

Welcome, Alumni!

# CORNELL Chronicle

Volume 24 Number 35 June 10, 1993

## TERRIFIC TEACHING

George Hudler offers an unusual science course in which students can eat part of the syllabus.

## COMMENTARY

Just how much basic research, and of what type, is deserving of federal funding?

3

10

## 125 and counting . . .



Chris Hildreth/University Photography

University Marshal J. Robert Cooke, professor of agricultural and biological engineering, leads the procession into Schoellkopf Field on May 30 for the university's 125th commencement. For more coverage of commencement, turn to Pages 6 and 7.

## Rhodes urges graduates to make connections

By Mark Eyerly

Warning that "it's possible to be Phi Beta Kappa and still a doughnut — empty at the center," President Frank H.T. Rhodes exhorted this year's graduates to make connections to:

- Topics beyond careers.
  - People beyond family and friends.
  - A purpose "larger than yourselves."
- "It is by connecting things and people and purpose in our lives that we discover ourselves," Rhodes said. "It is by squandering ourselves that we save ourselves. So connect to good and worthy purposes."

Rhodes told the 5,800 graduates and a Schoellkopf Field filled to capacity with their families and friends that his speech would

offer no solutions to the crises of the day, only the advice that "the way you respond to the daunting challenges facing the nation and the world depends upon your attitude toward the larger questions of life."

The president suggested that the new degree recipients still had one more course to complete: Life 101. He pointed to his own "refresher course" in Life 101, a refresher course imposed by his recuperation from surgery last fall.

"I learned again some basic things," Rhodes said. Among them: "I was reminded that I am not immortal. . . . I learned to treasure the gift of each new day. . . . I learned to treasure the love of my wife, my family and my friends. . . . I also had the incredible luxury of reading

things that I didn't have to read. . . ."

Among that reading was E.M. Forster's novel *Howard's End*. Rhodes used the conflicts between the novel's Wilcox family ("civilized, Martha's Vineyard, 18-hole kind of folks") and the Schlegel family ("concert-goers and social do-gooders") to illustrate that prose and passion must connect for a fulfilling life.

"It is the interplay of reason and romance, of prose and passion, of fact and feeling that defines our humanity and makes us whole and sets us free," Rhodes said. "It is through our ability to see beyond the limitations of our narrow specialities, to see things as they are, and not only as they are, but as they might be; to make the leap and forge the connections that others have missed that life gains meaning."

## Professors Aplin, Maas and Sansalone are named 1st Weiss Fellows

Three professors have been named the university's first Stephen H. Weiss Presidential Fellows in a new program that rewards distinguished undergraduate teaching.

President Frank H.T. Rhodes announced the new Weiss Fellows as Richard D. Aplin, professor of agricultural economics; James B. Maas, professor of psychology; and Mary J. Sansalone, associate professor of civil and environmental engineering, at a meeting of the Board of Trustees on May 29. (Sansalone was selected as the national Professor of the Year last fall by the Council for Advancement and Support of Education.)

As Weiss Fellows, named for the chairman of the Board of Trustees, the three will receive \$25,000 each over the next five years to be used for any university-related purpose, and they will retain the Weiss Fellow designation

as long as they remain at Cornell.

The three were among six outstanding professors selected by a committee that evaluated nominations of top teachers from juniors and seniors across the campus, as well as nominations from other faculty and academic staff. Rhodes selected the three winners from the committee's six nominations.

"Selecting just three Weiss Fellows was a formidable task, given the many strong candidates that came to our attention," Rhodes said. "Significantly, those most qualified to serve as Weiss Fellows on the basis of their teaching also had strong records in research and public service. By their achievements and their example, they confirm that excellence in teaching extends and enhances excellence in other spheres. I am delighted that, through the generosity of Steve Weiss, we are able to provide

them with the recognition and the rewards they so richly deserve."

The Weiss Fellowships, supported by a \$2 million commitment from Stephen H. Weiss, honor "the faculty who are the most effective, inspiring and distinguished teachers of undergraduate students."

"This is important, particularly at a time when research universities are criticized as indifferent to teaching," Dean of the Faculty Walter Lynn said in October, when the fellowship program was announced.

In Rhodes' October announcement of the Weiss Presidential Fellows, he revealed that the decision to form the program was rooted in Weiss' own undergraduate experience at Cornell.

He said that Weiss, Class of 1957, was among a group of students invited weekly,

## Intellectual, social events are on tap for Reunion

By Mark Eyerly

Former Defense Secretary Dick Cheney will speak on campus on Friday, June 11, as part of Reunion activities.

More than 5,000 alumni and their guests are expected to attend Reunion Weekend from today through Sunday, June 13. Classes ending in 3s and 8s, from 1923 through 1988, will be honored.

A host of intellectual, athletic and social events have been planned, including an address by Cheney, who led the Defense Department during the Gulf War. Admission to Cheney's lecture, which will begin at 3 p.m. in Bailey Hall, is restricted to alumni and their guests who hold tickets for the event; persons without tickets will be admitted to any unclaimed seats between 2:50 and 3 p.m. Cheney will be delivering the annual Spencer T. and Ann W. Olin Lecture.

Also scheduled for Reunion is a State of the University address by President Frank H.T. Rhodes on Saturday, June 12, at 10:30 a.m. in Bailey Hall. Rhodes' talk will be followed immediately by a Reunion Forum on "Sustainable Economics, Equity and the Environment." The forum will be led by former Provost Robert Barker, director of Cornell's Center for the Environment, and will include Professors Robert W. Howarth and Richard E. Schuler, both of whom have been named senior fellows in the Center for the Environment.

The College of Arts and Sciences will present a lecture titled "Capitalism at the Crossroads: Rethinking the Global Economy," with Professors Alfred Kahn, Valerie Bunce and Peter Katzenstein on Friday from 10 to 11:30 a.m. in Schwartz Auditorium, Rockefeller Hall.

Also on Friday, alumni will be able to return to the classroom as 17 professors are opening their Summer Sessions classes to as many as 10 visitors each, on a first-come, first-served basis. Courses in aging, children's literature, civil disobedience, international trade, Shakespeare and sports psychology are among the offerings.

A memorial to alumni veterans of the Korean and Vietnam conflicts will be dedicated by university officials and military cadets on

*Continued on page 2*

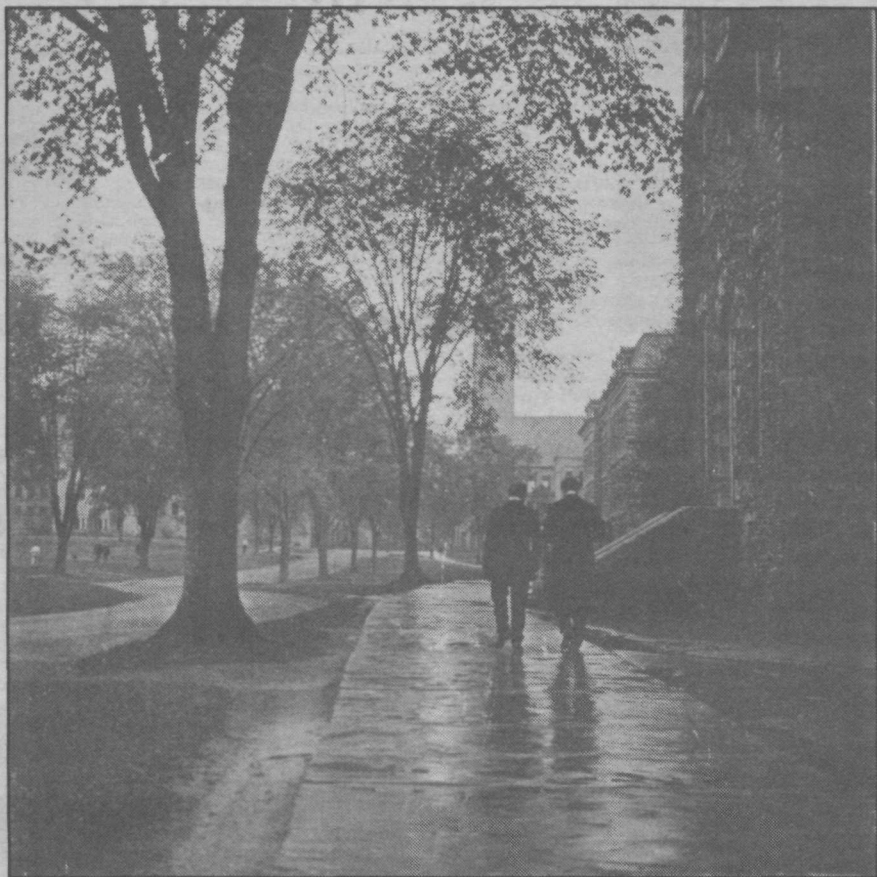
• • •

Richard D. Aplin has taught in the College of Agriculture and Life Sciences since 1959. He taught managerial accounting for 12 years and financial management for 18 years.

*Continued on page 8*



## From the archives



Rare and Manuscript Collections  
In 1910, Central Avenue curved among Arts Quad elms, and students wore jackets and ties to class. Boardman Hall, on the left, gave way to Olin Library in 1958.

## Alumni News changes name; two staffers are promoted

The *Cornell Alumni News* is changing its name to *Cornell Magazine*.

"Why the change? Simple. *Cornell Magazine* is a more accurate description of the content of this publication," Publisher Jack Krieger '49 and Editor and Associate Publisher Stephen Madden '86 write in the July issue. "If the news we carried was only of alumni, there'd be no need for a name change. But when we feature stories about outstanding faculty members and students, the issues currently being debated on campus — as well as alumni profiles — it's clear that the magazine has a relevance to more than just alumni. Parents of students, faculty and staff members and anyone who has an interest in the world of Cornell will find plenty to read about in these pages. And we just want to make sure that when they look at the cover they'll know it."

Also, two members of the magazine's staff have been promoted, Krieger has announced.

Madden, previously the magazine's editor, has been promoted to associate publisher. His new title reflects an increase in the responsibility Madden bears for business and advertising sales decisions, Krieger said.

Andrew Wallenstein, the magazine's business manager, assumes the new title of business and systems manager. "In addition to his work as business manager, Andy has selected, installed and maintained a state-of-the-art desktop publishing system that has allowed the magazine to save time and money in its design and production process," Krieger said. "The great steps forward the magazine has made in design would not have been possible without the desktop system Andy installed, maintains and upgrades. His new title reflects Andy's day-to-day responsibilities."

*Cornell Magazine* has a circulation of 40,000 and is published 10 times a year by the Cornell Alumni Federation.

### Reunion *continued from page 1*

Friday, June 11, from 5:30 to 6 p.m. in Anabel Taylor Hall.

For those who want to work up a sweat, athletic events will include a baseball game, bicycle tour, canoeing, golf, horseback riding, lacrosse, tennis and the annual Reunion Run, as well as opportunities to make use of the Lindseth Climbing Wall.

Children ages 3 to 15 who attend the Reunion's Youth Program will have the opportunity to discover the university through campuswide workshops and demonstrations, as well as be entertained by music and movies, and partake in recreational activities. Parents and their teen-agers also are invited to sessions describing admissions and financial aid at the university's schools and colleges.

A tour of McGraw Tower and a Cornell Chimes concert, and the first joint concert by the Glee Club and the Savage Club since the 1960s also are on tap for the weekend, as are special programs and tours at the Herbert F. Johnson Museum of Art; the Laboratory of Ornithology; Cornell Plantations; the new Language Laboratory; a new child-care facility in the College of Human Ecology; Akwe:kon, home of the American Indian Program; landscape architecture facilities in Kennedy Hall; and the University Library, including the new underground Carl A. Kroch library.

There also will be tent parties on the Arts Quadrangle.

## BRIEFS

**English classes:** Registration for Campus Club English classes during the six-week Summer Session will be held Wednesday, June 16, from 7:30 to 9 p.m. in Anabel Taylor Hall's One World Room. Classes begin the week of June 21 and end July 30. There is a \$3 registration fee. For information, call Ann Marie Dullea at 277-2488 or Joan McMinn at 277-0013.

**International students:** Robin Craggs and Gang Wang have joined the staff of the International Students and Scholars Office as program coordinators. Craggs was in the Peace Corps in New Guinea and recently completed her M.A. degree in international education at The American University. Wang received his M.A. in college student personnel at Bowling Green State University and has been coordinator for the International Living/Learning Center at Miami University. Also, the international scholars office will observe summer hours of 10 a.m. to noon and 1 to 4:30 p.m. through Aug. 6.

## Steam project is under way

Construction has started with preliminary excavation work on a 12-inch steam line from Phillips Hall to Tower Road via East Avenue, the last leg of a new service from the university's central heating plant.

The \$3 million project is a half-mile long and will carry steam underground. When completed this fall, it will replace a deteriorating 70-year-old line that does not meet the needs of a modern campus, and it will improve the reliability of the entire underground utilities distribution system.

According to project manager Jerry Zygmuntowicz, buildings on the east end of the Engineering Quad and along Tower Road, in particular, will benefit. At the same time, he added, fire service and drinking water will be improved by installing a new water line in the same trench.

There will be pedestrian and vehicle detours, but traffic — including bus service — will be maintained at all times via either Tower Road or East Avenue.

Drivers are urged to be alert for detours and to watch carefully for flag persons who will regulate the flow of traffic.

Now through June 27, Tower Road will be closed between East and Garden avenues. East Avenue will be closed between Tower and Campus roads June 28 through Sept. 15.

The project is scheduled for completion the first week in October.

## State FFA met here June 3-5

More than 600 agricultural students from New York high schools attended the annual statewide FFA meeting June 3 to 5, held for the first time in its 68-year history at the College of Agriculture and Life Sciences.

Highlights of the event included the state leadership contests, Empire Degree ceremonies, proficiency award recognition, workshops, election of new officers, a talent show, a reunion of former state officers and performances by the state FFA chorus.

Kevin White, the national FFA secretary, delivered a keynote address. White, a California resident, brought greetings from the national organization and presented a leadership workshop for convention participants.

The host for the convention was the Cornell Collegiate FFA chapter and its adviser, Betty Wolanyk, a Cornell Cooperative Extension associate.

## Graduate Bulletin moves to Calendar

The Graduate Bulletin, a regular feature of news and information of interest to graduate students, now appears under its own heading in the Chronicle Calendar, rather than on Page 2. It can be found in today's issue on Page 12.

## OBITUARY

### Harry Levin

By Roger Segelken

Harry Levin, former dean of the College of Arts and Sciences and a researcher known for his studies of the psychology of reading, died on Sunday, May 30, at Tompkins Community Hospital. He was 68.

Levin was the William R. Kenan Jr. Professor Emeritus of Psychology and a member of the Cornell faculty since 1955. He served as dean of the College of Arts and Sciences from 1974 to 1978 and chairman of the Department of Psychology from 1966 to 1973.

In the late 1960s, Levin was the director of Project Literacy, a major research effort funded here by the U.S. Office of Education to examine the relationship between reading and learning.

Completed in 1968, the project recommended a nationwide revision in curricula for teaching reading to adults as well as children. The project's findings were summarized in *The Psychology of Reading* (MIT Press, 1974), written with his collaborator in the literacy studies, Cornell psychologist Eleanor J. Gibson.

Levin also was the co-author or editor of several books on psychology, including *Patterns of Child Rearing* (Harper Row, 1956); *Basic Studies on Reading* (Basic Books, 1970); and *The Eye-voice Span* (MIT Press, 1979), as well as numerous articles on language and speech.

### Psychology of language

Levin's later work focused on the social psychology of language, according to Frank Keil, who now holds the Kenan Professor of Psychology chair.

"His highly creative and fascinating series of studies showed how individuals adjust their style of speech in different social contexts, whether they be those of the lecture hall, the doctor's office or the day care center," Keil said. "He helped all of us see for the first time the dynamic and complex systems of subtle codes that are used in language in real social situations, codes that can have profound impacts on how we understand what others really mean."

Professor of Psychology James Maas credited Levin with helping establish the Kenan Laboratory for the Study of Teaching at Cornell.

That laboratory has been used to train hundreds of teaching assistants and for empirical research on the effectiveness of that training, through video analysis of actual teaching.

Levin was born March 3, 1925, in Baltimore and enrolled in Johns Hopkins University, before serving in the U.S. Army from 1944 to 1946. He earned a B.A. from the University of Maryland (1948) and an M.A. (1949) and Ph.D. in psychology (1951) from the University of Michigan. He studied and taught in Harvard University's Laboratory of Human Development from 1951 to 1955.

### Term as dean

During his term as college dean, Levin sought to reverse a trend toward early specialization in undergraduate education, saying, "Doctors and lawyers should be interesting people, and that means allowing themselves to be exposed to a variety of ideas as [undergraduate] students." Rejecting the idea of required courses in what he called "the great ideas," Levin maintained that students should be drawn to the study of the classics by "a provocative faculty teaching in an atmosphere of intellectual excitement." He labeled himself a "traditionalist" in establishing the goals of college education but an "experimentalist" in attaining those goals.

He is survived by his wife of 47 years, Deborah Stern Levin of Ithaca; two daughters, Lynn Levin, and her husband, Mark Lederer, of Madison, Wis., and Rebecca Levin, and her fiancée, Gary Anderson, of Baltimore; a son, David Levin, and his wife, Renee Gilbert-Levin of Evanston, Ill.; and three granddaughters, Erica, Emma and Sarah.

A memorial service is planned for June 21 at 2 p.m. in Anabel Taylor Hall.

Memorial gifts, in lieu of flowers, may be made to the Sciencenter, P.O. Box 6697, Ithaca, N.Y. 14851, or the Psychology Centennial, c/o Professor Bruce P. Halpern, Department of Psychology, 274 Uris Hall, Cornell University, Ithaca, N.Y. 14853.

## CORNELL Chronicle

Henrik N. Dullea, Vice President for University Relations  
Linda Grace-Kobas, Director, Cornell News Service  
Mark Eyerly, Editor  
Karen Walters, Editorial Assistant  
Joanne Hanavan, Circulation

Published 40 times a year, Cornell Chronicle is distributed free of charge to Cornell University faculty, students and staff by the University News Service. Mail subscriptions, \$20 for six months; \$38 per year. Make checks payable to Cornell Chronicle and send to Village Green, 840 Hanshaw Road, Ithaca, N.Y. 14850. Telephone (607) 255-4206. Second-Class Postage Rates paid at Ithaca, N.Y.

POSTMASTER: Send address changes to the Cornell Chronicle (ISSN 0747-4628), Cornell University, 840 Hanshaw Road, Ithaca, N.Y. 14850.

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

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



# Top teachers introduce students to fungi, animals

## SUNY honors faculty, staff

David Levitsky, professor of nutritional sciences and of psychology, opens the first lecture of every week in his popular introductory nutrition course with "Dave's Diet Delusions" — examples of common advertisements that illustrate how consumers are regularly duped by half-truths and bad logic.

This approach helps bring science alive for his students and is one of many reasons why he received a Chancellor's Award for Excellence in Teaching, presented by the State University of New York.

Other Cornell faculty who won this distinction in 1993 are:

- Carole Rehkgugler, a senior lecturer in the Section of Microbiology who has focused her efforts on teaching and advising. Frequently cited by her students as an outstanding teacher, she is known for using innovative techniques, including producing educational videotapes that demonstrate microbiological techniques.

- John Pollak, a professor of animal science who is responsible for the major course in introductory animal genetics and for an advanced course on the same topic. He is known for his "22-minute lecture," in which he presents two short lectures in a 50-minute period glued together with six minutes of relevant personal experiences and stories. His computer "mating game" simulates modes of inheritance.

In addition, Donald Burgett, director of student services, received a Chancellor's Award for Excellence in Professional Service.

Last year's recipients of Chancellor's Awards for Excellence in Teaching were Richard Korf, professor emeritus of mycology and of botany; Richard McNeil, professor of natural resources; and Peter Zorn, associate professor of consumer economics and housing.

In addition to the SUNY awards, the senior class in the College of Agriculture and Life Sciences selects a faculty member for the annual Professor of Merit Award, given for distinction in undergraduate teaching and advising.

This year's recipient is Dale Grossman, who served as Cornell's judicial administrator from 1977 to 1980 and since then has taught in the departments of communication and agricultural economics. Known as a dedicated adviser to many students, she also is an academic adviser to the women's basketball team and the women's hockey team.

— William Holder

By William Holder

George Hudler offers an unusual science course in which students can eat part of the syllabus.

A fungus feast caps his lectures on "Magical Mushrooms, Mischievous Molds," and on May 6 scores of students crammed into a plant pathology laboratory to sample everything from mushroom omelets to a shiitake soup and homebrewed beer (small tasting samples only).

The associate professor of plant pathology was the recipient — not for culinary ability — of the 1992 Excellence in Teaching Award from the American Phytopathological Society. His course has been a "spectacular success," according to department Chairman and Professor William Fry. Before its advent in the spring of 1990, hardly any first-year or sophomore students took classes in plant pathology. Now 270 students, half from the first-year and sophomore classes, are getting an introduction to the world of fungi.

By Hudler's own admission, the course is not hard, although the mid-term served as a wake-up call to those who thought they could sleep through the whole thing. Not that anyone is likely to sleep in his lectures: Hudler delivers a showman's performance punctuated with captivating slides, science, practical advice and plain old yarns. In one class on "Fungi in the Arts," he traced mushrooms through the rock'n'roll group Jefferson Airplane; novelists Dorothy Sayers, H.G. Wells and Leo Tolstoy; and poets Emily Dickinson and Robert Frost, as well as film clips from *Journey to the Center of the Earth* and *The Bear*.

"An underlying theme of my teaching is that I want students to leave each day of class with practical information, something they can use in their daily lives," he said.

### Wood decay

So a discussion of wood decay included advice on how to detect it in trees, a useful skill to acquire if one wants to prevent branches from crashing down on parked cars.

And he advised students to forget about filling tree cavities with concrete (a once common practice). The reason: trees create a barrier zone around diseased tissue, and pouring in concrete only disrupts that zone, allowing for further disease penetration.

Hudler and his technical support staff, who work hard behind the scenes to orchestrate the course, also send students home with a fungus companion such as a slime mold. Students observe that the mold moves toward food sources and watch the process of sporulation, in which a parent spore breaks up into buds. "We were struck," Hudler said, "by how often students kept us apprised of developments with their molds."

Meng Zhang, a junior biochemistry major, said she took the course "just for fun, but I still learned a lot." Senior entomology major Barrett Klein credited Hudler with keeping Latin terminology out of the course and delivering exciting lectures. "You come out with an appreciation for fungi," he said.

Across Tower Road in Corson Hall, another award-winning teacher shows how students can become engaged through a hands-on approach. Harvey Pough's functional ecology course was selected by the Coalition for Education in the Life Sciences as a "Model of Exemplary Undergraduate Teaching" and was featured in a symposium on strategies for teaching at this year's annual meeting of the American Association for the Advancement of Science.

Carrying wind-speed meters, infrared thermometers to measure surface temperature and other instruments, students plunge into the course on opening day by standing in the frigid cold outside the A.D. White House. Their assignment is to find

## CORNELL Teaching

the most sheltered microenvironment.

"They had no preparation for this, and they were doing exactly the same thing that animals have to do," Pough said. "They also looked for tracks and found rabbits had gone just where they did."

He describes the goal of the course as teaching students how animals work, using an integrative approach that combines behavior, ecology, morphology and physiology. He wants them, for example, to be able "to look at a species of fish they've never seen before and deduce from appearance whether it's bottom dwelling."



Peter Morenus/University Photography

Seniors Chris Silvers (left) and Kierstin Carlson use thermocouples to measure heat gain and loss of simulated animals in a class taught by Professor Harvey Pough.

The traditional way to teach organismal biology is to focus on names and classifications — an approach he avoids. Instead students observe that a goldfish quickly swims down when air pressure over a tank is lowered while a sunfish flounders on top, and they correlate that behavior with different mechanisms for buoyancy adjustments in the species. Or they use a computer game to keep a simulated lizard and chipmunk within certain body temperature tolerances in a desert environment and find, to their surprise, that the chipmunk is much harder to maintain.

### Plethora of material

"I always enjoyed the plethora of material," said Kierstin Carlson, a senior. "There were two rooms just full of stuff — skulls, skins, preparations." She also credited the exams with forcing her to synthesize information. Students were asked to research a number of questions at home and then queried on a selection of those questions during the exam period.

Pough's only regret is that the expense of the lab-oriented course (\$7,500 per station) plus the demands of running the course oblige him to restrict enrollment to 64 students, and many are turned away. The four-year-old course is funded by the National Science Foundation and has generated inquiries from many other universities.

Brian Chabot, associate dean of the college, pointed out, "At this large research university such accomplishments in the classroom don't always receive the recognition on campus that they should. These awards are a reminder that despite the importance of research, teaching is far from a lost art here, a fact our undergraduates may know better than anyone."



Peter Morenus/University Photography

Receiving awards from SUNY or the College of Agriculture and Life Sciences are (from left): David Levitsky, Carole Rehkgugler, John Pollak and Dale Grossman.

# ILR professor predicts continued employer-based health insurance

By Roger Segelken

As the Clinton administration pondered health care reform, health insurance economists gathered here this week to review various means of extending and financing coverage. Experience at the state level shows that certain federal proposals may not work, some speakers warned.

The June 3 and 4 conference, "Health Insurance and the Labor Market: Policy for the Unemployed and Other Groups at Risk," was organized by faculty members in the School of Industrial and Labor Relations. Sponsors included the Pension and Benefits Administration of the U.S. Department of Labor, the Alliance for Prevention of Unemployment and Cornell's Pierce Lecture Series.

"Regardless of how the national health

care debate proceeds, it is clear that there will have to be a role for employer-provided health insurance," said Professor of Industrial and Labor Relations Olivia S. Mitchell, a conference organizer. "Unlike many other developed nations, the U.S. will probably always emphasize health insurance plans tailored to employee groups' needs, so we are concerned with the 'gaps' where employer-provided health care falls down."

The goal of the conference, Mitchell said, was to "begin posing the right questions in health care and the labor market, and to turn academic papers into policy-relevant recommendations."

Conference participants included representatives from federal and state agencies, organized labor, corporations and universities.

M. Susan Marquis, a senior economist at

the Rand Corp. Center for the Study of Employee Health Benefits, reported on that think tank's survey of uninsured families.

"Our analysis raises doubts that approaches that rely on financial incentives to encourage voluntary participation in insurance will achieve universal access," Marquis said.

Silvana Pozzebon, an assistant professor of industrial relations at Montreal's Ecole des Hautes Etudes Commerciales, reported on her 17-state analysis of changes in workers' compensation insurance rules. In most states that tried to limit an injured worker's choice of doctors, medical costs actually increased, said Pozzebon, who earned a Ph.D. in collective bargaining at the ILR School. Those increases may be due to "physicians who practice 'defensive medicine' and began to order additional tests," she noted.

Mixed results were found among states that imposed fee schedules to cap costs of particular procedures, Pozzebon said, and hospital rate regulation appears to decrease costs — at least for workers' compensation cases. Clinton administration policy-makers "should be very careful before they implement changes," the Canadian economist said of health care reform, "because effects [of changes in workers' compensation insurance] are not all known."

Other conference participants spoke about "job-locked" workers who hesitate to leave their employers for fear of losing health insurance coverage, older workers who don't want to switch to HMOs (health maintenance organizations) because they like their regular physicians, and younger workers who have minimal health insurance coverage, or none at all.



# Board elects nine new trustees; re-elects six others

The Board of Trustees elected nine new trustees and re-elected six others at its pre-commencement meeting on May 29. Following are brief biographies of the 15 trustees:

**Eleanor S. Applewhaite**, elected by alumni, is general counsel and secretary of the board of trustees for Thirteen/WNET, public television's flagship station and major program producer. Applewhaite joined Thirteen in 1990 with a broad background in broadcasting gained at CBS Inc., where she had served as associate general counsel in the Law Department, Broadcast Group Section.

A member of the American Bar Association, Association of the Bar of the city of New York and the Federal Communications Bar Association, she also serves on the board of governors of the International Radio and Television Society and the advisory board of the National Association of College Broadcasters.

She is active in the NAACP Legal Defense and Educational Fund, the Alvin Ailey Dance Theater Foundation and Columbia School of Law, from which she received her law degree and is now on the board of visitors. Her awards include the Alumni Medal of the Alumni Federation of Columbia, the Excellence in Media Award from the Institute of New Cinema Artists and the Female Decision-Maker in Communications from the National Association of Media Women.

Applewhaite is a 1959 graduate of the College of Arts and Sciences. She has served on the University Council and the College of Arts and Sciences Advisory Council. She has also chaired the Secondary Schools Committee for New York City.

**Richard C. Call**, owner of My-T Acres in Batavia and an active figure in regional and statewide agriculture, was recommended by the state's Council of Agricultural Organizations and becomes the board's at-large trustee from the field of agriculture.

Call, with his brother Robert and other relatives, has a large operation growing and processing vegetables, corn and small grains. He has been affiliated with Agway Inc., the New York State Dairy Herd Improvement Cooperative, Eastern Artificial Insemination Cooperative, the Farm Credit Association and the State 4-H Foundation, and he is a life member of the Genesee County Farm Bureau.

Among his civic activities have been the Batavia YMCA, Boy Scouts of America and the Genesee Memorial Hospital. He has been an active Cornell volunteer, including chairing the advisory committee of the Department of Animal Science in the College of Agriculture and Life Sciences.

Call is a 1952 alumnus of the college, where his brother David is now the dean. Call's three sons also graduated from the college — Nathan in 1976, Peter in 1979 and Philip in 1981.

**J. Thomas Clark**, elected by alumni, is a founding partner and president of the Greenwich, Conn., private investment firm Dubin Clark & Co. Clark, of Rye, N.Y., also is chairman and CEO of Dubin Clark & Co.'s four diverse manufacturing companies, whose revenues exceed \$300 million.

He and his wife, Nancy, also an alumna of Cornell who heads Clark Design Group, an interior design firm, both were early supporters of Cornell efforts to teach small business and entrepreneurship skills. This year, they endowed the J. Thomas Clark Professorships of Entrepreneurship and Personal Enterprise, which support faculty doing new research and teaching in small business areas.

Clark also serves Cornell on the University Council and as an active volunteer in behalf of the two Cornell schools he holds degrees from: the College of Agriculture and Life Sciences (Class of 1963) and the Johnson Graduate School of Management (1964). Two of the Clarks' three children, Gregory and Meredith, also graduated from the Agriculture College in 1988 and 1991, respectively.

**Julie M. Crotty** of Evanston, Ill., a Law School student, was elected by the student body as one of two student representatives on

the board. Crotty was a Cornell Tradition Fellow and Dean's List undergraduate in the College of Arts and Sciences, from which she graduated in 1986. She ran varsity track and was co-captain of the women's varsity basketball team. At the Law School, she holds the Milton and Nathalie Weiss Scholarship and is specializing in international law. Her collegiate activities include Moot Court competition, Women's Law Coalition, Public Interest Law Union, Dicta and intramural sports.

Before coming to the Law School, she worked in law firms in Chicago, Dublin and in Christchurch, New Zealand, where she also played semiprofessional basketball.

**Kenneth T. Derr** of Orinda, Calif., chairman and CEO of Chevron Corp., previously was president of Chevron U.S.A. He is also a director of CitiCorp, the California Business Round Table and the American Petroleum Institute. He has been a Cornell trustee since 1985 and has held several leadership positions in university development efforts. Derr serves on the advisory council of the Johnson Graduate School of Management, from which he received an M.B.A. degree in

served in the family business in research, new product development, the leisure products subsidiary and as president of S.C. Johnson Ltd. in Brantford, Ontario.

His special interests at Cornell include the Department of Applied Physics and the Johnson Graduate School of Management.

**Thomas W. Jones** of New Canaan, Conn., is president and chief operating officer of Teachers Insurance & Annuity Association and College Retirement Equities Fund (TIAA/CREF). He served as executive vice president and chief financial officer of TIAA/CREF from 1989 to 1993.

He earned a bachelor's degree from the College of Arts and Sciences in 1969 and a master's degree in regional planning from the College of Architecture, Art and Planning in 1972. He then worked 11 years in public accounting and management consulting at Arthur Young & Co., then became senior vice president and treasurer of the John Hancock Mutual Life Insurance Co. before joining TIAA/CREF.

For Cornell, he is a member of the advisory council of the College of Architecture, Art and

Foundation. He joined Jonathon Logan Inc. in 1960, the year he received his bachelor's degree from the Arts College. He spent 25 years as an executive with that company, serving ultimately as CEO and chairman.

His extensive volunteer and philanthropic work, especially in the arts, has included trusteeships with the Archives of American Art, Buffalo Bill Historical Center, Chapin School, Historic Hudson Valley, Lincoln Center, the Smithsonian Institution and the Westchester Council for the Arts.

At Cornell, where he has served on the board of trustees since 1989, his special focus among many other contributions, has been the Herbert F. Johnson Museum of Art, for which he has endowed the directorship.

**Allan R. Tessler**, president and CEO of International Financial Group Inc., founded that international merchant banking firm in 1987 and has served as its chairman and CEO since then. He serves as co-CEO of Data Broadcasting Corp., a financial industry information company he created from the reorganization of the Financial News Network. He is also chairman and CEO of Ameriscribe Corp. and chairman of International Controls Corp. and Enhance Financial Services Group Inc. He is a director of The Limited Inc., Jackpot Enterprises and Allis-Chalmers. He is also a trustee of the Hudson Institute and the Jackson Hole Land Trust.

Tessler received his undergraduate degree from Cornell and his LL.B. from the Law School. He was editor-in-chief of the *Cornell Law Quarterly* and was elected to Phi Beta Kappa and the Order of the Coif. He has continued to actively support Cornell as a member of the Law School Advisory Council and as the national chairman of the Law School Fund from 1983 to 1985. Currently, he is co-chairman of the Law School Capital Campaign.

Tessler and his wife, the former Frances Goudsmit, live near Jackson, Wyoming. Their three children attended Cornell.

**Sanford I. Weill**, chairman of the board and CEO of Primerica Corp., became chairman of Commercial Credit Group in 1986. Commercial Credit acquired Primerica in 1988 and adopted its name.

He is also a director of the Travelers Insurance Companies, where he is chairman of the Finance Committee. Prior to his Primerica post, Weill had been president of American Express Co. and chairman and CEO of Firemen's Fund insurance company. In 1960, Weill and three partners co-founded Carter, Berlind, Potoma & Weill, the predecessor of Shearson Lehman Brothers Inc., which was acquired by American Express in 1981.

Weill is chairman of the board of Carnegie Hall and served as co-chairman of the Steering Committee for Carnegie Hall, which raised \$50 million to restore the historic hall.

Active in Cornell affairs, Weill is a member of the Joint Board of New York Hospital Cornell University Medical College and is on the Board of Overseers for the Medical College. He is also on the advisory council of the Johnson Graduate School of Management. His daughter, Jessica, is a 1981 graduate of the College of Arts and Sciences.

**Stephen H. Weiss**, managing partner of the investment firm of Weiss, Peck and Greer, is a 1957 graduate of the College of Arts and Sciences. He co-founded Weiss, Peck and Greer in 1970 after 11 years with A.G. Becker & Co. He is a director of the London Merchant Securities Services and the board of visitors for the School of Medicine at the University of California at Davis. Among his civic activities have been trusteeships for the Citizens Budget Committee of New York, the Spence School and the Centurion Foundation.

He has served on the Cornell Medical College's board of overseers and has been on Cornell's board of trustees since 1973, serving as chairman since 1989. His interests and activities have spanned virtually every aspect of the university's life.

Weiss and his wife, the former Suzanne Rogers, live in New York City with their four children.



Applewhaite



Call



Clark



Crotty



Inumaru



Jones



Lee



Neafsey



Tessler



Weill

1960, a year after earning a bachelor's degree from the College of Engineering. His wife, the former Donna Mettler, received a bachelor's degree from Cornell in 1960, and their daughter, Karen Derr Gilbert, received a Johnson School M.B.A. in 1985.

**Barbara Benioff Friedman**, vice president of the board of directors for the United Jewish Appeal-Federation of Jewish Philanthropies, also is distribution committee chair for the UJA-FJP. A 1959 graduate of the College of Arts and Sciences, she has been a leader on the university's President's Council of Cornell Women, a member of the Cornell Campaign Council and the College of Arts and Sciences Advisory Council, as well as a vice president for her class. With her husband, Stephen, also a 1959 Cornell graduate, she has been a supporter of various Cornell programs. A daughter, Caroline, graduated from the College of Arts and Sciences in 1987.

**Ichiro Inumaru**, president and general manager of Tokyo's Imperial Hotel Ltd., is a 1953 graduate of the School of Hotel Administration. He also is a director of the Meitetsu Grand Hotel and its Imperial Hotel Dining Car Service Ltd., the Nagoya Kanko Hotel and the Imperial Kitchen Ltd.

He is a world leader in travel and hotel associations. Among other honors, he has been chairman of the Japan Hotel Association and has won awards from Italy and Finland.

Inumaru has been president of the Japan chapter for the Cornell Society of Hotelmen and Eastern Overseas regional vice president for that group. He was a major supporter for the construction of the Statler Hotel and serves on the Hotel School's Corporate Liaison Committee and the Dean's Advisory Council.

**H. Fisk Johnson III**, vice president of the Home Care Products Division of S.C. Johnson and Son, holds a bachelor's degree from the College of Arts and Sciences (1979), as well as three graduate degrees. He has

Planning and serves on the Board of Overseers for the Medical College.

**Charles R. Lee** of Greenwich, Conn., is chairman, CEO, president and chief operating officer of GTE Corp. He joined GTE Corp. in 1983 as senior vice president of finance. He is a director of The Travelers Corp., USX Corp. and Contell Cellular Inc. He is a member of the Business Roundtable, the Conference Board and the board of directors of the Associates of Harvard Business School.

For Cornell, he chairs the Board of Trustees' Audit Committee, sits on the advisory councils of the College of Engineering and the Johnson Graduate School of Management, has been an officer of his class (College of Engineering '61) and has given extensive support to a range of Cornell programs, including the Theatre Arts Center.

**John P. Neafsey** of Darien, Conn., is president, CEO and director of Greenwich Capital Markets. He joined Capital Markets in 1990 after 20 years with the Sun Co., where he was senior vice president and chief financial officer. He is a director of the West Co., Provident Mutual Life Insurance Co., the American Council for Capital Formation and the Management Policy Council.

He has been an active Cornell volunteer since his graduation with bachelor's and master's degrees from the College of Engineering in 1962 and bachelor of arts degree from the College of Arts and Sciences in 1963. A Cornell trustee since 1985, Neafsey has also worked on secondary school committees, the University Council and advisory councils for Engineering and the Johnson Graduate School of Management, for which he chaired a major fund-raising campaign. His son, Will, is a 1989 College of Engineering graduate.

**Richard J. Schwartz** of Scarborough, N.Y., is president of the Richard J. Schwartz Corp., an investment company in New York City. He also is president of the David Schwartz



# Engineering students design, build two top vehicles

## Electric car wins title

By Larry Bernard

A team of engineering students powered its way to the top of a national hybrid electric vehicle competition last weekend with a car they designed and built themselves.

The Cornell entry in the 1993 Hybrid Electric Vehicle Challenge, held June 1 through 5 in Dearborn, Mich., and sponsored by Ford Motor Co., placed first overall in the Ground-Up Class (there also was a Conversion Class). The Cornell students competed against 30 other teams from colleges and universities in the United States and Canada. This was the first time a Cornell team entered the contest.

A hybrid operates mostly on battery power but has an auxiliary combustion engine powered by another fuel. The Cornell vehicle uses methanol. The entries were judged on fuel economy, emissions, safety, range, handling, cost, performance and durability.

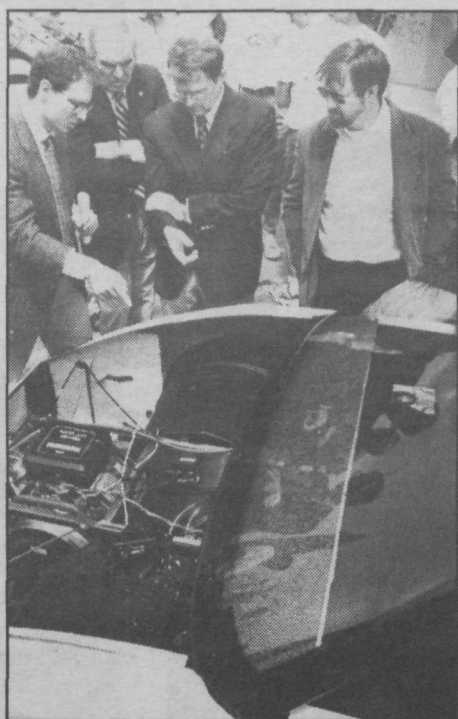
In addition to being the overall winner, Cornell also won first place for Most Efficient Methanol Vehicle for its class; first in the Commuter Challenge; first in Cost Assessment; first in Best Performance Vehicle; and second place in Range Event; Emissions Event; Overall Vehicle Efficiency; Acceleration; and Oral Presentation. Cornell scored 775 points out of a total 1,000 possible, and won \$10,900 in prize money.

"This is a truly memorable end to an incredible journey for our team," said Richard Warkentin, assistant professor of mechanical and aerospace engineering and one of the team's two faculty advisers. "I always have great expectations of my students, but I was amazed by this team's innovation, drive and character. This project not only tested their traditional engineering skills but taught them the importance of teamwork and concurrent engineering and design for manufacture. Our graduating seniors can't take their car with them, but they will take new perspectives into their engineering careers."

### Commuter travel

The purpose of the hybrid electric competition is to promote development of a two-passenger vehicle with the range, performance and safety for everyday commuter travel, while minimizing emissions. The U.S. Department of Energy and the Society of Automotive Engineers also sponsored the competition.

New York State Electric & Gas Corp. donated \$20,000 to support the Cornell project. The Cornell team, consisting of 38 mechani-



Peter Morenus/University Photography  
Faculty advisers Richard Warkentin (left) and Robert Thomas (right) explain the car's mechanics to Dean William Streett. Behind them is Joe Edminister, engineering director of corporate relations.

cal and electrical engineering undergraduate students, built a vehicle powered by lead-acid batteries that can operate on alternating or direct current. The auxiliary internal combustion engine is fueled by methanol, and the passenger compartment is partially ventilated by solar-powered fans. The dashboard has controls for switching the power supply from battery power to methanol combustion.

The vehicle can travel about 65 miles on electric power and 250 miles or more on the combined power of the battery and combustion engine. Its top speed is 65 mph.

"This was an outstanding performance. We are proud of these students and very pleased to see that our investment paid off so well," said Teresa M. Turner, manager of research and development for NYSEG. "We invested in this project as part of our research effort because we see electric vehicles as having great potential for the future. Electric vehicles offer the promise of reduced emissions, increased fuel efficiency and energy independence. The challenge is to make these electric vehicles convenient and economical. Programs like this one at Cornell can help us show how to meet this challenge."

Team leaders are Brian Magierski of Buffalo and John Bilezikjian of Springfield, Mass., both mechanical engineering seniors. The faculty advisers are Warkentin and Robert Thomas, professor of electrical engineering.

Their vehicle, nicknamed "Blizzard," is dedicated to Terrence Quinn, a teammate who died in January.

Other sponsors of the Cornell team are: General Electric Plastics, Safeguard Scientifics, Eastern Controls, Procter and Gamble, Johnson Controls, DuPont, Onan, Moore, Borg Warner, Allied Signal, Aurora Bearing, British Petroleum, Ciba-Geigy and Dana Corp., Fireboy Extinguishing Systems, Intel, Monroe Shock, Solarex, Wrinna Industrial, Ametech Corp., Borgeson Universal, Briggs and Stratton, Coil Spring Specialties, Faria Gage Corp., Johnson Boat Yard, Morse Chain and Viking Aluminum.



Peter Morenus/University Photography  
Cornell's hybrid electric vehicle.

## Race car beats 62 competitors

By Larry Bernard

Cornell's entry in the national Formula SAE car competition May 21 to 23 ran off with highest honors and first place in several categories – including first overall – beating cars from 62 other colleges.

Students conceived, designed and built a formula car for the contest, held at the Chrysler Technology Center in Michigan and sponsored by the Society of Automotive Engineers. Cornell placed first with 710 points out of a possible 800. Its closest competitor, the University of Texas-Arlington, had 656 points. The entry was sponsored mainly by Chevrolet.

### Spirit of Excellence

In addition to best overall, the team won the Spirit of Excellence Award with a \$3,000 prize, and placed first in several other categories: design, acceleration, endurance, Dynamic Events Awards, Static Events Awards, best engineering design, best performance award and best prototype fabrication award "for superior craftsmanship and attention to detail." The team also placed second in skid pad maneuvers, second in cost, third in safety and crash worthiness, and third in serviceability.

Total awards came to \$7,500 and two sets of Goodyear tires. Cornell has entered the competition every year since 1987 and won best overall last year as well.

Building from scratch a formula car that must perform yet have innovations that reduce costs takes two semesters and "countless" hours of work. Students receive academic credit each semester.

"This is better than any course," said Bob Busacca, co-chief engineer, a mechanical engineering senior from West Long Branch, N.J. "It's the best experience I've had here." He said that he worked an average of about 25 hours per week on the car, more than he put in for any other course.

Albert R. George, the John F. Carr Profes-

sor of Mechanical Engineering and the team's faculty adviser, said that the work prepares students for any engineering job, not just in the automotive industry.

Cornell's car had plenty of engineering innovations and won the category for superior craftsmanship hands down. For example, the students designed a system with a single fuel injector for the four cylinder engine – a 598 cc Honda motorcycle engine – with an electronic injection controller designed by an electrical engineering student. They used a single disc brake for the rear wheels that stops both wheels simultaneously. And they electronically measured the air intake into the manifold.

Its top speed is more than 115 mph, with the engine turbocharged to deliver 90 horsepower.

### Marketing

The competition also requires a marketing presentation, where the students must explain the technical specifications and cost to produce 1,000 such vehicles. Mark Corigliano, a mechanical engineering senior and the team's business manager and one of the five drivers, said that the Cornell car could be produced for about \$6,000. The prototype development and attending the competition cost about \$20,000.

Team members are: Tom Telesca; Pleasantville, N.Y.; Bob Busacca, West Long Branch, N.J.; Mark Corigliano, Croton-on-Hudson, N.Y.; Chad Walter, Albion, N.Y.; Brian Callahan, Syracuse; Sandor Kovacs, Carmel, N.Y.; Jason Hunter, Annapolis, Md.; Dave Russell, Richmond, Va.; Wade Bardo, Madison, Maine; Ted Beyer, Spring Valley, N.Y.; Rosa Kim, Hacienda Heights, Calif.; Mark Malowicki, Boonville, N.Y.; Dan Barahona, Washington, D.C.; Dan Foody, Hudson, Quebec; Chris Hult, Garden City, N.Y.; Rupert Lewis, Ramey, Puerto Rico; Meade Tidlow, Tioga, Pa.; Gordon Day, Washington, D.C.; Christian Bisogni, New York; Francisco Quinonez, Scottsdale, Ariz.; Gen Sasaki, New York; and Dan Elsberg, Potomac, Md.



Peter Morenus/University Photography  
Francisco Quinonez (left) and Bob Busacca (center) work on the formula SAE race car, driven by Mark Corigliano, as a third student (at right) watches.

## Woodchucks provide model for studying hepatitis in humans

By Larry Bernard

Hepatitis B virus (HBV) infection is a leading cause of cirrhosis of the liver and liver cancer in humans. Between 250 and 300 million people worldwide are carriers of the virus, and about 40 percent of those infected will develop chronic liver damage during their lives. Transmission from mothers to newborn children accounts for much of the HBV-related disease around the world.

Research at Cornell – ongoing since 1980 and funded by the National Institute of Allergy and Infectious Diseases (NIAID) and the National Cancer Institute, both of the National Institutes of Health (NIH) – is aimed at understanding how the virus infects the liver and at improved treatment methods.

HBV is very closely related to a virus that occurs in eastern woodchucks, the woodchuck hepatitis virus (WHV), and the woodchuck serves as one of the best animal models for studying hepatitis B in humans. A breeding colony of woodchucks

is maintained at Cornell to produce animals for research directed at curing one of the world's worst infectious diseases. Cornell collaborates on this research with scientists at Georgetown University, the hepatitis virus section at NIH and with other researchers around the world.

"The virus in the woodchuck is very closely related to HBV and produces a disease virtually identical to that in man," said Dr. Bud C. Tennant (D.V.M.), the James Law Professor of Comparative Medicine at the College of Veterinary Medicine and the project's director. "The work at Cornell is directly related to hepatitis B infection in humans."

The NIH recently renewed support to Cornell for this purpose, with \$11.9 million allocated over the next five years from the NIAID. Researchers are looking at developing antiviral agents, vaccines and other therapeutic agents, and are determining the physical and biological properties of the virus so that effective therapies can be devised.

Here are just a few research findings related to the study of

hepatitis B virus using woodchucks bred and maintained at Cornell:

- Experimental studies have demonstrated that hepatitis B-like viruses can cause primary liver cancer.
- Liver transplant techniques have been developed to study the problem of reinfection after transplantation in hepatitis B-infected patients.
- Preclinical tests of anti-viral agents in the woodchuck model closely correlate with studies in HBV infected patients. Two drugs that have been tested in the woodchuck model now are in advanced clinical trials in human patients to treat liver disease.
- Long-term studies to begin soon are designed to determine if anti-viral treatment can be used to prevent the development of primary liver cancer. Trials in humans to determine long-term effects of chronic liver disease and liver cancer may take two decades, but in the woodchuck, the results can be obtained in two to three years.



## Richard Joel: 'Choose life'

The key challenge facing the Class of 1993 "is not what you'll do, but who you'll be," Richard M. Joel, international director of B'nai B'rith Hillel Foundation, said during this year's Baccalaureate Service.

"How many of us go through the motions? How many of us exist but don't live?" Joel asked the graduates during his address, which he titled "Choose Life."



Joel

Choosing life is a "call to arms," he told the graduates, listing these three elements:

- Being self-conscious, bringing appreciation to every day.

- Informing life with values that transcend place and time.

- Savoring time by "counting each day and making each day count."

Students who choose life, Joel said, will embark on a journey of more than achievement, acquisition and accomplishment; they will embark on a journey that makes a difference.

—Mark Eyerly

## Matt Ruff: Don't avoid uncertainty

The Class of 1993 Convocation featured novelist Matt Ruff '87, author of *Fool on the Hill*, who read an excerpt from his novel-in-progress, *Sewer, Gas, & Electric*.

Ruff's book, set in Manhattan in the year 2023, satirizes Ayn Rand's 1957 novel *Atlas Shrugged*. "I thought it was about time someone satirized that book," said Ruff, who describes himself and his heroine, Joan Fine, as "a bleeding heart liberal."



Ruff

*Atlas Shrugged* glorifies a group of individualists and industrial capitalists, who retreat to a Rocky Mountain ranch rather than be taxed and regulated by a society of collectivists.

Rand's characters bear little resemblance to real people, and the book is generally recognized as a conservative fantasy. However, President Reagan required his cabinet to read it, and it is popular again in college bookstores.

The excerpt of *Sewer, Gas, & Electric* that Ruff read in Bailey Hall was a flashback to his heroine's undergraduate days at Harvard — a humorous send-up of ultraliberal political correctness. Ruff managed to read close to 20 pages, but the audience stopped him before he could finish. Seizing on a line they liked, seniors and members of their families applauded and kept on clapping, in effect telling Ruff to sit down.

"Hang in there!" a woman shouted from the balcony. "I'll hang in there!" Ruff called back. But finally he gave up, saying: "Maybe I ought to quit while I'm ahead."

Afterward, Ruff said that he regretted he could not deliver his take-home point: that in complex and confusing times, single-minded philosophies like Rand's are more dangerous than the uncertainties they seek to hide.

Earlier during the ceremony, Class President Lauren Bailyn reminded her classmates that they will always remember Cornell and the Class of 1993. And the class presented an \$82,376 check to Cornell Tradition Director Janiece Bacon Oblak to endow Tradition scholarships in the name of the Class of 1993.

—Carole Stone



Sharon Bennett/University Photography  
Five-month-old Hara Kaminioti wore her own cap and gown to watch her mother, Olympia Kaminioti, receive a Ph.D. in sociology. In addition to the commencement ceremony, Kaminioti and other Ph.D. recipients were recognized at a special ceremony held for the first time this year.



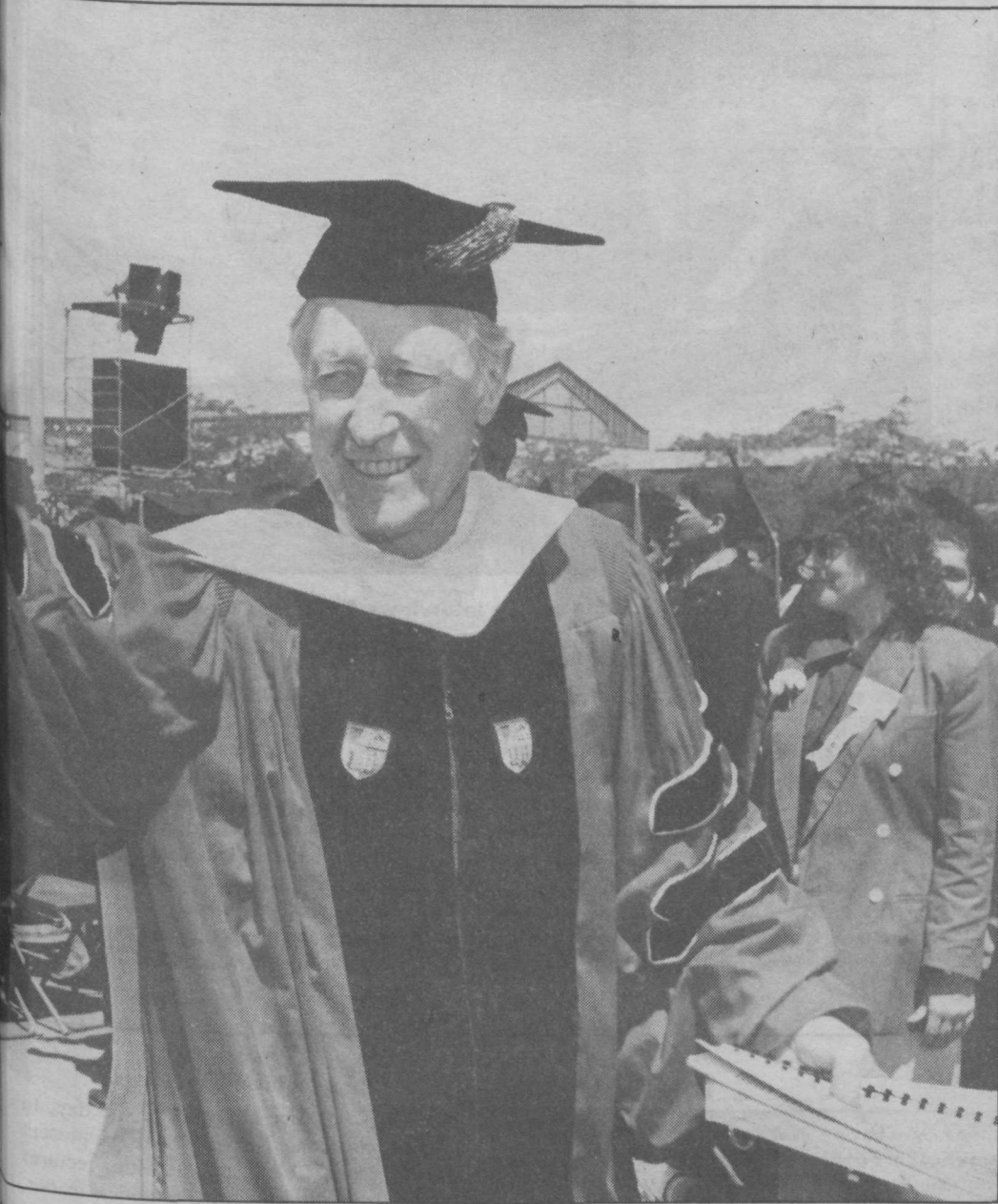
President Frank H.T. Rhodes shares a celebratory high-five with a graduate.

# Together, we make



College of Human Ecology graduates turn their mortarboards into billboards.





a graduate as he enters Schoellkopf Field.

Peter Morenus/University Photography



Peter Morenus/University Photography

Glenn Rathje, brother of degree marshal Ellen Rathje, shows his pride.



Peter Morenus/University Photography

U.S. Navy Ensign Daniel P. Turner (right) and his fellow ensigns take their oaths during the ROTC commissioning ceremony during commencement weekend.

# e it happen!

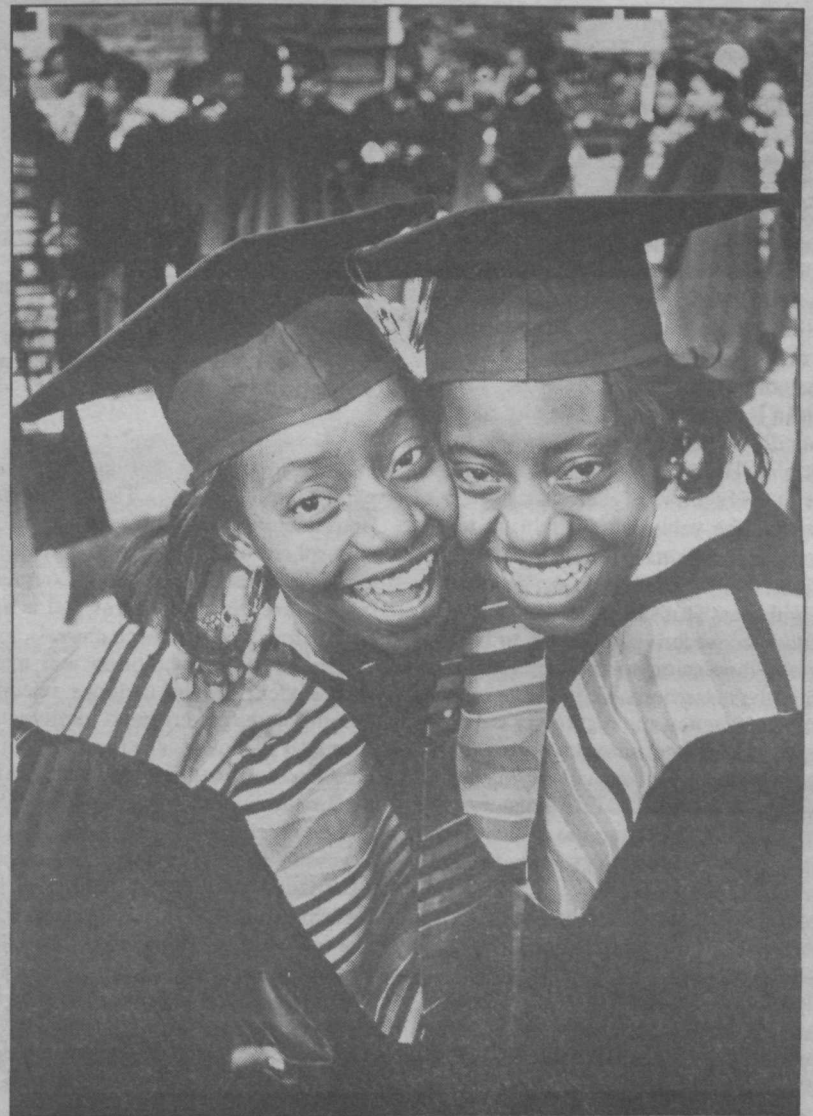


Sharron Bennett/University Photography



Sharron Bennett/University Photography

After the conferral of degrees but before the pursuit of jobs or graduate study comes the celebration.



Sharron Bennett/University Photography

Twin sisters Denise (left) and Danielle Woodall received B.S. degrees from the College of Human Ecology. They are on their way to medical school.



# Alumnus gives to archives start of oral history project

By Sam Segal

Edward J. (Ned) Trethaway '49, a retired University Development officer, has given the University Library the start of an oral-history collection — the 200-page transcript of Trethaway's five hours of interviews with President Emeritus Deane W. Malott.

Trethaway, who eventually will endow the project, now is providing annual funding to produce additional interviews whose transcripts can enrich the archives.

Assistant University Librarian Herbert Finch, who has put the Malott interview in the archives and on reserve at Olin and Mann Libraries, says that such interviews "will be extremely interesting and helpful for a great range of research interests — from academic history to alumni curiosity."

## Future subjects

Finch says Archivist H. Thomas Hickerson is forming a committee that will pick subjects for similar interviews in the future.

Trethaway stresses that the oral-history project should give top priority to interviewing alumni — whether university employees, prominent volunteers or people of distinction in any field. The focus, in any case, should be their memories of Cornell.

Trethaway's own interest in preserving Cornell history dates to 1966, when he was

director of corporate development. "The university obtained a video camera, and I urged that steps be taken immediately to begin taping the older trustees for their recollections. The idea fell on deaf ears, but my interest persisted."

In 1989, on a periodic visit to campus from his retirement on Cape Cod, Mass., Trethaway started audio-taping some of the recollections of Malott, who was Cornell's president during a period of great expansion — 1951 to 1963. Two years later, in May 1991, Trethaway taped 32 minutes of Malott's recollections that included campus visits by Presidents Eisenhower, Truman and Nixon. When Trethaway found great interest at the library and willingness from Malott, who was then 93, Trethaway secured the former president's agreement to sit for three 90-minute interviews on three consecutive days that October.

The talks ran over to about five hours in total, and the bound "Malott Years at Cornell" provides a table of contents identifying broad areas of the discussion.

In the days of a smaller university — before the student-power and other liberation movements — Malott recalls reading the Bible every Sunday at Sage Chapel, "because I wanted to have that contact with students," and he says that, afterward, he and his wife, Eleanor, would attend the formal teas that were routine Sunday afternoon fare for frater-



Edward J. (Ned) Trethaway '49 (right) interviews President Emeritus Deane W. Malott as part of an oral history project.

nities and sororities. One Sunday, they attended eight.

He recalls presiding at every faculty meeting of every college "to know what was on the faculty's mind." And, because he had to present recommendations for tenure to the board of trustees, he insisted that every candidate have a personal interview with him.

His proudest accomplishments, he says, were the expansion of facilities — from the Engineering Quad to sports facilities — "and

that I spent a lot of money and time and thought trying to keep the students from mixing alcohol and gasoline."

His main regret was his carelessness, at his inauguration, in reusing part of a speech he had given in Kansas but neglecting to attribute a short passage that he had, indeed, attributed originally. The incident caused some stir at the time, but he quickly explained the background to the trustees and the faculty and moved on to 12 years of strong growth for the university.

## Weiss Fellows *continued from page 1*

with 150 to 225 students a year. He now teaches introduction to business to 150 students, one-half of whom are from outside the Agriculture College.

"He has taught both large and small courses equally well," according to the nomination letter. One former student wrote: "He is able, through his own unique style of explaining potentially complex concepts through the use of easily understood real-life examples, to bring home the key elements of course material to extremely large lectures of students with many different levels of preparation and learning experiences. He is a great communicator."

Aplin has previously been recognized for his outstanding teaching. He received Cornell's Professor of Merit Award, through the recommendation of seniors, in 1976 and the Chancellor's Award for Excellence in Teaching, awarded by the State University of New York, in 1978. He also received the Distinguished Teaching Award from the American Agriculture Economics Association in 1982.

In addition to his teaching responsibilities, Aplin contributes to research and extension activities, where his efforts are primarily in dairy management and marketing.

The nomination letter concludes: "Professor Aplin is an example of a faculty member who instills a zest for learning in all facets of his teaching. He has a remarkable ability to get people to overachieve at their own initiative. He respects the values students bring to the classroom and delights in learning from them. In addition to his formal teaching, he keeps in touch with past students and uses many of them, now in executive positions, to bring a real-world dimension to the problems discussed in the classroom. He is active outside Cornell in efficiency and regulatory issues on the farms. One student sums up his regard for Professor Aplin using the old saying in the College of Agriculture and Life Sciences: 'We grow the Ivy. Well without the dedicated enthusiasm of Doc Aplin, the ivy around Warren Hall would never sprout.'"

Aplin holds a bachelor's degree from the University of Vermont and master's and Ph.D. degrees from Cornell.

James B. Maas has taught in the College of Arts and Sciences since 1965 and has taught introductory psychology to some 1,800 students a year for more than 20 years in one of Cornell's most popular classes.

In addition to this large course, Maas also offers psychology of visual communication for 20 upper-level students, a course he initiated and developed, in which students use cameras and computers to explore theories of perception, attitude and behavior change.

Maas was cited for "an engaging, appar-



Cornell's first Stephen H. Weiss Presidential Fellows are professors Richard D. Aplin (left), Mary J. Sansalone (center) and James B. Maas (right). They were honored at a Board of Trustees dinner on May 29 and are shown with President Frank H.T. Rhodes (second from left) and Board Chairman Stephen H. Weiss (second from right).

ently spontaneous but actually carefully planned lecture style. . . . Despite the size of the [introductory] class, he seems to achieve an atmosphere of intimacy and consistently interacts with his audience. He encourages questions at each of the lectures and is available both before and after each class."

His advising, mentoring and interaction with student groups includes selecting and training undergraduates to participate in the Cornell Psychological Film Unit, which has produced documentaries broadcast on the Public Broadcasting Service and elsewhere.

He received Cornell's Clark Teaching Award in 1972, the American Psychological Foundation's Educator Award for the outstanding psychology teacher/educator, and two Cornell student-initiated awards: the A.D. White Professor of the Year in 1989 and the Paramount Professor Award in Arts and Sciences in 1992.

"Professor Maas is an outstanding educator," the nomination letter concludes. "In addition to his role as classroom teacher, where he uses many innovative approaches to interest students and provide a challenging environment, he also serves as an adviser and mentor both to students in his class and to a wider group in various student groups and associations. He has worked individually with students on issues which are beyond the classroom and has made a lasting impression on

many of them. His work is supported by grants from many agencies, and his teachings go far beyond Cornell."

Maas holds a bachelor's degree from Williams College and master's and Ph.D. degrees from Cornell.

...

Mary J. Sansalone has taught in the College of Engineering since 1987. She designed and teaches a freshman course on modern structures in which she "uses case studies of familiar structures to reinforce concepts taught in the course," according to the letter of nomination. She "not only helps students to learn the fundamentals of structural engineering, but also gives students an opportunity to see the impact of engineering on society."

At a more senior level, she teaches structural behavior to 40 students and in addition works with undergraduates on special topics for civil engineering/community service projects. With support from the National Science Foundation, she recently developed and helps teach a class called teaching engineers, a graduate-level course designed to teach future engineering faculty members how to become effective teachers. She also collaborates with colleagues in teaching a graduate course on deterioration, evaluation and repair of concrete.

The nomination letter quotes students as reporting that Sansalone "is always available,

after class or any time during the day, to answer questions. Not only does she present well-organized, clear and interesting lectures with a solid competence in her subject matter, but she has a strong sensitivity to students' ability to comprehend." One student wrote: "She cared equally about the students who did well and those who did not. She would praise the 'A' student but would also set up private tutoring sessions and create make-up exams to help boost the confidence of a 'C' student."

Sansalone has been the faculty adviser to the student chapter of the American Society of Civil Engineers, and she also has served as faculty adviser for Expanding Your Horizons, a campuswide effort organized by graduate students to provide opportunities for junior high school girls to consider careers in science.

She has received three teaching awards from Cornell's College of Engineering (Dean's Award for Excellence in Undergraduate Teaching, 1988; Tau Beta Phi Award from students for excellence in teaching and the Dean's Award for Innovation in Teaching, 1993); she has been named twice Teacher of the Year in Engineering and just this spring was named New England District Chi Epsilon Professor of the Year.

The letter of nomination describes Sansalone as the "complete faculty member" in that she has an exceptional research record, including being named a National Science Foundation Presidential Young Investigator, holding a patent on engineering testing equipment that is marketed internationally and serving as a widely sought consultant in her field of analyzing distressed concrete structures.

The nomination letter concludes: "Professor Sansalone is an outstanding young faculty member. She inspires performance both academically and non-academically by maintaining high expectations."

"She has been innovative in creating excitement and interest in her classes by her use of case studies and the novel approach of a competition in which students have the excitement of the competition while putting theory into practice. Her philosophy is to try to explain complex ideas in a way that was easy to understand and to relate abstract concepts to real-life examples."

"With all her dedication to teaching of undergraduates, she has developed a well-recognized and productive research program, and is called upon in a consultant capacity."

"It is difficult to realize that Professor Sansalone has made such an outstanding impact in a relatively short time as a faculty member."

Sansalone holds a bachelor's degree from the University of Cincinnati and master's and Ph.D. degrees from Cornell.



# Project will computerize core agriculture literature

By William Holder

Cornell librarians are completing a four-year effort to identify thousands of books and journals that form the core of agricultural science as the first step in creating a unique computerized reference library available to scientists worldwide.

The Core Agricultural Literature Project, intended to provide Third World scientists with access to agricultural literature that U.S. scientists take for granted, has enlisted 400 scientists worldwide to select a compendium of some 400 journals and 9,000 books.

"Nothing like this has ever been done in agriculture," said Wallace Olsen, project director and a senior research associate at Albert R. Mann Library.

Olsen expects the selection process to conclude this month. The work is funded by the Rockefeller Foundation, which also will support the project's next phase – transferring the books and the last five years of each journal to compact discs usable with desktop computers.

When complete, the collection will include approximately 250 CDs holding 2.5 million pages of text.

"For agricultural scientists in the Third World, this will be an incredible leap in access to literature," Olsen said.

## Generic ads are changing consumer views

By William Holder

Is pork a white meat? Not too long ago, one-half of all Americans would have said no, but now almost 90 percent say yes.

Such a turnaround is testimony to the impact of generic advertising, according to a Cornell researcher who has co-written a book on the subject.

Generic advertising – not tied to any particular brand of product – has blossomed in the past two decades from a modest effort to a \$1 billion-a-year enterprise.

Consumers may be most familiar with slogans such as "Pork, the Other White Meat" and "Beef: It's What's for Dinner," although advertising campaigns have ranged from catfish to wool and Washington apples.

In the first book-length study of such advertising, Olan Forker, Cornell professor of agricultural economics, and co-author Ronald Ward, professor of food and resource economics at the University of Florida, trace the rise of generic advertising, also referred to as commodity advertising, and assess the impact of specific campaigns.

### Beef advertising

Among the most successful campaigns analyzed in *Commodity Advertising: The Economics and Measurement of Generic Programs* (Lexington Books, 1993) is that for beef. From the outset of the program in 1986 through mid-year 1991, the industry spent \$382 million on generic advertising and related activities. The authors say that beef demand in 1989 had declined 25 percent from a decade earlier, but by mid-1991 demand had inched up 3 percent from the 1989 level.

Generic advertising has helped arrest, if not reverse, a long-term slide in beef demand, according to Forker. He credits a well-orchestrated advertising campaign that devised fresh themes almost every year, but equally, if not more important, changes in the beef producing industry.

In 1985 Congress established authority for a beef promotion program that is funded, similar to other commodity groups, through mandatory assessments on producers. In designing an advertising campaign, the Beef Research and Promotion Board commissioned research that revealed the shift in consumer preferences for leaner, lower-fat meat, Forker said.

"The industry spent a whole lot of effort changing the product," he added. "Research indicates that the commodity advertising campaign, because it affected both consumers and producers, has had a pretty significant impact."

Most generic promotion campaigns have had at least a modest degree of success in raising revenue for producers above levels that would have occurred without the campaign, Forker said. A notable exception was a campaign for fresh potatoes, which failed to produce positive results. Potatoes fared much better, however, in a generic campaign to introduce french fries to the Japanese market.

### Other findings

Among other findings:

- Generic advertising for fluid milk in the mid-'80s helped to reverse a trend toward declining consumption. Recent evidence, however, suggests that the effect may have peaked.
- From 1984 through 1990, a \$34 million advertising campaign for Washington state apples increased demand by 14.5 percent. The authors found that a mix of television and radio advertising produced best results, with the nature of the mix determined by the amount of money available.
- A nationwide consumer survey following an advertising campaign for catfish revealed a favorable shift in consumer attitudes, a finding supported by a 13 percent increase in at-home and restaurant consumption of catfish. The survey also revealed that flavor was much more important than nutrition and odor in setting attitudes.

CORNELL  
*Research*

Efforts to build scientific libraries in developing countries have not been successful, he added, because they have been too expensive to sustain or too insignificant to make a real difference. In addition, paper deteriorates quickly in tropical climates.

Compact discs are inexpensive and provide a long-lived storage medium that is easy to use and independent of environmental conditions. Their use also will address a second major goal of the Cornell project – to preserve the historically significant agricultural literature.

An estimated 25 to 40 percent of the volumes in U.S. research libraries, about 80 million volumes, are unusable

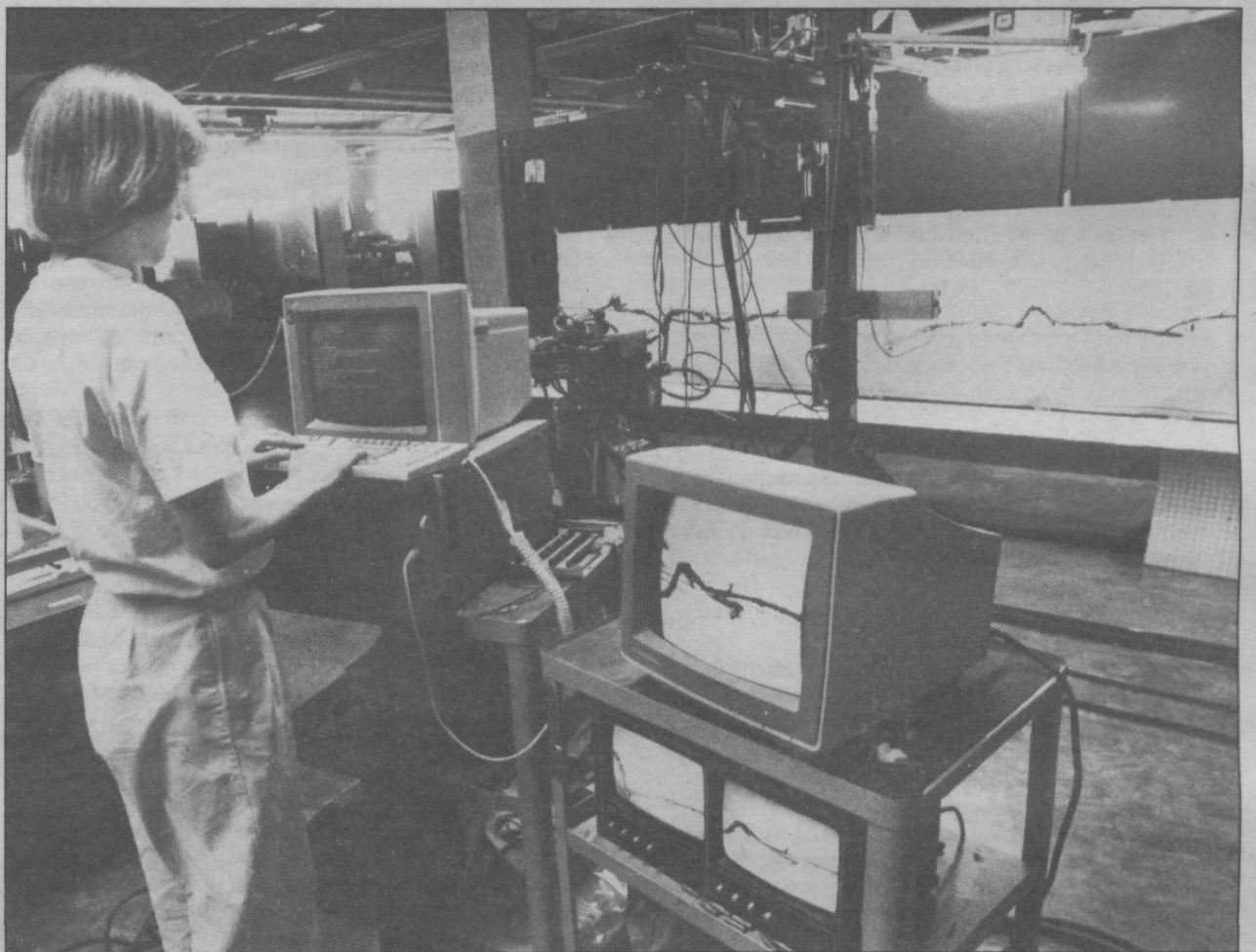
because their acidic paper is falling apart, according to the Association of Research Libraries. Since well into the 20th century most Americans were engaged in farming and related occupations, much of the endangered historical literature in science is devoted to agriculture.

"The Core project addresses the problem of how to preserve a collection of literature in a manner that maximizes the national benefit," Olsen said.

Seven volumes now published or in press rank the literature worthy of preservation. This effort will form the basis for a preservation project in agricultural literature under the aegis of the U.S. Agricultural Information Network, chaired by Brice C. Hobrock, dean of libraries at Kansas State University.

Olsen and his staff selected the core literature based on a numerical formula that gave most weight to the choices of the 400 reviewers, but also included the number of times literature was cited as well as the number of reprints.

Reviewers from developed and Third World countries overlapped with about 35 percent of their choices in books. Scientists from advanced countries tended to select more technologically sophisticated topics, such as biotechnology. Other differences were attributable to geography, climate, weather, and social and economic conditions.



Peter Morenus/University Photography

Graduate student Elke Ochs is gathering information needed to adapt the model of a robotic grape pruner to the uneven terrain of an actual vineyard. She is in the laboratory of Wesley Gunkel, professor emeritus of agricultural and biological engineering, who developed the computer-vision apparatus.

## Robot makes pruning grapevines easy

By Melissa Jacobs

A robotic grape pruner with computer vision being developed at Cornell could mechanize the most labor-intensive task in the production of grapes used for wine, jam and juice.

Pruning now is a selective process where workers remove shoots to maximize production of high-quality grapes, according to Wesley W. Gunkel, professor emeritus of agricultural and biological engineering, who is developing the system together with research associate James Throop and graduate students Elke Ochs and Min Fan Lee.

Manually pruning an average acre of grapes takes 20 hours and is done under harsh and hazardous winter conditions of rain, snow and extreme cold.

"The purpose of mechanizing the grape pruning operation is to reduce the dependence on human laborers who are willing to endure the uncomfortable climate conditions characteristic during pruning time," Gunkel said. "The last labor-intensive task in the grape industry yet to be successfully mechanized is pruning."

Grape growing was a \$41 million industry in New York in 1990, according to Gerald B. White, Cornell professor of agricultural economics.

The laboratory prototype consists of two metal perpendicular frames attached to a pole on the side of a cart. The cart holds a computer and a hydraulic motor to operate the cutters.

The three cutters, like those of a power hedge trimmer, each have two jagged blades that move back and forth to prune the vine.

A video camera attached to the pole provides a horizontal view of the vine, and a camera on a beam perpendicular to the pole provides a top view of the vine. The robot uses computer vision to "see" where to prune, via the two cameras and computer software.

The robot's cameras search vertically and horizontally to

follow the cordon, the main vine. The computer calculates the cordon location once for every seven inches the robot moves and updates the coordinates to move the robotic arm to the new vine position. The robot can follow the cordon along a stationary row in the laboratory and move its cutters out of the way when it comes to a post supporting the vine.

### Pruning module

The pruner in the field will consist of the frames, cameras, computer and cutters – the "pruning module" – which will be mounted on an over-the-row harvester, said Gunkel, who teaches marine navigation and special problem topics to undergraduate students.

**"The last labor-intensive task in the grape industry yet to be successfully mechanized is pruning."**

— Wesley W. Gunkel

He examined the viability of a field pruner by comparing the costs of manual and mechanized pruning and found that robotic pruning was more efficient.

The researchers are improving the computer software to account for the rough terrain typical of vineyards and to improve the robot's response time so it can follow the vine at a faster pace.

Funding comes from federal Hatch Funds and these groups in New York: the Science and Technology Foundation, the Grape Production Research Fund and the Wine and Grape Foundation.



## COMMENTARIES

# Basic science contributes to the fullness of our lives . . .

*Editor's note: The following piece by Warren D. Allmon and the response from Sen. Phil Gramm are reprinted from the Washington Post.*

By Warren D. Allmon

At last summer's Republican National Convention, Sen. Phil Gramm of Texas proposed what he called the "Dickey Flatt Test" for deciding whether any federal government program deserves to be funded.

Dickey Flatt, according to Gramm, is a hard-working, middle-class man in Mexia, Texas. The test would consist of asking Mr. Flatt whether a given government expenditure improves his life directly. Gramm's implication was that not very many government programs would pass.

I suppose I'd qualify to take the Dickey Flatt test. I'm a scientist who, like the great majority of scientists in this country, depends in part on federal government funds to support my work. Moreover, I am in a field that does not claim to be working on potential new products or medical breakthroughs or inventions that will enhance our global competitiveness.

What I am is a paleontologist and evolutionary biologist, pursuing "non-applied," "basic" or "pure" research. So how do I make my case to the Dickey Flatts of America?

Let me begin with one long-standing and very practical use of my specialty that has been of great benefit. Fossils are the best way to date rocks, to tell older from younger and up from down in the Earth's crust. This is something that oil companies find it very useful to know. In fact, until recently, most professional paleontologists were employed by the petroleum industry.

### Vague justification

With the decline in domestic oil exploration, however, paleontology has turned more and more away from geology and toward biology. In this guise, paleontology has traditionally marshaled a basic, if rather vague, justification: that it satisfies the same demand as genealogy. The history of life, goes this argument, is "Roots writ large"; we all want to know where we came from.

As paleontologists have pursued this intellectual problem, some potential benefits to society have, in fact, popped out as (very unexpected) side consequences. Two recent examples center around mass extinctions, those episodes in Earth history when large numbers of species have disappeared relatively suddenly.

Over the past 12 years, most scientists with an informed opinion have come to agree that at least one such episode, which occurred about 65 million years ago and included the demise of the dinosaurs, was caused by the impact of one or more extraterrestrial objects, probably comets or asteroids. This conclusion is in part responsible for increased interest

in the danger to human civilization of such impacts, and official steps, in the United States and abroad, toward studying how they can be avoided.

Studies of mass extinction in the fossil record have also shown that these episodes may, by killing off huge numbers of organisms indiscriminately, cause fundamental realignments in the course of evolution. This has clear implications for the effects of extinctions now being caused by human-induced environmental change.

But these conclusions, striking as they are, are not what paleontology and evolutionary biology are really all about. These fields are about seeking understanding of the history of life and the causes for that history, largely if not solely for the sake of the knowledge itself. And the question is, should we, through our government, support the search for such understanding?

Ever since the Enlightenment, we have agreed as a society that the pursuit of knowledge is important for its own sake and is deserving of public support. Our system of public education, particularly the liberal arts tradition, is based on this agreement. We have largely agreed that knowledge and understanding of the natural world are important to us as thinking, questioning human beings.

### Public support

Those who argue that we have reached no such agreement cannot reject only public support for science, but must also examine public support for every pursuit that we evidently value as a society but that yields no immediate economic benefit. Like basic scientists, after all, writers, painters, sculptors and musicians produce nothing of immediate "utility."

Basic science and art differ in many ways, but one characteristic they have in common is that both contribute to the fullness of our lives, to what violinist Leon Fleisher has called "the life of the spirit," as much or more than to our personal economic well-being.

Use of public funds signifies our agreement as a society with this fundamental notion. If we do not agree on this, if we believe that only activities producing immediate economic gain should receive public support, or that only those non-economic programs of universal appeal or approval should receive public support, then we should be explicit and consistent about it.

We should declare that as a society we do not value basic science enough to support it. Unapplied science projects, if they are to be funded at all, should only be funded privately. Unapplied science should not be taught, nor should specialists in unapplied fields be trained, in publicly supported schools and universities. Museums and other institutions devoted to unapplied problems should receive funds only insofar as they address applied "practical" problems as well.

After Sen. Gramm's speech, I called Mr. Flatt at his

stationery shop in Mexia. He is a gracious and articulate man. After modestly stating his lack of qualifications to discuss such matters, he volunteered that items such as the superconducting supercollider (located, incidentally, in Texas) and the space station were appropriate federal projects, since they "offered to make life better," and to spin off new technologies for everyday use.

But when I asked him about fossils and evolution, Mr. Flatt said he thought these areas of research were best left to private institutions, such as museums and foundations. "If they want to do that, let them do it," he said. He could think of no conditions under which the federal government should use his tax dollars to support these fields.

How scientists, citizens, legislators and the new administration respond in these difficult economic times to opinions like Mr. Flatt's will say much about what is really important to us, as a society, as communities and as individual human beings.

*Allmon is director of Ithaca's Paleontological Research Institution and an instructor in biology and geology here.*

## . . . But does it meet this test?

By Phil Gramm

I was surprised that your paper's op-ed page would publish a misstatement of the central public policy principle in my career. Cornell professor Warren D. Allmon [May 1] characterized my "Dickey Flatt Test" as one in which I judge proposals based on whether they'll improve Dickey's life "directly." Nice try — the shading neatly fit Allmon's argument that funding for research is jeopardized by folks more interested in feeding their families than digging up dinosaurs — but that's not what I had in mind.

For the record, here's the real Dicky Flatt Test: Dicky Flatt is an old and dear friend who runs a little print shop in Mexia, Texas. He and his family have worked a lifetime to make a go of their small business, and he never quite gets that blue ink off the tips of his fingers. Several years ago, a reporter asked me how I judged the value of government programs. I told her that every time I had to vote on some federal spending program, I asked myself, "Is it worth reaching into Dicky Flatt's pocket to get money to pay for this?" And the answer was — and is — that there weren't many government programs that could stand up to a test like that.

*Gramm is a Republican senator from Texas.*

## Advisory Committee on Women 'appalled' at Statler's decision

To the editor:

On behalf of all members of the university's Advisory Committee on the Status of Women (ACSW), I wish to express how appalled we are that the Statler Club members present at the May 5 meeting voted to reject the Employee Assembly's proposal to open club membership to all university employees.

We found the arguments opposing the proposal as cited in the May 6 issue of the

*Cornell Daily Sun* to be unconvincing and unacceptable.

This vote was of particular interest to the ACSW because 69 percent of staff who are eligible for overtime on campus are women. Only 16 percent of the faculty at Cornell are women.

While surely gender discrimination was not the direct intention of the members who opposed the proposal, the vote directly excludes predominantly female staff.

Shortly before the vote, the Statler Club sent a letter to members inviting them to comment by mail if they were unable to attend in person. The reportage of the vote refers only to the 29 members who were present to cast their ballots. How were the written comments integrated into the process? We know of at least one Statler Club member who sent in a vote to open club membership to all university employees.

Our great university was built on the

principles of diversity and inclusion. ACSW will work with the Employee Assembly and welcomes the collaboration of all others who support the amendment and want to change this exclusionary policy.

The Statler Club should be open to all University employees who wish to join. Inclusion is a Cornell tradition.

Sincerely,  
Ruth Sabean  
Chair, ACSW

## Vice President Dullea named to state panel on constitutional revision

By Linda Grace-Kobas

Henrik N. Dullea, vice president for university relations, has been appointed a member of the Temporary Commission on Constitutional Revision by Gov. Mario M. Cuomo.

Cuomo issued an Executive Order on May 26 that created the 19-member commission, which will be chaired by Peter C. Goldmark Jr., who is the president of the Rockefeller Foundation.

The non-partisan commission will examine the state's constitutional convention process and develop a broad agenda of concerns that could be considered at a convention, the governor said.

"The people of New York, regardless of their political affiliation, are dissatisfied with the performance of state government," the governor said.

"I share their dissatisfaction, and I believe they will never have the responsive government they want and deserve until they change the system. The surest way to do that is with a constitutional convention of, by, and for the people."

Members of the temporary commission will evaluate the process for convening, staffing, holding and acting on the recommendations of a constitutional convention. They will also hold public hearings and forums throughout the state and "encourage



Dullea

independent and objective research prepared for and accessible to the public on constitutional issues and constitutional reform," Cuomo said.

The governor issued a special message in which he listed areas he believes are "long overdue" for reform, including voter registration, voting rules and ballot access, campaign finance, lobbying, the legislative process, the courts, state taxes and debt, the structure of local governments and their relationship to the state government, and the environment.

The last state constitutional convention was held in 1967.

Dullea has served as vice president for university relations since 1991. He was previously director of state operations and policy management for Cuomo; assistant secretary for education and the arts in the administration of Gov. Hugh Carey; and legislative budget

analyst for the New York State Assembly Ways and Means Committee.

He has also held a number of senior positions in the State University of New York system. His doctoral dissertation at Syracuse University's Maxwell Graduate School of Citizenship and Public Affairs was entitled "Charter Revision in the Empire State: The Politics of New York's 1967 Constitutional Convention."

Two other persons associated with Cornell are members of the temporary commission:

Peter Ten Eyck, president of Indian Ladder Farms Inc., is a Cornell trustee and chairman of the advisory board for the College of Agriculture and Life Sciences.

Keith C. St. John, a clinical instructor/staff attorney at the Albany Law School of Union University, is a 1985 graduate of the Cornell Law School.



## CALENDAR

from page 12

Founders Room, and Saturdays 9:30 a.m., Founders Room, Anabel Taylor Hall; Orthodox: Friday, call 272-5810 for time, and Saturday, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

**Korean Church**

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

**Muslim**

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

**Protestant Cooperative Ministry**

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

**Sri Satya Sai Baba**

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

**Zen Buddhist**

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

## seminars

**Genetics & Development**

"Cloning of Par-3, a Maternal Effect Gene Essential for Generation of Assymetry in the Early *C. elegans* embryo," Bijan Etemad-Moghadam, June 16, 12:20 p.m., small seminar room, Biotechnology Building.

"Twinstar Belongs to the Cofilin Family of Actin-Associated Proteins," Kristin Gunsalus, June 23, 12:20 p.m., small seminar room, Biotechnology Building.

**Microbiology**

"Developmentally Regulated Ribosomal RNA Genes in *Plasmodium Berghei*," Andrew Waters, University of Leiden, The Netherlands, June 14, 12:15 p.m., G-3 Veterinary Research Tower.

**Plant Breeding & Biometry**

"Demeter Biotechnologies for the Benefit of World Agriculture," Jesse Jaynes, Demeter Biotechnologies Ltd., June 14, 1:30 p.m., 255 Emerson.

## sports

(Home contests in all caps)

**Men's Hwt. Crew**

June 12, at Cincinnati Regatta

**Women's Crew**

June 11-12, at Cincinnati Regatta

## miscellaneous

**ACSW Meetings**

The Advisory Committee on the Status of Women regularly holds brown bag luncheons open to the entire community on the fourth Tuesday of each month. For information, call ACSW Chairwoman Ruth Sabean, director of Cornell Information Technologies, at 255-3299, or Associate Chairwoman Risa Lieberwitz, associate professor of industrial and labor relations, at 255-3289.

**Caregivers' Support Group**

The Tompkins County Office for the Aging is offering a workshop, "Caring for the Caregiver," June 14, noon, 163 Day Hall.

**Computer Workshops**

The following free workshops will be offered to the Cornell community this summer in the Stone Microcomputer Center in Mann Library. No registration is required; please note any prerequisites. Call 5-5406 for information.

- Introduction to Database Searching on ABI, Agricola, BIOSIS and ERIC, June 17, 12:20 to 1:20 p.m.

- Advanced Database Searching on ABI, Agricola, BIOSIS and ERIC, June 24, 1:25 to 2:25 p.m.

- Spreadsheets Intermediate, Lotus 1-2-3, June 23, 12:20 to 2:20 p.m.

- Word Processing Basics, WordPerfect, June 15, 10:10 a.m. to 12:10 p.m.

**Latin American Studies Program**

Latin American coffee hour will be held on Tuesdays at 5 p.m. in G-08 Uris Hall.

## 1993-94 Bailey Hall Series to open with 'Die Fledermaus'

By Carole Stone

Cornell's 1993-94 Bailey Hall Concert Series will open Oct. 22 with a fully staged production of Johann Strauss's opera *Die Fledermaus*. It will be performed by the San Francisco Western Opera Theater.

The concert series' 90th season also will feature performances by world-renowned soloists and ensembles, including clarinetist Richard Stoltzman in collaboration with the Tokyo String Quartet on Nov. 21; cellist Mstislav Rostropovich on Feb. 8, 1994; the Brandenburg Ensemble in an all-Bach program with soloists Peter Serkin and Pamela Frank on Feb. 23; and pianist Murray Perahia on April 2.

The Statler Hall Series will offer three Thursday evening performances by the Chamber Music Society of Lincoln Center on Nov. 4, Dec. 2 and March 3, 1994. Pianist Andre Watts will join the society as a special guest artist for the Dec. 2 concert.

The Chamber Music Society is composed of 11 permanent instrumentalists, all distinguished soloists in their own right, who are the resident chamber ensemble at New York City's Alice Tully Hall. They will join forces in a variety of ensembles to bring to Ithaca music spanning 200 years.

Among the works they will perform are compositions by Mozart, Beethoven and Schubert and Bright Sheng's *Quintet for Clarinet and Strings*, commissioned by the Chamber Music Society in celebration of its upcoming 25th anniversary. The piece will be given its world premiere.

In recent years Sheng's commissions have included music for solo piano written for Peter Serkin, orchestral works for the New York Chamber Symphony and a special request from the Boston Symphony Orchestra in celebration of Leonard Bernstein's 70th birthday at Tanglewood.

Subscriptions with a built-in saving over single ticket prices are on sale for both series at the Lincoln Hall ticket office.

Prices for the Bailey Hall Series are \$77 to \$123 for students and \$91 to \$145 for the general public.

For three concerts by the Chamber Music



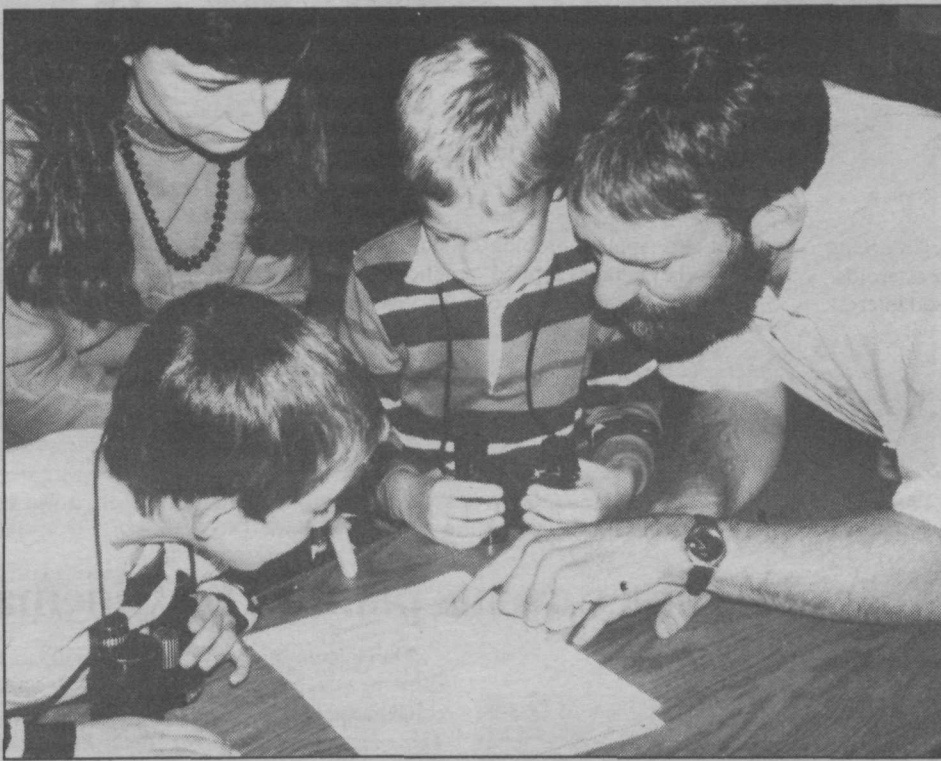
The 1993-94 Bailey Hall Concert Series will feature cellist Mstislav Rostropovich among other world-renown artists. Tickets for the Bailey and Statler Hall series are on sale at the Lincoln Hall ticket office.

Society of Lincoln Center in the Statler Auditorium, subscription prices are \$30 to \$50 for students and \$35 to \$58.50 for the public.

Subscriptions, brochures and general infor-

mation are available at the ticket office Monday through Friday between 9 a.m. and 1 p.m.

The office will close for the summer June 25 and reopen Aug. 23.



Visitors to last year's Ornithology Laboratory Open House learn how bird population data is analyzed from Scott Sutcliffe, general director at the lab.

## Lab of Ornithology to hold Open House

New tools and techniques for studying birds will be on display when the Laboratory of Ornithology holds its annual Bird Watchers' Open House on Saturday, June 12, from 10 a.m. to 4 p.m. at 159 Sapsucker Woods Road.

Guided tours at the family-oriented open house will take visitors through the Library of Natural Sounds, the world's largest collection of bird-sound recordings, at 11 a.m., noon, 2 and 3 p.m.

Scientists from the Bioacoustics Research Program will demonstrate the new bird-sound analysis program, "Canary."

Interactive computer displays by the Bird Population Studies program will help visitors plot the ranges and population trends of bird species.

Ornithology researchers will invite more advanced bird watchers to join Project Tanager, one of the federally funded National Science Experiments that examines the effect of diminishing habitat on tanagers.

A new slide show produced by the Laboratory of Ornithology, "Migrant Birds: A Troubled Future?" covers the status of migratory birds and the activities of Partners in Flight, a cooperative bird-conservation initiative in Central and North America.

Other open house activities include a bird song identification competition, displays of binoculars and bird feeders, and special sales at the Crow's Nest Birding Shop.

More information on the Bird Watchers' Open House is available by calling 254-2411.

## New football coaches named

The final touches have been put on the 1993 varsity football coaching staff with the promotion of Pete Noyes, a member of the Big Red staff since 1977, to defensive coordinator and the hiring of Jeff Stoutland, an assistant at Southern Connecticut State University since 1988, as offensive line coach.

Coach Jim Hofher said, "It was our intention to hire an experienced defensive coordinator, and fortunately he was right here on our staff. Pete has done an excellent job at Cornell in the past, and we anticipate the same kind of defense in the future."

Stoutland has been an associate coach at Southern Connecticut, with responsibilities of offensive coordinator.

Earlier, two new varsity football assistant defensive coaches were named: Pete DeStefano, who has been the head freshman coach for the Big Red since 1990, and Warren Belin, an assistant coach at East Tennessee State University for the past year after serving with the Cornell staff in 1991-92.

In addition to being the head coach of the Cornell freshman team, DeStefano was academic counselor for the Athletic Department.

## Chronicle schedule

The *Cornell Chronicle* will publish this summer on the following Thursdays:

June 24, July 8, July 22 and Aug. 5.

Regular weekly publication resumes with the Aug. 26 issue.

The deadline for Calendar items remains 10 days prior to publication date. Send notices through campus mail to: Chronicle Calendar, Village Green, 840 Hanshaw Road. Submission guidelines appear on Page 12.

Have a safe and happy summer!



## CALENDAR

June 10  
through  
June 24

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

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

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

## dance

**Cornell International Folkdancers**

All events are free and open to the Cornell community and general public unless stated otherwise. No partner needed. For further information, call 277-3638.

June 11 and 18: Call 272-6874 for location. Request dancing: 7 to 8 p.m. and 8:30 to 10 p.m.; Teaching, 8 to 8:30 p.m.

**Cornell Jitterbug Club**

Beginning Jitterbug classes will be held Sundays, June 13 thru July 18 (no class July 4), 8 p.m., 209 N. Aurora St. The cost is \$35 in advance, \$40 at the door for 6 classes. Open to all. No partner needed. To register, call Bill at 273-0126.

## 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. and Wednesdays to 8 p.m. Admission is free. Telephone: 255-6464.

• "Art Nouveau Posters" is on display through June 13.

• "Chemistry Imagined," through June 13.

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

• "Photogenics," through June 27.

• The museum is exhibiting prints from the permanent collection featuring scenes of drinking and merriment from the 16th to 19th centuries. The exhibit runs through June 13.

• An exhibition of prints from Olive Press, a collaborative printmaking project initiated by the Department of Art, through June 27.

• **Wednesday Artbreak Series:** On June 23 from 5:30 to 6:30 p.m., Nancy Green, curator of prints, drawings and photographs, will give a one-hour talk on "Selections From the Olive Press."

• **Thursday Box Lunch Tours:** From summer in Ithaca to summer in Italy — come to the museum for five half-hour tours of Italian works in the permanent collection. Then enjoy refreshments at fresco on the Sculpture Court. Noon, June 17, July 1, 15 and 29, and Aug. 12.

• **Summer workshops:** "Chinese Brush Painting with Jim Hardesty," June 20 and 27, July 11 and 25, Aug. 8 and 22, 11:30 a.m. to 1 p.m., register by June 11, fee.

**Kroch Library**

"Nature's Garland: An Exhibition of Books and Prints From the Botanical Collections of Cornell University Library," Exhibit Gallery, Level 2B, Kroch Library, through July 2.

## films

Films listed are sponsored by Cornell Cinema and are open to the public. All films are \$4.50 (\$4 for students) EXCEPT Monday Night Film Club (9:30 p.m.), \$3 for all; Thursdays, \$3.50 for all; and Sunday Matinees, \$3.50. All films are held in Willard Straight Theater.

**Thursday, 6/10**

"Gigi" (1958), directed by Vincente Minelli, with Leslie Caron, Maurice Chevalier and Louis Jordan, 7:15 p.m.

"Casablanca" (1942), directed by Michael Curtiz, with Humphrey Bogart, Ingrid Bergman and Claude Rains, 10 p.m.

**Friday, 6/11**

"Hamlet" (1948), directed by Sir Laurence Olivier, with Olivier and Jean Simmons, 7 p.m.

"Casablanca," 10:10 p.m.

**Saturday, 6/12**

"Casablanca," 7:15 p.m.

"Tom Jones" (1963), directed by Tony Richardson, with Albert Finney, Susannah York and Hugh Griffith, 9:30 p.m.

**Sunday, 6/13**

"The Shining" (1980), directed by Stanley Kubrick, with Jack Nicholson, Shelley Duvall and Scatman Crothers, 8 p.m.

**Monday, 6/14**

"Hamlet," 7 p.m.

"The Shining," 10:10 p.m.

**Tuesday, 6/15**

"Le Dinosaur et Le Bebe, Part I" (1967), directed by Andre Labarthe, with Fritz Lang and Jean-Luc Godard, shown with "M" (1931), directed by Fritz Lang, with Peter Lorre, Ellen Wildmann and Inge Landgut, 7:10 p.m.

"Tom Jones," 10 p.m.

**Wednesday, 6/16**

"Echoes From a Sombre Empire" (1990), directed by Werner Herzog, 7:30 p.m.

"Unforgiven" (1992), directed by Clint Eastwood, with Eastwood and Gene Hackman, 9:45 p.m.

**Thursday, 6/17**

"Metropolis" (1926/1984), directed by Fritz Lang,

with Alfred Abel and Brigitte Helm, 7:30 p.m.

"Unforgiven," 9:45 p.m.

**Friday, 6/18**

"Echoes From a Sombre Empire," 7:30 p.m.

"Unforgiven," 9:40 p.m.

**Saturday, 6/19**

"The Vanishing" (1991), directed by George Sluizer, with Bernard-Pierre Donadieu, Gene Bervoets and Johanna der Steege, 7:30 p.m.

"Unforgiven," 9:55 p.m.

**Sunday, 6/20**

"Guys and Dolls" (1955), directed by Joseph L. Mankiewicz, with Marlon Brando, Frank Sinatra and Jean Simmons, 8 p.m.

**Monday, 6/21**

"The Vanishing," 7:15 p.m.

Cornell Cinema Animation Celebration, with guest animator Karl Staven, 9:40 p.m.

**Tuesday, 6/22**

"Le Dinosaur et Le Bebe, Part II" shown with "Contempt" (1963), directed by Jean-Luc Godard, with Brigitte Bardot, Jack Palance and Michel Piccoli, 7 p.m.

"Guys and Dolls," 9:50 p.m.

**Wednesday, 6/23**

"Time Indefinite" (1993), directed by Ross McElwee, with McElwee, Marilyn Levine and Charleen Swansea, 7:10 p.m.

"Singles" (1992), directed by Cameron Crowe, with Matt Dillon, Bridget Fonda and Kyra Sedgwick, 9:45 p.m.

**Thursday, 6/24**

Eric and Mary Ross: Live Video/Music Performance, 7:15 p.m.

"Passion Fish" (1992), directed by John Sayles, with Mary McDonnell, Alfre Woodard and David Strathairn, 10 p.m.



The classic "Casablanca" will be shown at Willard Straight Theater tonight, June 10, at 10 p.m., June 11 at 10:10 p.m. and June 12 at 7:15 p.m.

## Special summer events planned by Cinema

By Carole Stone

This summer Cornell Cinema will hold its first international film festival. The "Cornell Film Festival of . . . (X)" is planned as an annual event, each year featuring films from another country.

This year will be the "Cornell Film Festival of . . . Mexico," and it will include some of the best rarely screened older and more recent films from that country. From Aug. 2 to 7, Cornell Cinema will show *Maria Candelaria*, a 1946 film widely considered one of Mexican cinema's greatest triumphs, *Los Olvidados*, *A Time to Die* showing with *An Island Surrounded by Water*, *El Mariachi*, *Like Water for Chocolate*, *Latino Bar* with film maker Paul Leduc and *Etnocido: Notes on Mezquital*.

Scholars and film makers will visit Cornell Cinema to discuss many of the films.

Cornell Cinema will operate on a regular schedule during June and July. On Tuesday nights, Filmmakers Filming will couple films by well-known film makers with documentaries about their lives and works.

Clint Eastwood's *White Hunter, Black Heart* will be shown with John Huston's *The African Queen*, and *Making 'Do the Right Thing'* with Spike Lee's *Do The Right Thing*, for example.

On Thursday nights, Film/Music will screen films in which music is at the very least an equal partner to the visual. *Aria*, *Gigi*, *A Funny Thing Happened on the Way to the Forum* and *Strictly Ballroom* are among the films in the series. On June 24 guest musician Eric Ross will provide live music to his wife Mary Ross' video art. On July 8 David Borden will accompany *Lady Windemere's Fan*, and on July 23 he will perform with the animated films of guest artist Pierre Hebert.

On Wednesday nights in June and Monday nights in July, Premiere Nights will feature unusual films including *Love Field*, starring Michelle Pfeiffer in an unsung performance; *Echoes from a Sombre Empire*, Werner Herzog's chronicle of the atrocities of Jean-Bedel Bokassa of the Central African Empire; *Black to the Promised Land*, a non-fiction film about 11 black teen-agers from Brooklyn who visit an Israeli kibbutz; and *Why Did Bodhidharma Leave for the East?* a beautifully photographed Korean film tracing the journeys of one Buddhist monk.

For more summer film listings, see the Chronicle Calendar or the Cornell Cinema Flick Sheet, available at 104 Willard Straight Hall. Cornell Cinema will close for summer vacation from Aug. 8 to 21.

## graduate bulletin

• **Dissertation and thesis seminars** will be held in the Morison Seminar Room, Corson/Mudd Hall, 1 to 2 p.m., July 14 for master's theses and July 16 for doctoral dissertations. The thesis adviser will discuss preparing and filing theses and dissertations; students, faculty and typists are encouraged to attend.

• **August degree deadline:** Friday, Aug. 20, is the deadline for completing all requirements for an August degree, including submitting the thesis/dissertation to the Graduate School.

• **Conference travel grant applications** are due at the Graduate Fellowship and Financial Aid Office, Sage Graduate Center, by July 1 for August conferences. Application forms are available at graduate field offices. Grants for transportation are awarded to registered graduate students invited to present papers.

• **Summer graduate registration:** Forms for summer graduate registration are available at the Graduate School information desk, Sage Graduate Center. Students must register if they are receiving financial aid during the summer (such as summer loans, assistantships, travel grants or tuition awards); 2) wish to use campus facilities during the summer; or 3) are off campus but need to be registered for summer study. Registration must be done in person at the Graduate School. Student ID is required. Graduate students who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Students approved for summer residence credit must pay the appropriate prorated Graduate School tuition rate. Tuition must be paid for summer courses taken through the School of Continuing Education and Summer Sessions.

## music

**Department of Music**

• New compositions by Karlton Hester will be performed June 11 at 8:15 p.m. in Barnes Hall. "Musicism From Inner Space" features not only chamber music but also dance performed by Karen Purcell-Wallenstein. Drummer George Reed, who has performed with all-time favorite jazz groups in New York City and across the country, will be accompanied by Bill Johnson on trumpet and the composer playing flute, bass flute and saxes. The tickets are \$3 and will be available at the door.

• Iroquois Piano Trio benefit recital for the Finger Lakes Land Trust, June 12, 8:15 p.m., Barnes Hall, \$5 donation requested, reception to follow concert.

• Classical Indian music, June 16, 8:15 p.m., Barnes Hall, fee. (tentative)

**Bound for Glory**

June 13 and 20: Albums from the studio. Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

## religion

**Sage Chapel**

No service until July 4.

**African-American**

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

**Catholic**

Weekend Masses: Saturday, 5 p.m.; Sunday, 10 a.m., Anabel Taylor Auditorium. Daily Masses at 12:20 p.m. in Anabel Taylor Chapel. Sacrament of Reconciliation, Saturday, 3:30 p.m., G-22 Anabel Taylor Hall.

**Christian Science**

Summer testimony and discussion meetings at 7 p.m., Founders Room, Anabel Taylor Hall, on the following Thursdays: June 10, June 24, July 8, July 22 and Aug. 5.

**Episcopal (Anglican)**

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

**Friends (Quakers)**

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

**Jewish**

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

Reform: Fridays 6 p.m., chapel, Anabel Taylor Hall; Conservative/Egalitarian: Fridays, 6 p.m.,

Continued on page 11



# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

## Editor's Note: Cornell Workplace Summer Publication Schedule

As mentioned several weeks ago, the major focus of the articles coming up this summer will be on the two areas that are included in the broad concept of "total compensation." Total compensation is a term recognized in the human resource field as the sum total of all that individuals receive to compensate them for the work they do—both in terms of wages and salary (what is generally known as compensation) and in terms of benefits (health insurance, life insurance, accident insurance, tuition and educational opportunities, wellness programs, etc.). So, most of the articles for this summer will deal with either compensation issues or benefits issues.

In this week's issue, we continue our discussions about individual and organizational health through an article on the Cornell Recreation Community, and answer two of the questions that have surfaced recently on the Compensa-

sation Research Study. Next week we will discuss in detail the changes in the Endowed Retiree Health Plan that were announced in the May 27th issue of The Cornell Workplace.

In order to meet with federal regulations, we must be able to verify that we have made a good faith effort to contact all faculty and staff who might be affected by the changes in the endowed retiree health plan. Since we cannot be assured that everyone picks up The Cornell Workplace at the buildings' current drop-off areas, for the week of June 17th we will also be mailing to all endowed faculty and staff that week's issue of The Cornell Workplace. We will also distribute The Cornell Workplace on campus that week, but in smaller quantities and only at the following locations:

Carpenter Hall  
Martha Van

Service Building  
Schurman Hall  
Bradfield Emerson  
Academic I  
Geneva  
Warren Hall  
Ives Hall  
Accounting  
Day Hall  
Development (55 Brown Road)  
Employment Services (20 Thornwood Drive)  
Clark Hall  
Goldwin Smith  
Olin Library

Though this will mean that some people will receive two copies of the June 17th issue of The Cornell Workplace, this method of distribution will still be much less expensive than print-

ing a separate letter or brochure that covers the same information.

On the week of June 24th, normal campus-wide distribution of The Cornell Workplace will resume. Though we will produce and distribute the "Career Opportunities" listing every week, we will not be publishing articles every week. At present, we expect to produce "Career Opportunities," but no articles, for June 24th and July 1, to produce a full paper for July 8th, and to thereafter produce a full paper every other week until the fall semester begins (July 22, August 5th, August 19th). "Career Opportunities" will be printed every week.

If this schedule changes for any reason, I will let you know.

—Nancy J. Doolittle, editor

## Office Professionals Curriculum Reception Congratulates Eighty Program Graduates

On May 19, 1993 the Office Professionals Curriculum Reception was held in the Biotechnology Conference Room. Eighty office professionals were recognized for having completed Phase I or Phase II of the Office Professionals Curriculum this past year.

The supervisors and instructors of the graduates were invited to share in this recognition. Beth Warren, associate vice president for human resources, and Joanne Kaplan, director of Human Resource Relations and Development, spoke to the audience. They congratulated the office professionals on their accomplishments and thanked the supervisors for their encouragement and support. Professor Jennie Farley, from the School of Industrial and Labor Relations, gave out the certificates to each graduate. The event concluded with refreshments and a chance for all to relax and enjoy each other's company.

This year's certificate recipients are:

### Phase I

Angella Bennett—CIT  
Lori Beyea—Media Services  
Patricia Bishop—Registrars  
Madelon Blavatnik—Administration, VRT  
Susanne Bordoni—Health Services  
Frances Brown—Theory Center

Cathy Clark—Extension & Public Service  
Shari Clement—CIT  
Susan Compton—Residence Life  
Elberta Donahue—Admissions  
Laura Fazzary—Statler  
Alice Flood—Arch, Art & Planning  
Carol Foster—Extension & Public Service  
Mary Goodsell—Accounting  
Linda Grap—Cost Analysis  
Brenda Hunt—Trust Office  
Lorraine Jayne—Financial Aid  
Marijane Johnson—University Development  
Tami Jordan—NAIC  
Deborah Lent—Clinical Sciences  
Nikki Lumbard—Theoretical & Applied Mechanics  
Carolyn Lynn—Government  
Carrie Maine—Continuing Education & Summer Session  
Kathleen Mayes—Division of Student Services  
Martha Miceli—Associate Dean of Students  
Michael Mott—Residence Life  
Jenifer Muckey—Care of Grounds  
Dianna Parrish—University Human Resource Services  
Denise Percy—International Agriculture

Lynn Perko—Statler  
Donald Personius—Public Affairs  
Sheila Purcell—Statler  
Deanna Quvus—University Relations & Communications  
Jolene Rumsey—Telecommunications  
Elaine Sapp—Diagnostic Lab  
Angela Smith—Extension & Public Service  
Karen Sykes—Traffic & Parking  
Lisa Tome—Extension & Public Service

Judith Wellin—Purchasing  
Yvonne Wilson—Statler

### Phase I & II

Sharon Calhoun—Electrical Engineering  
Carol Christoffersen—Theory Center  
Mary Conway—Residence Life  
Marjorie Cummings—Residence Life  
MaryJo DuBrava—Ag Economics

(continued on p. 2)



Beth I. Warren, associate vice president for human resources, right, congratulates Mary Jo DuBrava, secretary in Agricultural Economics (left), at the 1993 Office Professionals Curriculum Program Reception. Looking on are (from left to right) Professor Jennie Farley and Joanne Kaplan, director for Human Resource Relations and Development.



# Questions about the Compensation Research Study

*In last week's article you mentioned that you followed pay equity principles but did not do a total pay equity study. What did you mean?*

One of the objectives of the compensation research study was to ensure that, at the university-wide level, there was equal pay for equal work—i.e., that jobs that were highly similar in their duties and responsibilities and marketability were recognized similarly. To do this, we had to determine the factors by which we would evaluate jobs, evaluate them according to those factors, group them by job families, and then apply the market data we had obtained through internal and external data to determine what their market value was. Through this process the job family matrix was developed and the hiring pay bands determined. By adjusting those salaries that fell below the pay band minimum to that pay band minimum, this process assured that, in the broadest, baseline terms, equal work was rewarded consistently across campus. It is important to note that this process evaluated positions, not the worth or the performance of the specific individuals doing those jobs.

To do a total pay equity study, however, we would have had to go several steps further, and examine the quality of the work done by each individual, comparing their respective performances to the increases in salary they received over time, their relevant educational experience, relevant experience prior to Cornell, and so on. In this way, we would be able to tell if people who are performing the same job at the same level of quality were being rewarded over the years in a consistent manner across campus.

It should be obvious that at a university of this size, a project of this magnitude could not take place until after we had done the foundational work involved in inventorying and evaluating jobs and developing the job family matrix for the Compensation Research Study. Nor can it be done even now, for although all colleges and units are supposed to do annual performance dialogues, not all of them do, and not all of them rate their staff performance consistent with each other's rating. (This is one of the reasons we promote the concept of performance dialogues.)

Nor are these appraisals or the annual SIP amounts recorded electronically in a centralized location that would allow for correlations between performance and SIP to be made. In other words, if we were to do a total pay equity study tomorrow, we would need to call each department and ask them to send over their personnel folders so that we could go through all the performance reviews and salary increases for each staff member, find some way of consistently analyzing and recording these individual results on the computer, and then compare and analyze those results.

*Is this new program really any better than what we had?*

Let's look back at the limitations of the old system:

- Staff moving to positions in higher grade levels were limited to 5% or 10% (depending on the number of grades), so their new salary was based on their former salary, regardless of the market value of the position.
- Staff moving to positions within the same grade (lateral position movement) did not receive an increase.
- The system design did not offer any information useful to staff interested in career development. There were no discernible career paths, and no documented information available on the skills, education and experience requirements for different positions.
- Information on positions' grade levels was not available except when a position became vacant, and the position was posted.
- Many positions did not have accurate, up-to-date position descriptions, and the position descriptions which were on file were not accessible to staff.
- Our ability to do market and salary analysis and planning was severely limited by the number of job titles (over 2,000), since it was difficult (and in some cases, impossible) to benchmark (compare) our positions to similar positions in other environments.

The new compensation program has met these challenges and establishes a sound foundation for the future:

- We have recommended<sup>1</sup> that salary offers decisions be based on relevant market data. For example, within the broad parameters of the salary recruitment range, college/units will make salary offers based on the market data for the university job title. The market data available for each university job title will include average and median salary, median years of service, median years of service in the position, and any relevant external market data. This principle will be the basis for all salary decisions—whether the movement is to a position in a higher pay band, to a position in the same pay band, or to a position in a lower pay band.
- The new compensation program offers information useful to staff interested in career development:
  - We have developed *job families*—groups of positions which share similar skill or functions. Within job families, some university job titles are presented in a progression, which can be helpful
  - The skills, education and experience requirements and a general description of position responsibilities are documented for each university job title. These job summaries are published in the *Job Summary Index*, which will be available for

review by staff through their college/unit administrator or through the library system (Olin, Mann, Clark) after July 1, 1993.

- We will be publishing a master list of position incumbents (called the "6,000 List") after July 1, 1993, which is sorted by job family, and lists the incumbents for each university job title, their department, and the pay band to which the university job title is assigned. (This listing does not disclose salaries.)
- As a result of the study, staff members had the opportunity to complete new position descriptions (red/gray books), which served as the basis for the development of the job summaries. As a result, we have a complete inventory of work performed at the university (*Job Summary Index*). Specific position descriptions are retained and updated at the department level.
- By clustering positions into groups of positions which are

highly similar (university job titles) we have reduced the number of university job titles to approximately 515. The research and analysis involved in this process enabled us to develop benchmark positions—positions for which external survey data is available—so that the market analysis could be performed. This market analysis was the basis for the development of the pay band structure, and will continue to be performed on an ongoing basis to ensure that our compensation structure, and the data used for salary decisions, supports the recruitment, retention and recognition of a qualified staff workforce.

<sup>1</sup> Please note that, at the time of this writing, the policies recommended for compensation management are still under review. As soon as approval is obtained, the policies will be distributed to the colleges and units, and published in *The Cornell Workplace*, Questions and Answers

## Reception

(continued from p. 1)

MaryLu Eveleigh—Residence Life  
Michele Finkelstein—Communications  
Nancy Jacobs—Communications  
Annette Robinson—Olin Library  
Brenda Truesdail—Sponsored Programs

## Phase II

Carol Ayer—Computer Science  
Ulrike Balas—Cornell Plantations  
Cheri Bennett—University Human Resource Services  
Lisa Bishop-Oltz—Natural Resources  
Kathleen Cleveland—Diagnostic Lab  
Lisa Dayton—Mann Library  
Christina Eaton—University Library  
Vicki Fals—Care of Grounds  
Lori French—Ag & Bio Engineering  
Victoria Gehring—University Library  
Virginia Glezen—Cooperative Extension  
Shirley Grant—Messenger Service  
Bonita Griffin—Purchasing  
Sherry Guernsey—Purchasing  
Susan Herbert—Animal Science  
Lisa Melton—English  
Leslie Millsbaugh—Public Affairs  
Charlotte Moore—Residence Life  
Leanna Morgan—CIT  
Jerilyn Morrison—NAIC  
Janet Sayre—Campus Store  
Frances Secord—Catherwood Library

Marion Smithers—Food Science  
Linda Struzinsky—Electrical Engineering  
Melinda Sweazey—Purchasing  
Michael Vobora—Continuing Education & Summer Session  
Marilyn Vogel—Division of Nutritional Science  
Robin Wakeman—Anatomy  
Lauri Wellin—Center for the Environment  
Katura Wilkins—Conference Services, RPU

The Office Professionals Curriculum Program was developed in 1989 to provide opportunities for office professionals to improve specific work skills and to support their professional and personal development. It concentrates on writing, computer skills, math/accounting, and professional growth. Each participant attends over 40 hours of instruction for each phase. There is no cost to any individual employee for participating in the program; the participating employee's department pays the cost of courses.

This year an advisory board was established to review the program and suggest ways to improve it. The advisory board consists of past graduates Sharon Palmer, Lisa Bishop-Oltz, Ellen Poyer, Doreen Silva, Karen Bobbett, and Karen Spiero, along with several members from University Human Resource Services: Esther Smith, Joanne Kaplan, Regina Wharton, JoAnn Shepherd, and Donna Palmer. The board sent a questionnaire to all past graduates for their feedback on the curriculum program. The results of this survey will help determine how the Office Professionals Curriculum will be designed for next year.





## THE Bulletin Board

### Summer Application Deadline

June 14 will be the last day Employment Services will accept applications for summer employment. Individuals who are available beyond the summer months and are interested in possible temporary opportunities in the office professional area should send a letter and a resume to Karen Raponi, 20 Thornwood Drive, Ithaca, NY 14850. The greatest need in the temporary area is for individuals with a minimum of one year office experience who are proficient with Macintosh computers. Experience with Microsoft Word, Filemaker Pro, Excel, and/or Pagemaker is highly desirable.

### Statutory Health Insurance COBRA Reminder

If you have a dependent who is a graduate from college or who is 19 and will not be a full-time student in the fall, you must let the Statutory Benefits Office know that they are no longer eligible for health coverage.

To continue coverage for that dependent, you must contact the New York State Department of Civil Service within 60 days of the change in status and request COBRA coverage. COBRA allows your child to be covered under an individual policy for up to three years, provided he or she does not become eligible for coverage under another policy. The cost of single coverage under COBRA for the Empire Plan

is \$202.96 per month (this includes the full cost plus a 2% administrative fee).

To contact the NYS Department of Civil Service you can call 1-800-833-4344 or you can write to:

New York State Department of Civil Service  
COBRA Unit  
W. Averell Harriman  
State Office Building Campus  
Albany, NY 12239

If you have any questions, or need further assistance, please feel free to contact the Statutory Benefits Office (607) 255-4455.

### Endowed Health Care Reminder for Dependents Graduating from College

Do you have a dependent child covered under the Endowed Health Care Program who is graduating from college? If so, coverage for that child will cease as of his or her graduation date. In order to continue your child's coverage under the Endowed Health Care Program after graduation, it is your responsibility to contact Benefit Services at 255-3936 within 60 days of the date of graduation to request a COBRA continuation application.

COBRA allows your child to continue coverage under a single policy for up to 36 months, provided he or she does not become eligible for coverage under another group

health plan. The cost of single coverage under COBRA is \$139.32 per month (which includes a 2% administrative fee) and is billed on a monthly basis. Failure to pay the required premium within 30 days of the billing date results in immediate termination of coverage.

If you have any questions, or would like to request a COBRA application, please call Benefit Services at 255-3936 or contact us in writing via Q-mail at: [Benefit\\_Services@QMRELAY.citcornell.edu](mailto:Benefit_Services@QMRELAY.citcornell.edu).

### Caregivers Support Network

The Caregivers Support Network will meet on Monday, June 14 from 12:00-1:00 p.m. in 163 Day Hall. This lunch time network is free and open to the entire Cornell community. The topic of this group will be "Caring for the Caregiver." Special guest speaker, Sunny Bator, CSW, caregiver counselor for Family and Children's Service will lead the discussion. This network is facilitated by Evelyn Kalish of the Tompkins County Office for the Aging. For more information call Evelyn at 274-5482 or Cindy Wright at 255-3649.

### Layoff Support Group

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

gies. The next meeting will be held on June 14, 3:00-4:30 p.m. in Room 101, 20 Thornwood Drive.

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

### CHRISP Demographic Module Training

Demographic Input/Update Screens, Friday, June 11, 9:30-11:00 a.m.

Training sessions will be held in 163 Day Hall. Call Beth Hebert at 255-2534 to register.

### Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

*June 19* - Annual June Picnic

*July 18* - Beck's Grove Dinner Theatre, "The Odd Couple"

*July 20-21* - Tanglewood and the Boston Symphony; Norman Rockwell Museum

*August 7* - Thousand Islands

*September 18-19* - Toronto: Phantom of the Opera

*October 2* - Pork Roast/Square Dance

*October 22-28* - Cancun, Mexico

*October 30* - Halloween Party at the Park

*November 6* - Franklin Mills Shopping

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

## CAREER Opportunities

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

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

### Professional

**Assistant Director (PA7204) HR/III Campus Store-Endowed**  
**Posting Date: 7/10/93**

Manage all facets of the support functions of the store (business office, operations, warehousing, merchandising, and systems); provide leadership in these areas and facilitate full store planning; provide support to the director in store wide planning and decision-making.

**Requirements:** MBA and 5yrs. experience or a Bachelor's degree and 10yrs. experience in a retail and/or

business environment. Supervisory and financial experience essential. Excellent verbal and written communication skills needed. Planning, negotiating, organizational, and general administrative skills required. Familiarity with automated business systems preferred. Send cover letter and resume to Cynthia Smithbower.

**Project Leader I (PT7104) Level 35 CIT/Information Resources-Endowed**  
**Posting Date: 7/3/93**

Provide routine monitoring of all office support services (OSS) projects to assure quality. Manage and implement specific projects. Projects involve the application of Mandarin

technology to solving end-user business problems. Work effectively with technical and non-technical people. High degree of visibility to both the university community and to other CIT divisions.

**Requirements:** Bachelor's degree or equivalent combination of education and experience required. Extensive computer and systems experience including the design of major systems, in both IBM and Macintosh micro computers. Experience with a broad range of micro based hardware and software, 4th Dimension, DBase (FoxBase), ADABAS, NATURAL, and Cornell operating systems. Send cover letter and resume to Sam Weeks.

**Technical Consultant II (PT7003) Level 33**

**English-Endowed**  
**Posting Date: 5/27/93**

Manage the growth and routine maintenance of 3 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support. Manage a graduate computer facility overseeing the student support staff.

**Requirements:** BS/BA or equivalent experience. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of



Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong interpersonal and communication skills essential. Ability to effectively manage a group of student workers. Send cover letter and resume to Sam Weeks.

**Tax Manager (PA7203) HR II  
Controller-Endowed**

**Posting Date: 6/10/93**

Responsible for all administrative and accounting matters related to federal, state and local taxes, including directing the tax planning of the university; ensuring the preparation and filing of all of the university's tax returns; interpreting the impact of proposed and new tax laws and regulations on the university; developing and providing tax related training to university departments; reviewing the university's accounting system light of tax related issues and making recommendations for compliance therein.

**Requirements:** Bachelor's degree in accounting required. CPA, MBA, or MS in taxation preferred. 3-5yrs. progressively responsible experience with federal, state and local taxes required; experience with New York state taxes and/or not-for-profit taxes preferred. 3-5yrs. administrative experience required, preferably in higher education. Thorough knowledge of PC's and proficiency at spreadsheet and database software is mandatory. Excellent interpersonal skills and oral and written communication skills are essential. Send cover letter and resume to Cynthia Smithbower.

**Controller (PA7205) HR II  
Statler Hotel-Endowed**

**Posting Date: 6/10/93**

Responsible for the management of the accounting functions of the school of Hotel Administration and the Statler Hotel including accounts receivable, accounts payable, cash management, general accounting, etc. Provides advice to department managers on accounting and legal issues.

**Requirements:** B.S. or equivalent in hotel administration or accounting. Minimum of 2yr. experience in a hotel accounting managerial position; good analytical and computer skills; working knowledge of computer systems. Send cover letter and resume to Cynthia Smithbower.

**Development Assistant, Capital  
Projects (PA7202) HRI  
University Development-Endowed**

**Posting Date: 6/10/93**

Assist the director of capital projects by providing administrative and project support. Capital projects program manages the cultivation and solicitation of alumni and friends of Cornell who have the potential to make gifts in excess of \$5,000,000. Execute activity regarding routine inquiries. Assist in arrangements for visits to campus by major donors. Track commitments and gifts. Conduct research for special projects.

**Requirements:** Bachelor's degree or equivalent required. 1-2yrs. experience in fund raising. Excellent communication and writing skills. Strong interpersonal skills. Some management and organizational skills. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist II  
(PT7201) HRI  
Agricultural Economics-Statutory**

**Posting Date: 6/10/93**

Work independently in extension and research projects in the areas of food industry management and marketing. Design and prepare survey instruments used in the data collection process; and select and apply statistical techniques to analyze the data collected. Travel and participate in seminars.

**Requirements:** B.S. degree in agricultural economics, marketing or business. Experience with microcomputers and basic software and mainframe applications. Good written and oral communication skills. Send cover letter and resume to Sam Weeks.

**Executive Staff Assistant II (PC7105)  
HRI**

**Human Development and Family  
Studies-Statutory**

**Posting Date: 6/3/93**

Responsible for coordinating and directing the administrative, business and personnel operations of the Cornell Youth and Work Program. Provide significant staff assistance to the associate director of the Cornell youth and work program.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. experience. Excellent written and oral skills. Previous proven work experience in a busy office environment. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**CRESP Executive Director  
Center for Religion Ethics and Social  
Policy**

**Posting Date: 5/27/93**

Link the people and resources of Cornell and CRESP to many wider communities and create new and innovative approaches to human services, education and social change. Provides leadership and executive assistance to a group of well-established and independent social, educational and spiritual projects and programs that serve a range of individuals and needs. Plan, organize and direct center-wide administrative functions including finance, human resources, strategic planning, fundraising, public relations and volunteer management.

**Requirements:** Excellent communication and presentation skills and significant experience in leading and directing religious, educational, social or human services organizations. Particularly experienced in financial management and community-based/educational fundraising. Sense of humor, flexibility in working style and the ability to create strong working relationships is essential. Bachelor's degree is required and graduate training in religion, theology philosophy, human development or the social sciences is desirable. CRESP is a private non-profit educational organization with a formal affiliation agreement with Cornell University. Salary is modest but carries full Cornell benefits. The executive director reports to the executive committee of the CRESP board. Candidates should send cover letter and resume to Gil Ott, Co-chair CRESP, 55 Brown Road, Cornell University, Ithaca, NY 14850. Applications and nominations will be accepted until and appointment is made. CRESP is an equal opportunity/affirmative action employer. People of color, women, physically challenged/other-abled individuals, Vietnam and Persian Gulf veterans are encouraged to apply.

**Research Support Specialist I  
(PT6902) HRI  
Veterinary Pathology-Statutory**

**Posting Date: 5/20/93**

Provide investigative assistance, technological support in biological and flow cytometry lab. Plan/execute experiments; supervise staff; and perform data analysis. Order supplies. Conduct literature surveys.

**Requirements:** BS degree or equivalent required. 2-3yrs. related lab experience required. Knowledge of related techniques to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I  
(PT6705) HRI  
Nutritional Sciences-Statutory**

**Posting Date: 5/6/93**

Take charge of running a lab involved in biopsychology (cognitive testing) research. Supervise and integrate the activities of 10-12 undergrads, grads and post docs. Participate in testing 100 animals daily. Trouble shoot the 11 computer operated testing chambers. Perform data management and analysis. Participate in designing experiments.

**Requirements:** BS degree or equivalent. Biopsychology background desirable. 2-3yrs. related experience. Be

able to work under pressure and meet deadlines. Accuracy a must. Excellent interpersonal, communication and organizational skills. Ability to work independently and prioritize work. Supervisory experience helpful. Experience with computers for data analysis, knowledge of electronics and statistics are all desirable. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

**Research Support Specialist I  
(PT6503) HRI**

**Agricultural and Biological Engineering-Statutory**

**Posting Date: 4/22/93**

Determine criteria and methods for delineating hydrologically critical areas as part of the NYC/Cornell Whole Farm Planning Process. Develop models to establish criteria for hydrologically critical areas. Work closely with county projects teams, farmers and other Cornell team members.

**Requirements:** Bachelor's degree in earth science or engineering. 1-2yrs. of related experience. Send cover letter and resume to Sam Weeks.

**Research Support Aide (PC6503)  
HRI**

**Chemistry-Endowed**

**Posting Date: 4/22/93**

Complete administrative responsibility for content of the international journal "Accounts of Chemical Research", including coordination of the solicitation and peer review of manuscripts and special marketing efforts. Also prepare other correspondence and scientific papers.

**Requirements:** Bachelor's degree or equivalent in chemistry; Master's degree desirable. Familiarity with modern chemistry and science library; editorial experience helpful. Familiarity with scientific computing and French/German helpful. 1-2yrs. experience desirable. External applicants send cover letter, resume and 3 references to Esther Smith. Employees should include employee transfer application.

**Research Support Specialist I  
(PT5701) HRI  
Anatomy-Statutory**

**Posting Date: 4/22/93 Repost**

Perform a wide variety of morphologically-based techniques in support of an anatomically-based research program. Design experiments, analyze data and developing computerized approaches to experimental design. Instruct staff and students working in the research laboratory in the successful application of a variety of specialized research techniques.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. working in a research laboratory with good knowledge of experimental design, data analysis, and computerized approaches to analysis or morphological images. Ability to maintain laboratory equipment and keep accurate laboratory records. Send cover letter and resume to Sam Weeks.

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

**Posting Date: 4/8/93**

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

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

**Professional Off-Campus**

**Assistant Regional Director (PA7201)  
HRI**

**Public Affairs Regional Office/NYC-  
Endowed**

**Posting Date: 6/10/93**

Under the direction of the director, metro New York regional office, implement a comprehensive public affairs program for Cornell in the metropolitan New York City region. Special emphasis on the development and implementation of development activi-

ties for leadership gifts prospects on Long Island and for young alumni (1980-1986). Interact with public affairs staff on campus, frequent contact with alumni and alumni leaders. **Requirements:** Bachelor's degree or equivalent required, preferably from Cornell. 2yrs. experience at Cornell university in public affairs, development, or alumni affairs highly preferred. Excellent communication skills and an understanding and commitment to volunteerism. Send cover letter and resume to Cynthia Smithbower.

**PA#28 Sea Grant Specialist/Associate  
Director**

**Location: SUNY Buffalo, Buffalo,  
NY**

**Posting Date: 6/3/93**

Plan, implement, and evaluate and extension education outreach program on Great Lakes ecosystem issues based on research activities generated at University at Buffalo, the SUNY College at Buffalo, Cornell University and other institutional members of the Great Lakes Research Consortium. As Associate Director of the Great Lakes Program at the University at Buffalo, provide day to day management for the program's outreach activities including: publications and research or educational conferences. Assist the New York Sea Grant Institute in identifying Great Lakes environmental problems, solutions, and opportunities, and faculty capable of addressing such matter through the research proposal process.

**Minimum Qualifications:** Masters degree in marine, environmental of equate sciences, environmental engineering, environmental governmental law, natural resources management, continuing education, or a directly related field. At least 4 yrs. professional experience in a field related to the Great Lakes or aquatic resources, and/or public educational/policy programming. Demonstrated program management, communications, educational, networking, and computer skills. Desirable: Ph.D. degree in relevant field. Familiarity with outreach/extension programs. Experience with the academic/research community. Direct experience in academic/agency research. Send letter of intent, resume and transcript(s) by June 17, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

**PA#29 4-H Youth Development/Hu-  
man Development**

**Location: Sullivan County, Liberty,  
NY**

**Posting Date: 6/3/93**

Responsible for providing leadership in planning, implementing, and evaluating educational programs in areas of strengthening individual, family and community resources and developing human potential for the Cornell cooperative Extension Association of Sullivan County. In conjunction with the Program/Issue Leaders, develop program objectives and plans within assigned areas of responsibility. Act as a subject-matter resource to the program committees, staff, and clientele, including schools, agencies, and other groups, as they are identified. Seek out, prepare and submit proposals to secure additional program funding, actively involving the Program Leaders, program committees, Board of Directors, Cornell faculty, and Extension Administration.

**Minimum Qualifications:** Bachelor's degree and progress toward the acquisition of a master's degree appropriate to the responsibilities of the position. It is preferred the applicant have three years as a Cooperative Extension Agent or equivalent professional experience in teaching or education in an academic, human service, or industry setting; OR a master's degree with one year relevant experience. Salary: \$23,000 commensurate with qualifications. Send letter of intent, resume and transcript(s) by June 17, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.



## Professional Part-Time

### Applications Programmer/Analyst III (PT6806) Level 34

#### History of Art-Endowed

**Posting Date:** 5/13/93

Provide all technical computer support and development for the Aegean Den-drochronology Project. Support 15 users in applications including Paradox WordPerfect, CMS, DOS and internet communications. Develop, upgrade and document applications to user specifications. Administer a Novell network. Flexible hours.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. experience, at least as a student programmer required. Novell network experience preferred. Send cover letter and resume to Sam Weeks.

### Technical Consultant II (PT7002) Level 33

#### Physics-Endowed

**Posting Date:** 5/27/93

Manage the growth and routine maintenance of 2 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support.

**Requirements:** BS degree or equivalent. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong organization, interpersonal and communication skills essential. Send cover letter and resume to Sam Weeks.

### Teaching Support Specialist (PA7102) HRI

#### Human Development and Family Studies-Statutory

**Posting Date:** 6/3/93

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5yr olds. Plan and supervise daily activities for children in cooperation with Head Teacher. 11 month position, M-F, 8-2.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalent in education and experience is required. Minimum of 2yr. experience with preschool children. Send cover letter and resume to Cynthia Smith-bower.

### Teaching Support Specialist I (PA7103) HRI

#### Human Development and Family Studies-Statutory

**Posting Date:** 6/3/93

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5yr olds. Plan and supervise daily activities for children in cooperation with head teacher. 11 month position, M-F, 12-6.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalency in education and experience is required. A minimum of 2yrs. experience with preschool children. Send cover letter and resume to Cynthia Smith-bower.

## Professionals Casual

### Research Support Specialist (PT6904) Nutritional Sciences

**Posting Date:** 5/20/93

Assist with various aspects of the development of the Regional Food Guide, a collaborative project. Help conduct a review of past and current northeast agricultural production and processing. Conduct a review of U.S. and Canadian dietary guidance. Help assemble a group of food system representatives from the northeast to serve as a project advisory committee. Coordinate communications with the project advisory committee. Assist in evaluation of consumer attitudes and knowledge about regional food selec-

tion and meal planning.

**Requirements:** BS or equivalent in nutrition or other relevant field. Ability to write and communicate with urban and rural community leaders. Strong organizational skills. Ability to work independently. Attention to detail. Good communication (oral and written) and people skills a must. Knowledge of northeast agriculture and food processing preferred. Experience in social science; consume or nutrition education research method; in questionnaire development; and project coordination highly desirable. Familiarity with computer word processing and graphics desirable. Interest in food system issues helpful. Send cover letter and resume to Sam Weeks.

## Professionals Temporary

### Research Support Specialist (PT6303) Nutritional Sciences/CFNPP

**Posting Date:** 5/27/93 Repost

Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning and labor supply.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or Ithaca.

### Senior Technician (PT6809)

#### Mammalian Cell Culture/Animal Science

**Posting Date:** 5/13/93

Provide technical support in mammalian cell culture research involving studies on the role of a novel peptide, found in mammary tissue and milk, that effects cell proliferation and differentiation.

**Requirements:** Skilled in cell culture, immunocytochemistry and various analytical techniques such as PAGE, Western, Northern and Southern blotting. Experience in confocal microscopy and cell cycle analysis is preferred. Send Curriculum vitae, work history and names of 3 references to Dr. R.C. Gorewit, Department of Animal Science, Cornell University, Ithaca, NY 14853.

## Technical

### Technician GR18 (T7005)

#### Biotechnology Program-Statutory

**Minimum Biweekly Salary:** \$542.89

**Posting Date:** 5/27/93

Provide general lab assistance: maintain glassware and sterile media; prepare media; and care for plants, bacteria and tissue cultures. Assist in development, organization and instruction of workshops in molecular biology techniques. Give tours of the facility to student groups. Supervise student helpers.

**Requirements:** B.S. or equivalent in related scientific field. Lab experience preferred. Some computer data entry experience. Send cover letter and resume to Sam Weeks.

### Technician GR19 (T7203)

#### Psychology-Endowed

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 6/10/93

Collect and analyze data from children at elementary area schools and preschools. Work with school and preschool authorities and the parents as required. Perform library research and assist with paper work related to this research. Arrange for maintenance of research equipment, computers and research and the research van.

**Requirements:** BS degree or equivalent, in psychology. Must be comfortable with and skilled at interviewing children. Experience in research, scientific methodology and analysis. Knowledge of computers. Good math skills. NYS driver's license and ability to

drive a van. Send cover letter and resume to Sam Weeks.

### Technician (T5908) GR19

#### Division of Nutritional Sciences-Statutory

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 6/3/93 Repost

Provide technical support in the areas of chemical analysis or diverse plant materials. Measure various enzymes in plant tissues. Isolate nucleic acids from plant material. Organize and calculate data generated by various analyses. Until 9/30/94.

**Requirements:** Associates degree in biochemistry, microbiology, chemistry, genetics or biology or equivalent required. BS required. Some lab experience helpful. Interest and ability in learning new procedures, training will be provided. Send cover letter and resume to Sam Weeks.

### Laboratory Technician GR19 (T6901)

#### James A. Baker Institute-Statutory

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 5/20/93

Assist with experiments in molecular biology and biochemistry. Perform CDNA/RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, *in situ* hybridization, immunoprecipitation, SDS Page, and autoradiography. Assist with lab organization, maintenance and experimental planning. Keep detail records of experiments.

**Requirements:** Associates degree or equivalent in biochemistry, biology, chemistry, or molecular biology. Minimum of 2 years related experience required. A good working knowledge of standard lab equipment procedures and including working with radioactive isotopes. Send cover letter and resume to Sam Weeks.

### Animal Health Technician (T5612) GR20

#### Veterinary Medical Teaching Hospital-Statutory

**Minimum Biweekly Salary:** \$590.45

**Posting Date:** 2/18/93

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.

**Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

### Research Aide GR21 (T7102)

#### Plant Breeding and Biometry-Statutory

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 6/3/93

Enter data into the USDA plant genome databases maintained at Cornell (tomato, potato, rice and wheat). Enter genetic data directly from autoradiograms with digitizing pad and video imaging, and form spreadsheets and text files obtained from other databases.

**Requirements:** Bachelor's degree or equivalent required. 2yrs. experience in biological sciences, molecular genetics preferred. Computer experience helpful. Send cover letter and resume to Sam Weeks.

### Computer Operator GR21 (T6701)

#### CIT/CR-Endowed

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 5/6/93

Operate large scale computer systems and associated peripheral equipment. Monitor data communications network. Consult with vendor engineers and department support staff. Also, monitor server systems and consult with server administrators. Swift-work/weekends.

**Requirements:** A.A.S. degree or equivalent combination or education and experience in large data processing facilities required. Computer operating experience with minimum 3yrs. related data communications experience helpful. Knowledge of computer

hardware, software, operating systems and programming languages. Send cover letter and resume to Sam Weeks.

### CHES Operator GR24 (T6805)

#### CHES-Endowed

**Minimum Biweekly Salary:** \$701.22

**Posting Date:** 5/13/93

Provide technical support (computer, scientific engineering, machining, etc.) for CHES user groups. Supervise the enforcement of safety codes. Monitor status of X-ray synchrotron facilities. Correct system malfunctions and software problems associated with instrument control. Maintain lab equipment. Design new equipment using CAD. May assist in experimental problems.

**Requirements:** BS or equivalent in technical/scientific field such as engineering or physics. Good mechanical lab skills. Computer programming experience preferred. Send cover letter and resume to Sam Weeks.

### Electronics Technician GR24 (T6604) Biomedical Electronics Service-Statutory

**Posting Date:** 4/29/93

Provide technological support for the research, teaching and clinical programs at the College of Veterinary Medicine with emphasis on component level repair of sophisticated electrical and electronic instrumentation. Some computer workstation and peripheral equipment repair. Some network installation and support.

**Requirements:** Education and experience equivalent to a certified biomedical electronics technician required. Strong computer science background preferred. Experience troubleshooting sophisticated medical and analytical electronic instrumentation to the component level. Some experience troubleshooting and repairing micro-computers and peripherals. Ability to interact with lay users and translate technical jargon into terms they can understand. Send cover letter and resume to Sam Weeks.

## Technical Temporary

### Full-time

### Technician (T6908)

#### Soil, Crop and Atmospheric Science

**Hourly rate:** \$5-6

**Positing Date:** 05/27/1993

Provide technical support to a cryobiology lab investigating cryopreservation of *Drosophila melanogaster* embryos. Assist with routine lab operations and maintenance; prepare media and solutions; rear insects for experiments; collect data.

**Requirements:** B.S. or equivalent in biology or related field. Knowledge of and experience with routine lab techniques. Previous lab work desirable, but training will be provided. Position will be part time for June and July with hours to include days and evenings. From August through April 1994 the position will be full time, hours 8:00a.m. to 4:00p.m. Send cover letter and resume to Shannon Caldwell, Soil, Crop and Atmospheric Sciences, 620 Bradfield Hall, Cornell University, Ithaca, NY 14853.

### Research Support Specialist (T6903) Nutritional Sciences/cfnpp-Statutory

**Posting Date:** 5/20/93

Perform research on the dynamics of micro-enterprise development data from Conkary, Guinea. Verification & reorganization of a unique 2-year panel data set for 1,100 micro-enterprises. Be responsible for matching these enterprises and then allocating returns to the main proprietors within the household.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Strong background in database management & knowledge of database management programs essential. Some knowledge of French preferred but not necessary. Work to be carried out in Washington, DC or Ithaca. Position available immediately, appointment up to 6 months for 39 hrs/wk. Salary commensurate



w/experience and work location. Send cover letter and resume to Sam Weeks.

## Office Professionals

### Temporary Office Professional Positions

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

### Sales Assistant GR15 (C7205) Campus Store-Endowed Minimum Biweekly Salary: \$499.20 Posting Date: 6/10/93

Provides direct customer service within the book department. Maintains textbook stock on sales floor and assists in the processing of book returns. M-F, 8:30-5:30, some evenings and weekends.

**Requirements:** High school diploma or equivalent and 1-2 yrs. retail or customer service experience. Good interpersonal and communication skills. External applicant send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Trade Book Clerk GR18 (C7204) Campus Store-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 6/10/93

Receives trade, text, and reference books and materials; inputs all information using computer system; makes decisions regarding mark-up percentage as needed; handles minute details and large amounts of paperwork, responsible for accurately invoicing all above and authorizes payment.

**Requirements:** High school diploma or equivalent required. Some college coursework in liberal arts, literature preferred. Excellent verbal skills. An aptitude for books and literature. Good analytical skills. Previous receiving experience desirable but not required. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Microfilm Assistant GR18 (C7208) Preservation/Conservation-Olin Library-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 6/10/93

Assist the preservation reformatting librarian in the NEH-funded Southeast Asia literature microfilming project in the pre- and post-filming procedures. Appointment until 12/31/94.

**Requirements:** A.A. degree or the equivalent preferred. High school diploma or equivalent required. Excellent organizational and work-flow management skills. Attention to detail. Ability to work independently. Previous library experience desirable. Knowledge of microfilming techniques and equipment highly desired. Computer skills especially with IBM-PC, WordPerfect, and PC-File highly desired. Strong interpersonal and communication skills. Light typing. External applicant send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Accounts Assistant GR19 (C7206) Campus Store-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 6/10/93

Functions as team member in retail store business office. Primary duties may focus on sales reconciliation, accounts receivable, or account payable. Secondary duties are to fill-in

when necessary in other than primary area. Handles confidential information, computer data input and interpretation, works with public and store department managers. M-F 8-4:30 with occasional weekends and evenings.

**Requirements:** High school diploma or equivalent required. Some college coursework in accounting or equivalent experience preferred. Computer and accounting experience essential. Knowledge of retail preferred. Good interpersonal and communication skills required. Ability to work quickly and accurately under pressure. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Secretary GR19 (C7103) Public Affairs/Arts and Sciences-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 6/3/93

Provide administrative support to the director of special projects, the associate director and development assistant. Act as office receptionist. Maintain dean's public affairs calendar, the department's event list and the general public affairs events calendar.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience in a busy office. Macintosh computers. Editing and transcribing experience. Database maintenance and various mailing lists updates. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR19 (C7104) Veterinary Administration-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 6/3/93

*Cornell Employees Only*  
Provide receptionist and secretarial support for the office of education development. Responsible for maintaining OED budget, upgrades, preparing manuscripts and some correspondence. Provide support for foundation courses (duplicating and maintaining curricular materials).

**Requirements:** High school education or equivalent required. Some college coursework preferred. 2yrs. related office experience, preferably at Cornell. Excellent communication (oral and written) skills. Ability to work independently. Working knowledge of Macintosh, a major word processing and spreadsheet program. Desktop publishing skills helpful. Good organizational skills important. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

### Information Secretary GR19 (C7007) Graduate School/Records-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 5/27/93

Greet, direct and assist students. Field general questions regarding basic graduate school policies to students and staff; type correspondence and labels; perform on line computer transactions; maintain inventory of forms; process application requests; assist other employees in the records office.

**Requirements:** High school diploma or equivalent. Some college courses desirable. Knowledge of Apple computers, Microsoft word, CU mainframe, data entry. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C7004) Family Life Development Center-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 5/27/93

Provide support to FLDC administrative staff. Input, format, and produce final copy for reports, publications, manuscripts, correspondence and proposals. Develop and maintain data base; coordinate on and off campus meetings and conferences. Monday-Friday, 8am-4:30pm, until 9/30/94, contingent upon funding.

**Requirements:** High school diploma or equivalent. 2yrs. experience. Some

college coursework desired. Excellent organizational, communication and interpersonal skills. Macintosh or PC computer experience required/experience with word processing spreadsheets, data bases, publishing, graphics. Broadbased secretarial skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR19 (C6903) Hotel Administration-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 5/20/93

Provide administrative and secretarial support for three faculty members. High level of confidentiality essential, requiring independent judgment and decision making.

**Requirements:** High school diploma or equivalent. Some college course work in Secretarial or Business Science or equivalent and/or training. Knowledge of IBM software including Word Perfect 5.1, Lotus 123, and Harvard Graphics. Ability to organize work priorities to meet deadlines. Strong communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application. Women and minorities encouraged to apply.

### Secretary GR19 (C6808) Chemical Engineering-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 5/13/93

Provide academic/research related clerical/administrative support to several faculty and their research groups. Type correspondence, class work, technical material and prepare purchase orders; oversee completion and submission of research proposals; schedule appointments and coordinate meetings; handle travel arrangements and reimbursements; maintain vendor cards and petty cash; process incoming/outgoing mail and deliveries for building; serve as school's receptionist; answer phones; assist with various social functions; handle room reservations; supervise student employees and manage business office operations.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience. Excellent typing skills required. Must be able to organize work, set priorities and work with frequent interruptions. Strong interpersonal and communication skills essential. Knowledge of Macintosh required. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include an employee transfer application.

### Administrative Aide GR20 (C7202) University Development-Capital Projects-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 6/10/93

Provide administrative and secretarial assistance for the Office of Capital Projects. Type, edit, and proofread materials. Maintain accurate record of gifts and commitments. Initiate requests for and track gift acknowledgments. Prepare gift reports. Make travel arrangements. Schedule appointments. Assist in the preparation of mailings.

**Requirements:** Associates degree or equivalent required. 2-3 yrs. related work experience. Bookkeeping/accounting experience desirable. Good typing skills required. Excellent organizational and interpersonal skills. Good command of written and spoken English. Knowledge of Macintosh PC helpful. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Administrative Aide GR20 (C7201) Dean of Students & Frat. & Sor. Development-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 6/10/93

Handle correspondence, reports and publications of highly confidential nature. This includes drafting, editing, reviewing and finalizing correspon-

dence. Assist student volunteers. Coordinate receptions, meeting, orientation events. maintain filing, and accounting.

**Requirements:** Associated degree or equivalent required. 2-3 years of administrative support experience. Excellent verbal, written and interpersonal communication. Confidentially essential. Knowledge of Macintosh computers, and various Macintosh software. Medium typing. External applicant send cover letter, resume to Esther Smith. Employees include employee transfer application.

### Office System Specialist GR21 (C7211) Campus Store-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 6/10/93

Responsible for electronically scanning, storing, and production of electronically published materials, with annual sales of approximate \$500,000. Also responsible for customer service in custom technology center. M-F 8:30-5pm with occasional evenings and weekends.

**Requirements:** Associate's degree or equivalent required. Experience in operating Docutech Printing system 2-3 yrs. related experience required. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Administrative Aide GR21 (C7102) Public Affairs/Arts and Sciences-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 6/3/93

*Cornell Employees Only*  
Provide administrative support to the director of public affairs and director of development. Assist with tracking of gifts to the college. Act as liaison with the deans office for scheduling meetings and travel.

**Requirements:** Associate's degree or equivalent. 2-3yrs. related experience in a busy office. Macintosh computers, IRIS. Cornell accounting. Ability to work under pressure. Cornell employees only. Medium typing. Send transfer application, cover letter and resume to Esther Smith.

### Computing Administrative Assistant GR21 (C7101) Computer Science-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 6/3/93

Provide administrative and organizational support to the director of computing facilities and facilities staff. Provide problem resolution and front-line response and tracking for all problems and requests from faculty, staff, and students to the computing facilities support group. Organize and maintain computer accounts, inventory records, and computer backup tapes for the computer science departments computing facility, consisting of approximately 300 users on 200 departmental workstations and servers.

**Requirements:** Associate's degree or equivalent required. Minimum 3yrs. experience with computer systems is essential, and experience with a multi-user system such as the UNIX operating systems is extremely valuable. Familiarity with standard editing, printing, and text processing tools. Medium typing. High level of general administrative an organizational skills is essential. These should include demonstrated initiative and problem solving abilities, the ability to evaluate and act on varying priorities, technical typing, and the ability to run a small documentation library. Experience in computer operations such as account maintenance, file backup and recovery, and on-line documentation maintenance is extremely valuable. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Administrative Aide GR21 (C7011) Theory Center-Endowed Minimum Biweekly Salary: \$615.42 Posting Date: 5/27/93

Perform extensive and complex administrative and secretarial functions



for the Director of Corporate and External Relations and associated professional staff. Requires considerable initiative, independent judgment and decision making, and a high degree of confidentiality.

**Requirements:** Associate's degree or equivalent in education, training, and experience. 2-3 years related experience. Strong interpersonal, communication, and organizational skills. Demonstrated ability to take initiative and responsibility, work independently, set priorities, and coordinate many ongoing activities. Ability to handle confidential matters. Experience with use of computers, including word processing, spreadsheets, databases, and electronic mail. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Telecommunicator GR21 (C7009)  
Public Safety-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

Responsible for operating centrally located communications center for the Department of Public Safety. Shift Work.

**Requirements:** Associate's degree preferred with 2-3 years of related experience. Ability to qualify for certification in NYS Police Information Network System. Eye for detail essential, ability to handle highly confidential information with discretion. Strong communication skills (written and oral). Ability to work under pressure. Ability to pass a background investigation. Familiar with PC's and terminal computers desirable. Radio communication skills preferred. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Research Aide GR21 (C7006)  
University Development-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

Meet the information needs of those persons engaged in development work. More specifically, the research aide locates, compiles, organizes and evaluates public and confidential information about Cornell alumni/ae and friends, foundations and corporations which are current or potential supporters of the University. Generally, the finished written product is used by the president, trustees, administrators, public affairs and development staff and alumni/ae of Cornell for fund raising activities.

**Requirements:** Associates degree or equivalent. Bachelor's degree or equivalent preferred. Two to three years related experience. Demonstrated writing ability. Good interpersonal skills. Ability to use personal computers and materials. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Administrative Aide GR21 (C7013)  
Office of Equal Opportunity-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

*Cornell Employees Only*

Provide executive/administrative support to Director, Associate Director and professional staff. Supervise daily office operations and two clerical staff. Position plays key role in team support of the units mission through organizing the logistics of the office's daily delivery of services, internally and externally. Perform advanced typing and editing including correspondence, reports, brochures, minutes, etc. Perform all accounting functions, including payroll for staff and student employees, and assist in budget preparation/monitoring. Responsible for supervision, training and maintenance of Macintosh computer system and software. Heavy typing.

**Requirements:** Associate's degree or equivalent combination of education and administrative experience. 3-5 years administrative work experience. First rate knowledge of Macintosh computers using Microsoft Word, Microsoft Excel, Pagemaker, and

Filemaker Pro. Working knowledge of endowed accounting, student payroll and personnel processes. Supervisory experience required. High level of confidentiality essential. Send employee transfer application, cover letter and resume to Esther Smith.

**Box Office Manager GR21 (C7002)  
Theatre Arts-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

Manage box office and associated audience services operations in Department of Theatre Arts. M-F 10:00am - 6:00pm plus evenings and weekends as required.

**Requirements:** Bachelor's degree preferred. Associates degree or equivalent. 2-3 years previous experience in position of financial responsibility and/or theatre management. Experience with personal computers, preferably Macintosh. Excellent organizational/communications skills. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Administrative Aide GR21 (C6709)  
Computer Science-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/6/93**

Assist two senior faculty in conduct of all aspects of their university work; assist in monitoring current research programs; implement leading edge information management technologies to organize administrative functions (WAIS, LATEX); coordinate administrative activities and software distribution for a large research group. Assist faculty and senior researchers in design and writing of scientific research grant proposals for submission to government and industry sponsors. Research and compile statistics, reports and correspondence for projects delegated by faculty supervisor. Manage budget (\$80,000) for LICS (Logic in Computer Science) annual conference. Function as electronic information management expert and consultant for department administrative staff. Manage software distribution effort including documentation, for a large software project. Use complex graphics and typesetting software for proposals, reports and manuscripts.

**Requirements:** A.A. degree or equivalent; 2-3 years related office experience. Demonstrated communication, interpersonal and public relations skills. Must be able to work without direct supervision; requires a high degree of autonomy in identifying and resolving problems and screening requests. Aptitude to learn complex computer system structure requiring programming skills and creativity. Demonstrated general administrative and organizational skills essential, including technical typing, writing skills. Scientific and accounting background desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Office Professionals  
Part-Time**

**Secretary GR18 (C6305)  
Neurobiology and Behavior-Statutory**

**Minimum Biweekly Salary: \$542.89  
Posting Date: 6/10/93 Repost**

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. High level of confidentiality (student grades, generating exams and answers). 5days/week, 20hrs.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Experience with Macintosh computer and office-based software or aptitude to learn specific software program. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Assistant GR18 (C7209)**

**Access Services/Olin Library-Endowed**

**Minimum Full-Time Equivalent: \$542.89**

**Posting Date: 6/10/93**

Perform a variety of administrative tasks including filing, preparing, and mailing library notices including those which have been returned for incorrect addresses. Answer the telephone and act as a receptionist for the office. Assist with billing and library card operations as requested. Regular part-time, 20 hrs. week.

**Requirements:** High school diploma or equivalent required. Associates degree preferred. Organizational skills and aptitude for detailed work; ability to work effectively with a variety of people in a public services setting; strong interpersonal and communications skills both oral and written. Experience with microcomputers desirable. Light typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Collections Assistant GR18 (C7010)  
Law Library/University Library-Endowed**

**Minimum Full-Time Equivalent: \$542.89**

**Posting Date: 5/27/93**

Responsible for overseeing and executing the updating of American legal materials in the law library collection. Oversee law library operations on Saturdays, consisting of opening and closing the building and supervising the circulation desk. Assist in training and supervision of work-study students. Handle basic information questions. 26hrs/week, T, TH, F, 8am-4pm, Saturday noon-5pm.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Attention to detail necessary. Good organizational and communication skills. Ability to work with a variety of people in a public service setting. 1-2yrs. related experience required. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Medical Transcriptionist GR18 (C6804)**

**Health Services-Endowed**

**Minimum Full-time Equivalent: \$542.89**

**Posting Date: 5/13/93**

Transcribe and print all dictated confidential office visit notes for GHC medical patient charts. Monday-Friday, 20hrs/week. 9month position, August-May.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. transcription experience required; familiarity with medical terminology. Accurate typing (80wpm); Lanier dictating system and Macintosh computer WriteNow 2.2 word processing preferred. Ability to work under pressure and deal with a variety of people. Ability to maintain strict confidentiality. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Secretary GR18 (C6601)**

**CISER-Endowed**

**Minimum Biweekly Salary: \$542.89  
Posting Date: 4/29/93**

*Cornell Employees Only.*

Provide clerical and administrative support to the CISER staff and members. M-F, 12pm -4pm.

**Requirements:** High school diploma or equivalent required. Formal training of 1-2yrs., college course work preferred. Position requires exemplary communication and interpersonal skills. Familiarity with C.U. accounting system. Computing experience to include extensive use of IBM PC, WordPerfect, and familiarity with mainframe basics is essential. Dbase III+ and basic knowledge of the Mac desirable. Medium typing. Send cover letter, resume, and transfer application to Esther Smith.

**Evening Supervisor GR20 (C7107)  
Circulation/Uris Library-Endowed  
Minimum Full-time Equivalent: \$590.45**

**Posting Date: 6/3/93**

Responsible for the Uris library building when senior staff are absent during the evening hours. Supervise the work of staff and student assistants at the service desks and coordinate the efforts on a variety of evening routines and special projects. 25hrs/week.

**Requirements:** Associate's degree or the equivalent required. 2-3yr. related experience. Dependability and punctuality absolutely essential. Supervisory experience desirable. Ability to work well with a variety of people in a public setting and in a supervisory capacity. Sound judgment and ability to act in an emergency situation. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C7003)  
Biotechnology Program-Endowed  
Minimum Full-time Equivalent: \$590.45**

**Posting Date: 5/27/93**

Provide administrative support to executive director of national agricultural biotech council. Handle correspondence; arrange travel; distribute reports and maintain computer databases. 20hrs/week, to be arranged.

**Requirements:** 2yrs. college coursework or Associates degree. 2-4yrs. administrative experience, including computer usage (preferably MAC). Must have excellent organizational and telephone skills. Research information via computer. Editing and writing a plus. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Graduate Coordinator GR20 (C6901)  
English-Endowed**

**Minimum Biweekly Salary: \$590.45  
Posting Date: 5/20/93**

Job share until 6/30/94. Provide full range administrative support for the department's graduate program. Act as liaison between department and Graduate School. Serve as department contact for graduate students, providing information and referral to resources within and outside the department. Coordinate graduate admissions and placement procedures, publish course offerings and informational brochures, set up and maintain graduate records. Draft and prepare both general and specialized correspondence.

**Requirements:** Associates degree or equivalent. 2-3 years related experience. Strong organizational and communication skills. Computer experience, preferably on the Macintosh; knowledge of database (Filemaker Pro) and word-processing software. Familiarity with Cornell or the academic environment. Ability to work independently. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Outreach Coordinator GR21 (C7207)  
Southeast Asia Program-Endowed  
Minimum Full-time Equivalent: \$615.42**

**Posting Date: 6/10/93**

Promote knowledge and understanding of Southeast Asia. Initiate and organize activities such as conferences and in-service training workshops. Develop and manage an audio-visual archive and prepare resource materials. Regular part-time, 20 hrs week to be arranged.

**Requirements:** Associates degree or equivalent required. Knowledge about and experience with Southeast Asia. At least 4 yrs. of experience with educational or outreach programs or equivalent. Knowledge of Southeast Asia, its peoples and cultures and of SEA-Americans, highly desirable. Medium typing. External applicant send cover letter, resume to Esther Smith. Employees include an employee transfer application.



**Research Aide GR21 (C7109)  
Learning Skills Center-Endowed  
Minimum Full-time Equivalent:  
\$615.42**

**Posting Date: 6/3/93**

*Cornell Employees Only*

Provide administrative and limited clerical support to the LSC center director and staff. Assist with the management of budgetary affairs of the unit, including bill paying and journal voucher transactions. Assume the administrative duties involved with the hiring of LSC faculty and staff, students tutors, and assistants. 20hrs/week.

**Requirements:** Associates degree or equivalent required. Excellent organizational, communication (oral and written), and interpersonal skills. Minimum of 2yr. related administrative/clerical/accounting experience (Cornell preferred). Confidentiality, tact, and flexibility essential. Working knowledge of word processing and data management on Macintosh computers necessary. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

**Research Aide GR21 (C7106)  
Financial Aid/Student Employment-Endowed**

**Minimum Biweekly Salary: \$615.42**

**Posting Date: 6/3/93**

Provides research support for the Cornell tradition research, working with the research associate. Conduct and analyze the Cornell tradition survey research which includes, but not limited to, the Cornell tradition one-year post-graduation survey, three-year follow-up post graduation survey, five-year follow-up post graduation survey, and undergraduate evaluation of the Cornell tradition program. Monday-Friday, 9-1.

**Requirements:** Bachelor's degree or equivalent required. Basic knowledge of survey research essential. Experience with WordPerfect, Harvard Graphics, Pagemaker, Lotus 1-2-3, SAS and mainframe computer systems desirable. Ability to write effectively. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Administrative Aide GR21 (C6807)  
Cognitive Studies-Endowed  
Minimum Full-time Equivalent:  
\$615.42**

**Posting Date: 5/13/93**

Provide administrative, secretarial and accounting support related to the cognitive studies program and its undergraduate and graduate program. Act as liaison for members of the program, co-directors, faculty, students and visitors. Coordinate speaker series, conferences and workshops. Manage program account and payroll. 20hrs/week.

**Requirements:** Associate's degree or equivalent. Minimum 2-4yrs. job-related experience. Ability to work independently. Must have excellent organizational, interpersonal and communication skills. Experience with CU accounting procedures preferred. Familiarity with Macintosh. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Office Professional  
Off-Campus Part-Time**

**Accounts Assistant GR18 (C7203)  
Entomology-Geneva-Statutory  
Minimum Full-time Equivalent:  
\$542.89**

**Posting Date: 6/10/93**

Act as secondary purchasing agent for the department which includes obtaining bids, placing orders and processing of requisitions. Assist with the processing of requests for requisitions from faculty and staff providing the timely purchase and payment of departmental materials, supplies, equipment and services. Assist Accounts Coordinator with monitoring departmental accounts. Regular part-time, Wed. 1-5pm, Thurs. & Fri. 8-5.

**Requirements:** High school diploma

or equivalent required. Some college coursework preferred. Experience in purchasing and accounting procedures, budgets, office machinery, and general office skills. Minimum 2 yrs. related experience. Light typing. External applicants send cover letter, resume to Joanne Schessl, Dept. of Entomology, A116 Barton Lab, Agr. Exp. Station, Geneva, NY. Employees include an employee transfer application.

**Office Professional Casual**

**Program Secretary (S7001)**

**Language House**

**Posting Date: 5/27/93**

Assist the Academic Administrator with typing correspondence, reports and promotional materials. Process Language House applications and accounting forms. Handle phone calls, mail, copying and other daily office tasks.

**Requirements:** A.A.S. degree in secretarial science or equivalent. 2-3 years related experience preferred. Familiarity with IBM computers and Word Perfect 5.1 necessary. Basic knowledge of accounting procedures and spreadsheets desired. Appointment begins July 1993 through June 1994. 10 hours per week, flexible schedule to be arranged. External applicants send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Dr., Cornell employees should include a transfer application.

**General Service**

**Lab Attendant SO01 (G7001)**

**Pharmacology-Statutory**

**Hiring Rate: \$6.63**

**Posting Date: 5/27/93**

Wash scientific glassware for all research groups (8) in this area and provide overall cleaning and maintenance of equipment areas and laboratories.

**Requirements:** High school diploma or equivalent. Experience in glassware washing and maintenance of laboratories would be beneficial but not required. External applicants send application and indicate posting # to Esther Smith. Employees should include an employee transfer application.

**General Service Off-Campus**

**Electrical Apprentice/Maintenance Assistance GR20 (G7101)**

**Buildings and Properties/Geneva, NY-Statutory**

**Minimum Biweekly Salary: \$590.45**

**Posting Date: 6/3/93**

Assist with electrical work and other trades to maintain, add to or improve buildings, properties and related facilities.

**Requirements:** High school diploma or equivalent and a valid NYS driver's license. Minimum 1-2yrs. experience in basic maintenance work. Knowledge of electrical circuits and general wiring with the ability to use Vom's and AMP probes. External applicants send cover letter and resume to David Lasher, NYS Ag Experiment Station, Building and Properties, Geneva, NY 14456. Employees should include employee transfer application.

**General Service**

**Groundsworker (B5201) SO04**

**Grounds Department-Endowed**

**Hiring Rate: \$7.52**

**Posting Date: 6/3/93 Repost**

Performs all general landscape maintenance and landscape construction. Tasks: may be assigned other groundsworkers, both regular and seasonal to aid in carrying out assignments. Frequent nights and weekend work during winter snow season.

**Requirements:** High school diploma or GED equivalent. Courses in agronomy

horticulture or related fields desirable. Pesticide applicators license desirable: 1-2yrs. related experience in commercial landscape maintenance, landscape construction and related equipment. Minor equipment repair experience desirable. Valid drivers license. Send cover letter and resume to Cynthia Smithbower.

**Academic**

**Instructor**

**Animal Science**

**Available: July 15, 1993 (3yr appointed terms)**

**Posting Date: 6/10/93**

Effort distribution will be 50% teaching and 50% youth 4-H dairy cattle extension. Teaching effort will consist of team teaching and assisting with coordination of dairy management courses, advising of undergraduates, coordinating summer internships, and recruitment of students. 4-H effort will consist of conducting the state-wide youth dairy cattle production program.

**Qualifications:** Dairy management-oriented person with a M.S. Trained in production, nutrition, animal breeding, or physiology. Strong interest in teaching and youth development is essential. Experience in dairying and youth development is preferred, and ability to work and communicate effectively with faculty, youth, extension agents and dairy person is essential. Salary: Commensurate with training and experience. Attractive fringe benefits package is available. Send a letter of application, a complete resume and have at least three letters of reference sent to: David M. Galton, Department of Animal Science, 272 Morrison Hall, Cornell University, Ithaca, NY 14853-4801. Closing Date: July 1, 1993.

**Extension Administrator Program Leader for Agricultural Competitiveness and Profitability**

**Location: Cornell University, Ithaca, NY**

**Posting Date: 6/3/93**

Provide statewide leadership and support for campus and Cornell Cooperative Extension association work related to vision, scope, and direction of adult and youth educational programs to improve agricultural competitiveness and profitability. Facilitate collaborative efforts among faculty and on- and off-campus staff to address contemporary issues related to the sustainability of New York's animal and field crop industries including those related to environmental, consumer, and community concerns. Provide administrative leadership for ensuring that quality, nonformal educational programs are developed, delivered, evaluated, and marketed to diverse audiences in New York State. Work with local, state, and national agencies and organizations, and Extension Associations on issues of common concern.

**Qualifications:** An earned Master's degree appropriate to the responsibilities of the position. Significant professional employment or at least one degree related to production agriculture. 8yrs. of progressively responsible experience including five years of demonstrated success in nonformal educational program development, implementation, and evaluation. An earned doctoral degree with six yrs. of

professional experience including three yrs. in nonformal educational programming is preferred. Coursework in adult education, human development, program administration, and management desirable. Salary: Commensurate with qualifications. To Apply: Send letter of intent; current resume that includes responsibilities and accomplishments for each significant position; and names, addresses, and telephone numbers of three references by August 1, 1993 to: R. David Smith, Chair Search Committee Associate Director Cornell Cooperative Extension Box 8 Kennedy Hall (276 Roberts), Cornell University, Ithaca, NY 14853-4203.

**Senior Extension Associate I  
Human Development and Family Studies**

**Posting Date: 6/3/93**

Participate in continued development of a research and demonstration project on youth apprenticeship. Provide leadership in statewide and national training and dissemination. Serve as an internal consultant in team building and organization development.

**Requirements:** Doctorate and at least 5yrs. of experience linking work and learning in both educational and the private sector. Teamwork skills and excellent training, speaking, and writing skills. Contact: Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853

**Research Associate II  
Human Development and Family Studies**

**Posting Date: 6/3/93**

Collect, code, and analyze observation data on young people learning in workplaces and interview data from them, their parents and the adults who work with them. Use these data as a basis for internal reports, feedback to participants, and scholarly papers.

**Requirements:** Doctorate in a relevant field of education or social science and evidence of advanced ethnographic research skills. Familiarity with program evaluation, adolescent development and education, and youth employment is desirable. Contact Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853.

**Faculty Position  
Veterinary Nutrition**

**Posting Date: 5/27/93**

Required to teach nutrition in the veterinary medical curriculum, to provide consultation in the veterinary medical teaching hospital on matters related to nutrition and to develop independent and collaborative research programs in veterinary nutrition. Must possess the DVM degree or equivalent, as well as a Ph.D. in an appropriate field. Clinical experience would be a distinct advantage. Rank and salary will be commensurate with the experience and credentials of the applicant. Interested individuals should send a letter of application, curriculum vitae and names and addresses of three suitable referees to Dr. Brian R.H. Farrow, Chairman, Department of Clinical Sciences, College of Veterinary Medicine, Cornell University, Ithaca, NY 14853-6401.



# WorkPlace

Sharing human resource perspectives

Produced by University Human Resource Services

**Editor's Note:** In order to meet with federal regulations, we must be able to verify that we have made a good faith effort to contact all faculty and staff who might be affected by the changes in the endowed retiree health plan. Since we cannot be assured that everyone picks up The Cornell

Workplace at the buildings' current drop-off areas, we will also be mailing to all endowed faculty and staff this week's issue of The Cornell Workplace. We have distributed The Cornell Workplace on campus in smaller quantities at the following locations:

Carpenter Hall, Martha Van Rensselaer, Service Building, Schurman Hall, Bradfield Emerson, Academic I, Geneva, Warren Hall, Ives Hall, Accounting, Day Hall, Development (55 Brown Road), Employment Services (20 Thornwood Drive), Clark Hall, Goldwin Smith, Olin Library.

Though this method of distribution will mean that some people will receive two copies of the June 17th issue of The Cornell Workplace, it will still be less expensive than printing a separate letter or brochure that covers the same information.

## Endowed Retiree Healthcare Program in Detail

### Introduction

As discussed in the May 27, 1993 issue of *The Cornell Workplace*, University Human Resource Services, with the assistance of the Employee Benefits Advisory Committee and the Employee Benefits Cost Team, has completed a comprehensive review, analysis and redesign of the Cornell University Healthcare Program for Endowed Retirees. This review has taken place over a two-year period as part of an overall strategic planning effort for all Cornell University faculty and staff benefits programming.

Much of the redesign of this healthcare program has already been announced through meetings held by Beth I. Warren, associate vice president for human resources, with the Cornell Retiree Association and meetings that the staff of University Human Resource Services held with the Employee Assembly, the University Assembly, representatives from the bargaining units, the academic deans, and members from the Human Resource Network.

In early June, Beth Warren sent a letter to all Cornell retirees delin-

eating the specifics of these endowed retiree healthcare program changes. This letter has been adapted slightly for publication as today's lead article. For audit purposes, this week's paper is being distributed to major buildings on campus, while also being mailed individually to all endowed faculty and staff.

### Principles Guiding the Redesign

Several guiding principles formed the foundation for this comprehensive redesign project:

1. Benefits provided to retirees should be a continuation of benefits provided to active employees.
2. Benefits should be a neutral factor in the decision to retire and should not discourage faculty or staff from considering retirement.
3. The university contribution toward retiree health should be comparable to that for the active employee.
4. Modification of the current program should not subject any

single group of retirees to undue financial hardship, but should spread increased cost-sharing requirements equitably across all retired faculty and staff.

5. A new accounting regulation (FAS 106) requires that Cornell report, and at least partially fund, the liability for retiree health coverage. Containment and careful management of Cornell's healthcare costs become even more vital as the future cost for retiree healthcare is accrued during an active employee's working career at Cornell.

### Changes Explained

#### Effective July 1, 1993:

- **Addition of a second choice to the retiree health program - the 80/20 Plan for Retirees.** Effective July 1, 1993, a new second choice—the 80/20 Plan for Retirees—will become available. Current Medicare Supplement participants will have an irreversible option to move into the 80/20 Plan for Retirees at any time after July 1.

- **New contribution rates for both single and family coverage.** Beginning July 1, all retirees will be required to pay at least a nominal amount for health coverage. Cost-sharing ratios are similar to those used to determine contribution rates for active employees. During 1993, Cornell will contribute 90% of the cost for single coverage and will contribute 65% of the additional cost to cover each eligible family. The monthly rates below will become effective July 1:

#### Medicare Supplement:

Single: \$12.46

Family: \$51.92 (decrease from \$76.14)

#### 80/20 Retirees

Single: \$10.05

Family: \$41.09

[These are the rates before any sick leave credit is applied]

(continued on p. 2)

## More Questions (and Answers) on the Compensation Research Study

**How do the old GR/CP grades relate to the new pay bands?**

They don't! The new compensation program is based on a new evaluation plan, and positions were newly described for the study. Positions were evaluated "blind"—that is, their former grade level was not considered in the evaluation process. The study team did not take the old GR/CP grades and "squish" them into a smaller number of pay bands.

Some staff have expressed their perception that they were "demoted" or "promoted" from the old system to the new. Again, since we are dealing with an entirely new plan, those kinds of comparisons just don't apply.

**My new university job title is almost the same as my current title, but it is rated lower in the new system (I used to be a specialist IV and now I'm a specialist II). Why is this?**

Some of the university job titles are similar to titles currently in use but they have been redescribed and many of the progression titles (e.g., specialist I, II, III, etc.) have been redesignated so as to group highly similar positions together—resulting in less titles in a broad banding system, and greater differentiation from I to a II, and so on. Again, the new compensation program does not "map" to the old system, so the concepts of "promoted" or "demoted" don't apply.

**Does the new university job title change my working title?**

No, working titles are more reflective of a specific position's responsibilities than the general university job title. Changes to working titles are made at the college, unit and/or department level. The new program does not change any individual's working job title.

**My job has changed since I completed the red/gray book. . . .**

Some jobs have changed since the original materials were submitted, but many of these changes were captured by working with the colleges and units through three intensive review processes, the most recent of which ended in May of

this year. If you are unsure as to whether or not your position was updated during the course of the study, check with your supervisor.

**My position changed during the course of the study, but I didn't get reclassified because there was a "freeze" on. Can I get a retroactive adjustment for this?**

In order to complete the study, we had to focus our efforts on reviewing positions under the new evaluation plan rather than on continuing to review positions under the old evaluation plan. Since your position did not get reviewed under the old system, there's no way to determine if you would have been re-

(continued on p. 2)



## Retiree Healthcare Program

(continued from p. 1)

The cost of family coverage has decreased because family rates are artificially high under the current program to compensate for single coverage currently provided at no charge to a retiree or a surviving spouse.

Both programs will be reevaluated each January with a change in contribution rates, if necessary, to maintain the sharing ratios in effect for each year.

- **Monthly sick leave credit is limited to one-half the retiree cost for single coverage.** For those retirees with sick leave credit, effective July 1, 1993 the maximum sick leave credit applied to your contribution for healthcare is one-half the retiree cost for single coverage. Using the previous rates, the maximum sick leave credit for Medicare Supplement during the remainder of 1993 is \$6.23 per month and for the 80/20 Plan for Retirees is \$5.05 per month. Each January, when the programs are reevaluated, your sick leave credit will be adjusted (if necessary) to equal one-half the cost of single coverage up to your maximum sick leave credit.

### January 1, 1994

- **New prescription drug program.** January will bring the introduc-

tion of a new prescription drug program for all active and retired Cornell faculty/staff. Prescription drug costs constitute just over 50% of the cost for Cornell's retiree health program. Cornell hopes to have a Health Maintenance Organization (HMO) available as a third choice for retirees before the close of 1994.

- **New deductibles for Medicare Supplement to match 80/20 Plan deductibles - \$200 single, \$400 family.** Effective January 1, 1994, new deductibles for Medicare Supplement, matching those in the 80/20 Plan, will take effect. Those deductibles are \$200 for an individual, and \$400 for a family.

In closing her letter to retirees, Beth Warren expressed her desire to continue to work with Cornell retirees and current faculty and staff in addressing the fiscal realities faced by Cornell while also maintaining a responsible level of coverage for both active and retired members of the Cornell community. She encouraged all retirees to read the information sent to them and to contact the Client Services Team in Benefit Services with further questions about how the program redesign may affect their individual situations. Staff, faculty, and retirees can reach a team member by phone at (607)

255-3936, or send written requests for assistance to:

Client Services Team  
Benefit Services - 130 Day Hall

Cornell University  
Ithaca, New York 14853-2801  
Attention: Retiree Health

## Compensation Research Questions

(continued from p. 1)

classified or not, and there will not be any adjustments made on this basis. The only adjustments resulting from implementing the new compensation program will be adjustments to the pay band minima.

**Why were some reclassifications done during the "freeze" and others weren't?**

During the course of the study, reclassifications were done only to accommodate significant changes resulting from reorganizations, and to resolve significant equity concerns.

**Is there going to be an appeal process?**

Yes, there will be a window period for appeals, as described below:

July 1-July 31: Employees or supervisors wishing to appeal the results

file an appeal through the process developed within their college or unit.

August 1-August 31: College/unit representatives review the appeal requests and evaluate whether the appeal is denied or forwarded to the Review Panel for evaluation. Denied appeals will be handled within the college or unit, and appeals recommended for evaluation by the Review Panel will be forwarded with the college/unit's recommendation and supporting documentation.

September 1-September 30: The Review Panel will review all college/unit recommendations for appeal and make a final determination. Appeals which are granted will be made retroactive to June 24, 1993.



## THE Bulletin Board

### University Summer Day Camp Tuition Reminder

This is a reminder for all students, staff and faculty who have children enrolled for camp the week of July 6. Tuition for this week is due in our office, 130 Day Hall, by Monday, June 21. It is imperative that tuition be paid on time. In addition, you must turn in a health history and field trip permission form for your child prior to their camp enrollment.

### Life Insurance Adjustments

Due to a change in the contract renewal date for life insurance, life insurance rates will be updated annually each September 1 to reflect your age. This reflects a change from the previous annual date of July 1.

### Statutory Health Insurance COBRA Reminder

If you have a dependent who is a graduate from college or who is 19 and will not be a full-time student in the fall, you must let the Statu-

tory Benefits Office know that they are no longer eligible for health coverage.

To continue coverage for that dependent, you must contact the New York State Department of Civil Service within 60 days of the change in status and request COBRA coverage. COBRA allows your child to be covered under an individual policy for up to three years, provided he or she does not become eligible for coverage under another policy. The cost of single coverage under COBRA for the Empire Plan is \$202.96 per month (this includes the full cost plus a 2% administrative fee).

To contact the NYS Department of Civil Service you can call 1-800-833-4344 or you can write to:

New York State Department of  
Civil Service  
COBRA Unit  
W. Averell Harriman  
State Office Building Campus  
Albany, NY 12239

If you have any questions, or need further assistance, please feel free to contact the Statutory Benefits Office (607) 255-4455.

### Endowed Health Care Reminder for Dependents Graduating from College

Do you have a dependent child covered under the Endowed Health Care Program who is graduating from college? If so, coverage for that child will cease as of his or her graduation date. In order to continue your child's coverage under the Endowed Health Care Program after graduation, it is your responsibility to contact Benefit Services at 255-3936 within 60 days of the date of graduation to request a COBRA continuation application.

COBRA allows your child to continue coverage under a single policy for up to 36 months, provided he or she does not become eligible for coverage under another group health plan. The cost of single coverage under COBRA is \$139.32 per month (which includes a 2% administrative fee) and is billed on a monthly basis. Failure to pay the required premium within 30 days of the billing date results in immediate termination of coverage.

If you have any questions, or would like to request a COBRA application, please call Benefit Services at 255-3936 or contact us in writing via Q-mail at: [Benefit\\_Services@QMRELAY.citcornell.edu](mailto:Benefit_Services@QMRELAY.citcornell.edu).

### Upcoming Planned CRC Trips

A sampling of upcoming Cornell Recreation Community events includes:

June 19 - Annual June Picnic

July 18 - Beck's Grove Dinner Theatre, "The Odd Couple"

July 20-21 - Tanglewood and the Boston Symphony; Norman Rockwell Museum

August 7 - Thousand Islands

September 18-19 - Toronto: Phantom of the Opera

October 2 - Pork Roast/Square Dance

October 22-28 - Cancun, Mexico

October 30 - Halloween Party at the Park

November 6 - Franklin Mills Shopping

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



# CAREER Opportunities

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

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

### Professional

#### Computer Audit Manager (PA7301) HRIII

**Audit Office-Endowed**  
**Posting Date: 6/17/93**

Reviewing and testing internal controls for the university's major data centers and administrative computer applications; participating in the new system development process to ensure proper controls are included in system design; and designing and programming computer assisted audit procedures.

**Requirements:** B.S. degree or equivalent in computer sciences or accounting required. Master's degree or CISA certification desired. Minimum 5yrs. computer audit or equivalent MIS experience in large-scale IBM mainframe environment. Strong working knowledge of Macintosh personal computers also desired. Send cover letter and resume to Cynthia Smithbower.

#### Assistant Director (PA7204) HRIII Campus Store-Endowed

**Posting Date: 6/10/93**

Manage all facets of the support functions of the store (business office, operations, warehousing, merchandising, and systems); provide leadership in these areas and facilitate full store planning; provide support to the director in store wide planning and decision-making.

**Requirements:** MBA and 5yrs. experience or a Bachelor's degree and 10yrs. experience in a retail and/or business environment. Supervisory and financial experience essential. Excellent verbal and written communication skills needed. Planning, negotiating, organizational, and general administrative skills required. Familiarity with automated business systems preferred. Send cover letter and resume to Cynthia Smithbower.

#### Project Leader I (PT7104) Level 35 CIT/Information Resources-Endowed

**Posting Date: 6/3/93**

Provide routine monitoring of all office support services (OSS) projects to assure quality. Manage and implement specific projects. Projects involve the application of Mandarin technology to solving end-user business problems. Work effectively with technical and non-technical people. High degree of visibility to both the university community and to other CIT divisions.

**Requirements:** Bachelor's degree or equivalent combination of education and experience required. Extensive computer and systems experience including the design of major systems, in both IBM and Macintosh micro computers. Experience with a broad range of micro based hardware and software, 4th Dimension, DBase(FoxBase), ADABAS, NATURAL, and Cornell operating systems. Send cover letter and resume to Sam Weeks.

#### Technical Consultant II (PT7003) Level 33

**English-Endowed**  
**Posting Date: 5/27/93**

Manage the growth and routine maintenance of 3 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support. Manage a graduate computer facility overseeing the student support staff.

**Requirements:** BS/BA or equivalent experience. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong interpersonal and communication skills essential. Ability to effectively manage a group of student workers. Send cover letter and resume to Sam Weeks.

#### Counselor/Therapist (PA7306) HRII Health Services-Endowed

**Posting Date: 6/17/93**

Provide crisis intervention and short-term therapy to students in emotional distress, couple and family counseling, lead group therapy sessions, consult with campus personnel, including dean of students, residence life, etc. Provide consultation for faculty and students including after-hours emergency service.

**Requirements:** An A.C.S.W. or S.W. degree. If psychologist, a PhD in clinical or counseling psychology from an APA approved program. APA approved interns preferred. 1-2yrs. experience in crisis intervention, knowledge of personality theory, psychopathology and short-term crisis intervention with experience in teaching or outreach. Send cover letter and resume to Cynthia Smithbower.

#### Administrative Manager II (PA7307) HRII

**Human Service Studies-Statutory**  
**Posting Date: 6/17/93**

Manage department and project budgets; authorized signature on department expenditures to \$20,000; administer department grants and funds; hire, train, supervise, interview, conduct performance appraisals and evaluate non-academic personnel; recommend and administer salary improvement program for non-academic exempt and non-exempt staff; administer salary improvement program for academic staff; administer academic personnel policy and procedures; write and edit department information and catalog copy; assist chair in program decisions and other administrative functions; coordinate and supervise department special programs.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. managerial and supervisor experience; computer skills, IBM or compatible, Macintosh, LOTUS and Excel. Familiarity with Cornell accounting system and policies. Send cover letter and resume to Cynthia Smithbower.

#### Tax Manager (PA7203) HRII Controller-Endowed

**Posting Date: 6/10/93**

Responsible for all administrative and

accounting matters related to federal, state and local taxes, including directing the tax planning of the university; ensuring the preparation and filing of all of the university's tax returns; interpreting the impact of proposed and new tax laws and regulations on the university; developing and providing tax related training to university departments; reviewing the university's accounting system light of tax related issues and making recommendations for compliance therein.

**Requirements:** Bachelor's degree in accounting required. CPA, MBA, or MS in taxation preferred. 3-5yrs. progressively responsible experience with federal, state and local taxes required; experience with New York state taxes and/or not-for-profit taxes preferred. 3-5yrs. administrative experience required, preferably in higher education. Thorough knowledge of PC's and proficiency at spreadsheet and database software is mandatory. Excellent interpersonal skills and oral and written communication skills are essential. Send cover letter and resume to Cynthia Smithbower.

#### Controller (PA7205) HRII Statler Hotel-Endowed

**Posting Date: 6/10/93**

Responsible for the management of the accounting functions of the school of Hotel Administration and the Statler Hotel including accounts receivable, accounts payable, cash management, general accounting, etc. Provides advice to department managers on accounting and legal issues.

**Requirements:** B.S. or equivalent in hotel administration or accounting. Minimum of 2yr. experience in a hotel accounting managerial position; good analytical and computer skills; working knowledge of computer systems. Send cover letter and resume to Cynthia Smithbower.

#### Trades Supervisor/Carpenter Shop (PG7303) HRI

**Facilities Design, Maintenance and Construction-Endowed**

**Posting Date: 6/17/93**

*Cornell Employees Only*

Supervise the carpenter shop that includes carpenters and locksmiths who perform work on the physical plant including installation and repair of doors, hardware, cabinetry and renovations to interior and exterior spaces on the Cornell campus.

**Requirements:** Must have completed and apprentice program. Must have a minimum of seven yrs. experience in the carpentry field. Must have demonstrated leadership abilities. Send employee transfer application, cover letter and resume to Esther Smith.

#### Development Assistant (PA7302) HRI Development/Public Affairs-Endowed

**Posting Date: 6/17/93**

Reports to director of student aid development and stewardship. Serves as the technical resource person for the office. Is primary contact with trust, accounting offices, and gift records. Maintains several databases. Products gift report, tracks gifts, oversees all

details associated with establishment of new scholarships and fellowships. Conducts research on current and past student aid giving. Identifies prospects.  
**Requirements:** B.A. or equivalent preferred. Good financial skills, interest and familiarity with accounting. Good computer skills; familiarity with Macintosh; familiarity with public affairs information system very helpful. Good communications and people skills; tact and diplomacy combined with persistence and an ability to find the root of a problem without alienating others. 3-5yrs. working experience; good judgment essential. Send cover letter and resume to Cynthia Smithbower.

#### Development Assistant (PA7303) HRI Development/Public Affairs-Endowed

**Posting Date: 6/17/93**

Manage the prospect tracking system for the special gifts program at Cornell. This program manages the cultivation and solicitation of alumni and friends of Cornell who have the potential to make gifts in the range of \$100,000 to \$1,000,000. The special gifts tracking system is a critical tool in the management of approximately 1200 active prospects. This position also works closely with other university staff involved in special gift fundraising to coordinate the flow of information among central development, regional offices, and college and unit development offices.

**Requirements:** Bachelors degree or equivalent preferred. Excellent computer skills; knowledge of both micro and mainframe computers, proficiency with Macintosh. Supervisory skills and an ability to motivate staff. Good typing, proofreading and organizational skills. Attention to detail. Good communication skills. Ability to prioritize assignments, work under pressure and meet deadlines. Ability to maintain a high degree of confidentiality. Experience with Cornell and/or development work helpful. Send cover letter and resume to Cynthia Smithbower.

#### Student Development Specialist II (PA7309) HRI

**American Indian Program-Statutory**  
**Posting Date: 6/17/93**

Assist in the intellectual and social growth and development of students residing at Akwe:kon. This is a 12month/year, live-in position.

**Requirements:** Bachelor's degree or equivalent required, Master's degree desired in student services counseling or related fields. 2-3yrs. experience in residence life and programming desirable. Knowledge of Indian communities is preferred. Demonstrate ability in interpersonal skills. Send cover letter and resume to Cynthia Smithbower.

#### Assistant to the Director (PA7304) HRI

**John S. Knight Writing Program-Endowed**

**Posting Date: 6/17/93**

Manage all business and nonacademic personnel operations of the department. These include overseeing the writing program's registration process along with developing, monitoring, and



analyzing department budgets and expenditures, and coordinating production of publication.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. of administrative experience. Experience using the following software: 4th Dimension, PageMaker, Excel and Word. Strong communication skills; strong writing skills. Send cover letter and resume to Cynthia Smithbower.

#### **Development Assistant, Capital Projects (PA7202) HRI**

**University Development-Endowed Posting Date: 6/10/93**

Assist the director of capital projects by providing administrative and project support. Capital projects program manages the cultivation and solicitation of alumni and friends of Cornell who have the potential to make gifts in excess of \$5,000,000. Execute activity regarding routine inquiries. Assist in arrangements for visits to campus by major donors. Track commitments and gifts. Conduct research for special projects. **Requirements:** Bachelor's degree or equivalent required. 1-2yrs. experience in fund raising. Excellent communication and writing skills. Strong interpersonal skills. Some management and organizational skills. Send cover letter and resume to Cynthia Smithbower.

#### **Research Support Specialist II (PT7201) HRI**

**Agricultural Economics-Statutory Posting Date: 6/10/93**

Work independently in extension and research projects in the areas of food industry management and marketing. Design and prepare survey instruments used in the data collection process; and select and apply statistical techniques to analyze the data collected. Travel and participate in seminars. **Requirements:** B.S. degree in agricultural economics, marketing or business. Experience with microcomputers and basic software and mainframe applications. Good written and oral communication skills. Send cover letter and resume to Sam Weeks.

#### **Executive Staff Assistant II (PC7105) HRI**

**Human Development and Family Studies-Statutory Posting Date: 6/3/93**

Responsible for coordinating and directing the administrative, business and personnel operations of the Cornell Youth and Work Program. Provide significant staff assistance to the associate director of the Cornell youth and work program.

**Requirements:** Bachelor's degree or equivalent required. 3-5yrs. experience. Excellent written and oral skills. Previous proven work experience in a busy office environment. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

#### **CRESP Executive Director Center for Religion Ethics and Social Policy**

**Posting Date: 5/27/93**

Link the people and resources of Cornell and CRESP to many wider communities and create new and innovative approaches to human services, education and social change. Provides leadership and executive assistance to a

group of well-established and independent social, educational and spiritual projects and programs that serve a range of individuals and needs. Plan, organize and direct center-wide administrative functions including finance, human resources, strategic planning, fundraising, public relations and volunteer management.

**Requirements:** Excellent communication and presentation skills and significant experience in leading and directing religious, educational, social or human services organizations. Particularly experienced in financial management and community-based/educational fundraising. Sense of humor, flexibility in working style and the ability to create strong working relationships is essential. Bachelor's degree is required and graduate training in religion, theology philosophy, human development or the social sciences is desirable. CRESP is a private non-profit educational organization with a formal affiliation agreement with Cornell University. Salary is modest but carries full Cornell benefits. The executive director reports to the executive committee of the CRESP board. Candidates should send cover letter and resume to Gil Ott, Co-chair CRESP, 55 Brown Road, Cornell University, Ithaca, NY 14850. Applications and nominations will be accepted until and appointment is made. CRESP is an equal opportunity/affirmative action employer. People of color, women, physically challenged/other-abled individuals, Vietnam and Persian Gulf veterans are encouraged to apply.

#### **Research Support Specialist I (PT6902) HRI**

**Veterinary Pathology-Statutory Posting Date: 5/20/93**

Provide investigative assistance, technological support in biological and flow cytometry lab. Plan/execute experiments; supervise staff; and perform data analysis. Order supplies. Conduct literature surveys.

**Requirements:** BS degree or equivalent required. 2-3yrs. related lab experience required. Knowledge of related techniques to flow cytometry, biochemistry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

#### **Research Support Specialist I (PT6705) HRI**

**Nutritional Sciences-Statutory Posting Date: 5/6/93**

Take charge of running a lab involved in biopsychology (cognitive testing) research. Supervise and integrate the activities of 10-12 undergrads, grads and post docs. Participate in testing 100 animals daily. Trouble shoot the 11 computer operated testing chambers. Perform data management and analysis. Participate in designing experiments.

**Requirements:** BS degree or equivalent. Biopsychology background desirable. 2-3yrs. related experience. Be able to work under pressure and meet deadlines. Accuracy a must. Excellent interpersonal, communication and organizational skills. Ability to work independently and prioritize work. Supervisory experience helpful. Experience with computers for data analysis, knowledge of electronics and

statistics are all desirable. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

#### **Research Support Specialist I (PT6503) HRI**

**Agricultural and Biological Engineering-Statutory**

**Posting Date: 4/22/93**

Determine criteria and methods for delineating hydrologically critical areas as part of the NYC/Cornell Whole Farm Planning Process. Develop models to establish criteria for hydrologically critical areas. Work closely with county projects teams, farmers and other Cornell team members.

**Requirements:** Bachelor's degree in earth science or engineering. 1-2yrs. of related experience. Send cover letter and resume to Sam Weeks.

#### **Research Support Specialist I (PT6306) HRI**

**Food Science-Statutory**

**Posting Date: 4/8/93**

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

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

### **Professional Off-Campus**

#### **Extension Support Aide (PT7303,4) HRI**

**Cooperative Extension/NYC-Statutory Posting Date: 6/17/93**

Plan, implement and evaluate project activities directed to families participating in a community based infant mortality risk reduction program in Bed-Stuy, Brooklyn. This is an outreach position requiring extensive field work and supervision of volunteers and other staff as assigned.

**Requirements:** Associate degree in child care, human development, adult education or a health related area. 3-5yrs. work experience in community based or educational program with AAS or 5-8yrs. progressively responsible work in similar position. Communicate effectively both orally and in writing. Send cover letter and resume to Sam Weeks.

#### **Assistant Regional Director (PA7201) HRI**

**Public Affairs Regional Office/NYC-Endowed**

**Posting Date: 6/10/93**

Under the direction of the director, metro New York regional office, implement a comprehensive public affairs program for Cornell in the metropolitan New York City region. Special emphasis on the development and implementation of development activities for leadership gifts prospects on Long Island and for young alumni (1980-1986). Interact with public affairs staff on campus, frequent contact with alumni and alumni leaders.

**Requirements:** Bachelor's degree or equivalent required, preferably from Cornell. 2yrs. experience at Cornell university in public affairs, development, or alumni affairs highly preferred. Excellent communication skills and an understanding and commitment to volunteerism. Send cover letter and resume to Cynthia Smithbower.

#### **PA#28 Sea Grant Specialist/Associate Director**

**Location: SUNY Buffalo, Buffalo, NY Posting Date: 6/3/93**

Plan, implement, and evaluate and extension education outreach program on Great Lakes ecosystem issues based on research activities generated at University at Buffalo, the SUNY College at Buffalo, Cornell University and other institutional members of the Great Lakes Research Consortium. As Associate Director of the Great Lakes Program at the University at Buffalo, provide day to day management for the program's outreach activities including: publications and research or educational conferences. Assist the New York Sea Grant Institute in identifying Great Lakes environmental problems, solutions, and opportunities, and fac-

ulty capable of addressing such matter through the research proposal process.

**Minimum Qualifications:** Masters degree in marine, environmental or equate sciences, environmental engineering, environmental governmental/law, natural resources management, continuing education, or a directly related field. At least 4 yrs. professional experience in a field related to the Great Lakes or aquatic resources, and/or public educational/policy programming. Demonstrated program management, communications, educational networking, and computer skills. Desirable: Ph.D. degree in relevant field. Familiarity with outreach/extension programs. Experience with the academic/research community. Direct experience in academic/agency research. Send letter of intent, resume and transcript(s) by June 17, 1993 to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

### **Professional Part-Time**

#### **Technical Consultant II (PT7002) Level 33**

**Physics-Endowed**

**Posting Date: 5/27/93**

Manage the growth and routine maintenance of 2 networks for faculty and staff. Install new equipment and integrate new user software on these networks. Provide network and user support. 1/2 time, 20hrs/week.

**Requirements:** BS degree or equivalent. 2-3yrs. computer support experience including network support. Familiarity with Mac and PC hardware and software. Knowledge of general networking concepts. Knowledge of Cornell's computer/networking environment helpful. Ability to diagnose and resolve network problems. Strong organization, interpersonal and communication skills essential. Send cover letter and resume to Sam Weeks.

#### **CLASP Assistant Director (PA7308) HRI**

**Human Service Studies-Statutory Posting Date: 6/17/93**

Support the director of the CLASP project in all administrative responsibilities. Appointment until 6/30/94. Monday-Friday, 20hrs./week to be arranged. **Requirements:** Bachelor's degree or equivalent in adult basic education of English as a secondary language required. Master's degree preferred. Adult literacy training and programming as well as experience in project planning and administration. 2-3yrs. related experience required. Send cover letter and resume to Cynthia Smithbower.

#### **Teaching Support Specialist (PA7102) HRI**

**Human Development and Family Studies-Statutory**

**Posting Date: 6/3/93**

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5yr. olds. Plan and supervise daily activities for children in cooperation with Head Teacher. 11 month position, M-F, 8-2.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalent in education and experience is required. Minimum of 2yr. experience with preschool children. Send cover letter and resume to Cynthia Smithbower.

#### **Teaching Support Specialist I (PA7103) HRI**

**Human Development and Family Studies-Statutory**

**Posting Date: 6/3/93**

As a member of a teaching team provide a developmentally appropriate preschool program for sixteen 3-5yr. olds. Plan and supervise daily activities for children in cooperation with head teacher. 11 month position, M-F, 12-6.

**Requirements:** BA or BS in child development, early childhood education or related field or the equivalency in education and experience is required. A minimum of 2yrs. experience with preschool children. Send cover letter and resume to Cynthia Smithbower.

## **The Cornell Workplace**

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

EDITOR: Nancy Doolittle, 255-3541  
PHOTOGRAPHY: University Photography

PRODUCTION: Cheryl Bishop, 255-6890

Published weekly except for one week each in January and November and two weeks in December by University Human Resource Services, Cornell University, 14853. Distributed free and available to staff and faculty at locations around campus. The Cornell Workplace is also located on CUINFO.

Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Cornell University, 20 Thornwood Drive, Ithaca, NY 14850-1265.

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

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



## Professionals Casual

### Research Support Specialist (PT6904) Nutritional Sciences

**Posting Date:** 5/20/93

Assist with various aspects of the development of the Regional Food Guide, a collaborative project. Help conduct a review of past and current northeast agricultural production and processing. Conduct a review of U.S. and Canadian dietary guidance. Help assemble a group of food system representatives from the northeast to serve as a project advisory committee. Coordinate communications with the project advisory committee. Assist in evaluation of consumer attitudes and knowledge about regional food selection and meal planning.

**Requirements:** BS or equivalent in nutrition or other relevant field. Ability to write and communicate with urban and rural community leaders. Strong organizational skills. Ability to work independently. Attention to detail. Good communication (oral and written) and people skills a must. Knowledge of northeast agriculture and food processing preferred. Experience in social science; consume or nutrition education research method; in questionnaire development; and project coordination highly desirable. Familiarity with computer word processing and graphics desirable. Interest in food system issues helpful. Send cover letter and resume to Sam Weeks.

## Professionals Temporary

### Research Support Specialist (PT6303) Nutritional Sciences/CFNPP

**Posting Date:** 5/27/93 **Repost**

Perform research related to agricultural economics on various topics. Including the determinants of child nutrition and morbidity, labor forced participation, sectoral choice, earning and labor supply.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Must have strong background in health, consumer or labor economics, and possess strong econometric skills. A thorough knowledge of SAS, LIMDEP, or GAUSS is required. Options for full time registered Cornell graduate students available. Work to be carried out in Washington, DC or Ithaca.

### Senior Technician (PT6809) Mammalian Cell Culture/Animal Science

**Posting Date:** 5/13/93

Provide technical support in mammalian cell culture research involving studies on the role of a novel peptide, found in mammary tissue and milk, that effects cell proliferation and differentiation.

**Requirements:** Skilled in cell culture, immunocytochemistry and various analytical techniques such as PAGE, Western, Northern and Southern blotting. Experience in confocal microscopy and cell cycle analysis is preferred. Send Curriculum vitae, work history and names of 3 references to Dr. R.C. Gorewit, Department of Animal Science, Cornell University, Ithaca, NY 14853.

## Summer Day Camp Positions

### Counselor-in-Training Work and Family Services University Human Resource Services

**Posting Date:** 6/17/93

Assist the junior and senior counselors in executing the summer day camp program so that it is an educational and safe environment for all participants.

Provide assistance in making arrangements for field trips. Involvement with program planning, daily activities, and working with small groups of children (20-30). Counselors-in-training will provide information to senior counselors so that parents can be informed of their child's participation in the program and respond to any concerns that are raised. Assist in organizing and leading group activities. Enforce limits of be-

havior. Prepare and set-up for activities.

**Requirements:** First Aid knowledge. Must be 13-14 years or older. Must be punctual and reliable. Express thoughts and ideas clearly in an oral and written manner. Exhibit patience. Be resourceful. Facilitate group activities. The camp will be held from June 28-August 13, the hours will be 7:30am to 5:30pm. Counselors-in-training will work 40 hours per week. Please call Work and Family Services, 255-3649 to request an application.

## Boyce Thompson Institute

### Research Assistant I or II Environmental Biology Program

**Salary:** \$14,000 to \$18,000 p/year, commensurate with experience

**Posting Date:** 6/17/93

Support laboratory and field research in Environmental Biology. Duties will include: plant culture; set-up and maintain pollutant exposure systems in growth chambers and at field plots; measurements of physiological processes; collection and analysis of data; various analytical procedures for plant constituents; maintenance of laboratory and ordering of supplies. Some weekend work required at certain times.

**Requirements:** BS in plant science, biology or related field plus laboratory experience. Statistical analyses/computer skills highly desirable. Contact Anne Zientek, 254-1239.

### Summer Research Assistant Environmental Biology Program July 1993 through November 1993

**Salary:** \$7.50 per hour

**Posting Date:** 6/17/93

Assist in the collection of environmental samples (forest floor, foliage, wood cores, and litterfall) at the Hubbard Brook Experimental Forest in New Hampshire, 70%. Process samples for analysis (drying, weighing, grinding), 30%. In addition, in the month of August, organize and process samples for analysis at the Yale School of Forestry and Environmental studies, New Haven, Connecticut. Housing will be provided in the field.

**Requirements:** BS in plant science, biology or related field, experience with ecological field work, careful work habits and good humor. Contact Anne Zientek, at 254-1367.

### Research Assistant I Plant Protection Program

**Salary:** Commensurate with experience, minimum \$14,000

**Posting Date:** 6/17/93

Assist with studies on plant-insect interactions; maintain insect colonies and plants; isolate natural products; chromatography and bioassay; general laboratory support.

**Requirements:** Bachelor's degree in biology/chemistry or equivalent. Laboratory experience and chemistry background desirable. Some insect experience would be helpful. Anne Zientek, 254-1239.

## Technical

### Technician GR18 (T7005) Biotechnology Program-Statutory

**Minimum Biweekly Salary:** \$542.89

**Posting Date:** 5/27/93

Provide general lab assistance: maintain glassware and sterile media; prepare media; and care for plants, bacteria and tissue cultures. Assist in development, organization and instruction of workshops in molecular biology techniques. Give tours of the facility to student groups. Supervise student helpers.

**Requirements:** B.S. or equivalent in related scientific field. Lab experience preferred. Some computer data entry experience. Send cover letter and resume to Sam Weeks.

### Technician GR19 (T7203) Psychology-Endowed

**Minimum Biweekly Salary:** \$566.28

**Posting Date:** 6/10/93

Collect and analyze data from children at elementary area schools and pre-schools. Work with school and pre-school authorities and the parents as

required. Perform library research and assist with paper work related to this research. Arrange for maintenance of research equipment, computers and research and the research van.

**Requirements:** BS degree or equivalent, in psychology. Must be comfortable with and skilled at interviewing children. Experience in research, scientific methodology and analysis. Knowledge of computers. Good math skills. NYS driver's license and ability to drive a van. Send cover letter and resume to Sam Weeks.

### Research Aide GR20 (T7305,6) Ornithology-Statutory

**Minimum Biweekly Salary:** \$590.45

**Posting Date:** 6/17/93

Under direct supervision, assist in the bioacoustic collection, organization and analysis of research data. Assist in the preparation of reports and spreadsheets. Assist in development, modification and maintenance of computerized database files. Prepare graphics and spreadsheets using a computer. Conduct library searches and maintain scientific reference files.

**Requirements:** Associate's degree and college level coursework in biology or related fields. Some exposure to courses or firsthand experience in animal communication. Some experience in software applications in the Macintosh environment and database management. A good ear for listening to animal sounds is highly recommended. Send cover letter and resume to Sam Weeks.

### Animal Technician GR20 (T7302) Quality Milk Promotion Services-Statutory

**Minimum Biweekly Salary:** \$590.45

**Posting Date:** 6/17/93

Perform surveys on dairy farms for detection of udder infection in cows. Collect milk samples, and examine milking systems and installations. Observe and record environmental conditions and management practices. Assist in collecting blood samples. Enter computer data to create reports. Care for equipment and maintain supplies for field and laboratory use. Perform general housekeeping, maintain stocks, and dispose of media.

**Requirements:** Certified animal health technician and dairy farm experience required. AAS degree or equivalent experience in dairy science. Strong interpersonal skills. Familiarity with computers, including Lotus 1-2-3 and D-base III+. Willingness to learn new skills and work as a team member. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

### Animal Health Technician (T5612) GR20

**Veterinary Medical Teaching Hospital-Statutory**

**Minimum Biweekly Salary:** \$590.45

**Posting Date:** 2/18/93

Provide support therapy for ICU patients and assist with emergency procedures. Teach intensive care and emergency protocol to veterinary students assigned to ICU duty. Maintain and monitor critically ill patients (IV fluids, drug therapy, life sustaining equipment, and vital signs). Rotating shifts.

**Requirements:** A.A.S. in animal health technology, NYS licensure or eligibility. Experience working with small animals and an interest in teaching critical care. Send cover letter and resume to Sam Weeks.

### Technician GR21 (T5504) Diagnostic Laboratory/VET-Statutory

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 6/17/93 **Repost**

Maintain and supervise research parasitology lab. Supervise work-study students. Perform routine parasitological tests, including microscopy, on research samples. Perform ELISA tests. Modify/develop new diagnostic tests as needed. Keep lab records up to date, including computer entry. Maintain equipment, perform library searches and xeroxing.

**Requirements:** BA or BS in biology, animal science or related field required. 2-3yrs. related experience required. Knowledge of and experience with routine biological lab techniques. Potentially infectious materials will be handled. Basic knowledge of computers (WP,D-Base) necessary. NYS driver's

license required. Send cover letter and resume to Sam Weeks.

### Technician GR21 (T7301) Quality Milk Promotion Services-Statutory

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 6/17/93

Provide technical lab support for a quality milk and mastitis control program. Culture milk samples for isolation of mastitis causing organisms. Prepare, sterile ad dispense culture samples into bacteriologic media. Identify the organisms by microscopic examination, and by biochemical and serological methods. Perform antibiotic sensitivity testing. Keep records and update computer data files. Maintain lab orderliness and answer the phone.

**Requirements:** BS degree or equivalent in microbiology. Previous experience in diagnostic microbiology. Certified Animal Health Technician and some dairy farm experience preferred. Typing skills and knowledge of computer programs (Lotus and WP5.1). Ability to work with minimal supervision. Strong communication skills. Send cover letter and resume to Sam Weeks.

### Research Aide GR21 (T7102) Plant Breeding and Biometry-Statutory

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 6/3/93

Enter data into the USDA plant genome databases maintained at Cornell (tomato, potato, rice and wheat). Enter genetic data directly from auto-radiograms with digitizing pad and video imaging, and form spreadsheets and text files obtained from other databases.

**Requirements:** Bachelor's degree or equivalent required. 2yrs. experience in biological sciences, molecular genetics preferred. Computer experience helpful. Send cover letter and resume to Sam Weeks.

### Computer Operator GR21 (T6701) CIT/CR-Endowed

**Minimum Biweekly Salary:** \$615.42

**Posting Date:** 5/6/93

Operate large scale computer systems and associated peripheral equipment. Monitor data communications network. Consult with vendor engineers and department support staff. Also, monitor server systems and consult with server administrators. Swift-work/weekends.

**Requirements:** A.A.S. degree or equivalent combination or education and experience in large data processing facilities required. Computer operating experience with minimum 3yrs. related data communications experience helpful. Knowledge of computer hardware, software, operating systems and programming languages. Send cover letter and resume to Sam Weeks.

### CHESS Operator GR24 (T6805) CHESS-Endowed

**Minimum Biweekly Salary:** \$701.22

**Posting Date:** 5/13/93

Provide technical support (computer, scientific engineering, machining, etc.) for CHESS user groups. Supervise the enforcement of safety codes. Monitor status of X-ray synchrotron facilities. Correct system malfunctions and software problems associated with instrument control. Maintain lab equipment. Design new equipment using CAD. May assist in experimental problems.

**Requirements:** BS or equivalent in technical/scientific field such as engineering or physics. Good mechanical lab skills. Computer programming experience preferred. Send cover letter and resume to Sam Weeks.

### Electronics Technician GR24 (T6604) Biomedical Electronics Service-Statutory

**Posting Date:** 4/29/93

Provide technological support for the research, teaching and clinical programs at the College of Veterinary Medicine with emphasis on component level repair of sophisticated electrical and electronic instrumentation. Some computer workstation and peripheral equipment repair. Some network installation and support.

**Requirements:** Education and experience equivalent to a certified biomedical electronics technician required. Strong computer science background



preferred. Experience troubleshooting sophisticated medical and analytical electronic instrumentation to the component level. Some experience troubleshooting and repairing micro-computers and peripherals. Ability to interact with lay users and translate technical jargon into terms they can understand. Send cover letter and resume to Sam Weeks.

## Technical Off Campus

### Technician GR24 (T7307) Horticultural Sciences/Geneva-Statutory

**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 6/17/93**

Coordinate a multidisciplinary USDA-LISA project on organic viticulture. Assist in collecting, entering, and analyzing data, and summarizing results. Supervise technicians and conduct field and lab studies on effects of pesticides on biological control agents and other non-target organisms.

**Requirements:** BS degree, MS preferred with work experience in biological sciences. Coursework in plant pathology, entomology, horticulture, chemistry, statistics, and computing. NYS driver's license. Ability to obtain pesticide applicator's license. Training or experience in common lab techniques and use of lab and office equipment. Experience in supervising employees and coordinating work schedules. Send cover letter and resume to Sam Weeks.

## Technical Temporary Full-time

### Technician (T6908) Soil, Crop and Atmospheric Science Hourly rate: \$5-6 Positing Date: 05/27/93

Provide technical support to a cryobiology lab investigating cryopreservation of *Drosophila melanogaster* embryos. Assist with routine lab operations and maintenance; prepare media and solutions; rear insects for experiments; collect data.

**Requirements:** B.S. or equivalent in biology or related field. Knowledge of and experience with routine lab techniques. Previous lab work desirable, but training with be provided. Position will be part time for June and July with hours to include days and evenings. From August through April 1994 the position will be full time, hours 8:00a.m. to 4:00p.m. Send cover letter and resume to Shannon Caldwell, Soil, Crop and Atmospheric Sciences, 620 Bradfield Hall, Cornell University, Ithaca, NY 14853.

### Research Support Specialist (T6903) Nutritional Sciences/cfnepp-Statutory Posting Date: 5/20/93

Perform research on the dynamics of micro-enterprise development data from Conkary, Guinea. Verification & reorganization of a unique 2-year panel data set for 1,100 micro-enterprises. Be responsible for matching these enterprises and then allocating returns to the main proprietors within the household.

**Requirements:** Bachelor's degree or equivalent. Experience may be substituted for education. Strong background in database management & knowledge of database management programs essential. Some knowledge of French preferred but not necessary. Work to be carried out in Washington, DC or Ithaca. Position available immediately, appointment up to 6 months for 39 hrs/wk. Salary commensurate w/experience and work location. Send cover letter and resume to Sam Weeks.

## Office Professionals

### Temporary Office Professional Positions

The temporary service at Cornell University is presently recruiting for the following areas: Receptionist, Office Assistant, Data Entry Clerk, Secretary, and Administrative Aide. Individuals will need to be proficient in the use of the Macintosh or IBM computers. Pro-

grams that are in great demand would be Microsoft Word, Filemaker, Pagemaker, Excel, WordPerfect and Lotus. A typing speed of 45-60 wpm is preferred. Minimum of one year office experience is necessary. If you are not presently employed and would consider temporary opportunities, please send a cover letter stating your interest in temporary opportunities and a resume to Karen Raponi, Employment Services, 20 Thornwood Drive.

### Sales Assistant GR17 (C7305) Campus Store-Endowed Minimum Biweekly Salary: \$530.38 Posting Date: 6/17/93

Provides exceptional customer service at the book information desk in the book department of the campus store, including processing special orders, researching information utilizing computerized data base, responding to customer inquiries, and assisting customers with product selection and departmental mail-outs.

**Requirements:** High school diploma or equivalent required. 1-2yrs. related retail experience and secretarial skills required. Must have ability to operate computerized data base and cash register. Strong communication and interpersonal skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Microfilm Assistant GR18 (C7208) Preservation/Conservation-Olin Library-Endowed Minimum Biweekly Salary: \$542.89 Posting Date: 6/10/93

Assist the preservation reformatting librarian in the NEH-funded Southeast Asia literature microfilming project in the pre- and post-filming procedures. Appointment until 12/31/94.

**Requirements:** A.A. degree or the equivalent preferred. High school diploma or equivalent required. Excellent organizational and work-flow management skills. Attention to detail. Ability to work independently. Previous library experience desirable. Knowledge or microfilming techniques and equipment highly desired. Computer skills especially with IBM-PC, WordPerfect, and PC-File highly desired. Strong interpersonal and communication skills. Light typing. External applicant send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Accounts Assistant GR19 (C7302) Controller's Office-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 6/17/93

Maintain control over endowed capital equipment inventory records. Responsible for reconciliation between capital equipment inventory records and accounting system records. Assist departments with capital equipment questions and problems as needed.

**Requirements:** High school diploma or equivalent. Some college coursework in business/accounting preferred. Experience on PC based software's such as Excel or Lotus (for spreadsheets) and word processing. Good communication skills. Fund accounting knowledge helpful. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C7307) Science and Technology Studies-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 6/17/93

Typing letters and manuscripts; filing; answer telephones; prepare vouchers for payment. Responsible for all S&TS seminars, staff schedules, office supplies, mail. Answer inquiries.

**Requirements:** High school diploma or equivalent. Some formal training beyond high school preferred. Computer knowledge essential, WordPerfect 5.1. Excellent organization and communication skills (written and oral). 1-2yrs. related experience required. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C7301) Continued Education and Summer Sessions-Endowed

**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 6/17/93**

Provide administrative and accounting support; type 3,6,8 week status letters, faculty letters of understanding, and database records maintenance; winter session records maintenance and faculty letters; registration reconciliation for both summer session and winter session; reconciliation of statutory operating accounts and preparation of final reports; process academic appointments, payroll vouchers, accounts payable vouchers, and purchase orders.

**Requirements:** High school diploma or equivalent; some college coursework. 2yrs. office and accounting experience required. Must be detailed oriented and highly accurate. Excellent typing skills necessary. Able to use IBM PC with WordPerfect and Lotus 123. Knowledge of DBase extremely helpful. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

### Secretary GR19 (C7103) Public Affairs/Arts and Sciences-Endowed

**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 6/3/93**

Provide administrative support to the director of special projects, the associate director and development assistant. Act as office receptionist. Maintain dean's public affairs calendar, the department's event list and the general public affairs events calendar.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience in a busy office. Macintosh computers. Editing and transcribing experience. Database maintenance and various mailing lists updates. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR19 (C7104) Veterinary Administration-Statutory Minimum Biweekly Salary: \$566.28 Posting Date: 6/3/93

*Cornell Employees Only*  
Provide receptionist and secretarial support for the office of education development. Responsible for maintaining OED budget, upgrades, preparing manuscripts and some correspondence. Provide support for foundation courses (duplicating and maintaining curricular materials).

**Requirements:** High school education or equivalent required. Some college coursework preferred. 2yrs. related office experience, preferably at Cornell. Excellent communication (oral and written) skills. Ability to work independently. Working knowledge of Macintosh, a major word processing and spreadsheet program. Desktop publishing skills helpful. Good organizational skills important. Medium typing. Send employee transfer application, cover letter and resume to Esther Smith.

### Information Secretary GR19 (C7007) Graduate School/Records-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 5/27/93

Greet, direct and assist students. Field general questions regarding basic graduate school policies to students and staff; type correspondence and labels; perform on line computer transactions; maintain inventory of forms; process application requests; assist other employees in the records office.

**Requirements:** High school diploma or equivalent. Some college courses desirable. Knowledge of Apple computers, Microsoft word, CU mainframe, data entry. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR19 (C7004) Family Life Development Center-Statutory

**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/27/93**

Provide support to FLDC administrative staff. Input, format, and produce final copy for reports, publications,

manuscripts, correspondence and proposals. Develop and maintain database; coordinate on and off campus meetings and conferences. Monday-Friday, 8am-4:30pm, until 9/30/94, contingent upon funding.

**Requirements:** High school diploma or equivalent. 2yrs. experience. Some college coursework desired. Excellent organizational, communication and interpersonal skills. Macintosh or PC computer experience required/experience with word processing spreadsheets, data bases, publishing, graphics. Broadbased secretarial skills. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Secretary GR19 (C6903) Hotel Administration-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 5/20/93

Provide administrative and secretarial support for three faculty members. High level of confidentiality essential, requiring independent judgment and decision making.

**Requirements:** High school diploma or equivalent. Some college coursework in Secretarial or Business Science or equivalent and/or training. Knowledge of IBM software including Word Perfect 5.1, Lotus 123, and Harvard Graphics. Ability to organize work priorities to meet deadlines. Strong communication skills. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application. Women and minorities encouraged to apply.

### Secretary GR19 (C6808) Chemical Engineering-Endowed Minimum Biweekly Salary: \$566.28 Posting Date: 5/13/93

Provide academic/research related clerical/administrative support to several faculty and their research groups. Type correspondence, class work, technical material and prepare purchase orders; oversee completion and submission of research proposals; schedule appointments and coordinate meetings; handle travel arrangements and reimbursements; maintain vanda cards and petty cash; process incoming outgoing mail and deliveries for building; serve as school's receptionist; answer phones; assist with various social functions; handle room reservations; supervise student employees and manage business office operations.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. Minimum 2yrs. related experience. Excellent typing skills required. Must be able too organize work, set priorities and work with frequent interruptions. Strong interpersonal and communication skills essential. Knowledge of Macintosh required. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees include an employee transfer application.

### Secretary GR20 (C7311) Plant Breeding and Biometry-Statutory

**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 6/17/93**

Provide extensive administrative and secretarial support to executive director, center director, and executive staff assistant of International Service for the Acquisition of Agri-Biotech Applications. Prepare complex reports; edit and finalize format of documents; compose correspondence; arrange travel; schedule appointments; assist in planning and coordination of events and in budget preparation; develop/maintain computer database; answer telephones and take messages; maintain telecommunications. M-TH, 8-4:30, F 8-3:30.

**Requirements:** Associates degree or equivalent required. 2-3yrs. experience in office environment using PC's or Mac's. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

### Administrative Aide GR20 (C7310) Health Services-Endowed Minimum Biweekly Salary: \$590.45 Posting Date: 6/17/93

*Cornell Employees Only*



Under supervision of director of health education, assists the health education staff with the coordination and administration of health education programs and manages day-to-day office operations. Provides assistance and support to student volunteers and other staff members collaborating on health education programs.

**Requirements:** Associates degree or equivalent required. 2-3yrs. experience. Must have excellent typing skills and experience using computers (Macintosh); superior organization and communication skills (verbal and written). Must be able to work independently and make decisions. Experience preparing camera-ready layout for pamphlets and supervisory experience helpful. Previous work experience in health related care preferred. Send employee transfer application, cover letter, resume and 2 letters of reference to Esther Smith.

**Administrative Aide GR20 (C7202)  
University Development-Capital  
Projects-Endowed  
Minimum Biweekly Salary: \$590.45  
Posting Date: 6/10/93**

Provide administrative and secretarial assistance for the Office of Capital Projects. Type, edit, and proofread materials. Maintain accurate record of gifts and commitments. Initiate requests for and track gift acknowledgments. Prepare gift reports. Make travel arrangements. Schedule appointments. Assist in the preparation of mailings.

**Requirements:** Associates degree or equivalent required. 2-3 yrs. related work experience. Bookkeeping/accounting experience desirable. Good typing skills required. Excellent organizational and interpersonal skills. Good command of written and spoken English. Knowledge of Macintosh PC helpful. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Administrative Aide GR20 (C7201)  
Dean of Students & Frat. & Sor.  
Development-Endowed  
Minimum Biweekly Salary: \$590.45  
Posting Date: 6/10/93**

Handle correspondence, reports and publications of highly confidential nature. This includes drafting, editing, reviewing and finalizing correspondence. Assist student volunteers. Coordinate receptions, meeting, orientation events, maintain filing, and accounting.

**Requirements:** Associated degree or equivalent required. 2-3 years of administrative support experience. Excellent verbal, written and interpersonal communication. Confidentially essential. Knowledge of Macintosh computers, and various Macintosh software. Medium typing. External applicant send cover letter, resume to Esther Smith. Employees include employee transfer application.

**Accounts Assistant (C7306)GR21  
Controller's Office-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 6/17/93**

Provide administrative and accounting support in the endowed/gift/banking department. Responsible for reporting department of endowed and similar funds, gifts received and investment earnings. Prepare various reconciliation's and schedules pertaining to investment pools.

**Requirements:** Associates degree in accounting or business administration or equivalent. Requires strong working knowledge of personal computers. Emphasis on Excel, Foxbase, and Microsoft word. Ability to communicate clearly both orally and in writing. Must demonstrate strong analytical and organizational skills as well as accuracy and efficiency. 2-3yrs. related experience required. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR21 (C7102)  
Public Affairs/Arts and Sciences-  
Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 6/3/93**

*Cornell Employees Only*  
Provide administrative support to the director of public affairs and director of development. Assist with tracking of

gifts to the college. Act as liaison with the deans office for scheduling meetings and travel.

**Requirements:** Associate's degree or equivalent. 2-3yrs. related experience in a busy office. Macintosh computers, IRIS. Cornell accounting. Ability to work under pressure. *Cornell Employees Only*. Medium typing. Send transfer application, cover letter and resume to Esther Smith.

**Computing Administrative Assistant  
GR21 (C7101)  
Computer Science-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 6/3/93**

Provide administrative and organizational support to the director of computing facilities and facilities staff. Provide problem resolution and front-line response and tracking for all problems and requests from faculty, staff, and students to the computing facilities support group. Organize and maintain computer accounts, inventory records, and computer backup tapes for the computer science departments computing facility, consisting of approximately 300 users on 200 departmental workstations and servers.

**Requirements:** Associate's degree or equivalent required. Minimum 3yrs. experience with computer systems is essential, and experience with a multi-user system such as the UNIX operating systems is extremely valuable. Familiarity with standard editing, printing, and text processing tools. Medium typing. High level of general administrative and organizational skills is essential. These should include demonstrated initiative and problem solving abilities, the ability to evaluate and act on varying priorities, technical typing, and the ability to run a small documentation library. Experience in computer operations such as account maintenance, file backup and recovery, and on-line documentation maintenance is extremely valuable. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Administrative Aide GR21 (C7011)  
Theory Center-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

Perform extensive and complex administrative and secretarial functions for the Director of Corporate and External Relations and associated professional staff. Requires considerable initiative, independent judgment and decision making, and a high degree of confidentiality.

**Requirements:** Associate's degree or equivalent in education, training, and experience. 2-3 years related experience. Strong interpersonal, communication, and organizational skills. Demonstrated ability to take initiative and responsibility, work independently, set priorities, and coordinate many ongoing activities. Ability to handle confidential matters. Experience with use of computers, including word processing, spreadsheets, databases, and electronic mail. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Telecommunicator GR21 (C7009)  
Public Safety-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

Responsible for operating centrally located communications center for the Department of Public Safety. Shift Work.

**Requirements:** Associate's degree preferred with 2-3 years of related experience. Ability to qualify for certification in NYS Police Information Network System. Eye for detail essential, ability to handle highly confidential information with discretion. Strong communication skills (written and oral). Ability to work under pressure. Ability to pass a background investigation. Familiar with PC's and terminal computers desirable. Radio communication skills preferred. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Box Office Manager GR21 (C7002)  
Theatre Arts-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/27/93**

Manage box office and associated audience services operations in Department of Theatre Arts. M-F 10:00am - 6:00pm plus evenings and weekends as required.

**Requirements:** Bachelor's degree preferred. Associates degree or equivalent. 2-3 years previous experience in position of financial responsibility and/or theatre management. Experience with personal computers, preferably Macintosh. Excellent organizational/communications skills. External applicants send cover letter and resume to Esther Smith. Employees should include an employee transfer application.

**Administrative Aide GR21 (C6709)  
Computer Science-Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 5/6/93**

Assist two senior faculty in conduct of all aspects of their university work; assist in monitoring current research programs; implement leading edge information management technologies to organize administrative functions (WAIS, LATEX); coordinate administrative activities and software distribution for a large research group. Assist faculty and senior researchers in design and writing of scientific research grant proposals for submission to government and industry sponsors. Research and compile statistics, reports and correspondence for projects delegated by faculty supervisor. Manage budget (\$80,000) for LICS (Logic in Computer Science) annual conference. Function as electronic information management expert and consultant for department administrative staff. Manage software distribution effort including documentation, for a large software project. Use complex graphics and typesetting software for proposals, reports and manuscripts.

**Requirements:** A.A. degree or equivalent; 2-3 years related office experience. Demonstrated communication, interpersonal and public relations skills. Must be able to work without direct supervision; requires a high degree of autonomy in identifying and resolving problems and screening requests. Aptitude to learn complex computer system structure requiring programming skills and creativity. Demonstrated general administrative and organizational skills essential, including technical typing, writing skills. Scientific and accounting background desirable. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Cutter/Draper GR22 (C7308)  
Theatre Arts-Endowed  
Minimum Biweekly Salary: \$641.92  
Posting Date: 6/17/93**

Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (seasonal Mid-August to Mid-May).

**Requirements:** BA degree or equivalent in theatre or costume technology required. 2-3yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Office Professionals  
Part-Time**

**Secretary GR18 (C6305)  
Neurobiology and Behavior-Statutory  
Minimum Biweekly Salary: \$542.89  
Posting Date: 6/10/93**

Computer-based text and graphics processing and editing; ordering supplies and maintaining inventories; coordinating and trouble shooting administrative procedures; extending support to co-workers and staff for a large biology course. High level of confidentiality (student grades, generating exams and

answers). 5days/week, 20hrs.

**Requirements:** High school diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Experience with Macintosh computer and office-based software or aptitude to learn specific software program. Heavy typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Assistant GR18  
(C7209)**

**Access Services/Olin Library-Endowed**

**Minimum Full-Time Equivalent: \$542.89**

**Posting Date: 6/10/93**

Perform a variety of administrative tasks including filing, preparing, and mailing library notices including those which have been returned for incorrect addresses. Answer the telephone and act as a receptionist for the office. Assist with billing and library card operations as requested. Regular part-time, 20 hrs. week.

**Requirements:** High school diploma or equivalent required. Associates degree preferred. Organizational skills and aptitude for detailed work; ability to work effectively with a variety of people in a public services setting; strong interpersonal and communications skills both oral and written. Experience with microcomputers desirable. Light typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Evening Supervisor GR20 (C7107)  
Circulation/Uris Library-Endowed  
Minimum Full-time Equivalent: \$590.45  
Posting Date: 6/3/93**

Responsible for the Uris library building when senior staff are absent during the evening hours. Supervise the work of staff and student assistants at the service desks and coordinate the efforts on a variety of evening routines and special projects. 25hrs/week.

**Requirements:** Associate's degree or the equivalent required. 2-3yr. related experience. Dependability and punctuality absolutely essential. Supervisory experience desirable. Ability to work well with a variety of people in a public setting and in a supervisory capacity. Sound judgment and ability to act in an emergency situation. Light typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Administrative Aide GR20 (C7003)  
Biotechnology Program-Endowed  
Minimum Full-time Equivalent: \$590.45  
Posting Date: 5/27/93**

Provide administrative support to executive director of national agricultural biotech council. Handle correspondence; arrange travel; distribute reports and maintain computer databases. 20hrs/week, to be arranged.

**Requirements:** 2yrs. college coursework or Associates degree. 2-4yrs. administrative experience, including computer usage (preferably MAC). Must have excellent organizational and telephone skills. Research information via computer. Editing and writing a plus. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees should include employee transfer application.

**Outreach Coordinator GR21 (C7207)  
Southeast Asia Program-Endowed  
Minimum Full-time Equivalent: \$615.42  
Posting Date: 6/10/93**

Promote knowledge and understanding of Southeast Asia. Initiate and organize activities such as conferences and in-service training workshops. Develop and manage an audio-visual archive and prepare resource materials. Regular part-time, 20 hrs week to be arranged.

**Requirements:** Associates degree or equivalent required. Knowledge about and experience with Southeast Asia. At least 4 yrs. of experience with educational or outreach programs or equivalent. Knowledge of Southeast Asia, its peoples and cultures and of SEA-



Americans, highly desirable. Medium typing. External applicant send cover letter, resume to Esther Smith. Employees include an employee transfer application.

**Research Aide GR21 (C7106)  
Financial Aid/Student Employment-  
Endowed  
Minimum Biweekly Salary: \$615.42  
Posting Date: 6/3/93**

Provides research support for the Cornell tradition research, working with the research associate. Conduct and analyze the Cornell tradition survey research which includes, but not limited to, the Cornell tradition one-year post-graduation survey, three-year follow-up post graduation survey, five-year follow-up post graduation survey, and undergraduate evaluation of the Cornell tradition program. Monday-Friday, 9-1.

**Requirements:** Bachelor's degree or equivalent required. Basic knowledge of survey research essential. Experience with WordPerfect, Harvard Graphics, Pagemaker, Lotus 1-2-3, SAS and mainframe computer systems desirable. Ability to write effectively. Medium typing. External applicants send cover letter and resume to Esther Smith. Employees include employee transfer application.

**Office Professional Part-time  
Temporary**

**Back to School Fair Assistant (S7301)  
CIT/Sales and Support-Endowed  
Posting Date: 6/17/93**

Under general direction of contracts manager, help coordinate Cornell information technologies back-to-school fair for August 1993. Responsibilities will include operational and administrative support for the project. 20hr/week including some weekends. Position begins July, 1993 through October, 1993. **Requirements:** Associates degree or equivalent coursework. Knowledge of university purchasing and prior event coordination experience helpful. Must have knowledge of Word, Excel, FileMaker Pro on Macintosh. Must be able to work in an extremely hectic and fast-paced environment. Light typing. Send cover letter and resume to Karen Raponi, 20 Thornwood Drive, Ithaca, NY 14850.

**Office Professional  
Temporary**

**Library Aide GR20 (S7201)  
ILR Catherwood Library  
Posting Date: 06/17/93**

Responsible for evening and/or weekend operation and security of the library; share in regular desk services, reserve processing, and collection activities. Utilize NOTIS and RLIN terminals in searching and verifying requested materials. Assist in overall management of the circulation unit including training and supervision of student assistants, administering circulation policies, inventory, statistical reports, and other duties as assigned.

**Requirements:** Bachelor's degree or equivalent combination of formal training and public service experience of at least one to two years. Previous supervisory experience necessary. Strong organizational and interpersonal skills required. Ability to communicate with patrons quickly and effectively and to maintain confidentiality. Prior experience with IBM PC necessary. Full-time position, irregular hour including some holidays and weekends. Position to begin July 8, 1993 through Jan. 19, 1994. Send cover letter and resume to Bernie Heath, Cornell University, 235 Olin Library, Ithaca, NY 14853.

**Office Professional Casual**

**Program Secretary (S7001)  
Language House  
Posting Date: 5/27/93**

Assist the Academic Administrator with typing correspondence, reports and promotional materials. Process Language House applications and ac-

counting forms. Handle phone calls, mail, copying and other daily office tasks.

**Requirements:** A.A.S. degree in secretarial science or equivalent. 2-3 years related experience preferred. Familiarity with IBM computers and Word Perfect 5.1 necessary. Basic knowledge of accounting procedures and spreadsheets desired. Appointment begins July 1993 through June 1994. 10 hours per week, flexible schedule to be arranged. External applicants send cover letter and resume to Karen Raponi, Employment Services, 20 Thornwood Dr., Cornell employees should include a transfer application.

**General Service**

**Custodian SO02 (G7301)  
Student Life Union-Endowed  
Hourly Rate: \$6.90  
Posting Date: 6/17/93**

Perform custodial care of assigned areas to include mopping, vacuuming and dusting. Must be able to lift 50lbs, climb and 8 foot ladder and be in good physical condition. Must be able to follow instructions and work efficiently for extended periods without supervision. 5pm-1am, includes weekends, hours change during academic year.

**Requirements:** Basic reading and writing skills. Experience in custodial work that includes use of commercial cleaning equipment. External applicants send completed application and indicate posting number. Employees should send and employee transfer application to Esther Smith.

**Head Waitperson SO02 (G7302)  
Statler Hotel-Endowed  
Hiring Rate: \$6.90  
Posting Date: 6/17/93  
Cornell Employees Only**

Under general supervision, serves meals to guests in the fine dining room according to established rules of etiquette and service. Helps in set up and clean the dining room. Flexible nights and weekends.

**Requirements:** High school diploma or equivalent. Must be able to read and write English. 1-3yrs. wait experience preferred. Ability to work well with the public. Send employee transfer application to Esther Smith.

**Stockkeeper GR20 (G7304)  
Campus Store/F & BO-Endowed  
Minimum Biweekly Salary: \$590.45  
Posting Date: 6/17/93  
Cornell Employees Only**

Assist in overseeing the daily operations of the campus store warehouse including shipping and receiving. Responsible for management and control of campus store inventory. Monday-Friday, 8-4:30, occasional evenings and weekends.

**Requirements:** Associates degree or equivalent required. Minimum 2-3yrs. experience retail warehouse setting, shipping and receiving. Supervisory experience preferred. Good interpersonal skills and customer service oriented. Send cover letter, resume, and employee transfer application to Esther Smith.

**General Service**

**Groundworker (B5201) SO04  
Grounds Department-Endowed  
Hiring Rate: \$7.52  
Posting Date: 6/3/93 Repost**

Performs all general landscape maintenance and landscape construction. Tasks: may be assigned other groundworkers, both regular and seasonal to aid in carrying out assignments. Frequent nights and weekend work during winter snow season.

**Requirements:** High school diploma or GED equivalent. Courses in agronomy horticulture or related fields desirable. Pesticide applicators license desirable: 1-2yrs. related experience in commercial landscape maintenance, landscape construction and related equipment. Minor equipment repair experience desirable. Valid drivers license. Send cover letter and resume to Cynthia Smithbower.

**Academic**

**Reference Librarian  
Fine Arts Library  
Cornell University  
(optional 9-month or 12-month position)  
Posting Date: 6/17/93**

**Responsibilities:** Under the supervision of the Librarian, provides reference service in the fields of art, architecture, city planning and landscape architecture. Participates in bibliographic instruction in these fields and collection development for the reference collection. Acts as a liaison with other campus reference departments. Serves as department head in the absence of the librarian.

**Qualifications:** Required - MLS or equivalent graduate degree; at least two years reference experience in an art or architecture library; art or architecture background; familiarity with reference tools in the field as well as computer literacy and online searching techniques; strong service orientation; and excellent interpersonal and communication skills. Preferred - Familiarity with two western European languages and advanced degree in art or architectural history.

**Closing date:** Applications requested by August 15, but accepted until position is filled. Apply to: Anne Dyckeman, Director, Human Resources, Cornell University, 201 Olin Library, Ithaca, NY 14853-5301. Send resume with cover letter and names, addresses and telephone numbers for three references.

**Molecular Neurobiologist  
Neurobiology and Behavior  
Posting Date: 6/17/93**

Tenure-track position in molecular neurobiology at the assistant professor or beginning associate professor level, available July 1994. Seek someone studying the molecular mechanisms of signal transduction in the nervous system. Possible research interests include molecular mechanisms of transmitter release, structure/function studies of channels and receptors, second messenger pathways, and other functional aspects of synaptic transmission and its modulation. Send a cover letter, selected reprints or preprints, and statements of research and teaching interests, and arrange to have three letters of recommendation sent to: Search Committee, Section of Neurobiology and Behavior, Cornell University, Seeley G. Mudd Hall, Ithaca, NY 14853. Will begin screening applications September 15, 1993. Women and minority candidates are urged to apply.

**Extension Administrator Program  
Leader for Agricultural Competitiveness and Profitability  
Location: Cornell University, Ithaca, NY  
Posting Date: 6/3/93**

Provide statewide leadership and support for campus and Cornell Cooperative Extension association work related to vision, scope, and direction of adult and youth educational programs to improve agricultural competitiveness and profitability. Facilitate collaborative efforts among faculty and on- and

off-campus staff to address contemporary issues related to the sustainability of New York's animal and field crop industries including those related to environmental, consumer, and community concerns. Provide administrative leadership for ensuring that quality, nonformal educational programs are developed, delivered, evaluated, and marketed to diverse audiences in New York State. Work with local, state, and national agencies and organizations, and Extension Associations on issues of common concern.

**Qualifications:** An earned Master's degree appropriate to the responsibilities of the position. Significant professional employment or at least one degree related to production agriculture. 8yrs. of progressively responsible experience including five years of demonstrated success in nonformal educational program development, implementation, and evaluation. An earned doctoral degree with six yrs. of professional experience including three yrs. in nonformal educational programming is preferred. Coursework in adult education, human development, program administration, and management desirable. Salary: Commensurate with qualifications. To Apply: Send letter of intent; current resume that includes responsibilities and accomplishments for each significant position; and names, addresses, and telephone numbers of three references by August 1, 1993 to: R. David Smith, Chair Search Committee Associate Director Cornell Cooperative Extension Box 8 Kennedy Hall (276 Roberts), Cornell University, Ithaca, NY 14853-4203.

**Senior Extension Associate I  
Human Development and Family Studies  
Posting Date: 6/3/93**

Participate in continued development of a research and demonstration project on youth apprenticeship. Provide leadership in statewide and national training and dissemination. Serve as an internal consultant in team building and organization development.

**Requirements:** Doctorate and at least 5yrs. of experience linking work and learning in both educational and the private sector. Teamwork skills and excellent training, speaking, and writing skills. Contact: Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853

**Research Associate II  
Human Development and Family Studies  
Posting Date: 6/3/93**

Collect, code, and analyze observation data on young people learning in workplaces and interview data from them, their parents and the adults who work with them. Use these data as a basis for internal reports, feedback to participants, and scholarly papers.

**Requirements:** Doctorate in a relevant field of education or social science and evidence of advanced ethnographic research skills. Familiarity with program evaluation, adolescent development and education, and youth employment is desirable. Contact Dr. Mary Agnes Hamilton, Human Development and Family Studies, MVR Hall, Cornell University, Ithaca, NY 14853.