

CORNELL Chronicle

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Teaching honors

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Fifteen faculty and graduate students will receive the 1993 excellence in teaching and advising awards from the College of Arts and Sciences on Friday.

Cornell People

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One of the lessons student Eric Ehrenberg learned from having a brain tumor strike once, twice, and then again is that you can't always tell from appearances who is disabled.

Hotel Ezra Cornell takes on a new look this weekend

By Albert E. Kaff

It takes more than knowing how to pour a glass of wine correctly to find a management job in the hospitality industry.

For the past 67 years, students in the School of Hotel Administration have operated the campus hotel for one weekend to demonstrate their skills to industry executives.

But this year's crop of students worried that something was missing in the banquets and theme parties arranged in the recent past for Hotel Ezra Cornell, the Hotel School's annual show-and-tell program named for the founder of the university.

Led by a student-elected board, the school's 750 students plan events, speakers and programs for the weekend event during which the professional managers and staff of the

campus Statler Hotel step aside and turn their jobs over to students.

This year's Hotel Ezra Cornell (HEC), a year in the planning, and titled "Changing The Paradigm," takes place Friday through Sunday and will be attended by about 325 hospitality industry executives from across the country.

Several top executives will participate in panels. They include:

- John Sharpe, executive vice president, Four Seasons Hotels & Resorts, Toronto, Canada.
- Michael Egan, chairman and CEO, Alamo Rent-A-Car Inc., Fort Lauderdale, Fla.
- Malcolm Goodridge, senior vice president, American Express Travel Related Services, New York City.
- John Ziegler, owner, Jackson's Hole Sports Grills,

Littleton, Colo.

• Robert Freman, owner and president, California Cafe Restaurant Corp., Corte Madera, Calif.

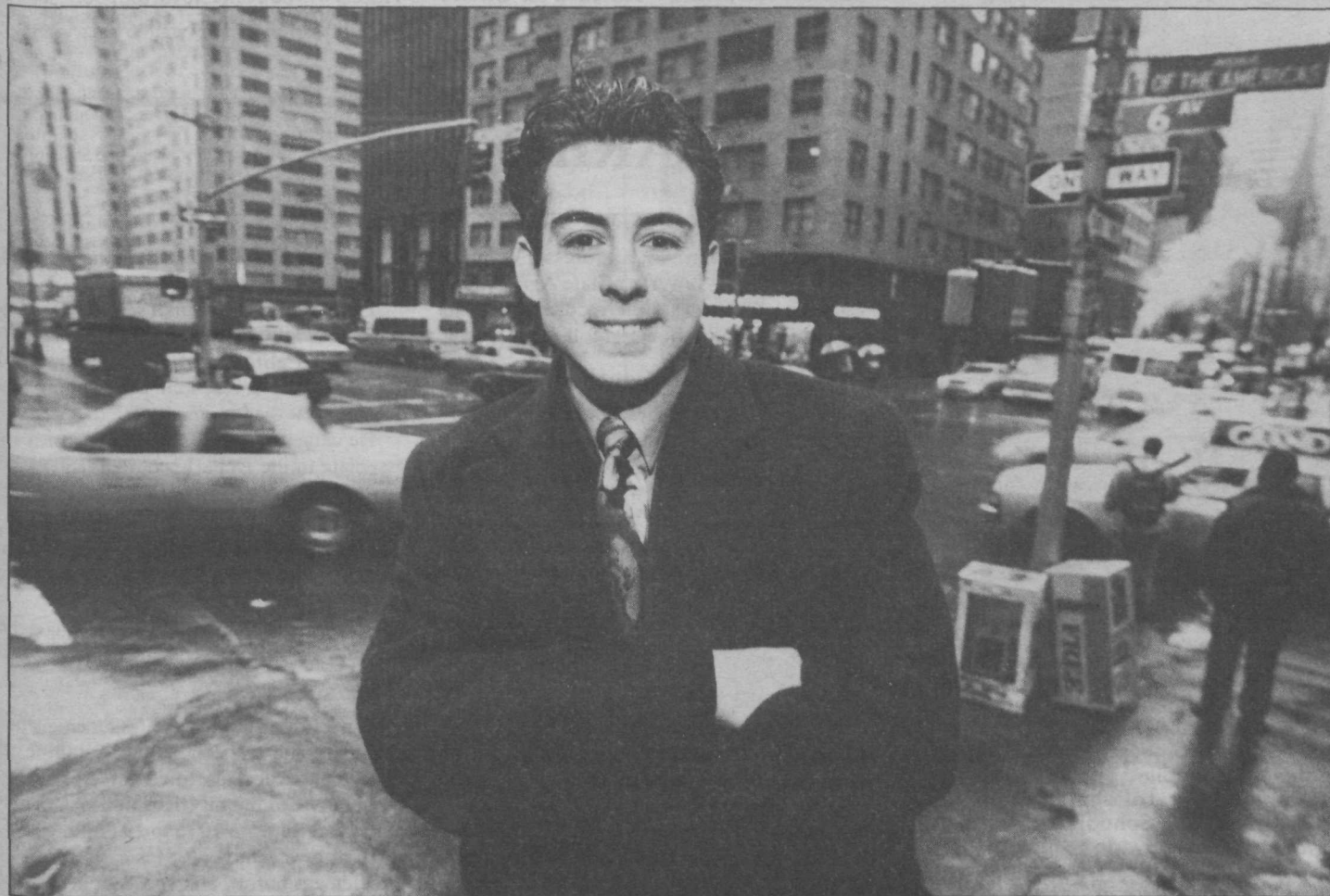
• Ted Balestreri, president, Restaurants Central, Monterey, Calif.

• James C. Doherty, publisher, Nation's Restaurant News, New York City.

• Sal Casola, restaurant consultant, MGM/Grand Hotel & Casino, Brentwood, Calif.

"In strategic planning sessions with Dean [David] Dittman, Associate Dean [Michael] Redlin and our faculty consultant [Peter Rainsford, an associate professor of management and human resources], we came to realize that HEC had lost its original focus," said Michael R. Pedulla, 21, a

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Chris Hildreth/University Photography

"In government class, we learned the mechanics of law and about legal documents. Now, I'm actually writing and editing briefs, subpoenas and annulments," says Ron Colombo, 21, a policy analysis major from Ozone Park, N.Y., who interns at a law firm in Manhattan. He is struck by how his academic knowledge is being applied during his Urban Semester. "I see in court how what I learned in my communications course about organizing a speech logically and tailoring it to the specific audience must be applied in court," he says.

Turning Manhattan into a learning laboratory

By Susan Lang

Transplant a group of Cornell students from upstate New York to Manhattan for a semester. In this living laboratory of cultural diversity, provide them with a job of their dreams, guided lecture tours through ethnic neighborhoods and meetings with community leaders.

Add a college course on children at risk, homosexual and bisexual studies, or diversity in Manhattan's media industry. Ask students to write reflective papers and a journal to record observations on diversity in everyday life. Help them digest their experiences in a seminar that encourages them to express and flush out each others' assumptions, biases and preconceptions about race, class, ethnicity, assimilation, separatism, community, privilege, poverty, opportunity, human rights, public policy and the meaning of identity and being an American.

Put it all together and you've got the Human Ecology Urban Semester, a unusual col-

lege experience that combines academic study, job internships and multicultural experiences in one of the most diversified, stratified and important cities of the world.

A different person

"Over the course of the semester, I grew into a different person," said Laura Murray, 22, a senior pre-med student in the College of Human Ecology, from Williston Park, N.Y. "I was brought face-to-face with a city embedded in social, cultural, economic and political diversity. My views were constantly being challenged by my experiences at the hospital [New York Hospital-Cornell Medical Center] in the children's unit and emergency room, and by classmates, who brought diversity and culture to life.

"I was asked to question what I believed in, and challenged to look at life in a new perspective."

For many of the students, visiting both the dark and dingy to the glitz and glamor of

For more photographs of the Urban Semester program, please turn to Pages 6 and 7.

Manhattan is, at first, "like being on a totally different planet and, in many ways, is a rite of passage," said Sam Beck, an anthropologist who has been heading the Urban Semester and acting as mentor, faculty adviser and teacher to almost 70 students so far since this program began in 1992.

"But it becomes a context in which students can test and practice what they've learned in the classroom while exploring the meanings of diversity in different settings."

In preparing for the semester, students choose an internship from more than 400

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Finding here helps solve universal mystery

By Larry Bernard

A process of decay of fundamental constituents of matter, theorized for 20 years but never proved, has been seen for the first time by researchers using facilities at Cornell's Laboratory of Nuclear Studies, scientists announced Monday.

This finding sheds light on the behavior of the smallest known particles of matter, called quarks, and could help solve the mystery of why there is so little antimatter in the universe today.

The process, whimsically called penguin decay, could help answer a key problem in high-energy physics for the past 30 years — why a certain particle, called a K meson, decays the way it does, and what that says about the origin of the universe.

The finding was announced at the American Physical Society meeting by Ed Thorndike, a physicist at the University of Rochester, one of the project collaborators who has been working on this topic for the past two years.

"These decay processes may help account for CP violation," said David Cassel, Cornell professor of physics and associate director of the Laboratory of Nuclear Studies. CP violation is the phenomenon in which particles and their antiparticles decay slightly differently. The only known example of such asymmetry is in the decay of K mesons. In the 1970s, theories suggested that penguin decay processes could help explain CP violation, but such processes had never been found.

Fundamental theory

Fundamental theory predicts that equal amounts of matter and antimatter were originally created in the Big Bang. But what happened to the antimatter as the universe cooled to today's state? CP violation is required to explain that there is far more matter than antimatter in the universe today.

"Now we have a framework in which to investigate these questions," said Peter Kim, a postdoctoral researcher at Cornell who helped make the discovery. "What we've found is a unique signature, or the smoking gun for penguins. No other process could account for this," he said.

Using the Cornell Electron-positron Storage Ring (CESR), almost 200 researchers from 22 universities, in a collaboration called CLEO, have been studying the phenomenon of quark

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BRIEFS

• **Students elected:** Julie Crotty '86, a student in the Law School, has been elected by students to a two-year post on the Board of Trustees. Some 5,200 students voted in the election, which also saw the following students win seats on the Student Assembly: Andres Gonzalez, Anne M. Paoletti, Corwin Jacobs, Daniel H. Lee, Warren Huang, Jonathan Bloedow, Luella De Armas, Michael Mendelsohn, G. James Papa Jr., Prashant Agrawal, Bryan Schwartz, Richard Nunes, Michelle Crammes, Kwame Nyanin, Alicia Hughes, Michael D. Birnholz and Anna F. Molander.

• **Raffle to benefit UNICEF:** A raffle drawing will be held at the Terrace Cafe and Bistro on April 19 during the cafe's Africa-theme dinner. Raffle proceeds will benefit the U.S. Committee for UNICEF. First prize is a one-night stay for two at the Statler Hotel. Second prize is a dinner for two at the Terrace Cafe and Bistro. Third prize is a stuffed animal courtesy of Animal Attractions of Collegetown and two calendars of African Wildlife from Papa Jim's in the Pyramid Mall. Tickets can be purchased for \$1 from Papa Jim's, Elaine Kassapian in 243 Statler Hall or from Jason Anderson (253-0244), Michelle Connolly (273-7943) or Joanna Diamond (253-1788). Reservations for the Terrace Cafe and Bistro dinner can be made by calling 257-2500.

• **Nursery School fair and raffle:** The University Cooperative Nursery School, located at Robert Purcell Union, will display a quilt created by nursery school parents at the school's annual garage and bake sale. The sale and drawing for the quilt are scheduled for Saturday, April 17, from 9 a.m. to 1 p.m. at the Ellis Hollow Community Center on Genung Road. The quilt, entitled "Seasons of Play," combines traditional patterns for quilt blocks with pictorial applique. It was designed and hand sewn by 14 nursery school families under the guidance of Theresa Arsenault, a parent who initiated the project for the school.

• **Transportation Office moves:** The Transportation Office will be moving out of the trailer and back into 116 Maple Ave. In order to accomplish this move, the office will be closed Thursday and Friday, April 22 and 23. The office will reopen on Monday, April 26.

• **Breakfast with Rhodes:** There are a limited number of openings available for students to have breakfast with President Frank H.T. Rhodes. Those interested are invited to call his office at 255-5201 to make a reservation. The breakfasts are held from 7:30 to 8:30 a.m. in the Elmhuist Room in Willard Straight Hall. Reservations are made on a first-come, first-served basis. Those with reservations will be reminded by mail a few days in advance.

At the NNF



Peter Morenus/University Photography

Joseph P. Keithley (right), chairman of Keithley Instruments of Cleveland and 1971 graduate of the School of Operations Research and Industrial Engineering, shows one of his firm's instruments to Harold Craighead, director of the National Nanofabrication Facility and professor of applied and engineering physics. Keithley was on campus April 8 to donate the first of what will be more than \$100,000 worth of equipment to the NNF and the School of Electrical Engineering for faculty, students and industries nationwide to use in the manufacture of semiconductors. Here, Keithley shows a C-V Measurement System, which tests the electrical quality of semiconductor surfaces.

APPOINTED

The following administrative appointments have been approved:

Valerie J. Bunce, professor of government and director of Slavic and East European Studies in The Mario Einaudi Center for International Studies, was appointed co-director of the Institute for European Studies, also in the Einaudi Center, through June 30, 1994; **William H. Lesser**, professor of agricultural economics and director of the Western Societies Program, also was appointed co-director of the Institute for European Studies, through June 30, 1993; **A. Reeve Parker**, professor of English, was appointed acting chair of English for the 1993-94 academic year; **Winthrop Wetherbee III**, the Avalon Foundation Professor in the Humanities and professor in and chair of the Department of English, was reappointed chair of English for a three-year term, effective July 1, 1993; **Nicholas L. Sturgeon**, professor in and chair of the Department of Philosophy, was reappointed chair for an additional year, through June 30, 1994.

Named full professor:

Joanne E. Fortune, Department of Physiology, College of Veterinary Medicine; **Robert E. Oswald**, Department of Pharmacology, Veterinary Medicine; **David B. Rosen**, Department of Music, College of Arts and Sciences; **Fred B. Schneider**, Department of Computer Science, College of Engineering; **Martha H. Stipanuk**, Division of Nutritional Sciences, College of Human Ecology.

Granted emeritus status:

Jerome M. Ziegler, Department of Human Service Studies; and **Jack E. Oliver**, Department of Geological Sciences.

Student hurt in fall undergoes surgery

Jennifer L. Courtley, the freshman student who accidentally fell from her fourth-floor dormitory room window in Risley Hall on April 8, was transferred Sunday from Arnot-Ogden Hospital in Elmira to the Robert Wood Johnson University Medical Center in New Brunswick, N.J. She underwent surgery for back injuries on Tuesday and was listed in serious condition on Wednesday.

Courtley, 18, was reportedly placing laundry on the ledge outside her dormitory window when she accidentally fell. She was seen by passers-by at about 2 p.m. Public Safety was notified and she was airlifted to Arnot-Ogden, where she was listed in critical condition.

Cards and letters may be sent to Courtley in care of the Robert Wood Johnson University Medical Center, 1 Robert Wood Johnson Place, New Brunswick, N.J. 08901.

Executive Committee is meeting today

The Executive Committee of the Board of Trustees will meet today at the Cornell Club in Manhattan, 6 E. 44th St. The first few minutes of the meeting, which begins at 11 a.m., will be an open session, at which Provost Malden C. Nesheim will discuss budgetary items relating to the statutory colleges.

Anyone wishing to attend the open portion of the Executive Committee meeting can obtain tickets at the Information and Referral Center in the Day Hall lobby on campus. Tickets will be available for the public, one per person, on a first-come, first-served basis.

OBITUARIES

Roger Pearson, 46, a professor of plant pathology at the New York State Agricultural Experiment Station at Geneva, died April 4 in Rochester General Hospital following a serious illness.

Pearson's death "will have a worldwide impact on the agricultural scientific community," said Robert Seem, associate director of the Geneva Station. Pearson was one of the most respected and knowledgeable grape pathologists in the world.

Pearson had statewide responsibility for research and extension on fungal diseases of grapevines in New York. He performed pioneering research on all the important diseases of grapes caused by fungi. His research on powdery mildew, the most important grape disease in the world, gained him particular recognition. Although the disease had been studied by various scientists for more than 100 years, the disease's life cycle was not properly understood until Pearson and his colleagues demonstrated that the spores that infect grapevines every spring in New York originate from small overwintering structures that survive the winter in cracks on the bark of vines. This finding is revolutionizing strategies for dis-

ease control and could result in the use of less synthetic chemicals.

Pearson held bachelor of science, master of science and doctorate degrees from the University of California at Davis. From 1968-1973, he was a research assistant in plant pathology at that university.

He came to Cornell in 1973 as a research associate in the Department of Plant Pathology at Geneva.

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Hanley W. Staley, 76, a 16-year diving and assistant swimming coach at Cornell, died April 7 at his Ithaca home.

Staley, who left Cornell in 1962, coached several All-Americans during his tenure here.

...

James Lynn Hoard, professor emeritus of chemistry and a specialist in crystalline and molecular structures, died on April 10 at Tompkins Community Hospital. A member of the faculty from 1936 to 1971, he was 87.

Hoard was known for his early studies of the element boron. His subsequent research into reversible oxygenation of hemoglobin led to revisions in the theories of biological processes. He was an editorial advisory board member of the *Journal of the American Chemical Society* and a Guggenheim Fellow in 1947, 1960 and 1966.

Before joining the Cornell faculty as a chemistry instructor, Hoard taught at Stanford and Ohio State universities. He earned his Ph.D. from California Institute of Technology as a student of Linus Pauling. During World War II he served with the Office of Scientific Research and Development and the Manhattan Project.

Hoard is survived by his wife of 58 years, the former Florence Fahey; three sons, Thomas of Ithaca, Laurence of Warwick and David of Oakland, Calif., and five grandchildren. Services will be private.

MEMORIAL SERVICE

A memorial service for **George F. Scheele**, associate director and professor of chemical engineering who died Feb. 13, will be held on Friday, April 16, at 4:30 p.m. in Sage Chapel. A reception will follow in the Founders Room in Anabel Taylor Hall.

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: All requirements for a May degree must be completed by May 21.

Summer registration: Forms for summer registration will be available May 10 at the Graduate School information desk, Sage Graduate Center. Students receiving summer support from the Graduate School should submit their form by May 21. Students must register if they are receiving financial aid during the summer, such as summer loans, assistantships, travel grants or tuition awards; wish to use campus facilities during the summer; or are off campus but need to be registered for summer study. Register in person at the Graduate School. Student ID is required. Students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Students approved for summer residence credit must pay the appropriate pro-rated Graduate School tuition rate. Tuition must be paid for summer courses taken through the School of Continuing Education and Summer Sessions.

Campus use of information technology is under review

By William Holder

One issue not specifically assigned to any of Cornell's strategic planning committees has commanded considerable attention in all the groups, according to Alan Merten, dean of the Johnson Graduate School of Management.

The issue is information technology. "It permeates all we do," he said, and is rapidly becoming "a major indicator of the strength of any university."

M. Stuart Lynn, vice president for information technologies, underscored the centrality of information technology in institutional effectiveness. "What was once something of a convenience has now become a necessity," he said.

Because information technology is so central to the functioning of Cornell, even as resources to purchase and manage it are being squeezed, the university has convened a committee to review Cornell Information Technologies (CIT) and the ways that university faculty and staff use and manage information technologies—particularly computers and communication networks—throughout the campus.

Severe strains

In charging the committee and naming Merten as chair, Provost Malden C. Nesheim underscored that the "severe strains on both human and financial resources devoted to the implementation and application of information technologies raises many questions of direction, choice, strategy, organization and resource allocation."

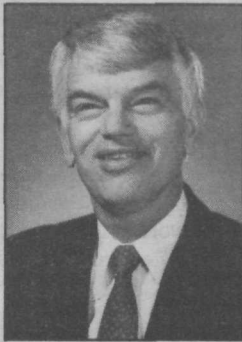
One key issue is a national quandary for universities and

corporations: Is the investment in information technology delivering an appropriate bang for the buck? Merten is well-poised to help answer this difficult and subjective question since he holds a doctorate in computer science and has guided corporations through similar studies. Joining him on the committee are John Hopcroft, associate dean of the College of Engineering; John Wiesenfeld, vice president for planning; and Charles McClintock, associate dean of the College of Human Ecology.

The review, however, goes well beyond the issue of financial resources. It will ask how well Cornell is deploying information technology and human expertise, within and without CIT, to meet the challenge of being a leader in the effective and efficient use of these technologies.

"Information technologists and users recognize that these technologies are too important to be left to the technologists," Merten said. "Consumers of information on this campus and elsewhere are becoming more and more sophisticated—they know what they want and what the best practices are."

So the committee is turning to the consumers of information in an intensive information gathering effort to find out how



Merten

Cornell's resources are being used and whether the needs of individual units are being met. Merten described their undertaking as primarily evaluative rather than visionary.

Five-year needs

They are asking academic and administrative units to explain why information technology is critical to their missions, to assess their needs for the next five years and to suggest changes in mission of CIT and other organizations in light of those needs. The committee is sensitive, he added, to the tension between the desire to develop technology on the leading edge and the imperative to serve the bread-and-butter needs of users.

Lynn emphasized that colleges and their units must join together to determine how best to exploit information technologies in order to address overall priorities and needs.

"CIT looks forward to a comprehensive cross-campus review," he said.

"We also welcome a thorough look at how CIT's resources and talents can most effectively be deployed to meet those needs, built around a campuswide partnership of shared vision, goals and performance."

Merten urged any member of the Cornell community who has comments or suggestions related to the activities of the committee to please contact any member before April 30.

The committee plans to finish its evaluation and make recommendations by June. In addition to soliciting information from across the campus, the committee will ask outside reviewers to assess their conclusions.

Arts College will honor top teachers

By Lisa Bennett

Fifteen faculty and graduate students will receive the 1993 excellence in teaching and advising awards from the College of Arts and Sciences on Friday, April 16, from 3:30 to 5 p.m.

The Dean's Awards Convocation ceremony will be held in the Schwartz Auditorium, Rockefeller Hall, where Peter Katzenstein, the Walter S. Carpenter Professor of International Studies, will deliver the keynote address.

Receiving the John M. and Emily B. Clark Distinguished Teaching Awards will be:

Faculty: Edgar Rosenberg, professor of English and comparative literature; Kristi Lockhart Keil, psychology lecturer; Helen Kolias, classics lecturer; and Kyoko Selden, modern languages and linguistics lecturer.

Teaching assistants: Bernadette Andrea, English; Misha Kavka, English; Vee Ming Lew, mathematics; Victoria Husted Medvec, psychology; Olga Perkovic, physics; Jessica Waldoff, music; Patricia Wallace, medieval studies; and Robin Wilson, genetics and development.

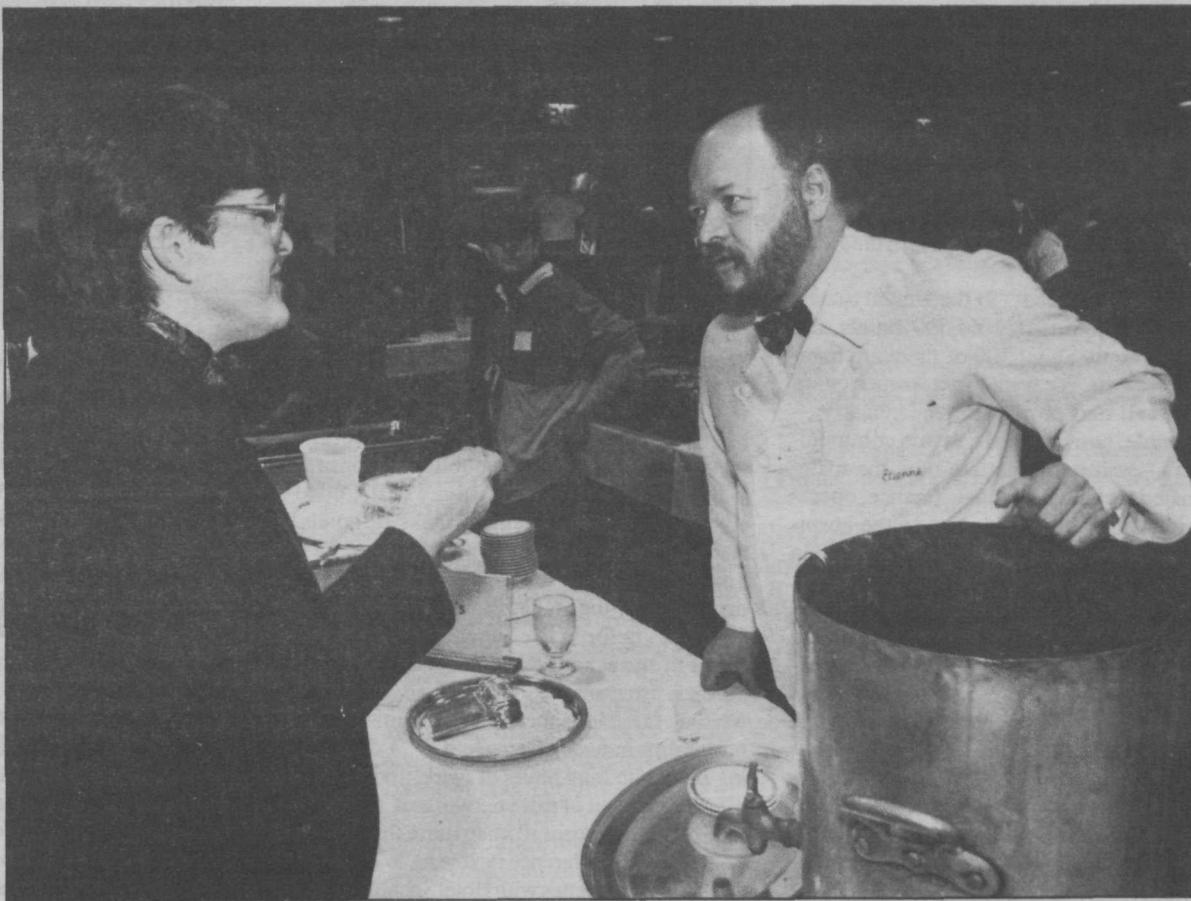
Receiving the Stephen and Margery Russell Distinguished Teaching Awards will be: Daniel Huttenlocher, assistant professor of computer science; and Cynthia Nieb, teaching assistant in history.

And receiving the Dean's Award for Excellent Advising will be: Martha Haynes, professor of astronomy.

Committees of former award-winners and faculty selected the winners based on commitment to teaching, ability to develop students' appreciation of the material of the course rather than to themselves as teachers, creative use or development of teaching materials, success in helping their students perform well and improvement of teaching skills over time.

The Clark Teaching Award was established in 1966 by John M. Clark '29, and Emily B. Clark '30. The Russell teaching award was established last year by Stephen Russell '61, and Margery Russell.

Taste of the Nation



Peter Morenus/University Photography

Etienne Merle (right) of Pascale, a wine bar and restaurant in Syracuse, serves a speciality of his kitchen to Ithaca resident Wendy Love on Monday during a benefit at the Statler Hotel for homeless and hungry people. More than 700 people attended the event, arranged by Share Our Strength, a nationwide organization of food industry professionals.

Gay, Lesbian and Bisexual Coalition celebrates 'Gaypril'

By Carole Stone

Students in Cornell's Gay, Lesbian and Bisexual Coalition plan to march behind a Cornell banner on April 25 at the national March on Washington to demand that Congress guarantee the civil rights of gay, lesbian and bisexual Americans.

At least two buses organized by the communitywide Ithaca Gay and Lesbian Task Force and several car pools arranged by the student-run coalition will make the trip from upstate New York to Washington, D.C., where about 1 million people are expected from all over the country.

Members of the recently revived Cornell University Gay And Lesbian Alumni Association, CUGALAA, based in New York City, plan to meet up with student members of the coalition and to march with them in the New York contingent.

"It's a big event. People have been looking forward to it all year," said one of three student chairpersons of the coalition.

The national March on Washington comes towards the end of what the Cornell coalition calls Gaypril—Gay April—an annual springtime celebration of homosexuality and bisexuality.

In most major cities, organizations sponsor parades during the month of June to mark the anniversary of the Stonewall riot that started the Gay Pride movement in 1969, and June is known as Gay Pride Month, said Brenda Marston, archivist of the human sexuality collection in Kroch Library.

On most college campuses, gay pride celebrations are held in April or May before students leave for summer holidays.

Cornell celebrated Gay May in the 1970s; a few years ago someone in the coalition came up with Gaypril, Marston said.

Year-round activities

All year long, the Gay, Lesbian and Bisexual Coalition operates out of an office in Willard Straight Hall. It sponsors ongoing discussion groups, offers peer counseling and conducts informal educational programs in residence halls and relevant classrooms.

But during the month of April, the coalition reaches out to the entire Cornell community, not just those that seek it out. It sponsors or co-sponsors events of interest to its members and their friends, and it sponsors events to educate the greater Cornell community about the attitudes and beliefs of its members. It puts on dances, dinners and films, lectures, readings and discussion groups.

This April the coalition is holding what it calls visibility dinners on Monday nights in four of the campus dining halls. Coalition members simply dine together—to enjoy each other's company and to make others aware of their presence. The next of these visibility dinners will be in Oskanshields on April 19 and in Balch on April 26.

The coalition is sponsoring a poetry reading by Kate Rushin, a lecture by Eve Sedgwick and a panel discussion on "Queer Theory" with Cornell faculty members. A lecture by University of Minnesota Women's Studies Professor Lisa Albrecht on "Gay Politics in the '90s" is set for Tuesday, April 20.

The group is also sponsoring or promoting a dance at the

Haunt in downtown Ithaca, a reading of women's erotica and a women's dance, a potluck dinner, a mock prom, and a bake sale. And Cornell Cinema is running its popular Gay Film Festival, an annual monthlong series of new films by gay and lesbian film makers.

"There has been an incredible surge in gay and lesbian film making in the last couple of years, and it is now one of most exciting areas of avant garde film making," said Cornell Cinema Director Richard Herskowitz. "Many of film in this year's April series were the biggest hits of film festivals, such as the Sundance Festival."

"Even with the annual April series and Gay Film Friday [a gay or lesbian film on the last Friday of each month], I can't get to all the great stuff being done or satisfy the demand to see it."

25th anniversary

This year is the 25th anniversary of Cornell's Gay, Lesbian and Bisexual Coalition: It started out as the Student Homophile League, changed its name to the Gay Liberation Front, and recently it changed its name again to reflect its composition.

The present coalition is comprised of 15 subgroups, including LBQ, Lesbian, Bisexual and Questioning Women; Men Supporting Men; Out in the World, an international students' organization; Bridges, a bisexual group; GBLOC, Gay, Lesbian and Bisexuals Of Color; Chutzpah, a Jewish support group; and CUGALAA.

The coalition's recent major project was advocating for a gay, lesbian and bisexual unit in a residence hall.

Venezuela's former president to lecture on campus April 22

By Albert E. Kaff

Rafael Caldera, former president of Venezuela and candidate for another term, will deliver two public lectures here on April 22 dealing with political and economic issues in Latin America.

Caldera, 77, an author of Venezuela's first labor laws and its present constitution, spoke out in the Venezuelan Senate against two unsuccessful military coups last year and later announced he will seek a second presidential term in the December elections. He served his first term from 1968 to 1973.

A scholar who teaches political science, sociology, labor law and national doctrine, Caldera will spend two days meeting with

faculty and students in Latin American studies, the Johnson Graduate School of Management, and the School of Industrial and Labor Relations. His April 22 lectures, open to everyone, will deal with:

- "Political Parties and Democracy: Perspectives for Latin America in the '90s" at 12:15 p.m. in Room G08, Uris Hall.

- "Gaining Momentum: Latin American in the Global Economy" at 4:30 p.m. in Alumni Auditorium, Kennedy Hall.

Caldera, who received his doctorate in political science from the Universidad Central de Venezuela, holds 22 honorary doctorates in universities around the world. He helped draft the 1961 constitution that ended dictatorship in Venezuela. In 1936, he was one of the

authors of his nation's first labor legislation and in 1990 chaired the commission that revised those laws.

"He is called the father of our democracy, and he is a leading candidate among the three declared candidates in the upcoming presidential elections," said Silverio Gonzalez-Tellez, a professor of city and regional planning at Venezuela's Simon Bolivar University and a visiting fellow at Cornell.

In 1991, the Latin American Studies Program and the Fundacion Gran Mariscal de Ayacucho of Venezuela signed an agreement for educational exchanges and collaborative research between Cornell and several Venezuelan institutions.

The exchange program was proposed in

1989 when then Venezuelan President Carlos Andres Perez came to Cornell as the Henry E. and Nancy Horton Bartels World Fellow.

Since then, several Venezuelan academics have worked at Cornell, including two scholars now on campus: Gonzalez-Tellez and Nydia Ruiz, a professor of anthropology and chair of the Ph.D. program in social sciences at the Universidad Central de Venezuela.

Faculty who have worked in Venezuela under the agreement include Gilbert Levine, professor emeritus of agricultural and biological engineering; and Robert W. Blake, professor of animal science.

Last year, Cornell and Venezuelan scholars met here to discuss the interface between environment and development in Latin America.

Hotel students seek increased opportunities for women

By Albert E. Kaff

After developing a national program to increase job opportunities in management for minorities, School of Hotel Administration students now are trying to do the same for women who seek careers in the hospitality industry.

"For a number of reasons, women are seriously underrepresented in managerial positions in the hospitality industry," said Ramona Connors, 22, of Rochester, who will face the job market when she graduates from the Hotel School in December.

Connors continued: "In the United States, there are approximately 44,500 hotels and motels, but only about 100 of them are managed by women. We want to get women out of what we call staff positions in the industry — for example, human resources and communications — and into what are now the male-dominated technical fields — finance, operations and general managership. In the hospitality industry, women are overrepresented in lower-skilled jobs."

To address the problem, two Hotel School graduate students last year started organizing women students from freshmen to Ph.D. candidates into a group they call the Women's Issues Network, a name with an appropriate acronym, WIN.

Organizers were graduate students Michelle Krazmien of Flushing and Carolyn Miller, Santa Cruz, Calif. Krazmien served as WIN's first chairperson. The current chairperson is Andrea Foster of Hampden, Maine, a freshman.

Mission statement

WIN adopted the mission statement: "To create, broaden and enhance for all individuals an awareness and understanding of the issues facing women in the hospitality industry."

Directed by Miller, WIN held its first annual conference in February, an event attended by more than 75 students and women working in hospitality firms in a number of states including New York, New Jersey, Minnesota,



Graduate students Carolyn Miller (left) and Michelle Krazmien, organizers of the Women's Issues Network in the Hotel School, stand outside Statler Hall.

Maine, Arizona, South Carolina and Georgia.

Connors, who handles public relations for WIN, said women find it more difficult to advance in the management ranks of hotels, resorts and other hospitality businesses. "It's time to change; the industry can't always be a man's field," the student said.

Speaking for WIN, Sandra K. Boothe, director of the school's Master of Professional Studies program and a WIN adviser, said women face advancement problems in the hospitality industry because it is "a demanding field with long hours of work, and women often are left out of male networks. Career and family issues impact women more than men."

Before its conference next year, WIN hopes to develop mentor ties with Hotel School women graduates who can help women students find jobs with a future in the hospitality industry.

The organization also plans to encourage male students to join WIN. "By the year 2000, women will comprise 65 percent of the nation's workforce, and men must understand our concerns," Connors said.

Despite limited managerial opportunities for its women graduates, about half of the 785 undergraduate and graduate students in

Cornell's Hotel School are women.

"We want to prepare our women students for the challenges they will face," Boothe said.

At WIN's first conference, three hospitality firms donated \$1,500 each to help the organization develop its programs. They were Four Seasons Hotels and Resorts, Toronto, Canada; the J. Willard Marriott Foundation, Washington, D.C.; and the Hotel Association of New York City, Inc.

Minority society

WIN follows another Cornell Hotel School initiative designed to broaden professional opportunities. In 1990, the National Society of Minority Hoteliers was founded here with an agenda dedicated to opening management jobs in the hospitality industry. The society now has chapters in 19 other universities.

"After we develop a strong local chapter, we hope to expand into a national organization for women hoteliers on other campuses, perhaps in about four years," Connors said.

In addition to Boothe, WIN's Hotel School advisers are Florence Berger, a professor who specializes in management operations and human resources, and Elizabeth Huettman, a senior lecturer in managerial communication.

Foundry reopens after upgrade in ventilation

By Roger Segelken and Carole Stone

The Art Department's bronze foundry, which was closed on April 1 because of dangerous levels of carbon monoxide in the air surrounding the furnace, was re-opened Tuesday after installation of ventilation equipment.

Air tests at the foundry showed undetectable levels of carbon monoxide gas in the building's working spaces and very low levels around seals on the furnace, according to Andy Garcia-Rivera, the Cornell Office of Environmental Health director who had ordered the foundry closed.

"Based on measurements that are well below exposure levels, we are re-opening the foundry for routine operations. We will periodically test emissions during operation of the foundry," Garcia-Rivera said.

The environmental health director credited cooperation of the Art Department and the Department of Facilities Engineering for upgrading the foundry in a timely fashion.

Improvements included installation of exhaust fans and control devices to remove fumes, gasses and vapors that are generated during foundry operations.

The reopening will enable art students to finish sculpture projects by the end of the semester.

"Students have expressed great concern about how they would finish the semester, especially students with thesis work to be cast," Victor Kord, chairman of the Art Department, said of the 35 undergraduates using the foundry this term.

After this semester, "Our plan is to refurbish the whole foundry over the summer," Kord said. "We had planned a summertime refurbishment even before the foundry was shutdown."

The general condition of the foundry has been known for a long time, Kord said. However, Kord added, he was not aware that the furnace was emitting high levels of carbon monoxide.

"If there are people on campus who were not aware of the gravity of the situation faced by the Art Department and the college because of their facilities, and if this is what it takes to get their attention, then I can't take issue with that," Kord said. "The sudden closing of the foundry is not the way I like to do business, but it was a wake-up call."

The foundry is located in a small shed behind a long, rectangular building that is called The Foundry but actually houses a sculpture studio.

The decision by the Office of Environmental Health to shut the foundry was made during an investigation of the five buildings in the College of Architecture, Art and Planning — Tjaden Hall, Sibley Hall, Rand Hall, the Foundry Building and the foundry shed. OEH and the Department of Life Safety Services are making that investigation.

Another, comprehensive survey of the College of Architecture, Art and Planning's facilities is also under way under the aegis of the dean's office. This survey, which has been going on for a year, is being conducted by an architectural engineering firm. It is considered a preliminary step in creating a master plan for the college.

Hotel Ezra Cornell *continued from page 1*

Hotel School senior and marketing director for the weekend event.

"The original purpose of HEC when it started back in the 1920s was to demonstrate the need for hospitality education at the university level. But over the years, it was becoming more of an entertainment bash and was not necessarily helping students get on with their careers," he added.

Pedulla knows something about career opportunities. His father, Thomas V. Pedulla, graduated from Cornell's Hotel School in 1960 and, in Framingham, Mass., operates a real estate and consulting firm for hotels, restaurants and real estate developers.

Student Pedulla said that in planning this year's HEC "we took into account massive changes in Hotel School curriculum that now places teaching emphasis on management skills — finance, real estate, marketing, sales, information systems, tourism, accounting, law, properties management, general management, food and beverage management, human re-

sources, communications and so on — rather than solely focusing on technical, hands-on skills.

"HEC did not shift its program to accommodate the revised curriculum focus."

He explained: "During recent HECs, except for pouring a glass of wine or clearing a dish from the table, students did not have many opportunities to interact with the weekend guests who are our potential employers. What we want to do this year is to showcase the talents of students in various disciplines and provide many openings for all students to interact with our guests."

Countless hours

Since last September, the 21 members of the HEC student board, led by managing director Shannon V. Bradley, 22, a senior from Honolulu, have spent countless hours outside their regular classes talking with faculty and classmates on how to sell themselves to their weekend guests.

To meet their goal, HEC will open with a

five-hour Student Expo during which arriving executives will meet and talk with all Hotel School students.

Student organizations will staff desks that display work designed to advance their careers. These organizations are centered on a number of professional activities, including management, marketing, and efforts of minority and women students to convince the industry that not all managers need be white males, who currently fill most top executive posts in the hospitality industry.

"The opening cocktail party for our guests will be open to all students to give them a real-life opportunity to network with leaders in today's industry," Pedulla said.

Speakers who will participate in panel discussions on industry trends provide a measure of the calibre of guests whom students will attempt to impress.

Hotel School students hope that the 68th annual HEC will open doors in a tight job market.

Learning first-hand about people with disabilities

By Lisa Bennett

One of the lessons student Eric Ehrenberg learned from having a brain tumor strike once, twice, and then again is that you can't always tell from appearances who is disabled.

A government senior and undergraduate chair of Access Alternatives, the campus watchdog group for people with disabilities, Ehrenberg uses no wheelchair, no prosthetic, no guide dog and no cane.

Like many students, he walks down Buffalo Street when he needs to get downtown, his speech is articulate, his eye-contact is steady and his ambitions (a seat on the Supreme Court, he says, would be nice) are high.

"But," explains Ehrenberg, who is blind in one eye, has half-vision in the other and is unable to hear in one ear, "you can't always tell how hard it is for someone to do what other people do." Nor can you always perceive the pain some people quietly put up with while going about their work.

More than 200 students

Ehrenberg is one of more than 200 students who have identified themselves as having a disability, according to Joan Fisher, coordinator of disability services in the Office of Equal Opportunity. The actual number, she says, is probably twice that.

Add to this another 200 staff members with disabilities and an unknown number of disabled alumni and other guests who visit campus for conferences and other gatherings, and people with disabilities represent a "much bigger group on campus than people think about," Fisher says.

That is one reason why Ehrenberg and the other students involved in the 15-member Access Alternatives group offer to talk to others about what it's like to be disabled.

"I want to do as much as I can to make it as easy as I can for other people with disabilities," says Ehrenberg.

Ehrenberg's experience began two-and-one-half years ago, just as teen-age anxieties were lifting and he was beginning his junior year. Then 19, he began getting stabbing headaches that, he recalls, made migraines look

like nothing. When at home, he screamed out in pain. When at school, he just pressed his hand hard against the side of his head, as if he were thinking.

From one doctor to another

"I didn't let on to anybody but my parents, because I wasn't sure what it was," he said.

He went from one doctor to another. But they weren't able to find anything wrong. Then his vision began to go. "People didn't have faces," he said, and the chalkboard didn't have writing on it. He sat closer and hoped he wasn't missing anything.

Finally, six months after the headaches began, a neuro-ophthalmologist diagnosed his condition: He had a tumor pressing against an optic nerve in his brain. On the eve of spring break, he underwent a nine-hour operation. Two weeks later, on the day he was to be released, the doctors discovered spinal fluid leaking from his nose, which had been the point of entry for the surgery. He had another operation, nine spinal taps, and, then, was sent home, confident in the doctors' assurance that he would not have another recurrence of the tumor for 20 or 30 years.

But the headaches continued. And three months later, his vision again deteriorated. The tumor had grown back. Again, he went to the hospital for surgery. This time, it cost him all vision in his right eye and half the vision in his left. The diagnosis, however, was again benign.

Three weeks later — suddenly completely blind — he was back in the hospital.

"My parents asked the surgeon to please save my vision. He said they were not concerned with my vision. They wanted to save my life," said Ehrenberg. A young man who had kept looking to the future was now shaken to the core himself.

He underwent the maximum dosages of radiation, two times a day for seven weeks. He remembers being too weak to walk to the bathroom. Still, the process saved his life and returned one quarter of his vision to him.

"The day I was first able to read the newspaper and see my parents sitting by my bed was the day I knew I had finally begun to beat the illness," he said.

Here are tips for disability awareness

- When greeting a person with a severe loss of vision, always identify yourself and others who may be with you. Say, for example, "On my right is Penelope Potts." When conversing in a group, remember to say the name of the person to whom you are speaking to give a vocal cue.
- When you offer to assist someone with a vision impairment, allow the person to take your arm. This will help you to guide, rather than propel or lead the person.

- To get the attention of a person who has a hearing disability, tap the person on the shoulder or wave your hand. Look directly at the person and speak clearly, slowly and expressively to establish if the person can read your lips.
- When talking to a person in a wheelchair for more than a few minutes, place yourself at the wheelchair user's eye level to spare both of you a stiff neck.

Source: National Easter Seal Society.



Peter Morenus/University Photography

Student Eric Ehrenberg, standing in the Law School atrium, wrote in his applications to law schools: "I have become acutely aware of the concerns of the disabled, and I see legal training as a means for me to fight for people with disabilities."

One year ago, after a year's leave from Cornell, he returned to classes. He was low on energy. There was a constant ringing in his ears that, he is told, will never go away. And he lost half his hearing as the effects of chemotherapy continued six months after the radiation stopped.

Back on track

But glad to be back on track, one of the first things he did was visit Joan Fisher in the Office of Equal Opportunity. She sent a letter to all his professors, advising them of Ehrenberg's condition and told him about the student group, Access Alternatives, which was just then getting started.

Getting involved with this group was a turning point for him, one that has not only affected his experience at Cornell but which he expects to influence his future plans as well.

"Working with other people with disabilities lifted my spirits," he said. "It's like I've found a cause, something to fight for."

As he wrote in law school applications: "I have become acutely aware of the concerns of the disabled, and I see legal training as a means for me to fight for people with disabilities."

With other students of Access Alternatives, Ehrenberg has met with people from such departments as the University Library, the Grounds Department and the Campus Store to express their needs — which sometimes are blatant and sometimes so subtle that "even sensitive people wouldn't think of them," he says.

For example, one student who uses a wheelchair has explained that thumbtacks on the floor of campus buildings repeatedly punctured the wheels of his chair. Another student who is blind — and tripped, fell and sprained her ankle on a few unmarked steps — has explained that the ground stripping that tells people with visual impairments that stairs are coming is needed even before an incline of only two or three steps. Others have explained that the "Wet Floor" signs that are put in the

middle of a hallway created an unexpected obstacle for people who couldn't see them.

Now, the signs are put to the side of the hall. Grounds personnel have made many changes to accommodate people with visual impairments. And the building care staff have been more careful about thumbtacks and other innocuous-seeming obstacles.

"People here have been very sympathetic and accommodating," says Ehrenberg, who still sounds a little surprised. "My guess is they

CORNELL
People

didn't know what to expect from disabled students but found we were articulate and were very receptive."

Has the passage of the 1990 Americans with Disabilities Act also influenced their reception?

Perhaps, although this university and others receiving federal funds have been legally required to provide access to the handicapped for nearly 20 years. Attitudinally, however, "I think, because of the ADA, people are now much more aware of the needs of the disabled," she said.

Meanwhile, Ehrenberg says, there is another kind of support that has come to him through the opportunity to work with and get to know other students with disabilities.

"These are people who have faced terrible tragedies. It would be easy for them to recoil and feel sorry for themselves. But they have not. That's the positive side to all this: that tragedies can change people. It can make them more sensitive. And it can prove that they can overcome more than they think."

Humanistic critic M.H. Abrams assesses poststructuralism

By Carole Stone

Poststructural literary criticism has given us a number of useful and interesting instruments for investigating literary works, but these radically new ways of looking at language and literature are often imposed as doctrines rather than applied as hypotheses, literary critic M.H. Abrams said in a lecture last month titled "What is a Humanistic Literary Criticism?"

Abrams, the Class of 1916 Professor Emeritus of English, is a renowned literary critic and scholar, the author of *The Mirror and the Lamp: Romantic Theory and the Critical Tradition* and a number of other scholarly writings, and he is editor of the *Norton Anthology of Literature*.

He gave the first Heinrich and Alice Schneider Memorial Lecture in the Department of German Studies on March 31, drawing an audience that nearly filled Hollis E. Cornell Auditorium.

In an hourlong talk, Abrams offered a critique of current critical theories — especially structuralism, deconstruction and other forms of poststructural criticism — from the standpoint of traditional, or humanistic, criticism. He discussed what he considers the positive

achievements of the new theories as well as their shortcomings.

Humanistic, or traditional, criticism has, since antiquity, dealt with works of literature as being written "by a human being, for human beings and about human beings and matters of human concern," Abrams said. In the humanistic paradigm, or frame of reference, the uses and productions of language, including literature, are conceived as transactions between human beings who are "purposeful agents capable of initiative, intention, design and choice," Abrams said.

Theorists and literary critics, including Roland Barthes, Michel Foucault, Jacques Derrida and Paul de Man, shifted the paradigm of language and literature from that of a human interchange to that of an already constituted language, or else of discourse as-such, Abrams said.

With this paradigmatic shift, a work of art, now called a "text" — to remove it from its connection with a human producer and its traditionally crucial aspect of referring to a world, whether fictional or real — is reconceived as a play of "intratextual and intertextual significations," Abrams said.

An author or writer is reconceived to be a scribe, or scribe, an effect or product of the

language, not a producer and shaper of it, while a reader is conceived as an impersonal process of reading.

The poststructuralist ways of conceiving and reading texts can be interesting "adventures in vision," he said. As working hypotheses, or discovery procedures, they can provide insights into the internal structural relationships of literary works; or de-familiarize what we tend to take for granted; or call attention to the incessant play of binary oppositions and metaphors in texts; or force us to consider the historical conditions that give rise to the conceptual schemes that constitute our discourse, Abrams said.

But when critics convert discovery procedures into ruling hypotheses and argue down from assumed linguistics premises to what our actual practice of language must necessarily be, poststructuralism becomes aberrant, Abrams said.



Abrams

"A theoretical position that is profitable as an adventure in vision, or as a speculative instrument for discovery, suffers a hardening of the categories and becomes a Grand Theory," Abrams said.

"In the extreme instances, the result is that the human world, in which people employ language and discourse in their diverse purposes, whether for good or ill, is displaced by a theory world, in which people are not agents but agencies, not users of language but used by language, not effectors but themselves only effects," he said.

To a confirmed traditional reader, the theory-worlds of all-out, or extreme, poststructural criticism are a blatant mismatch to the world in which we live, write and read works of literature, Abrams said.

And at their worst extreme, poststructural criticisms can seem not only abstract and remote but profoundly alien, "as outlandish as though written by extraterrestrial visitors who have somehow learned to use our vocabulary but without participating in the forms of life with which that vocabulary is integral," he said.

Finally, though, there is no "knock-down, drag-out" argument that can convince a deeply confirmed poststructuralist critic to view literature the way a humanistic critic does.

Manhattan project: Human Ecology's Urban S



On Fridays, the group travels, here via bus, to tour ethnic neighborhoods such as Chinatown, Harlem, the South Bronx or Greenwich Village.

Manhattan *continued from page 1*

possibilities, from working at a broadcast network, magazine, law or securities firm to a politician's office or senior citizens or neighborhood housing center, among many others. They also develop their own set of personal learning goals, such as acquiring self-confidence and public speaking skills, and reflect on how they apply what they learned in class to their job experience.

Stacey Katz, a human development and family studies major from Seaford, N.Y., for example, who interns at both the Cornell Medical College and the Child Development Program notes, "I learned about the child behavioral checklists at school, but now I actually do them."

For Jennifer Kotler, also a human development and family studies major from Larchmont, N.Y., who interns at NBC, what she learns on the job disputes some of her coursework: "At school, we learned how television programming is determined largely by the marketplace and what will sell, such as sex. At the network, though, I'm also seeing a real attempt to assert social values, such as giving messages about drug and alcohol abuse and contraceptive use against AIDS."

Best college experience

Growing intellectually, personally and professionally, the students rate their urban semester as among their best college experiences. "The semester was the most valuable learning experience I've ever had," said Ira Powell, 22, a consumer economics and housing major from Staten Island who interned at a law firm and has been accepted to Harvard and Columbia universities' law schools. "It's a low-risk opportunity to see the inside workings of a career you're considering."

Pre-med student Murray, for example, used the semester to explore whether she really wanted to stay in medicine. "I had become disenchanted with medicine and the competitiveness of pre-med students in Ithaca, but working with the patients and doctors and talking with the medical students and interns reaffirmed for me that medicine was what I really wanted to do."

Living in the dormitories of the Cornell Medical College on the Upper East Side with Beck, the students also eat, breathe, smell and taste what it means to live and work in a city where 60 percent of the population is from minority groups, and where the nation's most challenging dilemmas play out on the streets daily.

In many cases, the tours — led by social historians through Chinatown, Harlem, the

Lower East Side to Greenwich Village, the South Bronx, Wall Street, and other spots of historical and cultural interest — are the first times that the students have ever eaten soul food in Harlem, lingered on a soiled subway platform in the South Bronx, or spoken with an American Indian.

From the stark walls of Ellis Island, which echo with wails of babies and the fears and tears of rejection, to the smoldering World Trade Center (where the students had a meeting but arrived 40 minutes after the bombing and were not permitted to leave the subway), the students come to better understand through their own experiences the complexity of urban social relations and the struggle between preserving cultural identity and assimilating into an American identity.

In dialogues with directors at the Negro Burial Grounds, Native American Museum, Chinatown Health Clinic, International Ladies Garment Workers Union, the Board of Education, minority high school students hashing out curriculum concerns, and City Councilman Tom Duane, for example, the students explore the problems and dilemmas of urban environments that leaders face daily from ethnic self-interests to health, education, housing and economic development.

Making sense of the streets

But it is the seminar that helps make sense of what has been seen in the streets, subways and skyscrapers. Integrating ideas from the heavy reading load, Beck leads the students through the social history of Manhattan and why it is so diverse, studying, for example, the reasons behind the immigrations of the different ethnic groups, the processes of assimilation and reformation of identity, and the role of education, community, and neighborhood in citizenship, cultural identity, and democracy.

"The seminar forces you to express your feelings, values and opinions about race and culture, and to defend them," said Daphne Liu, 21, a Shanghai-born nutrition major from Brooklyn, who plans to go to medical school. Her internship at the New York Hospital-Cornell Medical Center included research on stress in HIV-positive mothers, playing with gravely ill children, and "shadowing" emergency room physicians.

Although she found the seminar's heated arguments very stressful, Liu says, in retrospect, her Cornell education would have been in a "glass case" without the opportunities of the Urban Semester.

"It gave me a taste of what the real world and my future career are like," she said.

And that's just what Beck hopes: "Ideally, we would like the students to get an appreciation of diversity — what it means, how it came to be, how it impacts all aspects of society, and how to apply a newly-developed observant view and multicultural understanding of everyday life. After all, these are tomorrow's leaders. They need to understand the world from other perspectives and develop a respect for how others think and solve problems."

Many of the students were surprised at how relevant the multicultural focus became. Monica Bernstein, now a senior in the College of Agriculture and Life Sciences from Mamaroneck, N.Y., whose semester working at *McCall's* magazine landed her a summer job writing her own column at *Child* magazine, said: "I was shocked to learn how the two Asian women in our student group thought whites viewed them — that we thought they didn't want to associate with whites. It wasn't how I felt at all."

And with her supervisor at the magazine, an African-American woman, she observed for the first time how ethnicity, gender and race played out in the workplace — how others viewed her as an African-American and as a woman with power and how she maintained her cultural identity yet still managed to be part of the cultural "melting pot." "It never would have occurred to me to think about such issues at work before."

A new twist to learning

"The course gives a new twist to learning," said Carlyon Peters, a College of Human Ecology policy analysis junior from St. Croix, Virgin Islands. Interning now in the legal defense department of the National Association for the Advancement of Colored People, Peters plans to attend law school. "We are so enclosed in our typical learning environment. We read or hear of different experiences but actually observing and interacting with people from all walks of life shatters many stereotypes."

Many of the students come back to Ithaca with a sharper focus on how to plan the remainder of their college education. Many feel more empowered. But perhaps Michael Federman, 20, a pre-law senior in human development and family studies from New City, N.Y., who interned at a law firm, sums it up most eloquently:

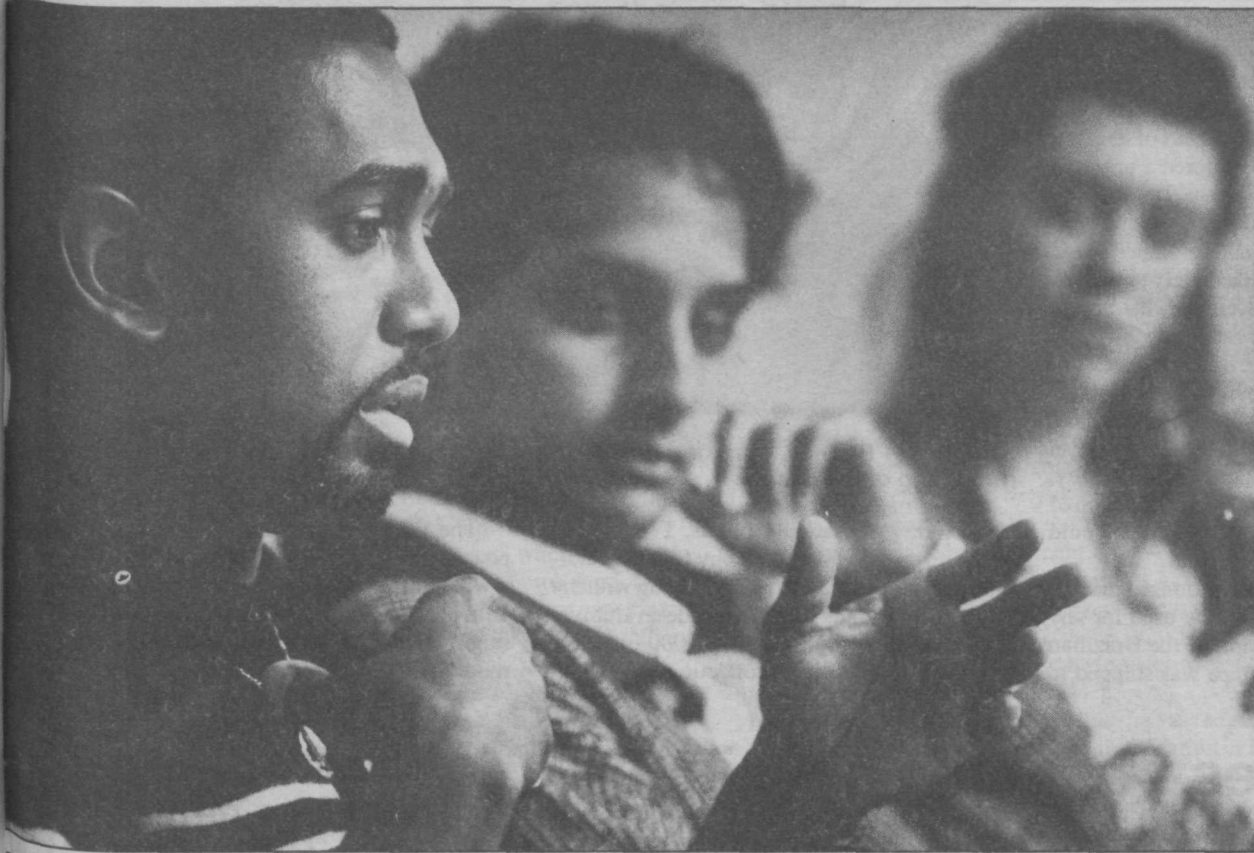
"I came to this city and my internship a boy, searching for self and meaning with quite a youthful sense of arrogance; I leave a man, content with myself and my choices, and all my chances before me."



Patrick Brillantes, a human service intern in City Councilman Tom Duane's office, is interested in issues of oppression. He plans a career in city government.

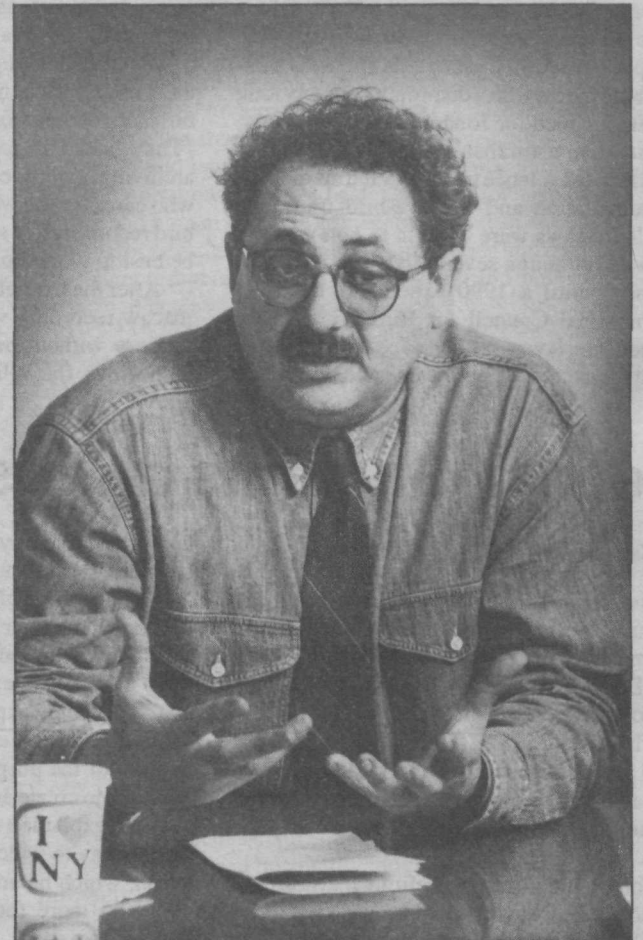
Photographs by
Chris Hildre

Semester is a living laboratory of cultural diversity



Carlyon Peters, a policy analysis junior who interns in the Legal Defense unit of the National Association for the Advancement of Colored People, makes a point during the weekly seminar. "The discussions stimulate controversy and provoke a lot of emotions, but the outcome is very positive. We usually come to some agreement," he says.

Sam Beck, the director of the Urban Semester, is an anthropologist who serves as mentor, faculty member, dorm adviser and placement officer to the students who spend the semester in Manhattan.



Students in the Human Ecology Urban Semester are en route to the Manhattan Center for Math and Science in East Harlem, where they will exchange views with black and Latino high school students about life in the inner city and on campus.

Kraa, kraa

Rarest macaw may be heard at the Library of Natural Sounds

By Roger Segelken

When Brazilian conservation authorities finally obtained a recording of one of the world's rarest birds, the last known Spix's macaw in the wild, they knew where to send it. Now the macaw's call is in the Library of Natural Sounds at the Laboratory of Ornithology, and the tape may help locate others of the extremely endangered species — if any exist — in the woodlands of northeastern Brazil.

Spix's macaw (*Cyanopsitta spixii*) is a 22-inch blue parrot with a disproportionately long tail. It is named for Johann Baptist von Spix, the Austrian naturalist who collected the first specimen for science in 1819. Victims of habitat degradation and the live-bird trade, the Spix's macaws were thought to be extinct in the wild (although several live in private collections) until a 1990 expedition from the International Council for Bird Preservation sighted one. It was sitting in a caraiba tree in an isolated patch of its preferred habitat, near the

Rio Sao Francisco town of Curaca.

In September 1991, Bret M. Whitney, a Texas-based birding tour guide, located the same macaw when he and officials of Brazil's natural resources institute entered a preserve in the Brazilian state of Bahia. He aimed a directional microphone and recorded several minutes of the bird's distinctive "kraa . . . kraa . . . kraa" call. Whitney immediately turned his tape over to officials, uncertain what would become of the invaluable recording.

A surprised Gregory F. Budney, curator of the Library of Natural Sounds, knew the significance of the recording when officials called. "They asked if we would be interested in archiving a copy of the tape," said Budney, who cares for the world's largest collection of bird recordings. "I said 'Yes,' but that it would be best to work from the original."

After the Cornell curator promised that the macaw recording would not be used for any purpose without permission of the Brazilian authorities, the Whitney tape was shipped to



Peter Morenus/University Photography

Gregory F. Budney, curator of the Cornell Library of Natural Sounds, with a tape recording of the macaw.

the Library of Natural Sounds. Technicians there made a high-quality copy (in the Brazilian recording standard) to send, along with the original, to Brazil. They also made an archival copy, which will join some 85,000 other recordings in the Cornell collection.

The Whitney recording could be used by poachers to lure the last wild Spix's macaw, so it will not leave Cornell. An appropriate use — with permission of the Brazilian authorities — might be to train field biologists to listen for more Spix's macaws in similar habitats.

Dean of Students discusses freshman housing

By Sam Segal

Extending "orientation" throughout the freshman year was the main interest of the dozen students who turned out on April 12 to give Dean of Students John Ford their thoughts on how freshman year might be improved.

The meeting in 215 Ives Hall was Ford's third forum, sponsored by the Student Assembly, as he moves toward a final report of his Committee on the Cornell Freshman Experience.

Ford handed out a preliminary draft — called a "Framework for Discussion" — in which he conveyed his committee's support for several points:

- That freshmen continue to have wide choice as to where they live.
- That their choices include existing program houses.
- That a unit be established in Ford's office specifically for freshman programming.
- That an "administrative structure" be set

up by the university to oversee Cornell's commitment to multicultural efforts.

• That each college approve a required, one-credit seminar for freshmen. The course would involve small groups of students, along with a faculty member and student-service staff, and would explain the college, introduce Cornell culture and traditions, promote discussion of the purposes of higher education, and seek to create an esprit within each group.

Ford explained that such a seminar would be one way to widen the experience of orientation, which he and several students agreed could do more for freshmen if it extended beyond five days.

Two students suggested that one critical and successful part of orientation — informal chances to socialize — should not be undervalued as the committee proceeds. Ford said that the committee had not tried to plan the implementation of its ideas.

Ford became dean last July and, early in the fall, appointed 40 students, faculty members

and staff to draft a preliminary report on a "comprehensive Cornell freshman experience."

They worked through six subcommittees — on housing assignment, academic considerations, multicultural education, student development, personal support, and a common freshman experience.

Before Ford took office, a task force headed by trustee Mary Falvey Fuller had expressed concern that freshman choice in housing encouraged a tendency of racial and ethnic groups to seek their own enclaves. The task force agreed that the question should be explored in a wider perspective than that of housing alone, and Ford's committee included the question in its examination.

Their preliminary report said that "racial imbalance in the living units is a problem," but instead of limiting freshman choice in housing, it suggested that students somehow be encouraged "to select their housing in a balanced manner."

Assemblies review proposal for new grad student panel

After considerable discussion among representatives of the Graduate Student Council, members of the University Assemblies and others on campus, a detailed concept paper proposing formation of a distinct Graduate and Professional Student Assembly is being distributed to all Assemblies for their review.

The project was coordinated by Senior Vice President James E. Morley Jr. Members of the Student, Employee and University Assemblies are being asked to consider the report at their next meetings. Copies of the report can be obtained from Cristen W. Gardner in the Office of the Assemblies. Anyone with comments about the proposal can share them with Morley or with a member of one of the Assemblies.

After comments are received from the Assemblies, it is anticipated that the Board of Trustees will consider a proposal for the new Assembly during its May meeting.

Universe *continued from page 1*

decay. The quarks are created by annihilating electrons and positrons at high speeds in a ring of magnets in a tunnel beneath the Ithaca campus.

In addition to Kim and Thorndike, the group that made this discovery includes Nahmin Horwitz, Stephen Playfer and Yoram Rozen from Syracuse University. The success of the project depended on the world-record performance of CESR over the last two years, due to the efforts of the CESR operating staff. It also depended on a major upgrade of the detector, completed by the CLEO Collaboration three years ago.

Scientists look for penguins by examining the decay of B mesons — a 'b,' or bottom, quark bounded to a lighter antiquark. The 'b' quark is the heaviest quark that has been found and the least understood. B mesons, discovered at CESR in the early 1980s, are produced by particle accelerators in high-energy collisions. When B mesons decay, scientists look for what particles they produce. In most cases, they decay to two of the four lighter "flavors" of quarks — a 'c' quark or 'u' quark. But in extremely rare cases, 'b' quarks decay into 's' quarks, via a penguin interaction.

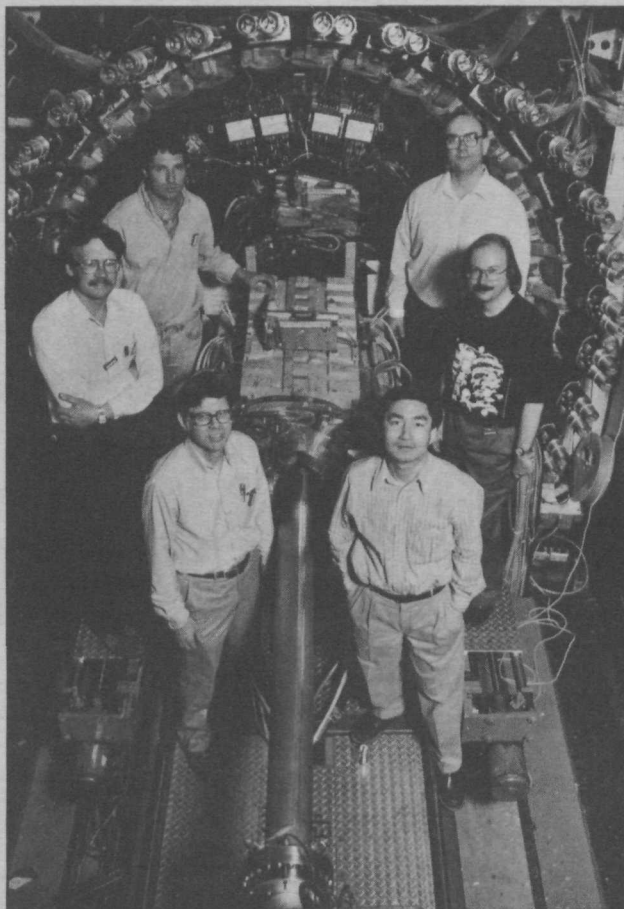
"To find penguin decays we look for K mesons and other particles together with high-energy photons," said Yoram Rozen, who recently completed his Ph.D. thesis on this subject at Syracuse. "These occur once in 20,000 B decays."

CP violation

"This discovery does not yet solve the mystery of CP violation or of the particle-antiparticle asymmetry in the universe," said Karl Berkelman, director of the Cornell laboratory, "nor does it explain the existence of heavy quarks, but it is an important piece of the puzzle and an indication that we are on the way to a solution."

CESR is the world's leading facility for the study of B meson decays, having generated more than 3 million B mesons. But to investigate these rare decay processes, scientists need many more. A proposal to upgrade CESR would yield 30 million B meson decays per year, compared to about 1 million now. This upgrade, called an Asymmetric B Factory, has been proposed to the National Science Foundation.

"To further explore this and other rare decays, we need more B mesons," Cassel said. "We need to see a lot more decays before we know if these penguins could be possible sources of CP violation. With the CESR upgrade we will be able to observe CP violation in a B meson system."



Charles Harrington/University Photography

Members of the CLEO Collaboration who helped make the finding about the decay process stand in front of the detector in the Cornell Electron-positron Storage Ring. They are (from left): Yoram Rozen, Syracuse University; David Rice, Cornell CESR operations; Ed Thorndike, University of Rochester; Peter Kim, Cornell; Stephen Playfer, Syracuse; Michael Billing, Cornell CESR operations. The group is in front of the CLEO detector. The small circles in the large ring around them are phototubes, which measure flights of particles to better than 1 billionth of a second. Electrons and positrons travel in the long vacuum pipe in the foreground before colliding. The group needed at least 1 million B meson decays to see the effect known as a penguin decay process.

Cornell revises eligibility guidelines for 'family' housing

By Sam Segal

To comply with local law, the university has revised its eligibility standards for renting what were formerly called "family housing" units — maintaining priority access for Cornell students with children and Cornell graduate and professional students.

Tompkins County's Local Law C, which took effect last year, bars sex-based discrimination in the provision of housing.

A recent Cornell Student Assembly resolution, referring to that law, asked that the university make family units available to "domestic partners."

In an April 9 letter to Student Assembly President Pankaj Talwar, university President Frank H.T. Rhodes said that he was not endorsing that resolution "since these new standards accomplish the objectives of your resolution in a different fashion. . . ."

Under the new arrangements, first priority for units formerly designated as "family housing" will go to "a Cornell student accompanied by another adult with one or two legally dependent children; or a Cornell student accompanied by one, two, or three legally dependent children."

The new arrangements call for priority for the apartments to next go, in the following descending order, to applicants meeting these criteria:

"Two Cornell students, both of whom are candidates for graduate or professional degrees; two adults, one of whom is a candidate for a graduate or professional degree at Cornell" or "two adults, one of whom is a candidate for an undergraduate degree at Cornell."

In his letter to the president of the Student Assembly, Rhodes said that these new standards "should meet the tests of Local Law C and other federal and state legislation prohibiting discrimination in the provision of housing accommodations, obviate the need for the university to inquire as to the relationship between the adult residents of the facilities and meet the university's own priorities for the allocation of residential units."

COMMENTARY

The hospitality industry should invest in education

Editor's note: In Hong Kong on March 24, David A. Dittman, dean of the School of Hotel Administration, delivered the keynote address at the annual Horwath Hotel Development and Finance Conference attended by about 70 investors, bankers and hotel executives active in the Pacific rim. A condensation of his remarks follows.

By Dean David A. Dittman

Here at the outset, I will exercise my keynoter's prerogative by proposing that my own portfolio — higher education for the hospitality industry — represents a critical dimension of our industry that is in need of restructuring and that merits the attention of every serious investor.

It is a message that reached the Cornell campus in clear and unmistakable tones three years ago when Professor Avner Arbel presented his study, *Globalization of the School of Hotel Administration*, Cornell University. The paper was issued in response to a commission from the school to fulfill the first phase in drafting its strategic plan for the turn of the century. It reported the findings of three surveys conducted among executives in a wide range of companies and among educators in collegiate hospitality programs and leading business schools.

Summarizing his findings, Dr. Arbel wrote, "Every facet of the business — marketing, ownership, financing, development, human resources — has become international, and the industry looks to academia for expertise in adapting to the emerging environment." He added, "Strong international dimension is perceived to be a necessary component in hospitality management education in the '90s."

It will not surprise you who are on the firing line that executives and educators responding to our surveys felt that, when it comes to fulfilling that agenda for the '90s, business education in general has not served the hospitality business in particular all that well.

Renewing our commitment

While the Hotel School has been subjected to less criticism on that point than most, we have nevertheless renewed our commitment to producing graduates who are seldom wrong, always willing to listen and invariably prepared to demonstrate that the object of their instruction at Cornell is implementation in the real world.

The reputation they thereby acquire keeps Cornell's stock consistently high among our rivals as well as our supporters, and it earns from most at least a grudging admission that the best clue to what is going to happen in hospitality education tomorrow is what's happening at the Hotel School today.

The Cornell Hotel School's story began in 1922 with an investment by the American Hotel Association, and that investment was a precedent in more than one sense. Not only did it establish the new School of Hotel Administration as America's first baccalaureate program in hospitality management, it also established a tradition of being first — a tradition that the Hotel School has lived up to ever since.

Like most of you who have been out front from time to time, we learned early that leadership isn't always easy. At the time of its founding, the Hotel School was widely perceived as something of an upstart, and for a long time, was the only such program of its kind.

The ensuing seven decades have seen the establishment of more than 250 competing baccalaureate programs in the United States. Cornell was also the first to offer graduate programs in hospitality management.

Today, more than two-dozen campuses have followed suit. The Hotel School originated executive training programs for hospitality professionals in the 1920s. In the years since, institutions around the world have sought to establish similar programs on the Cornell model.

My message to the conference is this: just as the American Hotel Association wisely invested in education in 1922, the time is now at hand for today's global hospitality industry to put some smart money into education.

It is an investment dictated by logic. While hotels and hoteliers are well-equipped to provide their staffs with training in their specific operations — standards for cleaning a room, policies on where amenities should be placed, procedures governing front-desk functions and room service — they are ill-prepared to teach the intricacies of property management, international finance, risk analysis and prediction of currency fluctuations — or to impart global strategic perspectives and decision-making skills.

The wise investor

The wise investor must look beyond the hotel property and furnishings, and beyond the scope of in-house training, to the investment in education which makes all returns possible. The hospitality educator must be constantly on the alert to develop the human capital in students to enable them to compete in the marketplace — an ever more cosmopolitan marketplace in which internationalism and multiculturalism are facts of life, and in which parochialism means paralysis, and worse.

At Cornell, we recognize that the hotel business, the restaurant business, the airline business, and all the businesses that comprise the hospitality industry are part of a global service economy. Managers must know how to deliver an efficient, value-oriented, value-priced product to

a discerning consumer in a highly competitive global marketplace. To do so, they must understand the workings of the global economy and feel comfortable dealing with people and managers worldwide.

I would like to mention one area in which the Hotel School is broadening its horizons to global dimensions, and doing so through the formation of another strategic alliance, this one an alliance with partners from industry. The focus of that alliance represents the least understood element in our educational mission, that of research.

Industry has undergone sweeping changes in recent years, with the increasing movement of people — both consumers and laborers — between continents, in the process bringing about new worldwide standards for hospitality service and human resource management, and an attendant demand for new methods of training, marketing and managing. All represent fertile ground for research and dangerous territory to enter without research.

Research benefits students

Contrary to popular misconception, research is beneficial to our primary customers, our students. It is time to debunk the myth that research occupies a teacher's time and mind at the expense of his students' education. In point of fact, it is the first-person quest for knowledge that distinguishes a true teacher from a mere narrator.

In institutional terms, a faculty that is on the cutting edge of research is one that is imparting its own intellectual creations to its students, rather than processing the knowledge of others. In individual terms, it is equally true that good researchers are invariably the best teachers, because they are intellectually alive and are able to breathe life into their instruction.

To secure the benefits of research for both industry and education, the Cornell Hotel School has established the basis for a powerful alliance between the two in its new Center for Hospitality Research. The center's charter provides a governance structure through which firms representing a broadly defined hospitality industry, working in concert with academic leaders, will be able to bring Cornell's full arsenal of research capabilities to bear on projects of interest and benefit to all.

In the Center for Hospitality Research, industry and academia now have an opportunity to add value to education by reducing both the price and the peril of research. It is an ambitious undertaking based on a simple philosophy: that two minds are better than one, and two-plus-N minds are better yet, particularly if those minds represent a host of related businesses and academic disciplines, thereby maximizing opportunities to cross-fertilize the creativity of all.

Linguistics enrollment and laboratory use statistics clarified

To the editor:

Your otherwise excellent article on the new Language Learning Center (Feb. 18) was marred by a few statistical errors of some consequence.

The first has to do with how much the facility is used. The article says that students "typically spend an hour a day in the language lab, five days a week." At this rate the lab would typically have about 250 students in attendance at any given hour, which is over three times the number of stations available.

The second has to do with enrollments in the Department of Modern Languages and Linguistics, which is said to have been growing at the rate of 10 percent per year for the last 10 years. At that rate of growth, the 1983 population of around 2,200 would have grown to about 5,800 in 1992, which is close to the enrollment figure of 5,500 the article claims for the current year. However, the actual enrollment in the fall of 1992 was quite a bit smaller than that: 2,981.

Thus, the annual growth rate of enrollments in the DMLL is closer to 3 percent than to the 10 percent claimed in the article. The fact remains, however, that the rate of 3 percent

is still somewhat, but not phenomenally, higher than the rate of about 2 percent for the university as a whole.

Richard L. Leed
Professor of linguistics
Former chair of DMLL

Editor's note: We checked with DMLL Chair John Bowers, who provided the following response:

The figure for the increase in enrollments in language classes that was mentioned in the article, namely 10 percent per year for the last 10 years, is indeed inaccurate, as Professor Leed points out. However, the figure he comes up with is not accurate, either. The enrollment in language classes for the whole year in 1981-82 was 3,352. In 1991-92, a decade later, it was 4,868. This yields a total increase of 45 percent. The average increase per year during this period was 3.9 percent, almost double the growth rate for the university as a whole. It is also worth noting that enrollments

in language classes reached a peak in 1989-90, the year before the College of Arts and Sciences began capping them. (There was actually a decrease of 5 percent between 1989-90 and 1990-91.) The total enrollment for that year was 5,025, a total increase of 50 percent over the eight-year period 1981-82 through 1989-90. The average increase in enrollment per year for this eight-year period was 4.2 percent, slightly more than double the average of the university as a whole. One could argue whether this rate of growth is "phenomenal" or not, but it's surely pretty striking.

As for the use of Noyes Lodge, the figure that was quoted, namely an hour a day five days a week, was erroneously attributed to the average student. Students in certain courses such as Japanese FALCON do spend this much time in the lab, if not more. Roughly a third of the students in languages courses make use of the take-home packs and spend almost no time at all in the lab. The remainder spend an average of one hour a week in the lab, which means that at any give hour, there are, on an average, 20 students in the lab. At peak hours, there may be 40 or more students in the lab.

Hotel School students win wine challenge contest in New York

By Albert E. Kaff

What is the primary grape variety planted in the Valley of the Marne in Champagne? Name five approved red grape varieties grown in the Medoc region of Bordeaux. How many approved American viticultural areas are there in Sonoma County? What is the most widely planted red grape variety in Germany?

Because they could answer such questions, students on a team from the School of Hotel Administration won first place in the Wine Challenge in New York City on April 4.

They competed against teams from six other colleges.

Their prize was the Ray Wellington Trophy for the college division title and \$3,000 that will be deposited in Hotel School scholarship funds.

The trophy was named for the former cellar master at Windows on the World and wine director at the Rainbow Room who died last year.

Winning students were Ian Wilson, team captain, and Devin Kimble, John Hardesty and Rebecca Chapa; and alternates Amy Sasinowski and Marc Bruno.

Modeled on the 1960s quiz show College Bowl, the Wine Challenge was organized by Kevin Zraly, director of the Wine School at

Windows on the World, a restaurant atop the World Trade Center. Because of the World Trade Center bombing, the event was moved across the street.

Cornell was the only team to complete a perfect round, correctly answering all 12 questions. In three rounds, the Hotel School students scored 315 out of a possible 360 points.

"When our students had a perfect score on the first round against New York University, they knew that they were ready and felt that they would go on to win," said Stephen Mutkoski, a Hotel School professor and one of the team's coaches.

"The whole process was an educational

experience. Whether you were a team member or an observer, at the end of the day you knew more about wine than when you came in the door."

The other coach, Abby Nash, a Hotel School lecturer, reported, "The students worked hard in preparation for the competition, and we thought they were ready."

In addition to Cornell, college teams came from Boston University, New York University, Culinary Institute of America, New York Technical College, Niagara University and the Philadelphia Restaurant School.

In other divisions, teams represented consumers, retailers, restaurants and wholesalers.

CALENDAR

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Law School

"Rights on Trial: Challenging Our Shadow Government in Court," Daniel Sheehan, The Christie Institute, April 19, 8 p.m., Moot Court Room, Myron Taylor Hall.

Stevens Lecture: "What is Classical About Classical Roman Law?" Okko Behrends, University of Göttingen and visiting scholar, April 21, 4 p.m., Moot Court Room, Myron Taylor Hall.

Messenger Lectures

Bruno Latour, professor at the Ecole des Mines in Paris, will give the following Messenger Lectures on the topic, "From Baboons to Nuclear Plants: A Common Genealogy for Technology and Society," at 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall: "Philosophy of Technology and the Notion of Mediation," April 19; "Sociology of Technology and the Role of Non-Humans," April 21; and "A Model to Understand Socio-technical Institutions," April 22.

Music

Internationally recognized composer Thea Musgrave will be the guest speaker at the Cornell Composers' Forum, April 23, 1:25 p.m., 301 Lincoln Hall.

Olin Lecture

Kurt Vonnegut, author, will deliver the annual Spencer T. and Ann W. Olin Lecture on April 20 at 7:30 p.m. in Bailey Hall.

Outdoor Education Program

Worldclass mountaineer Annie Whitehouse will give a climbing demonstration and narrate a slide show as part of the third annual Indoor Collegiate Rock Climbing Festival, April 17, 6 p.m., Alberding Field House multipurpose room.

Religious Studies Program

"Causality of Evil: Guilt, Signs and Ritual," Walter Burkert, University of Zurich, April 15, 4:30 p.m., Guerlac Room, A.D. White House.

Rural Sociology

"Food in the International Political Economy," Harriet Friedmann, University of Toronto, April 16, 10:45 a.m., 401 Warren Hall.

Society for the Humanities

"The Holocaust, Death and Memories of War," George Mosse, University of Wisconsin, Madison, April 16, 4:30 p.m., 401 Warren Hall.

Pianist Seth Carlin to perform at Barnes

Pianist Seth Carlin, who is noted for an exceptionally wide range of repertoire, will give a recital on Sunday, April 25, at 4 p.m. in Barnes Hall.

Carlin's program will include the Sonata No. 33 in C minor by Joseph Haydn, Variations and Fugue on a Theme of Handel, Op. 24, by Johannes Brahms, two pieces from Annees de Pelerinage by Franz Liszt, "Four Excursions" by Samuel Barber and several classic rags by Scott Joplin.

Carlin, who is on the faculty of Washington University in St. Louis, has appeared as soloist with the St. Louis Symphony under the baton of Leonard Slatkin, the Boston Pops Orchestra and Tafelmusic, a period instrument orchestra in Toronto.

His playing has been acclaimed by audiences and critics alike, and he has performed in almost every state of the union as a solo recitalist and chamber music partner. The artists he has collaborated with include Pinchas Zuckerman, Barry Tuckwell, Kyung Wha Chung, among others.

Carlin has toured with the Music from Marlboro ensemble and performed at many music festivals, including the Festival of Two Worlds in Spoleto, Italy, and the Newport Music Festival in Rhode Island.

He has appeared several times in "On Original Instruments," the series directed by Cornell's Malcolm Bilson in New York City's Merkin Concert Hall, and this past season he presented a complete cycle of Schubert piano sonatas in New York City.

Carlin's recital is sponsored by the Department of Music, and admission is free.



Carlin

Get your tickets

Violinist Itzhak Perlman and his longtime collaborator, pianist Samuel Sanders, will perform in Bailey Hall on Monday, May 3, at 8:15 p.m.

The program will include works by J.S. Bach, Gabriel Faure, William Bolcom and others, whom Perlman will announce from the stage.

Tickets, at \$21.50 to \$34 for students and \$25 to \$40 for the general public, will go on sale Tuesday, April 20, at the Lincoln Hall ticket office. The office is open Monday through Friday between 9 a.m. and 1 p.m. CornellCard, VISA and Mastercard are accepted.



Itzhak Perlman

Christian Steiner

son, April 21, 4:30 p.m., Guerlac Room, A.D. White House.

University Lectures

"Environment and Development Require Empowerment: Large-Scale Integrated Pest Management by Small-Scale Rice Farmers in Asia," Peter Kenmore, FAO Intercountry Program for Integrated Pest Control in South and Southeast Asia, April 20, 4:30 p.m., Lecture Room D, Goldwin Smith Hall.

Women's Studies

"Feminist Identities: Voices of White and African-American Mothers on Welfare," Jane Mansbridge, Northwestern University, April 15, 4:30 p.m., 156 Goldwin Smith Hall.

"Intersection of Race, Class and Gender in Novel and/or Poems by Julia Alvarez," Dulce Cruz, George Mason University, April 19, 4:30 p.m., 156 Goldwin Smith Hall.

"Gay Politics in the '90s," Lisa Albrecht, University of Minnesota, Minneapolis, April 20, 4:30 p.m., Kaufmann Auditorium, Goldwin Smith.

MUSIC

Department of Music

• Students of Jonathan Shames will give a piano recital with music by Beethoven, Chopin, Prokofiev and others on April 15 at 8:15 p.m. in Barnes.

• Symphonies by Mozart and Haydn will be performed Saturday, April 17, at 8:15 p.m. in Barnes Hall. John Hsu will conduct the Cornell Chamber Orchestra, with soprano Judith Kellock and organist William Cowdery as soloists. Mozart's *Symphony in B-flat Major*, K. 182, opens the program, followed by his *Exultate jubilate*, K. 165, for soprano and orchestra. The second half of the performance starts with Joseph Haydn's *Symphony No. 12 in E Major* and ends with his *Symphony No. 40 in F Major*.

• On April 18 at 4 p.m. in Barnes, sophomore soprano Michele Eva Pasek will be accompanied by Rachel Iris Jimenez, piano; Gordon Kindlman, clarinet; and Georges Torres, guitar. Featured compositions are *Quatre chansons de jeunesse* by Debussy; *Memories* by Ives; four songs by Monteverdi, Caccini and Frescobaldi; and Schubert's *Der Musensohn*, *Rastlose Liebe*, *Heimliches Lieben*, *Lachen und Weinen*, *Auf dem Wasser zu singen*, *Der Hirt auf dem Felsen*.

• The Society for the Promotion of the Indian Culture and Music will sponsor a recital with guest artist U. Srinivas, mandolin, April 21, 7:30 p.m., Barnes Hall. He will be accompanied by mridangam (percussion instrument).

Cornell Class Notes

The Cornell University Class Notes, an a cappella singing group with male and female voices, will perform blues, jazz, traditional and modern songs in a concert called "Cuttin' Class" on April 17 at 8:15 p.m. in Alumni Auditorium, Kennedy Hall. The Princeton University Footnotes will make a guest appearance, as will Nothing Yet, a guitar and vocal trio. Admission is \$5, and tickets are available at the Willard Straight ticket office and from members of the singing group.

Cornell India Association

Pandit Shivkumar Sharma and Shafaat Ahmed Khan will perform in a santoor and table concert April 16 at 8 p.m. in Anabel Taylor Auditorium.

Tickets are \$8 and are on sale at Triangle, South Asia Program and ISSO.

Bound for Glory

April 18: Steve Key will be in from Washington, D.C. Three live sets at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse, Anabel Taylor Hall. Bound for Glory is free and open to the public and can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

RELIGION

Sage Chapel

Nelly Furman of the Women's Studies Program will give the sermon April 18, Yom HaShoah, at 11 a.m. Music by the Sage Chapel choir, under the direction of William Cowdery, acting university organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

African-American

Sundays, 5:30 p.m., Robert Purcell Union.

Catholic

Weekend Masses: Saturday, 5 p.m.; Sunday, 9:30 a.m., 11 a.m. and 5 p.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

Christian Science

Testimony and discussion meeting every Thursday, 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, 9:45 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.

Reform: Fridays 6 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 6 p.m., Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Friday, call 272-5810 for time, and Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

Sundays, 1 p.m., chapel, Anabel Taylor Hall.

Muslim

Friday prayers, Founders Room at 1 p.m.; Edwards Room at 1:25 p.m. Daily prayer, 1 p.m., 218 Anabel Taylor Hall.

Protestant Cooperative Ministry

Sundays, 11 a.m., chapel, Anabel Taylor Hall.

Sri Satya Sai Baba

Sundays, 10:30 a.m., 319 N. Tioga St. For details call 273-4261 or 533-7172.

Zen Buddhist

Thursdays, 5 p.m., chapel, Anabel Taylor Hall.

SEMINARS

Agricultural Economics

"A Program in Environmental and Resource Economics," John Braden, University of Illinois, Urbana, April 15, 9 a.m., 401 Warren Hall.

"Protection of Intellectual Property Rights in the Plant Breeding Sector: A Discussion on the Value of the (New) 'Dependency' Regulation in Plant Breeders' Rights Legislation," Hubert Faucher, April 15, 3:30 p.m., 401 Warren Hall.

Applied Mathematics

"Recollections of the Founding of the Center for Applied Mathematics," William Sears, University of Arizona, April 15, 3 p.m., 456 Theory Center.

"Fast Wavelet Transforms for Matrices Arising From Boundary Element Methods," David Bond, applied math, April 20, 12:20 p.m., 708 Theory Center.

"Computer Simulation of Supercoiled DNA," Tamar Schlick, Courant Institute and New York University, April 21, 12:20 p.m., 708 Theory Center.

Astronomy & Space Sciences

"Tracing the Neutral Hydrogen Content of the Universe," Frank Briggs, University of Pittsburgh, April 15, 4:30 p.m., 105 Space Sciences Building.

"Gamma Ray Bursts in Active Galactic Nuclei," Richard Epstein, Los Alamos National Laboratory, April 22, 4:30 p.m., 105 Space Sciences.

Biophysics

"Catalysis and Regulation of Glutamine Synthetase," Joseph Villafranca, Bristol Myers Squibb Pharmaceutical Research Institute, April 21, 4:30 p.m., 700 Clark Hall.

Boyce Thompson Institute

Distinguished Lecture in the Life Sciences: "Structure and Function of Systemin - A Polypeptide Signal for Plant Defense Genes," Clarence Ryan, Washington State University, Pullman, April 21, 3 p.m., Boyce Thompson Auditorium.

Chemical Engineering

"Chemical Engineering and the Future of Biotechnology," J.E. Bailey, Institut fur Biotechnologie, Zurich, April 15, 4:30 p.m., 165 Olin Hall.

"High Density Culture of Mammalian Cells as Producers and as Products," Carole Heath, Dartmouth College, April 20, 3:30 p.m., 165 Olin Hall.

Chemistry

"Towards a Spectroscopic Probe of Superfluidity: Are He Clusters the Ideal Medium for Matrix Spectroscopy?" Giacinto Scoles, Princeton University, April 15, 4:30 p.m., 119 Baker.

TBA, Maurice Brookhart, University of North Carolina, Chapel Hill, April 19, 4:40 p.m., 119 Baker.

"New Reagents and Methods with Low-Valent Main Group Metals," Eric Ross Kamp, Northwestern University, April 22, 4:40 p.m., 119 Baker.

CISER

TBA, C. Kramer, U.S. Department of Agriculture, April 19, noon, 401 Warren.

Cornell Research Club

"Molecular Beauty," Roald Hoffmann, chemistry, April 22, 4:30 p.m., 22 Goldwin Smith Hall.

CUSLAR

"Cultural Nationalism and the Commodification of Puerto Rican Folklore," Hal Barton, anthropology, April 19, 7:30 p.m., Commons Coffeehouse, Anabel Taylor Hall.

Ecology & Systematics

"Soil Carbon Dynamics in a Changing Environment," Alan Townsend, Stanford University, April 15, 2 p.m., A106 Corson Hall.

"Unsolved Problems Related to Slightly Deleterious Mutations," Alexey Kondrashov, ecology & systematics, April 19, 12:30 p.m., A106 Corson Hall.

"Geometry-based Neighborhood Models of Plant Competition," Robert Armstrong, Princeton University, April 21, 12:30 p.m., A106 Corson Hall.

"Genetics of Mimicry Systems in Butterfly Wing Patterns," H. Frederik Nijhout, Duke University, April 21, 4 p.m., A106 Corson Hall.

Electrical Engineering

"HOKUS POKUS" or the Revival of the Heaviside Operational Calculus in Electrical Circuit Theory, Anticipating the Laplace Transformation," Susann Hensel, science & technology studies, April 20, 4:30 p.m., 219 Phillips Hall.

Environmental Toxicology

TBA, Franklin Moore, graduate student, April 16, 12:20 p.m., 135 Emerson Hall.

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CALENDAR

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Epidemiology

"Dietary Inhibition of Cancer," Don Lisk, Toxic Chemicals Lab, April 19, 12:20 p.m., NG-03 MVR Hall.

European Studies

"The War in Yugoslavia," Misha Glenny, BBC correspondent, Yugoslavia, commentary by Gale Stokes, Rice University, April 15, 12:15 p.m., G-08 Uris Hall.

"Peasant Migration to Moscow and the Making of the Stalinist Social Order," David Hoffmann, history, April 19, 12:15 p.m., 153 Uris Hall.

Food Science & Technology

"Beverage Flavor Emulsion," Dick Tan, International Flavors and Fragrances, April 20, 4:30 p.m., 204 Stocking.

Fruit & Vegetable Science

"Effect of Growth Regulators and Supplemental Nitrogen on Yield, Tuber Number and Tuber Size Distribution of Potato," Jang Sangha, graduate student, April 15, 4 p.m., 404 Plant Science.

"Basis for Pepper Cultivar Differences in Stress-susceptibility, the Role of Assimilate Accumulation and Partitioning," Anne Turner, graduate student, April 22, 4 p.m., 404 Plant Science.

Genetics & Development

"Rate and Pattern of Sequence Evolution at the Y-chromosome-linked Male Sex Determining Locus in Mice," Priscella Tucker, University of Michigan, April 15, 12:20 p.m., conference room, Biotechnology Building.

"Use of an Inducible Promoter to Transform Plants with the CMS Associated *pcf* gene," Rainer Kohler, genetics & development, April 21, 12:20 p.m., seminar room, Biotechnology Building.

Geological Sciences

"Perovskites: From Superconductors to Lower Mantle," Alex Navrotsky, Princeton University, April 15, 4:30 p.m., 1120 Snee Hall.

TBA, John Grotzinger, MIT, April 20, 4:30 p.m., 1120 Snee Hall.

Human Factors Society

"Ergonomics of Teaching Facilities," Gerry McVey, president of MAI, April 15, 3:30 p.m., 265 MVR Hall.

Immunology

"Molecular Basis of Antigen Reversion in the Equine Influenza Virus H-3 Hemagglutinin," Laura Hanson, Baker Institute, April 16, 12:15 p.m., Boyce Thompson Auditorium.

Industrial & Labor Relations

"Workforce Development in Occupational and Environmental Health," James Platner, Chemical Hazards Information Program, ILR Extension, Albany, April 22, 4 p.m., 114 Ives Hall.

International Nutrition

"The Role of Hepatitis B Virus in Hepato-Carcinogenesis," Bud Tennant, veterinary medicine, April 15, 12:20 p.m., 200 Savage Hall.

International Studies in Planning

"The World Heritage Conventions: Historic Preservation, Planning and Development," Russell Keune, US/ICOMOS, April 16, 12:15 p.m., 115 Tjaden Hall.

Jugatae

"Ecological History and Genetic Variation: Consequences for Adaptation to a Resistant Host Plant," Dave Hawthorne, entomology, April 15, 4 p.m., A106 Corson Hall.

"Biological Control in Australia," Ernest Delfosse, National Biological Control Institute, USDA, APIS, April 22, 4 p.m., A106 Corson Hall.

Latin American Studies

"Political Culture and Social Change in Venezuela," Silverio Gonzalez Tellez, visiting fellow, April 20, 12:15 p.m., 153 Uris Hall.

Materials Science & Engineering

TBA, Kit Umbach, Cornell, April 15, 4:30 p.m., 140 Bard Hall.

"Solution Precursors for Inorganics: Metastable Phases and Single Crystal Thin Films," F. Lange, UCSB, April 22, 4:30 p.m., 140 Bard Hall.

Natural Resources

"Bioenergetics and Species Interactions in Percid Communities," Lars Rudstam, natural resources, April 15, 3:35 p.m., 304 Fernow Hall.

"The Balance Concept and Clupeid Driven Fisheries," William Davies, Auburn University, April 22, 3:35 p.m., 304 Fernow Hall.

Neurobiology & Behavior

"Immediate-early-Genes in Brain: Is There Life After Fos?" James Morgan, Roche Institute of Molecular Biology, April 15, 12:30 p.m., A106 Corson Hall.

"Biological Boundaries of Neurogenesis in the Adult Vertebrate Brain," Steve Goldman, Cornell Medical Center, April 22, 12:30 p.m., A106 Corson Hall.

Organizational Behavior

"Institutional Relations and Organizational Performance," Christine Oliver, York University, April 16, 3:30 p.m., Collyer Room, Malott Hall.

Ornithology

"The World Series of Birding," Todd Culver, Tim Gallagher and Rick Bonney, Laboratory of Ornithology, April 19, 7:45 p.m., Fuertes Room, 159 Sapsucker Woods Road.

Pharmacology

"Molecular Physiology of Potassium Channels," Gary Yellen, Harvard Medical School, April 19, 4:30 p.m., G-3 Veterinary Research Tower.

Physiology & Anatomy

TBA, Sally Vivurette, University of California, April 21, 4:15 p.m., G-3 Veterinary Research Tower.

Plant Biology

"Metabolic Engineering of Secondary Metabolism in Medicinal and Crop Plants," V. DeLuca, University of Montreal, April 16, 11:15 a.m., 404 Plant Science Building.

Plant Breeding & Biometry

"Genetic Resources and Ethnobotany of

Andean Root and Tuber Crops," Kazuo Watanabe, CIP, April 20, 12:20 p.m., 135 Emerson Hall.

Plant Pathology

"Characterization of Closterovirus Associated with Grapevine Leafroll Virus," Kai-Shu Ling, plant pathology, NYSAES, Geneva, April 15, 3 p.m., A133 Barton Laboratory, Geneva.

"Import of Tobacco Mosaic Virus Coat Protein Into Chloroplasts," Nandita Banerjee, plant pathology, April 20, 4:30 p.m., 404 Plant Science Building.

"Development and Implementation of Agricultural Expert Systems," James Travis, Pennsylvania State University, April 22, 3 p.m., A133 Barton Laboratory, Geneva.

Psychology

"Constraints on Cortical Plasticity: Evidence From Face Recognition and Imprinting," Mark Johnson, Carnegie Mellon University, April 16, 3:30 p.m., 202 Uris Hall.

Rural Sociology

"Balancing Productive and Reproductive Roles: Women's Work and Household Structure in the Philippines," Rebecca Doan, Florida State University, April 19, 3:30 p.m., 32 Warren Hall.

Soil, Crop & Atmospheric Sciences

"Performance of Soils During Earthquakes," Tom O'Rourke, civil & environmental engineering, April 20, 3:30 p.m., 135 Emerson Hall.

South Asia Program

"The Policing of Tradition: Colonialism and Anthropology in Southern India," Nicholas Dirks, University of Michigan, April 16, 12:15 p.m., G-08 Uris Hall.

Stability, Transition & Turbulence

"Direct Numerical Simulation of Turbulent Reacting Flows," Y.Y. Lee, mechanical & aerospace engineering, April 20, 12:30 p.m., 178 Theory Center.

Statistics

"Drug Development From a Practicing Statistician's Viewpoint," Michael Meredith, Procter & Gamble, April 21, 3:30 p.m., 100 Caldwell Hall.

Textiles & Apparel

"Applications of Polymer Adhesion Characterization at Monsanto," Paul Garrett, Monsanto Co., April 15, 12:20 p.m., 317 MVR Hall.

"Long Fiber and Injection Moldable Composites," Dale Grove, LNP Engineering Plastics, April 22, 12:20 p.m., 317 MVR Hall.

SYMPOSIUMS

International Political Economy

A conference, "Food and Agricultural Systems in the World Economy," will take place April 15-16 in 401 Warren Hall and April 17 in 404 Plant Science Building. Topics and speakers: April 15: "Food, Cultural Power and the World Economy," Sidney Mintz, Johns Hopkins University, 7:15 p.m.

April 16: "Historical Transformations in Agrarian Systems Based in Wet-Rice Cultivation," Ravi Palat, University of Hawaii, 9 a.m.; "Food in the International Political Economy," Harriet Friedmann, University of Toronto, 10:45 p.m.; "The development of a World Carriage Industry and the Geographical Reorganization of Seaweed Production," Lanfranco Blanchetti-Revelli, Johns Hopkins, 1:15 p.m.; "Depeasantization and Agrarian Decline in the Caribbean," Ramon Grosfoguel, Johns Hopkins, 3:30 p.m.

April 17: "Agro-industrial Restructuring During the Long Twentieth Century: The World Grain and Livestock System, 1870-2025," Philip Ehrensaft, Universite du Quebec a Montreal, and Alain Meunier, Institute Nationale de Recherche Agronomique, Grenoble, 9:30 a.m.; "Industrial Restructuring and the 'Greening' of Singapore," Frances Ufkes, University of Iowa, 11:15 a.m.; and "Free Trade Agreements: Their Impact on Agriculture and the Environment," Robert Schaeffer, San Jose State University, 2 p.m.

The conference is co-sponsored by the Rural Sociology Department and the New York State Agricultural Experiment Station.

Society for the Humanities

A conference, "Lyric and Otherness," will take place April 23 in the A.D. White House. Topics and speakers include: "Lyric and Otherness," Jonathan Culler, Cornell, 1 p.m.; "Preface to a Lyric History," Susan Stewart, Temple University, 1:15 p.m.; "Form as Otherness: Questions of Poetry, Response and Responsibility," Derek Attridge, Rutgers University, 2:30 p.m.; "Pig English and Others," Debra Fried, Cornell, 4 p.m.; "From the High Lyric Down to the Low Rational: Cant and Descant on Lyric Discourse," Ted Pearson, Ithaca, N.Y., 4:45 p.m.

THEATER

Department of Theatre Arts

• **Black Box Series:** "Sex and Death: One Naked Woman and a Fully Clothed Man" is a short comedy about a woman who has lost purpose in life due to the lack of sex with her husband. April 17, 7 p.m., Black Box Theater, \$1.

• **Story swap:** As part of the community-based Arts Project with Roadside Theatre, members of the community tell their stories. April 24, 1 and 3 p.m., Class of '56 Flexible Theater, free.

MISC.

Alcoholics Anonymous

Meetings are open to the public and will be held Monday through Friday at 12:15 p.m. and Saturday evenings at 7 p.m. in Anabel Taylor Hall. For more information, call 273-1541.

Book Sale

The Durland Alternatives Library will present its second annual book sale from April 17 to 25 in the library in Anabel Taylor Hall. There will be a variety of books available on politics, ecology, spirituality, multicultural studies and more. All books will be priced between \$1 and \$3. The hours are: Monday-Friday, 9:30 a.m. to 6:30 p.m.; Wednesday till 9 p.m.; Saturday, noon to 4 p.m.; Sunday, 7:30 to 10:30 p.m. For more information, call 255-6486.

Campus Club

The Campus Club of Cornell is sponsoring a tour of the Cornell Center for Theatre Arts, including a discussion of current productions, by Graham Stewart, theater arts marketing director. The free tour will be held April 15 at 10 a.m. at the Center for Theatre Arts, 430 College Ave.

Statler Hotel

Bistro Nights on the Terrace feature dinners prepared by students in one of the Hotel School's required classes, Restaurant Management. Diners are served from 5:45 to 8 p.m., and reservations may be made by calling 257-2500. Upcoming themes include: April 19, Dances with Giraffes; April 20, TCAB Unplugged; and April 21, J. Crew Night.

University Cooperative Nursery School

A garage sale, international food fair and quilt raffle sponsored by 35 families of the University Cooperative Nursery School will be held April 17 from 9 a.m. to 1 p.m. at the Ellis Hollow Community Center, Genung Road. It is located 2.5 miles past East Hill Plaza off Ellis Hollow Road; watch for signs. For information, call 255-6342.

Workshop on Writing Skills

A workshop on writing skills by walk-in service tutors, will be held April 15 at 7:30 p.m. in 127 Rockefeller Hall.

SPORTS

Home contests in ALL CAPS

Men's Baseball (1-11)

April 17, PENNSYLVANIA (2), noon
April 18, PENNSYLVANIA (2), noon
April 20, PENN STATE (2), 1 p.m.

Men's Hwt. Crew (0-3)

April 17, at Syracuse w/Navy

Men's Ltwt. Crew (1-1)

April 17, MIT and COLUMBIA

Women's Crew (0-2)

April 17, PENNSYLVANIA and RUTGERS

Men's Varsity Golf

April 17-18, Ivy Tourn. at Farmingdale, N.Y.

Men's Varsity Lacrosse (1-4)

April 17, at Dartmouth, 1 p.m.
April 20, at Hobart, 4 p.m.

Women's Varsity Lacrosse (5-1)

April 17, DARTMOUTH, noon
April 18, BOSTON COLLEGE, 1 p.m.

Men's Varsity Tennis (9-5)

April 17, ARMY, noon

Men's Varsity Outdoor Track

April 17, at Pennsylvania

Women's Varsity Outdoor Track

April 17, at Pennsylvania

Engineering conference features environmental issues next week

Striking a balance between engineering and the environment is the topic for the 10th Annual Engineering Conference April 22-24.

The conference, "Engineering and the Environment: Striking a Balance in the Global Marketplace," will examine the role engineering plays in preserving resources and helping manage the global environment.

"As engineers and corporate decision-makers, we are skilled in balancing costs and physical realities," said Engineering Dean William B. Streett. "We must add to the equation the environmental imperative, to preserve the health, biodiversity and beauty of our planet."

All sessions are at the Statler Hotel amphitheater. The keynote address will be given by Robert D. Kennedy, chair and chief operating officer of Union Carbide Corp. and a 1954 mechanical engineering alumnus. Histalk, "Toward an Environmentally Friendly Chemical Industry," will be on Friday, April 23, from 8:45 to 9:45 a.m.

The conference begins 4:30 p.m. Thursday, April 22, with a talk by Barnet M. Feinblum, a 1970 alumnus of the School of Operations Research and Industrial Engineering and president of Celestial Seasonings, "Marketing Environmentally Engineered Benefits."

At 8 a.m. Friday, April 23, Robert Barker,

director of the Cornell Center for the Environment, will speak on "The Global Imperative and What Cornell University is Doing to Respond." The keynote address will follow.

Other noteworthy sessions include:

Friday, April 23:

• 10 a.m. to noon, a panel discussion on "Striking the Balance: Optimizing Costs, Customers, Consequences."

• Noon to 1:15 p.m., luncheon talk on "Leadership: The Engineering Contribution," by Pamela Strausser, labor management specialist, Cornell's School of Industrial and Labor Relations.

• 1:30 to 2:15 p.m., "Energy, the Economy and the Environment: Bringing the Third 'E' into the Decision-Making Process," by William T. McCormick, chair of CMS Energy Corp. and a 1966 alumnus of applied and engineering physics.

• 2:30 to 3:30 p.m., "Speaking of the Environment," in which students in Engineering Communications classes discuss projects on environmental topics.

• In Hollister Hall, 3:45 to 5 p.m., "Highlights: New Technology for Environmental Management," featuring talks and demonstrations by faculty of the School of Civil and Environmental Engineering.

CALENDAR

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

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

DANCE

Cornell International Folkdancers

All events are free and open to the Cornell community and general public, unless stated otherwise. For further information, call 539-7335 or 277-3638.

April 18: North Room, Willard Straight Hall, advanced Balkan teaching with Ed Abelson, 6:30 p.m.; teaching, 7:30 p.m.; requests, 8:30 p.m.

Global Dancing, beginning couple dances, meets Tuesdays in Helen Newman Hall dance studio: teaching, 8:30 p.m.; open dancing, 9:45-10:30 p.m.

Israeli Folkdancing

Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.

Department of Theatre Arts

Senior dance majors Lydia Bueschel and Charles Anderson present an evening of new and reconstructed dance works. *blackboywhitegirl* is an exploration of the effects of race, gender and sexuality on the images of women and men in dance. April 15 and 16, 8 p.m., Class of '56 Dance Theater, \$2.

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.

• "Nine is a Four Letter Word," a print exhibition displaying the works of five contemporary printmakers, is on view through April 25.

• "Art Nouveau Posters" is on display through June 13. Consisting of works taken from the museum's permanent collection, the exhibition will present fine-art posters in the museum's lecture room. Many of the works have never been on display.

• "Photogenics," a survey of photographic history that examines the chemical and aesthetic nuances that distinguish photographic techniques,

'blackboywhitegirl' explores identity through dance

blackboywhitegirl, an evening of dances created by senior dance majors Lydia Bueschel and Charles Anderson, will be presented on Thursday and Friday, April 15 and 16, at 8 p.m. in the Class of '56 Dance Theater at the Center for Theater Arts. Admission is \$2.

Anderson, who is African-American, and Bueschel, who is white, said that their concert pieces explore questions of race, gender and sexuality and the images of men and women in dance.

Anderson and Bueschel both presented pieces in Dance Concert '93, the annual faculty-student dance performance that was held in March. They also will present pieces at the end-of-the-semester dance concert by faculty and students on May 6, 7 and 8.

Speaking about the dance program at Cornell, where he began to study dance in his sophomore year, Anderson said, "What's wonderful about this place is the emphasis on choreography and on invention, instead of technique and a specific dance style, which you don't find at too many other places."

runs through June 27.

• "Chemistry Imagined," through June 13. Uniting the worlds of art and science, this exhibition is the culmination of a collaboration between artist Vivian Torrence and Nobel laureate Roald Hoffmann, the John A. Newman Professor of Physical Science.

• "Up Close: Contemporary Art From the Mallin Collection," through June 13.

• On the air: Every Wednesday at 2 p.m., museum staff members and guests will appear on Casey Stevens' program on WHCU 870 AM.

• Box Lunch Tours: Every Thursday at noon during the semester, the museum will present a free Box Lunch Tour, a half-hour tour of a special exhibition or aspect of the permanent collection. Following the tour, participants are invited to enjoy their lunch in the museum. Today, April 15, Dori Gottschalk-Fielding, a museum docent, will conduct a tour entitled "A Walk With Buddha II," based on works in the collection. On April 22, Frank Robinson, the Richard J. Schwartz Director of the Johnson Museum, will conduct a tour of the Mallin Collection.

• Free tours: Every Saturday and Sunday from 1 to 2 p.m., the museum offers a free tour of its collections and exhibitions. The Johnson Museum also offers foreign language tours by appointment. For more information and to schedule a tour, please contact the education department at 255-6464.

Rare and Manuscript Collections

"For the Heart and Mind: American Gift Books and Literary Annuals of the Nineteenth Century," selections from the Stephan Loewentheil Collection, Kroch Library, level 2B, through April 26.

Willard Straight Hall Gallery

Smithsonian Institute poster exhibit, "Diversity Endangered," through May 1.

FILMS

Films listed are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$4.50 (\$4 for students) EXCEPT Monday Night Film Club (9:30 p.m.), \$3 for all; Thursdays, \$3.50 for all; Saturday Ithakid Film Festival, \$2 and \$1.50 under 12; and Sunday Matinees, \$3.50. All films are held in Willard Straight Theatre except where noted.

Thursday, 4/15

"The Inland Sea" (1992), directed by Lucille Cara, shown with "Unknown Soldiers" (1991), directed by Veronika Soul, 7:30 p.m.

"The Bodyguard" (1992), directed by Mick Jackson, with Kevin Costner and Whitney Houston, 10 p.m.

Friday, 4/16

"Never Done: The Working Life of Alice H. Cook" (1993), with film-makers Marilyn Rivchin, Sandra Pollack and Diane McPherson, and Alice Cook, 7:30 p.m.

"The Bodyguard," 8 p.m., Uris.

"Sommersby" (1993), directed by Jon Amiel, with Jodie Foster and Richard Gere, 10 p.m.

"Lethal Weapon" (1987), directed by Richard Donner, with Mel Gibson and Danny Glover, 10:55 p.m., Uris.

Saturday, 4/17

"American Me," directed by Edward James Olmos, 2 p.m., free.

"The Bodyguard," 7 p.m., Uris.

"Danzon" (1992), directed by Maria Novaro, with Maria Rojo and Daniel Rergis, 7:30 p.m.

"Lethal Weapon," 9:45 p.m. and midnight, Uris.

"Sommersby," 9:55 p.m.

Sunday, 4/18

Four Video Artists, part of Expanding Cinema's 10th anniversary retrospective, feature "Vault" and "Kappa" by Bruce and Norman Yonemoto; "Let's Play Prisoners" by Julie Zando and "In Line" by Tony Conrad, 2 p.m., Johnson Museum, free.

"The Bodyguard," 4:30 p.m.

"Night and Day" (1991), directed by Chantal Akerman, with Guillaume Londez, Thomas Langmann and Francois Negret, sponsored by Pentangle, 7:30 p.m., Uris, free.

"Sommersby," 8 p.m.

Monday, 4/19

"Danzon," 7:15 p.m.

"The King and I" (1956), directed by Walter Lang, with Yul Brynner and Deborah Kerr, 9:30 p.m.

Tuesday, 4/20

"I am a Monk" and "Temple of Twenty Pago-

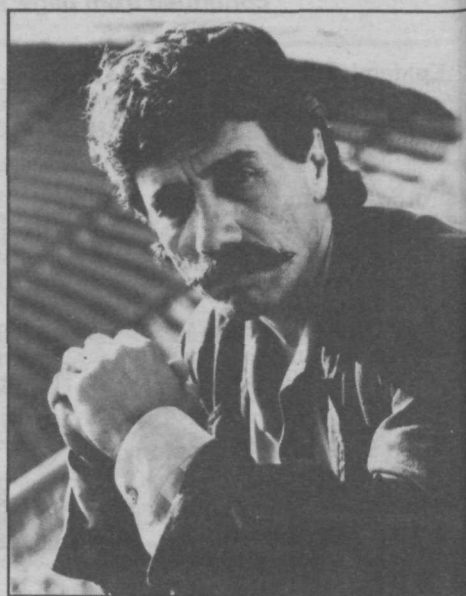
Edward James Olmos to visit April 22

Edward James Olmos, best known as Lt. Castillo on *Miami Vice* and as Jaime Escalante from *Stand and Deliver*, will give a talk on Thursday, April 22, at 8 p.m. in Bailey Hall.

An activist for the Hispanic community who spoke out during the 1992 riots in Los Angeles, Olmos is also the director of the recent film, *American Me*, which looks at the life of an Hispanic-American family in East Los Angeles. There will be a free screening of *American Me* on Saturday, April 17, at 2 p.m. in the Cornell Cinema at Willard Straight Hall.

Tickets for the lecture are available for \$4 at the Willard Straight box office, which is open from 10 a.m. to 5 p.m., and at Bailey Hall, beginning at 7 p.m. on the evening of the talk. Tickets are available to students with Cornell identification for \$3 in advance, and for \$4 at the door. More ticket information is available by calling 255-3430.

The visit is organized and sponsored by the student-run Cornell University Programming Board.



Edward James Olmos

Retrovirus is topic of April 26 talk by A.D. White Professor

British biologist Peter M. Biggs will speak on "Lymphoproliferative Disease — A Retroviral Disease of Turkeys" when he delivers his A.D. White Professor-at-Large lecture on Monday, April 26, at 4 p.m. in the Boyce Thompson Institute auditorium.

The director of the AFRC Institute for Animal Health and a specialist in virus tumors of poultry, Biggs was responsible for developing the first vaccine against a tumor condition in any species. The turkey disease to be discussed in the lecture is not a problem in this country, according to his host, Dr. Bruce W. Calnek, professor of veterinary avian and aquatic animal medicine. But the disease is of interest because it is caused by a retrovirus, and some retroviruses may cause cancer, Calnek noted.

Biggs will confer with faculty members and researchers from April 22 to May 9 on a variety of topics. He may be reached through the Department of Avian and Aquatic Animal Medicine at 253-3365.

das," 4:30 p.m., Kahin Center, 640 Stewart Ave.

"The Harms Case" (1988), directed by Slobodan Pesic, with Frano Lasic, Damjana Luthar and Milica Tomic, 7:50 p.m.

"Sommersby," 10 p.m.

Wednesday, 4/21

"Poor Butterfly" (1986), directed by Raul de la Torre, with Graciela Borges, Lautaro Mirua and Victor Laplace, sponsored by CUSLAR, 8 p.m., Uris, free.

"Thank God I'm a Lesbian" (1992) directed by Laurie Colbert and Dominique Cardona, with Dionne Brand, Nicole Brossard, Lee Pui Ming and Christine Delphy, shown with "Rosebud," directed by Cheryl Farthing, and "Came Out, It Rained, Went Back In Again," directed by Betsan Evans Morris, 8 p.m.

"Scent of a Woman" (1992), directed by Martin Brest, with Al Pacino, Chris O'Donnell, James Rebhorn and Gabrielle Anwar, 10 p.m.

Thursday, 4/22

"Goddess Remembered" (1990), directed by Donna Read, shown with "The Burning Times" (1990), directed by Donna Read, 7:25 p.m.

"Scent of a Woman," 10 p.m.

LECTURES

Biochemistry, Molecular & Cell Biology

James B. Sumner Lecture: "For the Love of Enzymes and Other Polymers," Arthur Kornberg, Nobel laureate from the Stanford University School of Medicine, April 15, 4 p.m., auditorium, Biotechnology Building, and "Multiple Functions of Inorganic Polyphosphate," April 16, 12:20 p.m., auditorium, Biotechnology Building.

Center for the Environment

Race, Equity & Environment lecture series: "American Indians, Equity and the Environment," George Cornell, Michigan State University, April 20, 4 p.m., Alumni Auditorium, Kennedy Hall.

East Asia Program

"Direct Investment in China: A Practitioner's Point of View," Terrence Ting, Crosby Asset

Management Ltd., Hong Kong, April 22, 5 p.m., 405 Malott Hall.

Engineering

"Recollections of the Founding of the Center for Applied Mathematics," W.R. Sears, University of Arizona, April 15, 3 p.m., 456 Theory Center.

"Homogenization and Limit Process Expansions," Julian Cole, Rensselaer Polytechnic Institute, April 15, 4:30 p.m., 456 Theory Center.

W.R. Sears Distinguished Lecture: "Some Asymptotic Theories and Results in Aerodynamics," Julian Cole, Rensselaer Polytechnic Institute, April 16, 4:30 p.m., 111 Upson Hall.

Cole is the Margaret Darrin Professor of Applied Mathematics at RPI, is an eminent applied mathematician and a member of the National Academy of Sciences, the National Academy of Engineering and a fellow of the American Academy of Arts and Sciences.

The lecture series honors Professor W.R. Sears, founder and long-time director of Cornell's Graduate School of Aerospace Engineering, and the founding director of Cornell's Center for Applied Mathematics.

English

"When Dalila Reads Milton and Shakespeare: Reflections on a Canonical Opposition," Margaret Ferguson, University of Colorado, Boulder, April 16, 4:30 p.m., Hollis Cornell Auditorium, Goldwin Smith Hall.

Industrial & Labor Relations

"Stories From My Life," Alice Cook, ILR School, April 16, 3:30 p.m., Ives-Hall faculty lounge.

International Political Economy

"Food, Cultural Power and the World Economy," Sidney Mintz, Johns Hopkins University, April 15, 7:15 p.m., 401 Warren Hall.

Kops Lecture

Daniel W. Kops Freedom of the Press lecture: "Avoiding the Press: The Clinton Administration and the Media," Eleanor Clift, a journalist who covers the White House for *Newsweek*, April 19, 8 p.m., Hollis Cornell Auditorium, Goldwin Smith.

Continued on page 10

WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

The Gift of Time

—Nancy J. Doolittle, editor

Introduction

In celebration of National Volunteer Week, April 18-24th, the lead articles for the next three weeks focus on the many volunteers who work in Cornell's behalf. These volunteers—Cornell retirees, alumni, faculty, staff, students and the thousands of people throughout the state who are involved with the work of Cooperative Extension—give to Cornell one of the most valuable and personal gifts of all, the gift of time.

It has not been an easy task to track down and document the vast numbers of volunteers who work at Cornell or in Cornell's behalf. For the past several months, Eleanor W. Law, volunteer special assistant to the associate vice president for human resources, has been contacting many different offices around campus to determine where volunteers work at Cornell, in what kinds of endeavors they are involved, what their responsibilities are, and how volunteers, in general, are recognized. What she found out is that while there is no single central database or program for volunteers, there are many vital and diverse programs in which volunteers play a critical role.

To date, Eleanor Law has documented the existence of over 74,000 volunteers. That number grows daily as other groups across campus contact her and tell her about their programs. Because of the richness and wide variety of programs, what we had initially envisioned as a single article about Cornell's volunteers had to be extended into the series we are presenting this month.

We kickoff this series in recognition of the 65,865 volunteers who work with Cornell Cooperative Extension throughout New York State. This volunteer program is of interest not only because of the extensiveness and diversity of its volunteer efforts, but also because it illustrates so well many of the major themes presented in *The Cornell Workplace* over the past several months—the values of continual learning, networking, and working as teams, for instance.

Next week our focus will be on those volunteer students, staff, and retirees who help promote the health and well-being of Cornell's faculty, staff, and students through their volunteer efforts at Gannett Health Center and the Tompkins County Community Hospital. We will also

look at some of the ways staff and retirees contribute to the recreational health of the Cornell community through their volunteer efforts at Employee/Family Day, Employee/Family Night at the Court, and through the Cornell Recreation Community.

The third article of the series will look at the students past, present, and future. This includes the alumni and students who work with the Admissions Office, identifying and encouraging prospective students; alumni volunteering as class and club officers, and organizing and participating in events such as Homecoming, alumni leadership con-

ferences, Federation workshops, and Reunion activities; alumni involved in fund raising for Cornell; and Cornell's Board of Trustees, the Presidential Councillors, and the President's Council of Cornell Women, who contribute their time, expertise, and experience in volunteering for the leadership roles that these positions involve. It also includes the many students who volunteer each September during orientation and the students and staff who give time out of each Memorial Day weekend to help with Commencement.

Because our focus is on the volunteers who work in Cornell's behalf,

in this series we do not cover the many student and staff volunteers who work in the Ithaca area with local organizations and businesses. Many of these volunteers work through Cornell-Ithaca Volunteers in Training and Service (CIVITAS). They deserve recognition for their work as well. It is our hope that by our focusing in our current series on volunteers working in Cornell's behalf, other groups whose volunteer activities we have not covered will contact Eleanor Law, so that she can continue to document their very important contributions to Cornell—their gifts of knowledge, experience, and time.

Cornell Cooperative Extension

"Helping You Put Knowledge to Work"

With 65,865 volunteers, Cornell Cooperative Extension certainly has the university's most broad-based volunteer organization. Ironically, though, because it is so well known for its work within communities throughout New York State, and

because it has played such a vital role throughout Cornell's history, we tend to take for granted the many efforts of the Cooperative Extension volunteers. Because the Cooperative Extension had its roots in outreach to farming families, we

also tend to associate its concerns primarily with those of the farming community. Yet today Cornell Cooperative Extension and its associations are more vital and relevant to Cornell's mission of teaching,
(continued on p. 2)

Eleanor W. Law, Volunteer Special Assistant

Eleanor W. Law, volunteer special assistant to the associate vice president for human resources, Beth I. Warren, has a personal interest in Cornell's volunteers: she has, herself, been a volunteer in higher education institutions for over a decade. Since last April, 1992, Eleanor Law has served full-time in this capacity at Cornell. Her responsibilities are to assist the associate vice president for human resources in general administrative matters; to serve as a member of the senior management team in human resources; to work with the directors in University Human Resource Services in the planning of program initiatives as they relate to staff and faculty health and to work and family issues; to assist in social work field supervision; and, of course, to provide her own remarkable lens and focus on what it means to be a volunteer for a major institution. She also is providing leadership in developing volunteer programs in areas of the university where this

may be an appropriate augmentation to the delivery of services.

Upon becoming a volunteer, Eleanor Law served for thirteen years at the



Eleanor W. Law, volunteer special assistant

"Volunteers do not replace paid staff: instead, their work supports the responsibilities of the paid workforce," Eleanor Law said.

University of Southern Maine (USM) as director of the Volunteer Program
(continued on p. 2)

Extension

(continued from p. 2)

research, and service than ever before, linking research, knowledge, and technology to the changing needs of individuals, families, businesses, and communities throughout New York State as they grapple with the critical economic, societal, environmental, and agricultural issues of the 1990s and beyond.

A Historical Perspective

Several federal acts were passed in the early days of Cornell's history, laying the foundation for the cooperative extension system.¹

On the basis of the Morrill Land Grant Act in 1862, which designated Cornell as New York State's land-grant university, and the vision of Ezra Cornell and Andrew Dickson White, where "any person can find instruction in any study," Cornell was established as both a private and a state-funded institution. The Land-Grant Act, in particular, charged that public land be used to "teach agriculture and mechanical arts to the sons and daughters of the masses . . . but not to the exclusion of the arts and humanities."²

In 1887 the Hatch Act established state agricultural experiment stations within the land-grant universities. In the meantime, the first extension work at Cornell began in 1876, when Cornell professors began to teach extramural courses. The first organized extension service, the Farmers' Institutes, started in 1886, and were funded by New York State beginning in 1888. These early developments provided the connections between practical research, education, and outreach that still characterize the extension system today.

By 1896, the need for educating those who lived in rural areas in agriculture and country life had become acute. Reading courses, first for farmers and later for their wives, were begun. Liberty Hyde Bailey, Anna Botsford Comstock, John W. Spencer, and others encouraged a greater interest in farming and rural life through the study of nature, and Anna Botford Comstock wrote the *Handbook of Nature Study*, which was published in 1911 and sold in record numbers. Junior naturalist clubs were formed. Though these clubs were later dropped, they paved the way for the 4-H clubs that began in 1914 as a result of the Smith-Lever Act. This act "made available federal funds to the different states for the purpose of extending the services of the state colleges of agriculture to the people who could not leave home to attend college. This act greatly strengthened the extension work of the state colleges of agriculture and home economics and made possible the county extension agent system and the appointment of state leaders of boys' and girls' club work."³ These 4-H clubs were organized and conducted by many volunteer individuals. Martha Van Rensselaer, then director of the Department of Home

Economics, was the first State Club Leader.

The 4-H clubs went through several periods of activity and decline in the years during and after World War I. But World War II, and the drive for families to raise victory gardens, prompted people to join 4-H, and by 1944 membership had reached record high levels. The 4-H program remains a vital part of the extension system today.⁴

The Organization of Cooperative Extension

The current organization of Cornell Cooperative Extension reflects many of these early concerns as well as those that have arisen as a result of the changing needs of society. The director of Extension, Lucinda Noble, reports to the Dean of the College of Human Ecology and the Dean of the College of Agriculture and Life Science. In turn, several assistant and associate directors work with her in such programs as human ecology, program development and evaluation, 4-H, staff development and recruitment, the Sea Grant program, community and rural life development, electronic technology, water resources, agriculture and natural resources, and the 57 county cooperative extension associations. Also working with Lucinda Noble is a director of New York City Programs, who deals with four areas of emphasis: family development; natural resource development, youth development, and housing/community development in the five boroughs.

"We are conscious of identifying and meeting the complex and ever-changing societal needs where they arise—in the communities we all serve."

- Lucinda Noble,
director of Cornell
Cooperative Extension

There are volunteers throughout these program areas. They serve as master educators in gardening, food preserving, and composting; as 4-H and youth leaders in clubs, camps, fairs, and school enrichment programs; and as adult education leaders in budget and financial management, parent education, consumer and nutrition education, and environmental conservation.

A total of 2,280 volunteers carry out the many diverse activities within the 57 county associations. These volunteers help administer the association in their county, serving on extension association committees and boards of directors. The extension association boards of directors (one board per county) are autonomous, self-directed teams, usually comprised of 13 volunteers, one legislative representative and one Cornell ex-

tension representative. The extension association committee members serve in such areas as long-range planning, human resources, and finance; and in programs in 4-H, agriculture, and home economics. Within these programs many other volunteers are trained to serve as master gardeners (to supplement the efforts of the county agents); master composters, master money-managers, 4-H leadership positions, AIDS/HIV educators, and in special youth programs. Their role is to educate members of their community about topics in their program area.

"The success of the extension program as it is known in New York State communities today is due in large measure to the commitment of these cooperative extension volunteers," said Lucinda Noble, director of Cornell Cooperative Extension. "Together with association extension agents, they are the backbone and flesh of our extension system, and they enable Cornell, and the work that is done on the Cornell campus, to have a far greater effect on the lives of New Yorkers than was ever originally imagined."

More than 10 million people participate in extension workshops, seminars, meetings, and tours, or request specific help or advice from Cornell Cooperative Extension personnel each year in New York State. Many of these contacts are the direct result of the work of the cooperative extension volunteers.

The Blueprint for Volunteer Excellence

As Cornell extension representative to eight cooperative extension associations in eastern New York, Marilyn M. Holtham is one of the connections between the resources of Cornell faculty and administration and the volunteer boards of directors and professional educating staff in the extension associations. She has been an extension representative for the past twelve years. "As our needs have grown, our volunteer staff has grown," she said when asked about the changes Cooperative Extension has seen over the years. Deeply involved in the process of training volunteers and the managers of volunteers, Marilyn Holtham is the primary author of *Extension's Blueprint for Volunteer Excellence*.

Used in the education of extension volunteers and the managers of volunteers, this manual is not targeted solely to 4-H leaders and volunteers, but provides broad guidelines on all aspects of volunteerism—its benefits; the roles of volunteers; sample recruitment letters and newsletters; application, screening, and assessment guidelines; volunteer orientation; volunteer evaluation forms; recognition guidelines; and suggestions on committee and meetings. "Someone has to know how to motivate volunteers, providing recognition so that they will continue to volunteer over the long term and involve the generations after them," Marilyn Holtham said. "The manual provides a clear way of doing that." Before she compiled the manual, which is now used throughout New

York State, each extension agent compiled his or her own workshop, seminar, and briefing materials to orient and educate volunteers and volunteer managers. The manual, which Marilyn Holtham compiled with the direction and support of Director Noble, eliminates much of the duplication of effort and materials that had previously been expended in preparation for these educational sessions. Last year the manual won a NAACUBO award for its cost-

(continued on p. 3)

Eleanor Law

(continued from p. 1)

and as director of Employee Consultation and Outreach Services, a program designed to assist faculty, staff, and administrators in coping with personal and/or work-related problems. In this capacity, she served as the social work liaison for USM's child care program, as safety and occupational health coordinator, and as supervisor and consultant to the university's program to assist those with disabilities to return to work. Her volunteer program received many national awards and has served as a model for several hundred universities worldwide. Eleanor was also cited in the 1985 Carnegie Report, *Higher Education and the American Resurgence*, for her volunteer program design at USM.

Between 1978 and 1981, Eleanor Law worked in the USM's equal employment opportunity/affirmative action office, first as volunteer special assistant and later as acting director. She came to higher education after having worked in the Massachusetts Department of Public Welfare for 27 years, during which time she assumed increasing responsibilities, beginning as case worker, then becoming supervisor and, later, department head, and eventually administering several statewide programs, including a remarkably successful recruitment program for foster and adoptive homes for children with special needs.

"In all my work—beginning with the many individuals and groups who helped me recruit foster and adoptive homes—I have had the joy of working with people who have seen a need and have volunteered to help meet it," Eleanor Law explained. "I have seen groups rally behind initiatives they thought worthwhile; individuals come forward and ask, 'How can I help?'; programs enhanced by caring persons who wanted to make a difference. I have also seen regular, salaried staff re-energized and renewed by the volunteers; projects that had been postponed or delayed because of a lack of time could finally be tackled. I truly believe that most people need to feel that they are working toward something outside of themselves. Volunteering allows them to do just that. In turn, volunteers give a very precious gift, a gift that no-one can give back to them—the gift of their own time."

Extension

(continued from p. 2)

cutting effectiveness and broad-based approach to volunteer recruitment and development, "utilizing the effectiveness of volunteers regardless of what their commitment is to."

Extension volunteers are not only oriented to their new work and educated in their roles, but they are given job descriptions. Using market data to determine the dollar value of the many volunteer hours, Cornell Cooperation Extension has estimated that the time their volunteers gave to the university in 1991-92 was over \$128 million. Put in these terms, the gift of time is rare and valuable indeed. "This becomes especially relevant when we are seeking funding from federal, state, or county grants. It is very critical that we can demonstrate the value of our very unique volunteer system," Marilyn Holtham said.

A Diversified Educational Program for the Future

Recently Cornell Cooperative Extension reviewed its educational programs to ensure that they stay relevant to the many changes that have occurred throughout the world and in American society. It identified six critical issues that its members—staff and volunteer—will be addressing through its educational and outreach programs over the next several years: agricultural competitiveness and profitability; children and youth at risk; economic vitality, environmental protection and enhancement, individual, family and community well-being, nutrition, health, and

safety. Each of these areas is far-reaching in its scope, and their descriptions demonstrate both the diverse expertise of the extension system's volunteers and the complexity of creating a guide for volunteer management that is applicable to a wide range of volunteer situations. Thousands of volunteers work with Cooperative Extension agents in every county of the state to deliver more than 200 programs that help consumers, institutions, businesses, and local governments.

The focus on agricultural competitiveness includes all areas of agriculture—dairy, fruit, vegetable, forestry, horticulture, livestock and fisheries—and provides food and fiber producers with a direct link to Cornell scientists. Access to the latest research and technologies allows those involved in this area to address such issues as protecting agricultural soil and water resources, supporting sustainable agriculture practices, improving home and community landscapes, improving nutrient and pest management methods, and applying biotechnology to address concerns of the food and agriculture system.

Educational programs for children and youth at risk address such issues as poverty, teen pregnancy and suicide, substance abuse, limited education, under-employment, and unemployment. Working with local schools and community groups, families and individuals, cooperative extension initiates community-based approaches to youth and family issues; strives to improve youth nutrition, health, and safety; helps prepare the future work force by developing science, technology, and life skills among youth; establishes high quality, affordable child care alternatives; and expands both parental involvement with their children

and youth involvement in their communities.

The focus on economic vitality includes education and consultation in management and human resource development skills, career and life course issues, land use planning, enterprise introduction, business succession planning, and infrastructure decisions. These efforts help create, retain, or expand the number of jobs and improve the economic vitality of participants, communities, and regions of the state.

Many volunteers work to meet the environmental, economic, and social challenges of water quality, waste management, and environmental protection. Their efforts include protecting and enhancing water, marine and wetland resources; improving family, community, and business waste management practices; ecological land management; and promoting environmental stewardship ethics.

The cooperative extension programs in individual, family, and community well-being equip New York residents with the practical research-based information and education that assists them in making difficult, personal decisions in a rapidly changing society. These programs promote accessible, affordable, and quality housing and child and elder care; greater income security for older persons; the balance of work and family life; financial resource management; individual and community leadership and support systems.

Cornell Cooperative Extension's nutrition, health, and safety programs reach many diverse audiences—limited resource families and households, caregivers of young children, health professionals, food service managers, human service agency staff, the media, and decision-makers. Their

goals are to promote healthy dietary decisions, maintain a wholesome and safe food supply, increase healthy births and infancy, improve the health care system, reduce personal injury, promote understanding of health concerns such as AIDS and their implications for individuals, families, and communities, and to promote policies that support health and well-being.

In reviewing this wide range of extension endeavors, supported and implemented by so many volunteers, Director Noble concluded, "Extension is keeping pace with the changing needs of society. We are conscious of identifying and meeting the complex and ever-changing societal needs where they arise—in the communities we all serve."

¹*The Cornell Connection: A Historical Perspective* (Ithaca: Cornell Cooperative Extension/Media Services, 1991)

²*The Cornell Connection*.

³Albert Hoefer, "History of the 4-H Clubs of New York State," in *The People's Colleges*, ed. by Ruby Green Smith (Ithaca, NY: Cornell University Press, 1949), 189.

⁴See Hoefer, 188-195, above, and *The Cornell Workplace*, March 25 and April 1, 1993, issues for further background on these early years.

Take a Daughter to Work

Question: On April 28, 1993, what will these companies have in common?

Allstate Insurance

Baptist Hospital of Miami

Corning Inc.

Hewitt Associates

Lang Communications

Liz Claiborne, Inc.

Lyndon B. Johnson Space Center

New York Public School System

The New York Times Company

Ortho Pharmaceutical

The St. Paul Companies

Answer: They will all be participating in Take Our Daughters to Work Day.¹

This year, Work and Family Services is asking that Cornell faculty and staff women consider participating in Take Our Daughters to Work Day, April 28, so that Cornell

University can informally join the list of institutions that are supporting young women exploring different future career opportunities.

Take Our Daughters to Work Day was begun as a way of introducing girls aged 9 to 15 to the many different professions now open to women. Seeing older women "in action" can give these girls role models and a vision of the career opportunities to which they can aspire. Take Our Daughters to Work Day grew out of studies that indicate that "adolescent girls suffer, to a greater degree than boys, from emotional distress, discrimination, negative body image, eating disorders, and abuse. The self-confident fourth-grader somehow loses faith in herself when she reaches puberty. . . . She downsizes her dreams, retracts her ambitions."² To counteract these tendencies, Take Our Daughters to Work is designed to introduce young girls to some real-life working situations of working women. Working women are being asked to consider taking their own

daughters to their worksites, or to volunteer to show someone else's daughter what their profession is like.

Advises Gail Collins, "Parents of girls 9 to 15 will want to begin preparing the ground at home. Talk to your daughter about what she wants to do when she gets older. Ask her if she'd like to go to work with you. If she has already been to your office, or isn't interested in a career in your line of work, try to set her up with another adult. . . . The day isn't about parents and daughters. It's about giving your child a chance to stretch her vision of the future."³

So, for this year at Cornell, Work and Family Services is asking staff and faculty to take the lead on April 28 in an informal Take Our Daughters to Work Day. Ask your daughter if she would like to go to work with you, for either the whole or part of a day; arrange with her teachers for her to be excused from school for this purpose; talk with your super-


visor or department head to make sure that her accompanying you will not interfere with the normal workings of the department or present a hazard to her. Or if you would like, arrange with someone else you know to "adopt" their daughter for the day.

If this pilot program is successful—and, if you participate, be sure to call or write Work and Family Services (255-3649) with your feedback—then maybe next year we can expand it into a more formal program, including sons and fathers (and sons and mothers, and fathers and daughters) as well. Departments with any questions are also encouraged to contact Work and Family Services.

¹Gail Collins, "Let's Take Our Daughters to Work," *Working Mothers*, April 1993, 39-41.

²Collins, 40.

³Collins, 40.



THE Bulletin Board

Dr. Michael Carrera to Present "Adolescent Sexuality & Pregnancy Prevention: A Holistic Approach"

Dr. Michael Carrera, Ed.D. will speak on "Adolescent Sexuality & Pregnancy Prevention: A Holistic Approach." Based on his extensive background in developing and implementing pregnancy prevention programs, Dr. Carrera will talk about pregnancy as a symptom, not the cause of troubled lives. His program centers on building self-esteem and the trust that goes along with it. Dr. Carrera will share with us a series of components that give young people an opportunity.

This dessert and coffee workshop will be held at the Ramada Inn on April 21 at 7:30 p.m. Tickets are \$7 and must be purchased in advance. RSVP by phone, 273-0259. Proceeds will benefit the DCC.

CLASP Call for Poems, Stories, Essays

CLASP, the Community Learning and Service Partnership, is a project of the Human Service Studies Department in the College of Human Ecology. It matches Cornell employees in the departments of Dining, Residence Life, Building Maintenance, and Grounds with students who want to learn outside the classroom. Together, the learning partners work toward the learning objectives set by the employee. These may include reading and writing skills, self-expression, math, or any number of other areas. The work is one-to-one and lasts as long as the employee wishes. He or she may use up to three hours of work time a week for this activity.

The *Trellis* is a little magazine produced by CLASP. It contains poems, stories and essays written by CLASP participants—both employees and students. The next issue is due to come out in early May. Everyone associated with CLASP is encouraged to contribute to this publication. Send submissions by April 19 to Martha Hodges, N132 MVR.

This is your chance to be heard!

For questions about the *Trellis* or about the CLASP program, call Ruth Bounous at 255-2503 or Martha Hodges at 255-7633.

UCNS Annual Garage Sale, International Food Sale, and Quilt Raffle

On Saturday, April 17, from 9:00 a.m.-1:00 p.m. there will be a garage and international food sale and quilt raffle to benefit the University Cooperative Nursery School (UCNS). The sale will be held at the Ellis Hollow Community Center (2 1/2 miles past East Hill Plaza on Ellis Hollow Road, turn left on Genung

Road, watch for signs) and features children's toys, books, clothing, and baby equipment; adult clothes; household items; books; food from several different countries; and baked goods. A quilt (42x60), made by several nursery school parents, will be raffled. The quilt is 100% cotton in blue, green, cranberry, and ivory with a design that symbolizes the values promoted at UCNS—cooperation, international friendship, commitment, and community. A keepsake album detailing the history of the quilt and highlighting each quilter will be presented to the winner. You need not be present to win.

Come enjoy the fun and support the University Cooperative Nursery School. There is free parking right next to the center and a fenced in playground on-site for children. For more information call 255-6342.

Computer Training Group

Are you the computer-skills trainer for your department or school?

If so, the *Computer Training Group* is for you! The CTG is a group of computer skills trainers and support people from all over campus who want to share their expertise and knowledge of resources.

Join us at our next meeting, April 15, in Room 250, Caldwell Hall, from 12:00-1:30 p.m. Bring your lunch!

For more information, contact Preston Clark, Hotel School, 5-6180 (e-mail clark@courier1.sha.cornell.edu) or Becky Allen, CIT Services, 5-5720 (e-mail rja1@cornell.edu)

CIT Computer Workshops

If you are interested in sharpening your computer skills or enhancing your understanding of technologies on campus, a CIT Computer Training Workshop is just the thing for you. CIT is offering the following computer training workshops:

Advanced Microsoft Word 5.0 (22b) – April 19, 21, & 23, 1:00-4:00 p.m., G25 Stimson

Introduction to WordPerfect (8b) – April 20, 22, 27, & 29, 6:30-9:30 p.m., G25 Stimson

Advanced WordPerfect (58a) – April 26, 28 & 30, 9:00 a.m.-12:00 p.m., G25 Stimson

Intro to Network (37a) – April 26, 28, & 30, 9:00 a.m.-12:00 p.m., 123 CCC

Administration Using AppleShare

Introduction to Excel (6d) – May 3, 5, 7, & 10, 1:00-4:00 p.m., G25 Stimson

Advanced Microsoft Word 5.0 (22c) – May 4, 6, & 11, 9:00 a.m.-12:00 p.m., G25 Stimson

The above courses are being offered for a fee. If you want more information, please contact Sharon Sledge at 255-3781 (ss22@cornell.edu) or call the Service HelpDesk at 255-8000.

Layoff Support Group

UHRs Employment Services is sponsoring a support group for university staff who are on layoff status or who have been informed of impending layoff. Activities will be determined based upon the participants needs, and may include guest speakers on assessing personal and professional options, developing networks inside and outside of Cornell, and other topics relating to re-employment strategies.

The first meeting, scheduled for Thursday, April 22, 5:00-6:30 p.m., in Room 101/Employment Services' Education Room at 20 Thornwood Drive, will be dedicated to discussing participants' needs and developing and defining the scope of the support group.

Please call Esther Smith (4-8367) or Wendy Manzanara (4-8372) to register or for more information.

Display Children's Art and Help Spread the Word

April 18 through 24 is National Week of the Young Child. One of the ways the University Children's Network is recognizing children of the Cornell community is through art displays at the following locations:

Cornell Campus Store (outside display)

Day Hall (1st floor display case)

Mann Library

Herbert F. Johnson Museum of Art (Floor 2L)

Statler Hotel School Atrium

Willard Straight Hall (4th floor display case).

National Week of the Young Child and National Volunteer Week are being celebrated concurrently during this week. The University Children's Network is also seeking volunteers to display children's art work at various campus locations. By displaying a work of art in your office or area you are spreading the word that children are an important part of the Cornell community and raising awareness of their needs. Help spread the word and tell a friend about this initiative. You may want to bring in your own children's art work to display. Posters for display in conjunction with your own art work are available as well. You may take as many pieces of art and posters as your unit, department or office is willing to display. Artwork and posters can be obtained at the Work and Family Services office in University Human Resource Services, located in 130 Day Hall. See Cindy Wright or call her at 255-3649 for more information.

The University Children's Network is a consortium of Cornell affiliates:

University Cooperative Nursery School, Cornell Early Childhood Program, Cornell Graduate Family Housing, Day Care Council of Tompkins County, Ithaca Community Childcare Center and University Human Resources Work and Family Services.

The Advisory Committee on the Status of Women Brown Bag Luncheon Series

The Advisory Committee on the Status of Women presents Dr. Phyllis Moen, director, Life Course Institute, Human Development and Family Studies, *A Life Course Approach to Lives: Cornell Life Course Institute*, Tuesday, April 27, 1993, G01 Biotechnology Building, 12:15-1:15 p.m.

Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

July – Beck's Grove Dinner Theatre, "The Odd Couple"

August – Tanglewood and the Boston Symphony; Normal Rockwell Museum

September – Toronto: Phantom of the Opera

October – Philadelphia: Franklin Mills; Buffalo: Buffalo Bills; Cancun, Mexico

November – Buffalo: Buffalo Bills; New York: Macy's Thanksgiving Parade; Miss Saigon

December – Niagara Falls: Festival of Lights; Holiday Dinner Dance (Ithaca)

Select Benefits Claims Schedule 1993

The cut off dates for remitting claims for reimbursement under the Select Benefits program are listed below. Your claim form with supporting information must be received by either the endowed or statutory benefits office no later than the dates shown below. Reimbursement will be delayed until the next two week cycle is completed if materials are not in our office by the cut off date.

4/23	7/01*	9/10	11/5
5/07	7/16	9/24	11/18*
5/21*	7/30	10/8	12/3
6/04	8/13	10/22	12/16*
6/18	8/27*		

* Early deadlines due to Memorial Day, July 4th, Labor Day, Thanksgiving and winter holiday.

CAREER Opportunities

Employment Services, 20 Thornwood Drive, Cornell University, Ithaca, NY 14850-1265

- Cornell University is an equal opportunity, affirmative action educator and employer.
- Please note that some searches are limited to current Cornell University employees; external candidates will not be considered for these vacancies.
- Cornell University employees may apply for any posted position with an employee transfer application (available through University Human Resource Services). In addition to the transfer application, we recommend a resume and cover letter, specifying the job title, department and job number.
- Employment Services consultants are available by appointment to meet with employees to discuss career planning issues or concerns.
- Employment Services or the hiring department will acknowledge receipt of all materials by mail. Hiring supervisors will contact individuals selected for an interview by telephone, so it is helpful to include more than one telephone number.
- Interviews are conducted by appointment only.
- If you are currently available for employment, you may wish to consider temporary opportunities at the university. Please write to Karen Raponi, Temporary Services, 20 Thornwood Drive, Ithaca, New York 14850-1265.
- The Cornell Workplace, including Career Opportunities, can be found each week on CUINFO.

Professional

Associate Director (PA6301) HRIII University Development/Public Affairs- Endowed

Posting Date: 4/8/93

Works with the Director of Leadership Gifts and the college/unit and regional public affairs staff in the identification, cultivation, solicitation and stewardship of alumni and friends of Cornell who have the capacity to give between \$25K-100K to the university.

Requirements: Bachelor's degree or equivalent required. Minimum of 3yrs. experience in capital fundraising, institutional advancement in higher education, or professional volunteer management. Demonstrated sensitivity to human relations and ability to work with volunteers at the highest levels. Strong management and writing skills necessary. Send cover letter and resume to Cynthia Smithbower.

Technical Specialist I (PT6202) Level 36 Theory Center-Endowed

Posting Date: 4/1/93

Provide top-level internal technical support and guidance to other technical staff in designing, developing, installing, debugging, optimizing, documenting, and maintaining highly specialized and complex computing systems software and hardware in support of advanced computing technologies. Develop, distribute, and maintain UNIX software tools. Oversee and perform installation, upgrade and maintenance of UNIX software.

Requirements: Bachelor's degree or equivalent in computer science or a scientific discipline required. Master's degree preferred. 5-7 years related experience. Thorough knowledge of C, UNIX, and FORTRAN. Detailed knowledge of hardware and software used in supercomputing. Experience with IBM UNIX or KSR UNIX strongly preferred. Excellent communications, interpersonal, and organizational skills required. Send cover letter and resume to Sam Weeks.

Programmer/Analyst (PT6203) Level 35 Theory Center-Endowed

Posting Date: 4/1/93

Design, develop, install, debug, optimize, document, and maintain highly specialized and complex computing systems software and hardware in support of advanced computing technologies. Develop, distribute and maintain UNIX software tools. Install, upgrade and maintain UNIX software. Diagnose problems and develop solutions.

Requirements: Bachelor's degree or equivalent in computer science or a scientific discipline required. Master's degree preferred. Knowledge of C programming, UNIX utilities, and system calls essential. 4-6yrs. experience in operating systems maintenance and support, programming languages, and high-performance computing techniques and procedures. Strong communications, interpersonal, and organizational skills. Significant experience with UNIX and UNIX-based tools, experience with IBM UNIX or KSR UNIX strongly preferred. Send cover letter and resume to Sam Weeks.

Technical Consultant II (PT6404) Level 33 CIT/Network Resources-Endowed

Posting Date: 4/15/93

Under general supervision, act as primary technical resources for NR service teams with regard to higher-level software issues; facilitate the work of service teams, backlog development and engineering staff members in the context of project planning, problem resolution, and development of data networking specifications and standards for voice and video applications.

Requirements: BS or equivalent with some computer sciences courses. 2-3yrs. experience in computer networking and computing, with some experience in LAN administration or design and implementation. Advanced communication skills with ability to communicate ideas and plans effectively, both verbally and in writing. Send cover letter and resume to Sam Weeks.

Application Programmer/Analyst II (PT6403) Level 33 University Registrar-Endowed

Posting Date: 4/15/93

Under general supervision, provide computer applications programming containing information and analytical support and programming for special projects necessary for the effective operation of the office of the University Registrar. Assist in maintaining complex applications software in support of a major administrative system.

Requirements: Bachelor's degree or equivalent with computer related courses required. 2-3yrs. related experience preferably in higher education setting. Knowledge of applications for interactive administrative systems, database management systems, machine architecture and system utility programs. Working knowledge of SAS, ADABAS Natural, VM/CMS, MVS, UNIX/AIX and Macintosh networks. Strong written and verbal communication skills. Send cover letter and resume to Sam Weeks.

System Programmer/Analyst I (PT6101) Level 32

Law-Endowed

Posting Date: 3/25/93

Perform system administration, data preparation, and data maintenance activities for the legal information institute, and electronic-publishing operation conducted under the auspices of the Cornell Law school. Prepare and distribute disk-based hypertext materials. Prepare, test and document computer programs. Provide front-line support for institute-developed and operated databases. Assist users.

Requirements: Bachelor's degree in computer sciences or equivalent combination of education and experience required. Knowledge of IBM PC's and Sun workstations. System administration experience under SunOS preferred. Programming experience in the Perl language strongly preferred. General knowledge of Internet-based applications, including Gopher and World-Wide Web. Experience with PC-based hypertext packages, especially Folio Views. Send cover letter and resume to Sam Weeks.

Associate Dean of Students for Administration (PA6303) HRIII Student Life Union-Endowed

Posting Date: 4/8/93

Cornell Employees Only

Assumes leadership and accountability for the several administrative functions related to the Dean of Students organization and participates as a member of the Dean of Students senior staff team. Administrative functions will include budget, human resources, payroll, purchasing, facilities management and business services.

Requirements: Bachelors degree or equivalent and 7yrs. of full-time work experience with relevant responsibilities required. Master's degree in a relevant field and experience in higher education administration preferred. Successful candidate should possess skills and experience in the specific functional areas of responsibility of the position and the ability to apply these abilities to an educational enterprise. Send cover letter and resume to Cynthia Smithbower by 4/23/93.

Executive Staff Assistant II (PC6105) HRI ILR-Dean's Office-Statutory

Posting Date: 4/15/93 Repost

Provide primary support for ILR's assistant dean in the areas of federal/state government affairs, capital construction, human resources, facilities management, integrated technologies, computing and public relations. Coordinate or act as liaison to operating units reporting to assistant dean. Attend meetings on and off campus and initiate substantial amount of correspondence. Plan and execute all aspects of conferences and special events-some travel required. Coordinate schedules, travel and interactions between assistant dean and all public.

Requirements: Bachelor's degree or equivalent. 10+yrs. administrative experience. Excellent interpersonal and writing skills.

Knowledge of wordprocessing and database. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Development Assistant (PA6403) HRI Hotel Administration-Endowed

Posting Date: 4/15/93

Plan and execute Public Affairs initiatives that will generate financial support and enhance relationships to benefit the school of Hotel Administration (SHA) Work closely with the Director of Development and other members of the SHA External Affairs staff, as well as with members of Public Affairs across the university in carrying out responsibilities.

Requirements: Bachelor's degree required. 1-3yrs. development experience preferred; knowledge of or employment with Cornell desirable. Ability to work independently with flexibility; recognize areas of development potential; maintain interpersonal relationships and contact with other staff, university, alumni and friends; and to communicate effectively both orally and in writing. Sensitivity to confidential information essential. Excellent organizational skills, high motivation, computer literacy-especially Mac experience-highly desirable. Send cover letter and resume to Cynthia Smithbower.

Admissions Counselor (PA6402) HRI Undergraduate Admissions-Endowed

Posting Date: 4/15/93

Assist in the planning, coordination and implementation of those activities that bear directly on the recruitment of underrepresented minority students. Also involved in a full range of admissions responsibilities including on campus hosting, recruitment travel, and correspondence to enhance school, agency and minority alumni outreach. Approximately 6-8 weeks of travel per year.

Requirements: Bachelor's degree or equivalent required. Spanish speaking desirable. 2-3yrs. related admissions or public relations experience helpful. Excellent communications (oral and written) skills. Send cover letter and resume to Cynthia Smithbower.

Executive Staff Assistant II (PC6304) HRI Student Life Union-Endowed

Posting Date: 4/8/93

Cornell Employees Only

Provides administrative coordination and support to the Dean of Students. Support function includes production and distribution of a wide range of written materials; answering telephone/screening calls and providing information when possible; scheduling meetings, appointments, travel arrangements, and overnight accommodations. Administrative coordination includes work with student receptionists, the Cornell Calendar, Family Weekend, and events ranging in size from

small breakfasts to large student awards programs. Assist the Dean of Students in special projects as necessary.

Requirements: Bachelor's degree or equivalent experience. Bachelor's degree or equivalent experience. Executive secretarial background desirable. Cornell experience desirable. Strong oral and written communication skills and decision-making skills necessary. Experience in the following areas required: publishing brochures and information material, Macintosh spreadsheet and word processing. Send cover letter, resume, and employee transfer application to Esther Smith.

Research Support Specialist I (PT6306) HRI Food Science-Statutory

Posting Date: 4/8/93

Provide technical support to an extensive research project in the area of high pressure and/or extrusion processing of food and other related biomaterials.

Requirements: M.S. in food science/engineering or equivalent. Minimum 2yrs. of related experience. Send cover letter and resume to Sam Weeks.

Special Projects Manager (PA6302) HRI Statler Hotel-Endowed

Posting Date: 4/8/93

As a member of the operations department senior staff, participates in departmental strategic planning. Responsible for the research, development and analysis of special projects as assigned by the Hotel's Director of Operations. Responsible for the operation of the Terrace Restaurant and Mac's Cafe consistent with guest expectations, the educational mission of the School of Hotel Administration and the standards and goals of the Statler Hotel. Flexible, nights and weekends. **Requirements:** AAS degree or equivalent in restaurant management or culinary arts, or NIFI certification required. Minimum of 5yrs. experience in restaurant management including background in multiple unit operations, bar operations, cafeteria and fast food operations and fine dining. Proven supervisory, human resource and labor relations skills; proven computer ability required with experience in the following software: Kronos, Micros, CBORD, Wordperfect and Excell. Send resume and cover letter to Cynthia Smithbower

Administrative Manager (PA6304) HRI Neurobiology and Behavior-Statutory

Posting Date: 4/8/93

Assist chairman in the day-to-day operation and long-range planning of the section, including large introductory biology course. Supervise non-academic clerical staff.

Requirement: Bachelor's degree or equivalent required. Knowledge of both statutory and endowed accounting; budget process, APPS, CHRISP, and other programs statutory college

The Cornell Workplace

Mission of University Human Resource Services: "to advance the practice of human resource management in the Cornell workplace."

EDITOR: Nancy Doolittle, 255-3541
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It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).

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, NY 14853-2801. Other questions or requests for special assistance may also be directed to that office.

mandates. Appointment and CER procedures. 5-7yrs. experience. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT6301) HRI Ecology and Systematics-Statutory Posting Date: 4/08/93
Provide technological support for ecological research. Collect and process field collections of insects and plants. Oversee operations of a lab devoted to the study of insect-plant interactions. Maintain long-term field experiments. Perform data analysis. Organize written information and assist in the preparation of publications and grants.
Requirements: Bachelor's degree or equivalent, preferably in biological sciences or a related field required. Experience in entomological or botanical research and in data manipulation preferred. Ability to organize schedules and diverse bits of information essential. Driver's license required. Work may entail limited use of insecticides. Send cover letter and resume to Sam Weeks.

Assistant Director of Admissions (PA4906) HRI JGSM-Endowed Posting Date: 4/1/93 Repost
Assist the Director of Admissions in all facets of admissions operations. Work closely with the Director of Admissions and the Office of student affairs, financial aid, and the registrar.
Requirements: Bachelor's degree or equivalent required. Advanced degree preferred. Minimum 3yrs. related experience. Significant experience in higher education and business administration. Should possess an understanding of the needs and concerns of MBA applicants, students, and faculty. This position required a high level of energy and strong interpersonal, communications, and managerial skills. Send cover letter and resume to Cynthia Smithbower.

Research Specialist II (PT6102) HRI Fruit and Vegetable Science-Statutory Posting Date: 3/25/93
Supervise, execute and coordinate field, greenhouse, and some laboratory operations involving research on breeding vegetable crops, (largely cucumbers and melons). Responsible for field and greenhouse layouts, planting and transplanting, weed and pest control; pollination, seed harvest, processing, and cataloging seeds. Assist in selection, planning and distributing germplasm.
Requirements: Master's degree or equivalent in horticultural science, with 3-5yrs. experience in field and greenhouse work. Experience with pollination and handling g germplasm. Supervisory experience helpful. Demonstrated ability to coordinate information and work with other programs desired. Pesticide Applicator's license. Send cover letter and resume to Sam Weeks.

Application Programmer/Analyst (PT5905) HRI Campus Store-Endowed Posting Date: 3/11/93
Assist computer operations manager in planning, organizing, and implementing computer projects for the Campus Store. Analyze user requirements; design, develop and maintain software. Program and modify existing PICK systems and PC based systems. Diagnose system hardware and software problems; effect emergency repairs; and provide long term resolution.
Requirements: Bachelor's degree or equivalent required. 2-3yrs. computer programming experience, including applications programming, procedures, techniques, and systems utility programs. Knowledge of PICK, BASIC, UNIX, and PC's preferred. Send cover letter and resume to Sam Weeks.

Teaching Support Specialist (PT5804) HRI Genetics and Development-Statutory Posting Date: 3/4/93
Take full responsibility for lab sections of Biological Sciences 281. This is a basic genetics course required for all biology majors (enrollment of 200/semester, taught in 8 sections). Instruct 8 teaching assistants, supervise 2 staff , and teach a lab section. Serve as advisor to students, being available 20 hours/week and teach a problem solving section for those students needing additional help. Grade students lab materials. Prepare instructional materials and revise lab manual.
Requirements: BS degree or equivalent with some formal training in genetics. Minimum of 3yrs. experience in genetics teaching or research. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT5701) HRI Anatomy-Statutory Posting Date: 2/25/93
Perform a wide variety of morphologically-based techniques in support of an anatomically based research program. Design experiments, analyze data and developing computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.
Requirements: Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records. Send cover letter and resume to Sam Weeks.

Professionals Part-Time

Nursery School Teacher (PC6310) University Cooperative Nursery School-Endowed Posting Date: 4/8/93
In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds. 12-5pm, Monday-Friday, August-June.
Requirements: Bachelor's degree, experience required. Previous coursework in early childhood education desirable. Experience teaching 3-5yr. olds required. Send cover letter and resume to Sally Reimer, University Cooperative Nursery School, Robert Purcell Union, Box 18.

Research Support Aide (PT6106) HRI Ecology and Systematics-Statutory Posting Date: 3/25/93
Perform biogeochemical measurements in an analytical chemistry lab; perform data analysis; conduct literature reviews; develop models on the control of nitrogen fixation in aquatic ecosystems; assist with field sampling. 20hrs/week.
Requirements: B.S. or equivalent in analytical chemistry with course work in biology or environmental sciences. Diving certification desirable. Data analysis using Macintosh spreadsheet, graphics, and statistics software; aquatic biogeochemical analytical measurements, such as measurements of phosphorus, nitrogen fixation rates, and preparation of samples for trace-metal analyses; training in statistics. Send cover letter and resume to Sam Weeks.

Professionals Temporary

Research Support Specialist (PT6303) Nutritional Sciences/CFNPP Posting Date: 4/8/93
Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning nad labor supply.
Requirements: Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or ithaca.

Director Cornell Summer Camp (S6101) Human Resource Services-Endowed Posting Date: 3/25/93
Responsible for planning and executing an educational and safe program. Duties include staff hiring and supervision, publicity, enrollment program planning, financial and budget oversight, overseeing daily activities. 40hrs/week, 6/28-8/13.
Requirements: Training in early childhood education preferred. 24 weeks administrative or supervisory camp experience. First Aid certification preferred. This position will be 20hrs per week until 6/26/93, it will then be 40hrs per week from 6/28/93 to 8/13/93. Please send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Summer Day Camp Positions

Counselor-in-Training Work and Family Services University Human Resource Services Posting Date: 4/1/93
Assist the junior and senior counselors in executing the summer day camp program so that it is an educational and safe environment for all participants.
Provide assistance in making arrangements for field trips. Involvement with program planning, daily activities, and working with small groups of children (20-30). Counselors-in-training will provide information to senior counselors so that parents can be informed of their child's participation in the program and respond to any concerns that are raised. Assist in organizing and leading group activities. Enforce limits of behavior. Prepare and set-up for activities.
Requirements: First Aid knowledge. Must be 13-14 years or older. Must be punctual and reliable. Express thoughts and ideas clearly in an oral and written manner. Exhibit patience. Be resourceful. Facilitate group activities. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Counselors-in-training will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Junior Counselor Work and Family Services University Human Resource Services Posting Date: 4/1/93
Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures.

Junior counselors will have the main responsibility for the safety and care of the children. Act as primary liaison to the senior counselors so that parents can be informed of their child's participation in the camp and respond to any concerns that are raised. Assist in the organization and leading of group activities. Establish and enforce limits of behavior. Prepare and set-up for activities. Participate in the supervision of the counselors-in-training and participants of the program.
Requirements: Certification in First Aid preferred. Must be 16-17 years or older. Past camp experience as a counselor or counselor-in-training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Junior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Senior Counselor Work and Family Services University Human Resource Services Posting Date: 4/1/93
Assist in planning and executing the summer day camp program so that it is an educational and safe environment for all participants. Assist the director with program planning, publicity, and announcements. Oversee arrangements for field trips, communications to parents, daily activities, and filing receipts for expenditures. Supervise junior staff and participants of the program. Senior counselors will be the main conduit for giving parents information about their child's participation in the program and responding to any concerns that are raised after discussion with the camp director. Prepare and arrange daily schedules for campus visits. Organize and lead group activities. Establish and enforce limits of behavior. Room set-up for activities. Purchase of snacks and supplies. Act as main resource for first aid treatment.
Requirements: Certification in First Aid, CPR, and life saving preferred. Must be 18 years of age. Previous related experience as a counselor or counselor in training. Must be punctual and reliable. Excellent written and verbal skills. Knowledge of child development. The camp will be held from June 28-August 13, the hours will be 7:30 am to 5:30 pm. Senior counselors will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

Boyce Thompson Institute

Research Assistant Plant Protection Program Available Immediately Full-time through September Salary: \$6.73-\$7.70, commensurate with experience Posting Date: 4/15/93
Assist in biochemistry and molecular biology of fungi, maintenance of fungal cultures, and some media and reagent preparation. Experience with recombinant DNA techniques desirable.
Requirements: BS in microbiology, biochemistry, molecular biology or related field with laboratory experience desired. Contact: Anne Zientek, 254-1239.

Research Assistant Plant Research Full time for 6 months or part-time for full year Salary: \$7.35 Posting Date: 4/15/93
Rearing insect colonies, propagating and purifying baculovirus stocks, maintaining virus repository records and assisting with insect bioassays and other routine lab duties.
Requirements: Bachelors Degree in Biology/Chemistry or related field. Laboratory experience required. Contact: Anne Zientek, 254-1239

Librarian Plant Research 5/8 time Posting Date: 4/15/93
Coordinating Interlibrary loan orders, online searching, non-original cataloging on in-house online catalog, on-line serials check-in and acquisitions, reference services, and supervising one part-time employee.
Requirements: ALA accredited MLS or MSIS. Professional experience preferred. Experience with NITIS, RLIN or another national bibliographic utility, microcomputers, word processing, spreadsheet applications, and familiarity with authority control issues and procedures needed.

Technical

Technician GR18 (T6105) Physiology-Statutory Minimum Biweekly Salary: \$542.89 Posting Date: 3/25/93
Participate in long-term animal experiments with pregnant animals. All aspects of general maintenance of animals and records related to the experiments. Blood sampling and preparation of infusions, under supervision of professional personnel.
Requirements: Bachelor's degree in biological sciences or equivalent preferred. Previous

experience with sheep useful. Pre-employment physical required. Must be able to lift 50lbs. Send cover letter and resume to Sam Weeks.

Technician GR19 (T6003) Veterinary Microbiology/JABIAH-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 3/18/93
Provide technical support to a virology/molecular biology lab investigating viral diseases in animals and humans. Prepare and maintain cell, virus and bacteria cultures. Conduct routine operations of a virus production facility producing large amounts of virus and tissue culture cells.
Requirements: Associates degree or equivalent required. Less than 6 months training. Will train. Send cover letter and resume to Sam Weeks.

Technician (T5908) GR19 Division of Nutritional Sciences-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 3/11/93
Provide technical support in the areas of chemical analysis or diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Unitl 9/30/94.
Requirements: Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS required. Some lab experience helpful. Interest and ability in learning new procedures, training will be provided. Send cover letter and resume to Sam Weeks.

Technician GR20 (T6307) Entomology-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 4/8/93
Provide research support for field crop entomological studies including lab and field work on leafhoppers, cutworms and snout beetles. Assist in experimental design. Coordinate rearing of insects and entomopathological nematodes. Collect and summarize data. Assist in supervising temporary staff.
Requirements: BS degree in one of the following: biology, entomology, horticulture, agronomy, or plant science. Experience in insect rearing, experimental field plot techniques, crop production practices, statistics, and computer literacy. Some training and experience in one or more of the above listed fields and knowledge and experience in microbiology helpful. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

Technician GR20 (T6006) L.H. Bailey Hortorium-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 3/18/93
Provide technical, research and lab management support. Perform scanning electron microscopy including TEM. Perform fossil preparation and identification. Maintain database and lab organization. Perform photography and darkroom operations.
Requirements: BS degree or equivalent in biology or related field. Fossil preparation and identification experience. Good hand and eye coordination for scope work. Proficiency in the use of scanning electron microscopy and darkroom skills desirable. Send cover letter and resume to Sam Weeks.

Animal Health Technician (T5612) GR20 Veterinary Medical Teaching Hospital-Statutory Minimum Biweekly Salary: \$590.45 Posting Date: 2/18/93
Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.
Requirements: A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

Technician GR21 (T6001) Genetics and Development-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 3/18/93
Perform molecular and genetic experiments to study genes and proteins that function in Drosophila reproduction. Take general responsibility for lab functioning (inventory, ordering supplies and keeping records). Maintain permanent stock cultures. Supervise undergraduate lab assistants.
Requirements: B.S. degree in biological sciences or chemistry or equivalent required. Specific training in molecular biological, biochemical and genetic laboratory methods is required. A minimum of 1-2yrs. of prior experience as a technician in a molecular genetics lab is highly desirable. Send cover letter and resume to Sam Weeks.

Technician (T5906) GR21 Biochemistry, Molecular Cell Biology-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 3/11/93
Provide general technical and administrative support for protein crystallography lab. Design, plan, and carry out crystallization trials of proteins. Purify and analyze pro-

teins using gel electrophoresis and column chromatography. Order supplies. Supervise undergraduate assistants.
Requirements: BS degree or equivalent in relevant biological or chemical science required. 1-2yrs. experience in lab setting helpful. Experience in enzyme purification and handling, protein gel electrophoresis, enzyme assays, and various protein chromatography. Send cover letter and resume to Sam Weeks.

Technician GR21 (T5902)
Microbiology (CALS)-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 3/11/93
Provide technical assistance in cloning, sequencing and expression of bacterial genes. Screen chromosomal libraries and construct bacterial strains for expression of mutant proteins. Familiarity with PCR and southern hybridization procedures desirable. Assist in lab maintenance and organization.
Requirements: B.S. or equivalent in microbiology, biochemistry or related field required. 1-2yrs. experience in above techniques. Send cover letter and resume to Sam Weeks.

Technician GR21 (T5504)
Diagnostic Laboratory/VET-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 3/4/93 Repost
Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.
Requirements: BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP, D-Base) necessary. NYS driver's license required. Send cover letter and resume to Sam Weeks.

Technician GR21 (T3303)
Diagnostic Laboratory/Clinical Pathology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/20/92
Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval.
Requirements: AAS in medical technology required. BS in medical technology and ASCP certification. 1-2 yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

Technician GR22 (T6002)
Veterinary Microbiology/JABIAH-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 3/18/93
Perform experiments in cell biology and immunology. Isolate cells from blood and tissues. Set up primary culture. Perform cell passage, freeze and thaw. Carry out cell hybridization and cloning. Perform a variety of immunological assays including immunofluorescence, ELISA and immunohistochemistry techniques. Assist with lab organization, supplies, and maintenance.
Requirements: BA or BS degree in cell biology, immunology, or related field required. 2-4yrs. related lab experience required. Good working knowledge of standard laboratory procedures including working with radioactive isotopes and the use of general laboratory equipment. Send cover letter and resume to Sam Weeks.

Technician GR21 (T3303)
Diagnostic Laboratory/Clinical Pathology-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 8/20/92
Perform various diagnostic tests in hematology, cytology, chemistry and immunology. Use computer for data entry and retrieval.
Requirements: AAS in medical technology required. BS in medical technology and ASCP certification. 1-2 yrs. clinical laboratory experience. Send cover letter and resume to Sam Weeks.

Technical Temporary

Research Technician (T6401)
Clinical Sciences-Statutory
Hiring Rate: \$7.80
Posting Date: 4/15/93
Manage a research laboratory including ordering supplies, maintaining inventories, preparation and assistance with research surgeries, media preparation and tissue/cell culture. Monday-Friday/8:00-5:00, less than 6 months
Requirements: B.S. in animal or biological sciences. Experience with in vitro fertilization or mammalian cell culture as well as electron microscopy. Send cover letter, three references and resume to Sam Weeks.

Laboratory Technician (T6004)
Entomology-Statutory
Hourly Rate: \$6.50
Posting Date: 3/18/93
Perform lab bioassays of fungi and nema-

todes against ticks. Cut histological sections of tricks embedded in plastic. Perform fluorescent and sterile technique.
Requirements: High school diploma or equivalent. Experience using microtome, histological stains, and laboratory bioassays. Send cover letter and resume to Sam Weeks.

Office Professionals

Temporary Office Professional Positions
The temporary service at Cornell University is presently recruiting for the following areas: Receptionist, Office Assistant, Data Entry Clerk, Secretary, and Administrative Aide. Individuals will need to be proficient in the use of the Macintosh or IBM computers. Programs that are in great demand would be Microsoft Word, Filemaker, Pagemaker, Excel, WordPerfect and Lotus. A typing speed of 45-60 wpm is preferred. Minimum of one year office experience is necessary. If you are not presently employed and would consider temporary opportunities, please send a cover letter stating your interest in temporary opportunities and a resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

Research Aide GR17 (C6207)
Natural Resources-Statutory
Minimum Biweekly Salary: \$530.38
Posting Date: 4/1/93
Data entry; mailing questionnaires and tracking responses; conduct telephone interviews; database management; provide clerical assistance; perform literature searches.
Requirements: Associates degree in natural resources or social sciences or related field. 1-2yrs. related experience required. Must be able to use a variety of software packages spss/ds, dbase, wordperfect, mainframe and quatro pro. Strong communication skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6404)
University Health Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/15/93
Provide secretarial support to the director and 10 psychotherapists. Maintain patient flow and client records; answer telephone; schedule appointments on computer; typing, filing and computer use. Provide back-up support for other secretary. Full time 9 month position, August-May.
Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience required. Accurate typing. Ability to work under pressure and deal with a variety of people in crisis. Knowledge of Macintosh computer and word processing. Ability to use dictating machine. Must be able to maintain strict confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Secretary GR18 (C6307)
Family Life Development Center-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/8/93
Secretarial and receptionist support to the Family Life Development Center administrative and program staff. Provide program support to several projects. Monday-Friday 8:30-5:00. Appointment until 9/30/93, contingent upon funding.
Requirements: High school diploma or equivalent. Some college coursework preferred. Macintosh experience highly desirable. 1yr. related experience. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6302)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/8/93
Provide secretarial/clerical support to the associate director minority programs and the business manager, alumni affairs; assist with all aspects of minority programs and business operations.
Requirements: High school diploma or equivalent. Business or secretarial school preferred. 1-2yrs. related office experience required. Excellent organizational and communications skills. Ability to work under pressure with heavy work load and be flexible. Knowledge of Macintosh computer software preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Assistant GR18 (C6202)
Baker Institute-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/1/93
Act as primary receptionist for the institute. Assist the clerical staff, accounting office, and administrative manager. Conduct research for special projects; type, edit, and proofread correspondence, reports, etc.; develop and maintain and edit database and files; assist the administrative manger in public relations and accounting office with orders and filing.

Requirments: High school diploma or equivalent required. Some college coursework preferred. Excellent (oral and written) communication. 1-2yrs. related experience required. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

Administrative Aide GR19 (C5703)
ILR Extension and Public Service-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/15/93 Repost
Serve as registrar for office of management and executive education public programs. Manage computerized registration system to track participants; respond written and telephone inquiries about programs, compose and send confirmation letters. Provide program support for OMEE executive programs. Manage marketing visit schedules for director and senior program faculty, participate in development and implementation of marketing strategies, make all travel arrangements and meeting rooms, meals, etc. Responsible for postcourse follow up.
Requirements: High school diploma or equivalent required. Some college coursework preferred. 1-2yrs. related experience. Ability to use computer spreadsheet programs, file management packages and wordprocessing software (IBM). Good interpersonal skills a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Illustrator GR19 (C6208)
Media Services-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/1/93
Prepare mechanicals for printing production. Conceive, organize, design and produce cost-effective, creative solutions for brochures, publications, poster and slides.
Requirements: Associate's degree in graphic design or equivalent combination of education and experience. Some experience in typography, photography, printing and production. Must be able to use Macintosh II design system with Aldus Pagemaker, Adobe illustrator, and WritNow, and other graphic software packages. Accuracy and neatness a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Assistant for Student and Office Operations GR20 (C6002)
Engineering Placement-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/18/93
Assist with the overall administration and operation of the Engineering Placement Office to serve the comprehensive career/employment needs of all engineering degree candidates as well as hiring organization nationwide. Includes full organization and implementation of the day-to-day activities of the on-campus recruiting program as well as substantial administrative, advisory and public relations responsibilities. High volume, fast-paced environment.
Requirements: Associates degree or equivalent. 2-3yrs. related experience required. Excellent communication skills. Strong organizational skills. Ability to relate with diverse public, especially students. Prefer some exposure to Cornell accounting procedures. Strong business skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6406)
Human Ecology Administration-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/15/93
Responsible for accessing the public affairs data base and generate reports using IRIS. Responsible for inputting alumni membership information into the public affairs database. Deposit incoming gifts to the college. Prepare gift acknowledgment correspondence, drafting personalized responses when necessary. Provide support for Sloan Alumni Foundation fund raising activities. Maintain internal donor base.
Requirements: Associates degree or equivalent combination of education and experience. 2-3yrs. related work experience. Ability to work independently. Good organizational skills are essential. Computer experience is a MUST—Microsoft Word, Excel, Filemaker Pro, as well as mainframe experience. Communications (written and oral) skills are essential. Must maintain diplomacy and confidentiality. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Microcomputer Center Assistant GR20 (C6309)
Mann Library-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93
Provide information and consulting assistance to users of public access microcomputers, and supervise student assistants who provide user support. Responsible for hiring, scheduling, training and evaluating student assistants. Coordinate, organize and supervise the daily operation of the Stone Microcomputer Center in Mann Library, under the direction of the Coordinator of Centers for Public Access to the Electronic Library. Manage the software reserve operation. Perform duties without supervisory assistance during a substantial portion of the work week. Exercise considerable judgment and initiative in making decisions,

communicating with supervisor, facilitating appropriate referrals and determining follow-up action.
Requirements: Bachelor's degree or equivalent. Knowledge/experience requirements include supervisory experience; and 2yrs. experience with microcomputers, including DOS and Macintosh equipment and a variety of programs and software packages. Also required: excellent written and oral communication skills; excellent interpersonal skills; experience with providing assistance and information to people; ability to work in a complex, busy environment. Experience with providing user support services in a library setting, retrieving data from bibliographic, numeric, and full text databases and experience with Internet resources desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6311)
University Human Resource Services-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93
Cornell employees only
Provide administrative/clerical support to the Life/Work Consortium Project (a project supporting individual's work and family issues from hire in to retirement), and assist with administrative/clerical and accounting support in the AVP's office within Human Resources.
Requirements: Associate's degree or equivalent combination of education and experience. Minimum of 3yrs. related administrative/clerical/ accounting experience (Cornell preferred). Confidentiality, tact and flexibility essential. Working knowledge of word processing (IBM and Mac) necessary. Excellent communication, public relations, organizational and interpersonal skills. Attention to detail, ability to set priorities. Ability to work in team environment. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

Administrative Aide GR20 (C6303)
University Development/Public Affairs-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93
To assist the associate director of major gifts through providing administrative support and management skills in the overall daily operations of the major gifts program of university development. The program manages the cultivation and solicitation of alumni and friends of Cornell who have the potential to make gifts in excess of \$1,000,000.
Requirements: Associate's degree or the equivalent in education, experience and training. 2-3yrs. related experience. Excellent organizational, communication (written and oral) and interpersonal skills. Ability to handle confidential information. Ability to prioritize assignments and work under pressure. Proficiency on Macintosh computer. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include and employee transfer application.

Assistant to Program Director GR20 (C6308)
Nutritional Sciences/CNPP-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/8/93
Serve as assistant to the program director of Cornell food and nutrition policy program. Assume responsibility for all administrative tasks relating to director's activities in a program which conducts research and training activities in Africa, Asia, and Latin America.
Requirements: AAS degree or equivalent. 2-3yrs. of progressively responsible office experience. Excellent word processing skills(80+wpm). Experience with technical manuscripts required. Software expertise with particular knowledge of WP 5.1, Lotus, Quattro Pro, Notebook required. Working knowledge of IBM PC compatible equipment and DOS 3.1+ necessary. Proven ability to work independently, prioritize, take initiative, work under pressure, and work creatively under tight deadlines vital. Ability to work as team player, organizational and people skills a must. Experience with research office, international work, and fluency in a foreign language (French preferred) useful. Strong communication (written and verbal) a must. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Administrative Aide GR20 (C6201)
Science and Technology Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/1/93
Manage administrative support functions for S&TS graduate program. Process applications, maintain student database. Clerical support for faculty. Oversee student progress. Develop and edit materials for publications.
Requirements: Associates degree or equivalent combination of education and experience. Minimum 2yrs. experience. Knowledge of educational institution desired. Knowledge of Macintosh required, Microsoft Word and Filemaker. Excellent communication skills. Strong organizational abilities. Must be able to work independently with minimal supervision. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Senior Night Supervisor GR20 (C6205)
Physical Sciences Library/University Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/1/93
Responsible for the security, maintenance and provision of all services of the physical sciences library during evening and/or weekend hours usually without the presence of any other library staff except students. Responsible for the provision of table of contents and photocopy services. Sunday-Thursday, 3:30-Midnight.
Requirements: Associate's degree or equivalent required with coursework in the physical sciences desired. 2-3yrs. related experience required. Must be able to work effectively both in a changing environment and with constant interruptions. Demonstrated ability to act responsibly and with good judgment when interpreting and enforcing policies without supervision required. Demonstrated ability to communicate effectively with the public. Reliability essential. Previous experience in public services required. Familiarity with computers required. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Secretary GR20 (C6102)
Textiles and Apparel-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 3/25/93
Serve as department chair's secretary. Also provide general secretarial support to faculty. General department support to administrative manager, and main staff support for undergraduate program.
Requirements: Associate's degree or equivalent in education, experience, and training preferred. Excellent organization, communication (written and oral) and interpersonal skills. Ability to handle confidential information and prioritize assignments. Working knowledge of computers (IBM or PC compatible preferred), WordPerfect, Dbase skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Assistant to Program Administrator GR21 (C6009)
Nutritional Sciences/CFNPP-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/8/93 Repost
Provide administrative assistance to and act as back-up in the absence of the program administrator of DNS's Cornell food and nutrition policy program, a multi-project research program with an approximate budget of 3.0-4.5 million dollars per year, a staff of 30-40 persons stationed around the world.
Requirements: Associate's degree or equivalent required. 2-3yrs. progressively responsible office experience required. Proven ability to work independently, take initiative and handle many assignments simultaneously. Ability to meet deadlines under pressure. Efficient with strong interpersonal skills. Extensive knowledge of WP 5.1 essential. Familiarity with DOS-based computer systems a plus. Previous experience with grants and contracts, international work and fluency in a foreign language (French, Spanish, Romanian) preferred but not essential. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Office Professionals
Part-Time

Data Entry Operator GR17 (C6209)
Johnson Art Museum-Endowed
Minimum Full-Time Equivalent: \$530.38
Posting Date: 4/1/93
Responsible for entering collections data into database and assist with various data entry projects. Monitor database and backing up data in three curatorial areas. Adapt to changing technology and software and specific needs relating to individual projects. Monday-Friday, 8:30-12:30 (flexible). Appointment until 4/96.
Requirements: High school diploma or equivalent (with computer skills demonstrated in coursework). 1yr. experience (at least) in a previous data entry position. Must be accurate, detail oriented, have good typing and general office skills. Must be familiar with Mac computers and proficiency in FileMaker Pro highly preferred. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6305)
Neurobiology and Behavior-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/8/93
Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. High level of confidentiality (student grades, generating exams and answers). 5days/week, 20 hours.
Requirements: High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Experience with Macintosh computer and office-based software or aptitude to learn specific software program. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR18 (C6204)
South Asia Program-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 4/1/93
Assist in overall office functions, act as receptionist and support to program. Handle office files, accumulate records on students, faculty, and activities. Provide information and assistance to faculty, students and public. Coordinate advertise and set up weekly seminars, assist with office accounts under supervision. 26hrs/week.
Requirements: High school diploma or equivalent. Some college coursework preferred. Excellent telephone, organizational, communication, and interpersonal skills. Wordprocessing with Wordperfect/possible Macintosh programs; light typing. Ability to juggle various tasks with attention to detail. 2yrs. related experience. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

Secretary GR20 (C6405)
Chemistry-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/15/93
Provide clerical support to one professor and his research group. Type correspondence, manuscripts, grant applications; answer telephone; file; fax; process incoming and outgoing mail (US and campus); photocopy and occasional library research. Monday-Friday 8-12.
Requirements: AAS degree or equivalent. Minimum 2yrs. experience with scientific word processing using IBM WordPerfect. Must be able to handle confidential materials properly. Excellent communication skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

Office Professional
Temporary

Curriculum Writer (S6205)
Education-Statutory
Hiring Rate: \$8.00
Posting Date: 4/1/93
Responsible for the development and editing of environmental education curriculum materials for elementary students. Assist and report to the Director and Curriculum Specialist of the instructional materials service in he department of education.
Requirements: B.S. in natural resources, education or communications. Excellent Macintosh computer skills. Teaching experience preferred. Ability to work independently and with others. Able to meet deadlines. Send cover letter and resume and an example of your writing to Andrew Fagan, IMS Curriculum Specialist, Department of Education.

Office Professional Casual
Temporary

Casual Secretary (S6105)
Office of The VP for Research and Advanced Studies
Posting Date: 3/25/93
Assist in the production of various newsletters using Microsoft Word 5.0 and Pagemaker 4.2. Proofread and type correspondence, answer phones, and other general office duties as assigned.
Requirements: Proficiency in the use of Macintosh computer using Microsoft Word 5.0 and Pagemaker 4.2. Ability to work independently. Dependability and accuracy essential. 8-10 hours per week between 8:00a.m. and 1:00p.m. Send cover letter and resume to Karen Raponi.

General Service

Temporary General Service Positions
The temporary service at Cornell University is presently recruiting individuals who will consider temporary opportunities in the following areas: custodial, food service, grounds, material handling, delivery, and couriers. Hours and days for such positions vary and the individuals need to be flexible. If you are not presently employed and would consider temporary opportunities please contact Karen Raponi, Employment Services, at 254-8368.

Custodian/Carpet Technician SO05 (G6303,4)
Residence Life-Endowed
Hiring Rate: \$7.88
Posting Date: 4/8/93
Primary provider of major carpet cleaning, specialized stain removal and large emergency cleanup. Projects typically require an extended time commitment. Required to use departmental vehicle and carpet cleaning system.
Requirements: High school diploma or equivalent. Ability to lift 75-100 lbs. and to climb 8ft. ladder. Extensive knowledge of all types of carpet care/stain removal. Demonstrated ability to operate/maintain power equipment. Willingness to work with students/staff/guests. Must have and maintain valid NYS driver's license (class 5) in good standing. External applicants submit completed application with posting number to Esther Smith. Employees

should include an employee transfer application.

General Service Off-Campus

Maintenance Mechanic GR20 (G6401)
Natural Resources/Bridgeport,NY-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/15/93
Responsible for day-to-day maintenance repair and construction/fabrication of equipment and facilities. Assists in maintenance, repair, cleaning and construction of general facilities. 39hrs/week, 8:00-4:30.
Requirements: High school diploma or equivalent. 2yrs. general maintenance experience required. External applicants send cover letter and resume to David Green, 900 Shackelton Point Road, Bridgeport, NY 13030.

General Service Casual

Casual Custodian (S6108)
Robert Purcell Union
Posting Date: 4/1/93
To maintain cleanliness in assigned areas of a building. Duties will include wet and dust mopping, vacuuming, trash removal and general cleaning. Must be able to lift 50lbs and climb an eight foot ladder. Days/Hours: Saturday, 5:30pm to 1:30am and Sunday 5:30 to midnight. Please contact Karen Raponi, Employment Services, 20 Thornwood Drive.

General Service Temporary

Field Assistant (S6401)
Plant Breeding
Hourly rate: \$6.50
4/15/93
Assist in planting, cultivating, transplanting and harvesting alfalfa. Perform various tasks in the greenhouse as needed. ie: pollinating and tying plants. **Requirements:** High school diploma or equivalent. Must have valid NYS drivers license. Experience in operating tractors, cultivators, and harvest equipment is essential. Dependable. Position is from May 1 - Nov 1, 1993. Hours are Monday -Thursday, 8:00 am - 4:00pm, and on Friday 8:00 -3:30. Please send application materials to Karen Raponi, Employment Services, 20 Thornwood Drive.

Temporary Field Assistant (S6201)
Entomology
Posting Date: 04/01/93
Assist the farm manager in providing services necessary to operation of the departmental research farm including tillage, planting, maintenance, and harvest of field plots for research on vegetables and field crops. Assist the farm manager in repair/maintenance of farm machinery and facilities.
Requirements: Experience in operation and maintenance of farming equipment including tractors and ground contact implements. Ability to operate hand and power tools. NYS Class 3 Operators License and Pesticide Applicator Certification (Commercial Category) desirable, but not essential. Six-month position, 20-40 hours per week. Submit resume to James Finnerty, Department of Entomology, Insectary Building, Tower Road, Ithaca, NY 14853-0999.

Academic

Assistant Professor
Nutritional Aspects of Molecular and Cellular Biology/Mammalian Biochemistry
Tenure-Track, 12Month Appointment, 35% teaching-65% research
4/15/93
Develop a strong research program in nutrition that is suitable for training graduate students,

to attract external funding to support this research program, and to participate in the division's undergraduate and graduate teaching program. Research programs with relevance to nutritional issues at the molecular, cellular, or organismal level are sought.
Requirements: Ph.D. or M.D. or equivalent. Doctoral degree, must have postdoctoral experience and demonstrate potential for outstanding accomplishments in research and teaching. Qualified applicants should submit cover letter, list of publications, a statement of research and teaching interests, and the names and addresses of three references to: Dr. Kathleen M. Rasmussen, Search Committee Chair, Division of Nutritional Sciences, 111 Savage Hall. Screening of applicants will begin June 1, 1993 and will continue until position is filled. Appointment to begin January 1, 1994, or sooner as negotiated.

Postdoctoral Position
Nutritional Sciences
Posting Date: 4/8/93
Available immediately in the section of Biochemistry, Molecular and Cell Biology. Involves the characterization of inhibitors targeted at the glucose-6-phosphate traslocase component of the hepatic microsomal glucose-6-phosphatase system and use of these site-directed, high-affinity probes to identify the protein and effect its purification. Ph.D. in biochemistry or related field required. Send curriculum vitae and three letters of reference to: Dr. William J. Arion, 227 Savage Hall, Cornell University, Ithaca, NY 14853. Telephone: (607) 255-2684.

Postdoctoral Position
Nutritional Sciences
Posting Date: 4/8/93
Available to join lab studying cognitive effects of developmental brain damage. 2 current NIH-funded projects concern perinatal exposure to cocaine and lead, respectively. Ph.D. required. Preferred candidate will have expertise in the assessment of cognitive functioning in animals and statistics. Send curriculum vitae and three letters of recommendation immediately to: Dr. B.J. Strupp, Associate Professor, Department of Psychology and Division of Nutritional Sciences, Savage Hall, Fax: 607-255-1033, PH: 607-255-2694.

Postdoctoral Position
Molecular and Cell Biology
Posting Date: 4/8/93
Available immediately to investigate mechanisms of regulation of lipoprotein lipase, hepatic lipase and lipase binding-heparan sulfate proteoglycans at the transcriptional and posttranscriptional levels. Topics studied include: Dissection of promoter regions, purification, cloning and characterization of transcription factors, tissue specific expression. Ph.D. with experience with recombinant DNS necessary. Send resume and names of three references to: Dr. Andre Bensadoun, Professor, Division of Biological Sciences and Nutritional Biochemistry, 321 Savage Hall.

Postdoctoral Associate
JA Baker Institute
Posting Date: 4/1/93 Repost
Carry out studies examining cellular and molecular mechanisms of photoreceptor cell differentiation and disease in the mammalian retina. Utilize different molecular and cytochemical (lectin-, immuno- and in situ hybridization histochemistry) methods to examine in the retina the expression of genes that are specific to the photoreceptor cells, or are involved in programmed cell death.
Requirements: MD, DVM, or PhD. Experience in microscopic anatomy and/or pathology preferred. Individuals interested should send their curriculum vitae and a list of 3 references to: Mrs. Susan Hamlin, Baker Institute for Animal Health, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853. Telephone 607-277-3044.