

CORNELL Chronicle

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Mr. Polo

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Dr. Steven J. Roberts, D.V.M. '38, known for decades here as Mr. Polo, will be honored Saturday for his lifelong commitment to the so-called "sport of kings."

AIDS on campus

When John learned he was HIV-positive, he was working on his documentation for tenure. Inside, a Special Report on AIDS at Cornell and efforts to raise awareness.

Banner story



Peter Morenus/University Photography

Robert Venables (left), a lecturer in the Department of Rural Sociology and in the American Indian Program, and senior Joseph Lauricella unroll a 100-foot-long tapestry depicting the observations and experiences of Indians in Mexico during the arrival of the Spanish explorers in the 15th century. The banner will be on display in Kennedy Hall from 2 to 10 p.m. on Wednesday, April 29.

Mann Library opens electronic gateway

By William Holder

A newly opened electronic "gateway" — a simple means by which computer users easily can search numerous databases of information from their offices or homes — has met with an extraordinarily strong response, Cornell Library officials say.

Within a few weeks of its opening this year, the gateway attracted 1,300 subscribers among faculty and students served by the Albert R. Mann Library. Approximately 100 individuals use the gateway daily through direct connections on campus or modems, according to Martin Schlabach, a Mann Library information specialist.

Accessible databases range from the Department of Agriculture crop estimates — for acreage, yield and production for 67 U.S. agricultural commodities — to the giant Research Library Information Network, which holds 32 million entries from library catalogues of the nation's research universities.

Gateways are an emerging technology in university libraries, although the term has no fixed meaning beyond providing access to various electronic services. The purpose of Cornell's gateway is twofold: to provide users a central point of access for reaching databases inside and outside the university;

and to provide an intellectual road map to help users navigate among resources.

The gateway enables users to view a menu of resources and connect, for example, to BIOSIS, the online abstracts of more than 9,000 journals in the biological sciences. In a few minutes — compared to hours with print media — one can locate a list of references on a specific topic, then switch to Cornell's online catalog to determine the location and availability of specific journals.

"The speed's incredible," said Charles McCormick, associate professor of nutritional sciences. "The convenience of finding the latest information from your office is unbeatable."

Jon Glase, a senior lecturer in neurobiology and behavior who is introducing 600 biology students to the gateway, said students can complete in about 45 minutes a literature search that would have taken hours to do in print.

The gateway is a project of Mann Library and the Division of Biological Sciences, funded in part by a \$126,000 grant from the President's Fund for Educational Initiatives. Access is free, but currently is limited to those affiliated with the Colleges of Agriculture and Life Sciences and of Human Ecology and the Division of Biological Sciences.

Unit brings biotechnology to the developing world

By William Holder

A new non-profit organization located at Cornell and other sites worldwide is helping developing countries acquire proprietary biotechnology applications that previously had been out of their reach.

David Altman, executive director of the International Service for the Acquisition of Agri-biotech Applications (ISAAA) now based at Cornell, said the organization fills a new role. Unlike many previous advances in the "green revolution" that were in the public domain, as much as 80 percent of biotechnology is proprietary. Most developing countries do not have the financial, legal or technical resources and institutional capacity to make use of recent advances, he said.

The new organization is dedicated to both facilitating the transfer of biotechnology and helping developing countries ensure that they can develop the institutional capacity to handle accompanying biosafety and socio-economic issues, he added.

Founded six months ago, ISAAA has established its U.S. office, called AmeriCenter, at Cornell's Plant Breeding and Biometry Department with \$5 million in pledged support and three projects under way. These include the donation to Mexico and Costa Rica of proprietary technology and know-how to produce plants with genetically engineered resistance to some plant diseases, and a project in the Far East for detecting various vegetable diseases.

Another 30 projects are under consideration in 10 developing countries. All have in common that ISAAA assists countries in identifying their biotechnology needs, then acts as an "honest broker" to match needs with appropriate proprietary technologies. The organization then mobilizes funding support and finally counsels countries on safe and responsible testing of recombinant DNA products.

"Implementing projects is very important," Altman said, "because biotechnology is perceived as a science of promises and not deliveries. Also, nations in the Third World are disenchanted with organizations that have failed to translate words, promises and pa-

per into active field projects.

"There's been a lot of talk about agricultural biotechnology being applied in the Third World, but very little done," he added. "We intend to stay very small, but results-oriented."

In Mexico, for instance, the organization has enlisted the aid of Monsanto Co., which developed a recombinant DNA technique for protecting potatoes against certain viruses, and the Rockefeller Foundation, which is supporting the four-year project.

Scientists from the Center for Advanced Research Studies in Irapuato, Mexico, have trained at Monsanto and are propagating their own potato plants to field test them this summer.

Potato is the fifth most important crop in Mexico, but infections by the PVX and PVY viruses have required a \$4 million spray control program that is not completely effective. Monsanto donated gene technology and know-how for producing proteins that surround the core of these viruses, known as coat proteins. These proteins protect the potato from a number of viral infections.

"This is an extremely powerful technology, which, as far as we can tell, is also extremely safe," Altman said. "People inject plants infected with the virus, so they eat the coat protein anyway."

"The benefits of this program are that it would reduce the use of conventional toxic pesticides, free Mexico from spending so much money on pesticides and increase yield for the farmer, especially for small farmers. Once you have the gene, you don't need other types of technologies."

Altman, former leader of the U.S. Department of Agriculture cotton genetic project at College Station, Texas, said ISAAA will concentrate on projects that reduce the use of pesticides, preserve tropical forests and biodiversity, contribute to sustainable agriculture or improve the nutritional value and availability of food in the developing world.

Favored projects include those that employ tissue culture for propagation of disease-free trees, diagnostic techniques to detect diseases, and recombinant DNA — the process by which the genetic makeup of

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Shoals garden raises money for student financial aid

By Roger Segelken

If anything beautifully exemplifies the term "attractive nuisance," it has to be Celia Thaxter's garden.

Six miles of choppy Gulf of Maine seas, which separate tiny Appledore Island from the coasts of Maine and New Hampshire, don't deter the pilgrims. Neither does a \$25 fee to visit the careful re-creation of a 19th century formal garden in the midst of a modern marine sciences laboratory.

As a result, Shoals Marine Laboratory, the summer education facility run by Cornell

and the University of New Hampshire, has found an unusual source of financial aid for students.

Celia Thaxter's island garden recorded 288 paying visitors in the summer of 1991. After expenses, that added more than \$6,000 in financial aid for students at the island where 25 different summer session courses range in topics from marine botany and underwater archaeology to coastal ecology and biological illustration. Guides for the tours are often modern day "Celias," volunteers from the Rye, N.H., garden club.

Continued on page 6

Teaching awards



Peter Morenus/University Photography

The College of Arts and Sciences honored this year's best teachers and advisers at an April 14 ceremony. Among the awards presented were the Stephen and Margery Russell Distinguished Teaching Awards. Above, Stephen and Margery Russell (left) stand with the first winners of the Russell Awards (from left): Meredith Small, associate professor of anthropology; Barry Carpenter, professor of chemistry; and teaching assistant Ti Alkire.

A reminder: Chain letters are illegal

By Lisa Bennett

In face of a rise in chain letter mailings on campus, the Department of Public Safety is issuing a reminder that while such letters promise to bring good luck, they may instead yield a fine and even a prison term.

Public Safety, with the help of campus mail rooms, has intercepted several hundred letters in recent weeks in an effort to save mail room employees the time it takes to distribute the letters and to stop the flow of letters that some recipients find harassing.

"It's common for people not to know that chain letters, even those sent through campus mail, are against the law. But if someone receives one of these and feels harassed, annoyed or alarmed, and we can identify the sender, the sender can be arrested," said Investigator Scott Hamilton.

Hamilton added that mail room employees have been able to identify many chain letters before forwarding them because they are sent in bundles of 20, often in white envelopes with names and addresses taped on or in campus mail envelopes that have never before been used.

While some recipients laugh off chain letters, others do feel threatened or harassed by what they consider the need to send 20 copies within four days or experience misfortune instead of winning the lottery of getting a new job, as described in the letter.

Mailing chain letters through campus mail may be considered aggravated harassment in the second degree under the New York State Penal Law, according to Hamilton. The violation constitutes a Class A misdemeanor and carries penalties, per complaint, of a fine of not more than \$1,000 and a prison term of not more than one year. Sending chain letters through the United States Postal Service may violate state law and the U.S. Federal Code. Sending chain letters constitutes a felony under federal law and carries a penalty, per complaint, of not more than \$1,000 and a prison term of not more than five years.

State law provides that a person can be found guilty of aggravated harassment if he or she communicates with the intent to harass, annoy, threaten or alarm another.

Someone who feels harassed may file a complaint with the Department of Public Safety, Hamilton said.

Thefts in offices are on the rise

There has been a substantial increase in thefts occurring in offices, according to the Department of Public Safety. These thefts are being committed by individuals who enter buildings and go from office to office until they find one unattended. They then remove easy-to-carry articles such as purses, coats and money. Investigation of these offenses indicate that many of these crimes would not have been committed if office personnel had been alert to strangers in the office and had taken a few simple steps to safeguard their valuables:

- Lock all office and lab doors when not in use, even when leaving just for a moment.
- Lock desks, filing cabinets and closets when not in use.
- Never leave your purse or other valuable items on or under your desk. Keep these items out of sight and locked up.
- Be leery of phone calls from unknown people requesting you to leave your office.
- Be alert and observant. If you see someone or something that you think is suspicious, report it. Call 255-1111 or pick up a Blue Light phone.

Any department that wants a Public Safety crime prevention officer to speak on security concerns or would like a loss-prevention survey of their work area may make arrangements by contacting the Crime Prevention Unit at 255-7404.

Awards sought

The May 21 Commencement edition of *The Chronicle* will carry notices of end-of-year student and teacher awards. Please send information about such awards to the Cornell News Service, Village Green, via campus mail by May 8.

BRIEFS

• **Messenger Lectures:** Musicologist and award-winning author and editor Maynard Solomon will give the 1992 Spring Messenger Lecture Series on the subject of Wolfgang Amadeus Mozart and his family. Solomon's three public lectures will focus on the 18th century musical genius' father, Leopold, his mother, Anna Maria, and his sister, Marianne. The lectures will be given in Lecture Room D of Goldwin Smith Hall, all starting at 4:30 p.m. on Monday, Tuesday and Wednesday, April 27, 28 and 29. The lectures will be on the following themes: "Leopold Mozart: The Rebel as Impresario"; "Anna Maria Mozart: Mozart and Matricide"; and "Marianne Mozart: Carissima sorella mia [my dearest little sister]." Solomon, who is currently writing a book on Mozart, is widely recognized as an authority on Beethoven. His book *Beethoven*, first printed in this country in 1977 by Schirmer Books, has been published worldwide and translated into six languages, including Japanese. He has received the Deems Taylor Award from the American Society of Composers, Authors and Publish-

ers for his writings. Established in 1924, the Messenger Lectures are Cornell's most prestigious general lecture series and have led to the publication of numerous books.

• **Veterinary detour:** Traffic to the Large and Small-Animal Clinics at the College of Veterinary Medicine has been rerouted because of construction at the new Veterinary Medical Center. Clients of the clinics should approach from Route 366 to Caldwell Road, and follow signs to parking areas. Parking for clients of the Small Animal Clinic is available on the east side of the construction zone. Trailers carrying animals to the Large Animal Clinic can park at the east end of "O" lot. Drivers of animal vans and trailers are urged to comply with local street and road weight limitations posted by municipalities.

• **Nursery School:** A garage sale and international fair sponsored by 35 families of the cooperative nursery school will be held on April 25, 9 a.m. to 1 p.m., Ellis Hollow Community Center, Genung Road. Interna-

tional food will be for sale, featuring food to eat there or take out, from Norway, Hungary, China, Korea, Japan, Spain, Nepal and the United States. International crafts will also be for sale. For more information, call 255-6342.

• **Bloodmobile:** The American Red Cross Bloodmobile will be at the Veterinary College Research Tower on Wednesday and Thursday, April 29 and 30, from 11 a.m. to 5 p.m. in a visit sponsored by the college. Call 273-1900 for an appointment; walk-ins are welcome.

• **Social trends:** The 1992 Social Trends and Outlook Conference on "Valuing Diversity" will be held April 28 and 29 at the Sheraton Inn. The conference will focus on issues of multiculturalism and exclusion as they affect work environments and society. The conference is sponsored by the Community and Rural Development Institute and Cooperative Extension. Registration is \$40. For more information, call Tina Weyland at 255-9510.

CORNELL Chronicle

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

GRADUATE BULLETIN

Degree: All requirements for a May degree must be completed by May 15, including submitting the dissertation/thesis to the Graduate School. Professional master's candidates should check with their field regarding earlier deadlines.

Summer: Forms for summer registration will be available May 6 at the Graduate School information desk, Sage Graduate Center. Students receiving summer support from the Graduate School should submit their forms by May 20. Students must register if they are receiving financial aid during the summer (such as summer assistantships or fellowships); wish to use campus facilities during the summer; or are off campus but need to be registered for summer study. 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 set for state units

The Board of Trustees, reflecting the impact of the state's fiscal crisis, has raised 1992-93 tuitions at the state-supported colleges by between 8.5 percent and 12 percent — depending on the field of study and student's home state.

The tuition levels were approved by the trustees' Executive Committee at an April 16 meeting in New York City.

They will be reviewed soon with the State University of New York, but they already reflect the implications of the recently passed state budget, according to Nathan Fawcett, Cornell's director of statutory college affairs.

The "statutory" or state-supported colleges are the College of Agriculture and Life Sciences, College of Human Ecology, College of Veterinary Medicine and School of Industrial and Labor Relations, which receive about 40 percent of their total funding from the state.

Starting next fall, state resident undergraduate tuition will increase by 8.5 percent, from \$6,450 to \$7,000; non-resident, by 10.9 percent, from \$11,950 to \$13,250.

Graduate tuition, excluding that for veterinary students, will rise by 10.2 percent, from \$7,440 to \$8,200. For veterinary students, graduate tuition will rise by 9.6 percent, from \$8,300 to \$9,100; those pursuing the doctor of veterinary medicine degree will have an 8.9 percent increase, from \$10,100 to \$11,000, if they are state residents; 12 percent, from \$12,500 to \$14,000, for non-residents.

Part of the Cornell increases will cover increased costs not covered by the reduced state appropriations to the statutory colleges, and part was required because SUNY raised its own tuition by \$500, Fawcett said.

Earlier this semester, trustees approved a 6.5 percent increase in undergraduate and graduate tuition in the endowed units, to \$17,220 from this year's level of \$16,170.

Student reports on infanticide in rural India

By William Holder

The well-known shortage of women on the Indian subcontinent is due in part to female infanticide, a Cornell researcher says.

Sabu George, a graduate student in nutritional sciences, said he obtained the first documented evidence of infanticide during a four-year study in rural southern India. His study showed that in a population of 13,000, almost three-quarters of the 33 deaths among newborn females were confirmed infanticides. No male babies were known to have been deliberately killed during two and one-half years of field work.

"I never expected to find this practice in villages," George said. "In most cases, mothers did not want to kill their children. Most of the pressure to commit infanticide comes from older women and husbands."

George presented his findings in February at the Chicago meeting of the American Association for the Advancement of Science, where he was awarded the association's prize for the best poster presentation in the social sciences.

Previous evidence for infanticide has been indirect, George said, relying on measures such as the imbalance of males to females. Women outnumber men in the United States and Europe, while in Africa and Latin America, where mortality for females is higher than that for males, the ratio of the sexes is about equal.

But in China and the Indian subcontinent, there are only about 94 women for every 100 men. In India alone, there is an estimated shortage of between 25 million and 45 million women (5 to 10 percent of the female population).

Infanticides are routinely reported as natural deaths, George said. He and a team of researchers established contacts in villages, however, and learned directly from family members when infants were killed. In some cases they were informed before the birth that an infanticide was planned if a forthcoming child turned out to be female.

He attributes the practice to the low social status of women in India and the high cost of giving women away in marriage.

Drug design helped little by animal models

By Larry Bernard

Using animal models to develop therapeutic drugs for humans does not work, a Nobel laureate drug designer told a Cornell audience on Tuesday.

"Using a mouse to try to relate to the human condition — there is a fundamental ignorance," said Sir James Black, a British pharmacologist and winner of the 1988 Nobel Prize in Medicine.

Sir James, addressing a standing-room-only crowd at the Boyce Thompson Institute for Plant Research, delivered the Merck Centennial Lecture of the College of Veterinary Medicine. His talk, "Speaking From Memory About Drug Research," contained snippets of events through his years as a pharmacologist. Sir James and two others won the Nobel Prize for advancing the use of beta blockers for heart disease and histamine blockers for gastric acid secretions.

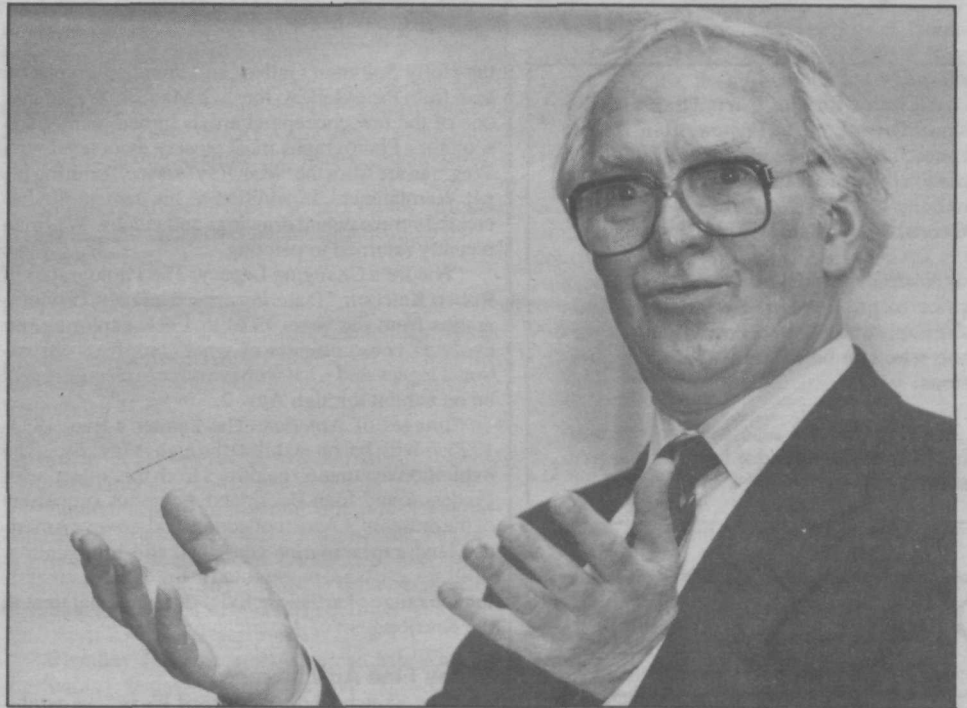
He said that drugs for Alzheimer's and other diseases will not come from animal models.

"The role of experimental pathology in drug research — I've never seen it play any useful role," he said. "The model doesn't give us any clue to where to start chemically," because the chemicals act differently in animals than in humans. "The old way was

"Using a mouse to try to relate to the human condition — there is a fundamental ignorance."

to take a drug working already, and make analogues, make analogues, make analogues. That was the traditional way. Nowadays, we've got this remarkable gift . . . in offering chemical targets."

The concept of chemical receptors in the 1950s was "regarded as entirely fictional.



Peter Morenus/University Photography
Sir James Black, winner of the 1988 Nobel Prize in Medicine, speaking on campus Tuesday.

Even today, there is no agreement on how [the term] is to be used," he said.

One of the hardships he endured was in working with chemists, Sir James said. "They are chemists, not biologists. I've spent more hours talking to chemists than I can remember. What they do is so boring, but what they think is so exciting. It takes a long time before you really trust a chemist."

Having worked with three major pharmaceutical firms, Sir James criticized them for their corporate mentality. "All the companies have differences, but we have the same diseases," he said. One company was a chemist's culture, another was dominated by pharmacologists. "We wrote weekly reports, and monthly reports We spent all

our time just looking after each other."

As a result, Sir James now is heading a small research drug firm with 20 scientists in Great Britain. "All these professional groupings are doing things you could just buy. If you can write down what you want, you can buy it outside . . . All the hours fighting with the chemists, with the toxicologists — all gone! There is merit in networking," he said.

"I look to the day research activities can be done by small groups, all competing for a place in the sun."

Sir James added that he fears universities would block creativity by making no time for daydreaming. "Daydreaming requires time and space. Please be careful and give space and time in academia just to thinking."

Activities set for technology, science week

By Larry Bernard

Hands-on science activities and exhibits, lectures, landscaping for birds, "wily wildflower" walks, presentations of undergraduate student research projects and a lecture by Carl Sagan are just some of the activities planned on campus for National Science and Technology Week, Saturday, April 25, through Saturday, May 2.

This year's theme is "Curiosity Takes You Everywhere." National Science and Technology Week, coordinated by the National Science Foundation, is aimed at promoting public understanding of science, engineering and mathematics and encouraging young people to seek careers in those areas. Events are sponsored by schools, colleges, universities, organizations and museums nationwide.

The Cornell celebration, which coincides with Mathematics Awareness Week, offers these activities, all free and open to the public:

• **Saturday, April 25:** The Cornell Theory Center sponsors its annual Kids on Campus program for third-, fourth- and fifth-graders and their parents. With a focus on science and computers, this program includes hands-on experiments and science projects of the children, from noon to 4 p.m., seventh floor, Clark Hall.

The program includes two "Technology Classroom" seminars for teachers of grades 3 to 5, parents or the public at 2 p.m. on the sixth floor, featuring Dorothy Bennett of the Bank Street College and Center for Children and Technology, New York City, which develops computer technology for grade schools; and Robert Walters, DeWitt Middle School teacher and founder of the Technology Students Association.

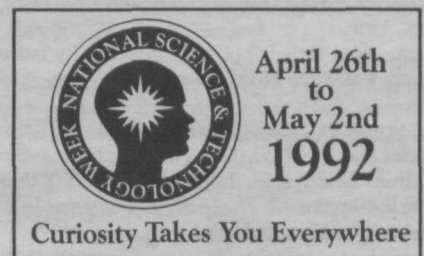
• **Monday, April 27:** A lecture by Sagan, the David Duncan Professor of Astronomy and Space Sciences, on "Is There Life on Earth? Results from the

Galileo Spacecraft and Elsewhere," 4:30 p.m., Alumni Auditorium, Kennedy Hall.

• **Also Monday,** the Cornell Laboratory of Ornithology has a seminar, "Landscaping for Birds," with Steve Kress, National Audubon Society, 7:45 p.m., Fuertes Room, Laboratory of Ornithology.

• **Tuesday, April 28:** The annual visit of 10th-graders from regional high schools gives students a day to explore and learn about science and technology at Cornell at various locations around campus, from 9 a.m. to 1:30 p.m.

• **Wednesday, April 29:** The 14th annual Egg Drop Contest sponsored by the student chapter of the American



Society of Mechanical Engineering, 4:30 p.m., Upson Hall Lounge.

• **Also Wednesday,** the Undergraduate Researchers' Forum gives undergraduates a chance to share their work from 3 to 5 p.m. at various locations throughout campus.

• **Thursday, April 30:** The GE Faculty for the Future Research Forum allows minority and women students in the College of Engineering to give oral presentations of their undergraduate research projects, beginning at 1 p.m. in Upson Hall Lounge.

• **Saturday, May 2:** Cornell Plantations hosts "Wily Wildflowers," a program for elementary school students and their parents to explore native wildflowers, from 10 a.m. to noon, at the plantations.

• **For Mathematics Awareness Week,** Cornell sponsored a T-shirt design contest, and will award those T-shirts to Ithaca High School winners of math problems presented each day during the week at the school. Also, Cornell math professors will speak at the high school during the week.

Feldshuh was Pulitzer finalist for 'Miss Evers'

By Lisa Bennett

David Feldshuh, professor of theater arts, was one of five finalists for a Pulitzer Prize in drama this year for his play *Miss Evers' Boys*, which has been performed around the country and was staged on campus last fall as part of freshman orientation to encourage students to discuss racism and medical ethics.

The winner was Robert Schenkkan, a 1977 graduate of Cornell, for *Kentucky Cycle*. Described as an epic, Schenkkan's two-part, six-hour and 40-minute play tells the 200-year history of seven generations of three families in Kentucky's Cumberland Plateau and their battle for domination of eastern Kentucky. Schenkkan received a master's degree in theater arts at Cornell and has worked as an actor and writer on Broadway, Off-Broadway and in regional theaters.

Feldshuh's *Miss Evers' Boys* was the second most widely performed play in regional theater this year, according to *American Theatre* magazine.

Feldshuh's play tells the story of a 40-year government study of the effects of untreated syphilis on some 400 poor, uneducated African-American men. The men were not advised they had the disease, nor that they were subjects in a study.

Miss Evers' Boys will be featured in a *Nova* special on "The Tuskegee Study of Untreated Syphilis in the Negro Male," to be aired by the Public Broadcasting Service this fall, according to Feldshuh. The play also will be shown in a Cornell-produced educational video that will be made available to other schools.

Explaining the play's appeal, Feldshuh said, "I think part of the reason is the poor condition of health care in the country, the conditions of race relations and the fact that minorities and ultimately everyone feels vulnerable to their own mortality in the face of growing technology and separation between care giver and care receiver."

Feldshuh is also artistic director for Cornell's Center for Theatre Arts and an emergency room physician at Tompkins Community Hospital.

CALENDAR

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

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

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

DANCE

Cornell International Folkdancers

All events are open to the Cornell Community and general public. Admission is free, unless stated otherwise. For further information, call 257-7711.

Intermediate teaching, 6:30 p.m.; teaching, 7:30 p.m.; request dancing, 8:30 p.m.; April 26, North Room, Willard Straight Hall.

Global Dancing, co-sponsored by the Cornell Wellness Program, will hold a party April 28. For further information, call 273-0707.

Department of Theatre Arts

"Dance Theatre Concert" will be presented on April 30, May 1 and 2 at 7:30 p.m. in the Class of '56 Dance Theatre. Tickets are \$3.

Indian Classical Dance

Bharathanatyam Dance Concert, with Shoba Sharma, critically acclaimed Bharathanatyam dancer, 7 p.m., April 25, 165 Van Rensselaer Hall. Tickets are \$5 and are available at the South Asia Program or from Sonali at 255-3325 or Malathi at 253-8406. Bharathanatyam is the most ancient and evolved Indian classical dance. Originating in Tamilnadu, India, this tradition of dance has been adopted into Sri Lankan culture. Sponsored by the Sri Lankan Students Association and the South Asia Program.

Israeli Folkdancing

Israeli folkdancing, teaching and open dancing. Thursdays, 8 p.m., Edwards Room, Anabel Taylor Hall.



Dancers (from left) Serena Janovsky, Cindy Reid and Heather Meikle appear in *BoyceBall*, a documentary by physics lecturer and film-maker Robert H. Lieberman, which will air on WSKG-TV on April 25 at 8:45 p.m.

EXHIBITS

Johnson Art Museum

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

Box lunch tour artbreaks will continue with "Pre-Columbian Art from the Permanent Collection," today, April 23; and, "Images of America: The Painter's Eye," April 30. Tours are open to the public without charge and begin at noon.

"Dogs and Other Things: Works by William Wegman," an exhibition of drawings on loan from

the Holly Solomon Gallery and the photographs on loan from Pace Gallery, through May 10. Wegman is one of the few conceptual artists turned painter and sculptor. Photographs most closely associated with Wegman are from the "Man Ray" series, featuring his pet Weimaraner. In addition to his camera, he has created simple pencil drawings and videos. Wegman recently returned to painting.

"Nature's Changing Legacy: The Photographs of Robert Ketchum" featuring approximately 75 photographs from the years 1970 to 1991, exploring our evolving consciousness of what comprises our national legacy and what we have done to change it, will be on exhibit through Aug. 2.

"Images of America: The Painter's Eye, 1833-1925," will be on exhibit through May 24. The exhibition features 63 paintings from the collection of Frederick and Joan Baekeland, generous supporters of the museum's Asian collection, and surveys American landscapes, marine genre and still-life painting. In all, 58 artists are represented in the exhibit, suggesting the range of artistic activity during a vital time in the development of American painting.

Sibley Fine Arts Library

"The Sketch Book: Keeper of Ideas," an exhibition of sketch books by artists and scientists, through May 9, Sibley Fines Arts Library. Exhibited are sketch books by H. Abe, R. Ascher, M. Boyd, R. Dirig, R. Hoffmann, A. Monk, B. Page, E.J. Shefrin and J. Wood. This is the fourth in a series of five Artist's Book exhibits curated by Laurie Sieverts Snyder, visiting lecturer in the Fine Arts Department.

Theory Center

"Kids On Campus: A Science and Technology Day," an exhibition by Cornell faculty, staff and area elementary school children, April 25, noon to 4 p.m., 7th floor, Clark Hall.

Willard Straight Hall

"As They Were Enchanting," a show featuring photographs, through April 26 in the Willard Straight Hall Art Gallery.

FILMS

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

Thursday, 4/23

"The Prince of Tides" (1991), directed by Barbra Streisand with Barbara Streisand, Nick Nolte and Blythe Danner, 7 p.m.

"Predator" (1987), directed by John McTieman with Arnold Schwarzenegger, 10 p.m.

Friday, 4/24

"Zoot Suit" (1981), directed by Luis Valdez with Daniel Valdez, Edward James Olmos and Tyne Daly, 6:35 p.m., Uris.

"Young Soul Rebels" (1991), directed by Isaac Julien, with Valentine Nonyela and Mo Sesay, 7:15 p.m.

"The Prince of Tides," 9 p.m., Uris

"Black Lizard" (1965), directed by Kinji Fukasaku with Akihiro Maruyama, Isao Kimura and Yukio Mishima, 9:40 p.m.

"Predator," midnight, Uris.

Saturday, 4/25

"Vertigo" (1958), directed by Alfred Hitchcock with James Stewart and Kim Novak, 6:15 p.m., Uris.

"The Station" (1990), directed by Sergio Rubini with Sergio Rubini, Margherita Buy and Ennio Fantastichini, 7:30 p.m.

"The Prince of Tides," 9 p.m., Uris.

"Young Soul Rebels," 9:40 p.m.

"Predator," midnight, Uris.

Sunday, 4/26

"Moving Pictures 6: Portraits" (1974-87), directed by Robert Mapplethorpe, Bruce Davidson and Bruce Weber, 2 p.m., Johnson Museum. Free.

"The Prince of Tides," 4:30 p.m.

"Cannibal Tours" (1987), directed by Dennis O'Rourke, 7:30 p.m., Uris. Free.

"Vertigo," 8 p.m.

Monday, 4/27

"Dibalik Kelambu" (1985), directed by Teguh Karya, sponsored by Southeast Asia Program, 4 p.m. Free.

"Black Lizard," 7:30 p.m.

"Julius Caesar" (1953), directed by Joe Mankiewicz with Marlon Brando, John Gielgud and Deborah Kerr, 9:30 p.m.

Tuesday, 4/28

"The Station," 7:45 p.m.

"The Prince of Tides," 10 p.m.

Wednesday, 4/29

"Voices from the Front" (1991), made by Testing the Limits Collective, 7:45 p.m.

"Beauty and the Beast" (1991), directed by Gary Trousdale and Kirk Wise with the voices of Robby Benson and Angela Lansbury, 10 p.m.

Thursday, 4/30

"Beauty and the Beast," 8 p.m.

"The Hand that Rocks the Cradle" (1991), directed by Curtis Hanson with Rebecca DeMornay and Annabella Sciorra, 10 p.m.

LECTURES

Art

James Melchert, painter, part of the Nancy G. Dickinson Visiting Artist Lecture Series, April 23, 5:15 p.m., 115 Olive Tjaden Hall.

Chemistry

Debye Lectures

"Deducing and Manipulating Structural Motifs in Proteins with Unsolved Structures," Paul Schimmel, Massachusetts Institute of Technology, April 23, 4:40 p.m., 119 Baker Laboratory.

Classics

"The Palingenesis of De Rerum Natura," Alessandro Schiesaro, Princeton University, April 24, 3:30 p.m., 134 Goldwin Smith Hall.

East Asia Program

"Tibetan Monastic Colleges: The Tension Between Allegiance and Inquiry," Jeffrey Hopkins, University of Virginia, sponsored with the Namgyal Institute of Buddhist Studies, April 23, 4:30 p.m., 230 Rockefeller Hall.

"Creating Chinese Ethnicity: Subei People in Shanghai," Emily Honig, Yale University, co-sponsored with anthropology, April 29, 4:30 p.m., 145 McGraw Hall.

Education

"The Improvement of College Teaching in a Decade of Change," the fifth annual College Teaching Lecture Series: "Possibilities for the Future: Or Should We Have A CALS Just Like the CALS that Taught My Dear Old Dad?" a panel discussion, April 29, 4 p.m., Alumni Auditorium, Kennedy Hall.

Law School

Craig R. Dean, an attorney, will speak on same-sex marriage on April 23, 8 p.m. in Lecture Hall G-90, Myron Taylor Hall. The lecture is sponsored by Lambda Law Students and the Program on Ethics and Public Life.

Lesbian, Gay and Bisexual Studies Group

"An Evening with Sarah Schulman," Sarah Schulman, April 23, 7 p.m., 215 Ives Hall.

Messenger Lectures

"Mozart: A Family Portrait," Maynard Solomon, musicologist and award winning author, will give the following Messenger Lectures: "Leopold Mozart: The Rebel as Impresario," April 27; "Anna Maria Mozart: Mozart and Matricide," April 28; "Marianne Mozart: Carissima sorella mia," April 29. All lectures will be held at 4:30 p.m., in Goldwin Smith "D."

Near Eastern Studies

"Whatever Happened to Islamic Fundamentalism During the Gulf Crisis?" Abdulaziz Sachedine, University of Virginia, April 23, 4 p.m., 374 Rockefeller Hall.

"On the Writing of a Biblical Commentary," Jack Sasson, University of North Carolina, sponsored with the Program of Jewish Studies, April 27, 4:30 p.m., 374 Rockefeller Hall.

Neurobiology & Behavior

"Developmental and Abnormal Neuronal Cell Death," Martin Chalfie, April 23, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

"From Mutation to Myotonia: Physiological and Genetic Studies of an Emerging Family of Human Muscle Sodium Channel Diseases," Robert H. Brown Jr., Massachusetts General Hospital and Harvard Medical School, April 30, 12:30 p.m. Seminar Room, Biotechnology Building.

Society for the Humanities

"Modernism and the Politics of Medieval Studies," Stephen G. Nichols, University of Pennsylvania, April 24, 4 p.m., A.D. White House.

"The Epistemic Claims of Cultural Identity: On Beloved and the Postcolonial Condition," Satya Mohanty, English, April 29, 4:30 p.m., Guerlac Room, A.D. White House.

Southeast Asia Program

"In Search of Northern Thai Manuscripts," David K. Wyatt, Southeast Asian history, April 23, 12:20 p.m., 300 Rice Hall.

Theory Center

"A Neural Network Approach to the Study of Polymeric Materials," Bobby Sumpter, University of Tennessee and Oak Ridge Lab, April 27, 11:15 a.m., 456 Engineering and Theory Center Building.

University Lecture

"Aristotle After Wittgenstein," Walter Beverly

Pearson, Harvard University, April 24, 4:30 p.m. Kaufmann Auditorium, Goldwin Smith Hall.

Western Societies Program

"German Social Democracy After Unification," Peter Losche, Georg-August-Universitat, Gottingen, April 24, 12:15 p.m., 153 Uris Hall.

"Changes in the Swedish Model: Politics Against Markets?" a round-table talk with Robert Taylor, Scandinavian Correspondent, *Financial Times*, Jonas Pontusson and Christine Ingebritsen, government, Christine Engfeldt, Swedish Information Service, and Bo Rothstein, University of Uppsala, April 27, 4 p.m., G08 Uris Hall.

Women's Studies Program

"Women at Work" series, co-sponsored by the Life Course Institute and human development and family studies: "The Sears Case: Women's Work Lives Tested in the Courtroom," Ann Lane, University of Virginia, April 24, noon, faculty lounge, Martha Van Rensselaer Hall; "Age, Gender, and the Problem of Cultural Lag," Matilda White Riley, National Institute on Aging, and Jack Riley, consulting sociologist, April 27, 11 a.m., Faculty Commons, Martha Van Rensselaer Hall.

"Jews and Other 'Others': Gender Studies and Minority Discourse in the German Context," Leslie Adelson, Ohio State University, co-sponsored with western societies, German studies and Jewish studies, April 28, 4:30 p.m., German Studies Lounge, Goldwin Smith Hall.

MUSIC

Department of Music

Florilegium will present baroque chamber works on April 24 at 8:15 p.m. in Barnes Hall. Steven Zohn, flute; Laura Kramer, cello; and Zvi Menikoff, harpsichord will offer pieces by J.S. Bach (Sonata in A Major and E Minor), Jean-Marie Leclair (Sonata in D Major), and Georg Philipp Telemann (Sonata in B-flat Minor).

The Cornell Symphonic Band and Chamber Winds, under the direction of Mark Scatterday, will perform works by Malcolm Arnold, Gustav Holst, Norman Dello Joio and John Philip Sousa, on April 26 at 2 p.m. in Bailey Hall.

The Contemporary Chamber Players, supported by the Council of the Creative and Performing Arts, will present music of composers of Europe today: Transylvanian Gyorgy Ligeti, Scot Judith Weir, Polish composer Witold Lutoslawski and Olivier Messiaen are featured in this program.

Piano solos and chamber music will be performed by students of Jonathan Shames on April 24 at 4 p.m. in Barnes Hall.

6 and 8 O'Clock Jazz Ensembles under the direction of Karlton Hester will perform on April 24 at 7:30 p.m. in Barnes Hall.

Chamber Music performed by students of Sonya Monosoff will perform on April 28 at 8:15 p.m. in Barnes Hall. Featured will be Hindemith's Sonata for "French Horn and Piano," Dvorak's "Cypresses" and Janacek's "Quartet No. 1."

Collegium Musicum, under the direction of George Torres, will present music for those who would have preferred to live and listen to French music in the good old days, before 1500, on April 28 at 8:15 p.m. in Barnes Hall. Features composers will be Machaut, Dufay, Binchois and others.

Bound for Glory

Woods Tea Company, will perform on April 24 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Cappella Concert

Brave the Elements II, featuring the "Key Elements" and their guest "After Eight," April 25 at 8 p.m., in Alumni Auditorium, Kennedy Hall. Tickets are \$5 available by calling 253-1213 or at the ticket office, Willard Straight Hall, 255-3430.

Cornell Plantations

The Class of 1940 Concert Series will be held Friday, May 1 at 3 p.m. at the Class of '66 Beach on Beebe Lake, below Helen Newman Hall. Music will be provided by the Cornell Jazz Ensembles, with music from the be-bop era to the present, featuring Robert Cowie, Michael Ferraraccio, Dan Kerchner and Dan Janis. Seating under a tent will be provided.

RELIGION

Sage Chapel

Robert Anderson, biblical studies, University of Melbourne, will deliver the sermon on Sunday, April 26, at 11 a.m. Music by the Sage Chapel choir, directed by John Hsu, acting choir master, and Zvi Meniker, organist. Sage is a non-sectarian chapel that fosters dialogue and exploration with and among the major faith traditions.

Catholic

Masses: Saturdays, 5 p.m.; Sundays, 9:30 a.m.

11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Hall. Sacrament of Reconciliation by appointment, G-22 Anabel Taylor Hall.

Christian Science
Testimony meeting on Thursdays, 7 p.m., Founders Room, Anabel Taylor Hall.

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

Friends (Quakers)
Sundays at 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.
Shabbat Services: Friday: Reform, 5:30 p.m., Chapel, Anabel Taylor Hall; Conservative/Egalitarian, 5:30 p.m., Founders Room, Anabel Taylor Hall; Saturday: Orthodox, 9:15 a.m., Edwards Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room, Anabel Taylor Hall.
Young Israel (call 272-5810 for time).

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

Muslim
Friday prayers, 1 p.m., Founders and Edwards Rooms, Anabel Taylor Hall. Zuhri prayer, 1 p.m., 218 Anabel Taylor Hall. Weekly group discussion/classes, 11:30 a.m. and 12:30 p.m., 218 Anabel Taylor Hall.

Protestant Cooperative Ministry
Sundays, worship at 11 a.m, Anabel Taylor Chapel, Rev. Barbara Heck. Tuesdays, Taize Prayer, 5:30 p.m., Anabel Taylor Chapel. Thursdays, Bible study, 4:30 p.m., G7 Anabel Taylor Hall. Fridays, celebration, 5:30 to 8 p.m., 401 Thurston Ave.

Satya Sai Baba
Group meets Sundays. For information on time and place, call 273-4261 or 533-7172.

Seventh-Day Adventist
Worship, Saturday, 9:30 a.m., Seventh Day Adventist Church, 1219 Trumansburg Road.

Southern Baptist
Richard Foster's "Celebration of Discipline: A Path to Spiritual Growth," Thursday evenings at 8:30 p.m., 316 Anabel Taylor Hall.

Zen Buddhism
Zazen meditation every Tuesday at 7 p.m. and Thursday at 5:15 p.m.; beginner's instruction Thursday at 4:30 p.m. in Anabel Taylor Chapel.

SEMINARS

Anthropology
"Transforming Memories and Histories: Indian Identity Re-examined," Kay Warren, Princeton University, co-sponsored with Latin American Studies Program, April 24, 3:30 p.m., 366 McGraw Hall.

Applied Mathematics
"Stability of KdV Multisolitons and Variational Principles in Hamiltonian Mechanics," John Maddocks, University of Maryland, April 23, 1 p.m., 421 Sage Hall.
"Sensitivity, Bifurcation and Exchange of Stability in Variational Principles and Nonlinear Programming," John Maddocks, University of Maryland, April 24, 4 p.m., 165 Olin Hall.

Astronomy & Space Sciences
"High Velocity Gas in Galaxies Other Than Our Own," Morton Roberts, NRAO, Charlottesville, April 23, 4:30 p.m., 105 Space Sciences Building.
"Cosmic Magnetism and the Basic Physics of Star Formation: Natural Length Scales and Protostellar Masses," Telemachos Mouschovias, University of Illinois, April 30, 4:30 p.m., 105 Space Sciences Building.

Biochemistry, Molecular & Cell Biology
"NMR Studies of TFIIA Zinc Fingers: Structure and Interaction with DNA," Xiubei Liao, Scripps Research Institute, April 23, 11:30 a.m., Large Conference Room, Biotechnology Building.
"A Role of DNA Distortion in the Mechanism of Transcriptional Activation by the MerR Protein," Tom O'Halloran, Northwestern University, co-sponsored with microbiology, April 24, 4 p.m., Large Conference Room, Biotechnology Building.

Biology
"Development and Abnormal Neuronal Cell Death," Martin Chalfie, Columbia University, April 23, 12:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Biophysics
"Structural and Functional Analysis of Enzymes in Galactose Metabolism" Perry Frey, The Enzyme Institute, University of Wisconsin, April 29, 4:30 p.m., 700 Clark Hall.

CaRDI
"Managing National Forests for Joint Community Forest Service Benefit," Marco Lowenstein, The Forest Trust, Albuquerque, N.M., April 30, 12:15 p.m., 250 Caldwell Hall.

Chemical Engineering
"The Rheology of Concentrated Suspensions: Variations on a Theme by Albert Einstein," Andreas Acrivos, Levich Institute, City College of CUNY, April 23, 4 p.m., 165 Olin Hall.
"Atomic Force Microscopy of Monolayers and Multilayers," Joseph Zasadzinski, University of California, Santa Barbara, April 28, 4:15 p.m., 165 Olin Hall.

Chemistry
"Computational Studies of Chemical Systems," University of Tennessee and Oak Ridge National Laboratory, Bobby sumpter, April 27, 11:15 a.m., 456 Engineering Theory Center.
"Stoichiometric and Catalytic Carbon-Nitrogen Bond Forming Reactions Mediated by Organotransition Nitrene Complexes," University of California, Berkeley, Bob Bergman, April 27, 4:40 p.m., 119 Baker .
"Measuring Internuclear Distances in Polymers and Proteins by REDOR NMR," Jacob Schaeffer, Washington University, April 29, 4:40 p.m., 119 Baker .
"Recent Results in the Coordination and Organometallic Chemistry of Early Actinide Elements," Alfred P. Sattelberger, April 30, 4:40 p.m., 119 Baker.

Ecology & Systematics
"The Role of Disturbance and Changes in Land-Use in the Invasion of Tropical Pastures by a Weedy Tree, *Albizia procera*," Jesus Danilo China, ecology and systematics, 1 p.m., Whittaker Room, 409A Corson Hall.
"Polygyny and Female Fitness in Savannah Sparrows," Nathaniel T. Wheelwright, Bowdoin College, April 24, 3:30 p.m., Morison Seminar Room, Corson/Mudd Hall.

Electrical Engineering/IEEE
"The Structures of Computation: Mathematics and Theoretical Computer Science, 1950-70," Michael S. Mahoney, Princeton University, April 28, 4:30 p.m., 219 Phillips Hall.

Entomology
Title to be announced, Rajeev Vaidyanathan, April 23, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.
"Foraging Dynamics of Eusocial Apid Colonies (*Apis*, *Melipona*, *Trigona*): Lurking Chaos?" Stephen L. Buchmann, Carl Hayden Bee Research Center, April 30, 4 p.m., Morison Seminar Room, Corson/Mudd Hall.

Epidemiology
"Antioxidant Status and Cancer Mortality in China," Chen Junshi, Chinese Academy of Preventive Medicine, and adjunct professor, nutritional sciences, April 27, 12:20 p.m., 216 Martha Van Rensselaer Hall.

Floriculture & Ornamental Horticulture
"Horticultural Exploration in Africa," Ken Mudge, floriculture and ornamental horticulture, April 23, 12:15 p.m., 404 Plant Science Building.
"Biological Control of Annual Bluegrass with *Xanthomonas Campestris* pv. *Poannua*," Nancy Webber, graduate student, April 30, 12:15 p.m., 404 Plant Science Building.

Food Science & Technology
"Food Science, Protein and World Health, Geoffrey Cannon, consultant, World Health Organization, London, the Berger International Food Development Distinguished Lecture, April 28, 4 p.m., 204 Stocking Hall.

Fruit & Vegetable Science
"The Efficiency of Nutrient Delivery Methods in Raspberry," Regina Reickenberg, April 23, 4:30 p.m., 404 Plant Science Building.
Title to be announced, Steve McLaskey, April 30, 4:30 p.m., 404 Plant Science Building.

International Studies in Planning
"Urban Policy and Economic Development: An Agenda for the 1990s," Michael Cohen, chief, Urban Development Division, The World Bank, April 24, 12:15 p.m., 115 Tjaden Hall.

Materials Science & Engineering
"Production of Non-Natural and Functional Poly-B-Hydroxylakanoates by Bacteria," R.W. Lenz, University of Massachusetts, April 23, 4:30 p.m., 140 Bard Hall.
"Grain Boundary, and Surface Thansport Phenomena in Oxides," V. Stubican, Pennsylvania State University, April 30, 4:30 p.m., 140 Bard Hall.

Mechanical & Aerospace Engineering
"On the Mechanics and the Design Optimization of Mechanical Components and Systems," F. Freudenstein, Columbia University, April 28, 4:30 p.m., 111 Upson Hall.

Microbiology
"Signal Transduction in the Porin Regulon of *E. coli*," Tom Silhavy, Princeton University, April 30, 4 p.m., 204 Stocking Hall.

Natural Resources
"Countergradient Variation in the Growth of Fish:

Implications for Fisheries Management," David Conover, Marine Science Research Center, SUNY Stony Brook, April 23, 3:35 p.m., 304 Fernow Hall.
"Spawning and Recruitment of Bluefish Along the Atlantic Coast," David Conover, Marine Science Research Center, SUNY Stony Brook, April 24, time to be announced, 304 Fernow Hall.
"Population Dynamics, Mate Fidelity and Site Fidelity of an Inland Common Tern (*Sterna hirundo*) Colony, New York," Hsiao-Wei Yuan, grad student, natural resources, April 28, 12:20 p.m., 304 Fernow Hall.
"Genetic Management of Hatchery Fishes," Moira Ferguson, University of Guelph, April 30, 3:35 p.m., 304 Fernow Hall.

Near Eastern Studies
"On The Writing of a Biblical Commentary," Jack Sasson, University of North Carolina, sponsored with the Program on Jewish Studies, April 27, 4 p.m., 374 Rockefeller Hall.

Operations Research & Industrial Engineering
Manufacturing Engineering Seminar: "Taking Biomedical Engineering to the Marketplace: Opportunities for the Engineer," with panelists John Boehringer, Boehringer Labs Inc; Wilson Geratbatch, Greatbatch Gen-Aid Ltd.; David Lederman, Abiomed Inc., April 23, 4:30 p.m., 155 Olin Hall.
"Blending Japanese and American Manufacturing Styles," James L. Van Kerkhove, Siltec Corp., April 30, 4:30 p.m., 155 Olin Hall.

Ornithology
"Landscaping for Birds," Steve Kress, Fratercula Fund, National Audubon Society, April 27, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

Pharmacology
"Cholinergic Regulation of Ca Signalling in Epithelial Cells," Paul Negulescu, University of California, Irvine, April 27 4:30 p.m., G-3 Vet Research Tower.

Physiology & Anatomy
"Intracellular Mechanisms Governing Gonadotrophin-Regulated Gene Expression in the Ovary," Alan Kaynard, Oregon Regional Primate Center, Beaverton, Ore., April 23, 4:30 p.m., auditorium, Boyce Thompson Institute
Title to be announced, Jean Sirois, Baylor College of Medicine, April 28, 4:30 p.m., G-3 Vet Research Tower.

Plant Biology
Expression of Actinidin Protease in Kiwi Fruit," Richard Gardner, University of Auckland, New Zealand, April 24, 11:15 a.m., 404 Plant Science Building.

Plant Breeding & Biometry
"The Ethical Dilemmas of Plant Breeding: The State of the Department and Its Long-Term Plans," W. Ronnie Coffman, plant breeding, April 28, 12:20 p.m., 135 Emerson Hall.

Plant Pathology
"*Colletotrichum coccoides* on Potato: Evaluation of Host Resistance and Fungicide Sensitivity," Eleonora Uribe, April 28, 4:30 p.m., 404 Plant Science Building.
"Cloning from dsRNA Associated with *Uncinula necator* (Schw.) Burr and Grapevine Virus A," Hector Alvizo-Willasana, New York State Agricultural Experiment Station, Geneva, April 29, 3 p.m., A133 Barton Laboratory, Geneva.

Psychology
"Behaviorally Triggered Neuroendocrine Events," Rae Silver, Barnard College, Columbia University, April 24, 3:30 p.m., 202 Uris Hall.

Science & Technology Studies
"Computing in Universities: Project Athena at MIT," Sherry Turkle, Massachusetts Institute of Technology, April 27, 4:30 p.m., 609 Clark Hall.
"How We Classify Plants and Animals: Race, Gender and the Construction of Biological Knowledge," Anne Fausto-Sterling, April 28, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Soil, Crop & Atmospheric Sciences
"Constraints on Bioremediation of Contaminated Soils and Other Polluted Environments," Martin Alexander, soil, crop and atmospheric sciences, April 28, 4 p.m., 135 Emerson Hall.

Stability, Transition & Turbulence
"Floquet Analysis and Simulation of Langmuir Circulations," A. Tandon, April 28, 12:30 p.m., 178 The Theory Center.

Statistics
"A Conditional Approach to Estimation in Linear Measurement Error Models," Leon Gleser, University of Pittsburgh, April 29, 3:30 p.m., 100 Caldwell Hall.

Status of Women
"Sharing the Power: Strategies for Men and Women Working Together," sponsored by the advisory committee on the status of women, April 28, noon to 1 p.m., Hall of Fame Room, Schoellkopf Hall. The session will be facilitated by Anne Rhodes, a local human relations trainer with a broad range of expertise.

Textiles & Apparel
"Fabric Property as Control Factor for Flexible Apparel Production System," Muthu Govindaraj, textiles and apparel, April 23, 12:20 p.m., 317 Martha Van Rensselaer Hall.
"Advanced Weaving Concepts for Complex Structural Preforms," Janice R. Maiden, Rayon/Acetate Council, Inc., April 30, 317 Martha Van Rensselaer Hall.

Theory Center
"Kids on Campus: Technology in the Classroom," a seminar presenting implementation of computer and multimedia technology in the classroom, with Dorothy Bennett of the Bank Street College and Center for Children and Technology, New York City and Robert Walters of the Dewitt Middle School, Ithaca, April 25, 2 p.m., 609 Clark Hall.

SPORTS

(Home games only)

Saturday, 4/25
Women's Crew, Brown
Women's Tennis, Princeton, 11 a.m.
Baseball, Brown (2), noon

Sunday, 4/26
Baseball, Army (2), noon
Men's Jr. Varsity Lacrosse, Nassau C.C., 2 p.m.

Wednesday, 4/29
Women's Lacrosse, Princeton, 3:30 p.m.

SYMPOSIUM

Cognitive Studies Program
"Syntactic Theory and First Language Acquisition: Cross Linguistic Perspectives," April 24 through 26. Registration for the symposium will be held at 8 a.m., April 24, Bethe Auditorium, Clark Hall. On April 25 and 26, the symposium will be held in the Biotechnology Building Conference Center.

THEATRE

Department of Theatre Arts
"The Cherry Orchard," by Anton Chekhov, will be performed April 23, 24, 25 30 and May 1 and 2 at 8 p.m., April 26 at 2 p.m., in the Proscenium Theatre. According to director by Bruce Levitt, the production presents a "view of a delicate 'network,' a microcosm of an entire culture and places that culture at the cusp of monumental change." The show features resident professional actors Sheriden Thomas, Craig MacDonald, Brent Harris, Tony Freeman, Karen Eterovich, and Frank Farrell; students Marisa Bela, Allison Scheuerman, Whitney Rothschild, and Jeff Miller; theatre arts Professor Ron Wilson; and local actor Sidney Green. The artistic staff includes Kent Goetz, Elizabeth Lau, Christopher Lau, Chuck Hatcher, Michael Keck, Byron Suber and Rachel Durkin. Tickets are \$5 and \$7, available at the Center for Theatre Arts Ticket Center, 430 College Ave., or by calling 254-ARTS, Monday through Friday, 12:20 to 5:30 p.m.
"Adult Orgasm Escapes from the Zoo, 1-900-XXOO," will be presented on April 25 at 2 p.m., and April 26 at 7 p.m. in the Black Box Theatre. Tickets are \$3.

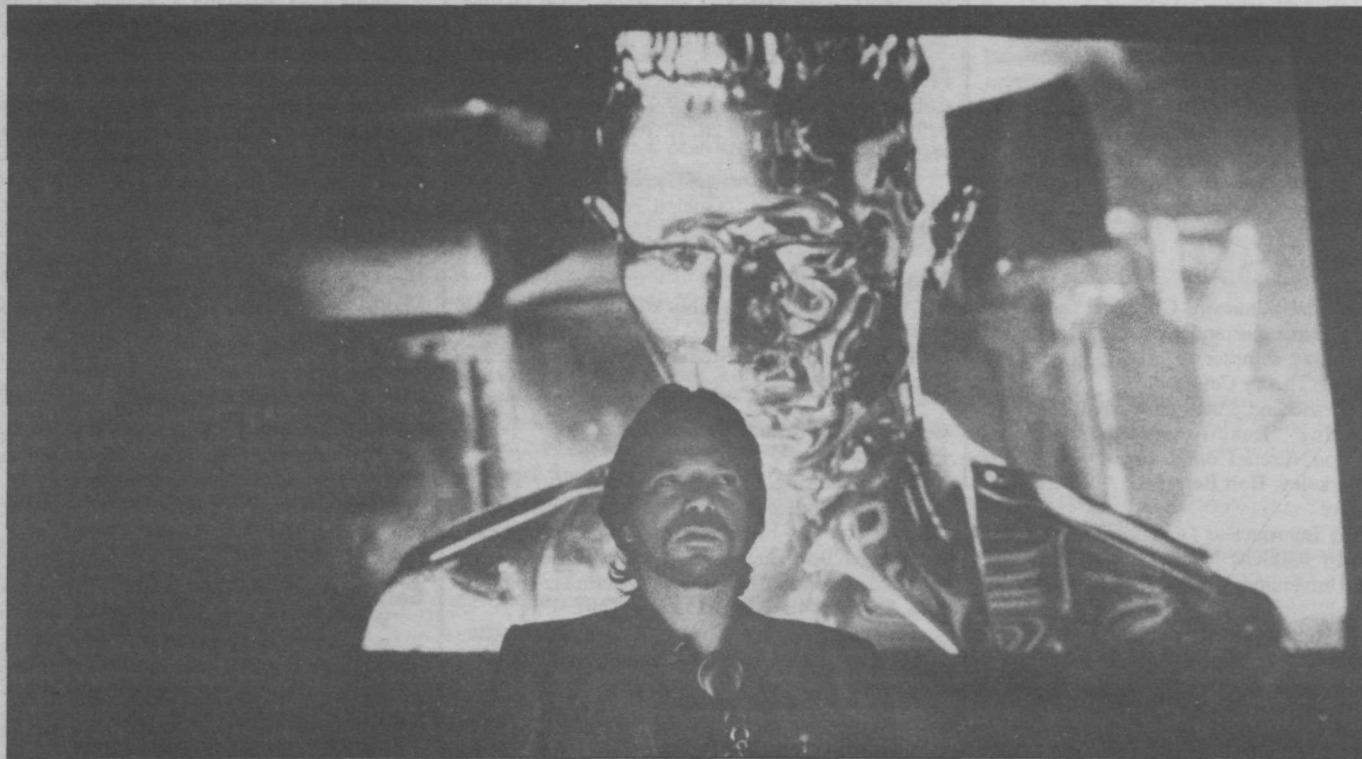
MISC.

Cornell Garden Plots
Garden Plots are available for rental. Single (\$6) and double (\$10) plots are located at Cornell Quarters (off Mitchell Street) and Warren Farm (Bluegrass Lanes off Hanshaw Road). Send stamped, self-addressed envelope with phone number and desired location to Garden Plot, Box 871, Ithaca, N.Y. 14851. Do not send money. You will receive a priority number for distribution day, May 2. For further information, call 257-1281.

CUSLAR
Meetings, Mondays, 5:15 p.m., Commons Coffeehouse, Anabel Taylor Hall. For information call 255-7293. CUSLAR Study Group on Economic Trends in Latin America will meet April 29, 8 p.m., Commons Coffeehouse, Anabel Taylor Hall.

Macintosh Users Group
The April meeting of MUGWUMP will be held April 22 at 7:30 p.m. in 100 Caldwell Hall. The topic is Macintosh viruses and anti-viral utilities. For further information, call 257-3480.

Creator and terminator



Alumnus George Joblove, who with fellow Cornellian Douglas Kay helped win an Academy Award for best special effects for the film *Terminator II*, talked about computer graphic special effects on campus last week, under the watchful eye of their terminator killing machine. Joblove's talk, part of the Preston H. Thomas Lectures in the College of Architecture, Art and Planning, drew an overflow audience to Rockefeller Hall last Thursday; an encore presentation was held Friday.

Peter Morenus/University Photography

Engineers, astronomers meet here this week

By Larry Bernard

New findings about galaxy formation, the history of pulsars and the status of the Big Bang theory are among the topics for discussion at the 25th anniversary meeting of the Astronomical Society of New York here today through Saturday.

Also, The Ninth Annual Engineering Conference here today through Saturday will focus on technology transfer and biomedical research.

The Astronomical Society meeting, with talks free and open to the public, will bring astronomers from colleges and universities around the state who will present findings and retrospectives of space science over the last quarter-century, since the ASNY was formed in 1967. All talks are in Room 105, Space Sciences Building.

The meeting begins with a talk at 4:30 p.m. today about high-velocity gas in galaxies other than the Milky Way, continues all day Friday and Saturday, and ends 4 p.m. Saturday with a history of the society by A.G. Davis Philip of Union College, one of the society's founders.

Among other scheduled papers is a dis-

cussion of theoretical astrophysics at Cornell over the last 50 years at 10 a.m. Friday. Then, Steve Gregory of the University of New Mexico will discuss galaxy formation and the large-scale structure of the universe.

At 2 p.m. Friday, Joseph Veverka, Cornell professor of astronomy, will discuss the Galileo space probe and Cornell's involvement with it and its encounter with Gaspia, an asteroid. At 4 p.m., James Cordes, a Cornell astronomer, and Yervant Terzian, chairman of astronomy and space science, will discuss radio pulsar research over the last 25 years.

The Friday evening banquet speaker is Cornell astronomer Thomas Gold, who helped confirm how pulsars emit radio waves. The banquet requires advance registration.

At 9:30 a.m. Saturday, Ralph Alpher of Union College, one of the pioneers of the Big Bang theory, will address how the model developed and its current status.

The Cornell Society of Engineers conference features faculty members in the College of Engineering, as well as alumni and students. All events are in the Statler Hotel on the Cornell campus.

Today, conference attendees can hear pre-

sentations of undergraduate research in bioengineering during lunch, from 11:30 a.m. to 1 p.m. Engineering faculty will present talks on biomedical research from 1:15 to 4 p.m.

At 4:30 p.m. there will be a panel discussion, "Taking Biomedical Engineering to the Marketplace," featuring Cornell alumni.

On Friday, April 24, the focus shifts to technology transfer, with the opening address at 8:45 a.m. by Irwin Jacobs, a Cornell alumnus, chairman and founder of QUALCOMM Inc. He will talk about "Bringing University Research to the Marketplace."

The luncheon speaker, from noon to 1:45 p.m., is Lynn Jelinski, director of Cornell's Biotechnology Program and professor of engineering, who will talk on "Strategic Advantages to Partnering with Universities."

From 2 to 5 p.m., Cornell faculty and graduate students will describe inventions in that are in the process of moving to the marketplace.

Saturday's schedule includes the annual meeting of the Cornell Society of Engineers from 8:30 to 9 a.m., followed by a report by College of Engineering administrators, including Dean William B. Streett.

Genetic testing expert warns of social ills

By Larry Bernard

Genetic testing of disease without having available treatment will lead to problems in society, a medical and public policy expert said last week.

"There is a gap between a direct test for mutations and the diagnosis of the responsible gene," said Neil Holtzman of the Department of Pediatrics, Johns Hopkins Institutions. "This ability to detect without treatment leads to problems."

Holtzman delivered the 1991 Nordlander Lecture in Science and Public Policy on April 15 in Goldwin Smith Hall, sponsored by the Department of Science and Technology Studies. His topic was "Map or Maze: Social Consequences of the New Genetics."

The problems that genetic testing could spawn concern personal, reproductive, insurance and employment issues, said Holtzman, author of a book warning about the dangers of genetic testing and formerly an analyst with the congressional Office of Technology Assessment.

"These tests also can be used by third parties, when there's no treatment but you can predict the disease," he said. "Insurance companies want to know who is at risk for these diseases... even to exclude them from coverage."

Holtzman described the Human Genome Project, a 15-year, \$3 billion effort to map the location of every human gene, which is scheduled for completion on Sept. 30, 2005.

Such a map would allow doctors to locate a gene specific for a disease and to devise treatments based on it through genetic techniques.

Holtzman examined whether the project was in the public's best interests. Among the arguments against the project, he said, was the concern that the effort would divert funds away from "little science," or basic biomedical research.

Also, it has been said that 95 percent of the human genome "is junk."

"There are very good arguments that there is very little function of vast amounts of DNA we carry," he said.

Further, "At 15 years and \$3 billion, is this where our priorities should lie, especially where the more common diseases have already been mapped?" he asked.

Just as the atomic scientists have a doomsday clock to track how close we are to nuclear annihilation, a similar clock could exist for genetic testing, Holtzman said.

"Where will we be on Sept. 30, 2005? Will we have a map, or will we be lost in a maze? I don't see any remarkable, immediate gains for health. Certainly we will learn about the mechanisms of disease, but the practical applications are a long way off," he said.

Garden *continued from page 1*

Now some history. Celia Thaxter (1835-1894) was the daughter of a lighthouse keeper who became a poet and hostess at the since-vanished island hotel, the Appledore House. Outside her cottage, Thaxter scraped together enough of the granite island's thin topsoil to

plant a garden of poppies, foxgloves, lilies, sweet peas, sweet williams and hollyhocks.

A Victorian garden in this most unlikely place attracted distinguished hotel guests (including John Greenleaf Whittier, Sarah Orne Jewett, Richard Henry Dana, William Morris

Hunt and Harriet Beecher Stowe) and captivated the American impressionist painter, Childe Hassam, who depicted its flowery profusion in some of his best-known works. But poison ivy and scrubby, wind-blown trees replaced flowers when the fashionable resort burned in 1914.

Subsequently occupied by military installations and now by the Shoals Marine Laboratory, the island bore faint traces of Celia Thaxter's terraced garden when horticultural researchers began their work in 1977. With help of the Rye Beach-Little Boar's Head Garden Club of New Hampshire and Audrey O'Connor of Cornell Plantations, laboratory founder John M. Kingsbury and his daughter, Joanna, used Thaxter's row-by-row specifications in her book *An Island Garden* to re-create the plantings.

Now 19th century heritage varieties of flowering plants are installed by garden club volunteers each spring. They bloom through the summer, peaking in July and August. The process begins again each spring. About the only difference is the mode of transportation: Celia Thaxter used to carry tender seedlings in eggshells when she sailed to Appledore Island from her winter home near Boston; the modern gardeners arrive by motorboat with greenhouse flats.

Other than marine biology students and researchers who work at the seasonal field station, few visited the new Celia Thaxter garden until it was "discovered" by national

newspapers and gardening magazines. More of the curious showed up at the island after the garden was featured on network television, and the tourists really became a burden when Hassam paintings went on national tour.

The infrastructure of the 95-acre island, which produces its own electricity and water and processes its own sewage, is stretched to capacity by serving a few dozen regular inhabitants, explained J. B. Heiser, director of Shoals Marine Laboratory. "We are proud to show off Celia Thaxter's garden," Heiser said, "but we weren't ready to become a major tourist destination."

To discourage visitors, the laboratory last year imposed what seemed like a formidable admission charge: \$25. That includes docking privileges for private boats at Appledore Island or boat transportation from nearby Star Island (but not the ferry ticket from Portsmouth to Star Island) and a guided tour. If anyone paid the fee, the laboratory administrators figured, the few dollars could go for undergraduate student scholarships, and they prepared for a lonely summer.

The garden will be ready for viewing, again at \$25, beginning June 17.

Arrangements to visit Celia Thaxter's garden or other Appledore Island facilities can be made by calling the Cornell office of the lab at 255-3717 or writing to Shoals Marine Laboratory, GL-14 Stimson Hall, Cornell University, Ithaca, N.Y. 14853.



Celia Thaxter's garden, a re-creation of a 19th century formal garden, at Shoals Marine Laboratory.

Mr. Polo

Doc Roberts, champion player and coach, named to Wall of Fame

By Martin B. Stiles

Dr. Steven J. Roberts, D.V.M. '38, known for decades here as Mr. Polo, will be honored Saturday, April 25, for his lifelong commitment to the so-called "sport of kings" — a commitment that has combined hard-nosed individualism with an egalitarian love of community.

The 76-year-old, still-practicing veterinarian, a member of Cornell's first national championship polo team in 1937 and coach of eight Cornell national championship polo teams in 25 years of coaching, will be inducted as the only charter member of the newly established Cornell Polo Wall of Fame.

The induction will take place during the inaugural Polo Wall of Fame



Illustration by Cory Correll

Banquet in the Memorial Room of Willard Straight Hall Saturday night after an afternoon alumni polo game in which Roberts will play. That match will begin at 1:30 p.m. in the Equestrian Center. No admission will be charged.

Roberts readily admits that his performance won't be characterized by the same physical vigor of bygone years. But others know that it will be with the same mental agility that has prompted the often-used phrase: "Doc Roberts has forgotten more polo than the rest of us will ever know."

It is a reputation that Roberts has reinforced several times a year, most recently in February, in matches played on campus during his regular visits here since retiring from the faculty of the College of Veterinary Medicine in 1972. He left Cornell to enter private practice with his brother in Woodstock, Vt.

Another phrase that undoubtedly is indelibly etched in the memories of the more than 200 guests, including some 100 of Roberts' former players who will attend the banquet, is: "You do it Doc's way."

"We're still doing it Doc's way," says David Eldredge, current coach of the polo team, which won Cornell's first national championship in 26 years by defeating the University of Virginia 18-15 in a game played April 11 in Fort Worth, Texas. The women's team, which Roberts now embarrassingly concedes he didn't think should be established because "the sport is too dangerous," barely missed taking its second straight national championship. Also coached by Eldredge, the team lost 8-7 in the finals against the University of Virginia.

What does "you do it Doc's way," mean? In short: tough, gruff barking of orders one moment and smiling, even laughing words of encouragement and camaraderie in another moment.

That approach is completely understandable, says Eldredge, when you realize that you are dealing with, in Docs words, "lethal tools: a 1,000 pound animal moving at 30 miles an hour and a mallet whipped by a 50-inch stick."

In the long term, doing it "Doc's way" meant coaching Cornell polo from 1947 until 1972 without a single penny of pay. It meant that without Roberts' role in obtaining polo ponies for free from the U.S. Army when the ROTC cavalry unit disbanded after World War II, there would be no Cornell polo today.

It meant insisting that intercollegiate polo competition should be played with what are known as "split strings" — that is, both teams share the same pool of horses. It's an egalitarian approach to a sport in which the rich with superior mounts can dominate a team with inferior horses.

It means setting a program that gives any Cornell undergraduate the opportunity to learn to ride and possibly play on the polo team if his or her talents, skills and commitment warrant it. It means insisting that polo is a game and not a war, and giving everyone on the team a chance to play if possible.

It means staying at the forefront of his profession and writing a textbook, *Veterinary Obstetrics and Genital Diseases*, that he has updated twice.

It also means that "Doc's way" wasn't his way *alone*; it also included the enduring support of his late wife, Betty Jane Harris Roberts '38, and the way she opened their home for decades to Cornell students, visiting teams and the world of polo.

For the future, doing it "Doc's way" means setting up a trust in his will, the principle of which will go to Cornell: a third for the polo team, a third to the Veterinary College library, and a third for horseback riding trails on Cornell lands that can be used for cross-country skiing in the winter.

Yet a third phrase — "Doc Roberts is one of a kind" — will be implied in bronze on the Polo Wall of Fame at the south side of the entrance lobby to the Cornell Equestrian Center on Pine Tree Road.

He will be the only person, of all those yet to come, to have his portrait etched in bronze on the wall, as well as the only one to be elected in the categories of player, coach and benefactor.



Peter Morenus/University Photography

Dr. Steven J. Roberts, 76, prepares for a match of College of Veterinary Medicine alumni on campus in February.



Peter Morenus/University Photography

"Doc Roberts has forgotten more polo than the rest of us will ever know." Helmet and mallets in hand (above), Roberts enters the Equestrian Center for a February match.

COMMENTARY

No union is secure in using its most potent weapon: the strike

Reprinted with permission from the April 19 issue of *The Journal Star*, Peoria, Ill.

By Ronald L. Seeber

My days are currently spent directing the country's largest program on labor-management education, but 20 years ago this spring, I began a short-lived career in the foundries of the John Deere Corp. That experience has heightened my awareness of strikers in the now deferred conflict between the Autoworkers and Caterpillar. As the strike dragged on over the past five months, I have tried to place myself in the shoes of the strikers. How would I have responded when asked to risk economic ruin over principles more relevant to potential future union members than my immediate needs? Would I have been willing to sacrifice all to save the pattern? For the 13,000 members of the UAW who have engaged in this struggle of principle, there are many nagging questions that remain at the end of the strike. Surely, the most important question is why, since it now appears that neither the UAW or Caterpillar moved to address their joint problems.

The truce that ends the strike is murky at best. The UAW has agreed to allow union members to return to work in exchange for a promise from Caterpillar negotiators to resume bargaining over a new contract sometime in the future. The terms that will govern the workplace in the short run are the same terms that were offered 10 days ago when Caterpillar made the most potent threat of all — to permanently replace its union workers. The fact that the UAW would agree on Tuesday to terms it couldn't possibly accept a few days ago establishes without question the crucial importance of this conflict.

A corporation willing to invest in replacing and retraining a workforce, or even one that can credibly threaten to do so, can bring a union to its knees. That fact says much about our system of labor relations in the United States.

For this is not any ordinary union, not any ordinary workforce and not any ordinary location. The UAW is arguably the strongest union in the country; Caterpillar's workforce is highly skilled; and Caterpillar's plants are located deep in the heartland of industrial unionism in the United States. That Caterpillar could plausibly threaten to replace these workers means that no union is secure in using its most potent weapon, the strike, to support its demands. Nothing highlights more dramatically the changing role of unions and changing perceptions of them in our country. Non-union workers are little threatened these days by the prospect of crossing a picket line. Economic desperation has made the recruitment of replacements much easier. And the choice for unionists is not quite as simple as it once was. To sacrifice a job at Caterpillar because of union loyalty meant something different 30

years ago when opportunities were plentiful than it does today when alternative employment might cut wages 50 percent or more.

At Caterpillar, an important conflict of principle and substance ended quickly without resolution of the basic issues or clarification of the premises on which the battle was joined. Many on the outside still wonder what this strike was all about. Sources as ideologically polarized as *In These Times* and *Business Week* challenged the calculations of their natural allies, the UAW and Caterpillar, respectively.

Caterpillar sought a workforce that would not damage its globally competitive products. Financial realities indicate, however, that this negotiation had little to do with price competition. The price of a Caterpillar bulldozer would only have changed by hundredths of a percentage point if management had complied completely with the UAW demands.

Global competition in machinery has more to do with product quality, than with small difference in prices. Identification of productive workplace practices would serve the company's interests far better than confrontation over less than a dollar an hour. Caterpillar is not competing with \$1.25 an hour workers from Taiwan, but with other companies, such as Komatsu of Japan, paying comparable wages to highly skilled workers. Simple fluctuations in exchange rates between the dollar and the yen could prove much more important in price competition between Caterpillar and Komatsu (or any other competitor) than the hourly wage of a UAW member.

Many corporations in the global marketplace see their workers and their unions as their only natural allies in the fight to win business dominance. To reach the opposite conclusion as Caterpillar did — that workers and their unions are the cause of problems rather than partners for future successes is a peculiarly American predilection. While Caterpillar may have won the short term battle with the UAW, the real price of this conflict remains to be paid in bitterness and uncooperative attitudes. One can only conclude that Caterpillar calculated the costs and benefits of this strike with the wrong variables in mind.

What then of the UAW's motivations? For the union, this was a fight to continue the pattern connection between Deere and Caterpillar. When business competition was conducted solely between domestic corporations, all of whom were unionized, unions felt compelled to equalize wages and benefits between companies. The companies involved cooperated because they had plenty of other ways to distinguish themselves from their competition — productive efficiency, technological innovation, new models and the like. The logic of the pattern has declined almost to insignificance, as Deere and Cat compete less directly. Whether the principle is worth fighting for at all in 1992 is

debatable. It certainly should not be seen as an ideological principle of the magnitude assumed in the strike at Caterpillar.

Given the depth of the economic recession and the uncertainty of the future of manufacturing in the United States, defense of the pattern principle might have been deferred until unionism or the economy was stronger, when thousands of workers were not begging for a job of the quality offered by Caterpillar. Of course, the UAW couldn't have known back in November, or at any point between then and now, that Caterpillar would resort to the ultimate weapon in its arsenal.

But labor relations have changed in the United States, and perhaps few are more aware of the fact than the UAW. The old calculus that led the UAW to victories in a long strike at International Harvester in 1979 and a partial victory in a long strike at Caterpillar in 1982 doesn't exist any more.

The picket line has lost its sanctity to workers, and unions need to consider the new realities before they engage in a strike of this length and magnitude. The UAW took the only course available to them this past week, when members chose to return on Caterpillar's terms.

What happens next? Many unanswered questions remain, as demonstrated by the chaos that resulted Wednesday morning when UAW members reported to jobs Caterpillar was not quite prepared to offer. That confusion could reflect a simple miscommunication or more ominously, Caterpillar's desire to twist the knife a little and avoid holiday pay for Good Friday.

The terms that will be negotiated for the eventual contract will probably be Caterpillar's terms, reflecting not only the dominance management gained by the replacement threat but the difficulty for the UAW in attempting another strike. There are probably going to be fewer jobs than there were last fall. Whether the mediators facilitated future concessions from Caterpillar in exchange for a return to work remains to be seen.

Thus, most of the outcome seems to go in Caterpillar's favor. The UAW, however, still represents Cat's workers and has lived to fight another day, an encounter already being planned.

How can we finally assess this strike? There are no heroes here, save the strikers who were willing to face bankruptcy in support of a principle. The higher platitudes of "global competition" and "pattern bargaining" are postponed to future negotiations. The real question for the negotiators is whether platitudes can be set aside and the real interests of the corporation, the union, and the workers can receive the attention they deserve.

Ronald L. Seeber is associate dean and director of extension in the School of Industrial and Labor Relations.

Biotechnology continued from page 1

plants is altered.

"We're concentrating our efforts initially on recombinant DNA technologies," he said, "because we think those are the hardest to implement and thus will provide the best model systems. Later, we can rapidly put in place tissue culture projects. These do not involve the kinds of biosafety, regulatory and socio-economic issues that recombinant DNA does."

In addition to Mexico and Costa Rica, ISAAA is considering projects in Indonesia, Malaysia, Philippines, Thailand, Brazil, Egypt, Kenya and Zimbabwe.

The organization is seeking host institutions to minimize costs and bureaucracy. Its U.S. branch, the AmeriCenter, will remain in the Department of Plant Breeding and Biometry at Cornell, but a EuroCenter is planned at Norwich Research Park, Britain, and an AsiaCenter at an undetermined location in Japan.

The ISAAA board of directors has signed a memorandum of understanding with Cornell's College of Agriculture and Life Science, specifying that Cornell will serve as the host for AmeriCenter for a five-year period. The organization will work closely with the Cornell International Institute for Food, Agriculture and Development.

Funding for ISAAA comes from more than a dozen foundations, international aid organizations and companies, including the McKnight Foundation, which is the lead co-sponsor, the MacArthur Foundation, Monsanto Co., Pioneer Hi-Bred International, the Rockefeller Brothers Fund, the Rockefeller Foundation, Resources Development Foundation, the U.S. Agency for International Development and other sources outside the United States.

Glee Club and its alumni entertain Europe

By Joel Seligman

The Cornell Glee Club performed in more than one dozen European cities in Spain, France and Switzerland in January, during an international concert tour that brought together alumni, students and professional musicians from several nations.

The concert tour — an annual tradition for Cornell's oldest student-run organization — began in Ithaca Dec. 26 with five days of rehearsal. "There is a necessary period of adjustment for singers when they begin singing with a new group," said Professor Thomas Sokol, director of the Glee Club and chairman of the Department of Music. The ensemble included 50 current undergraduate and graduate students and 25 alumni. "We had Cornellians representing every decade from the 1940s to the present," said Sokol.

On New Year's Eve, the Glee Club flew to Madrid and performed in six Spanish cities over nine days.

"With the 500th anniversary this year of Columbus' voyage to the New World, Spain is promoting cultural exchange like never before," said Eric Peters '92, coordinator of the tour. "We were able to arrange performances in major concert halls and cathedrals like Teatro de Rojas in Toledo and Los Jerónimos in Madrid."

"We were treated to an extraordinary series of concert venues," said Sokol, referring to monumental structures such as La Basilique de Notre Dame de Fourvière in Lyon, France. "For the first time, many of the men were able to hear our music in its natural habitat — the rich acoustical settings for which it was composed. This presented considerable artistic challenges and, consequently, exciting rewards."

The Glee Club is a male-voiced chorus that performs a varied repertoire bold enough to include Gregorian chant, excerpts from Bernstein's *West Side Story* and fully orchestrated oratorios by Brahms. The ensemble performs major choral works throughout the United States and presents two annual concerts in Ithaca, at Homecoming and Commencement.

One highlight was a joint performance with worldclass French and Swiss choirs accompanied by a French orchestra. Under the direction of Sokol and his colleagues from the University of Geneva, 250 singers performed two works by Brahms and excerpts from their own repertoires to capacity audiences in Lyon and Geneva.

"International exchanges and collaborations are outstanding learning exercises for us," said Ronald Schiller '86, assistant director of the Glee Club. "Since I've been at Cornell, we've enjoyed opportunities like this in Asia, Great Britain, and now here on the continent."

The ensemble appeared on Spanish and Swiss national television and on the Spanish Radio Network during its tour.

"I see the artistic challenge and its resulting educational value as the essence of a concert tour," said Sokol. "Exposing undergraduates to soloists, instrumentalists and choirs from other countries is enlightening."

"As well, the opportunity for two dozen alumni to sing with [the Glee Club] is what Cornell is all about," said Sokol. "Musical performance is an activity which carries through one's life. Reintroducing those mature voices to the ensemble gives us a very special blend of generations and proves to the undergraduate that regardless of their chosen vocations, they can continue to enjoy musi-

cal performance."

Dozens of Cornell alumni now living in Europe served as hosts for the Glee Club overnight in their homes and in hotels. Several who own restaurants also welcomed the singers for evening meals featuring traditional local cuisine. "I'm proud to help such an extraordinary group from Cornell," said Peter Galliker, owner of Wirtshaus Galliker in Lucerne, Switzerland, and a member of the Cornell Society of Hotelmen. "This keeps me aware of what Cornell is today and I am very proud of it."

Among the many places the singers visited, a few remain foremost in their memories. "The abbey was breathtaking," said Scott Becker '88 of the Abbey at Montserrat — a working abbey near Barcelona — where students from all of Spain come to study music. At Montserrat the group was greeted by the music teachers and monks.

In Madrid, the Prado, Spain's largest museum, was a major attraction. Its collections of El Greco, de Goya and Picasso are magnificent. "All of the pieces I've studied in art history classes have come to life," said Andrew Willett '92, a Glee Club tenor. "Experiencing these works of art brings meaning to the textbooks and slides."

At a reception hosted by the city of Lyon, the deputy mayor thanked the Glee Club for its music.

"We have always known of Cornell University for its scientific prowess but why have you Americans kept all this beautiful music to yourselves until now?"

Joel Seligman, a 1990 Cornell graduate with a degree in communication, is director of the Information and Referral Center and an alumnus of the Glee Club.

'I am HIV-positive'

'Nobody lives with AIDS, Mom'

By Lisa Bennett

Jill returned home after attending a funeral one day last month. She was still crying. "What's wrong?" one of her children asked. "My friend died of AIDS," she said. "Nobody lives with AIDS, Mom," her informed little boy told her.

Jill paused. This was the third friend who had died of AIDS. Her husband died of it three years earlier. On Jan. 2, 1988, she was told she is HIV-positive.

"Well, not today," Jill answered the child. "But maybe tomorrow."

Jill (not her real name) has been a Cornell staff member for more than a decade. She looks healthy. She is outgoing. She has abundant energy. You can see her smile and the bounce in her step from a block away.

And yet, what is most significant in Jill's life is not seen by people in her workplace, her church or her hometown. "I car pool, and the people I ride with say, 'There are no cases of AIDS in our county,' and I say, 'They're closer than you think.'"

In her late thirties and the mother of four young children, Jill never used IV-drugs. And her husband had been her only sexual partner. But as AIDS has spread beyond gay men and drug-users, Jill has become one among the largest group of people who will die of AIDS in the coming years: heterosexuals.

Jill was infected by her husband, apparently after he contracted HIV through affairs. She kicks herself now for ignoring the clues, and she warns others to be alert to signs of infidelity. But she also knows that monogamy is not enough. People carry their pasts with them and need to ask the tough questions of new partners, even in monogamous relationships, she argues. They must also demand a government response, a vaccine, a cure.

"The compassion in our society has to come out," she says. Jill told her story to *The Chronicle* because she hopes people can learn from her experience. To that end, she has also participated in numerous panels outside Ithaca. But she asked that her anonymity be protected here. For she walks a fine line between being an activist and a person infected with a disease laced with stigma and greeted with extreme, often irrational, fear. Prejudice, secrecy and misconceptions, she finds, are part of what it means to live, until one dies, with AIDS.

Jill is a positive woman, however. Since being diagnosed as HIV-positive, she says she has learned to appreciate everyday life more. She has challenged her own prejudices. And she has transformed herself — from someone who once thought that if only she kept house, raised her children and let her husband make all the decisions, life would be fine — into an independent, capable single mother with a sense of purpose, strength and wisdom gained by "living through hell."

"I believe life is about learning," she says, "and I'm trying to be a wizard."

Jill's story begins in the late 1980s, when her husband developed a relentless dry cough and diarrhea and lost too

much weight. In the hospital, the doctor suggested an HIV antibody test. To maintain confidentiality in their small town, he was tested in the doctor's office. She went to a clinic for a free test.

"I had expected him to be positive; he had the symptoms. But I never expected I would be. Call it naivete, self-denial, maybe lack of facts. But my husband was my only sexual partner and I never did drugs."

Nonetheless, her results were also positive. "The reality of it hit me like somebody walked in with a two-by-four and walloped me in the middle. It took my breath away. The first thing that went through my mind was, 'I'm going to die. I'm going to die.'"

She fell into depression and anger. "I was having people who knew my husband was dying from a terminal illness saying, 'Poor him,' and I wanted to scream, 'You have no idea what he did to me!' But because of this illness — the shame, the fear — I couldn't tell anybody. I just wanted to walk away and cry, because I also was dying of a terminal illness."

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'He's a teacher and a nice guy'

By Lisa Bennett

When John learned he was HIV-positive, he was working on his documentation for tenure. Stunned but busy with end-of-term work, he went about teaching, giving papers, finishing his documentation. He didn't tell anyone that he had AIDS.

Then he grew increasingly fatigued. He lectured, energized by interaction with students. But he could not focus on the book he was writing. And after lunch, he often shut his office door and slept on the floor.

As time passed, tenure came through and his department chairman began arranging an extra-heavy teaching load for the next semester. John began to question whether he would be able to handle it. He decided to tell his chairman his diagnosis. But he wondered how he should go about it, and what the ramifications could be.

Hoping to learn from the experience of others, he called the Gannett Health Center to ask if they knew of another professor with AIDS. They didn't.

"I'm the first faculty member, 10 years later?" he said during a recent conversation in his home, where he has passed a spring sabbatic trying to come to terms with the disease. "I'm sorry to have the distinction."

For this article, John (not his real name) asked that his identity be concealed. Because while he has informed his department chair and his dean, he has not yet told his students and does not want them to learn about it indirectly.

By the fall, however, he plans to tell his students, resume

teaching and begin to speak publicly about being a Cornell faculty member with AIDS.

By doing so, he hopes to inspire AIDS activism and support in the community and to encourage others who are HIV-positive to come forward. He believes, based on national odds that say one in 100 men and one in 800 women are infected, there must be more Cornell faculty and staff members and students like him.

"I think the key is giving a face to the disease. I hope people will think, 'I know somebody with AIDS. He's a teacher, and he's a pretty nice guy.' And I hope Cornell will see this as a positive thing that I'm out. I hope we can be on the cutting edge, instead of the last out, the last acknowledged."

In the process, John plans to challenge benefit policies, saying he has been unable to claim any of the retirement money he does not expect to live the 20 years to enjoy, unable to stop his weekly contributions to that fund and unable to borrow against his life insurance.

He also plans to contest the notion of innocent and guilty victims of AIDS. "It's horrible for anybody," he says.

Continued on page 4A

Combating misconceptions through workshops across the campus

Is HIV the same as AIDS? No.

Can someone who is HIV positive continue to work? Yes.

Are people with AIDS eligible for disability? Yes.

What is Cornell's policy on HIV and AIDS? "There should be no restrictions with respect to AIDS placed on students, employees or faculty in terms of their ability to work, study or take part in extra-curricular activities on campus."

By Carole Stone

These are some of the questions that Cornell AIDS Action Coordinator Sharon Dittman has been answering in more than 65 small group workshops attended by close to 2,000 Cornell administrators, faculty and staff since July. Workshops for students began four years ago and have reached more than 2,000 students a year.

"The epidemic is still on the rise, and each one of us must find something he or she can do to help make this an open and compassionate workplace for people who are di-

rectly affected," Dittman says.

Rob Osborn, director of Buildings Care, said that "the workshops help people understand what AIDS and HIV are and that they are not going to get it by working around someone who is HIV-positive or who has AIDS." The 300 custodians he supervises all attended Dittman's workshops in January.

"I think we all knew the basics of how the

disease is transmitted," added LeeAnn Hughes, an administrative aide in Buildings Care who attended one of Dittman's workshops. "The new information was about things like the difference between being HIV-positive and having AIDS."

As Dittman points out, HIV/AIDS is now considered a "spectrum" illness. Everyone who is infected with the virus has the same

disease, though there are many stages to it. AIDS is the most serious stage of the disease.

People can be infected with HIV, the virus that causes AIDS, for years without suffering any symptoms of illness. With others, the immune system weakens and cannot fight off opportunistic infections.

For many departments, workshop attendance was mandatory — so that people who wanted to attend would not feel inhibited out of fear of being stigmatized for attending, and because this is such an important matter of public health.

"It is important for Cornell employees to have an opportunity to hear from the AIDS Action coordinator," said Henrik N. Dullea, vice president for university relations who required all staff members in his division to attend. "Cornell has its own policies of non-discrimination, but beyond that we want to be a caring and mutually supportive community."

"As the disease spreads and affects more and more people, we want friends and family members to be aware of the facts," he added.

At the start of Dittman's presentations, people are often uptight and quiet, but they almost uniformly come around to saying that they were grateful for the chance to receive information and ask questions.

"How many people grew up in a household where sex was talked about freely and openly?" she asked at the start of a two-hour workshop for administrators in Facilities and Business Operations. Not one person raised a hand.

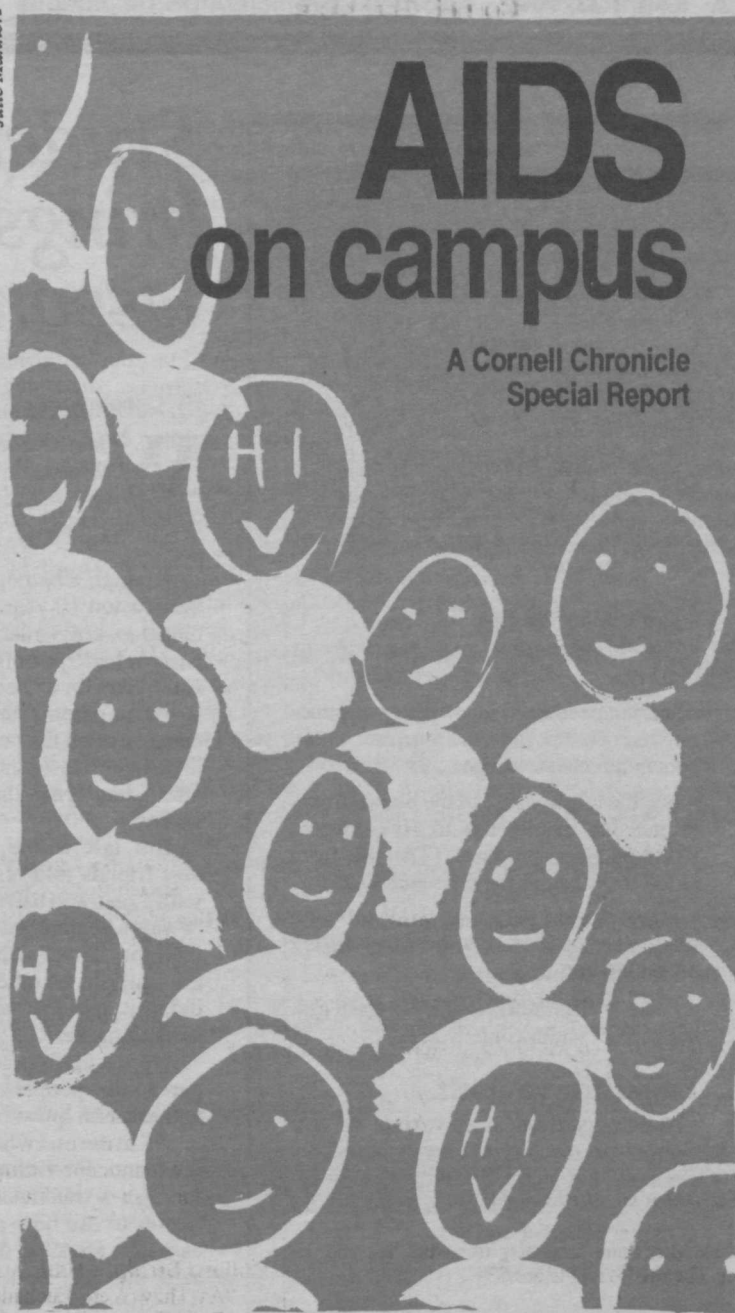
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Peter Morenus/University Photography

To emphasize the need to practice safer sex, Cornell AIDS Action coordinator Sharon Dittman holds up condoms and invites people who attend her education sessions to take some when they leave.

Julie Manners



What is HIV-AIDS?

HIV-AIDS is a "spectrum" illness; all those infected have the same disease, but there are many stages. In the early stage, those with HIV are asymptomatic. HIV gradually destroys the body's ability to fight infection. Symptoms, such as persistent tiredness, unexplained fevers and prolonged enlargement of the lymph nodes, may develop. In later stages, those with AIDS can develop life-threatening infections, certain kinds of cancer and loss of memory.

How do you get it?

- Vaginal intercourse, anal intercourse or oral sex with an HIV-infected person.
- Sharing needles to inject drugs or puncture the skin for any other purpose with a person infected with the virus.
- Accidental exposure of the blood stream or mucous membranes to HIV-infected blood or blood products. (The risk from blood transfusions is now minimal.)
- Transmission from an HIV-infected mother to her fetus or to her baby during breast feeding.
- There is absolutely *no danger* from casual contact with people with HIV.

Protecting yourself

- Abstaining from anal, vaginal or oral intercourse is safest. Otherwise, use latex condoms and spermicide with nonoxynol-9 for intercourse and unlubricated condoms or dental dams for oral sex.
- Do not share needles.

HIV testing

For free, anonymous HIV antibody testing, call the Gannett Health Center at 255-3978 or 255-6958. Give a first name only and ask for an anonymous appointment. You will be given information by a trained counselor. If you decide to have the blood test, you will receive a code number for your blood sample. Results will be given at a follow-up appointment, in person only, and counseling and referral will be offered as needed.

Who to call

The following people have been trained to discuss AIDS concerns. Confidentiality is assured.

Gannett Health Center: Roz Kenworthy, 255-3978; Sharon Dittman, 255-4782.

Empathy Assistance Referral Service: 211 Willard Straight Hall, 255-EARS.

Employee Assistance Program: 204 N. Cayuga St., 273-1129.

Human Resources: Gerry Thomas or Alice Boose, 130 Day Hall, 255-8538.

UAW: Lesley Finch, Purcell Union, 255-6214.

Agriculture & Life Sciences: Cate Thompson, 140 Roberts Hall, 255-6588.

Architecture, Art & Planning: Donna Kuhar, B-2 Sibley Dome, 255-6250.

Arts & Sciences: Bea Rosenberg, 55 Goldwin Smith Hall, 255-5004.

Engineering: Michelle Fish, 167 Olin Hall, 255-3658.

Hotel Administration: Cheryl Farrell, 174 Stadler Hall, 255-6376.

Graduate School: Eleanor Reynolds, 206 Sage Graduate Center, 255-5829.

Human Ecology: Patti Papapietro, N-106 Van Rensselaer Hall, 255-2532.

Industrial and Labor Relations: Laura Lewis, Room 101 Ives, 255-2221.

Law School: Anne Lukingbeal, 165 Myron Taylor Hall, 255-5839.

Johnson Graduate School of Management: Harriet Peters, 225 Malott Hall, 255-9437.

Veterinary Medicine: Eugenia Kelman, C-106 Schurman Hall, 253-3700.

Cornell United Religious Work: Roger Badham, 123 Anabel Taylor Hall, 255-6004.

Dean of Students Office: Sandy Stein, 103 Barnes Hall, 255-2310.

Student with HIV brings real-world lessons to class

By Carole Stone

When Sharon Dittman asked students why they were taking a seminar on "AIDS and Society" this spring, many said they were pre-med and wanted to learn more about the AIDS epidemic. When it was his turn, Mathew Kleiner said he is HIV-positive.

Kleiner, a hemophiliac, believes he was infected from a blood transfusion 10 years ago, before blood banks began heat-treating blood to kill viruses. Until this year, Kleiner had told only his closest friends and others on a "need-to-know" basis.

At his parents' urging, he kept quiet because of all the people who have lost jobs, health insurance and even friends after identifying themselves as HIV-positive.

But last winter, one of Kleiner's best friends told him she had had sex with a man and had not used a condom. "I went berserk on her," he said. He thought, "If she's doing this, then there are millions of other people out there doing it, too. We've got to start doing something here."

He decided to identify himself in part so that people can come up to him and ask him questions.

"I'm the one who is usually labeled the 'innocent victim,' because I got it through a transfusion. But it doesn't matter to me how people get the disease. We are all in the same situation," said the tall, athletic-looking junior from Brooklyn, N.Y.

He signed up for the "AIDS and Society" seminar, a class designed for people interested in learning more about the disease and in educating others. He teamed up with Teaching Assistant Kelly McKittrick, a senior who is also a teaching assistant for a human sexuality class, to give safer-sex workshops in the residence halls, starting with his own floor at JAM, the Just About Music program house where he is a residential adviser.

"When I first start talking, I'm just this safer-sex peer educator. But then after I tell them, I become the face of HIV at Cornell," he said. "It makes them think when they realize I could have been the guy they hooked up with at the bar or a party last night. It makes them think, though I don't really know if it changes their behavior," he added.

Kleiner also works part time at Jansen's in Noyes Center, where he has reminded people that "I am definitely not the only one who eats in Jansen's who is HIV-positive or probably not the only

person who works in all of Cornell Dining who is HIV-positive."

"AIDS and Society" covers the social, medical, ethical, psychological and socio-economic aspects of the disease. It is being co-taught this year by Dittman, Cornell's AIDS educator, and biologist Carolyn Eberhard.

Among the guest lecturers have been Christina Lewis, a young HIV-positive woman who believes she was infected when raped on a date; Leslie Elkind, the director of the Gannett Health Center; people involved in ACT UP, the AIDS activist group; and people from AIDSWORK, a downtown non-profit organization that is helping 80 people infected with HIV.

In students' educational outreach efforts, they discover one recurring theme: their peers are aware of the need to practice safer sex, but do not always do it.

Speaking in front of 300 people in Professor Andrea Parrot's human sexuality class, for example, Kleiner asked how many people know about *safer sex*.

Everyone raised their hands.

"How many practice it all the time — including in oral sex?" he asked.

"You've never seen 300 hands drop so quickly," he said later. "And when I asked how many know their HIV status, maybe 25 people raised their hands again."

For Antigone Anderson, a senior, taking the class has meant she has become the "AIDS liaison" to her friends and peers in a sculpture class that she models for. "This class isn't just about taking in information; you have to do something to educate others," she said.

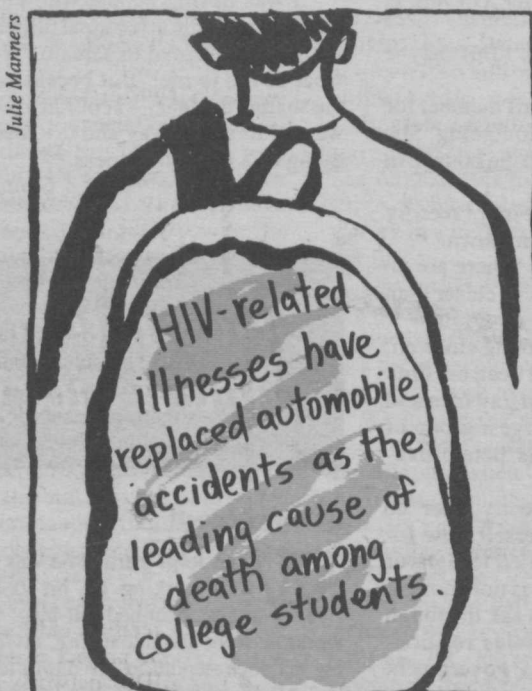
Many of the students are SAFER peer educators (Sexuality and AIDS Facts, Education and Responsibility), who give presentations to residential hall audiences under the supervision of Gannett Health Center. For class projects, some are visiting fourth- and fifth-graders in local elementary schools to talk about AIDS. Some are creating a dramatic presentation to be given in residence halls. And others are preparing a four-page pullout for the *Cornell Daily Sun* that will be published later this month.

Along with assigned readings from *Scientific American*, *The AIDS Reader*

and *Living with AIDS*, students have seen and discussed *Beirut*, a play at Ithaca College about a man and woman during a plague. And they have written personal ads that promote safer sex for the *Daily Sun* under headings such as "Lick my Latex!" in reference to using dental dams during oral sex.

Kleiner has also tapped his sense of humor since he began speaking openly about being HIV-positive. "When one of my friends is hassling me I'll say to him, 'Why don't you go pick on an immune system your own size!'" he said.

In the 10 or 11 years he has been infected with HIV, Kleiner's T4-cell count has dropped from a normal level of about 1,000 to 1,200 to between 400 and 450. But he has not developed symptoms and is planning on going to law school. He considers his job is to "stay alive until 30," by which time he hopes medical science will have a way to make HIV a chronic disease, instead of a terminal one.



Education continued from page 1A

"How many people would say their lives have been directly affected by AIDS?" she asked. Half a dozen people raised their hands.

"How many people have been affected by cancer?" she asked. Everyone's hand went up.

"Remember when cancer was something that could not be talked about? Now that has changed," she said. "In most cases, there is no longer a stigma attached to someone with cancer, but there almost always is with someone with AIDS."

People are afraid to come into work and tell their co-workers that they are caring for someone at home who has AIDS, Dittman said. And yet by 1995, it is estimated, everyone in the country will know someone who has HIV.

In her workshops, Dittman asks people to talk among themselves about why people are hesitant to talk about AIDS. She also asks them to identify the myths and misconceptions that still surround the disease.

To emphasize the need to practice safer sex, she pulls a condom from one pocket and a dental dam from the other, noting that this is something people rarely see on television or in movies. She holds up a whole cookie jar full of condoms and invites people to help themselves.

And she jokes about people's reactions when they learn that she was the Protestant chaplain at Cornell before she started working on AIDS education full-time: "They say that I went from telling people 'not to do it' to telling them 'how to do it!' I think that this is a misunderstanding of both roles," she said.

She made the switch because as chaplain she saw more and more people coming to talk to her about AIDS and realized there was a need for more education and support. Also, when a close family member became ill as a result of HIV infection, she knew that she needed to find some way to fight back, to make some difference.

By the end of her workshops, people who know each other primarily as co-workers have begun to discuss sexuality, death and disease with one another.

"As a society we do not have the time to work our way into this

gradually or comfortably or to wait until we have a consensus on what to do," Dittman said. "Not when there is one new infection in this country every 13 minutes."

"It takes more than someone giving a workshop on HIV/AIDS to make a difference in people's lives, in their sexual behavior, in their attitudes. They have to hear it from parents, partners, friends, lovers, teachers and co-workers," she said.

Dittman gives each participant a folder full of information about the disease, workplace-related issues, disability laws, Cornell's policy statement, advice about free and anonymous blood tests, and a list of Cornell and Ithaca area resources for people who are HIV-positive.

After attending a workshop, the second one she had been to in two years, Ann Armstrong, an administrative aide in the Dean of Students Office, took home a couple of condoms to show to her 12- and 15-year-old children.

"Do you know what these are?" she asked them. "They looked kind of bored, as if to say, 'Yeah, we know all about that,'" she said. But it led the three of them to have a discussion about AIDS.

"It really hit me when Sharon said that the fastest growing age group of HIV-positives are teen-agers," Armstrong added. "That really hit home for me — that it doesn't matter about your sex or sexual persuasion."

"The kids thought that as long as they stay with people in their own age group they won't get it. That's not so," she added.

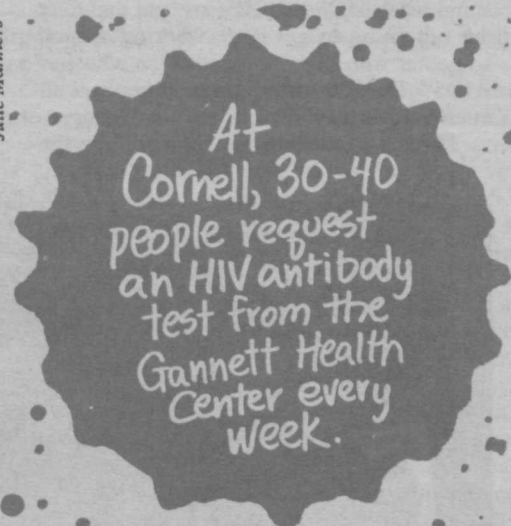
Getting people to talk openly about HIV and AIDS is one of Dittman's goals in giving workshops on campus, including to the university's senior administrators.

"You can't assume that just because someone is a vice president or dean of a university he or she knows how to talk about AIDS," Dittman said.

"Our society has not done very well at educating people about HIV. There is still a lot of misinformation out there that is contributing to fear," she added.

Faculty, students or staff who want to attend a workshop or arrange one for their unit should call Sharon Dittman at the Gannett Health Center, 255-4782.

Julie Manners



Campus group promotes policy, advocacy and education

By Roger Segelken

For once, the reflex response to crisis — form a committee — may be the right one, say health educators concerned with the ramifications of AIDS in a university community.

Renamed and expanded, the 50-member Cornell AIDS Action is no ordinary committee. Representatives of faculty, students and staff are rewriting policy, providing intervention and advocacy, and offering education programs as the disease and the issues surrounding it become more complex.

The university has had a policy on AIDS, forbidding unnecessary restrictions on persons with AIDS or positive HIV tests, since 1986, and an AIDS Advisory Committee for almost that long, according to Sharon Dittman, the Cornell AIDS Action coordinator at University Health Services.

But, she said, it wasn't until a 1990 mandate from Provost Malden C. Nesheim and Senior Vice President James E.

State and federal laws classify AIDS as a "disability," giving those who have the disease legal protection against job discrimination as well as requiring reasonable accommodation in the workplace and confidentiality of medical records, Leggat explained. Everyone in the workplace should know how the federal Americans with Disability Act and the New York State Human Rights Law apply to workers with HIV or AIDS and to workers who care for persons with AIDS, he added. Information is available from the Office of Equal Opportunity and Gannett Health Center.

It was the consultants' recommendation that the university's AIDS advisory committee diversify its representation. The result is Cornell AIDS Action Committee, an aggregation of mission-oriented subcommittees that extend the efforts of Dittman at Gannett Health Center.

The subcommittee on policy is working on a more detailed statement that will address issues of and responses to HIV infection in the campus community. The new policy, which must be approved by the University Assembly and the Board of Trustees, "will underscore the university's commitment to non-discrimination law and go the extra mile, to create an environment where people are supported," Dittman said.

The subcommittee's 12 members are drawn from departments such as Residence Life, Information Technologies, Religious Affairs, International Students, Manuscripts and Archives, Buildings Care, and Health Services, as well as graduate students.

The subcommittee on intervention and advocacy provides support for training professionals, paraprofessionals and volunteers who, in turn, provide services or support to those who are directly or indirectly affected by HIV and AIDS. One project is developing the "Ask Me about AIDS" network, an informal cross-campus resource of people who are willing to answer questions about the disease.

Separate subcommittees were established for student education and for faculty and staff education in recognition of the differing needs of those groups. The faculty-staff subcommittee includes representatives from campus labor unions and from Human Resources. All 11 members of the student education subcommittee are students, faculty or staff members who work directly with students.

An executive committee of Cornell AIDS Action performs administrative functions, identifies resources and lobbies for financial support for projects.

Building a truly representative task force is not a simple task, Dittman said. "Originally, the committee was composed of interested people who found their way to us," she said. "A second tier are people who were recommended by others, and they were joined by people who had participated in education programs and indicated they wanted to help." Now the task force is seeking people to fill some recognized gaps in expertise, including legal counsel, she said.

"We now have the commitment from senior administrators to do this work, but we need ongoing, visible support from visible people — administrators, faculty and student leaders — to find some open doors and more people wanting to do something," Dittman said. "The more visible this support and concern is, the more people will realize we are living in a society where people can talk openly: AIDS is

spoken here. Only when they are supported by a shift in community values can individuals sustain change."

Dittman is the only Cornell staff member whose full-time job is to teach about HIV and AIDS at a university with 18,000 students and 10,000 faculty and staff. But her work and that of a phalanx of volunteers amounts to more than most institutions can offer. Fewer than 15 percent of U.S. employers, including universities, have any AIDS policy or education program, according to Leggat.

"Cornell is fortunate to have so many people involved in human services, social issues and labor unions, and this produces an increased awareness of the need for AIDS education," he said.

The Executive Committee of the Cornell AIDS Action Committee is chaired by Dr. Les Elkind, director of University Health Services, and includes Roger Badham, Sharon Dittman, Michael Ellis, Howard Kramer, Susan Lerner, Allan Lentini, Brenda Stocum and William Thompson.

Members of the Policy Subcommittee include Robert Babcock, Susan Boedicker, Merrill Cole, Les Elkind, Judy Hart, Valerie Hayes, Robert Johnson, Brenda Marston, Patti Papapietro, Ann Shumate, Mary Ann Stillwell and Jerry Wilcox.

The Faculty/Staff Education Subcommittee is made up of Jeanne Carey, Mary Conway, Nancy Doolittle, Carolyn Eberhard, Lesley Finch, Rahat Idrees, Dan Krall, Graham Leggat, Michelle Nosce, Steven Schwager and Susan Woodward.

Members of the Student Education Subcommittee are Margaret Barr, Ned Brinkley, Jeff Carowitz, Sharon Dittman, Betsy East, Valerie Sellers Kantrowitz, Sophia Lee, Andrea Parrot, Harriet Peters, Jobi Petty and Cate Thompson.

The Intervention/Training Subcommittee includes Michael Busch, Denise Cassaro, Sharon Dittman, Joan Fisher, Ross Haarstad, Rosalind Kenworthy, Susan Lerner, Charlotte Ratner, Ann Shumate and Mianne Van Fleet.

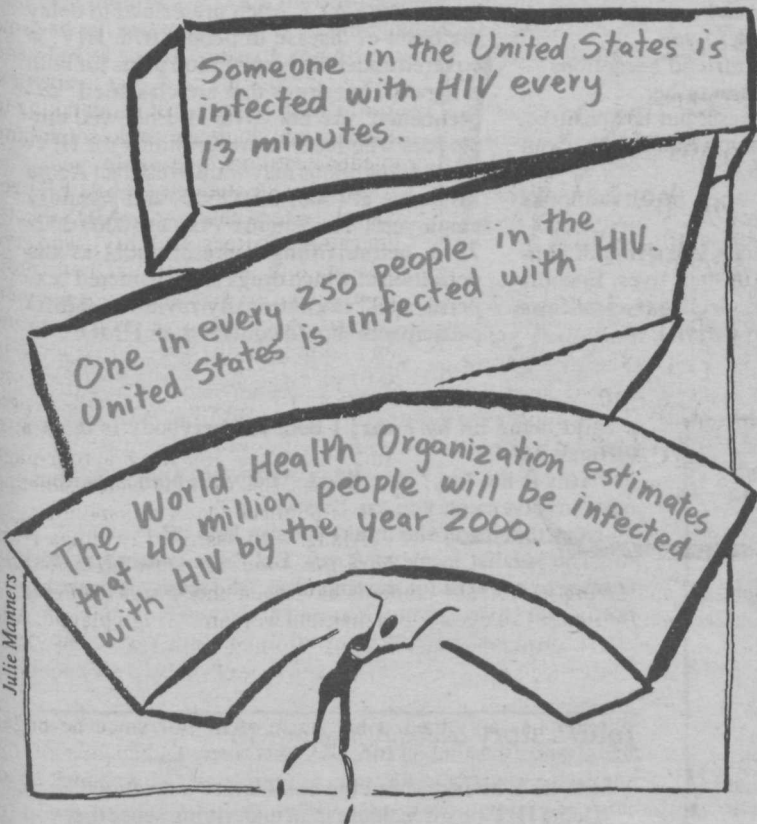
Cornell's AIDS policy

"Current knowledge indicates that students or employees with AIDS, AIDS-Related Complex (ARC), or a positive HIV antibody test do not pose a health risk to other students or employees in an academic setting. The Public Health Service states that there is no risk created by living in the same house as an infected person; caring for an AIDS patient; eating food handled by an infected person; being coughed or sneezed upon by an infected person; casual kissing; or swimming in a pool with an infected person. Consequently, there is no evidence to support the existence of a risk to those sharing dormitories and athletic or campus facilities with infected individuals.

"In some circumstances, however, there may be reasonable concern for the health of those with AIDS or ARC who might be exposed to certain contagious diseases (e.g., measles or chicken pox) in a close living situation. Therefore, although each case should be considered individually, there should be no restrictions with respect to AIDS placed on students, employees, or faculty in terms of their ability to work, study, or take part in extracurricular activities on campus.

"The university is commended for its current educational efforts and should continue and extend those endeavors aimed at governing boards, academic and staff leaders, professional and peer counseling staff, new students and staff, and the general campus community."

Approved by the University Assembly, spring 1986



Morley Jr. that people on the committee knew that Cornell was ready for some serious AIDS action on all fronts.

Writing to deans, directors and department heads, Nesheim and Morley said: "Fear, misconception and unwarranted discrimination are still commonly encountered when HIV-infected individuals are identified within the community. It is vital that a coordinated program of education, support and policy review be undertaken at Cornell in response to the challenges posed to the community by this disease."

"Obviously, a university has a care-taking responsibility for its primary client group, the students," said Graham Leggat, a health educator with the Ithaca-based consulting firm, Working with AIDS, hired by the university to assist in its AIDS efforts.

"Often, the group that gets overlooked is the faculty and staff," Leggat said. Efforts ought to go beyond providing AIDS-prevention information to educating about all the human rights and legal issues surrounding AIDS, he said.

National leader expects inaction until another 100,000 die

By Lisa Bennett

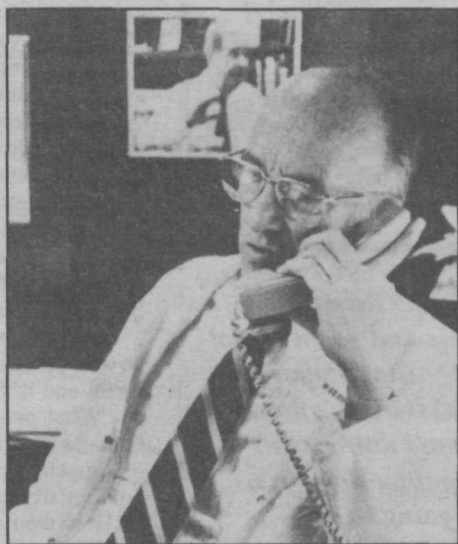
David Rodgers, vice-chairman of the top national commission on AIDS and a Medical College professor, said this month he was troubled by the Bush administration's failure to respond to the national blueprint for confronting AIDS that the panel released to wide acclaim six months ago.

He predicted that in the next 18 months to two years, the cumulative deaths of the first 10 years of AIDS will more than double. In the past decade, some 120,000 people have died of AIDS. In the next two years, deaths are expected to rise to more than 350,000.

"I keep saying, 'You don't know what is going to hit you.' But to my sorrow, AIDS has sort of been shunted aside and put on the waste heap with a bunch of other social problems," the Walsh McDermott Professor of Medicine said in a telephone interview.

He added, "I've been amazed that in the presidential campaign, there has been nothing yet from the candidates about AIDS at all, when, if you ask what is the medical crisis of our time, this is it."

The 15-member National Commission on AIDS that Rodgers chairs includes former basketball star Magic Johnson. It was jointly appointed by Congress and President Bush and charged with writing a report that would



The president 'has made just one speech about AIDS, though it has claimed more lives than the Korean and Vietnam wars combined. That's scandalous.'

David Rodgers

develop a consensus for the nation on AIDS policy.

Released in September, *America Living with AIDS: the Report of the National Commission on AIDS*, was widely believed to do that.

The plan calls for adoption of a national health care system, improved access to HIV-related drugs, recruitment of more minority members and women in clinical drug tests, free treatment for drug abuse, improved training for health care providers and, most of all, coordinated leadership.

"The thing we have pushed very hard for is some sort of overarching national plan: somebody or 'somebodies' responsible who can cut across cabinet lines and command the troops — health and human services, housing, social services — as we would mobilize for any other national disaster," said Rodgers, who also is chairman of the AIDS Advisory Council of New York State.

But while AIDS requires "the same national resolve and commitment" as exhibited in times of war, the nation has so far tended, tragically, to see the enemy in the victims instead of the virus, the report states.

There has been "a thinly veiled feeling that those who acquire the disease are getting what they deserve and a collective indiffer-

ence to their fate," it adds. To overcome such prejudice and inertia, it called upon leadership from the highest levels of government and the private sector.

"During his presidency," Rodgers said, "Mr. Bush has made just one speech about AIDS, though it has claimed more lives than the Korean and Vietnam wars combined. That's scandalous. And I think that's why people don't understand how serious this is going to be."

Ever since release of the report, Rodgers said he has heard no response from the administration. "Publicly, they said we're delighted to have it, and so on, then nothing," he said.

The government's initially "reluctant response" to AIDS could be explained, politically, by the fact that it emerged in two communities considered unimportant: gay men and IV-drug users, he said. But, as AIDS spreads among babies, teen-agers, women and heterosexuals at-large, he said the government is still lagging and he now expects little for another two years, until deaths from AIDS skyrocket.

"We're going to have such a monstrous series of death from this, I think there will be virtually no one who will not be captured in some way," Rodgers said.

Education effort wins state award

Talking With Kids About AIDS," a program in the College of Human Ecology, has won a Certificate of Merit from the State Health Department for outstanding achievement in helping parents and others learn how to talk to children about AIDS.

Parents learn how to impart values and discuss risks with their children without sounding preachy. Jerome Ziegler, professor of human service studies and former dean of the college, and Donald Tobias, senior extension associate, are the principal investigators of the project; Jennifer Tiffany, extension associate, is director and can provide additional information at 255-1942.

In 1991, some 650 volunteer facilitators were trained; they, in turn, conducted intensive HIV/AIDS workshops for 14,000 parents, guardians and other caring adults who play significant roles in the lives of an estimated 250,000 New York children.

Medical College seeks answers

Basic and clinical AIDS-related research is under way on several fronts at New York Hospital-Cornell Medical Center — in the AIDS Clinical Trials Unit, the Comprehensive Pediatric AIDS Center and the Cen-

ter for Special Studies, as well as in the hospital's medical departments.

Among the approaches, Dr. Rosemary Soave is testing the drug spiramycin against cryptosporidium, the parasite that causes diarrhea in AIDS patients and in developing-world children. Other trials involve the anti-HIV drug, d4T, led by Drs. Henry Murray and Kathleen Squires, and itraconazole for acute therapy of histoplasmosis, under the supervision of Squires and Dr. Robert Winters. Murray is also studying ways to use the body's natural substances, including gamma interferon, to fight the disease and lethal secondary infections.

Dr. Paul J. Edelson initiated a study to determine the precise moment at which HIV is passed from mother to child — at birth or shortly or before — and is following two high-risk populations. He is also testing gammaglobulin as a treatment for children with AIDS. Dr. Margaret Hilgartner works with children infected through blood transfusions, treating them with AZT and counseling them and their parents.

In the Laboratory for AIDS Virus Research, Dr. Jeffrey Laurence is attempting to neutralize the AIDS virus through gene-splicing techniques, an essential step toward development of vaccines, and is investigating why some people develop the disease and die quickly while others remain healthy for long periods. Dr. Warren Johnson traces the origins and transmission of the disease in Haiti and elsewhere, focusing on heterosexual transmission. Dr. Carl Nathan is studying how the body's various types of white blood cells locate and destroy invading organisms.

The physiological effect of HIV on the

brain and nervous system is under investigation by Dr. Samuel Perry of the Department of Psychiatry. He is also examining the cognitive, emotional and behavioral responses to testing for the AIDS virus, and is attempting to find the most effective forms of educational interventions to prevent the spread of AIDS. Another psychiatrist, Dr. Milton Viederman, educates the hospital's medical personnel on effective care of AIDS patients.

When a friend has AIDS

Although many people feel helpless when a friend becomes seriously ill, especially with an illness like AIDS, the love and sharing that friends can offer mean a lot to an ill person. A few suggestions:

- Don't avoid your friend — his or her need for you is greater than ever.
- Feel free to touch your friend — a touch of the hand or a hug can be very reassuring and will present no risk to you.
- Respond with your friend's emotions — weep and laugh with him or her.
- Ask about the illness, but be sensitive. You may try, "Would you like to talk about how you're feeling?"
- Tell your friend when he or she looks good, but don't lie.
- Many ill individuals feel a loss of control over many facets of their lives. Encourage your friend to make decisions as much as possible, no matter how trivial.

• If your friend lashes out in anger and frustration, don't take it personally. Taking such emotions out on loved ones feels safe for ill people because they know that friends are most likely to understand.

• Talk about the future — even next year. Without denying the reality of the present, it's good to look forward.

For more tips on what to do when a friend has AIDS, obtain a free copy of the brochure, *When a Friend Has AIDS*, from Gannett Health Center.

University benefits

Faculty and staff participating in the endowed or statutory health care plans at Cornell are covered for HIV-related health care costs in the same way as for any other illness or hospitalization, according to benefits managers on campus.

The drug AZT, often prescribed to delay the onset of disease in people with HIV, is covered under the prescription plans for both programs, but drugs that are classified "experimental" are not covered. Endowed employees who receive prescriptions for HIV-related conditions may want to contact Aetna Insurance at (800) 331-2595, and statutory employees, The Empire Plan at (800) 272-7243, before filling a prescription, as the definition of which drugs are considered "experimental" is continually reviewed. HMO participants should contact their HMO.

Jill's story continued from page 1A

As the days passed, she denied her own illness and fell into "that womanly caretaking role." She visited her husband in the hospital. She spoke with the doctors. She took care of insurance, learning the hard way that hospital visits must be approved in advance to be covered. She mothered her children. She cleaned their house. She dealt with misconceptions she never expected, like her sister's belief that AIDS was "in the air" in their house. And she taught family and friends about the progress of the disease — when she just wanted to cry.

But three months later, to her surprise, she was still healthy. She re-evaluated her fatalistic attitude.

"I thought, 'Where is this getting me?' And I pulled myself up. I was finally able to say, 'So what if I live 10 years and then die? What will that change now? I can still appreciate my kids.'"

Even today, she asks herself, "If I die tomorrow, what will the kids remember? Will it be the workaholic me telling them to clean the house? Or will it be me taking them to the creek and fishing together?"

Her positive attitude and strength — a lifelong habit, she says — has been bolstered with the help of her support group, a doctor-friend, activism, her continued lack of symptoms and her history of surviving tough times.

That attitude was tested again and again, most severely as her husband approached death, and the disease entered its ugliest final phase.

His weight dropped to 96 pounds. He was unable to feed himself, so she fed him. He was unable to walk to the bathroom, so she changed his diapers. He grew unable to talk. He used morphine to numb some of the pain.

And in him, Jill saw her future — "lessons in humiliation" she calls it — with an added burden: no spouse at her bedside.

"Who will take care of me?" she thought. "Who will love me?"

A week later, her husband died.

When she told her children, her youngest son asked of her, "Mommy, you'll never leave me, will you?"

She considered the white lie and decided against it. "I will be here physically as long as I can," she said. "But we all have to die."

Today, Jill no longer feels angry at her husband for infecting her, considering herself responsible for having stayed with him when she knew he was having affairs. What angers her now is the government's lack of a plan to combat AIDS, the common misunderstandings about the disease and its lingering stigma.

"I have AIDS now because of people's attitudes," she says.

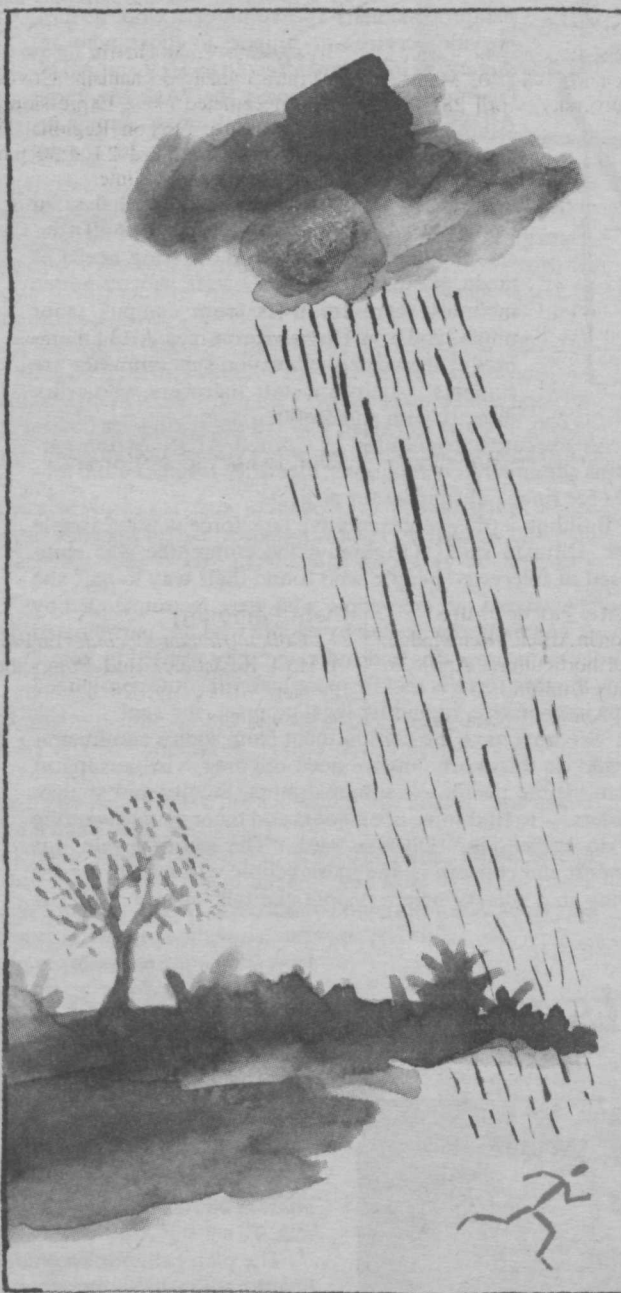
The stigma also angers her because it makes her feel she cannot be open and honest with her co-workers and others, as she usually is.

"Tell people you have another disease and you get compassion. Tell this and — on top of the overwhelming knowledge that you are terminal — you have to deal with the prejudices of people watching you. I don't want people looking at me with puppy-dog eyes, thinking, 'Poor fool. She's going to die.'"

Jill's desire to help others avoid her fate has moved her to participate in AIDS panels, where she has found many new friends. But she refuses to let AIDS become the primary focus of her life.

"I have children. I have to make dinner when I get home. There is not the time to talk HIV," she said. Crumpling a paper cup, she added, "It's not healthy. I believe in trying to be as positive and healthy as I can. I hate wallowing and being depressed. People could look at my situation and say, 'Oh, my God, how could I deal with that?' But how could I deal with

Julie Manners



"Tell people you have another disease and you get compassion. Tell this and — on top of the overwhelming knowledge that you are terminal — you have to deal with the prejudices of people watching you. I don't want people looking at me with puppy-dog eyes, thinking, 'Poor fool. She's going to die.'"

"Jill"

"People invariably want to be positive. They say, 'There is going to be a cure, hang in there.' I don't feel that way. I feel emotionally so far beyond that. I'm facing death."

"John"

a child being hit by a car? I believe everybody is dealt a difficult hand.

"This is not fun," she added. "Yet with humor, seriousness, involvement, you can live with it."

Does that mean she thinks she can beat it?

"The idealist in me says yes. But," she continues, tears coming to her eyes for the first time, "the reality is probably not."

John's story continued from page 1A

Still, he is uneasy about the community's reaction.

"Being HIV-positive, there is an underlying sense that you brought it on yourself. When I told my mother, she said, 'Somebody as smart as you?'"

John believes he has been driven to prove himself, in part because he is a gay man trying to fit in into a heterosexual world where, if tenure is a measure of success, he's successful.

Now he wonders what to make of it.

"To me, life feels very purposeless after all the energy I have devoted. I hope speaking out empowers me to produce something productive out of something very negative."

It was two years ago this month when John's doctor called to tell him the results of his AIDS test read positive.

He also told him that his T4-cell count, a measure of the strength of the immune system that runs 1,000 to 1,200 in the average person, had already declined to a dangerously low level.

John hung up the phone and drove to campus to help with a lecture, as planned.

"I was in a coma, a stupor. I couldn't believe it. Then there was anger. I had put a lot of energy into my life. I was productive. Then for this to come up? There was no recourse. I couldn't do anything about it. I felt like a victim."

Today, John still looks robust. He jokes that even with AIDS, he can't lose weight. But he knows the progress of the disease all too well. He is already experiencing the early symptoms of a nearly defenseless immune system: swollen glands, ear and sinus infections, persistent fungus in the throat, dry mouth, headaches, numbing in the legs, fatigue and depression.

As the disease progresses to its final, full-blown stage, he could also develop Kaposi's sarcoma, a cancer that manifests itself as purplish-red lesions, and AIDS-related dementia, a loss of cognitive thought process.

The threat to his mind worries him the most. "Because I am so healthy, I am afraid that my body will just fight on and on, and I will lose the ability to make decisions." He also fears being a burden on others during "this humbling way to die."

He finds most people do not even know what to say when he tells them he has AIDS. "What do you say? It's deadly, it's awful and it's frightening."

What people most often resort to he finds unrealistic. "People invariably want to be positive. They say, 'There is going to be a cure, hang in there.' I don't feel that way. I feel emotionally so far beyond that. I'm facing death."

How would he like people to respond?

"I would like people to be sensitive to the situation, the disease, to learn as much as they can so they don't have to ask dumb questions." He would like the community to reach out so more like him can come forward.

And he would, as time goes on, like for people on campus to refrain from staring, in search of signs of his deterioration.

"But if seeing me makes people depressed, I hope they go out and say we need money for a cure. Prevention is a stop-gap. But this is a national emergency. A cure is the only answer."

C O R N E L L
Employment News

Volume 4 Number 16 April 23, 1992

Published
by the
Office of
Human Resources

Please Post: Campus Mail Schedules

The April 2, 1992 edition of Cornell Employment News, as well as the March 1992 edition of the Department of Materials Management and Campus Services Newsletter, contained a copy of "Guidelines For the Efficient Use of Campus Mail." These guidelines were developed to assist you with the preparation of your campus mail.

Now that you have been provided with guidelines on how campus mail should be prepared, you will need to know the areas of the Cornell campus for which we are currently providing service and when we will be there. Before you reference these schedules, there are a few points that need to be clarified:

1. All published arrival times on these schedules are approximate. Our goal is to provide our customers with outstanding service, while operating within a safe work environment. Therefore, it is recommended that your mail be at the pick-up point in your building fifteen (15) minutes before the scheduled pick-up time to ensure that your mail will be in the system.
2. Please note that all points or stops on the schedule are denoted in bold type. Where two or more buildings are listed on the same line, such as: **Corson/Mudd** or **Kennedy/Roberts/Plant Science**, the actual delivery (pick-up) point is in the first building (bold print) listed.
3. Some of the stops have been footnoted to provide additional information. Major dormitory complexes, such as North Campus and West Campus, list the various dorms for which their mailroom provides service. Other areas, such as East Hill Plaza Stop #1, identify the departments served by that stop. For example, if you were sending campus mail to the Travel Office it should be addressed as follows:

TO: Jane G. Doe
DEPT: Travel Office
BLDG: East Hill Plaza #1 or E.H.P. #1
FROM: John J. Cerio
4. For those locations which have long building names, abbreviations are denoted in parentheses and bold type.

Thank you.
— John J. Cerio, Supervisor
Campus Mail Services

Route One – Inner Campus Schedules

First Run: Morning Afternoon
Leave: 122 Maple Ave. 7:55 a.m. 12:20 p.m.

Stops		
1. Kennedy/Roberts/Plant Science	8:00	12:25
2. Clark/Rockefeller	8:06	12:31
3. Baker Lab/Olin Lab	8:10	12:35
4. Johnson Museum	8:14	12:39
5. Uris Library/Olin Library	8:17	12:42
6. Morrill	8:20	12:45
7. McGraw	8:23	12:48
8. White	8:26	12:51
9. Lincoln (Pick up only)	8:29	12:54
10. Goldwin Smith/Lincoln (band Lincoln separately)	8:32	12:57
11. Sibley/Tjaden/Rand	8:36	1:01
12. Corson/Mudd	8:41	1:06
13. Bradfield/Emerson	8:45	1:10
14. Ives (Excluding B-12 Ives)	8:50	1:15
15. Barton	8:54	1:19
16. Uris Hall/B-12 Ives (band B-12 Ives separately)	8:57	1:22
17. Statler Hotel (Inn)	9:00	1:25
18. Statler Hall	9:03	1:28
19. Engineering & Theory Center (ETC)	9:07	1:32

Return to: 122 Maple Avenue 9:10 1:35

Second Run: Morning Afternoon
Leave: 122 Maple Ave. 9:35 a.m. 2:00 p.m.

Stops		
1. Campus Store	9:40	2:05

2. Barnes Hall	9:43	2:08
3. Anabel Taylor	9:46	2:11
4. Ward Lab	9:49	2:14
5. Bard/Kimball/Thurston (band Bard separately)	9:52	2:17
6. Hollister	9:55	2:20
7. Snee	9:58	2:23
8. Carpenter Hall Annex (Engr Admissions)	10:01	2:26
9. Carpenter Hall	10:04	2:29
10. Communication & Computing Center (CCC)	10:08	2:33
11. Caldwell	10:11	2:36
12. Warren	10:14	2:39
13. Savage	10:17	2:42
14. Newman Lab	10:21	2:46
15. Space Science	10:24	2:49
16. Big Red Barn	10:27	2:52
17. Malott	10:30	2:55
18. A.D. White House	10:34	2:59
19. Stimson	10:37	3:02
20. Day Hall	10:40	3:05
21. Career Center (14 East Ave)	10:45	3:10
22. Sage Hall	10:48	3:13

Return to: 122 Maple Avenue 10:53 3:18

Third Run: Morning Afternoon
Leave: 122 Maple Ave. 10:58 a.m. 3:23 p.m.

Stops		
1. Biotech Building	11:03	3:28
2. Comstock	11:06	3:31
3. Teagle	11:09	3:34
4. Olin Hall	11:12	3:37
5. Gannett Health Center	11:15	3:40
6. Willard Straight (WSH)	11:18	3:43
7. Myron Taylor/Hughes	11:21	3:46
8. Phillips/Knight Lab (band Knight Lab separately)	11:25	3:50
9. Upson/Grumman	11:28	3:53

Return to: 122 Maple Avenue 11:33 3:58

Kennedy
All Campus Mail going to the Agriculture Experiment Station in Geneva, NY should be addressed as follows:

NAME: (First, Middle Initial, Last)
DEPT:
BLDG: Box 15, Kennedy Hall
FROM: Sender's Full Name

A courier from Geneva picks up their mail at 7:00 a.m., Monday through Friday from Kennedy Hall.

B-12 Ives
All campus mail for Summer Sessions at B-12 Ives must be banded together. All campus mail for B-12 Ives is delivered to the Uris Hall Mail Room (B-12 Ives is closer to Uris Hall than to the mailroom in the ILR Conference Center - Ives Hall Complex). B-12 Ives picks up their campus mail from Uris Hall.

Statler Hotel (Inn) includes the following:

Banfi's
J. Willard Marriott Executive Education Center
Statler Club
Marriott Conference Center
Guest Room Reservations

Statler Hall includes:

Hotel School of Administration
Executive Education Program

Teagle includes the following:

Alberding Field House
Collyer Boat House
Equestrian Center - Pine Tree Road
Grumman Squash Courts
Lynah Rink
Moakley House (Golf Course) - Warren Road
Schoellkopf Hall
Schoellkopf House
Tennis Bubble

Route Two – Outer Campus Schedules

First Morning Run:
Leave: 122 Maple Ave. 7:55 a.m.

Stops	
1. East Hill Plaza #1 (E.H.P. #1)	8:00
2. East Hill Plaza #2 (E.H.P. #2)	8:03

3. Print Shop (695 Dryden Road)	8:06
4. Morrison	8:09
5. Surge III (Survey Research Facility)	8:12
6. Riley-Robb	8:15
7. Wing	8:18
8. Stocking	8:21
9. Mann Library	8:24
10. Fernow	8:27
11. Rice/Modern Indonesia (band Modern Indonesia separately)	8:31
12. Boyce Thompson Institute (BTI)	8:34
13. Vet	8:37
14. Plantations	8:45
15. Martha Van Rensselaer (MVR)	8:52
16. Toboggan Lodge	8:55
17. Theater Arts (Performing Arts Center or PAC)	9:01
18. Math Science Institute (MSI) (409 College Ave.)	9:04
19. Cascadilla	9:08
20. Humphreys Service Bldg.	9:11

Return to: 122 Maple Avenue 9:15

East Hill Plaza #1 services the following departments:

Communication Strategies
Graphic Purchasing
Publication Services
SEAP/CIMP Publications Distribution Facility
Travel Office

East Hill Plaza #2 services the following departments:

Accounting
Budget
Collections
Controller
Credit Union
Financial Systems and Development
Inventory Control
Staffing Services (Esther Smith, Karen Raponi)

Surge III includes the following satellite units:

Statutory Office for Capital Facilities
Math Education
Math (Main unit is in White Hall)
Communications (Main unit is in Kennedy)
Family Life Development Center (FLDC)
Campus Custodial Office
Relief Department
CISER - Survey Res Fac. (Main unit is in Caldwell)

(Continued on page 2e)

Humor Aerobics

Workshop
Playshop!!

Due to the overflow enrollment for the humor aerobics brown bag luncheon program scheduled for Monday, April 20, the program has been moved to the Conference Room, G-10 in the Biotechnology Building and will take place on **Friday, May 8, from 12:00-1:00 p.m.**

There will be plenty of space so anyone interested is welcome to attend and enjoy! No need to register, just show up – don't forget to bring your lunch!

Greet Spring with a Smile

The facilitator will be Ellen Ely, senior staff development associate in the Office of Human Resources.

Playshop Description

One good belly laugh benefits the body much like several minutes of jogging or deep relaxation. Humor is not just joke telling. Learning to "lighten up" will enhance your capacity for creative problem solving and your ability to cope with change. This playshop will examine the role of humor, perceptions and joy in the workplace.

Mail Services, Route 2, Outer Campus Schedules Continued from page 1e

Second Morning Run:		
Leave: 122 Maple Ave.	9:40 a.m.	
Stops		
1. ⁹ West Campus (Noyes Center)	9:45	
2. ¹⁰ 726 University Ave	9:49	
3. Alumni House (626 Thurston Ave.)	9:54	
4. South Balch/Anna Comstock Dorm	9:57	
5. North Balch	10:00	
6. University Press (122-124 Roberts Place)	10:04	
7. Undergrad Admissions (UAO) (410 Thurston Ave.)	10:07	
8. Dickson/AKWE:KON	10:12	
9. ¹¹ North Campus (RPU) (Robert Purcell Union)	10:15	
10. Donlon	10:18	
11. Hasbrouck Apts (Community Ctr Only)	10:22	
12. Africana Center (310 Triphammer Rd)	10:26	
13. News Bureau (840 Hanshaw Road)	10:32	
14. Equine Drug Testing (925 Warren Rd)	10:40	
15. ¹² 33 Thornwood Drive	10:45	
16. ¹³ 20 Thornwood Drive (Trans Tech)	10:48	
17. ¹⁴ Parkview Executive Center (55 Brown Road)	10:52	
18. Research Park 1-4 (83 Brown Road)	10:55	
19. Research Park 5, 7, & 8	10:58	
20. Langmuir Lab (95 Brown Road)	11:02	
21. Ornithology (159 Sapsucker Woods Road)	11:06	
22. Bus Garage (800 Dryden Road)	11:15	
23. Central Receiving (General Stores) (321 E. Palm Road)	11:18	
24. Campus Store Warehouse (315 E. Palm Road)	11:21	
25. Grounds Department (307 E. Palm Rd)	11:25	
26. Life Safety Service Bldg. (201 Palm Rd)	11:28	
27. Orchard Store	11:31	
28. Maplewood Apts. (Community Center only) (201 Maple Ave.)	11:36	
Return to: 122 Maple Avenue	11:40	

First Afternoon Run:		
Leave: 122 Maple Ave.	12:20 p.m.	
Stops		
1. Terrace Hill/Babcock Hall	12:27	
2. High Voltage Lab (109 Mitchell St.)	12:35	
3. East Hill Plaza #1 (E.H.P. #1)	12:38	
4. East Hill Plaza #2 (E.H.P. #2)	12:41	
5. Print Shop (695 Dryden Road)	12:44	
6. Morrison	12:47	
7. Wilson Lab	12:50	
8. Riley-Robb	12:53	
9. Wing	12:56	
10. Stocking	12:59	
11. Mann Library	1:02	
12. Fernow	1:05	
13. Rice/Modern Indonesia (band Modern Indonesia separately)	1:09	
14. Toxic Chemical Lab	1:12	
15. Vet	1:15	
16. Federal Nutrition Lab (U.S. Nut. Lab)	1:18	
17. Plantations	1:23	
18. Martha Van Rensselaer (MVR)	1:28	
19. Toboggan Lodge	1:31	

20. Chilled Water (Forest Home Drive)	1:34
21. Humphreys Service Building	1:40
Return to: 122 Maple Avenue	1:45
Second Afternoon Run:	
Leave: 122 Maple Ave.	2:10 p.m.
Stops	
1. Sheldon Court	2:15
2. ¹⁵ Sage House (512 E. State Street)	2:20
3. Schuyler House (112 Sage Place)	2:23
4. West Campus (Noyes Center)	2:30
5. Alumni House (626 Thurston Ave.)	2:35
6. Helen Newman	2:38
7. Risley	2:41
8. North Balch	2:44
9. Undergrad Admissions (UAO) (410 Thurston Ave.)	2:48
10. North Campus (Robert Purcell Union – RPU)	2:53
11. Hurlburt House (1 Country Club Road)	2:56
12. News Bureau (840 Hanshaw Road)	3:02
13. Parkview Executive Center (55 Brown Road)	3:08
14. Filter Plant (Caldwell Road)	3:16
15. Leland Lab	3:19
16. Love Field	3:23
17. Guterman Lab	3:26
18. Central Receiving (General Stores) (321 E. Palm Road)	3:29
Return to: 122 Maple Avenue	3:35
19. East Hill Plaza #2 (E.H.P. #2)	3:50
Return to: 122 Maple Avenue	4:00

⁹West Campus (Noyes Center) services the following dorms (band all dorms together for West Campus stop):

Boldt Tower	and University Hall 1-6
Boldt Hall	1. Class of 17 Hall
Baker Tower	2. Class of 28 Hall
North Baker Hall	3. Class of 22 Hall
South Baker Hall	4. Class of 18 Hall
Founders Hall	5. Class of 26 Hall
McFaddin Hall	6. Sperry Hall
Mennen Hall	
Lyon Hall	

¹⁰726 University Ave contains the following departments:

Arts & Sciences Development
Greek Inscriptions Project
History & Philosophy of Science & Technology

¹¹North Campus (Robert Purcell Union) services the following dorms or living units (band all dorms together for North Campus):

Building 1
Building 5
Building 6

Building 7
Building 8 – Holland International Living Center (ILC)
Building 9
Building 10 – Ujamaa
Town House Community – Buildings A-H

¹²33 Thornwood Drive contains these Cornell departments:

Cornell Information Technologies – Repair Service

¹³20 Thornwood Drive contain the following Cornell departments:

Cornell Hotel & Restaurant Administration
Quarterly
Cornell Research Foundation, Inc.
National Academy of Arbitration
Patents & Licensing
Patents & Technology Marketing
Real Estate

¹⁴Parkview Executive Center (55 Brown Road) contains the following departments:

Alumni News
Cornell Fund
Corporate & Foundation Relations
Development
Development Communications
Major Gifts
Matching Gifts
Planned Giving
Public Affairs Records
Quadrangle Club
Real Estate & Property Gifts
Risk Management & Insurance
Special Gifts
Tower Club

¹⁵Sage House is currently vacant

Route Three

Stops:	Morning	Afternoon
1. Addressing and Mailing (A&M)	8:45	1:00
2. NAIC Lab (124 Maple Ave.)	8:48	1:03
3. Traffic (116 Maple Ave.)	8:51	1:06
4. CIT (Sales Office) (110 Maple Ave)	8:54	1:09
5. Care of Buildings (104 Maple Ave)	8:57	1:12
6. Purchasing (120 Maple Ave)	9:03	1:18
7. Materials Management (120 Maple Ave)	9:06	1:21
8. Stores/Enterprises (126 Maple Ave)	9:09	1:24
9. Environmental Health (118 Maple Ave.)	9:12	1:27

A future Cornell Employment News will contain a copy of the U.S. Postal authorized Zip+4 codes for each building on the Cornell campus.

JOB OPPORTUNITIES

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

- Employees may apply for any posted position with an Employee Transfer Application. A resumé and cover letter, specifying the job title, department and job number, are recommended. Career counseling interviews are available by appointment.
- Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Candidates should submit a completed and signed employment application which will remain active 4 months. Interviews are conducted by appointment only.
- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

Professional

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

Senior Mechanical Engineer (PA1501) HRIII
NAIC-Endowed
Posting Date: 4/16/92
Provide direct engineering aid and assistance to the upgrading project manager in design and management of mechanical systems and related projects for the upgrading of the Arecibo observatory.
Requirements: Bachelors degree in mechanical engineering or equivalent field. 7-10 yrs. management experience as project engineer with collateral experience in the integration of structural, electrical and mechanical and systems control engineering. Send cover letter and resume to Cynthia Smithbower.

Training Officer (PT1503) Level 33
School of Hotel Administration-Endowed
Posting Date: 4/16/92
Provide training and consultation for computing to students, staff and faculty of the school and the Statler Hotel and Conference Center. Assist in planning and administering the overall training program. Prepare and maintain manuals and documentation for commonly used software.
Requirements: AAS degree or equivalent, BS preferred. 2-4 yrs. teaching experience. Expertise in both IBM and Mac systems. Ability to learn new applications software

quickly. Proven record of strong interpersonal and communications skills. Must have a demonstrated service attitude. Send cover letter and resume to Sam Week.

Applications Programmer/Analyst II (PT1509) Level 33
School of Continuing Education and Summer Sessions-Endowed
Posting Date: 4/16/92
Develop and maintain application programs for database management on a Novell LAN. Integrate applications with word processing and report writing packages. Assist with maintenance and support of operating systems (OS/2, DOS, Netware, MAC), e-mail, communications software, compilers, and utility programs. Assist with management of LANs, hardware, and software.
Requirements: Bachelors degree or equivalent preferred. In depth knowledge of personal computers (MAC and IBM) and LANs. 2-3 yrs. proven experience in structured computer programming on Intel based machines using Clipper or C. Good writing, oral, and interpersonal skills. Ability to work independently. Must have own vehicle and able to lift 50 lbs. Send cover letter and resume to Sam Weeks.

Technical Consultant II (PT1402) Level 33
Hotel Administration-Endowed
Posting Date: 2/9/92
Provide technical assistance and general support of hardware and software platforms for the Hotel School faculty, staff and students on PC's and workstations. Plan, develop and implement workstation technologies throughout the school and hotel. Assist users calling the department's help desk. Assist faculty seeking "Courseware" and related classroom technologies. Identify appropriate strategic platforms that can be effective productivity tools. Insure adequate preventive maintenance is performed. Assist in selection of technical staff.
Requirements: Bachelors degree or equivalent in computer science. 2-3 yrs. practical experience with workstation technology. Familiarity with various network operating systems desired. Send cover ltr & resume to Sam Weeks.

Computer Operations Coordinator I (PT1502) Level 32
School of Hotel Administration
Posting Date: 4/16/92
Provide technical support and assist in administering the operation of the school's computers. Provide user support and respond to emergency service calls. Help coordinate the efforts of the information technologies group. Develop and maintain backup and disaster recovery procedures and insure adequate preventive maintenance is performed. Assist in the design and operation of a database for hardware/software issues.
Requirements: AAS degree or equivalent in data processing, BS preferred. 2 yrs. practical experience working with operations. Familiarity with various communications protocols desirable. Send cov ltr & resume to Sam Weeks.

Statistical Consultant (PT0405) HRIII
Human Ecology Administration-Statutory
Posting Date: 4/16/92
Assist the Director of Computing and statistical consulting in providing statistical support and consulting for faculty and grad students in Human Ecology and Nutritional Sciences. Assist with grad student instruction and training. Test and develop statistical software.
Requirements: B.S. in biometry or statistics (or equivalent) with research experience, MS preferred. Understanding of basic and advanced statistical methods and research design. Knowledge of computer operating systems or programming on mainframes and microcomputers. Strong service orientation and good oral and written communication skills. End cover letter and resume to Sam Weeks.

Head, Information Technology Section (PT1203) HRIII
Albert R. Mann Library-Statutory
Posting Date: 3/26/92
Manage the systems development and technical support group for an innovative science library, active in information systems research. Supervise six technical professionals and manage complex system development projects. Oversee a \$750,000 budget and initiate and coordinate technical aspects of grant-funded projects. Work to further

the innovative applications of emerging information technologies in the management of scholarly information.
Requirements: Bachelors degree or equivalent required. Masters in computer, library, or information science, or related field desirable. Formal course work in computer science desirable. 7 yrs. relevant experience including programming, systems analysis, systems management, network administration, or technical management. At least 2 yrs. of technical management experience, knowledge of microcomputers, LANs, modern programming environments and techniques, and UNIX systems desirable. Send cover letter and resume to Sam Weeks.

Equipment Procurement and Distribution Coordinator (PA1602) HRII
Vet Administration-Statutory
Posting Date: 4/23/92
Responsible for coordinating all equipment purchases for the new Vet Education Center, Medical Center, and Secondary Teaching Center. Arrange for the movement of new and existing equipment and furnishings into new facilities. Term to 6/30/95 with possible extension.
Requirements: Associates degree. 1-2 yrs. related experience. Combination of education and experience which has led to the development of skills in materials management. Experience supporting academic programs; demonstrated supervisory skills; knowledge of Cornell accounting/budgeting systems and procedures; excellent interpersonal and strong oral and written communication skills; proven ability to develop and apply computer databases and spreadsheets; high services orientation; high energy. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist (PT1609) HRII
Clinical Sciences-Statutory
Posting Date: 4/23/92
Provide technical support for the woodchuck hepatitis project through investigation of chemical carcinogenesis & development of techniques for histochemical & immunohistochemical localization of tissue lesions. Maintain computerized tissue inventory of all frozen & formalin fixed tissues.

Networking

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

EMPLOYEE SPOTLIGHT

Kim Granato

By Susan E. H. Hollern — Photo by Doug Hicks



If you had the responsibility of finding a vendor for a certain type of equipment needed for research or office work, who would you call? Well, the fine folks at the University Purchasing Department are only a phone call away! One of these fine individuals is this week's Employee Spotlight! Please meet Kim Granato, Purchasing Agent for Cornell University's Purchasing Department.

Kim has been with the University for five years. The last three years have been in the Purchasing Department

where she deals with hundreds of people on a weekly basis—both on campus and off campus.

What does the Purchasing Department do for Cornell University? "Our goal, as a Purchasing Department, is to provide the best total package, looking at all aspects of Quality, Service and Price. We work with the entire Cornell University community, which includes the Ithaca area, Geneva, New York City, Washington, DC, etc. We also deal with a variety of vendors, too.

Let's say, for example purposes, that I want to purchase a copier machine for my office. What should I do first? "First, you should obtain specific specs that you would like to have on this copier. Once you obtain them from your boss, co-workers, etc., then you need to send this information over to our office. We will send your specs out to vendors that sell different brands of copiers. Once we receive these bids back, we do a bid tabulation and send them to you. Purchasing and your department work together to award a vendor. Award is based on specs, price and service. We want the Cornell Community to understand that we are here to help—not to hinder. Service to our customers is a top priority."

Some products even come to Cornell University on a test basis. As Kim

states, "Laser toner cartridges are in an unstructured test market now. We are constantly looking for the best overall service and quality from our various vendors. Once this market has been tested by various campus departments, we obtain a contract with that particular vendor or vendors. This process does not happen overnight. It takes a lot of time."

Some good news for Cornell University departments is that the Purchasing Department is developing an IMMS System. IMMS (Integrated Materials Management System) will allow departments and users more information than they have ever had before. Departments will see item and vendor information including price, addresses, etc. on an on-line system (Cornell C). Testing will begin in the next few months where four sites on campus, will work with this new plan. Kim added that "We are really excited about the IMMS System. Customers will be able to locate an item immediately and determine its primary and secondary source. Of course, we will still be more than happy to help our customers with researching vendors and their particular products."

Kim also has another interest; interior decorating. "I got involved in the clothing

business with my mom. She owns a women's clothing store in Homer called Old Firehouse. I enjoyed that immensely, but decided to take that knowledge in a different direction with interior design. I've taken classes for this and have come to really test my creative ability that I was able to develop working with my mom. It's so much fun and very exciting to see a room transformed from an unfinished room to a room with color, style and flair!"

Spending some time with Kim and learning about the Purchasing Department was an exceptional time and one that I will remember. When I was getting ready to leave, I asked Kim to summarize her position with the Purchasing Department. She eloquently stated the following: "We at the Purchasing Department are trying to implement the Legendary Service Program promoted by Ken Blanchard. The Cornell Community is our first and main customer and making them return to us for help and advice is what our ultimate and long-term goal is."

Cornell University and the Purchasing Department are very lucky to have such a dedicated and devoted employee like Kim Granato. We congratulate you Kim, as this week's Employee Spotlight!

LEGENDARY SERVICE

A Call for Eagles

by Mike Daley

Last Spring, Dr. Ken Blanchard '61, presented a seminar to over 1000 university staff on the fundamentals of "Legendary Service". This formally launched a concerted effort designed to improve the working environment for all Cornell University staff.

Improving your workplace begins with a feeling that you want to serve others at work first. When this happens interesting things begin to occur. People create exceptional—"legendary" service—service that surprises others because it's so good. Incidents of exceptional service are called "Eagle Stories," because they are created by staff who want to soar above the crowd . . . who want to provide service that is of such high quality that people tell others about how enjoyable their interaction was.

As a means of encouraging legendary service and recognizing "eagles", you're invited to "turn in" eagles that you sight on campus. Tell stories of exceptional service on the "Eagle Sighting" form below. Your sightings should tell about incidents where people surprised others with their kindness and personal commitment to service.

Here are two eagles recently sighted flying above campus on a cold winter's night:

On the evening of March 11, the boiler room door at Kappa Sigma blew open, and the boiler froze up. Jim VanNordstrand, a plumber from M&SO was called back to work to restore heat. It became clear that the boiler first had to be thawed out. (A blinding snow storm was in progress, with wind chills well below zero.)

It was decided to round up several "Salamander" heaters, which are very powerful units used primarily on construction sites. Many sources were tried unsuccessfully until Pete Capalongo, Foreman of the Mason Shop was phoned. Pete indicated that he had a few of these units in his shop. He said he'd go right up and take them over to Kappa Sigma and get them fired up. He did this even though the emergency didn't involve his trade. His response was, "what are friends for?!"

A few hours later, the system was thawed out, repairs began, and heat was restored by 5:00 a.m.

Therefore, I am reporting TWO EAGLE SIGHTINGS: Pete Capalongo, who provided the heaters, and Jim VanNordstrand, who drove over 20 miles on that blustery night from Spencer to respond to this emergency, and

who spent the night "babysitting" the boiler until more permanent repairs could be made. Thanks again, Jim and Pete!

Submitted by Bonnie Griffith, Manager of Building Operations, Department of Residence Life.

EAGLE SIGHTING FORM

Use this form to tell stories of exceptional service you receive or witness on campus.

Your Name _____ Campus Phone _____

Campus Address _____

Date of Incident ____/____/____ Approximate Time _____

Location of Incident _____

Briefly tell about the exceptional service you received or witnessed. _____

Eagle's Name: _____

How did you feel either receiving or witnessing this incident? _____

Please send completed forms to: Legendary Service Action Group c/o Mike Daley,

Residence Life Office, Robert Purcell Union.

LEADERSHIP LEADS

Sam Walton Dies

by George Peter

From Kingfisher, Oklahoma to 42 States and growing. His stores have outstripped Sears, Roebuck & Company as the largest retail chain in the country. That's the story of Sam Walton who died April 5th at the age of 74.

The Ithaca Journal reports that Walton and each of his four children are worth \$4.4 billion each. The money and the stores are only tangible evidence of success. Walton's real success came in his ability to lead people.

Walton did not refer to his employees as such. They were his "associates". He treated his people as a part of the Walton team. He encouraged them to come up with their own marketing ideas. A stock-purchase plan gave them a stake in Wal-Mart's.

Tom Peters likes to talk about the time Sam Walton dropped in on one of his unannounced visits to a store. An employee (associate) came up to him and complained about her title. He asked her, "What title should you have?" She said that she would like a certain title. Walton's reply was, "That's what you are from now on. Go out and get some name cards printed."

Sam Walton was one of a kind. That's why he didn't have much competition. But any leader can learn from his style and his way of treating human beings. He treated customers with great skill. But that's only half of the story. He treated each of his workers as if he or she were a prized customer. That's leadership. And leadership is not much more than being a good human being.

Tompkins County Health Department

Cornell University

Open Blood Pressure Clinics

Date	Site	Time
April 1992		
26	Comstock Hall-Room 2123	1:30-3:30
May 1992		
4	Admissions-Basement	9:30-11:30
7	Barnes Hall-Room 103	10:00-12:00
14	Baker Institute	8:30-11:30
14	Biotechnology-Room 180	12:30-3:00
19	Goldwin Smith	9:00-11:30
21	CU Press Office	9:00-10:30
21	CU Press Warehouse	11:00-12:00

Flextime: Can it Work for You?

By Marianne Marsh

Do you find yourself rushing around before or after work, trying to meet your carpool, pick up your kids on time, get groceries, etc., etc.? As our lives become more complex and hectic, it gets harder to squeeze in time for personal affairs and still have time to relax. For most of us, working fewer hours is not an option, but some have found that flextime helps.

What is flextime? According to the Personnel Manual, policy #212, it is an adjustment in a work schedule whereby employees, with prior approval of their supervisor, can "arrange their own daily arrival and departure time...and conform to the overtime provisions of the Fair Labor Standards Act." But what does this mean in practical terms? Some people might think that flextime won't work for them because they can't make drastic changes in their schedules or that it wouldn't work in their department. Others may be mystified as to how to adjust a schedule so they'll get paid correctly, or might think that it means a reduction in hours or pay. But flextime need not be complicated or drastic to make one's life just a little easier. Consider the slight adjustments we've made in the English Department.

Just about everyone on the staff in the English Department uses flextime either on an occasional or regular basis. Phillis is a full-time secretary. Originally her hours were 8:00-4:30. Her husband, also a Cornell employee, has a 7:00-3:30 schedule. Phillis's hours were adjusted to 7:00-3:30 to enable her to ride with her husband to work and coordinate arrangements for their son's school schedule. They even found that aside from the practical aspect of riding together, they had some time together in the car to

talk! In the beginning there were a few slight problems in the office with this schedule, but the professors she works with have been very understanding and cooperative, and she now has an answering machine to take care of calls she may get after she leaves for the day. The machine even gives out an alternate number in case the message is urgent.

Robin, Accounts Assistant, had a different dilemma. She was taking evening classes, and was finding that between trying to get dinner, prepare for class, and drive to school, she barely had time to catch her breath. Robin (who by the way is naturally an early riser) adjusted her schedule from 8:00-4:30 to 7:30-4:00. This not only made her after-work schedule less stressful, it made the office facilities open to department members who need them before 8:00.

Becky, Undergraduate Coordinator, who shares an office with Robin, had a regular schedule of 8:00-4:30, and made a very slight, but very valuable (to her) adjustment in her schedule. Her husband's job (also at Cornell) lets out at 3:30 on Fridays. Because they have a long commute and have kids to pick up, they must ride together. So, Becky leaves at 3:30 on Fridays in exchange for coming in slightly early each morning. She has found that in addition to making her family arrangements easier, this schedule has made her more productive: she is able to get a jump on the day early in the morning, and since business late Friday afternoons is generally slow, she is providing better service to the department.

In the next issue, I'll give some more examples, and discuss ideas that might help you work out a flex schedule.

Update on Poetry Contest

We would like to thank the Cornell Community for submitting their original poetry for our Poetry Contest. We have received over seventy poems. The judges are now selecting the winning entries which will be published in the May 21st issue of Networking. Thanks again for your interest and for sharing your poems with us.

INCITES

Invest in Yourself by Taking a Computer Workshop This Summer!

by Sharon Marcus

It's late. Fred has only five more bills to sort out before he can hit the sack. With his eyes barely open, he yawns and continues sorting through the old shoebox where he keeps all his important papers—drycleaning receipts, reminders to himself, letters from friends—everything. He's searching feverishly for the cable bill. He's just finished going through the entire box for a second time when he spots an old, ratty index card crumpled up in the bottom. "What's this?," he wonders. He fishes the card out and flattens it with his palm. The words "New Year's resolutions" are barely legible at the top. "Aha!" he laughs to himself. He reads the card aloud, "1. Stop smoking, 2. Eat less fat, 3. Spend more time with the kids, 4. Start exercising again, and . . ." He can't make out the words at the bottom. He holds the card up to the light and squints

as he reads the final resolution, "5. Learn more about your computer." During the summer, the slower pace of campus life presents many Cornell employees with an opportunity to invest some time in self-improvement—perhaps even in taking another look at those New Year's resolutions. Summer's almost here. What better time is there to sign up for a computer workshop in CIT's summer training program?

Through its *Training and Education Program*, CIT regularly offers seminars and hands-on workshops on the wide variety of information technologies used by the Cornell community. Topics covered include: word processing; spreadsheet analysis; using and managing local area networks; statistical computing; electronic mail; and operating systems for the IBM PC, IBM PS/2, and Apple

Macintosh. Although most courses are designed to offer basic instruction, CIT has tailored some to focus on more specific, functional topics, such as "Tables in Word" and "Creating a Newsletter Using PageMaker." Courses are from three to six hours long, and often are broken into two sessions.

In addition to its regular workshop series, CIT offers a *Group Training* program. Any group of 8-18 Cornell staff or faculty members can arrange to have one of the existing CIT workshops taught to their group at a substantially reduced rate. CIT also can customize any of its workshops or develop a new workshop to meet any faculty or staff needs.

If you don't have time for a CIT workshop, consider the *Personal Training Collection*, a set of self-paced training tapes that guides you through a number of popular applications for both the IBM

and Apple Macintosh workstations. The *Personal Training Collection* materials and workstations dedicated to their use are in the CIT Software Lending Library in room 124 of the Computing and Communications Center. For further information, call 255-8991.

A *CIT Workshop Schedule* is published at the start of each semester and contains course descriptions and registration information for CIT's current workshop series (in CUINFO, type CIT COURSE to view the current schedule online). The summer schedule will be available **after May 10, 1992**. (It is dropped in stacks all around campus, just like *Networking* and the *Cornell Chronicle*.) To register for CIT workshops, call 255-8000.

Classes fill up quickly, so register early—or you'll find yourself writing the same New Year's resolution for 1993 . . .

WORK AND FAMILY ISSUES

Working Families Brown Bag Lunch Series

If you would like to discuss balancing the demands of career and family, join us for an informal discussion. Monthly workshops are being held in 163 Day Hall from 12:00 noon - 1:00 pm on the following dates: April 27, May 26, June 22, July 27, and August 24. You are invited to attend one or all of these workshops. This Brown Bag Series is being offered to the Cornell community by the Office of Human Resources. Please call 255-7170 for more information or feel free to drop in during the next session, Monday April 27th.

Various topics, such as child care, including what to do with a sick child when you have to be at work and your sitter will not watch your sick child, disci-

pline and how to handle certain situations, tips for balancing work and family life, and other topics, will be discussed in a very casual, question and answer setting.

The people available to help answer some questions are: Marilee Bell, the coordinator for Cornell's new Office of Work and Family Issues; Donna Bugliari, a benefits specialist in the Office of Human Resources; Esther Herkowitz, a consultant with Cornell's Employee Assistance Program and Family and Children's Services of Ithaca; and Regina Wharton, a staff relations associate in the Office of Human Resources and member of Cornell's Advisory Committee for Working Families.

Dryden Footlighters Show

by Diane Colf

Talented people abound at Cornell and the Dryden Footlighters are lucky to have several in their upcoming production of "**The Man Who Came to Dinner**," Moss Hart and George S. Kauffman's classic comedy. Among the large, multi-talented cast are **Peter Stein** (Sheraton Whiteside) and **Dan Coffman** (Beverly Carlton) of the Physics Department, **Beth Campbell** (Mrs. Stanley) of the Lab of Ornithology, **Donna Whiting** (Mrs. McCutcheon) of Nutritional Sciences, **Angela Stearns** (Sarah, the cook), a retiree from Cornell Vending, and **Charles Breckheimer** (Banjo), a Cornell alum. You can see their performances on May 1, 2, 8, and 9 at 8:00 p.m. at the Dryden High School Auditorium.

The comedy takes place in the late 1930's in the Stanley home, where

Whiteside, an overbearing radio personality, is recuperating from a broken hip. Whiteside's sarcastic behavior and his meddling personality, combined with his many zany friends, makes for an outrageously funny show.

Bob Finley is directing this large cast comedy which showcases Allen Ackley, Adrian Ballard, Cindi Clark, Tamar Finley, Sharon and Duane Huttleston, Maureen Kelly, Dewey Neild, Paul Stearns, Timothy Thomas, Richard Thorn, Jean VanAlstine, Bryan VanCampen, and Rhea Warrell in addition to the Cornell personnel mentioned above.

Diane Colf, a secretary in Rice Hall, will be glad to get tickets to you by calling 5-4439 or call the Dryden Footlighters Ticket Hotline at 844-4871 to reserve advance sale tickets. See you at the show!

Toastmasters

Does the very thought of public speaking make your knees tremble and your mouth go dry? Do you work in a position where you need to make presentations or chair meetings, but have little opportunity to get any practice? You're not alone! Toastmasters can help! The Ithaca club meets three times a month to practice communication and leadership skills. Interested people can call Stephanie Herrick at 255-1489 or send E-mail to S7H@CORNELLC for more information.

WELLNESS UPDATE

May Celebrates National Employee Health and Fitness Day

In support of National Health and Fitness Day we will be holding the:

4th Annual Prediction Walk/Run

When: Wednesday, May 13 (Rain date May 20) Race starts promptly at 5:15 pm
Where: Start and finish at Helen Newman Hall. Course will be around Beebe Lake area—distance is approximately 1 1/2 miles.

- No pre-registration is needed.
- Awards will be given.
- Runners and walkers welcome.

What is a Prediction Walk/Run?

This is not a race where the fastest person wins. To win, you need to predict the time you think it will take you to walk/run the course. Whoever comes the closest to their predicted time wins. So, whether you finish the event first or last doesn't matter, it's how close you come to your estimated time. Everyone has an equal chance of winning.

We will also be offering a new twist to the event this year. Get together a team of four from your office or other friends. Each person can walk the course and the best total time wins or each person can complete a portion of the course and the best combined time wins. You may even want to challenge another office or department to add to the fun.

This type of event and others in similarity will be going on across the nation. We hope to see as many of you there as possible. Watch or give us a call for more information about entering individually or as a team.

EMPLOYEE ASSEMBLY COMMUNICATIONS COMMITTEE

Questions/Answers for Clip & Returns

by Nancy J. Doolittle

The following responses to the questions you submitted were prepared by Nancy J. Doolittle (Office of Human Resources) in cooperation with the managers of the Office of Benefits and Staff Relations and Development.

Q "Why should we have to claim 'Wellness' time on 'leave with pay'? We are not off campus and we do not earn sick and vacation when this is done. Seems strange they take your 'sick' time so you can attend 'Wellness'."

A The university's administration endorses the Wellness Program and recommends that all participants be given three hours per week of flextime or release time from their work duties to participate in the program. However, the final decision rests with the individual's supervisor or department head. If, with the approval of his or her supervisor or department head, an employee takes release time for participation in

the Wellness Program, he or she must indicate this release time on the timecard as leave with pay, which will not be deducted from vacation or sick leave accruals.

Q "I would like to see a policy developed which would allow employees to convert vacation time to sick time (when vacation time is nearing the limit of time that can be carried)".

A The Advisory Committee for Working Families is currently reviewing the thirty-nine recommendations presented by the Task Force for Working Families, formed in 1988. One overall concern surrounds that of vacation and sick leave. There is a general knowledge of the frustration felt when employees reach their maximum amount of vacation accrual, therefore needing to choose between taking a few days off or losing the time. However, the committee is looking at the larger issue of sick, personal, family care, and vacation time.

Your concern, and others similar to it, will be considered during this review of current policies.

Q "Whose responsibility is it to inform employees of the university policy regarding medical absences (either disability or worker's compensation) over 6 months in duration, in which case there is no guarantee that your job will be held for you? Is it the benefits section of the Finance & Business Office in Mann Library or your department's personnel office?"

A When an employee becomes unable to work for more than seven consecutive days due to an illness or injury that is non-job-related, that employee's department notifies Employee Benefits in 130 Day Hall. Employee Benefits then sends the employee a letter asking the employee to complete a form for Short-Term Disability and return it to Employee Benefits. The letter states: "It is very important that you stay

in touch with your department so that your records can be kept up-to-date. The department is not obligated to hold a position after short-term disability benefits have expired so if you plan to return to work after your benefits have ended, be sure to talk with your supervisor about whether your position will be held." In other words, while Employee Benefits will notify an employee about his or her Short-term Disability benefits, it is the responsibility of the employee to make sure he or she follows all necessary procedures.

If you go on Workers' Compensation, it is just as crucial that you remain in contact with your supervisor or department head. The letter sent to endowed faculty and staff on Workers' Compensation states, "The university is required to hold your position for six months, so we suggest that you stay in close contact with your department." The same advice should be followed by statutory employees.

CORNELL RECREATION CLUB

Happy Spring! Are you planning a trip to Hershey Park, Enchanted Forest or the Renaissance Festival this summer? CRC will have discount coupons for Hershey Park, and discount tickets for Enchanted Forest and Renaissance Festival. We will have these available by the end of May. Give Janet Beebe a call at 255-7565 if you have any questions. All Cornell community members may take advantage of these special offers.

Here's a look at some of CRC's upcoming adventures:

PANCAKE BREAKFAST: CRC PARK, APRIL 26, 1992

Fluffy, light pancakes, eggs done to order, delicious sausage, hash browns and piping hot coffee, is there a better way to start your day?? Come on out to the CRC Park on Sunday, April 26 starting at 8:00 a.m. and enjoy breakfast with us! We'll be serving until 11:00 a.m. The Price is \$3.00 for adults and \$2.50 for children 12 and under. Advance tickets are available and tickets will be sold at the door.

VERNON DOWNS: JUNE 6, 1992

And they're off to another exciting night at the Vernon Downs Racetrack. The climate controlled Miracle Mile Room features an excellent buffet with a winning combination of hot and cold dishes including carved sirloin, crisp salads, fresh breads and rolls, dessert table and coffee or tea. Included in your price of only \$34.00 is transportation, admission ticket to the Clubhouse, the "Miracle Mile Buffet" and a bounce back ticket for your use later in the racing season. A \$15.00 deposit is required upon sign up. Final payment is due May 15.

OTTAWA, CANADA: JULY 31-AUG. 2, 1992

Land, Sea or Rail—you'll have it all on CRC's terrific trip to Ottawa. The group will leave early Friday morning. There will be a breakfast stop along the way. The Westin Hotel will be our "home" for our stay. It is located in the heart of downtown Ottawa, connected by walkways to both the Rideau Centre

and the Ottawa Congress Centre. After relaxing a bit, the group will dine at the Elephant and Castle Restaurant. A cruise on the Rideau Canal will finish out the evening. You won't want to miss Saturday's rendezvous with history on the Hull-Wakefield Steam Train. There will be great photo opportunities around every bend as the train winds its way up the Gatineau Valley from Hull to the picturesque village of Wakefield. Relax in comfort and let the "clickety-clack" of the wheels on the steel rails carry you back to the days of steam. Saturday afternoon and evening you'll have time on your own to explore the beautiful city of Ottawa. Sunday will find us checking out of the Westin. We'll stop in the Thousand Islands and take a two-hour boat tour, stopping at Boldt Castle. Donna Vose is leading the way to a wonderful summertime adventure in Canada. The cost is \$245.00 per person, double occupancy. A deposit of \$100.00 per person is required upon making reservations. Final payment is due the end of June. Call 255-7565 to sign up. Included

in this trip is transportation, one dinner, two continental breakfasts, 2 boat cruises, lodging and the train fare. You don't have to belong to CRC to join us!

WILLOW VALLEY RESORT, LANCASTER, P.A.: OCT. 2-4, 1992

Here's a great way to enjoy the beautiful fall foliage, shop for those bargains at the Rockvale Square, play golf, swim and just relax! Willow Valley Family Resort has it all! Two indoor pools, sauna, whirlpools, golf, an on-site bakery and fantastic buffets! You'll be treated to a "taste" of Amish Country with an Amish gentleman as our guide. Your price of \$199.00 per person, double occupancy, includes transportation, two nights lodging at the wonderful Atrium section at Willow Valley, a tour of Lancaster, shopping at Rockvale Square, two breakfast buffets and two dinner smorgasbords. What a deal! Susan Hollern will be CRC's group leader. Call to reserve your space soon.

Look for more CRC events and trips next issue!

UNCLASSIFIED ADS

1. Please send all unclassified ads through Campus Mail **ONLY** to *Networking Unclassifieds*, Susan Hollern, 440 Day Hall. Hand delivered ads will be omitted. **NO PHONE CALLS PLEASE!**
2. For our information your name and campus phone number **MUST** be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the *Networking* staff—depending on space available.
5. The deadline for the May 7 issue is April 28, 1992 at noon.
6. Please submit an ad for each issue that the ad should appear in. Thank you.

For Sale

Sailboat super snark. 11' deluxe coated styrofoam. Unsinkable. Never sailed. Retail \$489.99, now \$350. Dinghy fiberglass with oars, \$450. Please call 257-1757.

Complete twin size bed with Sealy Ultra Rest deluxe comfort mattress and wood head/foot boards. \$50 OBO. Please call 5-2596 or 277-6487.

Stereo equipment. KR4010 Kenwood Receiver, 55 watts, CT-500 Pioneer Cassette deck and Tech Hi Fi turntable with Shure cartridge. \$200 OBO takes all. Please call Tim at 732-9096.

Heavy duty Maytag Washer/Dryer \$800. Large desk, \$200. Tall microwave stand/cabinet, \$100. Gas grill, \$150. (2) Snow tires \$50. Moving—all prices are negotiable. Call 5-8182 or 257-6079.

Girls/Guys—looking for a great motorcycle? 1987 Honda Rebel 450, 700 miles, mint condition. \$1,900. Please call Taina at 5-9054 or 594-3502.

1979 Harley-Davidson Sportster 1000XLH. New pipes, paint, chain, battery, tires. Halogen headlight, king/queen seat. Low miles. \$2,000. Please call 273-3284.

Beautiful Black Lab puppies! Bred for excellent temperament and confirmation. Come see these eager, healthy pups and pick your winner! Ready end of May. Please call Karen at 539-6839.

Bassett pine dining room suite with china cabinet, hutch, coffee tables, end tables. \$900 OBO. Please call 257-7557 after 5:30.

Spacious 2-bedroom mobile home (1979), great location in park, good condition, shed, washer, dryer. Ready to move in. Must see. Asking \$10,500. Please call Tina at 5-8882 or 564-7910.

Complete Nikon camcorder set up, 8 mm, 4-1 focus includes three blank 90-minute tapes, 1 hour and 2 hour battery, carrying case. Asking \$600. Please call Rick Guardiola at 5-0853 or 273-5897.

1988 Chevrolet Cavalier Z24. Excellent condition. Many extras. 43,000 miles. Asking \$6,900. Please call Debbie at 3-3212 or 533-7216.

Small farm in Candor. 4-year-old ranch. Open kitchen/living room with knotty pine cathedral. Two large bedrooms and full baths. Walkout basement ideal for additional bedrooms, family room or income apartment. 22' x 44' barn with two car garage. Barn set up for horses with wooden fences, pasture and pond on six acres. Back deck with great view. Twenty miles from Cornell. Asking \$89,900. Please call 3-3948 or 659-5485 after 5:00 pm.

Black wood dinner table, \$280. 4-drawer, legal size black metal file cabinet, \$130. Queen size futon mattress and frame, \$130. 6-drawer dresser, \$90. 5-drawer dresser (less than one year old), \$60. Love seat sofa, \$40. Twin size futon mattress, \$40. 10-gallon aquarium and set-up equipment, \$40. Wood book case, \$30. Standing fans (less than one year old), \$25. Glass coffee table, \$20. End table, \$15. All prices negotiable. Please call 5-5095 or 272-0939.

14 x 70 Titan on one acre, 3-bedroom, 1 bath, oversized one car garage. Asbury Road. Asking \$34,000. Please call Pete at 277-3100.

1980 Catalina 22' sailboat, 4.5 Mercury, trailer, pop top with canvas, swing keel, many extras. \$5,500. Please call Laurie at 3-3712 or 546-5077.

High resolution printer for IBM PC or Macintosh. Panasonic 24 pin with "Grappler LX" serial-parallel interface, like new: \$250. Please call 387-3411.

Passier dressage saddle. Excellent condition—17 1/2" with dressage girth, leather & stirrups. Dressage flash cavison bridle. Stylist II hunt saddle with leathers and stirrups. Please call 347-4860 evenings.

Registered Quarter Horse, 6-year-old, gelding. Big mover for 14.3 hands. Flashy, bright chestnut with white foot. Rides Western & English. Working over low fences. Sound and clean legs. Please call 347-4860 evenings.

Nice home in family neighborhood in West Hill, two blocks from Alternate School, 403 Hook Place. Adjacent to 4-acre city park. Three bedrooms, fireplace, deck, large shaded yard. Gas hot water heat, dining room, den, patio off kitchen. Pre-listing sale by owner. \$90,000. Please call 5-6135 or 277-6905 evenings.

Furnished seasonal cottage on 3+ acres of lake view property. East side of Cayuga Lake. 28' of frontage with retaining wall and dock. King Ferry area. \$75,000. Please call 898-3143 anytime, leave message on machine.

1984 Honda Prelude, dark blue, 5-speed, sunroof, excellent condition. Please call 5-5274 or 273-8974.

59 acres 4 miles east of Cornell. Conservation easement with Finger Lakes Land Trust allows one house. Three ponds, views. \$40,000. Owner financing. Please call Susan at 5-5227 or 844-4966.

1990 Bayliner Ciera Sunbridge. 22', 230 hp, V8. 40 hours on engine, dual axle trailer with brakes, camper and bimini top, docklines, fenders, anchors with lines, life jackets, safety equipment. Dual batteries, am/fm cassette with power booster and JBL speakers. Three props, VHF radio, depth and fish finder, sleeps 4, private head, sink and icebox, water-skis, etc. Asking \$23,000 OBO. Beautiful boat a MUST SEE!!! Please call Ron at 257-1142 or 257-3809 and ask for Ron or Kelli.

Windsurfer. Hi fly 555 12' board, two sails: 6.0 mylar, 7.2 flathead. Nice, fun board. Complete, \$350. Please call Jim at 5-2329 or 589-6014.

US Silver coins. Good selection. Kennedy's, dollars, walking liberty's, dimes, nickels, commemoratives, pennies. Best Offer over \$800. Please call Jim at 5-2329 or 589-6014.

1988 Nissan Maxima SE. Loaded 5-speed. Air, cruise, am/fm cassette. Excellent shape, no rust, runs like a tip. 87K. Best offer over \$7,900. Please call Jim at 5-2329 or 589-6014.

Looking for that specialty or show car? Here it is! 1979 Pontiac Trans Am Anniversary Edition. All original. Has all options. Automatic transmission. Always garaged and covered. 11,000 original miles. Asking \$13,000. Please call 546-4111 after 6:00 pm.

1972 Ritzcraft 12' x 65' with tip out. Three-bedroom, beautiful living room and kitchen paneling. Excellent condition. Please call 5-6144 or 273-7966.

Three-bedroom house in Trumansburg village. Sunporch, pantry, attached garage, 15 x 24 attached storage barn. All remodeled and insulated; new Andersen windows and siding. Spacious private yard with stream and flowering trees on quiet street, walking distance to stores and bus. \$62,900. Please call Pat at 564-7927.

Texas Instrument Model 855 dot matrix for IBM compatible. Courier 10/12 near-letter quality. With two ribbon cartridges. Good condition. \$50 OBO. Please call 277-0231.

Wanted

Summer cottage rental on eastern side of Cayuga Lake. July or August preferable. Please call 844-4986.

Mountain bike, downhill skis with good bindings and boots. Please call Kathy at 5-8144 or 594-2543 evenings.

Land alone or land with house in Groton or Dryden area. 15-30 acres. Please call after 6:00 pm at 564-9218.

Newlyweds looking for a used solid wood dresser/chest and a large bookcase with glass doors. Please leave message for Chuck at 347-4841.

Set of bunk beds at a reasonable price. Any condition if repairable. Please call Kim at 5-5008.

Aerobics Step. Please call 273-9132 and leave message.

One or two-bedroom apartment or small house. Spacious, unfurnished, countryside near East Hill Plaza. Non-smoker, reasonable rent needed for CU staff member. Please call 273-0731.

Case for Apple Macintosh external floppy disk drive (800K size). Please call Oliver at 5-7062 anytime.

4-wheel ATV. Excellent condition suitable for pulling firewood. Please call Barbara at 5-5291.

Used Nordic Track reasonable prices. Please call Sandy at 5-1125 or 273-5100.

House rental wanted for very distinguished Russian Physicist in August, prefer lake or country setting. Contact Andre at 5-5169 or 277-6475 evening.

For Rent

One room w/ share of the house in a spacious, bright, well-furnished, 3-roomed apartment for Summer '92 (w/ option next year). Convenient to CU, IC, Commons. No smoking or pets. Prefer mature female. \$290 includes all. Please call 277-0231.

Comfortable, quiet house to share in Freeville with one adult and one child. No smoking or pets. Furnished or unfurnished bedroom, long or short term arrangement acceptable. Please call Renee at 5-5198 or 844-8439 evenings.

One bedroom apartment, unfurnished. Quiet country setting (Ellis Hollow). \$425 includes all utilities. Please call 539-6596 after 2:00 pm.

Two and three-bedroom townhouses. All new contemporary, country setting, yard, decks. Washer, dryer hook-ups. Three bedroom has master bath area. Full basement for family room area or study area. Available June 1. Please call 273-2964.

Comfortable country retreat on 2 1/2 acres with a creek in quiet Ellis Hollow. 1840 renovated farm house has three large bedrooms, two full baths, artist studio or office, many sky lights, washer/dryer, and lovable house cat. 5-minute drive to CU campus, 9-minute drive to IC campus. \$975 plus utilities (approx. \$175/mo.) Please call Laurel at 273-2120.

Two-bedroom apartment, East Hill area near bike route. Nice view, bus route, parking. Heat furnished, rent negotiable. Available June 1, 1992. Please call 503214 or 272-6086 evenings.

Adirondack camp, Tupper Lake. Large, fully equipped, waterfront, dock, canoes, wooded, private. Available weeks starting July 11. \$575/week. Please call 5-5014 or 347-4282.

Grad Students! Apartment with three spacious bedrooms in Fall Creek Victorian Home. Quiet neighborhood, separate entrance. \$780/month plus electric. Heat included. Available June 1. Please call 273-4910.

Beautiful older house with four-bedrooms, two studies, 3 1/2 baths, new kitchen, screened-in porch, terraces, fireplaces, stream and gardens. Cayuga Heights, 10-minute walk to campus. Available August 1, 1992-July 31, 1993. Please call 5-3570.

Two-bedroom duplex. Nice house, quiet neighborhood. 25 minutes to CU. Village of Groton. Low utilities. Singles or family with two young children. \$455 plus. Security. Available May. Please call 898-9582.

Miscellaneous

Huge garage sale/international fair sponsored by 35 families of the University Coop Nursery School. Saturday April 25, 9 a.m. to 1 p.m. At the Ellis Hollow Community Center, Genung Road, Ithaca (2 1/2 miles past East Hill Plaza on Ellis Hollow Road, watch for signs). Food and crafts too. 255-6342.

Staff members interested in ride sharing can place a free advertisement in *Networking* by mailing in advertisements. There are no services for commuting students. Please send your ad to: Ride sharing, Office of Transportation Services, 116 Maple Ave, Cornell University, Ithaca, NY 14853. No phone calls, please.

Free

Queen size sleeper sofa. Green. Please call Caroline at 257-4155.

Requirements: Bachelors degree or equivalent in biology with concentration in physiology, histology, pathology or similar field, MS preferred. 2-3 yrs. experience in all phases of work in histology lab. Experience with cryostat and electron microscopy. Experience in handling, restraint, bleeding, euthanasia of lab animals. Pre-employment physical required. Send cover ltr & resume to Sam Weeks.

Research Support Specialist II (PT1606) HRI
Division of Nutritional Sciences/CFNPP-Statutory
Posting Date: 4/23/92
Clean, manage, document and analyze a very large household survey data set from eastern Africa. Perform statistical analysis of subsections and the data set using DBase and SPSS. Provide detailed documentation of the cleaning procedures, higher generation data files and statistical analysis.
Requirements: BS degree in nutrition or equivalent. 2-3 yrs. related experience with maternal and child nutritional problems in developing countries strongly preferred. Demonstrated knowledge of basic statistics and ability to comprehend and apply more advanced statistics essential. Experience with management and analysis of large complex data sets using a variety of appropriate software packages and techniques required. Familiarity with nuances of household surveys especially in Africa preferred. Demonstrated ability for self-direction and careful attention to detail. Send cover letter and resume to Sam Weeks.

Science Writer (PC1004) HRI
Theory Center-Endowed
Posting Date: 4/23/92 Repost
Under general direction of the Director of Corporate and External Relations, develop and prepare written information of a technical or complex nature about the Theory Center and technological and scientific progress by users of Center resources for dissemination to its internal and/or external public.
Requirements: Bachelors degree in a scientific field with related scientific writing experience is essential. 3-4 yrs. related writing experience is necessary. knowledge of Macintosh software. Familiarity with computing terms highly desirable. Demonstrated ability to communicate technical/scientific concepts into layperson's terminology. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Payroll Coordinator (PC8808) HRI
Payroll-Statutory
Posting Date: 4/16/92
Supervise the Payroll office receptionist/customer service function and coordinate payroll deduction activities. Responsible for payroll processing, training and maintaining reference documents. Requires direct contact with University employees and outside agencies. Provides assistance to Director and Assistant Director.
Requirements: Bachelor degree or equivalent in payroll/accounting. 2-3 yrs. related experience. Excellent communication and interpersonal skills. Adept in dealing with problem situations and with highly confidential materials. Strong organizational skills. Computer systems/personal computer oriented. Excellent attitude toward service. Send cover ltr & resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

Payroll Coordinator (PC8808) HRI
Payroll-Statutory
Posting Date: 4/23/92 Repost
Supervise the Payroll Office receptionist/customer service function and coordinate payroll deduction activities. Responsible for payroll processing, training and maintaining reference documents. Requires direct contact with University employees and outside agencies. Provides assistance to Director and Assistant Director.
Requirements: Bachelors degree or equivalent in payroll/accounting. 2-3 yrs. related experience. Excellent communication and interpersonal skills. Adept in dealing with problem situations and with highly confidential materials. Strong organizational skills. Computer systems/personal computer oriented. Excellent attitude toward service. Send cover ltr & resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

Assistant Director (PA1601) HRI
Arts and Sciences Admissions-Endowed
Posting Date: 4/23/92
Recruit applicants from assigned geographic areas and chairs the selection committee for those regions. Plays an important role in the recruitment, selection, and advising of students of color for the college. Responsible for on-campus recruiting and undergraduate advising.
Requirements: Liberal Arts MA required; a Ph.D. and fluency in Spanish are preferred. A minimum of 3 yrs. experience in admissions, teaching or related areas. Background in market research, admissions travel, recruitment and selection, and academic advising of students of color is particularly desirable. Excellent interpersonal skills, communication and organizational skills. Should demonstrate commitment to the philosophy of a liberal arts education. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist II (PT1506) HRI
Soil, Crop and Atmospheric Sciences-Endowed
Posting Date: 4/16/92
Work with interdisciplinary team of researchers modeling the impact of climate change on crop production in US. Organize output files, analyze statistical and other data. Gather, prepare and input information regarding US soils and cropping systems into crop simulation models. Prepare data for input into appropriate fields. Perform some computer programming.
Requirements: MS or BS degree or equivalent with some experience in computer programming and some background in agriculture, geography, natural resources, economics or related fields. familiarity with PC's, data processing and some programming experience highly desirable. Send cover letter and resume to Sam Weeks.

Research Support Aide (PC1303) HRI
Soil, Crop and Atmospheric Sciences-Statutory
Posting Date: 4/2/92
Assist with data compilation and analysis, writing and production of monthly climate publications. Answer telephone and written requests for climate data/information and assist with research projects.
Requirements: B.S. degree in Meteorology/Climatology required. 2-3 yrs. related experience. Excellent communication (oral and written) skills. Familiarity with the use of the Macintosh computer for word processing and other applications is essential. Experience with mini or mainframe computer systems is desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Science Writer (PC1004) HRI
Theory Center-Endowed
Posting Date: 3/12/92
Under general direction of the Director of Corporate and External Relations, develop and prepare written information of a technical or complex nature about the Theory Center and technological and scientific progress by users of Center resources for dissemination to its internal and/or external public.
Requirements: Bachelor's degree in a scientific field with related scientific writing experience is essential. 3-4 yrs. related writing experience is necessary. Knowledge of Macintosh software. Familiarity with computing terms highly desirable. Demonstrated ability to communicate technical/scientific concepts into layperson's terminology. Send cover letter, resume, and three writing samples to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Professional Off-Campus

Research Support Specialist II (PT1610)
Entomology-Statutory
Posting Date: 4/23/92
Assist in providing fruit arthropod control recommendations. Diagnose and monitor fruit pests. Manage temporary employees. Help prepare extension literature. Assist in design, execution, analysis, and publication of Lab and field research. Assist in maintaining fruit orchards and in applying chemical treatments.
Requirements: B.S.- or equivalent in entomology, plant protection, or related curriculum, M.S. preferred. 2-3yrs. research/field experience in related area. Skills in farm equipment operation, computer use, and lab techniques preferred. Must have interest in extension activities and applied research in pest management. Managerial, organizational, and communication skills. Must have valid NYS drivers license. Send cover letter & resume to Sam Weeks,

Professional Temporary

Staff Assistant: Communications Program
Cornell Plantations
Part-time Temporary
Posting Date: 4/16/92
Support publications and interpretive programs for Cornell Plantations. Expedite completion of layout and production of visitor and public relations pieces. Work closely with manager in providing services for other programs. Six month part time position working at least 20 hrs. per week.
Requirements: Experience using the Macintosh for desktop publishing with Pagemaker and Microsoft Word. Attention to detail. Flexibility and ability to work in several projects at once. Salary commensurate with experience. Send cover letter and resume to Karen Raponi, Staffing Services, EHP #2.

Ithaca Community Childcare Center

Part-Time Office Assistant
Ithaca Community Childcare Center
579 Warren Road (just north of BOCES)
Provide general office support to a large childcare facility. 12-15 hrs/wk., 3:00 to 5:30pm. Initially working Wednesday and Friday afternoons only until end of semester. Then Monday through Friday during the summer. \$5-6/hr.
Requirements: Knowledge of general office procedures. Mac computer experience. Basic typing skills (40wpm). Office experience preferred. Fill out an application at the Center or send resume to Ithaca Community Childcare Center, Attn: W. Fonder, 579 Warren Road, Ithaca, NY 14850. No phone calls please.

Boyce Thompson Institute

Postdoctoral Research Associate
Plant Protection/Boyce Thompson Institute
Posting Date: 4/23/92
Molecular biology and protein biochemistry of the virulence genes & proteins responsible for baculovirus pathogenesis.
Requirements: Ph.D. in Molecular Biology, Biochemistry, Entomology or related field. Experience with protein biochemistry and/or recombinant DNA techniques desirable, but not required.\$20,000-23,000/year commensurate with experience. Two year appointment. Send cover letter, list of publications and names of three references to: Dr. Robert R. Granados, Director, Plant Protection Program, Boyce Thompson Institute for Plant Research, Tower Road, Cornell University, Ithaca, NY 24853-1801. (607) 254-1265.

Research Assistant, Part Time, 20 hrs./week
Environmental Biology Program
Department: Boyce Thompson Institute for Plant, Tower Road
Posting Date: 4/23/92
Salary: \$6,600-\$8,750 p/year, commensurate with experience
National assessment of impact of ozone on forests. Work with a team of ecological modelers to develop input parameter sets for application of models to a wide variety of new species. Conduct literature searches to collect information needed for model parameterization. Test and apply computer models, conducting computer simulations of tree response to ozone exposure.
Requirements: Ability to use computers. Good library research skills & familiarity with biological concepts. Knowledge of plant physiology, forest ecology, soil chemistry, or simulation modeling preferred. Organizational and communication skills essential. Contact Anne Zientek, 254-1239.

Research Assistant
Environmental Biology Program
Boyce Thompson Institute for Plant, Tower Road
Salary: \$13,100-\$17,500/year, commensurate with experience
Posting Date: 4/23/92
Duties will be divided between two projects: Forest regeneration project. 60%. Compile and format various data sets on understory vegetation. With help form other scientists, produce regression equations predicting the density and type of understory vegetation over time following silvicultural treatment. Assist with ecological models, 40%. Test and apply computer models being developed by our team of ecological modelers. Run other models for comparisons. Current models concern decomposition of soil organic matter, soil chemical processes, plant physiology, and nutrient uptake.
Requirements: Ability to use Computers for long periods. Familiarity with SAS, statistics, and computer graphics or knowledge of forest ecology, soil chemistry, or simulation modeling. Organizational and communication skills essential. Contact Anne Zientek, 254-1239.

Research Specialist
Plant Protection/Boyce Thompson Institute for Plant Research
Posting Date: 4/16/92
Will conduct and support research in molecular entomology lab. General lab duties will include insect rearing and insect bioassays. Research projects in biological control of insects will require experience in isolation and analysis of proteins and/or nucleic acids and routine recombinant DNA techniques. Additional training will be provided.
Requirements: M.S. or B.S. in biology with 3-5 yrs. experience in biochemistry/molecular biology or related fields. Contact: Anne Zientek, 254-1239.

Technical

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

Animal Technician GR18 (T1604)
Laboratory Animal Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/23/92
Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treating and vaccinating animals. Weekends and holidays coverage required.
Requirements: Associates degree or equivalent in Animal Science required. Assistant certification helpful. Minimum 1 yr. related experience required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Drivers license. Send cover letter and resume to Sam Weeks.

Technician GR18 (T1505)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/16/92
Conduct analytical tests on dairy products to provide support for research projects. Test procedures include: Kjeldahl nitrogen, total solids, salt, fat, and others. Assist in cheese making. Enter data in computer, clean glassware, and help with other laboratory related activities.
Requirements: Associates degree or equivalent in dairy technology or food science. Course and laboratory class training in routine dairy product analyses (Kjeldahl, Mojonnier, Babcock.) Minimum 1 yr. related experience. Send cover letter and resume to Sam Weeks.

Technician GR18 (T1105)
Nutritional Sciences- Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 3/19/92
Conduct behavioral experiments with rats involving the biology of cognitive processes. Operate and maintain a computer controlled, automated testing apparatus. Perform data entry and computerize statistical analysis. Supervise

and train undergrads in research.
Requirements: AAS degree preferably with research experience. BS degree desired. Experience with computers for data analysis preferable. Background in biopsychology and knowledge of statistics desirable. Excellent communication, organizational and interpersonal skills. Ability to work independently, to prioritize work, to work under pressure, and to meet deadlines. Accuracy a must. Send cover letter and resume to Sam Weeks.

Technician GR19 (T1510)
Vet Physiology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92
Provide technical assistance in general biochemical lab techniques, light and electron microscopy, and experimental procedures. Prepare reagents. Operate electronic balances, ph and ion selective meters, spectrophotometers, and centrifuges. Perform cellular and sub-cellular and sub-cellular fractionation; ion exchange; gel filtration and affinity chromatography; protein assays; and spectrophotometric assays for enzyme activity. Maintain instrumentation. Assist in specimen preparation for electron microscopy. Perform photographic procedures. Maintain marine and fresh water aquaria. Assist in training postdocs, students, staff and visiting researchers.
Requirements: AAS degree or equivalent in a biological or physical science, BS preferred. 1-3 yrs. relevant lab experience in cell biology or biochemistry. Spreadsheet and database computer experience. Valid NYS drivers license. Send cover letter and resume to Sam Weeks.

Technician GR19 (T1106)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 3/19/92
Provide technical assistance in carrying out various experiments using molecular, biochemical and cell biological methods. Perform routine tissue cultures including preparation of media and solutions. Prepare and monitor stock solutions and reagents. Participate in routine operation and maintenance of the lab.
Requirements: BS degree or equivalent in biology, biochemistry, chemistry or related field preferred. AAS degree or equivalent required. Lab experience desired but not essential, on the job training will be provided. Send cover letter and resume to Sam Weeks.

Technician GR20 (T1401)
Clinical Sciences-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/9/92
Provide technical support for researchers in immunological laboratory. Prepare tissue culture and bacteriological media, buffers and other precisely formulated reagents. Familiarity with handling techniques for cows and common laboratory animals to the extent that milk and blood samples can be obtained.
Requirements: B.S. in biology or equivalent experience in microbiological techniques. 1-2 yrs. experience including handling laboratory animals and knowledge of laboratory procedures. Pre-employment physical required. Send cover letter and resume to Sam Weeks.

Technician GR20 (T1403)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/9/92
Provide technical assistance doing molecular and cell biology research in a basic cancer research lab. Manage all lab operations including staff and expenditures. Perform research involving recombinant DNA, protein biochemistry and cell culture techniques. Maintain computerized databases. Variable hours.

Requirements: Bachelors degree or equivalent in biochemistry, molecular biology, chemistry or related field. 1-2 yrs. research experience in molecular biology and cell culture. Familiarity with personal computers. Must pass radiation safety course (training provided). Send cover letter and resume to Sam Weeks.

Animal Health Technician GR20 (T9003)
Veterinary Medical Teaching Hospital-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 11/7/91
Provide technical support for the Community Practice Service within the Small Animal Clinic. Provide emergency care and routine care including medications, grooming, bathing, and cage cleaning when necessary. Maintain supplies and equipment. Educate clients while admitting patients, taking histories, discharging patients, and explaining techniques for outpatient treatment. Supervise animal health technician externs. Assist in paper work. Assist and train veterinary students.
Requirements: AAS degree in veterinary technology with AHT NYS licensure (or eligible). 1-2 yrs. experience in clinical environment. Work with small animals preferred. Send cover letter and resume to Sam Weeks.

Technician GR21 (T1607)
Vet Pathology-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/23/92
Prepare high quality microscope slides for both diagnostic and research purposes. Perform routine embedding, sectioning and staining of animal tissue. Perform large volume of special staining procedures on rotating basis. Assist in development of contemporary histopathology procedures within the laboratory.
Requirements: BS or equivalent required with experience and coursework in histopathological techniques. HT(ASCP) certification or eligibility highly desired. 1-2 yrs. experience as histology technician in a hospital or research laboratory desired. Experience in variety of special staining techniques and immunohistochemistry desired. Send cover letter and resume to Sam Weeks.

Computer Operator GR21 (T8703)
Dining Services-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/16/92
Acquire a basic working knowledge of the various functions of the Dining units computer system. Assist the systems manager in systems related operations. Issue accurate and timely reports. Monitor and maintain equipment. Schedule repairs. Perform file saves and disk backups. provide basic technical support to staff. Create spreadsheets. Audit system output for accuracy and make corrections when necessary. Maintain supplies.
Requirements: AAS degree or equivalent with related computer coursework. Minimum 6-12 months related experience. Basic computer operator skills supporting computer systems and equipment including mini/microcomputers, JCL, card readers, printers, modems, and telecommunication lines. Knowledge of DOS 3.3 (and higher), WordPerfect, Lotus and Foxbase+ preferred. Knowledge of IBM compatible PC hardware desirable. Strong communication and interpersonal skills. Ability to lift 45 pounds. Send cover letter and resume to Sam Weeks.

Technician GR21 (T1608)
Quality Milk Promotion Services-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 4/23/92
Provide technical lab support for a quality milk and mastitis control program. Collect and culture milk samples for isolation of mastitis causing organisms. Perform microscopic examinations of stained films or wet preparations. Identify mastitis organisms. Perform antibiotic sensitivity tests. Follow protocols for research projects. Keep accurate records. Teach lab methods to veterinary students and technicians. Maintain lab orderliness.
Requirements: BS degree or equivalent in microbiology with and excellent knowledge of microbiology lab procedures. 1-2 yrs. previous experience in diagnostic microbiology desired. Good interpersonal skills. Send cover letter and resume to Sam Weeks.

Technician GR22 (T1501)
Plant Pathology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 4/16/92
Provide technical assistance and manage a cytology lab. Operate and train others to use light microscopes. Prepare solutions, media and specimens. Design, conduct and supervise molecular biology experiments and analyze data.
Requirements: BS degree or equivalent in biological sciences with 2 or more courses in molecular biology. 3-4 yrs. related lab experience. 2 lab courses in molecular biology or 6-123 months of molecular biology research. Working knowledge of statistics and computers. Ability to work with refined lab equipment. Training experience desired. Send cover letter and resume to Sam Weeks.

CHESS Operator GR24 (T1603)
CHESS-Endowed
Minimum Biweekly Salary: 4/23/92
Posting Date: 4/23/92

Interact with user groups on technical and scientific problems. Implement safety codes. Responsible for covering CHESS system malfunctions and software problems associated with instrument control. Assist in building new equipment. May assist in experimental programs. Some nights and weekends.
Requirements: Bachelors or equivalent in technical field such as engineering physics. Experience not needed. Good mechanical and laboratory skills. Programming experience preferred. Send cov ltr & resume to Sam Weeks.

Technical Part-time

Technician GR20 (T1602)
Equine Drug Testing-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92
Perform analysis of blood and urine samples in a field drug testing laboratory to serve Saratoga Raceway. Assist laboratory director as required. Weekend and holiday hours.
Requirements: B.S. degree or equivalent experience required. 1-2 yrs. experience with thin layer chromatography and general laboratory procedures. Familiar with HPLC. Send cover letter and resume to Sam Weeks.

Technician GR20 (T1605)
Equine Drug Testing -Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92
Perform analysis of blood and urine samples in a field drug testing laboratory to serve Vernon Downs Raceway. Assist laboratory director as required. Weekend & holiday hours.
Requirement: Bachelors degree or equivalent experience required. 1-2 yrs. experience with thin layer chromatography and general laboratory procedures. Familiar with HPLC. Send cover letter and resume to Sam Weeks.

Temporary Technician (T1601)
Animal Science
Posting Date: 4/23/92
Perform basic analytical work for nutrition studies, such as proximate analysis. Measure minerals in biological specimens. Use bomb calorimeter spectrophotometer, atomic absorption, and other analytical instruments. Assist in milling experimental feeds and setting up poultry experiments.
Requirements: Associates degree in chemistry or animal science. 1-2 yrs. experience conducting chemical analyses for nutrition studies. Experience working with common nutritional lab analytical instruments. Able to lift 60-80 pounds. Send cover letter and resume to Sam Weeks.

Technical Temporary Off Campus

Temporary Service Technician (T1103)
Entomology-Statutory
Hiring Rate: \$7.00
Posting Date: 3/19/92
In Orange and Ulster Counties (Tuesday-Thursday): Develop and conduct surveys on pesticide use in the non-agricultural sectors. Develop educational programs on how to interview and survey work for 4-H members. On the Cornell Campus (Monday and Friday): Summarize and interpret data. Assist in preparation of reports.
Requirements: Training and experience in data handling & computers desirable. Ability to interact well with Cornell faculty and staff, cooperative extension personnel and HS students. Valid NYS driver's license. Public speaking experience desirable. Send cov ltr & resume to Sam Weeks.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, Macintosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.
All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.
Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Office Assistant/Telecommunicator GR18 (C1603)
Transportation Services-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 4/23/92
Accurately transmit information concerning parking and the transportation program to the university and general community. Provide office support for the various aspects of the Traffic Bureau operation.
Requirements: HS diploma or equivalent. Some college coursework preferred. 1-2 yrs. general office experience. Excellent communication oral and listening skills. Computer experience desirable. Regular Cornell employees only. Send employees transfer application, cover letter, resume to Esther Smith, Staffing Services, EHP #2.

Receptionist, Large Animal Clinic GR18 (C1606)
Veterinary Medicine Teaching Hospital-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/23/92
Receptionist for the Large Animal Front Office duties: gathering client information, telephone communications, interacting with clients for deposits, payment policy, type, file, computer input, admissions, discharges and cashing. Monday-Saturday, 39hours/week.
Requirements: HS diploma or equivalent required. Some college coursework preferred. Medical terminology and computer experience essential experience with Word Perfect word processing helpful. Experience with large animals helpful. Good public relations and telephone skills. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Assistant GR18 (C1611)
Agricultural and Biological Engineering-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/23/92
Provide secretarial and administrative support to the Cornell Local Roads Program staff. Register workshop participants, perform routine accounting tasks, distribute publications, type correspondence, answer telephone, and respond to inquiries. Travel four to six times annually for three to four days per trip.
Requirements: HS diploma or equivalent required. Some college coursework desirable. Valid NYS drivers license. Advanced proficiency in WordPerfect 5.0 or 5.1 necessary. Knowledge of Dbase III inquiry, Lotus, and Harvard graphics desirable. Minimum 1 yr. general office experience necessary. Desire to work in a service oriented position with daily public contact helpful. Medium typing. Send cover ltr & resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Travel Coordinator GR19 (C1504)
Travel Office-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92
Provide management, faculty, staff and guests of Cornell, on university business or related business, the most economical international and domestic travel plans. Reserving and ticketing airline, train, car and hotel accommodations.
Requirements: HS diploma or equivalent. Commercial travel agent with 1-3 yrs. actual working experience with travel agency or airline. Must be proficient on American Airlines Sabre Computer Reservation System. Accuracy in domestic and international schedules, fares, rules, and ticketing essential. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Inventory Control Clerk I GR19 (C1501)
CIT Sales-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92
Track and monitor the CIT Sales resale inventory including serialized microcomputer equipment and peripherals, sup-

plies and other items available for sale to departments and personal purchasers. Assist in the receiving, distribution and tracking of all sold items.

Requirements: HS diploma or equivalent. Some college coursework preferred. 2-3 yrs. experience in a computerized materials management function such as shipping and receiving. Excellent organizational and interpersonal skills. Attention to detail and accuracy. Valid NYS drivers license. Familiarity with microcomputer and office equipment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Secretary GR19 (C1503)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92

Provide secretarial and clerical support for director and assistant director of Development, in the daily operation of the Development office in the School of Hotel Administration. The position reports to the director of Development. **Requirements:** HS diploma or equivalent certificate in Business Office Professionals preferred. Excellent communication, interpersonal and guest relations skills. Heavy typing and word processing skills. Experience with Macintosh computer required. Familiarity with Microsoft Word, Filemaker, Pagemaker desirable. Ability to move from one assignment to another with ease. Ability to respect and maintain confidentiality. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Research Aide GR20 (C1601)
CRSR-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92

Provide support for research group in planetary science, including library research, typing technical MSS and government grant proposals; making complex travel arrangements; purchase orders, vouchers and reimbursements; handling sensitive and diverse telephone calls; provide backup in general clerical duties.

Requirements: AAS degree. Bachelors degree or equivalent. Some Science background helpful. Word processing, accurate typing and good language skills required. Some technical typing experience helpful. Familiarity with Cornell library system and accounting useful. Able to handle wide range of projects under pressure. Excellent telephone technique. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Circulation/Reserve Supervisor GR20 (C1602)
Music Library/CUL-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92

Facilitate access to and circulation of the collection of the Music Library. Supervise student assistants and night supervisors. Provide reference service to patrons. Assist patrons in use of audio, video and computer equipment. Participate in the maintenance of bibliographic information. In charge of reserve operation and for the billing of overdue and lost materials. Maintain student budget. In charge of the Music Library in absence of the librarians.

Requirements: Associates or equivalent required. Coursework in music with emphasis in music history required. 2-3 yrs. related experience. Computer literacy. Excellent interpersonal skills. Must possess a service orientation and have the ability to work effectively with faculty, students and staff. Supervisory skills. Reading knowledge of one foreign language. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR20 (C1505)
University Development-Endowed
Minimum Biweekly Salary: 4/16/92
Posting Date: 4/16/92

Type gift acknowledgement and all general correspondence; maintain master file of all correspondence; manage daily calendar for Deputy Director; make travel arrangements; photocopy, assemble and distribute reports assist with special projects in the program areas which report to the Deputy Director. Other duties as assigned.

Requirements: AAS degree or equivalent. 2-3 yrs. related experience. Strong typing skills. Knowledge of Apple Macintosh computer, including use of MS Word and Excel. Ability to proofread. Good organizational and interpersonal skills. Ability to deal with confidential material. Medium typing. Send cover letter and resume Esther Smith Staffing Services, EHP #2. Employees should include employee transfer application.

Copy Cataloger GR20 (C1305)
Albert R. Mann Library-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/2/92

Catalogs monographic publications, including electronic resources with library of congress and member library contributor copy or does original cataloging based on earlier editions. Maintains subject and authority records online; must exercise considerable judgement in applying cataloging standards. Responsible for a high degree of accuracy and control of details; work is usually not subject to review by others.

Requirements: Associates degree plus 2-3 yrs. experience in a research library required. Additional related experience may be substituted for formal degree. Medium typing/data input. Ability to use microcomputer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonal and communication skills. Some foreign language skills desirable. Send cover ltr & resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Audio-Visual Aide GR20 (C1111)
Unions and Activities, Cornell Cinema-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 3/19/92

Train, supervise and schedule student projectionists, handle routine maintenance and equipment problems in 3 theaters; order all projection supplies; project films 2-4 nights pr week. 11 month position, mostly nights & wknds. **Requirements:** A.A.S. or equivalent 1-2 yrs. related experience. Knowledge of operation and maintenance of professional motion picture and video equipment, in all formats, preferred. Experience at supervising and training students. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR21 (C1610)
Africana Studies and Research Center-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/23/92

Provide secretarial and administrative support to the Director and Administrative Manager. Responsible for department and grant account maintenance. Prepare and maintain student appointment files. Monitor and coordinate faculty searches. Backup to Administrative Manager.

Requirements: Associates degree or equivalent required. 2-3 yrs. secretarial and Cornell accounting experience. Experience with Macintosh computer. Working knowledge of Microsoft word and Excel software. Must be able to work under pressure and tight deadlines. Excellent communication and interpersonal skills. confidentiality a must. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Systems Specialist I GR21 (C1604)
Mathematics-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/23/92

Provide organizational and administrative support for a large academic department. Act as support staff training specialist and consultant in the areas of computer operations for work processing, relational databases, technical typing, and e-mail. Provide original entry and editing of highly technical math manuscripts.

Requirements: AAS or equivalent plus additional training or education in the areas of human resources management, accounting, supervisory training, and computers. Knowledge of computerized systems (LaTeX, Emacs, net-working). Leadership and training skills. Minimum 2-3 yrs. related experience in an academic environment. Highly developed technical typing skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR21 (C1502)
Information Technologies/IR-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 4/16/92

Provide administrative leadership and guidance in support of division's mission including human resource, accounting and support activities. Assist, contribute and influence decisions on setting policies and procedures within CIT. **Requirements:** Associates degree or equivalent experience in secretarial sciences. 3-4 yrs. related experience preferably at Cornell or equivalent. Excellent command of Macintosh, & software programs including EXCEL, Filemaker, MicroSoft Word, etc. Excellent interpersonal, communication and supervisory skills. Heavy typing. Send cover ltr & resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

Assistant Costume Shop Manager GR23 (C1406)
Theatre Arts-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 4/9/92

Assist Costume Shop Manager in all phases of shop operations in constructing costumes for theatre productions. Purchase supplies and materials, monitor budgets and inventory; draft and drape patterns, construct costumes; assist with the supervision of student personnel.

Requirements: BA in theatrical costuming. Theatrical costume construction, patterning skills, costume crafts-dyeing, millinery, tailoring, etc. Experience operating costume shop equipment. Budgeting and supervisory experience. Good interpersonal skills. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professionals Part-time

Senior Stacks Assistant GR18 (C1608)
Access Services/Annex Library-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 4/23/92

Assist the Annex Library Supervisor in managing the book, periodical and archival collections at the Annex Library (a collection of 422,380 volumes and more than 27,000 cubic feet of manuscript materials) and in providing public service. Oversee the operation of the Annex Library in the supervisors absence.

Requirements: HS diploma or equivalent required. Some college coursework and/or experience with academic libraries preferred. Good interpersonal and organizational skills. Able to lift and move up to 50lbs. Ability to work well with a variety of people in public services setting. Experience with microcomputers desirable. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Information Assistant GR18 (C1609)
Reference/Engineering Library-Endowed
Minimum Full-time Equivalent: \$542.89
Posting Date: 4/23/92

Responsible for assisting library patrons in locating information using traditional and computerized reference tools, such as the online catalog, RLIN, compact disk indexes, Internet resources, and print indexes. Review and verify interlibrary loan requests; perform online verification and fee based searches in Dialog; respond to requests from the Document Photocopy Service; assist with bibliographic collections, or instruction projects. Monday, Tuesday, Wednesday, Friday, 1:00-6:00pm, Thursday, 1:00-10:30pm. Plus one additional hour per week.

Requirements: HS diploma or equivalent required. 1-2 yrs. related experience with the Research process; ability to work well under pressure; experience with microcomputers (both Macintosh and IBM) preferred; strong interpersonal, organizational and communications skills; experience in an academic library preferable. Some college coursework preferred. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Administrative Aide GR19 (C1607)
Ctr. for Advanced Imaging Technology-Statutory
Minimum Full-time Equivalent: \$566.28
Posting Date: 4/23/92

Assist Director in the performance of administrative duties required for the smooth operation of the Center, including budgeting, accounting, payroll and secretarial support. Monday-Friday; hours to be arranged.

Requirements: HS diploma or equivalent required. Business and Office Administration or equivalent combination of education and experience. Some college coursework preferred. Knowledge of Statutory Accounting system. 1-2 yrs. previous office experience. Working knowledge of IBM PC ST/AT/386/PS-2, Wordperfect and Lotus 123. Data base management skills very desirable. Regular Cornell employees only. Send cover ltr, resume & employee transfer application to Esther Smith, Staffing Svcs, EHP #2.

Senior Night Supervisor GR20 (C1605)
Circulation/Urns-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 4/23/92

Responsible for the Urns Library building during the evening hours. Supervise the work of staff and student assistants at the Circulation/Reserve and Security desks. Assist with hiring, scheduling, training, and evaluating student assistants. Must exercise considerable judgement and initiative in making decisions. 25 hrs/week, evenings and weekends.

Requirements: Associates or equivalent. 2-3 yrs. related experience. Dependability and punctuality are absolutely essential. Excellent interpersonal skills. Must be flexible to allow for changes in schedule. Ability to move books (10-20lbs) and push book carts (30-50lbs). Supervisory experience desirable. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Nursery School Teacher (C1204)
Unions & Activities/Univ. Cooperative Nursery School
Posting Date: 4/2/92

In charge of afternoon program of parent cooperative nursery school. Responsible for curriculum and teaching of class of 10 four and five year olds.

Requirements: Bachelors degree, experience required, previous coursework in early childhood education desirable. Experience teaching 3-5 yr. olds mandatory. Send

cover letter and resume to Sally Reimer, University Cooperative Nursery School, Box 18, Robert Purcell Union.

Audio-Visual Aide GR20 (C1111)
Unions and Activities, Cornell Cinema-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 3/19/92

Train, supervise and schedule student projectionists, handle routine maintenance and equipment problems in 3 theaters; order all projection supplies; project films 2-4 nights per week. 11 month position, mostly nights & wknds. **Requirements:** A.A.S. or equivalent 1-2 yrs. related experience. Knowledge of operation and maintenance of professional motion picture and video equipment, in all formats, preferred. Experience at supervising and training students. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Office Professionals Off-Campus

Administrative Aide GR20 (C1612)
Public Affairs Regional Ofc, Metro NY Reg. Off-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 4/23/92

Provide secretarial and administrative support to the professional staff of the Metropolitan NY Regional Office. This support includes implementing office policies and procedures & carrying out duties related to financial operations. **Requirements:** Associates degree or equivalent required. Minimum two years secretarial experience. Excellent communication skills. Experience with Macintosh computers a must. Able to work in a complex active environment. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfers.

Administrative Aide GR19 (C1507)
Cornell-in-Washington
Minimum Biweekly Salary: \$566.28
Posting Date: 4/16/92

Provide a full range of administrative/secretarial support for the Cornell-in-Washington Program, including academic and housing functions. Primarily maintaining academic and housing records, word processing, filing and clerical assistance. Monday-Friday 8:30-5:00pm, Washington DC.

Requirements: Associate degree or equivalent combination of education and experience. Previous related office experience; good language/communication skills required. Word processing (especially Macintosh) preferred. Send cover ltr & resume to Esther Smith, Staffing Svcs, EHP #2. Employees should include employee transfer application.

General Service

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

Senior Instrument and Controls Mechanic/Operator (G1401)T007
Utilities-Endowed
Posting Date: 4/9/92

Maintain, repair, and calibrate the state of the art Utility Plant instrument and computer control systems. Perform electronic, electrical, and mechanical trouble shooting and maintenance on utility plant equipment necessary to assure continued and efficient operation of plant functions.

Requirements: Associates degree in Electrical, Electronics or Electromechanical Technology, or equivalent, required. 3-5 yrs. related experience in utility plant electric and solid state electronic controls preferred. Control system operation and maintenance desirable. Experience with control computer systems and personal computers desirable. Demonstrated ability to troubleshoot equipment and system problems. Ability to learn new technologies required. Must maintain a valid New York State drivers license. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

Life Safety Specialist II GR22 (G1301)
Life Safety Services-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 4/2/92

Respond to all on/off campus emergencies occurring in University structures. Basically work is unsupervised, and must exercise a high degree of self reliance, sound judgement, initiative and motivation. Shift work which includes weekends and holidays.

Requirements: Associates degree. Bachelors degree preferred. Minimum 3yrs. experience in campus setting. Mechanical aptitude. Valid NYS drivers license. Good (oral and written) communication skills. Working knowledge of fire suppression, rescue and fire prevention activities. 1st aid, CPR Certification. Must pass extensive background check, pre-hiring physical and annual physical. Must be acquainted with computer keyboard. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include employee transfer application.

General Service Temporary

Temporary Field Assistant (S1304)
Plant Breeding
Posting Date: 4/2/92

Work on alfalfa breeding project. Involves both greenhouse and field work: planting, cultivating, transplanting and harvesting alfalfa trials & experimental plots in the Ithaca area.

Requirements: Must have a NYS valid drivers license. HS education, able to lift 50 lbs. Must be able to operate farm tractor. Should know how to operate cultivators and harvest equipment. Must be dependable and able to follow directions. Please send application materials to Karen Raponi, Staffing Services, EHP #2.

General Service

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

Laboratory Attendant GR15 (B1603)
Plant Pathology (Geneva)-Statutory
Minimum Biweekly Salary: \$499.20
Posting Date: 4/23/92

Collect, clean, and deliver glassware to research laboratories and greenhouses daily. Operate and maintain glassware washing equipment and autoclaves. Order glassware and supplies needed to maintain the general supply of department glassware and other items. Perform routine cleaning and maintenance of work room and equipment.

Make coffee for morning department coffee break. 6am-2pm Mon, Wed, Thurs, Fri, 6am-1:30pm Tuesday. **Requirements:** HS diploma. Valid drivers license. Ability to organize and prioritize daily work schedule. Must be a careful, neat worker. Knowledge of operation and maintenance of glassware washing equipment and autoclaves desirable. Ability to order on a timely basis supplies and glassware needed to maintain general department stock. Send application materials to Cynthia Smithbower.

Groundsworker SO04 (B1601)
Grounds Department-Endowed
Hiring Rate: \$7.17
Posting Date: 4/23/92

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 season.

Requirements: HS diploma or GED equivalent required. Courses in agronomy, Horticulture or related fields desirable. 1-2 yrs. related experience. Pesticide applicators license desirable. Experience in commercial landscape maintenance, landscape construction & related equipment. Minor equipment repair experience desirable. Valid drivers license. Send application materials to Cynthia Smithbower.

Equipment Operator SO06 (B1602)
Grounds Division-Endowed
Hiring Rate: \$7.91
Posting Date: 4/23/92

Operates a wide variety of landscape maintenance equipment and motorized-wheeled vehicles to include commercial trucks and tractors to mow turf, plow snow and support other campus grounds activities; also provides labor using hand tools to perform other grounds keeping tasks as required. Mon-Thurs, 7am-3pm, Fri 7am-2:30pm.

Requirements: HS diploma or equivalent required. NYS Motor vehicle license class 5; class 3 preferred, class 1 desirable. NYS pesticide applicators license desired. Able to operate, adjust and perform operator-level maintenance on tractors, trucks, sewer rodding machines, air compressors and attachments, spraying equipment. Able to read plans, specifications, manuals, blueprints for landscapes. Send application materials to Cynthia Smithbower.

General Service Part-Time

Clinic Aide SO03 (B1501)
Veterinary Medical Teaching Hospital-Statutory
Hiring Rate: \$6.83
Posting Date: 4/16/92

Aseptic cleaning of areas of Small Animal care and treatment. Mopping, trash removal, general cleaning, stocking, vacuuming, removal of biohazardous waste. Mon-Sat, 3am-7am, 24 hrs/week.

Requirements: HS education or equivalent. Experience with housekeeping/custodial services supplies and equipment. Must be able to work around small animals and in a teaching hospital setting. Send cover letter and resume to Cynthia Smithbower.

Academic

PA#13 Extension Associate
(Limited Resource Audience Programming)
One-Year position
Location: Cornell University, Ithaca, NY

Work with the Human Ecology and 4-H Youth Development units to expand the Cornell Cooperative Extension response to programming with limited resource audiences. Engage faculty and staff in dialogue to identify a vision statement and then outline a program direction that integrates nutrition education, parenting education, resource management, and housing education. Work with faculty to develop proposals for funding, organize inservice education, and create appropriate resources to communicate with volunteers.

Minimum Qualifications: Master's degree in human ecology subject matter area or adult education. 4 yrs. of progressively responsible professional experience in working with limited resource audiences. Coursework in education, communications, community development, & program development desirable. Salary: Commensurate with qualifications. Send ltr of intent, resume & transcripts to: Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

Postdoctoral Associate
Food Science
Posting Date: 4/16/92

A position is available in the food engineering group in the department of Food Science. The project involves conducting and engineering analysis of a Mozzarella mixer-cooker. Rheological, textural and chemical properties of Mozzarella are to be determined as a function of mixer-cooker conditions. The department of Food Science offers excellent facilities for the manufacture of Mozzarella and its analysis. Develop expertise in the above area, particularly rheology of viscoelastic materials, is desirable. Anticipated start date is June 1992 for a two year period of time. **Salary:** Commensurate with candidates qualifications. For further information or to apply, please send resume or contact: Dr. Steven Mulvaney, Department of Food Science, Cornell University, Stocking Hall, Ithaca, NY 14853.

Postdoctoral Associate
Food Science
Posting Date: 4/16/92

A position is available as part of the extrusion research group in the Department of Food Science. Current research in the group involves development of a new process involving extrusion processing with supercritical fluids. Areas of research interest include two-phase flow phenomenon, process analysis and control and use of the extruder as a biochemical reactor. The individual should have developed expertise in one of the above areas. Anticipated starting date is May 1992 for at least a 1 yrs. period. Possibility exists for continued reappointment. **Salary:** Commensurate with candidates qualifications. For further information or to apply, send resume or contact: Dr. Steven Mulvaney, Department of Food Science, Cornell University, Stocking Hall, Ithaca, NY 14853.

Weight Watchers at Work

Loose weight for the summer. Come to free informational meeting on Wednesday, April 29, to find out more about the program. Meeting will be held from 12:00-1:00 p.m. and 1:00-2:00 p.m. in Caldwell Hall. First meeting of next session starts May 6; late registration May 13

CORNELL Employment News

EDITOR: Nancy Doolittle

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