,000. Please call Kathy at 255-5439 or 272-0103. Must sell moving!

**1980 14x70 Mobile Home** - Three bedrooms, 1 1/2 baths, carport, and awning. Excellent condition. Asking \$19,800. Please call 255-6738 (days) or 273-5461 (evenings).

**1985 14x70 Encore Supreme Mobile Home** - 2 bedroom w/custom built children's play area, total electric w/extra insulation, ample kitchen cupboards, shed, appliances, shaded lot in park. Please call 277-3915.

### For Rent

**Adirondack Camp** - on Tupper Lake; 5 rooms fully equipped; 10 acres; dock, boats, etc. \$550/week. Available July 13 - 20 and August 10 - 17. Please call Pete at 255-5014 (days) or 347-4282 (evenings).

### Wanted

**Timber** - for firewood, willing to cut. Would prefer Trumansburg side of lake. Let's make a deal! Please call Paul at 387-5758

## LEADERSHIP LEADS

### What we Learned from the War

George Peter

We wrote recently about lessons from the Civil War. Well, another war is over so what can we learn from it? This is not to debate the pros or cons for the war, but rather to talk about those who were leading on both sides of the conflict.

If you watched any of the TV coverage, you had to be impressed with two things. General Schwarzkopf and General Colin Powell both demonstrated excellent leadership. Each seemed to go out of his way to praise and give credit to subordinates and especially to those who bore the brunt of the battle. They both seemed to be very human in their concern for the troops. The Generals

showed equal concern for the families who lost loved ones.

By contrast, it has been reported that many of the Iraqi troops were forced to fight at gun point. Some were shot by their own leaders in order to scare others into staying in the trenches and fighting. It's hard to maintain any morale with this sort of tactic.

The work place needs the same kind of leadership as demonstrated by the Allied forces. The United States military has come a long way in leadership development. Leaders in industry and organizations can learn a few lessons from them.

### Free Blood Pressure Clinics

Tompkins County Health Department and Cornell University are offering you an opportunity to have your blood pressure checked free of charge. Take the time to do this - it may save your life - and remember you certainly are worth it!

<b>May 8</b>	<b>Admissions Lunch Room</b>	<b>10:00 a.m. - Noon</b>
<b>May 9</b>	<b>Barnes Hall 103 Conference Room</b>	<b>9:00 a.m. - 11:00 a.m.</b>
<b>May 14</b>	<b>Baker Institute/Levin Lab Conference Room</b>	<b>9:00 a.m. - Noon</b>
<b>May 16</b>	<b>Biotechnology Small Seminar Room</b>	<b>9:00 a.m. - 12:30 p.m.</b>
<b>May 21</b>	<b>Goldwin Smith Room 144</b>	<b>9:00 a.m. - 11:30 a.m.</b>
<b>May 23</b>	<b>Cornell University Press 315 Thurston Avenue/Office Warehouse/Lunchroom</b>	<b>9:00 a.m. - 10:30 a.m. 11:00 a.m. - 1:00 p.m.</b>

### Transfers and Promotions

## Employees on the Move

EMPLOYEE	NEW DEPARTMENT	EMPLOYEE	NEW DEPARTMENT
S. L. Armstrong	Industrial & Labor Relations	Linda Hofgesang	Industrial & Labor Relations
Kevin Ashman	Chemistry	James Howell	Theory Center
Gladys Birdsall	Animal Science	John Hylas	Nuclear Studies
Scott Brim	Information Technologies	Sharon Koski	Veterinary Teaching Hospital
Shelley Bull	Statler Hotel	Kathleen Lee	Accounting
Steve Chupp	Plantations	Laura Lovelace	Statler Hotel
Barbara Clifford	Human Development & Family Studies	Mary Lynch	Entomology
Charles Cox	Addressing & Mailing	John Lynn	Information Technologies
Ceila Davila	University Development	Paula Mercier	Graduate School
Sherry Dickens	Genetics & Development	Janice Miles	Summer Session
Ann DiStefano	Ornithology	Patricia Miller	University Libraries
Susan Drake	Ecology & Systematics	George Moriarty	Plant Breeding
Sandra Driscoll	Mann Library	Sandy Newton	Veterinary Administration
Daniel Dwyer	Theory Center	Elizabeth Okihiro	International Studies
Lisa Dyer	Residence Life	Timothy Rick	Dining Services
Patricia Forbes	Law School	Rosalinda Rice	Ornithology
Brian Ford	Chemical Engineering	Barbara Scaglione	Statutory Finance & Business Services
Gwen Frost	Veterinary Microbiology	Diane Sheridan	Summer Session
Carlene Furch	Veterinary Microbiology	Robert Soave	Nanofab Facility
John Ganci	Hotel Administration	Ann Sturmer	Veterinary Teaching Hospital
Russell Haus	Veterinary Microbiology	Dana VanMeter	University Libraries
Denice Heichel	Veterinary Library	Wendy Volpano	Agriculture, Dean's Office
Jeffrey Hoenig	Information Technologies	William Ware	University Development
		Daniel Whitaker	Sponsored Programs

## Transportation UPDATE

Cornell University Office of Transportation Services

255-4600

Tomtran began new service to Lansing and Danby this month. Park & Ride lots are located in:

Lansingville	Fire Company #3, 1235 Lake Ridge Road
North Lansing	Fire Company #4, 1189 Auburn Road
South Lansing	Central Fire Station, 80 Ridge Road
	ShurSave, 2073 East Shore Drive
Danby	Intersection of Gunderman Road & Route 96B

Call 274-5370 or 1-642-3396 for more information.

OmniRide enrollment continues to grow. On average, 93 new people join the program every month.

Rideshare is schedule to begin July 1. A carpool of two parks for free in a perimeter lot. A carpool of three parks for free in an East Central lot. And, a carpool of four parks for free in a Central Campus lot. Rebates are also possible, depending on the number of people per carpool, and the location of the parking lot. Call 255-4600 for more information.

Tomtran has recently put into service 4 new buses, with plush seating, air conditioning and wheelchair lifts.

### School-Aged Child Care Program

Full day summer recreation program at Belle Sherman School. Sponsored by the Belle Sherman School-Aged Child Care Program (SACCP). This summer day camp continues the fun and learning activities for children entering grades one through five in the Fall 1991. Activities include hiking, creative art, trips to area parks. The program is open weekdays beginning June 24 - August 30, 1991. Hours are from 8:30 a.m. to 5:30 p.m. Fee \$80 a week. Please contact 273-1297.

### Join the Cornell Recreation Club Today!

Now is a great time to join one of the best clubs on campus. The Cornell Recreation Club.

The Cornell Recreation Club (CRC) promotes fellowship among staff members, faculty members and graduate students at Cornell—including both the Ithaca and Geneva campuses! The CRC provides social, cultural and recreational activities for members and their families.

The membership committee of the CRC is diligently working with the Pyramid Mall to obtain discounts for all CRC members. Businesses at the mall are encouraged and eager to

participate in this discount plan for the members of CRC. Information regarding the participating stores and their discounts will be sent out to all members soon. Like the forthcoming Pyramid Mall discounts, the committee is also working towards other benefits for each and every member of CRC.

Now is the time to join and be a part of the fun that other CRC members experience every month. Don't miss out, join today!

For further information, please call Janet Beebe at 255-7565.

### Cornell Recreation Club Yard Sale

What better way is there to get rid of items you no longer use or need in your home? Let the CRC help you?

On Saturday, June 1, the CRC will be having a huge Flea Market. This will be held at Lynah Rink where parking is plentiful and free all day long!

Antiques, crafts, collectibles, baked goods and an auction will be part of the many offering of the day-long festivities at Lynah Rink.

Over 70 tables are available to vendors right now. If you dabble in

antiques or spend countless hours on crafts, you may want to consider getting a table to sell your wares. Also, if you have items from your spring cleaning projects, consider donating them to the CRC auction. These items need to be usable, clean, and in good working condition. Consignments are also encouraged.

Please mark your calendars now for Saturday, June 1 for the CRC Flea Market. For further information, please call 255-7565 (days) or 844-8917 after 5:00 p.m.