

# CORNELL CHRONICLE

Volume 21 Number 32 May 10, 1990



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World Series  
of Birding

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Touring the  
U.S.S.R.

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Meet Dayo Wilson

## Mudfest



Rain turned the 1990 Springfest, held on Libe Slope on May 4 to celebrate the end of classes for the academic

year, into a mudfest for senior philosophy major Lara Hanlon (left) and sophomore Susanna Pearce.

Tim Moersh

## Transforming industry after Cold War to be explored

As the Cold War fades, defense industry executives and labor union leaders will meet in New York City with federal and state officials and academic specialists on Tuesday, June 19, and Wednesday, June 20, to discuss how they can transform their plants into civilian production.

The first national conference on "Coming in From the Cold War: Mobilization for Change to Non-Defense Jobs" is being organized by Cornell's School of Industrial and Labor Relations and will take place in the Parker Meridien Hotel, 19 West 56th St.

"This conference will be the start of a long-range program by the Industrial and Labor Relations School to assist defense industries in converting their production to new products," said Peter Lazes, whom the school has appointed to direct workshops, technical assistance and educational programs for plants that will lose military contracts.

In the invitational letter to participants, Les Aspin, chairman of the House Armed Services Committee, said, "The conference will bring together some 150 influential leaders from the defense industry, labor, government and academia to share ideas and methods for shifting effectively from defense to commercial or civilian work and to examine strategies for maintaining a strong economy in the post-Cold War environment."

The letter was co-signed by President Frank H.T. Rhodes and David Lipsky, dean of the Industrial and Labor Relations School, the first school established in a U.S. university to deal exclusively with labor-management issues.

Aspin pointed to several geographical regions that "will be particularly hard hit" by Secretary of Defense Richard Cheney's proposal to cut at least \$180 billion from the defense budget over the next six years:

- Long Island, where defense contractors provide 40 percent of the manufacturing jobs.

- Massachusetts and Connecticut, where one of every 15 jobs is in a defense industry.

- Southern California, where 12 percent of all workers are in defense-related jobs.

- St. Louis, with 60,000 defense jobs.

Lawrence J. Korb, director of the Center for Public Policy Education and a senior fellow in the Foreign Policy Studies Program at The Brookings Institution, will give the keynote address, "Defense Needs in a Post-Cold War World."

Korb was an assistant secretary of defense from 1981 to 1985, a vice president of Raytheon Co. from 1985 to 1986, and dean of the Graduate School of Public and International Affairs at the University of Pittsburgh before joining The Brookings Institution.

Douglas Fraser, past president of the United Auto Workers, will speak on "Economic Transition from the Union Point of View."

Bob Zelnick of ABC News, Washington, will moderate a panel discussion on "How to Accomplish an Effective Transition to a Commercial Economy."

Conference delegates will form several

Continued on page 8

## Ithaca High among 1990 SuperQuest winners

High school supercomputing teams from Ithaca, Aurora Ill., Evanston, Ill., and Alexandria, Va., have been named winners of SuperQuest 1990, the only national computational science competition for high schools in the United States.

SuperQuest is sponsored by Cornell's Theory Center, International Business Machines Corp. and the National Science Foundation.

The winning teams of four students and a teacher/coach will mount supercomputer studies of topics such as the fastest way to drive a race course, the possibility of life-bearing planets around double-star systems and using mathematics to make money in commodities markets.

The teams are from Ithaca High School, Illinois Mathematics and Science Academy in Aurora, Ill., Evanston Township High School in Evanston, Ill., and Thomas Jefferson High School for Science and Technology in Alexandria, Va.

The winners were notified by telephone calls from the Theory Center on May 8. They were chosen from among 40 finalist high schools by a committee of scientists and educators. The students' proposals were judged on their scientific content, effectiveness of computational approach, creativity and clarity.

"The quality of the entries was remarkable," Cornell Theory Center Director Malvin Kalos said in announcing the winners. "Their ingenuity and breadth made it extremely difficult to choose the winners."

"Supercomputing is fundamental to ad-

vancing almost every field of science and technology and is critical to maintaining our international industrial competitiveness," he said. "Thus, we see these talented young people as crucial to the progress of our technological society, and we are extremely pleased to be able to offer these future leaders this intellectual challenge."

The students will learn how to carry out their proposed projects at an expenses-paid supercomputing training course at Cornell for the students and their teacher/coaches from July 2 through 20. Back at their high schools, the students will perform their research by remotely accessing Cornell's supercomputers using \$450,000 in work stations donated to the schools by IBM. The equipment also will be used to support advanced computing courses at the schools.

At the summer training institute, the SuperQuest teams will receive training in basic supercomputer usage, the FORTRAN computing language, computer graphics and basic numerical methods. They also will be aided by Theory Center staff in developing and implementing their programs on the Theory Center supercomputers.

The winning teams also will receive technical assistance to set up their remote computing sites for accessing the Theory Center machines. Theory Center teams will visit the schools during the academic year to offer further training and support.

After the student winners have completed their research projects, they will compete among themselves in the Best Student Paper Competition, with the winner

receiving a \$1,500 scholarship and the second-place winner receiving a \$1,000 scholarship. The students also will deliver scientific talks on their projects at professional scientific meetings.

In addition, the four schools will compete against one another to win additional supercomputing time.

About 2,100 scientists and engineers from more than 130 institutions use the Theory Center for about 500 research projects on subjects ranging from black holes in outer space to how proteins work.

—Dennis Meredith

### The Ithaca team

The Ithaca High School team is led by mathematics teacher Roselyn Teukolsky. The students and the titles of their projects are:

- Jakub Maciej Buchowski — Extending a Three-Dimensional Polyhedron into the Fourth-Dimension.

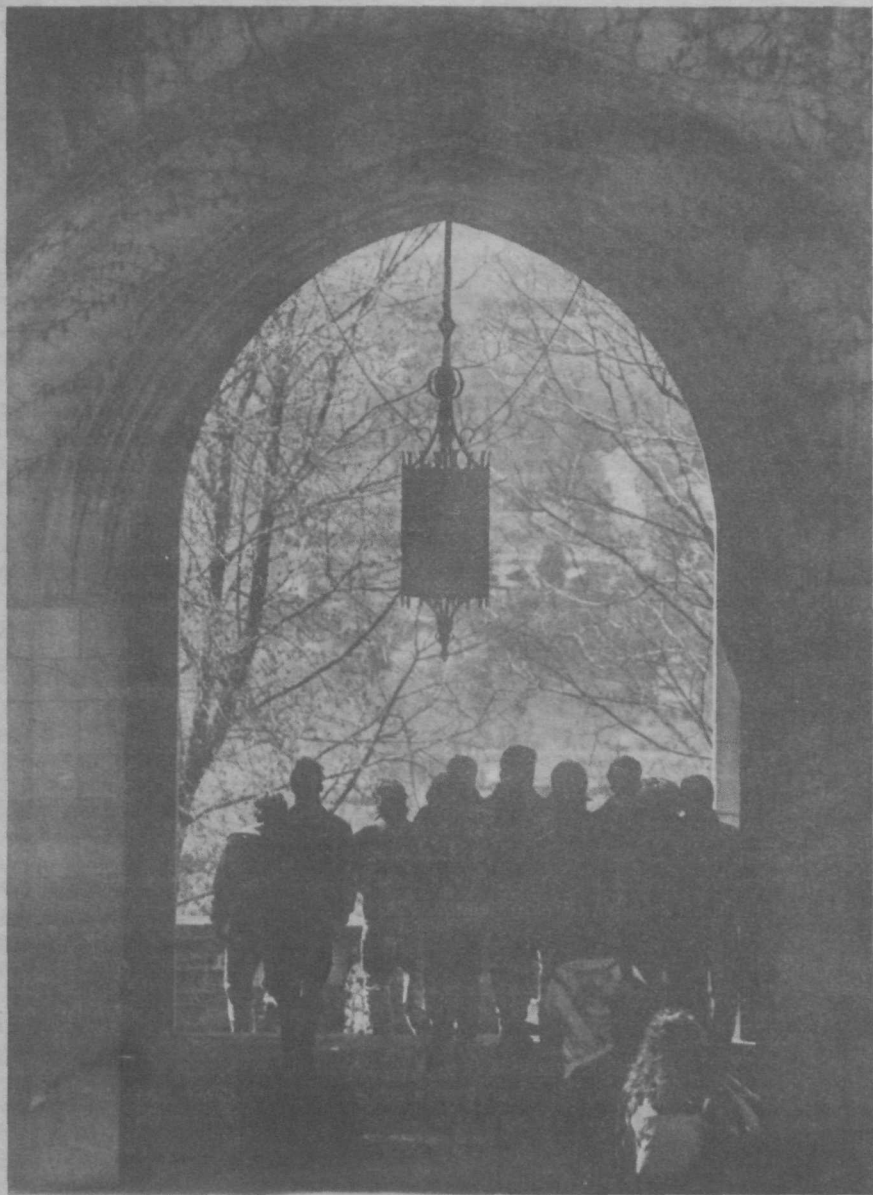
- Daniel Trawick Egnor — Molecular Flow Simulation.

- Gabor Revesz — Dynamic Simulation of Networked Particles.

- Lawren Michael Smithline — A Parallel Algorithm for the Hessenberg Reduction of an Arbitrary Matrix.



## Getting to know us



Tim Moersh

Prospective students and their parents are framed by an archway of Myron Taylor Hall as they take a tour of the campus.

## Morris gets probation for computer 'worm'

Robert Tappan Morris Jr., whose computer program, called a "worm," disrupted computer networks nationwide in November 1988, has been placed on probation, fined and ordered to perform community service by a federal judge. Morris, who was a Cornell graduate student when he released his program into the computer networks, was convicted last January under the Federal Computer Fraud and Abuse Act.

Under terms of the sentence that Federal District Judge Howard G. Munson announced on May 4, Morris was placed on

three years probation, and ordered to pay a \$10,000 fine and perform 400 hours of community service.

Morris' attorney, Thomas A. Guidoboni, said he planned to appeal his client's conviction.

After the computer worm was released on the national Internet computer network, Cornell formed a commission to investigate the incident. The commission, under the vice president for information technologies, M. Stuart Lynn, found that Morris, acting alone, had released the worm.

## CORRECTIONS

An article in the April 26 Chronicle incorrectly stated that Ezra Cornell's socks that were carried aboard the space shuttle Columbia traveled 4.5 billion miles. The correct figure is 4.5 million miles.

A May 3 article incorrectly reported the maximum benefit under next year's student insurance plan. The new maximum benefit for basic accident and sickness medical expenses will be \$102,000.

## CORNELL CHRONICLE

EDITOR: Mark Eyerly  
GRAPHICS: Cindy Thiel  
CIRCULATION: Joanne Hanavan

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Cornell University is committed to assisting those persons with disabilities who have special needs. A brochure describing services for the handicapped student 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 be directed to that office.

## BRIEFS

■ **Elected trustee:** The university faculty has elected Isaac Kramnick, the Richard J. Schwartz Professor of Government, to a four-year term as a member of the university's Board of Trustees, beginning July 1. The faculty elects one of its members to a four-year term on the 42-member board every two years. The other current faculty-elected trustee is Jennie T. Farley, a professor of industrial and labor relations.

■ **Volunteers:** Members of the Cornell community are being sought to volunteer to serve as ushers for commencement on Sunday, May 27. Contact Connie Mabry at the Commencement Office, 255-9541, to volunteer or to obtain more details.

■ **Physical education:** Two new courses aimed at faculty and staff have been added to the Department of Physical Education's summer offerings. One is in water aerobics and the other is in tennis. Registration will be taken at the physical education offices in Teagle Hall through the start of the programs. There is a \$24 fee for water aerobics, which will include stretching and flexibility exercises to music, meeting on Tuesdays and Thursdays from 12:30 to 1:15 p.m., June 12 through Aug. 16. The tennis classes, which will be at the intermediate level, will cost \$60 and be held at the Riskey Courts off Thurston Avenue on Mondays and Wednesdays from 4:30 to 5:30 p.m., June 25 through Aug. 8.

■ **Summer storage:** Cornell Public Safety is offering these tips to students planning to store their belongings over the summer: use a reliable firm with references, list items stored along with serial numbers of major articles, get a receipt with the firm's address and telephone number and know what the property-return procedure is. Also, don't load a vehicle the night before leaving; it may be found empty in the morning.

■ **Vehicle restrictions:** Starting Friday, May 11, traffic regulations that restrict vehicles from entering central campus on weekdays from 7:30 a.m. to 5 p.m. to only those with valid permits will be enforced, according to Daniel N. Murphy, manager of parking enforcement, information and communication for the Traffic Bureau. These measures are being taken for safety reasons because of the increasingly heavy pedestrian traffic on campus, he explained.

■ **Garden plots:** Distribution of plots under the rent-a-garden program known as Cornell Garden Plots will take place in the auditorium of Martha Van Rensselaer Hall on Saturday, May 12, from 9:30 a.m. to 1:30 p.m. for those who mail their applications to Garden Plot, Box 871, Ithaca, N.Y. 14851, and after 11:30 a.m. for others. The plots, located at Cornell Quarters on Bluegrass Lane off Hanshaw Road, are fertilized, plowed and disked. They rent for \$6 or \$10 depending on their size.

## NOTABLES

Three Cornell faculty members, **Mark Seltzer** and **Gordon L. Teskey**, associate professors of English, and philosophy Professor **Kwame Anthony Appiah**, are among 37 scholars selected from 507 applicants nationwide to be Fellows of the National Humanities Center for 1990-91. They will spend a year in research and writing at the North Carolina center. Appiah's research project is titled "Idealization and Human Understanding"; Seltzer, "Bodies and Machines"; and Teskey, "A Study of Allegory: Problems of Figurative Alterity from Antiquity to the Enlightenment."

**Simon A. Levin**, the Charles A. Alexander Professor of Biological Sciences and director of the Center for Environmental Research, received an honorary doctor of science degree on April 21 from Eastern Michigan University, where he was cited for his work applying mathematics to solve ecological problems. Delivering the commencement address the day before Earth Day to 1,600 EMU graduates, Levin said, "We must meet the challenge of conservation, waste reduction and the search for alternative energy sources to the limited and polluting fuels we use today."

The American Library Association has named **Joan Ormondroyd** the Miriam Dudley Bibliographic Instruction Librarian of the Year. The award, which will be pre-

sented at the association's annual meeting in Chicago in June, is among the most prestigious national honors available to librarians and includes a \$1,000 cash prize. Ormondroyd, who joined the library staff in 1971, is head of the reference department and coordinator of bibliographic instruction at Uris Undergraduate Library. Ormondroyd is a pioneer in the development of bibliographic instruction programs that she has presented at workshops at more than 35 locations throughout the United States.

The Division of Biological Chemistry of the American Chemical Society has awarded its 1990 Repligen Medal to **Harold Scheraga**, the George W. and Grace L. Todd Professor of Chemistry, "in recognition of outstanding contributions to the understanding of the chemistry of biological processes." He also was cited for his "development and application of physicochemical methods and theories to the study of protein structures and dynamics."

**Sheryl WuDunn**, who with her husband, Nicholas D. Kristof, received the 1990 Pulitzer Prize for international reporting, graduated from Cornell in 1981 with a bachelor's degree in history. They were cited for their knowledgeable coverage for The New York Times of the democracy movement in China and its subsequent suppression in the spring of 1989.

## GRADUATE BULLETIN

**Deadline:** May 18 is the deadline for completing requirements for a May degree.

**Registration:** Students receiving summer support from the Graduate School must register by May 21. Students must register if they are receiving financial aid during the summer; wish to use campus facilities during the summer; or are off campus but require credit for summer study. Registration must be done in person at the Graduate School. Student identification card is required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Tuition must be paid for summer courses.

**Commencement:** A reception will be held at The Henry Sage Graduate Center, immediately following the May 27 commencement exercises.

**Travel:** Conference Travel Grant Applications are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by June 1 for July conferences.

## BARTON BLOTTER

Two shanties constructed on the Arts Quadrangle by pro-divestment supporters were removed by a university grounds crew at about 7 a.m. on May 4, according to the Department of Public Safety.

About 20 people had been sleeping in and around the shanties but left the immediate area following a warning from Cornell Public Safety before the grounds crew moved in. There were no arrests, and no charges were filed with the university's judicial administrator.

According to the Public Safety reports for April 30 through May 6, there were 20 thefts on campus, with losses of \$1,920 in cash and valuables. The thefts included a Cornell Card against which four charges were made totaling \$269.

Computerized copies of the most current safety report may be called up on CUINFO under the title SAFETY. CUINFO terminals are situated in the main lobbies of Day Hall, Gannett Clinic, Willard Straight Hall, Sage Hall and eight libraries.



## Steady, girl



Tim Moersh

A horse is a horse, of course, of course, unless the horse is 100 years old and made of paper-mache. John Austin (left), assistant director of operations at Willard Straight Hall, and Gregg Hoffmire, a local delivery man, unload the horse at the Trumansburg Historical Society, where it will be displayed. The horse, purchased by a Trumansburg mercantile company at the turn of the century, was acquired for Cornell by Robert Treman.

## Officials outline disruptions expected during Olin project

One dozen experts held campus meetings last week on the effects of the Olin Library extension project, but the audiences were small and the questions few.

The people in charge of the two-year project, which will begin on May 29, heard questions about noise, dust, new bus routes and the effects of vibration on microcomputers (none expected) or Uris Hall laboratory animals (not sure).

But most of the 60 or so people who attended three meetings in the Hollis E. Cornell Auditorium of Goldwin Smith Hall listened without comment.

Alain Seznec, the Carl A. Kroch University Librarian, and Olin Director David Corson began each session explaining the need for the new three-story addition to be built underground between Goldwin Smith and Stimson halls.

Corson said, "Olin has served Cornell magnificently, but 29 years later, it has two and a half million volumes crowded into space for 2 million."

Seznec acknowledged that life around the Arts Quadrangle would be trying over the next two years, but he recalled the strong preference of the College of Arts and Sciences faculty for putting the new space near the old.

"You have to build where the people are," he explained.

The "people" — undergraduates, graduate students, faculty and others — now pay 600,000 visits a year to Olin, the home of Cornell's humanities and social sciences collections.

The addition will house Olin's special collections, with office and reading space clustered around a three-story atrium, partly lit through four skylights that will be placed on the quadrangle above.

Otherwise, the site will look virtually unchanged when the new space opens in about two years.

The public meetings were led by Cornell's directors of construction and of transportation — Harry MacPherson and Wil-

liam Wendt — and by James Verzella, the Olin project executive for Turner Construction Co. They were joined by Cornell staff and half a dozen subcontractors. Among the points made in presentations or in answer to questions were:

- On Tuesday, May 29, East Avenue will be fenced off from Tower Road north to the north end of Goldwin Smith.

- In mid-June, the city of Ithaca will close the Triphammer Bridge for repairs that will last till mid-October.

- Until about June 24, the main site work will be removing and retaining dirt and pouring concrete between Stimson's foundation — which rests on clay — and the bedrock below it.

- Two months of blasting to crumble the bedrock on the site will begin on about June 24.

Blasts, lasting one to two seconds, will occur usually once and sometimes twice a day, usually around noon. In the mornings, pneumatic drills will bore three-inch holes into which the small charges are set.

MacPherson said nearly exact blasting times would be available, up to 24 hours ahead, through a campus phone number to be announced later.

While the blasting contractor said similar projects had been harmless to machines and work routines in surrounding buildings, he noted that a siren will precede each blast by two minutes, allowing the cautious to turn off computers or other machines if they wish.

- In September 1991 — the excavation and concrete work completed — the fence will be moved from the east side to the west side of East Avenue, the road reopened to traffic, and a walkway opened between East Avenue and the Arts Quad down the south side of Goldwin Smith.

- Work on the inside of the new library structure will continue until the spring of 1992, with the opening scheduled to be held that summer.

— Sam Segal

## Japanese mayor seeks advice from Hotel School

The trouble with running hotels in Japan's popular hot-springs resorts is finding women to work as maids and coping with the Japanese habit of packing their leisure time into one day a year.

Matsutaro Yata, mayor of Kaga, a hot-springs resort on the Sea of Japan, and operator of one of the city's major inns, is looking to Cornell to help solve some of his problems.

In early May, Yata headed a 12-member delegation from his city of 70,000 people to the School of Hotel Administration to discuss the hospitality industry and sign an agreement for Hotel School faculty to participate in a professional seminar in Kaga in June 1991.

To an audience of students and faculty, Yata described life in a ryokan, the traditional Japanese inns that feature huge, public hot baths and rooms floored with tatami, finely woven straw mats on which guests sleep, take their meals, drink and socialize.

"A ryokan requires many maids to help arriving guests change into yukata [a loose-fitting, informal kimono], serve their meals and arrange the bedding, but in these prosperous days it is difficult to hire maids and managers," he said. "In Kaga, there are 2.5 job openings for each available person. Our inns create local economic problems, because they house shops, discos and night clubs, and guests need never leave the hotel for entertainment. So as mayor, I am trying to improve our sidewalks to encourage inn guests to stroll to other places in the evening."

Yata said the average stay in a ryokan is one night, and "our guests arrive too tired to go elsewhere. Japanese are desperate to have a good time in a short time. We have not learned to relax as you do in the West. The government is urging businesses to adopt two days off a week, and it is our responsibility to encourage Japanese to use their leisure time for leisure."

Yata's remarks, made in Japanese, were interpreted by Shigeyuki Nakatani, who earned a master's degree in Cornell's Hotel School in 1981 and now is a restaurateur and an adviser to the industrial department of the Kaga city government.

Yata and his group met with faculty from the School of Hotel Administration, the Johnson Graduate School of Management and the Department of Modern Languages and Linguistics to discuss ways in which Cornell might become more involved in hospitality research and education in Japan and Asia.

Yata and William N. Chernish, the Hotel School's assistant dean for executive education, signed an agreement for school faculty to participate in the second annual Cornell University Spring Symposium in Kaga in June 1991.

In March, three professors lectured at Kaga's first spring symposium that was attended by innkeepers from all parts of Japan: James Eyster, Florence Berger and William Kaven.

Yata said he hopes to establish long-term relations between his city and Cornell.

— Albert E. Kaff

## Laboratory Sapsuckers head for the World Series of Birding

Of all the ways to raise money for Cornell — phone-a-thons, black-tie dinners and matching-grants — the one that demands the most sleepless, hard-driving endurance is the Laboratory of Ornithology's annual foray to the World Series of Birding.

The team, called the Laboratory Sapsuckers, has never won that marathon contest, which every spring since 1984 sends carloads of bird watchers from North America and Great Britain racing around New Jersey to try to identify the most bird species in the Garden State in 24 hours. However, by soliciting pledges from supporters — a dime, a quarter, a dollar or more for every bird species they find — the Laboratory Sapsuckers have consistently raised more money than any other team.

The hard-earned pledges go to support ornithological research and education programs at Cornell. Last year the Sapsuckers spotted 173 species and collected \$30,000 in pledges, bringing their five-year total to more than \$100,000.

The birding marathon is held in New Jersey because that state is one of the few

in the United States with enough different habitats — close enough together — to find 200 or more species in a day of driving.

"The competition will be tougher than ever this year [Saturday, May 19] because there are 40 teams entered," said Rick Bonney, captain of the five-member team of Sapsuckers that is named for the woods where their laboratory is located. Besides Bonney, manager of education and information services at the lab, the team includes Todd Culver, Diane Johnson, Ken Rosenberg and Kevin McGowan.

"While we're braving the wilds of New Jersey, we invite friends of the lab across the continent to conduct their own Big BirdWatch count and to solicit pledges," Bonney said. "Last year Ornithology Lab member Leslie Urban of Elliot, Maine, and her father counted 82 species along the seacoast of Massachusetts, New Hampshire and Maine."

Information on the World Series of Birding and Cornell's Big BirdWatch is available by calling 254-2420.

— Roger Segelken

## I've got it



Tim Moersh

Dan Velicer (left) and Jeff Haight go up for a Frisbee on a recent summer-like afternoon. Velicer is a sophomore studying anthropology and music and Haight is a junior in environmental engineering.



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

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

**Instruction and requests**, 7:30 p.m. to 10 p.m., Senior Citizens Center; planning meeting, 6:30 to 7:30, location to be announced.

**Global Dance**, co-sponsored by the Cornell International Folkdancers and the Cornell Wellness Program, Contra dancing, 7:30 to 10 p.m., May 15, Dance Studio, Helen Newman Hall. Partners not necessary. For information, call 273-0707.

### Israeli Folkdancing

Israeli Folkdancing, Thursdays, 8:30 p.m., Edwards Room, Anabel Taylor Hall.

## EXHIBITS

### Johnson Art Museum

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

**"Wu Guanzhong, A Contemporary Chinese Artist,"** the works of Wu Guanzhong, contemporary Beijing artist, will be on exhibit through May 27. Included are Chinese ink paintings, oil paintings, drawings and sketch books.

**"Paintings and Drawings by J.O. Mahoney,"** a retrospective exhibition of 56 paintings and drawings by the late Ithaca painter J.O. Mahoney, on view through June 24. The exhibit includes work from the museum's collection, Mahoney's colleagues and friends, and the artist's estate.

### Olin Library

**"The Book in Southeast Asia,"** early Southeast Asian manuscripts and books, fabricated from palm leaves or the bark of mulberry trees and written in exotic scripts, along with colonial and modern books, Monday through Friday, 8 a.m. to 5 p.m., through June 12.

### University Library

**"Human Sexuality: A Selection of Library Resources,"** an exhibit in Uris and Olin libraries, manuscripts and archives, through June. The exhibition covers topics such as witchcraft, AIDS, heterosexual relationships, the evolution of lesbian and gay writing, lesbian and gay liberation, reproductive rights and directions of current research.

## FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted. Most

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

### Thursday, 5/10

"Roger and Me" (1989), directed by Michael Moore, 7:15 p.m., Willard Straight.\*

"Born on the Fourth of July" (1989), directed by Oliver Stone, with Tom Cruise and Kyra Sedgwick, 9:30 p.m., Willard Straight.\*

### Friday, 5/11

"Born on the Fourth of July," 6:30 p.m., Willard Straight.\*

"Roger and Me," 7:15 p.m., Uris.\*

"A Flame In My Heart" (1988), directed by Alain Tanner with Myriam Mezieres, 9:30 p.m., Uris.\*

Student Films, a semi-annual presentation of new films by Theatre Arts Department students, 9:40 p.m., Willard Straight.\*

"Highlander" (1986), directed by Russell Mulcahy, with Christoph Lambert and Sean Connery, midnight, Uris.\*

### Saturday, 5/12

"Born on the Fourth of July," 7:15 p.m., Willard Straight.\*

"A Flame In My Heart," 7:15 p.m., Uris.\*

"Roger and Me," 9:50 p.m., Uris.\*

"Highlander," 10:30 p.m., Willard Straight.\*

### Sunday, 5/13

"Born on the Fourth of July," 4:30 p.m., Willard Straight.\*

"Paths of Glory" (1957), directed by Stanley Kubrick, with Kirk Douglas, Ralph Meeker and Adolphe Menjou, 8 p.m., Willard Straight.\*

### Monday, 5/14

"Wall Street" (1987), directed by Oliver Stone, with Michael Douglas, Charlie Sheen and Daryl Hannah, 6:45 p.m., Willard Straight.\*

"Born on the Fourth of July," 9:30 p.m., Willard Straight.\*

### Tuesday, 5/15

"Notorious" (1946), directed by Alfred Hitchcock, with Cary Grant, Ingrid Bergman and Claude Rains, 7 p.m., Willard Straight.\*

"Born on the Fourth of July," 9:30 p.m., Willard Straight.\*

### Wednesday, 5/16

"Cousins" (1989), directed by Joel Schumacher, with Ted Danson, Isabella Rossellini and Sean Young, 7 p.m., Willard Straight.\*

"The Little Mermaid" (1989), directed by John Musker and Ron Clements, 9:30 p.m., Willard Straight.\*

### Thursday, 5/17

"Henry V" (1989), directed by Kenneth Branagh, with Kenneth Branagh, Derek Jacobi and Ian Holm, 6:45 p.m., Willard Straight.\*

"The Little Mermaid," 9:45 p.m., Willard Straight.\*

## LECTURES

### Veterinary Medicine

"The Importance of the Livestock Industry to Australia's Economy," William A. Snowdon, former chief of Australia's Commonwealth Scientific and Industrial Research Organization, and the 1990 George C. Poppen-sick Visiting Professor in International Veterinary Medicine, May 15, 4 p.m., James Law Auditorium.

## MUSIC

### Bound for Glory

Records from the studio. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

### Johnson Museum of Art

"Duo Voice Recital," featuring Donna

Bloom, mezzo soprano, Joseph Cook tenor and Alan Giambattista, piano accompanist, May 13, 3 p.m., lecture room, Johnson Museum of Art. The program includes five popular Greek folk songs by Maurice Ravel, Three Songs, Op. 13 by Samuel Barber, and a selection from Gustav Mahler's "The Youth's Magic Horn," and "Cantic II: Abraham and Isaac," by Benjamin Britten.

## RELIGION

### Sage Chapel

Scott B. Elledge, the Goldwin Smith Professor Emeritus of English Literature, will deliver the sermon at Sage Chapel on May 13. The service will begin at 11 a.m. Music will be provided by William Cowdery. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

### Baha'i

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

### Catholic

Mass: Saturdays, 5 p.m., Anabel Taylor Auditorium.

Mass: Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium.

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

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall. Call 272-8755 for information.

### Jewish

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

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

### Korean Church

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

### Lutheran

Bible Study and Communion, Fridays 12:20 p.m., G-3A Anabel Taylor Hall.

### Muslim

Fridays, 1 p.m., Anabel Taylor Edwards Room.

### Protestant

Protestant Cooperative Ministry: Bible study, Sundays, 10 a.m., G-7 Anabel Taylor; Sunday worship, 11 a.m., Anabel Taylor Chapel.

### Zen Buddhism

Zazen practice Tuesdays at 7 p.m. and Thursdays at 5:10 p.m. in the chapel, Anabel Taylor Hall. For more information or to arrange beginner's instruction, telephone Jon Warland at 272-0235.

## SEMINARS

### Biochemistry

"snRNPs and Splicing in Yeast: Genetic Approaches," Christine Guthrie, University of California Medical School, May 11, 4 p.m., Large Conference Room, Biotechnology Building.

"Messenger RNA Turnover in *E. coli*. A Knotty Problem," George Mackie, University of Western Ontario, May 14, 12:20 p.m., conference room, ground floor, Biotechnology Building.

### Biophysics

"Membrane Glycoprotein Movements in Cell Motility," Michael Sheetz, Washington University Medical College, May 17, 4:30 p.m., 700 Clark Hall.

### Ecology & Systematics

"Ecodiversity and Behavioral Dynamics in Relation to Host-Thrips Interactions," T.N. Ananthakrishnan, Loyola College, Madras, India, May 17, 12:15 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Environmental Toxicology

Title to be announced, Nancy Ostig, Cornell, May 11, 12:20 p.m., 304 Fernow Hall.

### Epidemiology

"Measure of Performance of Indicators of Health or Nutritional Status," Fushing Hsieh, Cornell, May 11, 12:20 p.m., 260 Warren Hall.

### Genetics & Development

"Multifarious Microtubule Mutations in Yeast," Tim Huffaker, Cornell, May 14, 4 p.m., conference room, Biotechnology Building.

### Jugatae

"Diamondback Moth Resistance Mechanisms in Brassica," Sanford Eigenbrode, NYSAES, Geneva, May 14, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Neurobiology & Behavior

"Neural Regulation of Degradation of Nicotinic Acetylcholine Receptor in Mouse Skeletal Muscle," Show-Ling Shyng, Cornell, May 10, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

### Ornithology

"Studies of Dead-Leaf Foraging Birds in Peru," Ken Rosenberg, Louisiana State University, May 14, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

### Pharmacology

"Regulation of Neuronal Signal Transduction by Components of the Cytoskeleton," Mark Rasenick, College of Medicine, Chicago, Ill., May 14, 4:30 p.m., G-3 Vet Research Tower.

### Physiology

"The Urinary Concentrating Mechanism: A Comparison of Birds and Mammals," Eldon Brown, University of Arizona College of Medicine, Tucson, May 14, 4:30 p.m., Hagan Room, Vet Research Tower.

### Plant Biology

"The Vacuolar ATPase: Protein Structure and Gene Structure of a Complex Enzyme," Barry Bowman, May 11, 11:15 a.m., 404 Plant Science Building.

### Plant Breeding

"Regulation of Tissue-Specific *Adh* Gene Expression in Tomato," Madge Rothenberg, Cornell, May 15, 12:20 p.m., 135 Emerson Hall.

### Rural Sociology

"Exporting Workers: The Regulation of International Contract Labor Migration from the Philippines: The Case of Filipino Nurses," Rochelle Ball, The University of Sydney, co-sponsored by Population & Development Program, May 10, 4 p.m., 32 Warren Hall.

### Stability, Transition & Turbulence

"Bifurcation Phenomena in Natural Convection in Porous Media," Peter Vadasz, Israel Electric Corp., May 17, 3:30 p.m., Grumman Conference Room.

## MISC.

### Aerobics Classes

Employee aerobics will be given by Amy Brill on Mondays, Wednesdays and Fridays, June 11 through Aug. 17, 12:10 to 1:10 p.m., in Helen Newman Gymnasium. Fee is \$2 per class. For more information, call Debbie Gatch at 255-5133.

### Macintosh Users' Group

MUGWUMP, the Macintosh Users' Group for Writers and Users of Mac Programs, meets on the first Thursday of each month. Meetings are free and beginners are welcome. For more information, call 272-4158.



## Sparks of creativity



Tim Moersh

Senior architecture student Inson Wood welds a section of his steel sculpture for a sculpture garden that he is working on.

## Project Mandarin to improve administrative computing

Cornell will mount a new project to create a computer "environment" to enable university administrators to tap into the wide range of data they need to run today's billion-dollar intellectual enterprises with unprecedented ease.

The new, two-year effort, called Project Mandarin, will be supported by \$500,000 in grants and equipment from Apple Computer Inc. to the Office of Information Technologies, which will develop the Mandarin system.

The Mandarin system will be easily adaptable to meet the needs of other universities. Pennsylvania State University will aid in developing Mandarin and will join Cornell and the University of Rochester as test sites for initial versions of the system.

Using the new Mandarin system, administrators ranging from college presidents to administrative aides will be able to gain access to data banks on their campuses and nationwide, regardless of type of hardware or form of data. Mandarin project leader will be Donna Taber, working with assistant director of office support systems, Mark Mara.

"Besides being institutions of research and learning, as well as public service institutions dedicated to disseminating knowledge, universities are also large-scale business enterprises requiring efficient management," said M. Stuart Lynn, vice president for information technologies.

"Because of this unique diversity, developing a computing environment for the scholarly administrator, who is both manager and academic, is an extremely complex challenge."

Said Taber, "The aim of Mandarin is to allow an administrator to easily read mail, review departmental budgets, map the route to a campus office, check on a staff member's promotion or even query computerized library card catalogs — all without worrying about details of hardware or software at the other end."

"Apple is delighted to support this im-

portant project," said Burt Cummings, director of higher education marketing at Apple. "It's rewarding to enhance the power of existing multi-vendor environments by using the Macintosh computer's unique ability to access and integrate information easily and transparently."

According to Taber, the Mandarin system will include a consistent, attractive and easy-to-use interface that administrators can customize and use without extensive training. Although the system will be based primarily on Apple's Macintosh technology, the project will ultimately explore adapting the Mandarin environment to other computer systems such as the UNIX-based X-Window system.

The Mandarin system also will include software tools that will allow any university to adapt the system to its own hardware and software.

"Cornell is like many universities in the diversity of its computing environment," pointed out Mara. "The university relies on thousands of personal computers, work stations, minicomputers and mainframes from Apple, International Business Machines Corp., Digital Equipment Corp. and other companies. These computers run a variety of operating systems, network software and applications packages."

The majority of work stations used in the administration of Cornell are Apple Macintoshes, most of which attach to the IBM administrative mainframes, said Mara.

Major data services at Cornell include a central administrative data base using the ADABAS and NATURAL software package by Software AG for IBM mainframes. The Cornell University Distributed Accounting System is a microcomputer-based computer-based system that interfaces with the central accounting system.

Cornell also operates CUNFO, which includes information on academic and general matters and a two-way student counseling system called Uncle Ezra.

—Dennis Meredith

## X-rays make first measurements of ions above charged surface

A measurement that could aid fundamental understandings of batteries, electrodeposition systems, chemical catalysts and biological membranes has been made by Cornell scientists.

The researchers have used a special arrangement of X-ray beams called standing waves to answer a century-old scientific question — how charged atoms, called ions, in a solution arrange themselves above an electrically charged surface.

Their unprecedented measurements, which were made at scales of millionths of an inch, were reported in the April 6 issue of *Science*. Authors of the article, "A Measurement of the Diffuse-Double Layer at a Membrane/Aqueous Interface Using X-ray Standing Waves," are Michael Bedzyk of the Cornell High Energy Synchrotron

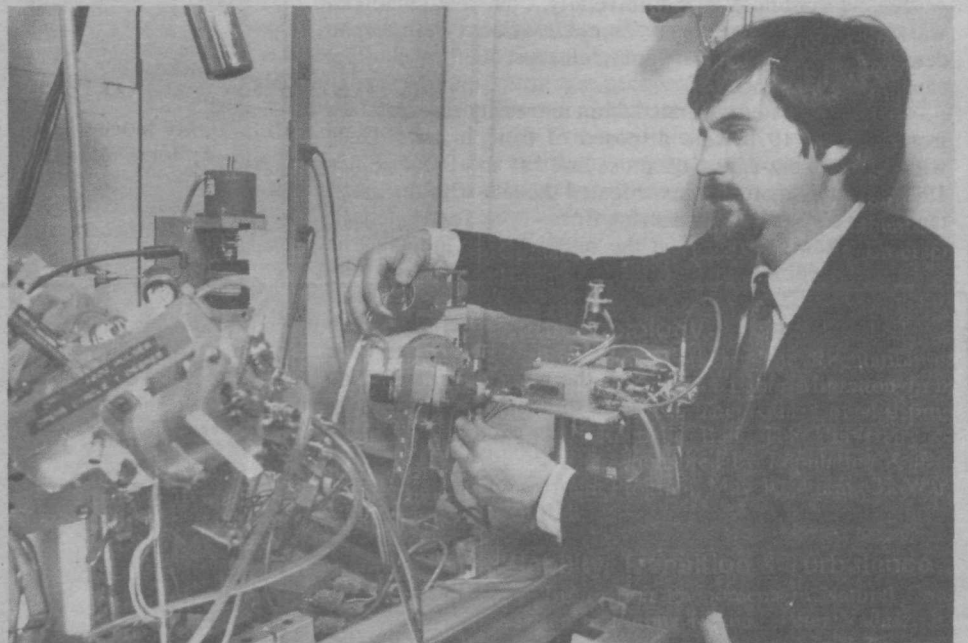
surface could allow improved understanding and design of a wide variety of electrical devices such as batteries or systems for electrochemically coating materials. It also could allow improved understanding of catalysts — widely used in the chemical industry — that depend on the interaction of a charged surface with an electrolyte solution. Finally, such knowledge also could help scientists in understanding the functioning of biological membranes — fundamental structures of all living cells.

In a 1988 paper, the same scientists reported developing a technique of producing X-ray standing waves to study the structure of ultrathin organic films or soap films. Standing waves are those whose nodes and antinodes — or troughs and crests — remain stationary, much like the water waves produced in a pan when it is struck repeatedly. Incoming and reflected waves from the sides meet each other at the same point each time, reinforcing each other and producing a wave pattern that is fixed in space.

X-ray standing waves are produced by angling incoming and reflected X-ray beams off an X-ray mirror to interfere with each other, just as the interference of water waves produces standing waves. In this case, the nodes and antinodes of the standing wave are parallel to the reflecting surface. Scientists can change the period, or distance between the nodes, by changing the angle of the incoming X-ray beam.

In 1964, Boris Batterman, now director of CHESS, developed a related technique using X-rays reflected from single crystals to produce standing waves with periods of 1 to 4 angstroms. An angstrom is 100-millionths of a centimeter, or about 4 billionths of an inch. However, these periods were too short to study the larger structure of the ion layers. In the latest research, the scientists produced long-period X-ray standing waves, which could be varied between 80 and 1,000 angstroms.

The researchers' aim was to demonstrate that their technique could distinguish between two theories of how ions behave above a charged surface. The traditional Helmholtz Theory holds that positive ions attach to a negative surface to form a solid layer. However, the more modern Gouy-



Charles Harrington

Michael Bedzyk of the Cornell High Energy Synchrotron Source (CHESS), with an apparatus used to produce X-ray standing waves.

Chapman-Stern Theory holds that the charged surface is partially neutralized by the lowest layer of ions and that the ions above the surface form a diffuse layer.

"The most obvious choice for such a demonstration might have been to make the X-ray mirror a surface in an electrochemical cell," the scientists wrote. "However, to show the versatility and power of this new method, we have chosen to measure the ion distribution profile above a negatively charged membrane that has been deposited onto the surface of an X-ray mirror."

The scientists explained that such membranes, a single layer of an organic molecule, called phospholipid, closely resembles biological membranes such as those that enclose all living cells.

The scientists layered the membrane onto a tungsten-silicon mirror and covered the membrane with a thin layer of dilute zinc-chloride solution. They then produced standing X-ray waves above the mirror using the Cornell High Energy Synchrotron

Source, which produces an X-ray beam a million times more intense than a medical chest X-ray.

A given antinode of the standing waves would cause zinc atoms in the solution at that point to fluoresce, which could be measured with a fluorescence detector. By varying the height of the antinodes of the standing waves above the surface, the scientists could determine the concentration of zinc ions at various heights above the negatively charged membrane.

Upon analyzing the results of their experiments, the scientists found that they agreed with the Gouy-Chapman-Stern model for the distribution of ions above the charged surface. The scientists plan to use the technique for finer studies of other such electrochemical systems. Their work was supported by the National Science Foundation (NSF), the National Institutes of Health, the Department of Energy and the College of Agriculture and Life Sciences.

—Dennis Meredith

*"This is a classical electrochemical problem, one that has never been solved — to measure how an electrolyte behaves above a charged surface."*

—Michael Bedzyk

Source (CHESS) and the School of Applied and Engineering Physics; Department of Chemistry graduate student Mark Bommarito; Ohio State University chemist Martin Caffrey; and Thomas Penner at the Corporate Research Laboratories of Eastman Kodak Co.

"This is a classical electrochemical problem, one that has never been solved before — to measure how an electrolyte behaves above a charged surface," Bedzyk said. "Probes such as electron beams and ion beams couldn't reach through the water to 'see' the ions, while X-rays were ideal for looking at this buried interface."

An electrolyte is a substance that in solution can conduct electricity because it separates into electrically charged ions.

Knowledge of how ions are distributed in an electrolyte solution above a charged



James E. Turner

## First director of Africana Studies Center focuses on life and work of Malcolm X

In the two years since stepping down as the first director of Cornell's Africana Studies and Research Center in 1988, James E. Turner has emerged as a recognized authority on the life and work of Malcolm X.

A political sociologist, Turner worked as a consultant for the television series, "Eyes on the Prize II," aired by the Public Broadcasting Service and was quoted in newspapers nationwide explaining the growing recognition of Malcolm X as a leadership figure and as a man ahead of his time.

After spending 18 years directing the growth of Cornell's Africana Studies Center, Turner said he "enjoys the luxury" of devoting all of his time to his research and teaching at the center.

His courses include one on racism that regularly attracts some 350 students. Another course, which is in high demand but restricted to 35 students a semester, is on African-American political theory and social thought; it focuses heavily on Malcolm X.

Turner was 29 when he was singled out by African-American students on campus to become the first director of the Africana Studies and Research Center, which was established in 1969 in the wake of demonstrations and accelerating demands for African-American studies at Cornell.

He came to Cornell from Northwestern University, where he had gained wide recognition in the nationwide African-American student movement as an articulate leader. He was a graduate student with outstanding academic achievements in African-American studies and a disciple of the Pan-African perspective of W.E.B. Du Bois, the intellectual father of the African-American movement in this country.

"When I came to Cornell, ours was a rather unique program. In 1970, only 36 colleges awarded degrees in African-American studies; today, the figure exceeds 300. And while many programs have what some consider the great advantage of being located in urban areas, where the so-called action is, I prefer the creative atmosphere and relative isolation of Cornell's campus combined with the university's great strengths and diversity in international studies and programs," Turner said.

"From personal experience I have found that Cornell is a household word in the most remote areas of the world."

Turner has become an international spokesman for Afri-

can-American studies and most recently was one of five American scholars selected for an international seminar on African art, culture, history and political development which took place last year in Senegal.

He is coordinator of an effort to declare May 19, the birthday of Malcolm X, as an annual African-American day of commemoration.

Turner launched the campaign as a principal speaker during memorial ceremonies last Feb. 21 before an overflow audience at the Abyssinian Baptist Church in Harlem. The event marked the 25th anniversary of the assassination of Malcolm X, who in the turbulent 1960s preached African-American pride, self-reliance and resistance to racism.

Malcolm X, whose Muslim name was El Hajj Malik Al-Shabazz, was 39 when he was gunned down in 1965 as he began to address followers at the Audobon Ballroom on West 166th Street in Manhattan. Three men believed to have been members of the Nation of Islam, popularly known as Black Muslims, with whom Malcolm X had split about a year earlier, were convicted of the murder.

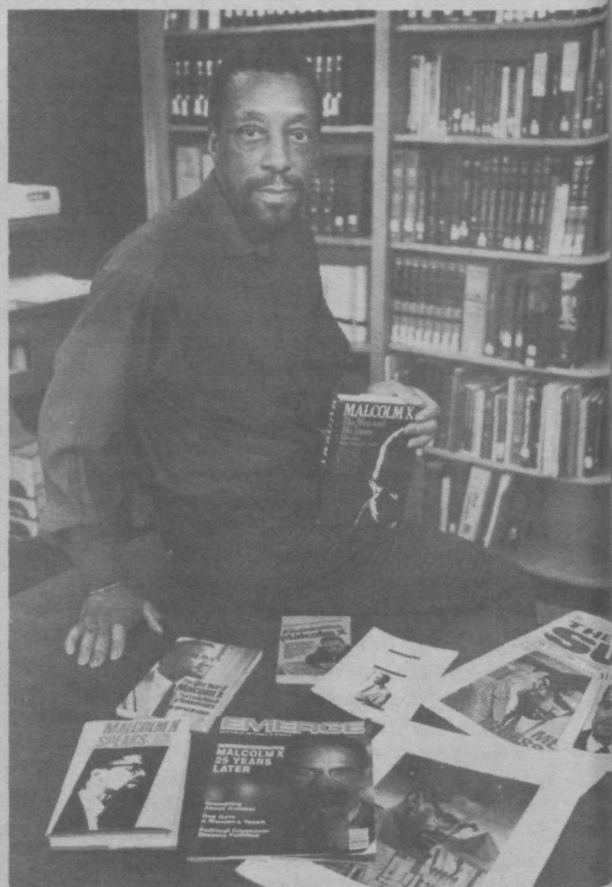
"Although he has always been a hero in the African-American community, there has been an upsurge of interest in Malcolm X among young people in the last five years," said Turner, who spent most of 1988 studying and gathering Malcolm X papers as a research fellow at the Schomburg Center For Research in Black Culture in New York City.

"His autobiography is an annual best seller and any new material on him is quickly sold out. And he now has entered the popular market as the subject matter of rap artists and even T-shirt art," according to Turner.

Turner said that one purpose of the national Malcolm X commemoration movement is to "correct the omissions and distortions in the portrayal of Malcolm X. We recognize that his contributions have not been adequately nor fairly treated in either the popular literature or the limited historical accounts of his life."

Turner pointed out that Malcolm X taught self-identity, political empowerment and economic cooperation among African-Americans and endorsed a life free of alcohol, drugs and fornication.

"He also said, 'We're non-violent with people who are non-violent with us. But we are not non-violent with anyone who is violent with us.'"



James E. Turner

Charles Harrington

Turner also cited the lines in Malcolm X's autobiography, co-written with Alex Haley:

"Sometimes I have dared to dream to myself that one day, history may even say that my voice . . . helped to save America from a grave, possibly even a fatal catastrophe. The goal has always been the same, with the approaches as different as mine and Dr. Martin Luther King's non-violent marching, that dramatizes the brutality and the evil of the white man against defenseless Blacks. And in the racial climate of this country today, it is anybody's guess which of the 'extremes' in approach to the Black man's problems might personally meet a fatal catastrophe first — 'non-violent' Dr. King or so-called 'violent' me."

— Martin B. Stiles

## Waste disposal site testing continues

Testing continues at the university's inactive chemical-waste disposal site north of Tompkins County Airport to determine the extent of contamination before a final cleanup plan is proposed.

Chemical wastes generated from university research labs from 1962 to 1978 were disposed of there in accordance with government-approved procedures at the time. Since 1987, the university has investigated the site with the assistance of a consulting engineering firm.

Soil and water testing at the one-acre site indicates no potential problems for humans, according to Judy Crawford, director of environmental health at Cornell.

Low concentrations of organic chemicals such as trichloroethylene, benzene, toluene and 1,2 dichloroethane have been found in some test wells on the site and in groundwater and surface water southwest of the site near Snyder Road. As expected, soil samples from excavations on the site were contaminated.

Crawford said health risks to nearby residents and passersby are minimal. "In order to be affected, a person must come in direct contact with the buried waste or the contaminated groundwater," she explained. "The site is securely fenced and posted. There is no airborne emission of chemicals."

The landfill is on the state's registry of inactive hazardous waste sites. Although the state does not consider it an imminent hazard to human health, environmental laws require an assessment before remedial actions are taken.

The site remediation plan must be approved by the state's Department of Environmental Conservation (DEC). When the DEC accepts the feasibility study, a public meeting to discuss the plan will be held, probably sometime late this year, Crawford noted.

In the meantime, the university plans to intercept contaminated groundwater and direct it through an on-site water-treatment plant to clean it of chemicals. Details of the system are now being prepared for DEC approval.

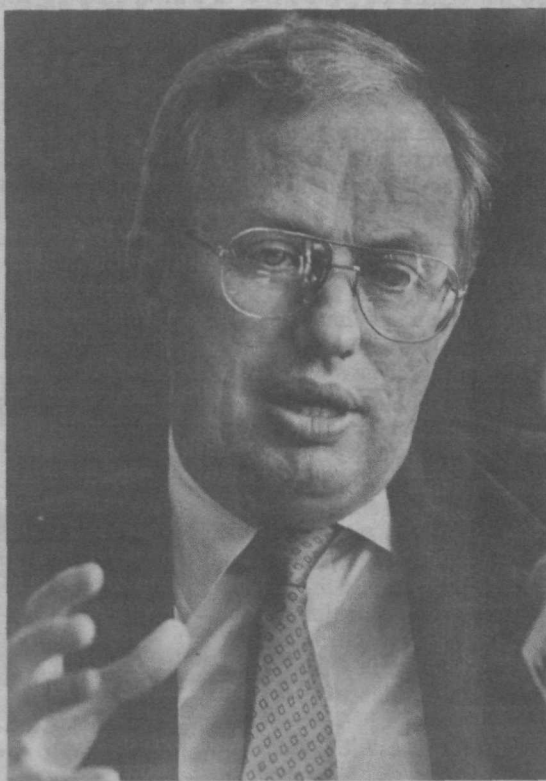
Although two rings of monitoring wells have detected contaminants, water from the monitoring wells is not used for drinking water. Private wells serving the nearest homes, about one-half mile east of the inactive site, have been found to be clean, according to analyses performed by a certified laboratory.

"The plume of contaminated water appears to be moving very slowly in a southwest direction, rather than toward homes," Crawford said.

This information was shared in mid-March with homeowners in the area near the airport, and state and county health departments have been kept informed of the findings, she added. Over the last three years since the university announced that it had started a remedial investigation, five newsletters have been sent to nearby residents.

Thus far, the university has spent more than \$800,000 on the investigation and feasibility phases.

## Making his point



Lt. Gov. Stan Lundine

Tim Moersh

Lt. Gov. Stan Lundine, shown above speaking at a news conference during his May 8 visit to campus, told reporters that increased cooperation between labor and management "will result in greater productivity and will give New York state a competitive advantage."

After meeting with reporters, Lundine, who heads the state's labor-management committee, spoke at a dinner in the A.D. White House for delegates from throughout the state who were attending a conference in the School of Industrial and Labor Relations on changes and new strategies in labor-management relations. His topic was "The Role of Collective Bargaining in Economic Development."

Lundine heads the state's labor-management committee. Representatives of management and labor from industries in New York state serve on the committee, which works to improve working conditions and increase productivity by discussing common problems and goals in an effort to work out plans together.

## Delay asked in vote on park-and-ride lot

Cornell has asked the town of Ithaca to postpone consideration of the university's proposed 600-car park-and-ride lot north of East Hill Plaza for nine months while the town and county develop plans for circulation and traffic improvements in that area.

In a May 4 letter to the Zoning Board of Appeals, which was scheduled to review the Town and Campus Park-and-Ride project May 9, William E. Wendt, Cornell's transportation director, said "traffic congestion and corresponding public frustrations will continue while we await municipal action." However, he added, the postponement would allow for "fundamental transportation problems" to be addressed at an intermunicipal level.

The university-designed lot would provide free parking for 600 vehicles, including those belonging to employees and long-term parkers such as students from the College town, Bryant Park and Belle Sherman neighborhoods. Rather than bring additional traffic to the area, the lot would intercept traffic headed to campus from Route 79 and Ellis Hollow, helping to reduce congestion at the Judd Falls Road-Route 366 intersection, as well as address the need for more parking in the community and at Cornell, he explained.

The project, first conceived in the early 1980s by consultants for the city of Ithaca's Collegetown redevelopment planning, has been discussed with town of Ithaca officials for more than a year. It was reviewed formally by the town planning board at the beginning of the 1989-90 academic year, and a public hearing was held in February 1990 following a series of postponements by the town.

In his letter, Wendt noted that the road network in the area in question has been acknowledged to be inadequate, particularly where Judd Falls Road intersects with Route 366 and with Mitchell Street and Ellis Hollow and Pine Tree roads.

"There has been and is general agreement about these problems among town and county officials and local residents, but, to date, municipal improvements have not been made by local governments," Wendt wrote.

He said that Cornell has provided funds to support studies aimed at mitigating the effects of traffic growth and remains "committed to working with town, city and county agencies and local communities on this critical intermunicipal planning issue."

Late last month, Cornell asked the town of Ithaca to take the lead in coordinating planning efforts involving the county and other municipalities "to reach agreement as quickly as possible on a precise location" for the north-south connector route from the East Hill Plaza area to Warren Road.

Such a connector has been proposed by Tompkins County and the town of Ithaca for many years and, at the request of these governments, the university has preserved a corridor through its orchards property.



Richard Dreitzer

## Senior gets a first-hand look at changes in Soviet Union

Richard Dreitzer returned to his studies at Cornell from a student trip to the Soviet Union with — of all things — a KGB identification card.

Dreitzer did not join the Soviet security police. But in Eastern Europe's new atmosphere of freedom, a Lithuanian student gave him a red-covered KGB card complete with an agent's photograph and signature.

"The student did not explain how he got his hands on the card but what a marvelous souvenir from my first trip outside the United States," said Dreitzer, 21, who will graduate from Cornell's School of Industrial and Labor Relations this month. He was one of 44 college students from across the United States who visited Leningrad, Moscow and Vilnius, the Lithuanian capital, from last Dec. 29 to Jan. 11.

They met with other students in the first U.S.-U.S.S.R. university seminar co-sponsored by the Citizens Exchange Council, based in New York City, and the American Association of University Students, which represents campus government groups.

"We traveled in the midst of new freedoms, particularly in Lithuania, where the people want to withdraw from the Soviet Union," the Brooklyn, N.Y., resident said.

"In Vilnius, I saw workers striking against working conditions in the factories. We were told that some students were collecting guns from the black market in case of trouble. In a village square, I saw hunger strikers manning a hut to protest Moscow's recruiting of 18-year-olds into the Russian army.

"Walls were covered with graffiti. One sign was translated for me, 'Lithuania without freedom is Lithuania without a future.' A swastika was painted next to a Soviet Army Red Star to signify that Communism equals Fascism."

A political leader described Lithuania's independence movement to the American students. Two months later, on March 11, the Lithuanian parliament, by a 124-0 vote, declared the Baltic republic's independence from the Soviet Union and elected the first non-communist in Soviet history to serve as leader of a U.S.S.R. republic.

Dreitzer, who plans to go on to law school and become a labor lawyer, reported signs of breakdowns in the social order in the Soviet Union. "On the streets, I was offered marijuana in Leningrad, and the longest lines of shoppers that we saw were for candy and vodka," he said.

Learning that taxi drivers overcharge Americans, the Cornell student and some of his friends tricked one driver. "We convinced him that we were from Spain," he said. "A girl with us spoke Spanish. She did most of the talking while I kept replying, 'Si, si.' It worked."

The Americans spent New Year's Eve in Leningrad, the city that Peter the Great built in the 18th century to serve as his window on Europe. "New Year's Eve was a ball," Dreitzer recalled. "The Russians were dancing in the streets to a band that was playing American rock and roll."

Almost exactly as tall as Peter the Great, Dreitzer towered over most of the Russians and Lithuanians whom he met. "I may have intimidated some of them since I stand 6 feet, 7 inches, and weigh around 280 pounds," he said.

The stops in Moscow and Leningrad, where they met two students, were largely sightseeing. But at Vilnius State University amid Lithuania's demand to secede from the Soviet Union, the Americans spent six days exchanging views with Lithuanian students who, like the Americans, belong to campus government bodies.

"We talked about the apathy of students toward campus government that seems to be a problem in Lithuania as it is in the United States," Dreitzer said. "They blamed Gorbachev for their economic problems. They don't understand how we take liberty for granted, how we could burn our flag. They would never burn the Lithuanian flag."

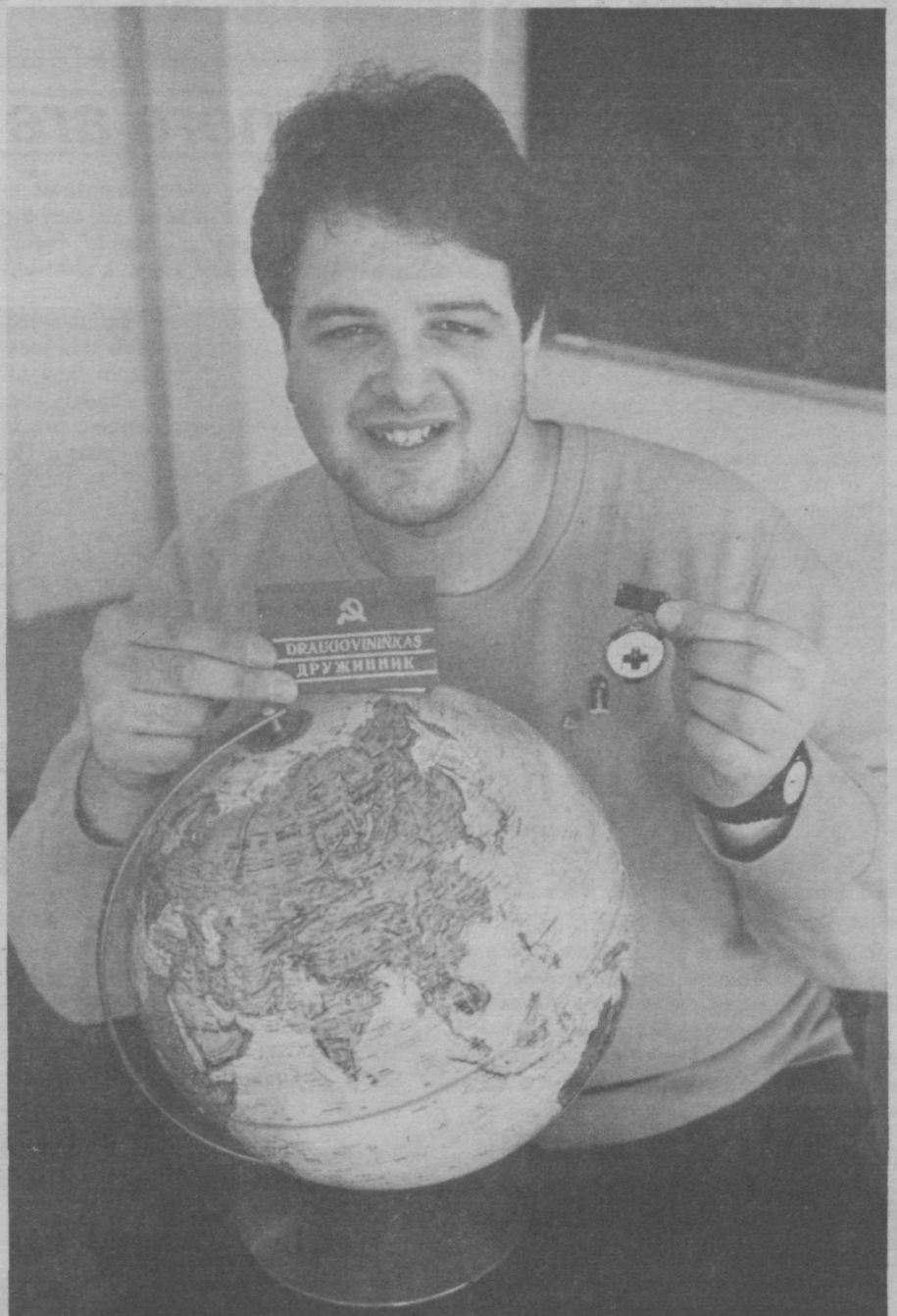
"But they know about American basketball. One Vilnius State graduate, Sarunas Marcinionis, now is playing in the U.S. National Basketball Association with the Golden State Warriors, and his picture was posted all over the university."

"They believe that they are going down the same road to democracy that we have followed. They often made references to our Declaration of Independence and the U.S. Constitution. I met students who could quote our Bill of Rights better than I can."

"The Lithuanian students admitted that they had been fed a lot of propaganda about the United States. The American problems that they emphasized to us dealt with race relations and the gap in America between the rich and the poor."

Unknowningly, the Americans committed a faux pas by arriving in Lithuania wearing fur hats that they purchased in Russia. "They turned up their noses at those Russian hats," the Cornell student said.

The visitors learned that Soviet students patronize many of the same entertainments that Americans do. Said Dreitzer, "They have movies, lots of bars that were terrific and even burlesque shows. But Soviet students seem to have to go further and make



Charles Harrington

Richard Dreitzer holds a KGB card in his right hand and a souvenir pin in his left hand after his two-week trip to the Soviet Union.

extra effort to socialize, to meet people and exchange ideas. Suppressions under which they have been living are just wearing off. Only now are they beginning to do the kind of critical thinking that we take for granted."

Dreitzer, who has never taken any course in Soviet studies, was the only student on the trip from an Ivy League university. "Students I met were aware of the Ivy League, and they ooh'd and ah'd when I told them that Cornell is an Ivy school."

Dreitzer, who handed out Cornell mugs, pens and pennants in the Soviet Union, said he selected Cornell "for its outstanding School of Industrial and Labor Relations [ILR]."

He added: "I have a strong interest in labor relations, and my experience in ILR has allowed me to develop this interest. My studies here at Cornell have taught me the intricacies of labor relations but, most importantly, have taught me about myself."

Airfare, hotels and meals for his Soviet trip cost \$2,475. Dreitzer raised all but \$100 from various sources at Cornell, including the Student Assembly, the ILR Student Government Association and funds maintained by ILR Dean David Lipsky and Cornell Vice Presidents William Gurowitz and Larry Palmer.

— Albert E. Kaff

## Poll: Native Americans to observe, not celebrate, 1492 'discovery'

Not all Americans will be celebrating the 500th anniversary of Christopher Columbus' 1492 landing in the New World, pollsters at Cornell's American Indian Program are discovering.

A survey of 700 American-Indian opinion leaders, community chiefs, college program directors and other individuals in North, Central and South America is seeking responses to the upcoming Columbus Quincentenary in 1992. So far, only about 2 percent of respondents see much to celebrate. But the survey-takers are finding a determination to use the occasion to educate people about what has happened to the first Americans in the past 500 years.

Jose Barreiro, editor-in-chief of the Cornell-based journal, *Northeast Indian Quarterly*, and director of the survey, reported at the National Council on Foundations meeting April 4 in Boston on early results from about 10 percent of those being polled. The survey, which includes oral interviews with North American Indian opinion leaders, is expected to be completed by October 1990.

"The principal message we're getting is that the 500th anniversary of contact between European and American cultures will provide a rare opportunity to review the history — as well as the contemporary social conditions — of American Indian peoples," Barreiro said. "The secondary concern is that Indian perspectives will be drowned

out once again."

Survey respondents are stressing the importance of "not shying away from the realities imposed by the clash of cultures and the wars, diseases and accommodations of American hemispheric history," Barreiro said, noting a full range of responses to nine basic questions in the survey. Most responses and additional comments conveyed a negative attitude toward celebrating the event.

"A typical comment came in the form of a formal resolution by the Assembly of First Nations, a national Canadian Indian organization," the survey director said. "They resolved, 'For the First Nations to celebrate the near destruction of our culture and identity would be insane.' And a Mohawk elder wrote in: 'October 12, 1492, is the date when the Dark Ages descended on the Indians of America.'"

"The majority of respondents believe that October 12, 1992, will signify 500 years of Native resistance to and survival from European colonization," said Gabrielle Tayac, a Cornell honors student who is conducting oral interviews. "They are conveying expressions of rage and reconciliation, grief and hope, fear and endurance."

The Cornell program reported these preliminary results from 74 of the 700 potential respondents:

- Facing a choice of five answers to the

question, "In what way would you characterize the quincentenary?" and allowed to choose more than one, 70 percent described it either as "500 years of Native People's resistance to colonization" or as an "anniversary of a holocaust." About 20 percent described the 1992 observance as a "commemoration of a cultural encounter," while only 6 percent thought it would be a "celebration of discovery."

- Sixty-four percent consider the quincentenary a "unique historical event" and 74 percent see it as an "opportunity," while 15 percent would "ignore it."

- To commemorate the event, 78 percent would chose "educational conferences and festivals" as opposed to 19 percent who prefer "protests and legal actions."

Dianne Longboat, coordinator of the Indian Health Careers Program at the Six Nations Preserve in Ontario, commented: "We owe it to our ancestors to tell their story." Beatriz Painquco, a Mapuche Indian from Chile, said the quincentenary is "an opportunity to publicly expose our vision and to put our voices together."

"I have very mixed feelings about celebrating this event," said N. Scott Momaday, the Pulitzer Prize-winning Indian author. "But at the same time, the Indian has just as much right to celebrate the occasion as anyone else. If the Indian excludes himself from it, that's a negative thing. If we can

find a way to celebrate it on a real basis, that's positive." He added that the Native American "stands to teach the rest of the world something."

"My fear is that the quincentenary will become a kind of racist festival without meaning to be, that it will come to be a celebration of European domination of Native Americans," said Tim Coulter, a Pottawatomie and executive director of the Indian Law Resource Center in Washington, D.C.

For the Tupac Amaru Inka Regional Council of Cusco, Peru, Augusto Cana Mamani wrote that to celebrate Columbus' feat "would be like if every few years the Jews rendered homage to Hitler or the Japanese revered Truman for Nagasaki and Hiroshima."

As the survey continues, Barreiro said he expects a range of responses similar to the 10 percent already received, "although there is probably more tendencies to protest [the European influence on the Americas] than the survey is showing."

Some of the respondents accused the Cornell program of using a euphemistic term, "cultural encounter," for what they viewed as a cultural clash, Barreiro said. "And there was outright hostility to the concept of 'discovery,'" he reported.

"One common response was, 'How can it be a discovery if we were already here?'"

— Roger Segelken



## COMMENTARY

## Tuition increases: there are no villains, only problems

This editorial is reprinted with permission from the April 10 issue of *The Washington Post*. Copyright The Washington Post.

From inside a university, where the budgets are set, it's sometimes difficult to appreciate just how much outrage and genuine hardship is caused by the annual tuition hike. Virginia's universities have now had that message driven home to them in one of the few voices that can be heard over the closer-to-home din of financial pressures — the voice of the governor, L. Douglas Wilder.

In a luncheon with state college presidents in Richmond, Gov. Wilder warned that universities must give more urgent at-

tention to cost-cutting and "demonstrate to parents and the public at large that they are running as tight a ship as possible" before seeking to raise tuitions above a state-imposed ceiling.

It's not an easy time for Virginia's colleges and universities to absorb this message, since they are suffering from the combined strain of expanded enrollments and, this year, across-the-board 5 percent cuts in state money. But absorb it they must. The governor performed a service in putting things firmly.

It has become fashionable, as tuitions rise, to blame the arrogance of the colleges, to tax them with irresponsibility or, as a former education secretary liked to put it, greed. But there are no villains in the tuition situation, only a set of interlocking problems that, from the universities' standpoint, make raising the price seem the only feasible option, year after year. There is a depressing logic to their arguments; the costs of running a college or university continue to go up, as do the expectations as to what higher education should provide.

The government's contributions to financial aid have not kept pace, while the imperative of attracting low-income and minority students with such aid continues to sharpen. With government research funds tighter and competition for faculty intense, it seems impossible or reckless to cut costs anywhere.

Against that landscape, colleges tend to turn to raising tuition as the only path that won't bring visible harm. Students, after all, keep coming. Except that repeatedly raising tuition does bring harm, not visible or immediate but just as corrosive in the long run. It erodes access, frays public sympathy and inclines lawmakers toward using the "greedy" label when times are tight. In Virginia, the state contribution to higher education has been historically generous (last year it topped a billion dollars) and has resulted in schools of stellar quality. Now, with times tightening and education cuts in sight, the temptation simply to pass those cuts on by charging higher tuition is seductive. The governor's rebuke properly reminds Virginia's education leaders of the danger that lurks in such a side-step.

Dayo Wilson

## Cornell Tradition gives Brooklyn student a chance at a career as a medical doctor

While she has been the beneficiary of a Cornell Tradition fellowship for less than a year, freshman pre-med student Dayo Wilson said she knows what Dave Jansson, a 1989 Cornell graduate, meant when he wrote:

"I only wish I were rich, so I could donate lots of money to the Tradition. But having pursued happiness instead of wealth, I took a job as a pre-school teacher at the Harvard Law School Child Care Center."

"I would definitely do the same," she said.

If Wilson, who hails from Buffalo, N.Y., achieves her lifelong dream of becoming a medical doctor, she will undoubtedly be able to donate generously to the alumni-funded Cornell Tradition program. This year, the Tradition is providing 600 students on campus with annual fellowships of up to \$2,500 to replace money that they would have had to borrow under Cornell's need-based financial aid packages.

Wilson, who is the first holder of a Cornell Tradition fellowship sponsored by the Cornell Black Alumni Association, said she was "particularly glad" to receive the help when she considers the staggering financial costs she faces in becoming a doctor.

Since it was established in 1983, The Cornell Tradition has saved students some \$7 million in loans they would have had to take out if they had not been awarded a fellowship.

To receive an award, students must agree to contribute 75 hours a year to volunteer community service and work at a paying job for at least 200 hours a year for freshmen and

250 hours for upperclassmen. Also, fellowship recipients must maintain at least a 2.30 average.

Most students exceed all these requirements. In her first term, Wilson earned a 3.0 average, which is about the average of all students currently in the program.

Her visit to Cornell last spring during a weekend for minority students convinced Wilson that "this is for me." She had been weighing admission offers from seven top-notch schools.

"It was a combination of things, the friendliness, the buildings, the gorges, the social life, the diversity of cultural activities, and when I saw the Arts Quad and realized that's where I would be taking most of my classes, I was convinced."

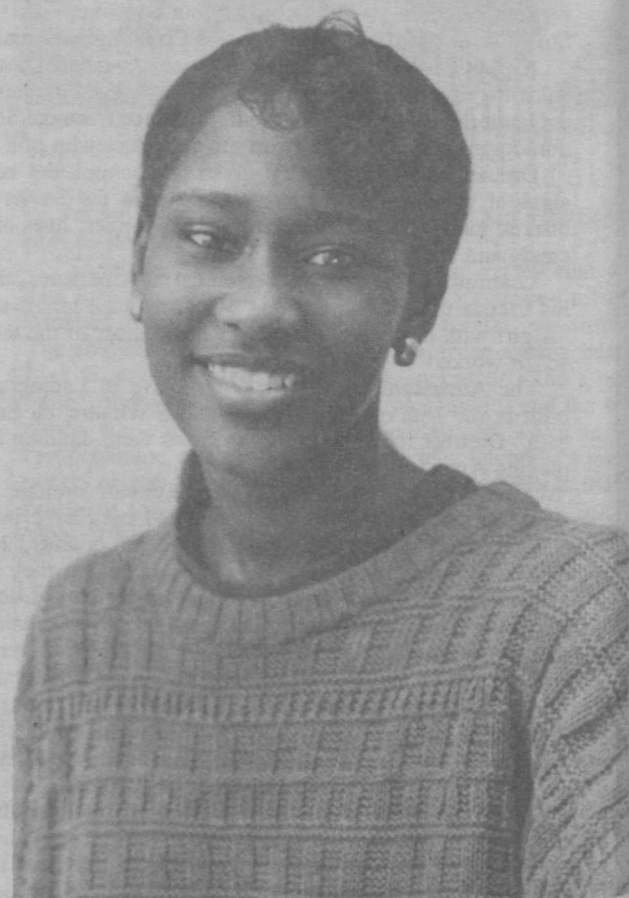
"Also, Cornell offered me a good financial package, and the school is close to my home."

In addition to her academics, Wilson has a job as a data entry clerk in the Dean of Students Office, a job she obtained through the Cornell Tradition. For part of her community service obligation she works as a volunteer in a medical complex in Buffalo, when home.

She also is active with Cornell's Black Bio-Medical Technical Association and the Collegiate Science and Technology Program.

"I still love it," she said from her home in Buffalo during spring break. "I knew Cornell would be hard work, but I needed this break," she said with a laugh, adding, "but I'm also looking forward to getting back."

—Martin B. Stiles Dayo Wilson



Don Albert

## Cornell University academic calendar 1990-91 — 1994-95

| FALL TERM                             | 1990-91       | 1991-92       | 1992-93       | 1993-94      | 1994-95      |
|---------------------------------------|---------------|---------------|---------------|--------------|--------------|
| Registration/Course Exchange          | Tu/W 8/28-29  | Tu/W 8/27-28  | Tu/W 8/25-26  | Tu/W 8/24-25 | Tu/W 8/23-24 |
| Instruction Begins                    | Th 8/30       | Th 8/29       | Th 8/27       | Th 8/26      | Th 8/25      |
| Labor Day, Classes in Session         | M 9/3         | M 9/2         | M 9/7         | M 9/6        | M 9/5        |
| Fall Break Begins, 1:10 p.m.          | S 10/6        | S 10/12       | S 10/10       | S 10/9       | S 10/8       |
| Instruction Resumes, 7:30 a.m.        | W 10/10       | W 10/16       | W 10/14       | W 10/13      | W 10/12      |
| Thanksgiving Recess Begins, 1:10 p.m. | W 11/21       | W 11/27       | W 11/25       | W 11/24      | W 11/23      |
| Instruction Resumes, 7:30 a.m.        | M 11/26       | M 12/2        | M 11/30       | M 11/29      | M 11/28      |
| Last Day of Classes                   | S 12/8        | S 12/7        | S 12/5        | S 12/4       | S 12/3       |
| Study Period                          | Su-W 12/9-12  | Su-W 12/8-11  | Su-W 12/6-9   | Su-W 12/5-8  | Su-W 12/4-7  |
| First Days of Scheduled Exams         | Th/F 12/13-14 | Th/F 12/12-13 | Th/F 12/10-11 | Th/F 12/9-10 | Th/F 8-9     |
| Last Days of Scheduled Exams          | M-F 12/17-21  | M-F 12/16-20  | M-F 12/14-18  | M-F 12/13-17 | M-F 12/12-16 |
| Last Day of Exams (Conflicts Only)    | S 12/22       | S 12/21       | S 12/19       | S 12/18      | S 12/17      |
| Winter Session Period Begins          | W 12/26       | Th 12/26      | M 12/28       | M 12/27      | M 12/26      |
| 3-Week Classes Begin                  | M 12/31       | M 12/30       | M 1/4         | M 1/3        | Tu 1/3       |
| Winter Session Period Ends            | F 1/18/91     | F 1/17/92     | F 1/22/93     | F 1/21/94    | F 1/20/95    |
| SPRING TERM                           | 1990-91       | 1991-92       | 1992-93       | 1993-94      | 1994-95      |
| Registration/Course Exchange          | Th/F 1/17-18  | Th/F 1/16-17  | Th/F 1/21-22  | Th/F 1/20-21 | Th/F 1/19-20 |
| Instruction Begins                    | M 1/21        | M 1/20        | M 1/25        | M 1/24       | M 1/23       |
| Spring Break Begins, 1:10 p.m.        | S 3/16        | S 3/14        | S 3/20        | S 3/19       | S 3/18       |
| Instruction Resumes, 7:30 a.m.        | M 3/25        | M 3/23        | M 3/29        | M 3/28       | M 3/27       |
| Last Day of Classes                   | S 5/4         | S 5/2         | S 5/8         | S 5/7        | S 5/6        |
| Study Period                          | Su-W 5/5-8    | Su-W 5/3-6    | Su-W 5/9-12   | Su-W 5/8-11  | Su-W 5/7-10  |
| First Days of Scheduled Exams         | Th/F 5/9-10   | Th/F 5/7-8    | Th/F 5/13-14  | Th/F 5/12-13 | Th/F 5/11-12 |
| Last Days of Scheduled Exams          | M-F 5/13-17   | M-F 5/11-15   | M-F 5/17-21   | M-F 5/16-20  | M-F 5/15-19  |
| Last Day of Exams (Conflicts Only)    | S 5/18        | S 5/16        | S 5/22        | S 5/21       | S 5/20       |
| Senior Week                           | Su-S 5/19-25  | Su-S 5/17-23  | Su-S 5/23-29  | Su-S 5/22-28 | Su-S 5/21-27 |
| COMMENCEMENT                          | Su 5/26       | Su 5/24       | Su 5/30       | Su 5/29      | Su 5/28      |
| SUMMER SESSION                        | 1990-91       | 1991-92       | 1992-93       | 1993-94      | 1994-95      |
| 3-Week Session Regist/Classes Begin   | W 5/29        | W 5/27        | TBA           | TBA          | TBA          |
| 8-Week Session Regist/Classes Begin   | M 6/10        | M 6/8         |               |              |              |
| 3-Week Session Final Exams            | F 6/21        | F 6/19        |               |              |              |
| 6-Week Session Regist/Classes Begin   | M 6/24        | M 6/22        |               |              |              |
| 6- and 8-Week Sessions Final Exams    | M/T 8/5-6     | M/T 8/3-4     |               |              |              |

This calendar may be subject to modification and is not legally binding.

Copies are available from the Office of the Dean of Faculty and the Information and Referral Center in Day Hall.

## Chronicle schedule

The Cornell Chronicle will publish bi-weekly during the summer.

The last weekly issue will appear on May 31. During the summer, issues will be published on June 14 and 28, July 12 and 26, and Aug. 9. The first issue of the 1990-91 academic year will be on Aug. 30.

Notices for the Chronicle Calendar must be received 10 days prior to publication. Calendar notices should be sent by campus mail to the Chronicle, Village Green.

## Cold War *continued from page 1*

workshops to discuss strategies for converting industries from military to civilian production.

"The workshops will look into strategies that are working and how they can be applied to specific industrial settings," Lazes said. "The thrust of our overall program will be to assist in employment issues in defense industries and the transformation of defense production into civilian goods. This problem involves not only a shift in production but a shift in workers."

A clinical and industrial psychologist, Lazes, who will coordinate the conference, was the founder of Programs for Employment and Workplace Systems, a research and consulting institute operated by Cornell's School of Industrial and Labor Relations.

Sponsors of the conference are the New York State Department of Economic Development, the New Prospect Foundation, the Ploughshares Foundation, the School of Industrial and Labor Relations, and the Center for International Studies.

—Albert E. Kaff



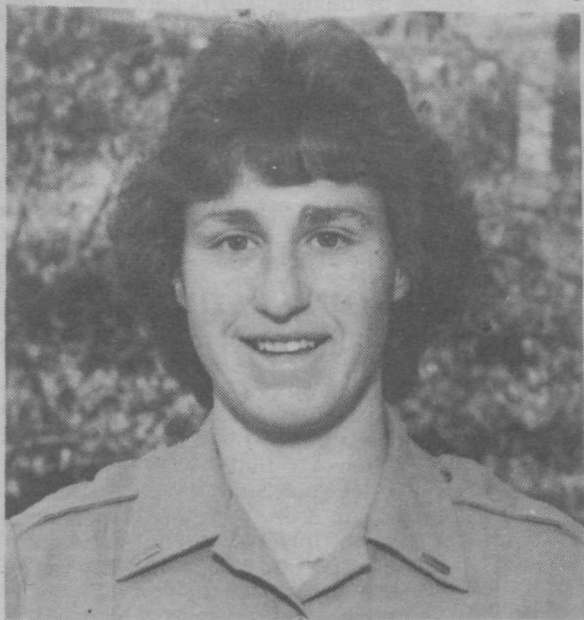
# Networking

A Cornell Newsletter Published by Employees for Employees

Volume 10, Number 28

Thursday, May 10, 1990

**Cornell Meet Your Employees...** *Networking Roving Photographer asks:*  
**"What is your contribution to commencement day?"**



**Lisa Sprague-Lieutenant at Public Safety,** "We are involved with road closings on campus, traffic direction control, public safety issues, crowd control, and information dissemination on commencement day. I really like commencement; everyone is so happy and it reminds me of my graduation."



**Jean Robinson- Professor of Consumer Economics,** "It's exciting to participate with the students in the celebration of commencement. I am particularly honored this year to carry the mace, the symbol of the authority of the university as exercised by the president."



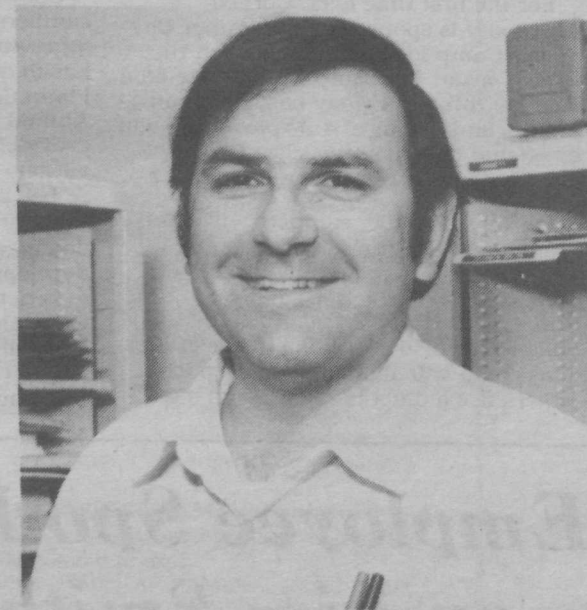
**Cindie Frost-Supervisor at Electronic Composition Services,** "We help to prepare the commencement program for printing. Assist in typing, coordinating, proof reading and other pre-press functions. An enjoyable job to be a part of."



**Judy Bower-Executive Assistant to the Dean of the Faculty,** "My role is to help robe the Trustees commencement morning for the baccalaureate service and commencement. I enjoy helping, it's a happy occasion for the graduates, with a time of pride and relief for the parents."



**Sam Rowe-Manager of Traffic Bureau,** "This is my 18th commencement being involved with plotting routes for vehicle traffic, parking overflow plans, and special requests for students' elderly or handicapped visitors. Each year there is a renewed satisfaction that I am involved, even in the simple way, within an institution whose responsibility it is to prepare its share of tomorrow's leaders."



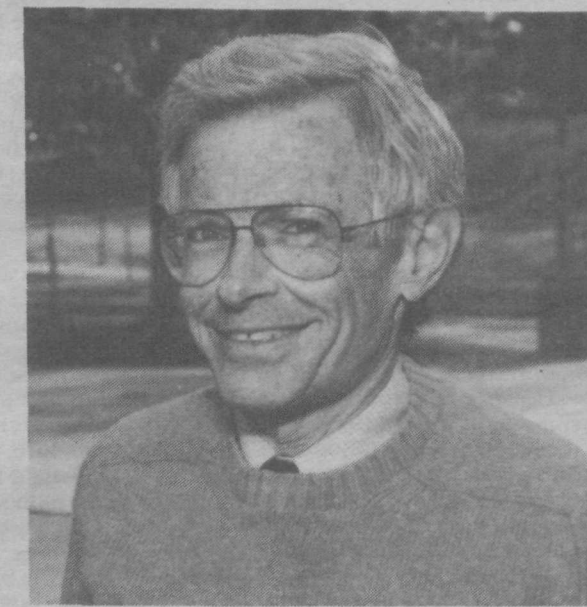
**John Cerio-Manager of Mail Service,** "For three years I have been involved with the distribution of the faculty regalia and ushers coats. I'm glad to be a part of this vital function of the university."



**Tom Sokol-Chairman of Music Department,** "The music groups are delighted to take part in the commencement ceremony. The wind ensemble, glee club and chorus each give concerts on Saturday and take part in baccalaureate and commencement. We are delighted to take part in these marvelous university ceremonies, have for a number of years, and look forward to it."



**Lois Barber-Administrative Aide at Publications,** "My work with commencement involves preparing the program manuscript, checking it at various stages during preparation, and sending it to the printer. The satisfaction in the work is seeing the printed program and knowing that the graduates and their families will have an attractive, lasting reminder of commencement day."

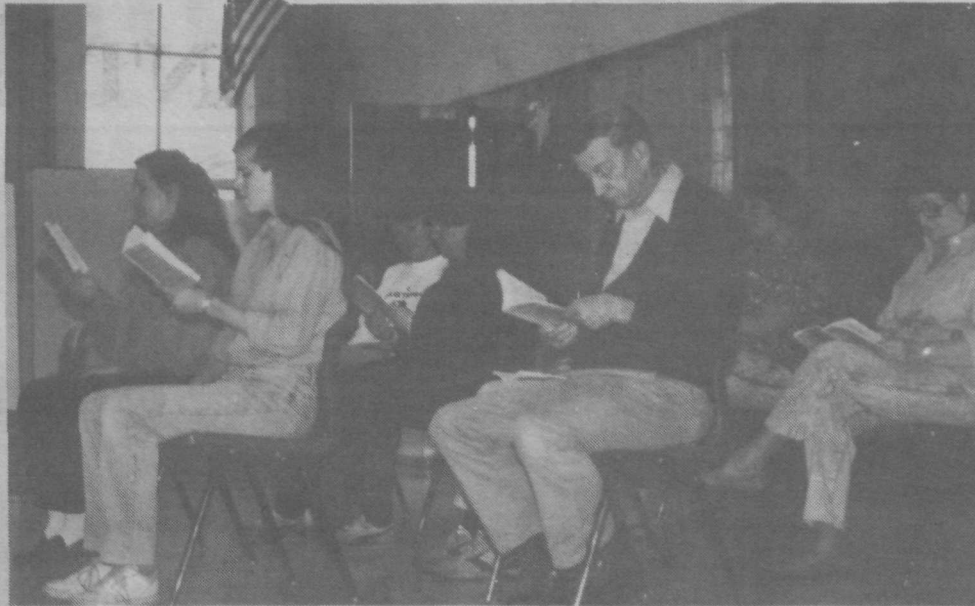


**Jack Booker-Professor of Mechanical/Aerospace Engineering,** "I help Dean Alison Casarett in whatever way I can. On the day, I help to get the PhD grads organized and in order. I control the flow of the PhD grads as they go up on the platform. I'm the last one they see before they go up and shake the president's hand."

**To volunteer for commencement, call 255-7541**



## Dryden Footlighters to Perform "Our Town"



Amy Corson, daughter of librarian David Corson and granddaughter of former Cornell president, Dale Corson; lighting technician Pat Ackley, former Cornell employee and now homemaker; and costume assistant Gen Sanford, an administrative aide with the Academic Advising Center of the College of Arts and Sciences.

See them all at the Dryden High School Auditorium on May 11, 12, 18 and 19 at 8:00 pm and with one Sunday matinee, May 13 (Mother's Day) at 2:30 pm. Save a dollar by buying your tickets in advance from cast and crew members. Diane Colf (5-4439-7789) will be glad to get tickets to you on campus or reserve them for you at the door. Advance sale tickets are also available at many locations in the Tompkins-Cortland area at \$4.00 for senior citizens—children, and \$5.00 for adults. Tickets are available at the door for \$5.00 and \$6.00.

## National Employee Fitness Day

Attention all Cornell Employees! National Employee Health & Fitness Day, Wednesday, May 15, 1990, 5:00 pm, Helen Newman Hall.

'Predict Your Time -- Walk or Run,' around the Beebe Lake Area, sponsored by Cornell University Wellness Program, Cullen's Sporting Goods, Healthy Heart Program and McDonald's on the Commons.

Prizes will be awarded to the top 3 participants who come closest to their predicted finish time. All participants will receive a blue ribbon for their efforts. There is no fee and no pre-registration. 'Herbie the Heart' will be on hand to distribute exercise safety tips and heart healthy nutrition information.

Come join us and end your work week on a positive note. Try your luck! For more information contact C. C. U. Wellness Program at 255-3886 or 255-3703.

## Employee Spotlight Nominees

If you know of anyone who should be in the EMPLOYEE SPOTLIGHT, please send their name, phone number, and a sentence or two explaining why they should be spotlighted to: Employee Spotlight, 134-A Plant Science Building. Please include your name and phone number. Thank you!

## Full Day Recreation Program Offered at Belle Sherman School

A summer day camp sponsored by the Belle Sherman School aged child care Program continues the fun and learning activities for children entering grades one through five in fall 1990.

Activities include hiking, creative art, and trips to area parks. The program is open weekdays beginning June 25 through August 31 and the daily hours

are 8:30am to 5:30pm at a cost of \$80 per week.

The Belle Sherman School Aged Child Care Program, sanctioned by the Ithaca School District, was organized in September 1988 to provide safe, responsible care for school-aged children. Contact 273-0823 or leave a message at 273-1297.



## Day Sports Camp for Children Ages 8 - 11

For the first time ever, Cornell University is sponsoring a Summer Day Sports Camp for children between the ages of 8 and 11. Camp will operate on a Monday through Friday basis beginning at 9 am and ending at 4:30 pm. Camp will be offered during the weeks of July 2-6, July 9-13, July 16-10, and July 23-27.

During this time, campers will receive individual and group instruction in a variety of sports including basketball, volleyball, soccer, tennis, and swimming. Supervised, balanced team competitions will also be held according to age groups. This camp will allow the children to experience a different sport each day.

Combined with sports specialization, campers will be able to enjoy various other attractions that Cornell University has to offer including visits to the Plantations, Art Museum, Veterinary Animal Facility and more. We will provide qualified counselors as well as various guest instructors from Cornell.

The philosophy behind this camp is that participation in sports can greatly enhance both the physical and mental development of young children. By experiencing a wide variety of sports, these children can gain self-confidence and self-esteem in a climate of teamwork and fair play.

Along with the physical and mental

aspects of athletics, children benefit socially as well. Summer day camp will allow children to develop camaraderie with their peers and to work with other children as part of a team.

The main goal is to foster learning in a fun, sports-oriented atmosphere where children receive positive feedback for their accomplishments and recognition for their participation.

The cost of the camp is \$75, which includes lunch each day and a camp T-shirt. For more information and a registration form, contact: Athletic Department Sports School Office, P. O. Box 726, Cornell University, Ithaca, NY 14851 or call 255-7333.

## Employee Spotlight on Lisa Smith

By Kathleen O'Brien

Each spring, this issue's Employee Spotlight answers phone calls regarding Cornell's summer session, from across the country and around the world. In fact, 44 states and 63 countries were represented last year.

As assistant to the director - Extramural Studies & Related Programs, Summer Session, Lisa Smith has found her year and a half in this position very interesting. Lisa started at Cornell 6-1-2 years ago and deals mostly with high school students. She puts the applications (approximately 1100-1200 a year) together, compiles the data to send to the data entry person, sends that information to the committee for a decision on a student's acceptance (there is space for 750), and aims for a 24-hour turn-around time in notifying the prospective student of the decision of the committee.

Because of its complexity, Lisa has sometimes had to talk the student through the application over the phone. She works on the brochure that is sent to the student, and coordinates the mailings that are sent out through Media Services and Challenge Industries.

Believing that a product is good helps any salesperson to make a 'sale.' Lisa has to 'sell' her product to high school students who have the nation to pick from for a summer session experience. 'I have to sell our program to the student,' she explained. 'It is the top program in the nation, or at least close to the top.'

'The customers come first -- they have to,' Lisa told me. 'I have to make sure that the students are in the correct courses,

receive their dining cards, and make sure all the forms are ready for them before they arrive.'

Lisa also does all the necessary drop-adds in two days, gets the proper signature on waiver forms, makes sure the students are all prepaid before they get here, and if students so desire, she sends out notifications to the their local newspapers. 'I really miss the students when they leave,' stated Lisa. 'But, it starts all over again in the fall.'

Lisa credits her successful bid for her job to having a sense of humor. 'In fact, they asked me how much of a sense of humor I had,' she said. 'At times, you really need one.' Her previously acquired supervisory and computer skills also helped with the job requirements.

Lisa likes most of the people with whom she comes in contact. She likes the diversity, being able to do different things, and also the feeling that everyone is working for the same cause -- showing the high school student Cornell University.

'I like the accounting I do, I especially like the diversity of students we have,' Lisa stated. 'There is a feeling of accomplishment, knowing that I can do a complete job, and that it is good.'

Job accomplishment, enthusiasm, and a commitment to doing it right -- This Cornell is one of your employees!





# Employee Assembly Notes

By Henry DeVries Chairperson

1990-1991 Employee Assembly  
With the beginning of a new year of Employee Assembly, the members of the EA are looking forward to better communications with the Cornell employee community. We hope to do that in several ways and one of them will be a regular column by EA members in Networking. This is the first column in a series which will introduce EA members for 1990-1991 and the EA goals for the coming year.

Even though there were not enough candidates to hold the regularly scheduled election in March, several employees have volunteered to serve, and every seat on the Assembly is now filled. These new members are: Jon Austin, Unions & Activities; Colleen Fabrizi, Statler Hotel; Mary Beth Lombard, Conference Services; M. J. Michaels, College of Engineering; Paul Townsend, Cooperative Extension; and Mark Varvayanis, Veterinary Medicine. The EA would also like to thank the retiring members who have served during the last year: Cleo Bash, Unions and Activities; Alberta Callihan, Law School; Bill Genter, NAIC; and Donna Vose, Hotel School.

At the organizational meetings held on April 25 and May 2, new officers for EA for the upcoming year were elected -- Chairperson, Henry DeVries; Vice-chairperson, Bill Herman; Secretary, Suzanne Sager; and Parliamentarian, Mark Varvayanis.

The EA also spent some time discussing our objectives for the 90-91 year and some of them are: 1) Study and follow-up of the employee equity issues raised by the Spring '90 Employee Referendum; 2) Fostering improved communications between the employee community and the university administration; 3) Continued evaluation of the employee parking issues; 4) Follow-up on the recommendations and implementation of the findings of the Task Force on Working Families; 5) Examination of the impact of the findings of the six working papers being written by Senior Provost Barker; 6) Evaluation of the effectiveness of the current system of election of EA members and exploration of alternatives.

In the coming weeks, this column will be exploring these issues and other items which come to the attention of the Employee Assembly. Please give us your comments, reactions, or opinions by mail to Employee Assembly, 165 Day Hall, so that we can effectively represent the voice of employees in the Cornell community.

Jeanne Samimy, library aide, Library at the Geneva Cooperative Experiment Station was one of our featured employees in last issue's Roving Photographer column. She requested the following quote to be printed as a retraction to the quote which had been printed. Both are printed here:

Correction:  
"I don't think there is enough interaction between the two communities. I don't go down to Ithaca very often and there is a disadvantage to being separated by 50 miles. I think the Administrative office staff should come to us more often and inform us more on our rights as employees and our benefits. Sometimes I have the impression they don't want to take the time and come up here. I really don't know who's there or how to get in touch. An advantage is that Geneva is a nice place to work and I prefer the county."

Misquote:  
Jeanne Samimy, library aide, Library: "I don't think there is enough interaction between the two communities. I don't go down to Ithaca very often and there is a disadvantage to being separated by 50 miles -- it might as well be 500 miles away. I think Ithaca should come to us more often and inform us more on our rights as employees and our benefits. Sometimes I have the impression they don't want to take the time and come up here. I really don't know who's there or how to get in touch. An advantage is that Geneva is a nice place to work and I prefer the county."

## Employee Referenda Results



Director of the Office of Assemblies Cristen Gardner

By Cristen Gardner  
Director Office of Assemblies

On January 17, 1990, the Employee Assembly passed a resolution on employee equity, requesting a task force to make recommendations for policies that will create a non-discriminatory workplace in which all university employees are treated equitably and with dignity.

In response to the the administration's request to identify areas of inequity, the Assembly recently mailed to all Cornell nonacademic employees the employee equity resolution and asked for their input.

Of the employees returning their questionnaires, a significant percent (83%) agreed that such a task force should be formed.

In addition, over 200 people took the time to give examples of perceived inequities at Cornell based on employment status. Parking privileges and membership in the Statler Club were the most frequent examples cited; others included the faculty's attitude toward and treatment of the nonacademic staff, and the difference between faculty and staff as to privileges and benefits such as flexible working hours, accrued time off, pay raises, disability and maternity leaves, job classifications, and pay and sex discrimination.

While some of these examples may be perceptions and others reality, the Employee Assembly would like to work

with the administration toward the ideal: maintaining a workplace where all employees, regardless of employment status, see themselves as treated with equity and dignity.

The Employee Assembly was encouraged by the fact that a majority of those voting know that there is a group of employees, the Employee Assembly, who are working to represent the concerns of employees at Cornell. The Employee Assembly would like to know your views on how they can better represent you. Please write to the Employee Assembly at 165 Day Hall.

The referenda regarding the creation of a Graduate and Professional Student Assembly, while not receiving the required 20% voter turn-out from the employees or the students, was supported by both constituencies.

An alternative, the expansion of the current Student Assembly to better accommodate the needs of the graduate and professional students, was also supported, through it received fewer votes. The Graduate Student Council and the Student Assembly will be looking at ways to accomplish the objective of an effective way to address graduate concerns.

If you did not return your referenda or committee application yet, please consider taking the time to mail it to 165 Day Hall. Your input is important as is your support and active participation.

## Employee Elections Spring 1990 Referenda

Voter Turnout = 14.08% (1,040/7,382)

1. I support the following Employee Assembly resolution:

WHEREAS the Employee Assembly represents all employees; and,

WHEREAS the Employee Assembly finds any policy or procedure that promotes institutional discrimination against any specific group of employees unacceptable; and,

WHEREAS the Employee Assembly support situations that promote equal opportunity for access to the campus workplace (including transportation services), dining and lounge facilities, employment benefits and recreational and cultural opportunities for all employees,

BE IT THEREFORE RESOLVED THAT the Employee Assembly recommends that the President form a university task force composed of senior administrators, faculty, nonexempt and exempt staff to make recommendations for alternative policies that will help create a nondiscriminatory workplace in which all university employees are treated equitably and with dignity.

BE IT FURTHER RESOLVED THAT this task force report its findings and recommendations to the Employee Assembly, University Assembly and the president by October 1, 1990.

860 yes (84%) 93 no (9%) 87 n/a (8%)

2. Do you perceive a situation of inequity/inequality based on employment status?

529 yes (51%) 365 no (35%) 146 n/a (14%)

3. If you are a nonexempt employee, would you join the Statler Club if given the opportunity (annual membership dues are \$79.90)?

130 yes (13%) 388 no (37%) 522 n/a (50%)

4. Employee Assembly

a. I am aware that the Employee Assembly exists.

1002 yes (96%) 32 no (3%) 6 n/a (1%)

b. I am aware of the purpose of the Employee Assembly and what it does.

839 yes (81%) 172 no (16%) 29 n/a (3%)

c. The Employee Assembly represents me and my concerns to the administration.

712 yes (68%) 162 no (16%) 166 n/a (16%)

5. I look forward to reading Networking.

757 yes (72%) 224 no (22%) 59 n/a (6%)

6. I consider Networking to be generally informative and interesting.

809 yes (78%) 153 no (15%) 78 n/a (7%)

7. I consider Cornell Employment News to be generally informative and interesting.

899 yes (86%) 97 no (9%) 44 n/a (5%)

Currently, graduate and professional students hold five (5) seats on the Student Assembly, a body composed of twenty-three (23) members. The graduate student leadership feels that their constituency does not have a strong enough voice in Cornell campus governance. They say that this situation has been brought about because graduate issues are very different from undergrad issues and they feel the Student Assembly cannot address graduate student concerns adequately. Two solutions to this problem are being proposed:

1. To create a separate Graduate and Professional Student Assembly, based on the recommendation of the Graduate Student Council.

2. To expand graduate student representation on the Student Assembly.

The following referenda ask your opinion about these proposed solutions.

8. To provide graduate and professional students with their own distinct and permanent voice in the decision affecting their lives, I support the creation of a Graduate and Professional Student Assembly.

622 yes (60%) 339 no (33%) 79 n/a (7%)

9. Graduate and professional student representation in campus government should be achieved by expanding both the membership of the Student Assembly and the duties and the responsibilities of the existing Student Assembly rather than adding an additional governing body.

490 yes (47%) 445 no (43%) 105 n/a (10%)

Currently, the University Assembly is composed of members representing the faculty, staff and student populations. Referenda ten (10) and eleven (11) indicate the changes necessary to accommodate the representation of the Graduate and Professional Student Assembly onto the University Assembly, should this body be created. To amend the University Assembly Charter, twenty percent (20%) of the employee population must support these changes.

10. ARTICLE 2, Membership, of the University Assembly Charter should be amended to read:

The University Assembly shall consist of 21 voting members; nine students, three of whom shall be graduate and/or professional students, five employees, and seven faculty.

769 yes (74%) 175 no (17%) 96 n/a (9%)

11. ARTICLE 11.2.1.2, Changes in the charter and bylaws and procedures of the University Assembly, should be amended to read:

The Faculty Council of Representatives, the Student Assembly, the Graduate and Professional Student Assembly, or the Employee Assembly may present such an amendment by a 2/3 vote.

737 yes (71%) 204 no (20%) 99 n/a (9%)

To amend the Employee Assembly Charter, twenty percent (20%) of the employee population must support these changes.

12. ARTICLE 2.9, Authority and Responsibility, should be amended to read:

Interface with the Student Assembly, the Graduate and Professional Student Assembly and Faculty Council of Representative by sending one member to each group as a non-voting delegate.

701 yes (67%) 197 no (19%) 142 n/a (14%)

13. The Hare Voting System currently used to elect employee and student representatives to the Employee Assembly and Student Assembly should be changed to a system of simple plurality.

465 yes (45%) 422 no (43%) 133 n/a (12%)



# Summertime Dining: This is What's Happening

Trillium, the new facility located in the heart of campus, will offer an exciting variety of a la carte specialty entrees, salads, deli foods, prepackaged goods and full-service bakery items. Whether dining in the light, airy atrium or taking the food 'to go,' Trillium offers something for all members of the Cornell community. Trillium will be open Monday through Friday from June 4 throughout the summer, 7:00 am to 2:30 pm.

Robert Purcell Dining Room, in the Robert Purcell Union, is available for Co-op and guest meals. For a pleasant walk before lunch, we suggest Robert Purcell Dining. All-you-care-to-eat meals will be available for breakfast, lunch and dinner. Lunch and dinner menus feature four entrees, including a vegetarian selection. Robert Purcell accepts meal plans, summer saver and cash. The Dining Room will be open Monday through Saturday, June 11 through August 10 -- breakfast 7:00 am to 8:30 am; lunch 11:30 am to 1:30 pm; dinner 5:00 pm to 7:00 pm -- Sunday brunch 10:30 am to 1:30 pm and Sunday dinner 5:00 pm to 7:00 pm.

Plans are underway for the placement

of food carts in 'customer convenient' locations.

Malott Dining offers light meals in a convenient and popular meeting place on Central Campus. Deli style sandwiches, chili, soup and home-baked warm pastries are featured. Malott Dining accepts major credit cards, summer saver and cash and is open Monday through Friday, 7:00 am to 2:00 pm.

The Straight Scoop in Willard Straight Hall offers a wide variety of food items for the person 'on the go' and accepts summer saver and cash. The selection includes bagels, pastries, donuts, sandwiches, coffee and of course, ice cream. The Scoop will be open May 29 to June 1, 8:00 am-4:00 pm, closed due to construction June 2 through 17, open June 18, Monday through Friday, 8:00 am-4:00 pm, and weekends, 12:00 pm-6:00 pm.

DIAL L...U...N...C...H will bring sandwiches, salads, subs, beverages and desserts to your door! Cornell Dining guarantees delivery within half hour of your call. DIAL L...U...N...C...H will be available all summer. Delivery is available 10:30 am to 3:00 pm, Monday

through Friday.

Dining provides vending machines in academic units on campus. These provide a wide selection of items,

including hot and cold drinks, snacks, soups, yogurt, salads, subs, sandwiches and desserts including Cornell Dairy ice cream products.

## Women and Substance Abuse

The Advisory Committee on the Status of Women has formed a subcommittee to study women and the effect of substance abuse in the work place -- the roles that addiction and substance abuse can play

in the everyday work world. A column will be used to educate the general public in areas that could directly or indirectly affect you.

## Chemically Dependent Women: Struggle for Recovery

borrowed from Ann W. Grasso, M.S., Conifer Park Newsletter

As a practicing clinician in the field of chemical dependency I am often asked by women in treatment "What about being a woman and the special problems we have?" Some might respond with "Just stay away from the first drink--drug and do not worry about the side issues, they will take care of themselves." This all too typical response is rooted in the belief that a drug addict is a drug addict and gender irrelevant, that men and women become clinically dependent for the same reasons and use drugs in the same way.

As the field of chemical dependency treatment matures, myths are being dispelled and with that comes a new awareness. What we have discovered is that drug abuse in women differs in many key respects: Why women take drugs, where they take drugs, how they get the drugs and how they react to them are issues dependent and recovering women confront, and have as much to do with being a woman as with being an addict.

Research findings related to women and the origins of problem drinking are revealing. Alcoholism among women, once established, tends to progress more rapidly. Women tend to relate their drinking problems and need for treatment to health and family issues. Women are more likely to link the onset of their heavy drinking to a major life crisis. Drinking among women is often associated with early experiences of sexual abuse or incest.

All of these findings indicate that problem drinking women have a distinct set of circumstances, distinguishing them from men, which characterize their drinking behavior and its consequences. These findings are important, since they have implications for the design and

implementation of treatment services to women and challenge us to find new and different ways for meeting those needs within the treatment setting.

In women, the harmful effects of their drug use are not as evident as in men because they are disguised until they cannot be hidden from anyone, any longer! The losses are concealed by the people closest, who are most likely to see them (husband, significant other, family doctor, etc.) The married woman is frequently protected by the family who may feel they have failed her. The single woman manages to arrange her life to conceal her usage. She spends time alone, does not drink on the job, and picks friends who sympathize with her and who approve of the drinking.

Women are usually in the latter stages of their disease when they get into treatment. Because there is a greater stigma for women than for men, the chemically dependent woman has put great energy into keeping her drinking under wrap. Women enter treatment with a denial system well intact.

Typically, women alcoholics have symptoms of every disease known to man. They go to the doctor and report every symptom in detail but never mention drinking. . . They may be seen having an underlying psychological disorder or social problem, and are given pills. Now the addiction is more complicated due to the dependency to other chemicals. Gentle confrontation of other women in treatment helps break down the denial and identify the harmful effects of the chemical on all parts of life.

Although there are many common attitudes found in the alcoholic woman, one is predominate: Self-hatred which manifests itself in self-incrimination, depression, and psychosomatic illnesses.

## Cornell Recreation Club

Haven't you become a member of the Cornell Recreation Club yet? Well, join us at our special spring and summer events and find out just what you've been missing!

PANCAKE BREAKFAST: 5-20-90 - Join CRC at the very first pancake breakfast at CRC Park Pavilion on Monkey Run Road. You'll be treated to delicious pancakes, sausage, eggs, orange juice and coffee. The price for adults is \$3.00, children \$2.50. Serving begins at 8:00 am and continues until 11:00 am. Purchase your tickets now at the CRC office. ANYONE may join us. Tell your friends. This is a great chance for you to see our new park.

CRC FAMILY PICNIC: 6-16-90 - Our yearly special event. This year there will be games for the children, a white elephant sale, a cake walk, card games and a horseshoe tournament. Did we mention the food? Well, there is always plenty to eat and drink out at the Park. Tickets will be available in May. Every member must have a ticket. Guests are welcome at an extra charge.

BECK'S GROVE DINNER THEATRE: 7-14-90 - Here's a great day trip that you won't want to miss. The bus will leave Cornell's 'B' lot at 11:00 am. Our first stop will be in Rome, N. Y. at the Erie Canal Village, where you will spend a relaxing day at a circa 1840 village. Brush up on your Erie Canal songs! Then on to Beck's Grove to enjoy a delightful buffet, and the musical, 'I Want to Be Happy.' Suzanne Sager is your hostess for this trip. The price of only \$39.00

includes your transportation, admission to Erie Canal Village and Beck's Grove. Sign up soon for this popular trip. Nonmembers may go with the group for an additional \$5.00 fee.

HERSHEY PARK: 7-21-90 - Travel with CRC to Chocolate World USA, where street lights shaped like candy kisses light the way. This is a day trip that will appeal to all ages. The bus will leave at 7:00 am and return to Ithaca at approximately 11:00 pm. The price for adults is \$41.00 per person, admission and transportation included. Children receive a \$1.00 discount. Payment plans to CRC are available. We will need to have 30 people sign up for this trip in order to run it.

RENAISSANCE FAIRE: 7-21-90 - Take a day to step back into Merry Olde England during the Medieval times. You'll enjoy the 'Queen of England' and her merry cast. There's plenty to eat and enjoy throughout the day. The price will be approximately \$32.00 per person. Join us. You'll be glad you did.

Many more trips and events are planned, so why not join CRC today and take full advantage of all that is offered, at a special CRC prices.

## Meals With Morley

Breakfast with SVP Jay Morley: Employees may sign up for a May 14 breakfast with Senior Vice President James E. Morley, Jr., by calling the Office of Human Resources at 255-3621.

## Leadership Leads Quality of Leadership

By George Peter Virtues

- 1 Perceptive
- 2 Resourceful
- 3 Evaluative
- 4 Planner
- 5 Enthusiastic
- 6 Delegator
- 7 Able to handle opposition
- 8 Manager
- 9 Empathy
- 10 Rewarding
- 11 Motivator
- 12 Tireless

### Competencies

- 1 Getting & giving information
  - 2 Knowing & using group resources
  - 3 Understand group & its needs
  - 4 Manager
  - 5 Representative of group
  - 6 Evaluator
  - 7 Planner
  - 8 Controller
  - 9 Communicator
  - 10 Sharing leadership
  - 11 Setting example
  - 12 Skilled in field of work
- Skills in Action
- 1 Sensitive to needs

- 2 Share knowledge & skills
- 3 Get things done
- 4 Decision maker
- 5 Listener
- 6 Integrity
- 7 Lead rather than drive
- 8 Consistent
- 9 Concerned with ability, quality & cost
- 10 Objective
- 11 Communicator
- 12 Fair

### ABCs of Leadership

- 1 Ask questions to win cooperation
- 2 Be brief to clear up troubles
- 3 Confident bearing to help control others
- 4 Directness to make personal contact
- 5 Earnestness to arouse enthusiasm
- 6 Friendliness
- 7 Uncover ability in others
- 8 Harness criticism
- 9 Increase self esteem in others
- 10 Give praise
- 11 Know your people
- 12 Leading not driving

Source: Committee on Education and Information, F & A.M. of Ohio

## EAP:

## Home - A Safe Haven or A Place of Fear and Anxiety

Home. Ideally, it is a haven in which to relax, let down one's defenses, to feel accepted and safe. For many people, however, this is not the case. Instead, home is a place of fear and anxiety, the atmosphere thick with criticism and ever-present danger of unpredictable abuse.

How does a person find him-herself part of such a home? The process is often gradual, so there was never a particular time or incident which one could identify as the beginning of a serious problem. More often, small changes occur a bit at a time, making it difficult to make the decision that now is the time to get help. Moreover, in some cases, asking for help feels too embarrassing or dangerous, and so no assistance is sought by the abused person.

Sometimes the situation isn't recognized as abuse and the victim repeatedly tries to sort out what (s)he is doing to deserve such treatment. The Tompkins County Battered Women's Task Force defines domestic abuse as the following:

Domestic violence includes physical, sexual, verbal and emotional abuse between household members:

1) Physical - pushing, slapping, beating, choking, throwing objects at someone, threatening to or actually using weapons:

2) Verbal-Emotional - Manipulation with lies, contradictions; continuous criticism, verbal put-downs; threatens hurt or leave; insults aimed at one's beliefs, religion, race, sex or class; refusal to share money;

3) Sexual - forcing unwanted sexual acts; withholding sex or affection; sexual criticism;

4) Destruction of property or pets specifically when the object or pet harmed or destroyed belongs to the victim.

The above constitute a system of power and control, not an isolated incident or a temper or drinking problem.

If you feel that you may be in an abusive situation you may want to check it out with an EAP counselor. The Tompkins County Battered Women Task Force is also available to you as a place to explore your options and legal rights or find safe emergency shelter. The task force also offers an ongoing support group. Services are equally available to lesbians. It is important that the decisions you make are right for you, you feel you need to talk to someone because you are being abused by your spouse or partner, you can call the Task Force at 277-3203, or your Employee Assistance Program at 273-1129. No one deserves to be abused.



# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 2, Number 20

May 10, 1990

## CORNELL UNIVERSITY Classification Review

## Update on Exempt Employee Questionnaire



Anita Harris, manager, Compensation



Peggy Reynolds, administrative aide



Mary Beth Jordan, compensation associate

The Classification Review Study is now well underway with the return of approximately 2700 of the 2900 exempt employee position questionnaires. Office of Human Resources representatives and Coopers & Lybrand (C&L) consultants have been reading all returned questionnaires to ensure the questionnaires completely and clearly describe the jobs.

The completed questionnaires including the additional comments, reflect much thought and effort from each of you and we thank you for your input. Some of you asked how the information in the questionnaires would be used. The following paragraphs describe the next steps in the review process.

### ***Distinct job categories will be established***

All questionnaires are being separated into distinct job categories (research, extension, advising, computing, accounting, etc.) based on duties and responsibilities listed in Part I of the questionnaire. A generic job title (i.e. student development specialist) is then being assigned to the distinct job categories. In addition, a working title (i.e. assistant director, admissions) will be recorded.

Once we have separated all questionnaires into distinct job categories, we will combine the information submitted by all employees in Part II of the questionnaire to provide the most representative answers for each job category. There are certain positions in areas such as research and extension that will require additional information.

### ***"Market-place salaries" will be established using salary survey information***

By using the salary-survey information, which some of you provided, combined with the salary information that C&L and the university have collected, we will establish "market-place salaries" by comparing duties and responsibilities of Cornell jobs to those in published survey sources. The market-place salaries will also be entered into a database for inclusion in the analyses.

### ***Ranking of positions will be the starting point of the evaluation process***

C&L has designed a program to be used in the analysis of these market-place salaries and questionnaire informa-

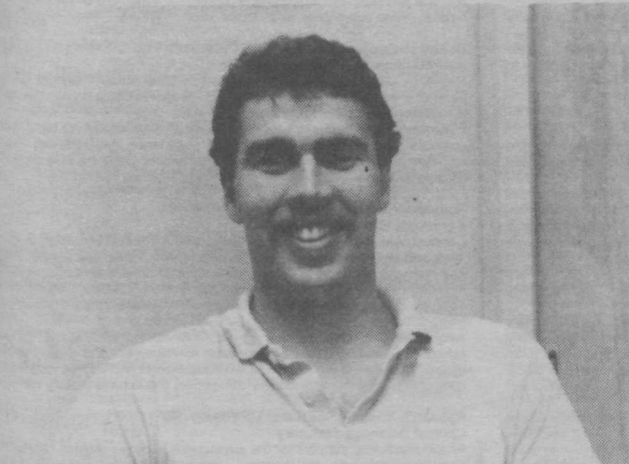
tion to determine which questionnaire responses should have the most impact on compensation. The responses indicated as having the most impact through analysis will be assigned preliminary point values and will serve as the basis for compensation evaluation.

These point values will be reviewed by the Steering Committee and the Human Resources staff to ensure they are appropriate. The finalized point values will be used to generate a preliminary hierarchy or ranking of positions which will serve as the starting point of the evaluation process.

### ***The preliminary hierarchy will also be evaluated by an employee advisory committee***

The evaluation of the preliminary hierarchy will be conducted by an Evaluation Committee composed of 10 to 12 employees from various colleges and administrative units within the university, with the guidance of C&L staff and Human Resources. It will be their job to refine the preliminary hierarchy.

*Continued on page 4e*



Allan Bishop, compensation associate



Lauran Jacoby, compensation associate



Cindy Fitzgerald, research aide

## What You Can Do About Sexual Harassment

All of us can become familiar with the university's policy on sexual harassment and then examine our own attitudes and behaviors in light of that policy:

### ***Cornell's Policy***

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when

- submission to such conduct is either explicitly or implicitly a term or condition of employment or academic status
- submission to, or rejection of, such conduct by a person is the basis for an employment decision or an academic decision affecting that person
- such conduct substantially interferes with a person's work or academic performance or creates an intimidating, hostile, or offensive working or learning environment

*Continued on page 4e*

## The Lighter Side of the Classification Review Study

*by Lauran Jacoby, compensation specialist*

Most of us have heard the saying, "You don't have to be a rocket scientist to..." Well, what most of us probably do not know is that there is, in fact, a rocket scientist working at Cornell.

There is also a position which requires skills in forest management and another which involves radio sports broadcasting.

These are just a few examples of some of the unique positions at the university that the Compensation staff and consultants from Coopers and Lybrand are encountering with the 2600 exempt questionnaires which have been returned to Human Resources during this phase of the classification review study.

A study such as this really highlights the diversity of job responsibilities which exist at Cornell. Conducting a

study at a university as large as Cornell is certainly more interesting for us than it would be, for example, at a less diverse workplace.

Here at Cornell, we are likely to encounter a series of agricultural, artistic, medical and construction-related positions to evaluate all in one day.

For example, in the large category of "research," positions can involve research on woodchucks, child-care issues, maple-syrup production or high-energy physics, just to name a few.

With Cornell's mission of teaching, research and extension, each questionnaire brings with it a potential for uniqueness which adds a very interesting dimension to the classification review study.



# JOB OPPORTUNITIES

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

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

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

## Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

**Assistant Dean, Business and Administration (PA1702) HRII**  
**School of Hotel Administration-Endowed**  
Assistant Dean for Business and Administration is responsible for the financial, business, non-academic personnel, computer and facilities support functions of the School of Hotel Administration. Participates in major planning and policy decisions for the School and the Statler Hotel.  
**Requirements:** Master's/MBA with hospitality or business education and at least 5 years management experience preferred. 10 years wide-ranging experience in business and human resources administration. Knowledge and experience with computer network, mainframe and applications, facilities operations, and academic administration. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director Student Aid Development and Stewardship (PA1805) HRII**  
**University Development/Public Affairs-Endowed**  
Assist Director in the identification, cultivation and solicitation of alumni and friends who have the capacity to make large individual gifts to Student Aid Development.  
**Requirements:** Bachelor's or equivalent. 3-5 years experience preferably in development and involving the organization of volunteers. Excellent communication (oral/written) skills. Solicitation experience and prospect management expertise highly desirable. Travel is required. Send cover letter and resume to Cynthia Smithbower.

**Business Manager (PA1801) HRII**  
**Office of Financial Aid/Student Employment-Endowed**  
Responsible for the development of the annual financial aid budget including compiling fiscal planning data and monitoring expenditures against those budgets. Prepare all financial reports. Oversee monthly accounting activities, coordinate administrative service within the office, and supervise accounting staff.  
**Requirements:** Bachelor's in accounting or finance, MBA preferred. 3-5 years related financial experience including budget development and financial systems development. Supervisory experience preferred. Send cover letter and resume to Cynthia Smithbower.

**Computer Technical Administrator (PT1712) HRII**  
**Diagnostic Lab-Statutory**  
Improve the efficiency of the lab's automation by systems and applications management and analysis. Continue to design, develop, implement, test, and document enhancements. Working with staff, identify needs, define solutions, and supervise programming and implementation of computer automation projects. Take responsibility for applications and systems including debugging, modifications, and user training.  
**Requirements:** Bachelor's or equivalent. 3 years related work experience. Knowledge of a variety of IBM PC based hardware and software. Strong background in C and assembly programming required. At least 2 years work with MS DOS and UNIX at the user and system levels. 1 year network management in UNIX and MS DOS environments. Work with Bbase for DOS, Lotus, Word Perfect, Dbase III, and Procom. Familiarity with hardware interface techniques. Some early work hours required. Send cover letter and resume to Sam Weeks.

**Computer Systems and Network Manager (PT1509) HRII**  
**Mann Library-Statutory**  
Manage multi-user computer systems and telecommunications networks for a large science library. Install and maintain software; configure and monitor networks; maintain data files; work with programmers and systems analysts in the development of electronic information systems. Provide guidance and consultation to staff and patrons.  
**Requirements:** Bachelor's required, with course work in computer science or information science. At least 2-3 years experience in a technical capacity. Knowledge of minicomputers and telecommunications required. Knowledge of Unix and microcomputer software desirable. Send cover letter and resume to Sam Weeks.

**Research Support Specialist III (PT1501) HRII**  
**Division of Nutritional Sciences-Statutory**  
Oversee day-to-day operations of gas stable isotope ratio mass spectrometry lab. Operate and maintain two Finnigan mass spectrometers; construct and maintain preparatory lines; educate and oversee lab personnel and demonstrate equipment to visitors.  
**Requirements:** Bachelor's or equivalent in Physics, Chemistry, Engineering, or related discipline; Master's or equivalent preferred. Mechanical aptitude is essential. Some electrical skills required and willingness to learn. Literacy in at least one common programming language, including BASIC and FORTRAN. Willingness to learn Pascal is a must. Send cover letter and resume to Sam Weeks.

**Director of Graduate Records (PC1304) HRII**  
**The Graduate School-Endowed**  
Responsible for all aspects of management of the Graduate Records Office. Interpret Graduate and University legislation regarding student status, degree requirements; oversee maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School; monitor and verify graduate students' status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and coordinate policies with other offices; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Secretary, and two Records Assistants).  
**Requirements:** Bachelor's minimum. Graduate degree preferred. Be knowledgeable on all aspects of graduate programs and able to interact with sensitivity to students and faculty. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve effectiveness within the office. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Systems Analyst (PT0705) HRII**  
**Mann Library-Statutory**  
Work with researchers and librarians to define requirements for, coordinate the implementation of, and evaluate and revise systems for the electronic delivery of scholarly information. Also provide programming and technical support in the development of such systems. During the first year, manage a major system development effort in the delivery of electronic full-text for chemical literature.  
**Requirements:** Bachelor's with significant coursework in computer or information science. Master's desirable. 3-5 years experience in programming, systems analysis, or related fields, including 1-2 years in technical or project management. Knowledge of at least 2 high-level programming languages. Knowledge of microcomputers, workstations, and UNIX operating systems highly desirable. Send cover letter & resume to Sam Weeks.

**Senior Research Support Specialist (PT0315) HRII**  
**Materials Science Center-Endowed**  
Manage and extend a state-of-the-art Electron Microscopy Facility for the support of the research program of the Materials Science Center.  
**Requirements:** Master's in material science or physics or equivalent required. PhD preferred. Minimum 2 years experience as a postdoc in relevant electron microscopy user field. Send cover letter and resume to Sam Weeks.

**Area Manager II (PT1706) Level 36**  
**Plasma Studies-Endowed**  
Responsible for all aspects of the Lab of Plasma Studies computer system (purchase and install hardware, manage operations, assist users, etc.). Supervise undergraduate or part time employee assistants who carry out computer system jobs. Function as "senior" technician in Ion Beam Lab.  
**Requirements:** Bachelor's in EE or computer science or equivalent. Formal training in operating computer systems, networking, programming, etc. 3-5 years related experience with DEC computer systems and with the UNIX operating system, or an equivalent combination is necessary. Strong interpersonal skills are necessary. Send cover ltr & resume to Sam Weeks.

**Technical Specialist I (PT1703) Level 36**  
**CIT/Systems-Endowed**  
Design, implement, install, document and maintain systems software and significant subsystems for the AIX/370 Operating Systems (IBM's version of UNIX for 370 architecture machines). Provide technical leadership in designing and adapting functional enhancements to AIX/370 and its subsystems. Some night, weekend and "on call" duties.  
**Requirements:** Bachelor's in computer science or equivalent experience with computer courses in operating system fundamentals. 3-5 years experience with UNIX Operating Systems and significant subsystems preferred. Knowledge of "C" programming language, UNIX utilities and

system calls is essential. Work with IBM 370 assembler language, the VM operating system and large systems is a plus. Send cover letter and resume to Sam Weeks.

**Senior Technical Consultant (PT1701) Level 35**  
**Financial Systems-Endowed**  
Provide technical support. Serve as liaison to Financial Systems administrative technical consultant and Information Technologies staff. Write, maintain, and analyze system programs where normally used programming languages are unsuitable. Supervision of programmer analyst team as assigned.  
**Requirements:** Bachelor's or equivalent. 5-10 years experience in application and system programming with ADABAS and BATCH, and VM/CMS interaction. Knowledge of commonly used programming languages such as Basic and assembler for mainframe to micro systems. Strong communication skills required. Send cover letter & resume to Sam Weeks.

**Systems Software Engineer (PT1716) Level 34**  
**Computer Science-Endowed**  
Assist in the development of research software by providing system support (software installation and maintenance, and benchmarking) and C and Lisp programming (graphics, networking, and Lisp development). Some research work possible, depending on interest and qualifications.  
**Requirements:** Bachelor's in computer science or mathematics or equivalent combination of education and experience. Work with UNIX required. Knowledge of Lisp and/or experience with complex Lisp systems advantageous. Send cover letter and resume to Sam Weeks.

**Applications Programmer/Analyst III (PT1715) Level 34**  
**Computer Science-Endowed**  
Working with staff and graduate students, develop and implement the Synthesizer Generator, a system that generates language based software environments from formal specifications. Maintain the system and provide documentation.  
**Requirements:** Bachelor's in computer science (Master's preferred) or equivalent combination of education and experience. Familiarity with C and UNIX, window systems, formal languages, and compilers. Send cover letter and resume to Sam Weeks.

**Software Engineer (PT1704) Level 34**  
**Computer Science-Endowed**  
Specify, design, implement, document and maintain reliable distributed systems software and applications for a large research project. Work closely with staff and students and serve as liaison with external users of the software in academia and industry.  
**Requirements:** Bachelor's in computer science, math, or equivalent combination of education and experience. 3 years programming work including large systems with emphasis on distributed systems and/or communications. Programming in C preferred. Send cover letter and resume to Sam Weeks.

**Systems Programmer/Analyst III (PT0401) Level 34**  
**CIT/Research and Analysis-Endowed**  
Design, implement, install, document and maintain system software, complex software programs in packages for DEC Vaxen running VMS, and other systems running UNIX. Assess performance and make recommendations related to the general operation of the various systems.  
**Requirements:** Bachelor's or equivalent with computer related courses. 3-5 years programming and machine architecture experience, sound knowledge of VMS and/or UNIX operating systems. Knowledge of VAX cluster environment desirable. Several major programming languages, eg., C, Pascal, Fortran, working knowledge of TCP/IP Protocols. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

**Applications Programmer/Analyst II (PT1708) Level 33**  
**V.P. for Campus Affairs-Endowed**  
Design, develop, install, modify, maintain and document approved applications as needed for the Division of Campus Life departments. Set up hardware; diagnose problems; repair or arrange for repair of equipment; and apply fixes and upgrades.  
**Requirements:** Bachelor's or equivalent with computer-related courses. 1-3 years of related experience. Working knowledge of applications for batch and/or interactive systems; VM/CMS; system utility programs; operating systems and software packages for PC and Macintosh computers (i.e., Wordperfect, Lotus, Filemaker, Excel, DOS, Dbase); and networks (Novell and/or AppleTalk). Hardware experience on IBM mainframes and micros required. 2 programming languages-PL/1, Natural, Cobol, Pascal, Basic. Send cover letter and resume to Sam Weeks.

**Systems Programmer/Analyst II (PT1406) Level 33**  
**Electrical Engineering-Endowed**  
Assist computer manager in day-to-day operation of a general purpose system including VAX, Sun, HP, and AT&T computers. Design, maintain, and document application software for administrative computer systems, including Macintosh and IBM PCs. Maintain operating systems, make backups, and provide training and consulting for users.  
**Requirements:** Bachelor's in computer science or related fields. 2-3 years experience with UNIX systems. Send cover letter & resume to Sam Weeks.

**Applications Programmer/Analyst II (PT9605) Level 33**  
**CIT-Endowed**  
As a member of a project team, design, develop, modify, maintain and document straight forward applications systems software in support of a major administrative system.  
**Requirements:** 2-3 years experience. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, VM/CMS. Knowledge of at least 2 languages: PL/1, Natural or COBOL. Send cover letter and resume to Sam Weeks.

**Accounting and Billing System Supervisor (PT1105) Level 33**  
**Information Technologies/Services-Endowed**  
Provide direct support services to CIT clients concerning availability and appropriate use of multi-user computer systems. Assist with design & development for system billing statement. Supervise 2 accounts assistants.  
**Requirements:** Bachelor's or equivalent experience. Coursework in information technology, business management or accounting. 2-3 years of computer related service delivery, functional knowledge of Cornell computing systems, experience using ADABAS or similar database with accounting/billing emphasis. Send cover letter and resume to Sam Weeks.

**Technical Consultant II (PT6301) Level 33/HRI**  
**HD/FS/Family Life Development Center-Statutory**  
Provide technical support, training and orientation to staff of approximately 30 on the effective use of microcomputers in a complex local area network and electronic publishing environment.  
**Requirements:** Bachelor's or equivalent in education. Minimum 2-3 years experience with micro computers. Macintosh experience required. IBM PC familiarity desirable. Working skills must include a fifth generation language, strong system diagnostic and telecommunications. Some experience in PASCAL, C or BASIC desired. Send cover letter and resume to Sam Weeks.

**Systems Programmer/Analyst II (PT9608) Level 33**  
**Engineering College Educ. Computing-Endowed**  
Provide system management for a network of UNIX-based graphics workstations; install and maintain system software and utilities, keep hardware operational and assist and consult with staff and users.  
**Requirements:** Bachelor's in computer science or equivalent. 2-3 years programming; 2 years system management, familiarity with UNIX (prefer several versions), C, HOOPS and interactive graphics; excellent communication and interpersonal skills. Send cover ltr & resume to Sam Weeks.

**Technical Consultant I (PT1506) Level 32**  
**Johnson Graduate School of Management-Endowed**  
Provide end user computing support and applications consulting to the faculty, staff and students of the Johnson School community. Do one-on-one training and consulting; and workshops, presentations, user satisfaction surveys, management of student consultants and user documentation.  
**Requirements:** Bachelor's or equivalent experience. Completed work in the application of computing technology preferred. Minimum of two years experience with significant client contact and exposure to office automation systems. Demonstrated knowledge in at least one area of JGSM supported hardware and software (Vax/VMS, DOS, Mac), and a proven ability to develop consulting expertise in the full spectrum of supported systems. Send cover ltr & resume to Sam Weeks.

**Research Support Aide (PT1814) HRI**  
**History of Art-Endowed**  
Provide research support for the Aegean Dendrochronology Project with emphasis on prehistoric material. Includes full range of collecting, preparing, measuring, error-checking, and crossdating of samples. Includes doing visual statistical analysis in the field collection of samples.  
**Requirements:** Bachelor's in archaeology, history, classics, art history or related field or equivalent. 1 year excavation experience desirable, but not essential. Foreign travel and language skills helpful. Computer experience useful. Must be willing and available for international travel on short notice. Good interpersonal and supervisory skills. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PT1808) HRI**  
**Entomology-Statutory**

Assist in lab and field research on arthropod pests affecting livestock and poultry, with emphasis on investigations of management strategies and basic biology. Maintain insect colonies; supervise temporary personnel; and assist with experimental design, data analysis, and report preparation.  
**Requirements:** Bachelor's in biology or related discipline or equivalent; valid NYS driver's license. Minimum of 2 years experience with arthropods, pests of livestock, or poultry production; good oral and written communication skills. Send cover letter and resume to Sam Weeks.

**Staff Writer I (PC1808) HRI**  
**Theory Center-Endowed**  
Develop and prepare written information for dissemination to the Theory Center's public.  
**Requirements:** Bachelor's in English, journalism or closely related field, or equivalent combination of education and experience. 1-3 years writing experience; experience summarizing scientific information preferred. Experience working with print shops, the media and desktop publishing software. Must be able to work independently with high degree of accuracy and be able to meet deadlines in a fast-paced environment. Strong organizational and interpersonal skills necessary. Send cover letter, resume and 3 writing samples to Esther Smith, Staffing Svcs, 160 Day Hall.

**Managing Editor (PC1807) HRI**  
**School of Hotel Administration-Endowed**  
Responsible for all aspects of the Cornell Hotel and Restaurant Administration Quarterly, an international professional journal. Copy-edit (or re-write) manuscripts, research and write feature articles; responsible for the layout and makeup of all pages, acquiring all artwork, and maintaining a production schedule.  
**Requirements:** Bachelor's degree, preferably in English or journalism, at least 2 years of prior work in print publications. Must have top-notch grammar skills. Should have some familiarity with the Macintosh computer, Microsoft Word, and Aldus Pagemaker, also must understand basic type specifications. Send cover letter, resume and editing samples to Esther Smith, Staffing Services, 160 Day Hall. Application materials will be accepted until May 24.

**Teaching Support Specialist (PT1809) HRI**  
**Microbiology-Statutory**  
Teach two sections of microbiology introductory lab (Micro 291). Help with lab preparation, set up, and clean up. Supervise undergrad and graduate assistants. Prepare and grade exams. Grade lab notebooks and determine final grades. 9 months per year.  
**Requirements:** Bachelor's in microbiology or related area or equivalent. Master's desired. Courses in biochemistry, oral communication and education desirable. 2 years related experience. Send cover letter and resume to Sam Weeks.

**Clinical Volunteer Coordinator/Trainer (PA1802) HRI**  
**University Health Services-Endowed**  
Responsible to the Director of Health Education for planning, implementing, coordinating and evaluating the clinical volunteer program and assisting in the overall development and administration of Health Education programs for students.  
**Requirements:** Bachelor's in health education or a closely related field. 2-3 years related experience working in a health care facility or family planning program. Must have excellent oral and written communication skills and able to collaborate with wide variety of health professionals. Send cover letter and resume to Cynthia Smithbower.

**Applications Programmer II (PT1801) HRI**  
**Animal Science-Statutory**  
Develop, install, service, maintain, modify, and document complex personal computer applications programs for the Cornell Dairy Records Processing Lab. Assist with planning of complex systems/applications programming projects involving mainframe and personal computer interaction.  
**Requirements:** Bachelor's or equivalent in computer science or animal science. 2-3 years experience providing knowledge of CSP (IBM's 4th generation "Cross System Product" programming language) application programming procedures. Send cover letter and resume to Sam Weeks.

**Assistant Manager Front Office (PA1807) HRI**  
**Statler Hotel-Endowed**  
Under the supervision of the Director of Rooms Div. coordinates and participates in Reservations, Concierge, and Bellstand operations. Flexible nights and weekends.  
**Requirements:** Bachelor's in hotel administration preferred; a minimum of 2 years related experience; Cornell experience preferred; excellent interpersonal and communication skills; demonstrated leadership qualities. Send cover letter, resume and employee transfer application to Cynthia Smithbower.

**Assistant Manager Front Office (PA1806) HRI**  
**Statler Hotel-Endowed**  
Under the supervision of the Director of Rooms Div. coordinates and participates in Front Desk, and Phone operations. Flexible nights and weekends.  
**Requirements:** Bachelor's in hotel administration preferred; a minimum of 2 years related experience; Cornell experience preferred; excellent interpersonal and communication skills; demonstrated leadership qualities. Send cover letter, resume and employee transfer application to Cynthia Smithbower.

**Director Architecture, Art and Planning Career Office (PA1803) HRI**  
**Career Center-Endowed**  
Provide career placement services to students in the College of Architecture, Art and Planning; organize job hunting seminars, coordinate recruiting program, maintain career library resources, advise students; interact with faculty, college offices, and employers; oversee all aspects of career office. Report to Director of University Career Center. 9 month recurring; September-May.  
**Requirements:** Master's preferred in counseling, education or liberal studies. 2-4 years experience in working with college students. Excellent writing and administrative skills, ability to work independently. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director/Engineering Placement (PA1701) HRI**  
**Career Center/Engineering Placement-Endowed**  
Assist the Director in the operation of all aspects of the office with emphasis on coordination and staff supervision for a large-scale corporate recruiting program. Counsel students and conduct career/placement workshops; develop/revise publications; maintain library collection; generate statistical reports; work with computerized scheduling program; interact daily with students, employers, faculty and staff.  
**Requirements:** Bachelor's required; Master's in counseling, education, psychology, or related fields preferred. 2-4 years experience in college student services or corporate recruiting functions with emphasis on counseling and detailed administrative functions. Requires excellent interpersonal, organizational, and communications skills. Detail-oriented with ability to see the big picture. Interest and curiosity in technical areas is more important than engineering-related experience. Send cover letter and resume to Cynthia Smithbower. Application materials will be accepted until May 26 or until an appropriate candidate is found.

**Teaching Support Specialist II (PT1714) HRI**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
Supervise a lab and teach 3 lab courses for undergraduate and graduate students covering cell biology and intermediate and advanced biochemical methods. Design, test, and document protocols of new experimental methods to be taught. Provide everything essential to the smooth running of a teaching lab: planning, timely material procurement and preparation; equipment maintenance; and lab set-up. Supervise graduate teaching assistants and preparators. Read and grade student notebooks. Maintain computerized grade records and chemical inventories.  
**Requirements:** Bachelor's in biochemistry (or closely related field) or equivalent experience. 3 years of related work. Experience with various types of electrophoresis, chromatography, ultracentrifugation, protein purification, bacterial cell culture, and liquid scintillation counting is desirable. Previous teaching experience helpful. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PT1512) HRI**  
**Soil, Crop, Atmospheric Sciences-Statutory**  
Assist with data compilation and analysis, writing and production of monthly climate publications. Use computer to prepare graphics for publication. Respond to requests for climate data information and assist with research projects.  
**Requirements:** Bachelor's preferred, with coursework in Meteorology/Climatology. Minimum 1-2 years related experience. Excellent oral and written communication skills. Familiarity with the use Macintosh computer for word processing and other applications required. Experience with mini or mainframe computer systems desirable. Send cover letter and resume to Sam Weeks.

**Budget Analyst II (PC1515) HRI**  
**Office for Research/CALS-Statutory**  
Provide administrative assistance to directors in preparing budget, administration of funds, accounting system design, preparation of reports, analysis of financial trends and provide forecasts and assessment of new funding opportunities. Supervise accounts management staff.  
**Requirements:** Bachelor's in business management or accounting or

equivalent experience; Master's or equivalent desirable. Experience in managing research accounts, familiarity with Cornell Statutory accounting procedures, knowledge of computers and management systems and electronic office equipment. Supervisory experience desirable. Cornell employees only. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Research Support Specialist II (PT1410) HRI**  
**Chemical Engineering-Endowed**  
Provide technological support to faculty and students for research/teaching programs in the School of Chemical Engineering, including troubleshooting and fabricating sophisticated mechanical and electronic equipment. Responsible for facilities maintenance and safety enforcement.  
**Requirements:** Bachelor's in mechanical/chemical field or equivalent combination of education and experience required. Applicant must be well versed in modern mechanical design, electronics and computer interfacing. 2-3 years experience in research/chemical engineering environment desirable. Ability to work independently essential. Some machine shop work helpful. Send cover letter and resume to Sam Weeks.

**Assistant to the Director (PA1406) HRI**  
**Dean's Office/Architecture, Art and Planning-Endowed**  
Under general supervision, assist the Director of Administrative Operations in directing and managing the fiscal, personnel and plant operations for the College of Architecture, Art and Planning.  
**Requirements:** Bachelor's or equivalent. 3-4 years experience, preferably at Cornell to include at least 2 years in budgeting and fiscal administration and personnel processes. 1 year PC/Macintosh experience. Excellent verbal and written communication skills; ability to maintain highest degree of confidentiality. Ability to use advanced spreadsheet and graphics software. Send cover letter and resume to Cynthia Smithbower.

**Fiscal Officer (PC9204) HRI**  
**Computer Science-Endowed**  
Under general direction from the Director of Administration manage fiscal operation in a 150 member computer science department with an academic budget of \$3M and an annual research volume of \$5M. Respond to faculty, staff and students by assisting in implementing new or revised policies to improve the environment for teaching and research within the department. Develop and prepare annual operating budget and research budgets. Develop and implement policies and procedures for all accounting functions as required. Supervise accounts assistant. Design and implement financial management systems.

**Requirements:** Bachelor's or equivalent combination of education and experience. 4 years financial analysis/management experience preferably in academic setting. Experience and aptitude with microcomputers and software for institutional analysis and database management systems. Excellent communication, interpersonal, analytical and problem solving skills. Ability to prioritize and work effectively with diverse groups. Demonstrated experience in planning, organizing and implementing new initiatives. Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP.

**Applications Programmer I (PT1403) HRI**  
**Finance and Business Services-Statutory**  
Coordinate the maintenance and upgrades of PC hardware and software. Develop and maintain documentation. Develop, install, maintain, and modify software for administrative systems from PC to mainframe computers. Assist with computer operation and maintenance of ADABAS security systems.  
**Requirements:** Bachelor's in computer science or equivalent. 1-2 years related experience. Work with PC's, IBM System 36, and Cornell mainframe desirable. Knowledge of JCL, CMS, MVS, and ADABAS. Some experience with machine architecture, production procedures and systems utility programs. Send cover letter and resume to Sam Weeks.

**Research Support Specialist II (PT1308) HRI**  
**Soil, Crop and Atmospheric Sciences-Statutory**  
Support a research program aimed at isolating and identifying natural plant compounds which are physiologically active on other species. Maintain and operate complex analytical equipment, independently conduct aspects of the research program; develop and evaluate methodology; statistically analyze results and survey literature. Until 9/30/90 with possible extension contingent upon funding.  
**Requirements:** Bachelor's or Master's in biology, plant physiology, or biochemistry preferred. Work related experience including pesticide residue analysis and biochemical techniques preferred. Valid NYS driver's license helpful. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT1306) HRI**  
**Neurobiology and Behavior-Statutory**  
Research assistant with ability to work independently. Collect data, perform experiments, do library research, prepare publications, take part in field work and perform general lab chores.  
**Requirements:** Bachelor's in entomology or other branch of biological sciences or equivalent and 2-3 years experience required with high recommendation or Master's in lieu of experience. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT1204) HRI**  
**Agronomy-Statutory**  
Conduct field and lab experiments on soil and water management. Implement field trials throughout New York dealing with tillage, soil compaction, and drainage/irrigation. Do lab measurements on soil permeability and moisture retention. Compile, arrange and summarize data. Manipulate data using computers. Supervise summer field assistants. Construct equipment and instrumentation to be used in field and lab.  
**Requirements:** Bachelor's in Agronomy or related field, Master's preferred. Understanding of soil and water management and related processes. Experience with farm and lab equipment & procedures. Ability in computer programming preferred. Send cover ltr & resume to Sam Weeks.

**Research Support Specialist I (PT0902) HRI**  
**Clinical Sciences-Statutory**  
Provide technical support for the woodchuck hepatitis project. Assume primary responsibility for chemical carcinogenic study. Develop histochemical and immunochemical techniques and instruct others in their use. Perform necropsies. Some work with live animals possible.  
**Requirements:** Bachelor's in biology with emphasis on histology, pathology or similar field. 2-3 years experience in histology lab. Send cover letter and resume to Sam Weeks.

**Research Support Specialist (PT0306) HRI**  
**Equine Drug Testing-Statutory**  
Operate and maintain Mass Spectrometer, Gas Chromatograph and HPLC. Isolate and purify drugs & their metabolites for analytical analysis.  
**Requirements:** Bachelor's in organic chemistry or equivalent experience. 2-3 years work with thin layer chromatography and basic knowledge of drug metabolism. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I (PT0212) HRI**  
**Animal Science-Statutory**  
Provide supervisory and technical support for research programs involving the design and analysis of Dairy Management Systems utilizing the NY Dairy Herd Improvement database. Analyze and develop dairy herd performance measures that will predict economic returns to the dairy enterprise. Develop and program software to assist with dairy herd management.  
**Requirements:** Bachelor's or equivalent in animal science or agricultural economics. High level language, e.g., "C" programming experience, ability to use SAS, understanding of advanced computing techniques such as expert systems. Dairy farm background or experience helpful. Send cover letter and resume to Sam Weeks.

**Executive Director**  
**Student Management Corporation (SMC)**  
SMC is a not-for-profit purchasing and management association for fraternities and sororities located at Cornell University. Soon to celebrate it's 20th anniversary, the cooperative's annual sales exceed \$2 million. Responsibilities include: manage annual plan, sales, & personnel; oversee operations of Purchasing, Financial, & Alumni Services departments.  
**Requirements:** Bachelor's or equivalent combination of education and experience required. Ability to work with students, knowledge of fundraising, financial accounting and computer skills a plus. Send cover letter and resume to Susan Call, 209 Willard Straight Hall.

## Professional Part-time

**Research Support Specialist I (PT1709) HRI**  
**Division of Nutritional Sciences-Statutory**  
Provide support in the planning, administration and evaluation of the New York State Nutrition Surveillance Program. Travel within and outside New York State collecting state-wide data analysis. Prepare oral and written reports, including those for state agencies and various journal articles. Mon-Fri, 20-30 hrs pr wk until 3/31/91. Flexible work hours.  
**Requirements:** Bachelor's or equivalent in nutrition and epidemiology. Master's preferred. 2-3 years experience working with nutrition, health and social science data on micro and mainframe computers. Good organizational and interpersonal skills. Send cover letter & resume to Sam Weeks.



**Accountant I (PC1411) HRI**  
**Electrical Engineering-Endowed**  
Administer sponsored research accounts; manage accounting office, and supervise staff of 2. Job sharing position. Hours to be arranged.  
**Requirements:** Associate's or equivalent in business or accounting. Bachelor's preferred. 2-3 years related experience. Ability to use IBM PC and database software and to work under pressure. Good interpersonal skills. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter, resume and salary requirements to Esther Smith, Staffing Services, 160 Day Hall.

Professional Temporary

**Applications Programmer (PT1602)**  
**Division of Nutritional Sciences**  
Design, develop and document state-wide reporting system in consultation with program staff. 4 months, Mon - Fri, 20 hrs pr wk.  
**Requirements:** Associate's or equivalent with computer experience. 2-3 years programming experience preferred. Experience with database design & programming, preferably with dBASE. Excellent oral and written communications skills. Send cover letter and resume to Sam Weeks.

**Computer Consultants (T8212)**  
**Information Technologies**  
Information Technologies is seeking applicants for part-time positions in customer (user) support. Successful applicants will have experience with a broad range of technologies (micro and mainframe) with general knowledge of major application software (wordprocessing, DBMS, operating systems etc.). Excellent communication skills and positive customer service orientation are essential. Knowledge of the Cornell computing environment preferred. Interested parties may submit a resume to Stephan Knapp, Cornell University, CIT Resource Services, CCC Bldg. Room 121, Ithaca, NY 14850.

Technical

As a prominent research institution, Cornell University has a diverse need for lab, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical lab techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand. All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Submit a resume and cover letter for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or lab related positions.

**Animal Technician, GR18 (T1203)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
Participate in long-term animal experiments with pregnant animals. Perform all aspects of general animal maintenance and maintain experimental records. Sample blood and prepare infusions. Perform general lab duties. Follow strict protocols for sterile or disease control environments and regulations for animal welfare.  
**Requirements:** Associate's or equivalent biological sciences or equivalent. Bachelor's desirable. Pre-employment physical and immunizations required. Previous experience with sheep preferred. Send cover letter and resume to Sam Weeks.

**Technician, GR19 (T1806)**  
**Genetics and Development-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Provide technical and administrative support for the efficient operation of a genetics lab. Duties include participation in research; maintenance and ordering of lab supplies; and maintenance of a collection of genetic strains of C. elegans (nematode).  
**Requirements:** Associate's (Bachelor's preferred) with course work in genetics. Minimum of 1 year lab experience. Must be willing to learn new skills and procedures. Send cover letter and resume to Sam Weeks.

**Technician, GR19 (T1807)**  
**Genetics and Development-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Assist principal investigator and postdoctoral associate with experiments. Perform gel electrophoresis, blot transfers, radioactive labelling, autoradiography, and nucleic acid isolations, cell culture and plant stock. Prepare cell culture media and solutions. Prepare sterile glassware and apparatus for experiments.  
**Requirements:** Associate's in biological science or chemistry or equivalent. Bachelor's preferred. Minimum 1 year lab experience desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR19 (T1507)**  
**Plant Pathology-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Conduct pathogen testing in potato plants, screen populations for disease resistance and maintain potato tissue and pathogen culture collections. Prepare clones for shipment. Work in the lab, greenhouse and field. Train graduate students.  
**Requirements:** Associate's in biological science or chemistry or training in biology, biochemistry or chemistry. 1 year lab experience with knowledge of tissue culture and testing procedures. Drivers license essential. Send cover letter and resume to Sam Weeks.

**Facilities Inventory Drafter, GR19 (T1409)**  
**Facilities Engineering-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Responsible for maintaining and updating the drawings and floor plans of all Cornell buildings for the Facilities Inventory section. Create or revise plans from field sketches or construction drawings. Calculate and verify field data on space usage and gross and net square footage. Do field inspections. Maintain work log. Assist in training and supervision of student drafters.  
**Requirements:** HS diploma or equivalent. Associate's preferred. 2 years drafting experience, strong communication and interpersonal skills. Experience with microcomputers and CADD desirable. Send cover letter to Sam Weeks.

**Electronics Technician, GR20 (T1804)**  
**Microcomputers and Office Systems-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Deliver and pickup microcomputers, peripherals, typewriters, and leased equipment from campus locations. Remove and install leased equipment and install and set-up microcomputers. Assist distribution staff with sales as needed. Assist in assembling and testing of microcomputers and office equipment.  
**Requirements:** HS diploma or equivalent. Associate's in electronic field preferred. Minimum 2 years experience with microcomputer technology. Familiarity with hardware and software. Mechanical aptitude necessary. Able to lift 75 pounds. Valid NYS driver's license. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T1404)**  
**Clinical Sciences-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
Provide technical support for an immunological lab research staff. Prepare tissue culture, bacteriological media, buffers and other formulated reagents. Collect blood and milk samples from cows. Work with other common lab animals. Clean lab and glassware. Do literature searches.  
**Requirements:** Bachelor's in biology or equivalent experience in microbiological techniques. 1-2 years experience handling lab animals and knowledge of lab procedures. Send cover letter and resume to Sam Weeks.

**Animal Health Technician, GR20 (T1405)**  
**Vet Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
Responsible for maintenance of aseptic conditions and coordination of surgery team in the operating room during a surgical procedure. Cleaning and sterilization of surgical and hospital equipment. Must be available when on-call for emergency duty. Some weekends and holidays required.  
**Requirements:** Associate's in animal health technology. Licensed or eligible for licensure in NYS. 2 years operating room experience preferred. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T0706)**  
**Floriculture and Ornamental Horticulture-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
Conduct field, greenhouse and lab experiments designed to evaluate the effects of weeds and weed control agents (including herbicides and biological control agents) on plant growth. Apply and evaluate herbicides and biological control responses to herbicides and weeds, data analysis and summary. Supervise 2 student employees, interact with Graduate students, other faculty, and department support staff. Some travel within New York State will be required.  
**Requirements:** Bachelor's in horticulture, agronomy, plant science or related field or equivalent. 1 or more years of the following experience: weed identification and control, micro-computers, macro-computers, pesticide application, physiology lab skills, culture and maintenance of turfgrass and ornamentals. NYS driver's license is required. Must have (or be capable of obtaining) an NY Commercial Pesticide Applicator's certification in categories 3A and 10. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T1802)**  
**Psychology-Endowed**  
**Minimum Biweekly Salary: \$599.73**  
Assume operation and supervision of human newborn research lab. Participate in planning and evaluation of experiments and collecting and analyzing data. Supervise and train undergraduate researchers. Work with parents and schedule infants and researchers. Maintain computer database; statistical analysis.  
**Requirements:** Bachelor's or equivalent. Minimum 1-2 years experience in related field. Good supervisory, interpersonal, organizational skills essential. Must like working with infants. Computer skills required. Must be able to work independently, meeting with parents in hospital setting, handle newborns, videotape experimental procedures, etc. Send cover letter and resume to Sam Weeks.

**Lab Technician, GR21 (T1813)**  
**Division of Nutritional Sciences-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
Prepare samples for analysis of isotope ratios for various elements (usually O,H,C, and N) and analyze on a Finnigan Delta S or 252 high precision isotope ratio mass spectrometer. Learn and become proficient with these computer controlled analytic systems.  
**Requirements:** Bachelor's in biochemistry, nutrition, chemistry or related discipline or relevant experience in a similar lab. 1-2 years related experience (preferably in mass spec lab). Attention to detail producing reliable results while working up and analyzing samples is critical. Proficiency in straight forward menu-driven software required. Send cover letter and resume to Sam Weeks.

**Lab Technician, GR21 (T1606)**  
**Equine Drug Testing-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
Perform advanced analysis under the direction of a senior chemist. Operate, maintain, and trouble shoot HPLC apparatus. Analyze samples for drugs and drug metabolites using TLC and associated extraction techniques.  
**Requirements:** BS in chemistry with 2-3 years experience in HPLC. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T1607)**  
**Floriculture & Ornamental Horticulture-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
Design, establish, and maintain research plots. Conduct field, greenhouse, and lab experiments evaluating the efficacy and safety of herbicides and biological control agents on turf and ornamentals. Responsibilities include measurement of plant responses; soil tests; application and evaluation of herbicides; analysis and summary of data; preparation and presentation of reports; and some staff supervision.  
**Requirements:** Bachelor's in Horticulture, Agronomy or Plant Science. Master's preferred; with 2 years of related experience in plant science research. Must have or be able to obtain a NYS Commercial Pesticide Applicators certification. NYS drivers license required. Knowledge of one or more of the following: weed identification and control; pesticide application and evaluation; measurement of plant responses to environmental or xenobiotic stimuli; culture and maintenance of turfgrass and ornamentals; and computers. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T0904)**  
**Diagnostic Lab-Statutory**  
**Minimum Biweekly Salary: \$599.73**  
Provide technical support for service, research, and teaching projects in diagnostic toxicology. Conduct analysis of toxicants and drug related compounds as requested. Maintain integrity of samples and chain of custody, prepare reagents, order supplies, and miscellaneous tasks related to good lab practices and safety.  
**Requirements:** Bachelor's in science or equivalent experience. 1-2 years lab experience. Typing and computer skills. Send cover letter and resume to Sam Weeks.

**Assistant Computer Support Technician, GR22 (T1803)**  
**Human Ecology Administration-Statutory**  
**Minimum Biweekly Salary: \$625.24**  
Provide facility, staff, student support for IBM and compatible software including DOS, Wordperfect, Lotus 123, dBase III Plus, C19, and AutoCAD. provide data recovery services using utilities such and Norton and Mace. Install and troubleshoot IBM and compatible hardware and related peripherals. provide end user assistance with a large local area network.  
**Requirements:** Bachelor's or equivalent. 2-4 years related experience. Knowledge of IBM and compatible microcomputer hardware and a wide variety of related peripherals as needed. Knowledge of DOS, Wordperfect, Lotus 123, communication, database, and utility software necessary. Network experience helpful. Send cover letter and resume to Sam Weeks.

**Electronics Technician II, GR22 (T1401)**  
**CIT/Network Resources-Endowed**  
**Minimum Biweekly Salary: \$625.24**  
Provide support for the Network Management Center, its campus clients and Cornell's connections to external networks. Monitor network, diagnose problems, coordinate and document service requests, and provide network access preventative maintenance.  
**Requirements:** Associate's or equivalent. 1-3 years data communications experience. Understanding of data communications networks and hardware highly desirable. Experience diagnosing network problems (especially TCP/IP) helpful. Strong interpersonal skills. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T1307)**  
**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$625.24**  
Conduct experiments and analyze results in research on vertebrate phototransduction and epidermal growth factor receptor system. Participate in design and interpretation of results. Work with cell cultures, purify membrane proteins, and perform radioligand binding assays. Calculate, analyze and present data. Use computer for graphing and statistical analysis.  
**Requirements:** Bachelor's in biochemistry or related field. 2 years lab experience required. Protein purification in cell culture work helpful. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T1108)**  
**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$625.24**  
Conduct experiments and analyze results on biochemical research relating to calcium channels. Calculation and analysis of data-statistical and graphical. Perform independently, to some extent, in the design and interpretation of results.  
**Requirements:** Bachelor's or equivalent in biochemistry, neurobiology or similar field. 2-4 years lab experience in a related field. Familiarity with balances, pH meters, centrifuges, gamma and scintillation counters, spectrophotometer, light microscope, and tissue culture equipment. Send cover letter and resume to Sam Weeks.

**Research Equipment Technician, GR22 (T0406)**  
**Nuclear Science and Engineering-Endowed**  
**Minimum Biweekly Salary: \$625.24**  
Build research lab apparatus using standard machine shop equipment; use and maintain research lab equipment; operate low power nuclear reactors; operate gamma irradiation facility; use radiation safety equipment.  
**Requirements:** Associate's in mechanical and/or electrical technology or equivalent experience. 3 years related experience. Nuclear reactor operator license or certification highly desirable. Knowledge of use of machine shop tools and research lab test equipment. Willingness and ability to learn procedures and methods of radiation safety and reactor operations and to pass US operator license examination (after training). Send cover letter and resume to Sam Weeks.

**Research Equipment Technician, GR23 (T1713)**  
**Pomology-Statutory**  
**Minimum Biweekly Salary: \$651.82**  
Responsible for an on-going applied research and extension program in the biology and technology of fruit storage, including repairs to electronic equipment, computers, gas analyzers and CA control equipment. Operate and maintain 2 labs and controlled atmosphere storage rooms. Purchase materials and equipment. Some staff supervision.  
**Requirements:** Bachelor's or equivalent. 2-4 years experience with carpentry, plumbing, electrical wiring, electronics, Orsat and chromatographic gas analysis. Driver's license required. Send cover letter and resume to Sam Weeks.

**Mac-CHESS Operator, GR24 (T1609)**  
**Biochemistry Molecular and Cell Biology/CHESS-Statutory**  
**Minimum Biweekly Salary: \$682.77**  
Give user groups supervision and instruction in the operations, safety procedures, and equipment usage for their biological diffraction experiments. Assist in some experiments. Repair diffraction apparatus and assist in design, modification, and development of beam lines. Do some computer programming when necessary. Help with data reduction using the storage phosphor detector system. some evenings and weekend hours are required.  
**Requirements:** Bachelor's or equivalent in engineering, physics, chemistry or biology. Good mechanical and lab skills. Several years related experience preferred. Computer programming skills desirable. Send cover letter and resume to Sam Weeks.

**Coordinator of Workstation Facilities, GR24 (T0903)**  
**Information Technologies-Endowed**  
**Minimum Biweekly Salary: \$682.77**  
Act as primary information source in facility. Provide complex computer support to users. Operate and maintain all mainframe and micro-computer equipment. Maintain databases, networks and hard drives. Mon-Fri, 7:30am-4pm  
**Requirements:** Associate's with related computer coursework or background. 3-5 years related experience (Cornell systems preferred). Extensive knowledge of overall operation of mainframes, microcomputers and networks. Excellent interpersonal, communication and organizational skills. Knowledge of CMS, VMS, Unix and Macintosh operating systems is essential. Send cover letter and resume to Sam Weeks.

**Chilled Water Plant Maintenance Mechanic Operator (T812)**  
**Utilities-Endowed**  
Operate and maintain central plant equipment including electric driven chillers; pumps; cooling towers; vacuum and compressed air systems; water turbines and generators; and water treatment equipment and instrumentation. Plant operation also involves the use of a campus microprocessor-based central control system.  
**Requirements:** HS diploma, Associate's in mechanical or electrical technology or equivalent. 3-5 years in refrigeration, operation and maintenance of central utility plants desirable. 1-3 years experience in electric and solid state electronic controls and their application in control monitoring. Send cover letter and resume to Sam Weeks.

**Apprentice Refrigeration Mechanic (T1810, T1811)**  
**Maintenance and Services Operations/Administration-Endowed**  
Assist journeyman in the trouble-shooting, repair and installation of refrigeration and air conditioning equipment. Respond to assigned trouble calls and repair all types of refrigeration including experimental equipment. Perform other duties and responsibilities as assigned.  
**Requirements:** Must have completed a 2 year technical or trade school or 2 years work experience in a related field. Must have working knowledge of refrigeration and a basic knowledge of electric, plumbing and controls trades. Must have and maintain a valid NYS driver's license. Must be willing to join the union within 30 days. Send cover letter and resume to Sam Weeks.

Technical Part-time

**Technician, GR16 (T1201)**  
**Plant Pathology-Statutory**  
**Minimum full-time equivalent: \$529.35**  
Provide technical support in a cytology lab. Acquire, manipulate and plot data from videotapes using IBMKT. Update reference database, maintain floral cultures, prepare solutions, also photographic prints and general lab maintenance. Possible full time after 6 months contingent on additional funding.  
**Requirements:** Associate's or equivalent in biology or related field. Knowledge of IBM-compatible computers. Minimum 1 year research experience desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T1006)**  
**Biochemistry-Statutory**  
**Minimum full-time equivalent: \$575.30**  
Assist with culturing bacteria; enzyme purification, and assay. General lab duties. 25 hrs pr wk.  
**Requirements:** Bachelor's or equivalent; courses in biochemistry or microbiology. 1-2 years practical lab experience in biochemical/microbiological lab, including chromatography, spectrophotometer, and gel electrophoresis. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T1702)**  
**Biotechnology Program-Endowed**  
**Minimum full-time equivalent: \$599.73**  
Assist in the operation of scientific instruments, including a computer and perform general lab activities in a service facility. Operate a flow cytometer and spectrophluorometer; maintain lab apparatus and supplies. Mon-Fri, 20 hrs pr wk.  
**Requirements:** Bachelor's or equivalent in physical or biological sciences preferred. Minimum 2 years lab experience involving the use of some instrumentation. Some programming experience is desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T1608)**  
**Floriculture & Ornamental Horticulture-Statutory**  
**Minimum full-time equivalent: \$599.73**  
Design, establish, and maintain research plots. Conduct field, greenhouse, and lab experiments evaluating the efficacy and safety of herbicides and biological control agents on turf and ornamentals. Responsibilities include measurement of plant responses; soil tests; application and evaluation of herbicides; analysis and summary of data; preparation and presentation of reports; and some staff supervision. Flexible hours, 20 hrs pr wk.  
**Requirements:** Bachelor's in Horticulture, Agronomy or Plant Science. Master's preferred; with 2 years of related experience in plant science research. Must have or be able to obtain a NYS Commercial Pesticide Applicators certification. NYS drivers license required. Knowledge of one or more of the following: weed identification and control; pesticide application and evaluation; measurement of plant responses to environmental or xenobiotic stimuli; culture and maintenance of turfgrass and ornamentals; and computers. Send cover letter and resume to Sam Weeks.

Technical Temporary

**Lab Assistant (T1603)**  
**Plant Breeding**  
Work on RFLP mapping project of barley. Assist in running gels, blotting, and DNA extractions. Help with data entry. Until 6/1/90, 4 to 5 hrs pr day.  
**Requirements:** Applicants with lab experience highly desirable. Must be able to follow directions exactly and work with care. Send cover letter and resume to Sam Weeks.

**Technician (T1604)**  
**Clinical Sciences**  
Lab assistant to complete biochemical assays used as clinical diagnostic tests in v patients. 2 to 3 half days per week.  
**Requirements:** Understand basic lab techniques including quantitative pipetting, centrifugating, preparing reagents and operating a spectrophotometer. Cataloging samples and reporting test results by computer entry. Assist in projects that may include handling of dogs and cats. Send cover letter and resume to Sam Weeks.

**Animal Technician (T1505)**  
**Lab Animal Services**  
Feed, water, clean and monitor research animals following strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records including health observations. May include assisting Vets in treating and vaccinating animals. 6 months.  
**Requirements:** HS diploma or equivalent. Associate's in animal science desired. Assistant animal certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Pre-employment physical and all necessary immunizations required. Able to lift 50 pounds. Must have a valid NYS driver's license. Some weekend work required. Send cover letter and resume to Sam Weeks.

Boyce Thompson Institute

**Research Assistant**  
**Boyce Thompson Institute**  
**Salary: Open-based on applicant's experience.**  
Will conduct and support research in molecular entomology lab. General lab duties will include insect rearing and insect cell culture. Research projects in biological control of insects will require experience in isolation and analysis of proteins and/or nucleic acids and routine recombinant DNA techniques. Additional training will be provided.  
**Requirements:** Master's or Bachelor's in biology with 3-5 years experience in biochemistry/molecular biology or related fields. Contact Dr. Robert R. Granados, Boyce Thompson Institute, Cornell University, Ithaca, NY 14853. 607-254-1265.

Office Professionals

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

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested. Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

**Office Assistant, GR16 (T1803)**  
**Dining Services-Endowed**  
**Minimum Biweekly Salary: \$498.93**  
Serve as Co-op office sales assistant and receptionist. Greet visitors; answer phone; handle mail; daily transactions; incoming vouchers and meal ticket orders; copy; file; other duties as assigned.  
**Requirements:** HS diploma or equivalent. 6 months to 1 year related experience. Excellent organizational, interpersonal and communication skills essential. Personal computer and/or data entry experience helpful. Light typing.

**Secretary, GR18 (C1811)**  
**Division of Nutritional Sciences-Statutory**  
**Minimum Biweekly Salary: \$529.35**  
Provide secretarial support to 3 faculty and staff for Extension programs. Perform wordprocessing for forms, correspondence, reports, brochures, etc.; data entry using dBase III; produce dBase reports; coordinate and organize conferences and meetings; respond to requests for resources and information; direct phone calls; requisition supplies; monitor accounts; keep calendars. Transcribe audio-tapes. Until 5/31/91.  
**Requirements:** HS diploma or equivalent plus secretarial training. 1-2 years related experience. Wordprocessing (Wordperfect). Good organizational, interpersonal and communication skills. Requires use of IBM compatible PC and laser printer. Familiar with dBASE preferred. Transcription experience. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

**Office Assistant, GR18 (C1806)**  
**National Nanofabrication Facility-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Act as principal receptionist for active research facility. Provide office assistance to administrative staff. Coordinate user research program; process proposals; initiate correspondence; maintain schedule of visits; process user charges using VAX database; assist accounts coordinator as needed for daily posting and filing.  
**Requirements:** HS diploma or equivalent, some college coursework preferred. 1 year experience with computers desirable, especially VAX systems. Strong interpersonal skills. Able to work under pressure. Excellent phone expertise. Medium typing.

**Secretary, GR18 (C1711)**  
**Vice President Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Provide general secretarial and office support for the Day Hall offices of Public Affairs, including the Vice President's Office, the Directors of Business Operations, College and Unit Public Affairs and University Events as well as the 125th Anniversary Celebration.  
**Requirements:** HS diploma required. Some college coursework preferred. Minimum 1 year related experience. Knowledge of Apple Macintosh computer including use of MS Word and Excel. Good interpersonal skills. Ability to proofread, and deal with confidential material. Med. typing.

**Secretary, GR18 (C1703)**  
**ILR-Personnel and Human Resource Studies-Statutory**

**Minimum Biweekly Salary: \$529.35**  
Provide secretarial support for department faculty. Use computerized hardware and software to prepare correspondence, training materials, administrative memoranda, budget, vouchers, etc.; make travel arrangements; process correspondence; handle mail; phone contacts; appointments. Other duties as assigned.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 1-2 years office experience. PC experience familiar with word processing software, graphics software & spreadsheets. Medium typing.

**Office Assistant, GR18 (C1414)**  
**Campus Store-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Record all incoming books for Tradebook department, into a computerized inventory control system; process related paperwork (invoices, purchase orders, etc.); prepare merchandise for sales floor presentation or mailing; maintain inventory through data entry; take periodic physical inventory of stock. Occasional weekends.  
**Requirements:** HS Diploma or Equivalent. Some college coursework preferred. 1 year related retail experience, preferably with books required. Data entry experience essential. Excellent communication, interpersonal and organizational skills. Light typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Minorities are particularly encouraged to apply.

**Accounts Assistant, GR18 (C1006)**  
**Administrative Operations/CUL-Endowed**  
**Minimum Biweekly Salary: \$529.35**  
Under the direction of the Accounting Manager, process and pay vendor invoices/credits for library materials for the 10 endowed libraries and some statutory units. Audit and process for payment, approval on library automated system; correspondence with vendors; review and update fine and replacement charges/credits with the Bursar's Office; maintain vendor files (automated and manual); process orders for library supplies; process and monitor typewriter leases. Other duties as assigned.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. Minimum of 1 year previous accounting/bookkeeping experience and familiarity with standard office machines. High degree of accuracy. Attention to detail; experience with microcomputers, IBM preferred, (data entry, word processing, spreadsheet management). Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with Cornell accounting system desirable. Light typing.

**Secretary, GR19 (C1809)**  
**Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Provide secretarial support for faculty in the area of teaching and research in food science. Using IBM PC (Wordperfect) respond to correspondence, type exams, class handouts, and reports; respond to phone inquiries, travel and guest lecturer arrangements. Heavy student contact.  
**Requirements:** HS diploma or equivalent required. Some college coursework preferred. 2 years related experience. Knowledge of wordprocessing. Experience with IBM PC (Wordperfect). Familiarity with culinary, chemicals, and biological terms, symbols and abbreviations. Excellent organization, interpersonal, and communication skills. High level of confidentiality required. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Student Information Service Representative, GR19 (C1814)**  
**University Registrar-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
The purpose of this position is to provide services to students, alumni, staff and external organizations and agencies and provide for the appropriate dissemination of publicly available information on students, to certify restricted student information at the student's request, and to register students for the current semester.  
**Requirements:** Associate's or equivalent. Some college coursework preferred. 1-3 years related experience required. Bookkeeping skills helpful. Apple Mac II data processing and word processing (preferably Microsoft Word). Customer service, certification or willing to obtain for Notary Public. Excellent interpersonal and organizational skills. Excellent communication skills. Familiarity with University policies and procedures and the role of student services. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR19 (C0622)**  
**Summer Session-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Provide secretarial and accounting support including the typing of department course status letters, faculty contract letters, appointment forms, accounts payable, journal vouchers, and miscellaneous correspondence; update and maintain faculty & accounting databases; file & record keeping.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years experience required. Excellent typing skills necessary. Must be detail-oriented and highly accurate. Able to use IBM PC with Wordperfect and Lotus 123 required. Knowledge of dBase helpful. Heavy typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR19 (C1506)**  
**JGSM-Endowed**  
**Minimum Biweekly Salary: \$551.86**  
Provide secretarial and administrative support to the Director of Business Operations and the School's Business Manager.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years of general office experience preferred. Familiar with the MAC. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR19 (C1609)**  
**Academic Programs, College of Agriculture & Life Science-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Provide assistance to the Registrar in the maintenance of student records and classroom scheduling, including all course, room, and time data input on the computer; compile & edit the information for the Course/Time/Room Rosters; assist with the pre-registration of students during peak periods.  
**Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years experience, preferably in a related college environment. Data processing skills necessary. Knowledge of Macintosh computer helpful. Medium typing. Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Personnel Assistant, GR20 (C1813)**  
**Office of Human Resources-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Act as lead person in all phases involved in the processing of Personnel Action Forms. Input employee demographic and benefits data into the university computer system; provide assistance to department payroll reps and OHR staff in the processing of appointment forms and in retrieval and distribution of pertinent employee data; act as back-up to supervisor in all processing/procedural related activities of Operations Section of OHR.  
**Requirements:** Associate's or equivalent experience. Computer input experience required. Must have exhibited good communication (oral) skills. Ability to organize work, set priorities and work under pressure is essential. Familiarity with university benefits programs, university hiring procedures and law-mandated employment requirements desirable. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR20 (C1812)**  
**Office of Sponsored Programs-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Perform a broad range of secretarial and office administrative services in direct support of one or more Grant and Contract Offices. Responsible for overall support of day-to-day, heavy workload. Tasks include; phone coverage and follow-up; document generation and some writing; mail screening; prioritizing and some initiating of transactions; meeting and travel scheduling.  
**Requirements:** Associate's or equivalent. 2 years related experience. Facility with word processing, (preferably Wordperfect). Strong interpersonal and communication skills. Strong ability to organize and prioritize disparate and competing tasks. Attention to detail. Strong proofing and good writing skills. Knowledge of university procedures preferred. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR20 (C1710)**  
**Consumer Economics and Housing-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
Primarily secretary to Chairperson as well as receptionist for department. Also, undergraduate and graduate secretary. Responsible for organizing, maintaining, keeping statistics for 300+ undergraduate folders; follow through on graduate folders; handle projects as assigned.  
**Requirements:** Associate's or equivalent combination of education and experience, 2-3 years of related experience. Strong organizational, interpersonal and communication (oral and written) skills. Discretion in handling confidential information. Able to prioritize assignments and work under pressure. Knowledge of IBM-PC/Macintosh desirable. Heavy typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR20 (C1712)**  
**Ethics and Public Life/Science, Technology and Society-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Type and edit letters, reports, etc. Arrange meetings, appointments; handle course activities; maintain student records via computer. EPL/STS seminar series; locate & collect research materials. Other projects as assigned.  
**Requirements:** Associate's or equivalent. 2 years related experience. Computer skills essential. Wordperfect and Nota Bene helpful. Library knowledge helpful. Excellent organizational, interpersonal and communication (written and oral) skills. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR20 (C1504)**  
**Electrical Engineering-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Responsible for processing the school's payroll; prepare transactions, monitor activity, and report on status of school accounts; maintain inventory listing for school and research; provide assistance for the Accountant.  
**Requirements:** Associate's in business or related area or equivalent. 2 years experience at Cornell. Extensive experience working with Cornell



# Classification Update

Continued from page 1e

The preliminary ranking will likely place most positions in their proper place in the hierarchy. Others will be inappropriately placed and it will be these positions that the evaluation committee will devote much time and effort to re-evaluating. With their knowledge of specific jobs and in addition to input from other employees who will be called upon to provide "expert testimony" on their own position group, a number of refinements will be made before the hierarchy is finalized.

## Please share compensation surveys from your field

As we indicated, we will be conducting an analysis of market-place salaries concurrent with the initial evaluation process. If you are aware of, or have any compensation surveys for your field, please let us know. We would like to include all available data in our analysis. The finalized position groupings and the market-place salaries will eventually be integrated to develop salary structures for our positions.

## Current salary information will be analyzed for equity

Typically, other institutions that already have a classification structure in place and have undertaken similar classification review projects, have

experienced few changes in the actual ranking of positions. Therefore, we do not anticipate that we will find many positions which will require grade adjustments.

However, in addition to the job analysis and job evaluation process, C&L staff and the Steering Committee will analyze current salary information for equity purposes. It is our goal to produce salary structures that will provide competitive salary ranges, clearly identified career paths and a consistent and fair method for administering our compensation program.

We expect it will take several months to evaluate the jobs and therefore the hierarchy will not be finalized until mid- to late-summer 1990. Before implementation, all classification review study recommendations will be reviewed through the appropriate college and administrative channels. In addition, an appeals process not unlike what is currently in place, will be developed.

## Nonexempt evaluation process will follow

The questionnaire and evaluation process for nonexempt employees is scheduled to begin in summer 1990. Representatives from C&L, the Steering Committee and Human Resources will soon be meeting to begin to design the nonexempt questionnaire.

If you have any questions on the study or can provide published compensation surveys, please call the Compensation Office at 5-7400.

# Jobs

Continued from page 2e

payroll system. Ability to work under pressure. Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Editorial Assistant, GR20 (C1305)**  
**C.U. Press-Endowed**  
**Minimum Biweekly Salary: \$575.30**  
Assist the Acquisitions Editor/Coordinator in acquiring manuscripts; draft letters and memos to Press advisers and authors; maintain some department records; assist in preparation of contracts and annual reports; major responsibilities for coordinating workflow in department and with other departments; some training of new assistants and temporary employees. **Requirements:** Associate's or equivalent. Excellent typing. Strong communication skills. Some publishing experience desirable. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Marketing Assistant, GR22 (C1704)**  
**University Press-Endowed**  
**Minimum Biweekly Salary: \$625.24**  
Assist 4 members of the Promotion Department in executing seasonal advertising, publicity, direct mail, and exhibit plans for Cornell University Press books. Marketing Assistant is also responsible for preparing copy for new paperbacks. **Requirements:** Bachelor's or equivalent. Strong writing and proofreading skills essential. Prior experience in publishing helpful. Familiarity with Macintosh and basic knowledge of wordprocessing and page maker programs are desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Systems Specialist, GR23 (C1702)**  
**ILR Resident Division-Statutory**  
**Minimum Biweekly Salary: \$651.82**  
Trouble shoot questions about hardware and software. Be the first person called when computer problems arise; provide word processing support for staff, faculty and grad students. Consult with secretarial staff about special features of word processing such as mass mailings, envelope addressing, etc.; encourage communications among users by activities such as user group, newsletter. Set up machines & install security devices; assist users preparing graphs, etc.; send out memos for Computer Support Offices. **Requirements:** Associate's or equivalent. Minimum 3-5 years word processing experience. Ability to work well with people. Good follow through on questions and commitments. Medium typing. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Office Professionals Off-Campus

**Administrative Aide, GR23 (C1810)**  
**NYC Cooperative Extension-Statutory**  
**Minimum Biweekly Salary: \$651.82**  
Provide administrative, secretarial and program support to the NYC Expanded Food and Nutrition Education Program (EFNEP), Coordinator and staff (45-50 paraprofessionals, 6 professionals and 5 secretaries). **Requirements:** Associate's in secretarial sciences or computer courses or equivalent. 3-4 years work experience. Computer/word processing skills. Organizational, supervisory and figure aptitude. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Svcs, 160 Day Hall.

## Office Professionals Part-Time

**Office Assistant, GR15 (C1405)**  
**Vet Medical Teaching Hospital-Statutory**  
**Minimum full-time equivalent: \$486.92**  
Work with wound hospital census package and other medical record computer programs; check in records from the Small Animal Clinic on a daily basis; file lab reports and records on a daily basis; pull medical charts for research; assist doctors in finding records & prepare records for microfilm. Some holiday work required. Mon-Fri, 2pm-6pm; Sat 8am-12 noon. **Requirements:** HS diploma or equivalent. Some experience preferred. Must be dependable. Good organizational, interpersonal and communication skills desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Records Assistant, GR18 (C1802)**  
**Catalog-CTS, Olin Library, CUL-Endowed**  
**Minimum full-time equivalent: \$529.35**  
Responsible for editing (accepting or revising) name, subject, and series authority headings; correcting machine-readable bibliographic and authority records; pre-input searching, and inputting or overlay of authority records. 20 hrs pr wk. **Requirements:** 2 years college coursework or equivalent experience. Problem solving and editing comprehension required. Ability to do detailed work accurately. Working knowledge of NOTIS and RLIN cataloging systems and the USMARC bibliographic and authorities formats desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Conservation Technician, GR18 (C1701)**  
**Mano Library-Statutory**  
**Minimum full-time equivalent: \$529.35**  
Under the direction of the Coordinator of Preservation, perform a variety of tasks relating to microfilm/filming of brittle materials as part of the Cornell NYS Library Coordinated Preservation Grant. Duties include preparing materials for reformatting, collation, target preparation and quality control; may also participate in other conservation activities including minor repair and making protective enclosures in damaged books. Mon-Fri, 20 hrs pr wk. Until 3/31/93. **Requirements:** HS diploma or equivalent combination of education and experience required. Associate's preferred. Microcomputer and previous library experience desirable. Experience with microfilms, bibliographic searching and book conservation desirable. Good interpersonal, organizational, and communication (oral) skills required to effectively work with filmings agent and other library departments. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR18 (C1608)**  
**Community and Rural Development Institute-Statutory**  
**Minimum full-time equivalent: \$529.35**

Provide secretarial support for Associate Director of Institute. Heavy typing for research and extension activities. Process expense reports; conference organization; newsletter preparation. Other duties as assigned. Flexible, half days preferred. **Requirements:** HS diploma or equivalent. Some college coursework in Secretarial Science desirable. 1-2 years professional secretarial experience required. Experience with computer, word processor essential. Excellent communication and organizational skills. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C1709)**  
**SRC Microsciences and Technology Program-Endowed**  
**Minimum full-time equivalent: \$551.86**  
Handle daily operations of the SRC Microscience and Technology Program. Prepare quarterly and annual reports; draft correspondence; prepare and pay purchase requisitions and vouchers; maintain accounting files; handle daily activities of the Director. Mon-Fri 8am-12 noon. **Requirements:** HS diploma or equivalent. Some college coursework preferred. 2 years related experience. Computer experience necessary, knowledge of Excel, Wordperfect helpful. Familiar with Cornell accounting system also helpful. Medium typing.

**Senior Night Supervisor, GR20 (C1805)**  
**Circulation/Urils Library/CUL-Endowed**  
**Minimum full-time equivalent: \$575.30**  
Under the direction of the Administrative Supervisor, oversee the operation of the Circulation/Reserve desk and be responsible for the building during the evening hours. Supervise students and assist with desk duties. Assist with hiring, scheduling, training, and evaluating student assistants. 25 hrs pr wk. Evenings and weekends, hours to be arranged. **Requirements:** Some college course work successfully completed. 2 years related experience. Ability to work well with a variety of people in a public setting and in a supervisory capacity. Strong organizational, interpersonal and communication skills desirable. Experience with student personnel helpful. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Night Supervisor, GR20 (C1708)**  
**Circulation/Engineering Library/CUL-Endowed**  
**Minimum full-time equivalent: \$575.30**  
Under the general direction of administrative supervisor oversee evening and/or weekend circulation and reserve functions. Responsible for building security at these times. Train and supervise student staff. Monitor usage of reserve items and other library material. Hours to be announced. **Requirements:** Minimum of 2 years college coursework successfully completed. Bachelor's preferred. Strong interpersonal skills. Supervisory and public service experience. Library background strongly desired. Familiarity with personal computers. Ability to function well under pressure. Strong organizational skills. Light typing. Send cover letter and resume to Esther Smith, Staffing Services.

**Transportation Service Representative, GR21 (C1602)**  
**Office of Transportation Services-Endowed**  
**Minimum full-time equivalent: \$599.73**  
To act as university representative in disseminating information concerning parking and traffic to the university community and visitors. Provide services and conduct transactions that insure the effective and efficient implementation of university policies related to parking, traffic and circulation on the Ithaca campus. Mon - Fri, Hours variable. **Requirements:** HS diploma or equivalent. Valid NYS driver's license. Excellent interpersonal and communication skills. Knowledge of data entry, ability to work with mainframe and micro-computer applications and programs. Light typing. Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Office Professionals Temporary

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

**Secretary (S1802)**  
**Nutritional Sciences**  
Typing correspondence, forms, reports and educational materials. Requires use of IBM compatible PC and laser printer using Wordperfect 5.1, including mail merge. Phones, requisition supplies, keep calendars, respond to requests for resources and information. Transcribe audiotapes. Mon-Fri, 39 hrs pr wk for 4-6 weeks. **Requirements:** HS diploma plus secretarial training or 2-3 years equivalent experience. Should be familiar with Cornell procedures. Knowledge of dBase III helpful. Heavy typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Secretary (S1803)**  
**Nutritional Sciences**  
Responsibilities include wordprocessing for manuscripts, correspondence, charts and tables. Mon-Fri, 5 hours per day (hours flexible between 8 and 5). 3 months. **Requirements:** HS diploma or equivalent. Must have well developed Wordperfect 5.0 skills. Good interpersonal and organizational skills. Heavy typing. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Service Clerk (S1301)**  
**Lab of Ornithology**  
Assist with sales of the Crow's Nest Birding Shop on weekends and holidays. Cashiering, answer phones, respond to basic bird questions, feed birds. Open and close Lab. Hours negotiable. 12 hours every other weekend. **Requirements:** HS diploma or equivalent. Cash register experience helpful. Contact Karen Raponi, Staffing Services, EHP, 255-2192.

**Office Assistant (S1107)**  
**Physiology**  
Provide support in the areas of data entry and word processing utilizing IBM Wordperfect. Answer phones, copy, file. Attention to detail and accuracy is a must. Library searches for journal articles. Part-time flexible hours, 15-20 hrs pr wk. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Secretary (S1500)**  
**Division of Nutritional Sciences/CNPP**  
Provide back-up support to administrative staff and 2 researchers. Copy, word processing (Wordperfect); provide student/visitor assistance; pre-

# Sexual Harrassment

Continued from page 1e

Sexual harassment is illegal. It is a form of sex discrimination in violation of Title VII of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments, New York State Law and Cornell University Policy.

Many people think a person can stop sexual harassment if she/he really wants to, and sexual harassment is somehow the fault of the person being harassed. But dealing with sexual harassment is not that simple. When a person in a position of power uses that power to force others to submit, the subordinate is likely to fear that her/his current job and future career may be jeopardized.

Even when there is not a power imbalance and the harasser is a peer, the victim may fear retaliation or further harassment if the harassment is confronted or reported. To further complicate matters, some people have been conditioned to interpret "no" to mean "yes" or "maybe"; therefore, even if the victim tells the harasser to stop, he/she may continue the harassment.

Often people who are being harassed think if they ignore the harassment, it will go away. The truth is it usually gets worse. The following are ways of dealing with sexual harassment:

If you are being sexually harassed, do take action:

- Say no to the harasser. Be direct: "I'd like to keep this relationship strictly professional."

pare standard vouchers; provide phone coverage for 10-12 people. Make on-campus deliveries. Make/arrange for off-campus deliveries. Order program supplies. Fill publication requests. Replenish publication inventory. Other duties as assigned. Until 9/5/90. **Requirements:** HS diploma plus secretarial training or equivalent work experience. Experience with word processing (Wordperfect preferred); able to coordinate a variety of activities; good interpersonal and communication skills. Familiarity with Cornell procedures is helpful. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Data Entry Operator (S1402)**  
**Summer Session**  
Data entry of all summer student registration information. Perform general clerical duties. Until 8/90, full-time. **Requirements:** HS diploma or equivalent. Ability to use IBM PC with Wordperfect desirable. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

## General Service

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

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

**Banfi's Waitstaff, SO02 (G1802)**  
**Staffer Hotel-Endowed**  
**Hiring Rate: \$6.00**  
Under general supervision serve meals to guests in fine dining room according to established rules of etiquette and service. Assist with set up and cleaning of the dining room. Hours flexible; nights and weekends. **Requirements:** HS diploma or equivalent. Able to read and write English. 1 year wait experience preferred. Able to work well with the public. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, 160 Day Hall.

## General Service Off-Campus

**Utility Plant Operator, GR19 (G1403)**  
**Safety Division/Geneva-Statutory**  
**Minimum Biweekly Salary: \$551.86**  
Secure and patrol buildings, farms, greenhouses and grounds; monitor controlled temperature chambers and building mechanical rooms; operate gas and oil fired, 150 lb. pressure steam boilers and related equipment. **Requirements:** HS diploma or equivalent. Valid NYS driver's license. 2 years experience in security or related work. Able to operate high pressure steam boilers and related equipment. Considerable amount of walking/standing. There is a 50 lb. lifting requirement. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants, send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities encouraged to apply.

## General Service Temporary

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

**Custodian**  
**Building Care-Endowed/Statutory**  
**Temporary Rate: \$5.00**  
Continuous recruitment will be done in the department of Building Care for temporary custodians. Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Mon-Thur 6am-2:30pm, Fri 6am-1:30pm. Periodically 2nd and 3rd shift hours are available. **Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb a 6 foot ladder. Contact Karen Raponi, Staffing Services, EHP, 255-2192 for an interview.

## Please submit materials for the following positions to 160 Day Hall.

**Physical Therapist Assistant, GR20 (B1601)**  
**University Health Services-Endowed**

- Write a letter to the harasser. Describe the incident and how it made you feel. State that you want the harassment to stop. Keep a copy.
- Keep a record of what happened and when. Include the date, time, place, names of the people involved and of witnesses, and who said what to whom.
- If the harassment does not stop, discuss it with your supervisor and /or report it to the Office of Equal Opportunity.

If you are in a position of power over others, you can

- Be aware of the intimidating effects of that power.
- Ask yourself if your behavior could possibly be interpreted as sexual harassment.
- Take no to mean no.
- Avoid using your power to coerce others.
- Be open to the possibility that you are offending unintentionally.
- Think about how you would want to be treated in a similar situation.
- Treat every person with respect.

If you observe sexual harassment, you can:

- Speak up and let the harasser know that such behavior is inappropriate in the workplace.
- Support those who are experiencing harassment and encourage them to take action.
- Refuse to accept sexual harassment as a laughing matter or as just the way things are.

By giving attention to sexual harassment and working together to eliminate it, we can ensure that all employees at Cornell are able to work productively in an environment free of sexual harassment. By thinking about the way we treat each other, men and women can develop a new level of trust and respect for each other.

If you have questions about sexual harassment, contact the Office of Equal Opportunity, 234 Day Hall, telephone 255-3976.

**Minimum Biweekly Salary: \$575.30**  
Carry out treatments as directed and supervised by the department's Physical Therapist. **Requirements:** Associate's degree in Physical Therapy Assistantship or equivalent. Athletic training preferred. Experience in orthopedic/sports medicine setting desirable. 2-3 years experience in related setting without advanced degree considered. Send cover letter and resume to Cynthia Smithbower.

**Temporary Field Assistant (B1701)**  
**Soil Crop and Atmosphere Sciences**  
**Hiring Rate: \$6.00**  
Perform general farm labor at Mr. Pleasant Farm. Drive tractor and perform routine maintenance. Mon-Fri, 8am-4:30pm 6 months. **Requirements:** Some related experience working on a farm. Some mechanical skills. Ability to lift 80 pounds (fertilizer bags). Send application materials to Cynthia Smithbower, Staffing Services, 160 Day Hall.

**Temporary Field Assistant (B1301)**  
**Plant Breeding**  
**Hiring Rate: \$5.75**  
Work on forage breeding project. Help plant harvest and care for forage plots both in the field and in the greenhouse. May 1 through Nov. 10, 1990. **Requirements:** Must have NYS driver's license. Able to work independently, and be familiar with operating farm equipment. Send application materials to Cynthia Smithbower.

**Temporary Groundsworker (B0902)**  
**Cornell Golf Course**  
**Hiring Rate: \$6.00**  
Knowledge of tools, methods, and materials used in golf maintenance and construction. Ability to operate motorized equipment. Valid NYS driver's license required. Pesticide applicators license preferred or willing to obtain upon employment. 6 months; possible extension. Send cover letter, resume and copy of pesticide license to Cynthia Smithbower, 160 Day Hall.

## Academic

**Catalog Management and Authorities Librarian**  
**Central Technical Services**  
Administer the Catalog Management Unit consisting of Section, Catalog Management and Recon Section, and Barcode Cleanup Group. Participate in department administration in a complex automated environment seek grant funding and manage grant-funded projects. **Requirements:** MLS or equivalent graduate degree; 5-6 years experience in bibliographic control, including some cataloging using AACR2 and LCSH on an automated system; working knowledge of the USMARC formats; demonstrated ability to plan and manage several projects simultaneously and deal with complex problems; 3 years administrative experience including staff supervision; excellent interpersonal, written and verbal communication skills. Send cover letter, resume and three references, by July 1, 1990, to: Ann Dyckman, Personnel Director, 201 Olin Library, Cornell University Library, Ithaca, NY 14853-5301.

**Extension Associate IV**  
**Nutritional Sciences**  
3 year term, renewable contingent on funding and performance. Responsible for (1) development of new and adaption of existing food and nutrition resources for low-income Hispanic audiences, (2) a specified food and nutrition content area and (3) coordination of volunteer development opportunities. Work with minimal guidance and travel within NY State. **Requirements:** Master's with either Bachelor's or Master's in foods and nutrition; course work in food handling principles, food-nutrient relationships and educations; fluency in Spanish and English, and the ability to design and facilitate the implementation of nutrition education experiences for low-income adults and youth from varying educational and cultural backgrounds. Minimum of 5 years experience in nutrition education. Familiarity with Cooperative Extension or informal adult education programming and volunteer development experience are highly desirable. Salary will be commensurate with qualifications. Send resume, transcript, one sample (English and Spanish versions) of a nutrition education resource translated into Spanish by the applicant, and names of 3 references by August 1, 1990 to Professor Muriel S. Brink, Division of Nutritional Sciences, 283C MVR Hall, Cornell University, Ithaca, NY 14853.

**Research Associate**  
**Infrared/Optical Astronomy**  
A Research Associate position is available for an individual skilled in the field of instrumentation design and fabrication. The duties will include the testing of infrared detectors for NASA's Space Infrared Telescope Facility and involvement with the Infrared Spectrograph's prime subcontractor (Ball Aerospace Systems Group) in overall instrument design. The successful candidate will also be encouraged to conduct independent research projects in areas of observational infrared & optical astronomy. **Requirements:** Applicants should have a PhD in physics or a related field. Please forward a vitae, publication list, and 2 letters of recommendation to J.R. Houck, 220 Space Sciences Building, Cornell University, Ithaca, NY 14853. Applications will be accepted until the position has been filled but at least through May, 1990.