

CORNELL Chronicle

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Protecting the environment 3

In an emergency, one pawns the jewelry before selling the blankets. So, rich nations should pay to clean up the global environment and leave poor nations to develop their economies.

Russian science 7

That democracy has come to the former Soviet Union is both good and bad for scientific research, a Russian scientist said here last week.

CU responds to need for minority teachers

By Lisa Bennett

How does the nation encourage talented young minorities to become schoolteachers when the best also are being enticed to become doctors, lawyers and other better-paid professionals?

On the theory that if they try it, some will like it, Cornell is offering a summer program to minority students from 15 colleges and universities to allow them to explore teaching — and multicultural education — from the inside.

"Minority students have tremendous pressure on them because they are needed in all professions," said Deborah Trumbull, program organizer and assistant professor of education and science education. "But not everyone should be a doctor, or wants to be. We want to help these students make well-informed decisions about becoming teachers."

"Teaching for the 21st Century: A Career Exploration Workshop" will be held here June 22 through 26 and is funded by The Andrew W. Mellon Foundation. Twenty students are registered to participate. They will focus on teaching as a career and on the role of race, class, gender and ethnicity in the classroom.

"This program is devoted to increasing the diversity of teachers, because if we hope that teachers will reflect the diversity of America, there are too few teachers of color, too few teachers who have grown up in communities where Spanish is the first language, too few Native American teachers and too few teachers from American-Asian cultures," said Trumbull.

Cornell, Columbia University Teacher's College, Stanford University and Harvard University joined last year to form the Mellon Fellowships Collaborative, a group devoted to increasing teacher diversity.

Mellon awarded a \$500,000 five-year grant to each university, most of which is used to provide tuition to minorities enrolled in master's degrees at the schools. Each university is also sponsoring another related effort.

The program will take participants into the Ithaca community and the minds of educators from within and outside Cornell. They will examine assumptions about what it means to be a teacher and experiment by teaching their peers. They will listen to educators talk about multicultural curricula, alternative education programs and differences in learning styles. And they will visit a community center, the Greater Ithaca Area Activities Center, to talk to students about their experiences.



Peter Morenus/University Photography

Roommates as undergraduates, these three members of the Class of 1932 wrote the next chapter in the story of their friendship during Reunion Weekend, June 4 to 7. They are (from left): Pauline Manning, Velva Rose and Helen Maly.

Alumni join faculty to explore critical issues

By Martin B. Stiles

In words that were as much a soul-searching challenge as they were a proud assertion, President Frank H. T. Rhodes concluded his annual State of the University address during Reunion Weekend June 4 to 7 by saying:

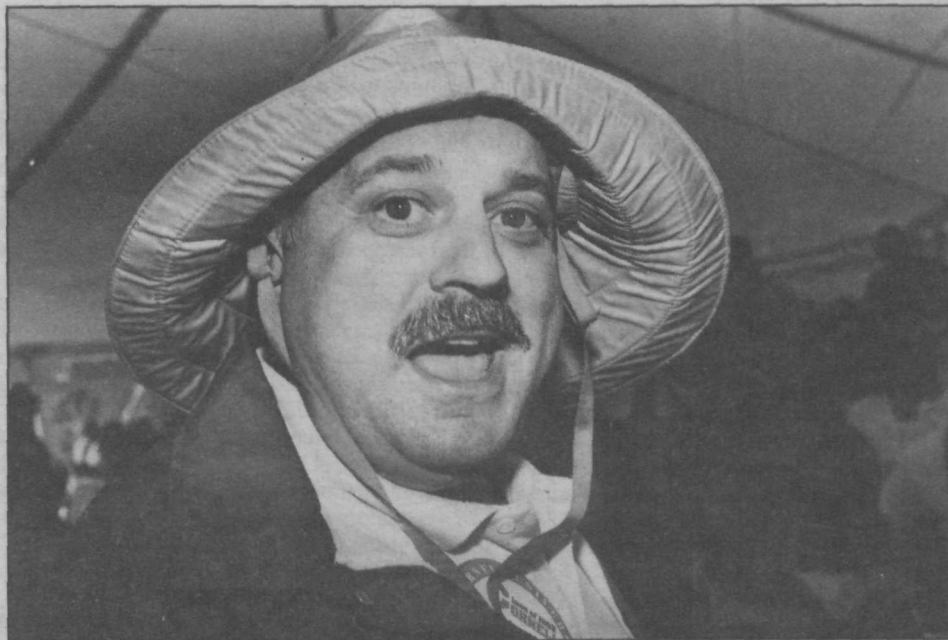
"It is that fundamental caring and concern for each other and for Cornell that brings us together this morning. We are our brothers' keepers and our sisters' guardians."

He added that he has "high confidence that we can build together an even brighter tomorrow for Cornell and the people and the world it serves."

The ninth president of the university then stepped down from the podium and sat among the nearly 2,000 alumni assembled in Bailey Hall June 6 to take part in the annual Reunion Forum, this year on the subject of ethical issues in health care.

The program, which evoked reactions of rage, revulsion, disbelief and despair, centered around the story of a 40-year U.S. government study of the effects of untreated syphilis on

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Chris Hildreth/University Photography

Jeff Blumenthal '62 wore a hat to hide from the rain during reunion.

Summer Session reception June 22

Summer Session is launching its six weeks of free concerts, tours, lectures, poetry readings, classical concerts and other performing arts with a reception on the Arts Quad on Monday, June 22, from 4 to 6 p.m. Everyone is invited.

Summer Session's theme this year is "Human Society and Our Environment." Exhibitors will offer literature, interactive games and displays for children and adults.

For more information about this summer's activities, see the four-page pullout inside, published by Summer Session, or call them at 255-4987.

Review of 6,000 jobs enters its final phase

Cornell's colleges and administrative units are about to begin a final check of the Classification Review Study that is examining the positions of 6,000 employees.

During the past fall and winter, a plan was developed to compress about 2,000 job titles into fewer than 600 — within 13 exempt and 8 non-exempt job "families." What were nine levels for exempt and 13 for non-exempt jobs have been reduced to six and five salary bands, respectively.

During July, managers of about 40 administrative units will sit down with broad sheets of paper listing their employees by proposed new job families, titles and salary bands. They will also be given new generic job descriptions to check that the actual duties of employees correspond to what their job titles indicate.

By mid-August, each unit is supposed to complete its review and respond to the listings

on the job families, titles and bands for everyone in that unit.

In November, with all discrepancies presumably resolved, a letter should go to each of the nearly 5,800 current employees who began two-and-a-half years ago to fill out questionnaires for the Classification Review Study. The letter will define the employee's job title in the new system and indicate, in a relatively small number of cases, that the review has brought a salary increase.

During the late fall, employees who want to appeal their job title and band under the new system will have time to present their case to their supervisors, unit heads and the Compensation Office.

The formal introduction of the new system is expected in February or March.

"The centerpiece of a good human resources system is having jobs well defined," says Beth

Warren, the new associate vice president for human resources. "Clear definition — of individual positions and of the whole job system — helps employees and managers know where they are, how their jobs compare to others' and what future options there are."

"Because of Cornell's size and outdated job inventory," she adds, "it was difficult to see at a glance how jobs are organized and what career paths existed across the institution. The plan now going to the units is clarified and refined. The result justifies the rather protracted development process."

The project is taking about a year longer than originally estimated, partly, Warren says, "because of unanticipated, extra cross-checking needed to minimize errors and partly because Cornell decided it was worth having the colleges and units deeply involved in the process."

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House for rent



Peter Morenus/University Photography
DeWitt Middle School teacher Beth Pine (center) and students Wendy Carresquillo (left), 14, and John Shilver, 13, hang bird houses on Cornell property along Warren Road. The students built the bird houses as a project in their technology classes.

Forum to explore doing business with Cornell

How can local firms do more business with Cornell? What supplies does the university need? What is Cornell's bidding policy? Could new businesses be formed to sell products or services to the university?

Those are among the questions to be raised and answered Wednesday, June 24, during the Tompkins County Chamber of Commerce's Business Information Network program. Catherine M. McNamara, purchasing manager at Cornell, will discuss "how to do business with Cornell" during the 7:45 a.m. program at the Sheraton Inn and Conference Center. The breakfast meeting is open to the public.

McNamara is responsible for Cornell's central purchasing function, which plans and directs the purchasing of materials, supplies, equipment and services. Cornell Purchasing handles about 300,000 transactions a year valued at more than \$110 million. About half that amount is business with local vendors.

McNamara will describe the different university departments, what they buy, the bidding policy, types of orders, procurement goals and objectives, and vendor relations.

According to Ursula Russ, chairperson of the chamber's Business Information Network, the June 24 program will give chamber members and others in the business community an understanding of how to enhance access to Cornell's purchasing department.

The cost of the business forum is \$8 for members and \$10 for non-members. Reservations should be made by calling the Tompkins County Chamber of Commerce at 273-7080 no later than June 22.

Conference on health at work June 24-25

What low-cost office modifications could businesses make to improve their work environment? How could carpal tunnel syndrome, back and neck pain, and other conditions linked to office work be alleviated? How can vision problems be minimized? What are some ways to reduce employee absenteeism or improve employee morale?

These are just some of the issues to be discussed in an upcoming conference, "Addressing the Employee Health Crisis in Today's Computerized Office," scheduled for Wednesday and Thursday, June 24 and 25, on campus.

"Considering that some 45 percent of all workplace injuries and 63 percent of total injury claim payments are for computer-related problems, it's important to define the causes of today's office health hazards and offer effective solutions to improve the office work environment," said Alan Hedge, associate professor in the Department of Design and Environmental Analysis at Cornell. Hedge, the conference organizer, directs the Human Factors and Ergonomics research programs at Cornell and is an expert on indoor air quality, office lighting and other ergonomic issues.

"Leading authorities in applied ergonomics have been selected to present the latest research for business executives on the employee health hazards in the modern computerized office and how to minimize them," he added.

The conference is sponsored by Cornell and the Ecological Ergonomics Technical Group of the International Ergonomics Association. For more information contact the Office Ergonomics Program, 255-2168.

BRIEFS

• **Fireworks:** The 45th annual community fireworks show will be held Thursday, July 2. The fireworks will be shot from the Ithaca College campus for the third year in a row. Donations to support the show can be sent by mail to the Community Fireworks Committee, in care of any branch of the Tompkins County Trust Co.

• **Road closed:** The intersection of Wing Drive and Campus Road is closed for road repairs and related work for most of the summer. One section of Campus Road on the east end of campus was closed earlier this month for reconstruction. A portion of Wing Drive also is closed to allow for the installation of a chilled-water line.

• **Exercise classes:** Classes will be given in June and July. Tonercise, Mondays, Wednesdays and Fridays, 12:25 to 1:10 p.m., Teagle Hall; step aerobics, Mondays, 5:15 to 6:15 p.m., Helen Newman Dance Studio; low impact aerobics, Wednesdays, 5:15 p.m., Helen Newman Dance Studio; and water aerobics, Tuesdays and Thursdays, 12:20 to 1:20 p.m., Helen Newman Pool.

• **Phys Ed:** Five new classes are being offered beginning June 22, (six-week summer session): racquetball, Mondays, Wednesdays and Fridays, 4:30 to 5:30 p.m.; introduction to pistol, Mondays and Wednesdays, 4:30 to 6 p.m.; ballroom dance, Mondays and Wednesdays, 6:15 to 7:45 p.m. (couples only); archery, Tuesdays and Thursdays, 4:30 to 6 p.m.; and aerobic dance, Mondays, Wednesdays and Fridays, 12:15 to 1:15 p.m. For more information call, 255-4286.

• **Latin music:** Jorge Cuevas' Latin dance party "La Fiebre Latina," an evening of Latin music and dance instruction, will be held on July 3 at 8:15 p.m., Memorial Room, Willard Straight Hall.

• **Architectural tours:** Walking tours of the architecture of Cornell, beginning at 6:30 p.m. at the statue of Ezra Cornell, near Morrill Hall on the Arts Quad, will be given on Mondays, June 22 through July 27.

• **Herb Garden tour:** A tour of the Robison New York State Herb Garden in the Cornell Plantations will be held on June 26 at noon. The tour will meet at the Plantations gift shop.

• **Ornithology tours:** Tours of the Laboratory of Ornithology will be held Tuesdays, June 23 through July 28, at 8 a.m. The tours meet at the laboratory, at 159 Sapsucker Woods Road.

• **Greenhouse tours:** A tour of the L.H. Bailey Conservatory Greenhouse be given on Monday, June 29 at noon. The group will meet at Miss Minn's Garden on Tower Road. Tours of the research greenhouses will be held June 24, July 8, July 22 and July 29 at 8 a.m. Tours meet at Ken Post Lab, across from Morrison Hall.

• **Summer choir:** All are welcome to participate in the Sage Chapel Choir this summer, says director George Damp, a visiting music professor from Lawrence University in Appleton, Wisc. The group will perform as part of the Summer Concert Series on July 20 in Sage Chapel, in addition to the Sunday morning services at Sage Chapel. No experience is necessary. Rehearsals will begin June 25 and continue on Thursdays at 7 p.m. and Sundays at 9:30 a.m. For more information, contact Damp at 255-4097.

• **Guitar lessons:** Six, one-hour group folk guitar lessons led by Phil Shapiro will be held on Tuesday evenings, beginning June 23, in the North Room of Willard Straight Hall. Beginners will meet at 7 p.m.; intermediates, at 8 p.m. The course cost \$35, payable at the first lesson. For information, call Shapiro at 844-4535.

• **English teachers:** Interested in helping people from foreign countries associated with the Cornell community? The Cornell Campus Club has a program for teaching English as a second language to persons temporarily in Ithaca. The classes require a two-hour commitment per week, plus preparation, for the six-week summer session. For more information, contact Ann Marie Dullea at 277-2488, or Joan McMinn at 277-0013.

• **Food carts:** Cornell Dining is operating food carts during weekday lunch hours. One will be next to Day Hall, and the other will be mobile, moving with campus foot traffic. Menu includes hot dogs, juice and soda, fruit and salads.

NOTABLES

Seven professors have been elected Fellows of the American Academy of Arts and Sciences. They are **Andreas C. Albrecht**, chemistry; **Francis Joseph DiSalvo Jr.**, chemistry; **Juri Hartmanis**, the Walter R. Reed Professor of Engineering; **Sidney Leibovich**, the Samuel B. Eckert Professor of Mechanical and Aerospace Engineering; **Simon A. Levin**, the Charles A. Alexander Professor of Biological Sciences; **Dr. Maria I. New**, the Harold and Percy Uris Professor of Pediatrics, Endocrinology and Metabolism; and **Sidney G. Tarrow**, the Maxwell M. Upson Professor of Government. They were elected at the 212th annual meeting of the academy in Cambridge, Mass. earlier this spring. The academy was founded in 1780 by John Adams and other intellectual leaders prominent in laying the philosophical foundations for the new American nation. The seven bring to 51 the total number of Cornell faculty members of the academy.

The following faculty members have been selected as recipients of the 1992 Dean's Prize for excellence and innovation in teaching in the College of Engineering: **Keith E. Gubbins**, professor of chemical engineering; **Andy L. Ruina**, associate professor of theoretical and applied mechanics; **Mary Sansalone**, associate professor of civil and environmental engineering; **Charles H.K. Williamson**, assistant professor of mechanical and aerospace engineering; and **Frank W. Wise**, assistant professor in applied and engineering physics. Also, **David F. Delchamps**, associate professor in the School of Electrical Engineering, has been named winner of the 1992 Tau Beta Pi/Cornell Society of Engineers Award for Excellence in Teaching.

Joseph A. Burns, professor of theoretical and applied mechanics and of astronomy, has been appointed to chair the National Research Council's Committee on Planetary and Lunar Exploration. He also was reappointed to the NRC's Space Studies Board for a three-year term beginning July 1. The committee provides independent assessments of NASA's planetary and lunar programs and recommends science strategies. Over the next two years, the committee will set priorities for solar system exploration for the next two decades. Burns, 51, also was elected a fellow of the American Geophysical Union at its annual meeting in Montreal in May. He was cited "for the analysis of non-gravitational forces on small particles and for showing how these forces lead to observed morphologies of planetary rings."

Several Cornell publications have won awards from the Council for the Advancement and Support of Education. *The Undergraduate Student Handbook*, written by **Peggy Haine** of Communications Strategies and designed by **Judith Burns** of Publications Services, won a bronze medal for individual student recruitment publications. *The Big Red Book 1991-92*, designed by **Sally Dutko** of Publications Services in cooperation with **Cynthia McFarland** and **Peggy Haine** of Communications Strategies and the staff of **University Photography**, won a silver medal in the same category. Also, the photographs by **Bruce Wang** of University Photography used in the Cornell Calendar won a bronze medal in the individual photographs category.

GRADUATE BULLETIN

Degree: Friday, Aug. 21, is the deadline for completing all requirements for an August degree, including submitting the thesis/dissertation to the Graduate School.

Seminars: Dissertation and thesis seminars will be held in the Morison Seminar Room, Corson/Mudd Hall, Wednesday, July 29, from 1 to 2 p.m. for master's theses and Friday, July 31, from 1 to 2 p.m. for doctoral dissertations.

Fellowships: The Fellowship Notebook, listing over 350 awards, is available in each graduate field office, on CUINFO under the heading Academic and the sub-heading Grad, and at the Graduate Fellowship Office, Sage Hall. Post cards are available to request application forms; some application forms are on file in the office.

CHRONICLE SCHEDULE

The next issue of the *Cornell Chronicle* will be published July 9.

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.

Rich countries should pay for environmental protection

Wealthy nations can 'pawn their jewelry'

By Lisa Bennett

In an emergency, one pawns the jewelry before selling the blankets. So, rich nations should pay to clean up the global environment and leave poor nations to develop their economies, Cornell Professor of Ethics and Public Life Henry Shue argues in a new book.

"Poor nations ought not to be asked to sacrifice in any way the pace or extent of their own economic development in order to help to

'Poor nations ought not to be asked to sacrifice in any way the pace or extent of their own economic development in order to help to prevent the climate changes set in motion by the process of industrialization that has enriched others.'

prevent the climate changes set in motion by the process of industrialization that has enriched others," Shue writes in an article titled "The Unavoidability of Justice."

The article appears in *The International Politics of the Environment*, a book released this month by Oxford University Press and edited by Andrew Hurrell and Benedict Kingsbury.

Shue is a specialist in questions of who should pay to deal with environmental problems. He is also the director of Cornell's Program on Ethics and Public Life. And he is a project consultant to the Rockefeller Founda-

tion, for which he has prepared an international justice course for future leaders of developing countries that it will be part of the foundation's 21st Century Leadership Development Program, which begins this fall.

The question of who should pay to repair environmental damage caused by industrialization was a focus of the United Nations Earth Summit in Rio de Janeiro.

Shue argues that the United States, Japan, Saudi Arabia and other affluent nations, which have caused the greatest damage, should transfer significant wealth and resources to poor countries so they can develop as rapidly as possible.

But, as an "absolute minimal requirement of justice," the rich must *not* demand that the poor contribute a nickel to deal with global environmental problems.

"The rich nations have indisputably so far caused most of whatever problems there are in the cases of ozone depletion and global warming. Consequently, any attempt by rich nations to wash their hands of any resultant harms that are not prevented would be doubly unfair," he writes.

Cooperation between rich and poor nations is essential for dealing with environmental problems, Shue says. But the traditional power balance will be skewed in any effort to forge an international agreement on the environment.

"In an odd sense, weakness is strength in this case," Shue said. The greatest threats to the environment are those yet to come. And whether they will occur depends upon whether populous poor nations industrialize according to the old dirty means, which are cheap, or new clean means, which are more expensive. And we are the only ones who can pay for that," he said.

"Justice," Shue adds, "does not permit that poor nations be told to sell their blankets in order that rich nations may keep their jewelry."

Carbon tax would hurt poor nations

By William Holder

Taxing carbon-based fuels to reduce greenhouse gases would be a major setback for many developing countries that are on the brink of industrialization, a Cornell researcher asserts.

In addition, a high carbon tax even might contribute toward deforestation in some parts of the world if an increase in commercial fuel prices drove people to use more wood, said Steven Kyle, an assistant professor of agricultural economics.

Such a tax has been suggested as a means to force the world's major users of fossil fuels to cut back on these energy sources, which many scientists believe are producing a greenhouse effect through the buildup of carbon dioxide in the atmosphere. Analysts have estimated that it would require a 100 percent tax on gasoline and a 500 percent tax on coal to cut carbon dioxide emissions in half, said Kyle.

Carbon taxes anywhere near that order of magnitude simply would not work on a global basis, he added. Many developing countries are entering the phase of industrialization in which their need for fossil fuels is greatest. Efforts to stem their use of fossil fuels in the short run by increased prices would be tantamount to postponing growth and, in his opinion, are doomed to fail.

"The developing countries are at a stage of growth where they are building their industries, transportation systems and electrical grids," he said. "These activities make more intensive use of fossil fuels than, say, expansion of service industries in the United States."

In economic terms, the developing countries require more energy to produce a dollar's growth in GNP than do the industrialized nations. A substantial carbon tax easily could cost these countries 1 to 2 percent of GNP annually in the near term, even though, he says, there may be

substantial benefits to reduced fuel use in the long run.

To adapt to higher fossil fuel prices, developing countries would require new technologies and capital investment. Many nations cannot borrow readily on world markets, however, so they would require help from industrialized countries. Kyle suggested that the developing countries would need \$23 billion a year to offset a 1 percent decline in GNP—a transfer of wealth that he sees as politically improbable.

Any effort on the part of developed countries to unilaterally reduce carbon dioxide emissions could have some undesired consequences, he said.

Lower demand for fossil fuels would lead to lower prices, and that would encourage developing countries to use fossil fuels in the same intensive way as industrialized countries.

Kyle does not advocate abandoning the effort to control carbon dioxide emissions. Carbon dioxide is responsible for between 50 and 75 percent of the greenhouse gases, he said. Cutting back on emissions of greenhouse gases was a central element of the U.N. Conference on Environment & Development.

Another important contributor, chlorofluorocarbons, already are the subject of an international treaty and are being replaced in many applications.

Kyle favors a modest carbon tax — on the order of 10 percent — applied to fossil fuels at their end-use points, such as gasoline at the pump. A modest tax would have no appreciable effect on carbon dioxide emissions in the short run, but would fund research and development of energy technology and conservation methods, he said.

The European community already has committed itself to such a tax, he pointed out, even though their energy costs are substantially higher than in the United States.

'Remembering Ef' symposium honors Efraim Racker

By Roger Segelken

Colleagues of Efraim Racker, the distinguished biochemist who died last year after 50 years of teaching and research, will commemorate his life's work June 20 and 21 with a scientific symposium, "Remembering Ef."

Twenty-two researchers from 19 institutions in Europe, Japan and the United States will speak on topics ranging from "Protein Phosphorylation and Growth Control" and "Organization of Metabolic Sequences" to "Molecular Chaperones." The sessions, which begin at 8 a.m. each day in Alumni Auditorium of Kennedy Hall, are open to the public at no charge.

Speaking at a Saturday night dinner will be Wilfred Arnold of the University of Kansas Medical Center on the topic, "Vincent van Gogh: Chemicals, Crises and Creativity."

An art show and sale of Racker's oil paintings is scheduled in the atrium of the Biotechnology Building at these times: Friday, June 19, 7 to 9:30 p.m.; Saturday, June 20, 10 a.m. to 6:30 p.m.; and Sunday, June 21, 10 a.m. to 3 p.m. Proceeds of the sale will be donated to the endowment of the Ef Racker Lectureship Fund.

Racker was the Albert Einstein Professor of Biochemistry and leader of a laboratory group of 12 scientists and student-researchers when he died from a stroke Sept. 9, 1991, at age 78. After spending much of the 1980s studying the control of metabolism and the biochemistry of cancer, Racker had begun to concentrate on the characterization of protein kinases, according to Peter Hinkle, professor of biochemistry, molecular and cell biology.

"Racker was primarily an enzymologist whose research philosophy was to purify enzymes to 'resolve and reconstitute' complex systems," Hinkle said. "He believed in doing experiments first and building theory later. He was a brilliant experimentalist and stimulating teacher whose work in biochemistry had a remarkable breadth and an individual style that few have equaled."

After earning a medical degree in Vienna in 1938 and leaving for Great Britain when Austria became part of the Third Reich, Racker initially conducted research on energy metabolism of the brain. He held research or teaching posts at the University of Minnesota, New York University, the Public Health Research Institute of New York and Yale University before joining the Cornell faculty in 1966.

In addition to scores of technical papers, Racker was the author of the 1979 book *Science*

and the Cure of Diseases: Letters to Members of Congress, in which he argued for supporting basic science at a time when funding was shifting to programs to cure specific diseases.

Racker was "a unique man and an extraordinary scientist," according to Gottfried Schatz, a professor at Switzerland's University of Basel. Noting that Racker studied briefly at the Vienna Art Academy, Schatz said the biochemist could paint "at a level far above that of an amateur."

Another symposium speaker, Christopher Miller of Brandeis University, called Racker "a gifted painter" who "showed how artful science is, illustrating the impalpable mix of right-brain intuition with left-brain analysis that is so essential for fundamental understanding."

Grand jury indicts students on computer tampering charge

By William Holder

A Tompkins County grand jury has returned a multiple-count indictment against two Cornell students charged with computer tampering, as well as against a third student who had not previously been named, according to information released by the Tompkins County district attorney.

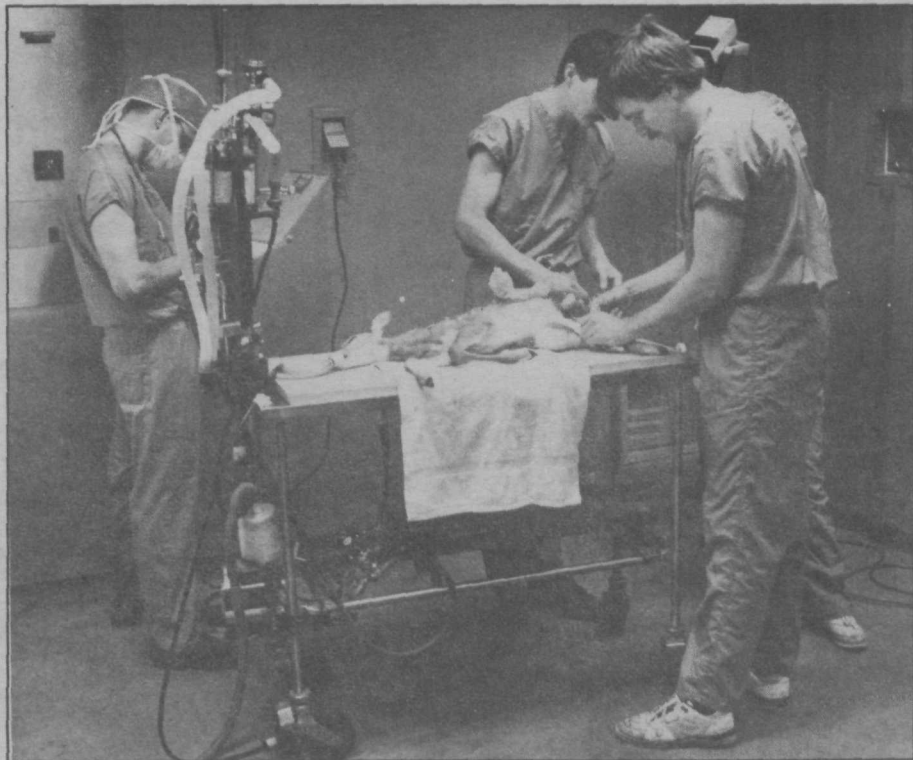
Randall Swanson, an engineering student in the Class of 1994, was named in a 12-count indictment along with David Blumenthal and Mark Pilgrim, previously arrested and charged for allegedly launching a computer virus embedded in three games into national computer archives.

The grand jury also indicted Blumenthal alone on five additional counts involving second-degree forgery and first-degree falsifying business records, as well as second-degree computer tampering.

The shared charges all involve computer tampering, stemming from the release of a Macintosh computer virus embedded in versions of three computer games, Obnoxious Tetris, Tetracycle and Ten Tile Puzzle.

The virus, MBDF-A, was deposited Feb. 14 into several computer archives in the United States and abroad, including SUMEX-AIM at Stanford University and archives at the University of Texas, the University of Michigan and another in Osaka, Japan.

Deer doctors



Fourth-year veterinary student Tim Robinson (left) prepares a white-tailed deer fawn for surgery last week after the injured animal was found along a roadside. Its broken leg was repaired with pins and a cast at the College of Veterinary Medicine by (from left in photo at right) anesthesiologist Pete Scrivani, Robinson and Dr. Dean Hendrickson.

Photographs by Peter Morenus/University Photography

U.S. needs a third party, Lowi says

By Albert E. Kaff

Establishment of a third party could end the political gridlock in the United States, and Ross Perot could be the right person if he changes his ways, presidential scholar Theodore J. Lowi said in a Reunion Weekend address June 5.

Speaking to about 1,400 alumni in Bailey Hall, Lowi said that America needs to reform its political system "and this can be accomplished almost immediately by the presence of a new political party."

He declared: "Ross Perot is the right person at the right time to overcome the many legal, psychological and organizational barriers to the formation of a genuine, new political party, creating thereby a three-party system. But Ross Perot does not know that now."

Lowi, who is the immediate past president of the American Political Science Association, argued that Perot now is on what he called a destructive and alien road: "The strategy of outright victory in 1992 based upon the mobilization of the American masses with loyalty to Perot himself personally."

Lowi charged that Perot's current approach is "democracy at its worst," explaining: "This is plebiscitary democracy, and if elected this way, he will have to govern the same way, by getting votes of confidence through his so-called electronic town halls and by forcing Congress to kowtow to these regular mass ceremonials."

Instead, the Texas billionaire should "commit himself to the principle of a party, to make alliances and associations that mark out the contours and directions of such a party, and to set aside at least some of his formidable resources for staff who can be working on the principles of party organization aimed toward 1992 but beyond that to 1994 and 1996."

"If he should in fact win outright the 1992 presidential election, and it is possible, his presidency would be a disaster for him and for us, without a new political party to help him play the role of Third Force in a House and Senate composed 99 percent of Democrats and Republicans," he added.



Theodore J. Lowi

Lowi, who holds Cornell's only universitywide chair, the John L. Senior Professor of American Institutions, defined his views on the two-party system in delivering the annual Spencer T. and Ann W. Olin Address.

Lowi contended that the American political scene today does not meet his definition of a two-party system in which "the defeated party is rendered vulnerable to new interests and new demands because it is weaker and because it has the incentive to take substantial risks."

But he submitted: "For nearly 40 years, both parties have been in effect majority parties because each controls a major branch of government. This means that neither party has the incentive to use the electoral process to settle major issues of policy."

That is where a third political party can break what Lowi called America's political gridlock with "all lights stuck on red."

"The two-party system is dying out all over the world because two parties simply cannot meet the needs of modern complex democratic governments," Lowi said.

"A third party can play the role of honest broker and manager. A third party can provide a halfway house for groups wedged out of the two larger parties. Most importantly, the two larger parties would no longer be immobilized by disaffected minorities because, with three parties, no party needs to seek a majority or pretend that it is a majority."

"A three-party system would be driven by issues and would tie the important issues more clearly and directly to elections."

After his talk, Lowi answered questions from alumni for about 40 minutes with President Frank H.T. Rhodes presiding. To one question, Lowi said that Perot does not need to define his policy views because all issues already are on the table, but the undeclared candidate does need "a good party organization."

The Olin Address was established in 1986 by an endowment fund from the Spencer T. and Ann W. Olin Foundation. A 1921 graduate of Cornell, Spencer Olin was vice president of Olin Industries and was chairman of the Republican National Committee from 1958 to 1960.

Seventy years ago



Celebrating the 70th anniversary of his graduation from Cornell, Walker L. Cisler greets President Frank H.T. Rhodes and his wife, Rosa, during Reunion Weekend. Eleven members of the Class of 1922 attended reunion, setting a record for the 70th-year class. Cisler is honorary chairman of the World Energy Council, a Cornell presidential councillor and trustee emeritus.

When Cornell alumni refuse to leave town

By Lisa Bennett

Peter Francese was on vacation and bored. So he did what any obsessive seller of census reports would do: He counted people by age, family size and occupation. (Categories included: castle-builders, sleepers and swimmers.)

Then he looked at the ocean, thought about the businesspeople he had sold census reports to who failed to perceive the meaning behind numbers like these and — "bong" — he decided, "This industry needs a magazine."

That was 15 years ago. Today, Francese, who received a master's degree in regional planning in 1968, is publisher of *American Demographics*, a 35,000-circulation magazine based in Ithaca. He founded the magazine in 1978, sold it to Dow Jones & Co. in 1981 and now runs it with "a whole mafia of Cornell alumni who refuse to leave town," as editor in chief Brad Edmondson '81, jokingly puts it.

Last year, the American Society of Magazine Editors named *American Demographics* one of five finalists for its national magazine award for general excellence among publications with less than 100,000 circulation; it was the second nomination in four years. The director of the U.S. Census Bureau, Barbara Bryant '47, recently credited the magazine with making demographics "fun" and, along with *USA Today*, popularizing the census in the 1980s.

And actress Diane Keaton asked for *American Demographics* by name in the movie *Baby*

Boom, when she went into Bennington Library to research a new product idea. For that, the editors sent Keaton a complimentary subscription.

American Demographics provides consumer trend information to help business leaders better understand their markets and better market their products and services.

"Every magazine starts with a concept and the one this magazine started with still holds today," said Francese. That is: "Population and household growth is slowing, markets are fragmenting, and the population is aging. These trends create a situation where we must know more about our customers, because almost all markets are saturated. That's true if you're General Motors, the U.S. Postal Service or the Red Cross, all of which are our subscribers."

Francese is fascinated with how demographic studies can be used to predict how people spend their time and money. ("Five questions," he quips, "and I can probably tell you what's in your refrigerator.")

The fact that neither he nor the first editor, Bryant Robey, then a speech writer for President Frank H.T. Rhodes, had any magazine experience when they began failed to deter him.

"I read a book," he said. He also developed "12 Rules for Entrepreneurship" from his experience as co-founder of National Planning Data Corp., an Ithaca-based company that sells census reports to businesses. His first three rules: "Never hire your friends, never hire your

family members and watch your cash."

But, from day one, he says, he built the business to sell it within four years, just as his first child entered college. He was giving a seminar in New York City in the third year when a Dow Jones & Co. representative asked if the magazine was for sale.

"Funny you should ask," Francese replied. Dow Jones reviewed the records Francese kept in a shoe box and, within two weeks, bought the magazine. "It was like dying and going to heaven," he said.

But Francese repeatedly emphasizes, the magazine would never have gotten off the ground without his staff, many of whom are Cornell alumni and several of whom have no demographics background. Take the current editor, Edmondson, for example.

Edmondson was a history major at Cornell and then an editor at the free weekly newspaper, *The Ithaca Times*, before walking across the street and getting himself hired as an associate editor at *American Demographics*. He became hooked on how demographics could be weaved into people stories to reflect on important developments in society. Now, he is a census convert — "I can throw numbers at you all day" — but still a reporter first, he says.

"It helps to have a lay person in charge," Edmondson added, "because I'm always saying, 'What's the news? What's the story?'" That perspective has prompted him to reject a stories like the birth rate among Asian-Americans declining slightly and to publish ones like "What Does Family Mean?" "Why Isn't Japan Happy?" and "Why Single Women Keep Their Babies."

June's cover story on families examines the contradiction between Americans' tendency to say that families are most important to them but to act as if personal freedom was — and what that means to entrepreneurs and employers.

For the next 18 months, Edmondson said, he will turn the magazine's attention to mining stories out of the recently released 1990 census.

"The thing demographers are buzzing about this year is the tremendous growth in the minority population," he said. The census revealed that minorities make up 24 percent of the nation's population. And in 10 years, he said, they project the majority of Californians will be minorities. Edmondson is intrigued, for example, with the possibility that California will be forced to form coalition governments.

"This is an information-based economy," said Francese. "In an information-based economy, universities are the new manufacturing centers. The spin-offs are knowledge-based businesses."

It's not surprising, therefore, to see an information-based magazine grow in Ithaca, he concluded.



The de facto leadership of demography in America met here during Reunion Weekend. They are (from left): Brad Edmondson '81, editor in chief of *American Demographics* magazine; Peter Francese M.S. '68, publisher of the magazine; and Barbara Bryant '47, director of the U.S. Census Bureau.

Two generations follow Chinese scholar to campus

By Albert E. Kaff

The late Hu Shih, philosopher, educator, diplomat and leader of a literary renaissance in China, spent his undergraduate years at Cornell, graduating in 1914.

Hu's son, after attending a college in Kunming, China, for a year and a half, decided in 1939 that he wanted to study engineering in America. What did his father recommend?

"My father preferred that I go to a smaller college where I would get better attention from the faculty," explained Hu Tsu-wang. "He did not urge me to consider Cornell, but I made the decision more or less on my own. I wanted to follow a tradition, so I enrolled in mechanical engineering at Cornell."

He graduated in 1942, and the tradition continued. His son, Victor Hu, 37, graduated from Cornell in 1978 with a degree in music and

"There were only about 50 Chinese students at Cornell when I was here." Last year, 147 students from China attended Cornell.

now works for a computer firm in Washington, D.C., where his parents live.

Victor capped three generations of Hus at Cornell by obtaining perhaps the only Cornell diploma that is signed by three Cornell presidents: Frank H. T. Rhodes, Dale R. Corson and Deane W. Malott.

"On Victor's graduation day, we attended a reception, and Victor was carrying his diploma," his father said. "President Rhodes' signature was on the diploma, and retired Presidents Corson and Malott were at the reception. I told Victor to get them to sign the diploma."

Hu Tsu-wang, 73, whose American friends call him "T.W.," and his wife, Margaret, attended the 50th reunion of his class during Reunion Weekend June 4 to 7. On campus, he made one request: to see the 1754 transcribed copy of *Dream of the Red Chamber*, a classical Chinese novel that deals with triangular love and the fall of a great family.

The copy, one of 12 known to have survived, was transcribed by hand during the lifetime of its Ch'ing Dynasty author, Ts'ao Chan, and is

one of the most treasured possessions of the Hu family. Ten transcribed copies are in China and one in St. Petersburg, Russia, according to research compiled by Teresa Mei of Olin Library.

In 1948, when the Communists were approaching their victory in China, Hu Shih, then chancellor of Peking National University, selected one book from the thousands in his personal library to carry out of China, his priceless copy of *Dream of the Red Chamber*. He had purchased the book in Shanghai during the 1920s.

Several years ago, T.W. Hu, who retains ownership of the book, deposited the volume in the rare book section of Olin Library, where it can be seen only by appointment.

Accompanied by Cornell friends, Hu and his wife visited the library, where attendants had placed the book on a special table covered with a white cloth for his inspection. Only Hu was allowed to open the book and turn its pages, which he found to be in excellent condition.

"I deposited this book at Cornell so that it would be available to scholars and where it could be properly and carefully preserved," Hu explained. Along with other rare books, his volume is stored in a room where humidity and temperature are controlled the year around.

Hu, still a citizen of the Republic of China based in Taiwan, graduated from Cornell into World War II. He went to work immediately in the South Bend, Ind., plant of Studebaker, an automotive company no longer in business.

With other engineers, he worked on a special project to develop an aircraft engine for heavy-duty cargo planes, but the war ended before the engine was completed.

Returning to China in 1946, Hu joined the China National Aviation Corp. in Shanghai as an engineer. He broke with one Chinese tradition, the arranged marriage, to marry the woman who is his wife today. They met when both worked in the airline business in Shanghai and were married in 1949 in Bangkok, Thailand. With the Communist victory in China, Hu had moved to Bangkok to set up a mill to manufacture yarn from cotton imported from the United States, India and Pakistan.

In 1953, the Hus moved to Taiwan, where he joined the Nationalist (Kuomintang) Chinese government council that administered economic aid being received from the United States.

The Nationalists transferred Hu to its embassy in Washington in 1960. He served as



Albert E. Kaff
Hu Tsu-wang '42 and his wife, Margaret, examine the 1754 transcribed copy of *Dream of the Red Chamber*.

commercial attache and later economic counsellor until 1979, when the United States broke its relations with Taiwan and recognized the Beijing government of the People's Republic of China.

With no formal ties to Washington, the Nationalists renamed their former embassy the Coordination Council for North American Affairs, and Hu continues as an economic adviser to the council.

Hu, who attended the 25th, 30th, 35th, 40th and 50th reunions of his class, sees one major change since his student days. "There were only about 50 Chinese students at Cornell when I was here," he said. In the last academic year, 147 students attended Cornell from China, 22 from Taiwan, and five from the Chinese city states of Singapore and Hong Kong.

In addition to teaching philosophy and history and administering Peking National University, the elder Hu, who died in 1962, was China's ambassador to the United States during World War II and later China's representative to the United Nations. Between the two wars, he led a literary renaissance in China that replaced classical Chinese writing with the vernacular language so that more people could read.

In 1914, Hu Shih was named his class' most distinguished member. Last year, the Hu Shih Chair in Chinese Studies was established at Cornell with a \$1 million endowment gift from Cornell alumni living in Taiwan.

Consumer czar lived through two ideologies

By Albert E. Kaff

Arriving from New York City in the family car, Jonah Frand-Green, 8, got his first glimpse of the Cornell campus during a light rain late on the afternoon of June 5.

"Daddy, I want to go to this school," Jonah immediately told his father, Mark J. Green '67, who is the commissioner of consumer affairs for New York City.

Green, his wife, Denisse Michel Frand, and their other child, daughter Jenya Frand-Green, 13, drove to Ithaca for the 25th reunion of his graduating class.

"I had to work this morning," Green explained when he arrived at Malott Hall.

While on the road, he still was working for New York City. Awaiting him were telephone calls from his press secretary and a *New York Times* reporter. He returned both calls and chatted with Johnson Graduate School of Management Dean Alan Merten before reminiscing about his years at Cornell.

"Ideologically, I attended two colleges at Cornell," said Green, 47, who received his bachelor's degree in government at Cornell and a law degree in 1970 from Harvard Law School.

"My first two years at Cornell, 1963 to 1965, were like the 1950s, which were a conservative era of limited government. Those two years I did three things: I studied my brains out, played sports and tried to get dates three months in advance because men on the campus outnumbered the women 3-to-1."

But Green's life changed in 1965 "when the Vietnam War politicized, radicalized and divided the campus. One of my last activities on campus was planning on marching on the Pentagon to oppose the Vietnam War."

During the summer after graduating from Cornell, Green, then an intern for U.S. Sen. Jacob Javits, organized other congressional interns in Washington to write a highly-publicized letter to President Lyndon B. Johnson to protest the Vietnam War.

"Regrettably, it ended not the war but the intern program, because an angry Congress retaliated against what they regarded as a mutiny in their midst," Green said.

In an article that he wrote for his class' 25th reunion book, Green said he still feels a direct political link back to 1967, although "it's a hugely different world today."

He explained: "While it's a new world politically and socially, progressive values seem to be re-emerging. Look at the growing public support for national health insurance, stronger environmental laws and higher taxes on the wealthy."

With the Cold War ended and the United States denied an enemy, "America is struggling to redefine what she's for, now that we've lost what we were against. At the same time, cigarette use is down, drug use is up, only a quarter of all households are traditional nuclear families and my 13-year-old daughter does homework with friends via fax."

To meet this new world, what does Green recommend for today's college students? "I would say that they make sure that they understand the time in which they live," he answered in an interview. "I'm all for reading Homer and history, because the past is prologue as the National Archives instruct us. But it would be a mistake to isolate the campus from the greater community of the world."

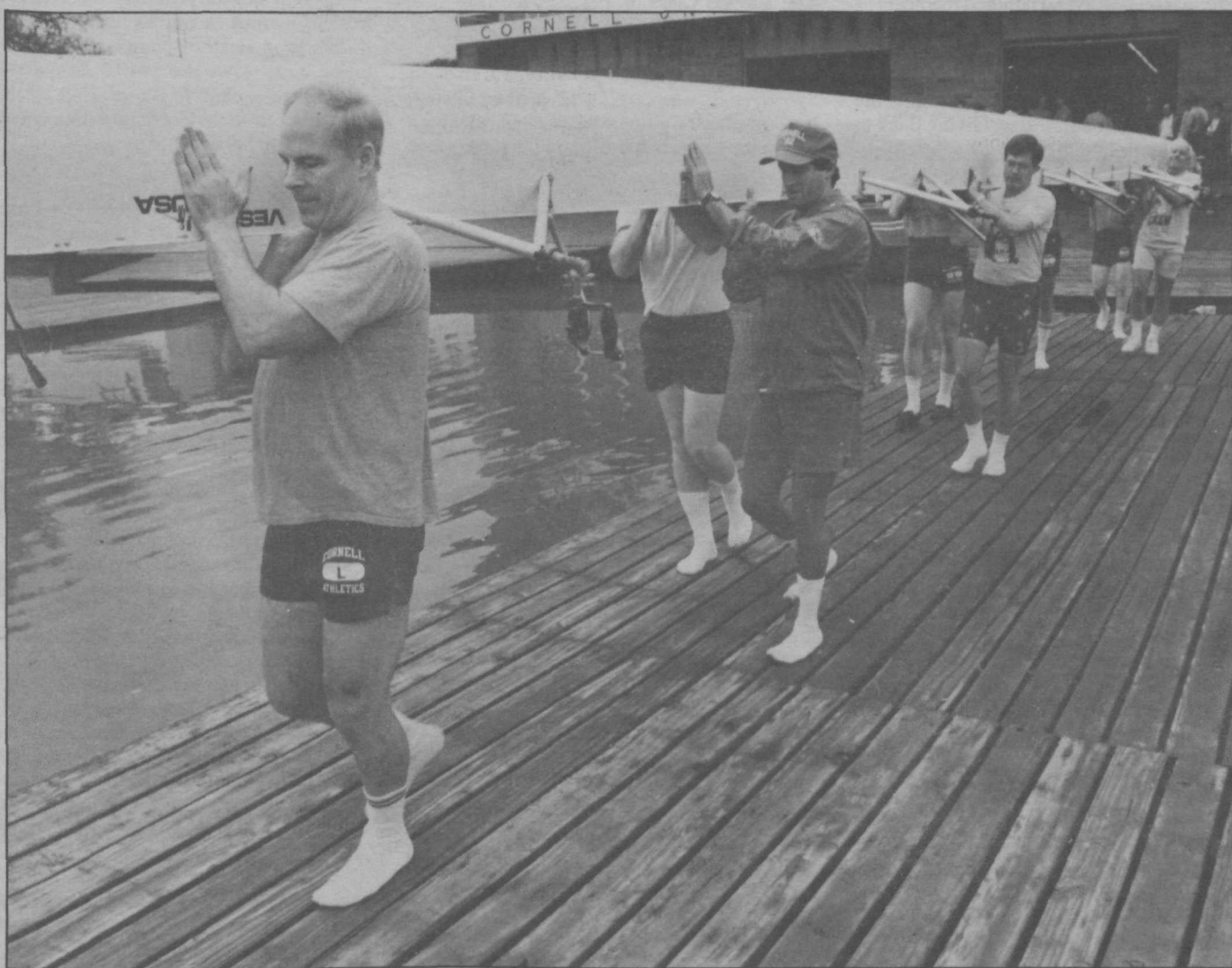
Like nearly everyone, Green, who has fought his own political wars, holds an opinion on undeclared presidential candidate Ross Perot: "I think he will deflate as quickly as he inflated," said Green, who ran unsuccessfully for Congress in 1980. In 1986, he won the Democratic nomination for a U.S. Senate seat from New York, but he lost in the general election to incumbent Al D'Amato.

He also worked 10 years for consumer advocate Ralph Nader, wrote or edited 14 books and made more than 250 television appearances on the Public Broadcasting Service and Cable News Network debating Bill Buckley, Pat Buchanan and Bob Novak, "all without taking tetanus shots," he jokes.



Mark J. Green

Reunion row



Bruce Wang/University Photography

Crew members of years past carry a shell to the water at Collyer Boat House in preparation for the annual Reunion Row. This year's lightweight varsity eight crew will be competing at the Henley Royal Regatta in England July 1 through 5.

Reunion *continued from page 1*

some 400 poor, uneducated African-American men in the Tuskegee, Ala., area who were never told they had the disease or that they were subjects of a study.

The forum began with a dramatic reading by actors of two scenes from the prize-winning play about the study, *Miss Evers' Boys*, with narration by its author, David Feldshuh, artistic director in the Department of Theatre Arts and an emergency room physician at Tompkins Community Hospital.

The program, as did others during the weekend, reflected an underlying intellectual intensity and concern amid the traditional festive nature of a Cornell reunion.

In the panel discussion that followed the reading of the scenes from the play, Larry I.

play in reaction to "a lack of sensitivity" that he feared was developing in himself as a result of his emergency room work. He said he wanted to explore the deeper question: "Would I have participated in something that in retrospect appears unthinkable?"

"It is better that we deal with these issues here rather than out in the street," Feldshuh said.

Other panelists included Judith V. Reppy, director of the Peace Studies Program at Cornell, who said that the play points out how "expert power drives out morale reasoning."

Panelist Ruby T. Senie '57, an epidemiologist in the Division of Reproductive Health at the Centers for Disease Control in Atlanta, said that there is a "lack of social justice" in America and that the "lack of universal health care" is a

At the CBAA's banquet June 6 in the Memorial Room of Willard Straight Hall, Austin W. Curtis Jr. '32 and Dr. Margaret Lawrence '36 received the association's first Legendary Alumni awards.

A chemist and entrepreneur, Curtis was an assistant to the renowned African-American agricultural scientist George Washington Carver at Tuskegee Institute several years after his graduation from Cornell in 1932, and in 1945 he founded A.W. Curtis Laboratories in Detroit, Mich.

Lawrence, of Pomona, N.Y., is a nationally known child psychiatrist whose long career has included serving for 21 years as chief of developmental psychiatry service for infants and children and their families at Harlem Hospital.

The CBAA's activities included a forum on multiculturalism in higher education June 5 at Akwe:kon, the new American-Indian house on North Campus.

The open discussion among the predominantly black audience ranged from charges that the university has done nothing to solve the problem of racism and ethnic conflict on campus and in the world to demands that despite what it has done, it should and must do even more.

A recent graduate charged that "the university is doing nothing to support multiculturalism." A member of the Class of 1952, explaining that she was the "only black girl" in her class, said: "I think the university has done a tremendous job, but still has a long way to go."

At one point, Ron LaFrance, director of the American Indian Program, interrupted the at-times hot-and-heavy discussion with:

"Hey wait a minute, this is [becoming] an all-black-and-white discussion; what about us Injuns?" The response was a loud round of applause.

During his introductory comments, LaFrance emphasized the sense of unity in the diversity of existence that is central to the American Indian's spirituality. Other forum panelists were historian Gary Okihiro, director of the Asian American Program; poet Ken McClane, a professor of English, and Hector Velez, adjunct professor of sociology.

As usual, Barton Hall was the center point for checking on reunion activities throughout campus and getting together for lunch with classmates. Numerous booths with displays and information about colleges, schools, athletics and various aspects of the university formed a perimeter around the scores of lunch tables, each marked with a class year or special organization.

More than 3,000 alumni returned, topping last year's total by 600. Four classes set new attendance records. The Class of 1922 set the 70th-year record with 11; the Class of 1952, the 40th with 272; the Class of 1982, the 10th with 448; and the Class of 1987 set the fifth year reunion record with 507 classmates returning, exceeding the previous record by 135.

Richard Bosshardt '52, who now lives in Switzerland, was one of 62 former Cornell lacrosse players, going back to 1942, who took part in the sixth annual Alumni Lacrosse game



Chris Hildreth/University Photography
Ruby T. Senie '57: The "lack of universal health care" is a form of genocide.

June 6 on the perfect green surface at Schoellkopf field. It was one of the "biggest thrills of my lifetime to hear my name announced over the loudspeaker," he said, pointing out that in his day they played on Alumni Field, where there was no speaker system and lots of mud.

Displaying a modesty of bygone years, a member of the Class of 1922, who insisted that her name not be mentioned, told of her undergraduate days when she lived in a house with other coeds in the area where Statler Hall now stands.

She said they were often awakened about 6 a.m. by the sound of R.O.T.C. students bellowing marching songs. One refrain went: "Keep your secrets from your future man/ keep your shades down, Maryanne."

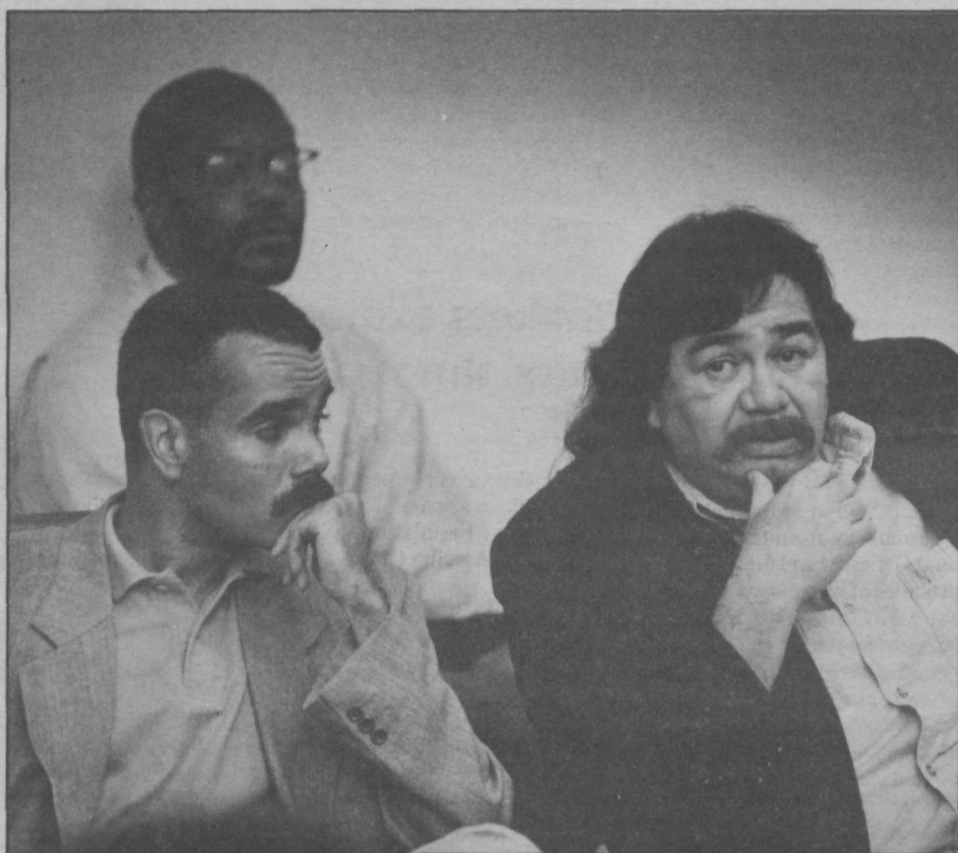
Several members of the Class of 1977 waiting in the luncheon line at Barton Hall debated the class year of a maroon-jacketed man who scurried by several times without their getting a clear look at the number on his jacket.

"I think he is the Class of 1932," said one person. "No, he has got to be in the Class of '47, they're wearing the maroon jackets."

When the man in question turned out to be a member of the Class of 1922, [Dr. Clarence R. (Keeze) Roberts, a veterinarian from Leonia, N.J.] one person quipped, "well I still think he's got the wrong jacket on."

The nonagenarian lithely sat down at the Class of 1922 tables in Barton Hall, next to one of his classmates, Walker L. Cisler, who will turn 95 next fall, when he said he will travel to Spain and later Moscow in his capacity as honorary chairman of the World Energy Council.

Cisler, a Cornell presidential councillor and trustee emeritus as well as one of the world's leading proponents of atomic energy for peaceful purposes since the 1940s, sat quietly observing the hubbub in Barton Hall created by alumni from the 14 official reunion classes, starting with his own.



Peter Morenus/University Photography
Ken McClane (left), professor of English, and Ron LaFrance, director of the American Indian Program, participated in a reunion forum on multiculturalism in education, sponsored by the Cornell Black Alumni Association.

Palmer, vice president for academic programs and campus affairs and a law professor specializing in medical ethics, explained that he has used videotaped excerpts from the play to teach a class in ethics to seniors. He said that their response has renewed his "faith in the power of education to make a difference [in] our present confusing world that could be torn apart by unstable political and economic structures and ethnic, religious and racial strife."

He said that the students had begun a "life-long process of action and of self-reflection and of collaboration" based on an attitude that sees professionals "as servants of humanity rather than as heroes or as saviors."

Feldshuh told the alumni that he wrote the

form of genocide.

During the discussion period, a graduate from the 1980s said that during a recent visit to a hospital emergency room she, as a black person, was ignored and even dismissed as being a "crying baby" until she announced that she was a Cornell graduate.

"That's great for me, but what about my black brothers and sisters?" she asked.

She was one of several hundred members of the Cornell Black Alumni Association who came to campus for the CBAA's tri-annual reunion that included a series of workshops and programs under the theme "Continuing the Legacy of Institution Building: Giving Back to our Communities."

Classification study *continued from page 1*

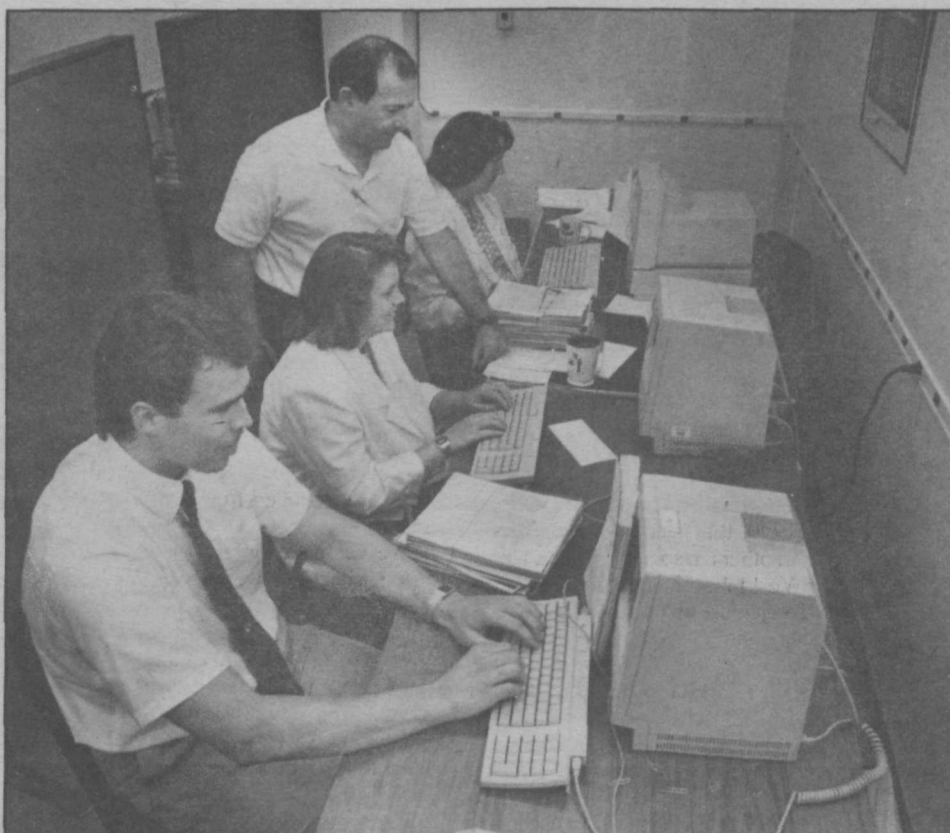
"This has produced results that are accurate, sensible and truly reflective of the thinking of all kinds of people all over the university," Warren said, adding: "We have to all be grateful for the thousands of hours that these employees have contributed."

A universitywide review had last been done in the mid-1970s for exempt positions and the late-1970s for non-exempt. Since then, Cornell's job landscape had been complicated by new technology, the inevitable shift of jobs away from their original descriptions, a proliferation of uncoordinated titles and pay levels across campus, and an influx of women and minority employees. One aim of the new study is to ensure that pay disparities are not based on race or gender.

Senior Vice President James E. Morley Jr. and Provost Malden C. Nesheim, in announcing the major research project, said the aim was twofold: "To assure fairness and clarity in Cornell's classification of jobs throughout the university, and to provide employees a clear up-to-date description of career paths."

They emphasized that the study was not a performance review of people but an inventory and analysis of jobs. And they made clear that, while some misclassified jobs might warrant pay increases, no one would get a pay cut because of the review.

Allan Lentini, who is heading the project for Human Resources, says another aim is to shift to administrative units more responsibility and authority on matters of salaries, promotions and



Peter Morenus/University Photography
Allan Lentini (standing) and (from left) Allan Bishop, Sue Tvaroha and Mary Beth Jordan work on the Classification Review Study.

staff development.

The new plan's fewer bands mean wider salary ranges within bands, permitting employees more movement within the band. Its consistency of job titles and descriptions across statutory and endowed units makes it easier to see where appropriate career moves might be made.

The Classification Review Study began with 2,426 exempt and 3,309 non-exempt employees filling out questionnaires about their work.

First, questionnaires were sorted into broad families so that everyone in computing or communicating, for example — whatever their current title or department on campus — went into the same group.

Then there had to be job titles within communicating or computing. The consultant and project staff selected factors that, together, delineated the differences between job titles. Some of the factors included required education, experience and technical skills; physical hazards of the job; autonomy of the incumbent; impact of errors by the incumbent; range of contacts outside the office; and the degree of innovation and creativity needed in the job.

When participants were fitted into proposed new job titles and salary bands, there were reviews across units — rechecking to see that accountants doing about the same work in different units were consistently classified.

The consultants at Coopers & Lybrand studied how Cornell pay compared with pay for similar work within the markets that Cornell competes in.

Studies investigate space, find benefit from zebra mussels

Binary galaxies found to move slowly

By Larry Bernard

Cornell astronomers, studying pairs of galaxies that are much farther apart than binary galaxies were thought to be, have found that these galaxies move relatively slowly.

These galaxies are moving much slower than other more compact binary galaxies because of the vast amount of intergalactic space separating them—up to 3 million light years, instead of about the 1 million light years of ordinary binary systems. They travel at about 30 kilometers per second, about half the speed of other galaxy pairs.

"These galaxies are widely separated and have smaller velocity differentials," said Jayaram N. Chengalur, a doctoral candidate who did the studies with Yervant Terzian and Edwin Salpeter, Cornell astronomers.

Chengalur presented the findings June 11 at the American Astronomical Society meeting in Columbus, Ohio.

The work, funded by the National Astronomy and Ionosphere Center at Cornell and the National Science Foundation, is important because previous studies used binary galaxies that were found by examining projected two-dimensional photographic images. Those images show no depth, and could not easily identify binary galaxies at large separations.

But using a new statistically complete sample, for which complete three-dimensional positions are available, the Cornell astronomers solved the projection problem. These galaxies, typically 100,000 light years in diameter, are separated by as much as 20 times that distance.

The astronomers have accurately measured velocities of individual galaxies, to within a few kilometers per second for galaxies moving at thousands of kilometers per second. Such accurate measurements could not be obtained routinely at optical wavelengths, so they used large radio telescopes to make the measurements.

Accurate velocity measurements could help yield information about the problem of missing mass: About 90 percent of the matter in the universe appears to be "dark," that is, does not emit any detectable light. Because the amount of matter of a celestial body can be computed from its gravitational force, these measurements could indicate where the mass of these galaxies is located.

"The implication is that it could tell us something about distribution of the missing mass," said Terzian, chairman of the Department of Astronomy and Space Science. "If you know the distribution of mass, you could more accurately discuss problems of the missing matter."

Said Chengalur, "We hope analysis of this new data will elucidate problems of the distribution of the mass in galaxies."

The scientists measured Doppler velocities of about 60 pairs of galaxies, at distances between 60 million and 180 million light years from Earth. A light year is the distance light travels, at 186,000 miles per second, in an Earth-year. They used the Arecibo Observatory in Puerto Rico, operated by Cornell for the National Science Foundation, the Parkes Radio Telescope in Australia and the National Radio Astronomy Observatory's Very Large Array in New Mexico.

"These galaxies are moving so slowly that it is possible that at least some of them have not yet completed their first orbit and are falling toward each other for the first time since they were formed," Chengalur said. "What do these new pairs tell us about the distribution of dark matter? The answer requires careful statistical analysis and modeling, but it is interesting to know that velocity differences in binary galaxies do indeed fall off with increasing distance."

Mussels filter toxic compounds

By Roger Segelken

Looking for something nice to say about zebra mussels, Cornell researchers found that the European mollusks, which are invading North America by way of the Great Lakes, are adept at filtering toxic substances from water.

However, the finding that zebra mussels accumulate heavy metals, polychlorinated biphenyls (PCBs) and pesticides, and could serve as living monitors for those pollutants, also raises concern for the pests' place in the food chain.

"A single zebra mussel filters as much as a quart of water a day. Multiply that by all zebra mussels in the lakes and rivers, and there's a lot of water-cleaning going on," said Edward L. Mills, a biologist at Cornell's Biological Field Station in Bridgeport, N.Y. Mills directed a study of zebra mussels from three New York rivers (the Hudson, Niagara and Genesee) and three lakes: Onondaga, one of the most polluted bodies of water in the nation; the relatively clean Oneida Lake where the Cornell lab is located, and Lake Ontario. Zebra mussels' appetite for plankton and algae is one reason that Lake Erie is becoming less murky, Mills noted.

Since zebra mussels were first detected in Detroit's Lake St. Clair in 1988, the nuisance shellfish have spread throughout the Great Lakes and connecting waterways by hitchhiking on boats. Their damaging habit of colonizing and clogging water intakes stems from their need for flowing water.

At the same time they strain water for food, zebra mussels also

remove toxicants and store the compounds in their soft tissue, reported Donald J. Lisk, a Cornell toxicologist who analyzed both shells and freeze-dried meat from the mollusks for 20 elements and toxic organics. He found high concentrations of cadmium and selenium in mussels from almost all locations. Hudson River mussels had about 10 times more PCBs than others, "which reflects the known PCB contamination of this waterway," Lisk said. The mussels also had slightly inflamed digestive tubules, but no infectious agents for which they are sometimes hosts. DDE, a metabolite of DDT, was in low levels in mussels from Oneida Lake and Lake Ontario.

Such efficient accumulators of toxicants can pass the poisons along to anything that eats them, Mills observed. That's not an immediate problem for humans, who find the smell of steamed zebra mussels nauseating and the job of shucking tiny mollusks tedious. But people who eat water-dwelling animals that eat zebra mussels—including some species of ducks and bottom-feeding fish—will accumulate their share of toxicants, the researchers said.

Still, zebra mussels are nutritious: Their protein, fat, energy, vitamin and amino acid levels are comparable to those of clams and oysters, Lisk said. Their shells, 40 percent calcium, would make a good animal-feed additive, except there is no shortage of other mollusk shells for this, he added.

The work was done by Mills, Lisk, Carol L. Secor of Cornell and John Harshbarger of the Smithsonian Institution. The paper is scheduled to be published in Archives of Environmental Contamination and Toxicology.

Rockets explore outer atmosphere

By Larry Bernard

Normally invisible parts of Earth's ionosphere are being made visible in a series of rocket launchings to study the region in space above Earth's atmosphere.

Using the Arecibo Observatory in Puerto Rico, operated by Cornell for the National Science Foundation, to record data, NASA began in May to send eight sounding rockets about 385 miles high into the ionosphere to create artificial clouds that illuminate charged particles. Five rockets are scheduled for launch this month.

Dubbed El Coqui, the \$11.3 million project could help understand the nature of disturbances in Earth's ionosphere and their interference with advanced electronics and radio transmitters on Earth, said Michael Kelley, a Cornell professor of electrical engineering and NASA's campaign scientist.

"This is one of a series of NASA rocket campaigns carried out at NSF radar observatories worldwide," Kelley said. "The object is to provide direct space measurements within the volume of space probed by these ground-based sites. These are, therefore, unique chances to verify and put into context years of remote sensing data."

This month, rockets launched from the northern coast of Puerto Rico near Vega Baja released chemicals into the ionosphere that became ionized by ultraviolet rays from the sun. These luminous clouds elongated along Earth's magnetic field lines, "painting" them so that these invisible structures became visible.

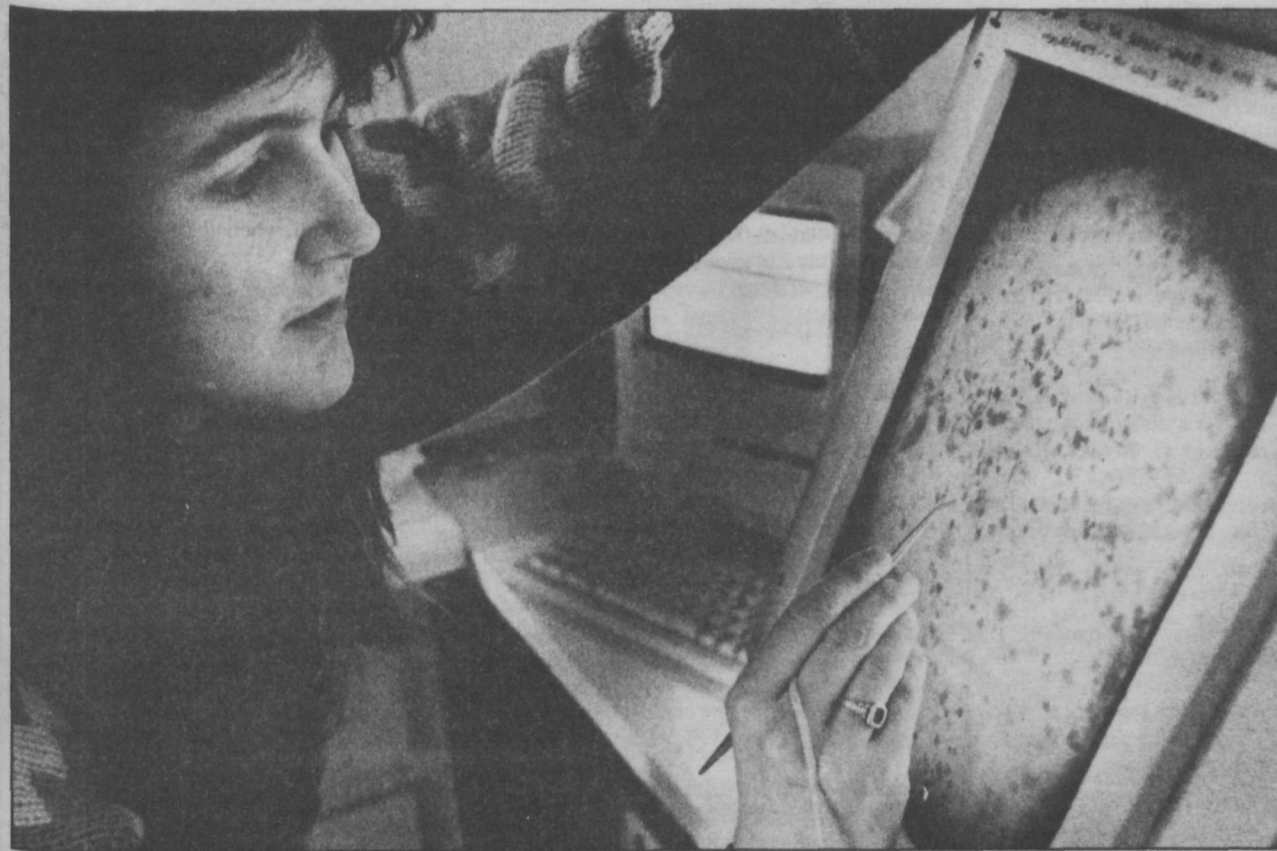
The launch vehicles, all solid-fueled, include a single-stage Black Brant VC, a two-stage Nike-Tomahawk, and six two-stage Black Brant IX suborbital sounding rockets.

The Arecibo Observatory, with the largest and most sensitive radio telescope and radar in the world, record data from the rockets. Other ground-based instruments help with the studies, including smaller radar facilities in the U.S. Virgin Islands, as well as specially equipped NASA and Air Force aircraft.

The Arecibo Incoherent Scatter Radar and the Arecibo HF Ionospheric Heater Facility is used to diagnose the state of the ionosphere before, during and after each chemical release as well as the structure of the artificial plasma clouds. The facility can take measurements over a wide range of space and time.

Kelley is investigating heating of the ionosphere, using Arecibo's heater beam as it interacts with the ionosphere. A rocket carrying instrumentation to measure conditions as the beam releases its energy was launched June 9. Data then was relayed to the ground. "It worked fine and I'm real happy with the data," Kelley said.

"We will be able to insert plasma measurement systems into the volume of space being strongly heated by the Arecibo high-power transmitter. Only in this way can we truly understand the physics of such a complex region. Applications of these results include areas of laser fusion, non-linear plasma physics and communications," Kelley said.



Peter Morenus/University Photography

Laboratory technician Donna Dustin looks at a plankton sample taken from the Barge Canal near Fulton for evidence of zebra mussels. Studies show that the mussels are adept at filtering toxic substances from water.

Russian scientists no longer persecuted, just out of money

By Larry Bernard

That democracy has come to the former Soviet Union is both good and bad for scientific research, a Russian scientist said here last week.

On one hand, democracy has brought an end to ideological and political pressures, including persecution, of scientists. But with that has come a large loss of funding, said Andrei Borovik-Romanov, a physicist at the Institute for Physical Problems and a member of the Russian Academy of Sciences.

Borovik-Romanov gave a Physics Department colloquium June 11 with a talk titled "Science in Russia, Then and Now," in which he described major research findings in physics

since the Russian Revolution of 1917 and the state of research now.

During the height of Soviet science, from about 1947 to 1990, the salaries of scientists were greater than others in society. In fact, just after the end of World War II, scientists' salaries increased six-fold, more than any other segment of the population, Borovik-Romanov said. "Professors were the highest paid people in the country. Not even a Politburo member made that," he said.

But as of 1991, scientists' salaries were among the lowest in Russia.

This year, he said, salaries of scientists dropped below the official living minimum. Coupled with that was an extraordinary in-

crease in expenses to run a laboratory, such as heating and electric costs, and an inflation rate somewhere between 1,000 percent and 10,000 percent.

"We've made orders for equipment two years earlier, and we've not got one we've ordered," he said.

Still, "the real scientists are working very hard," Borovik-Romanov said.

Other changes were painful as well. With the breakup of the Soviet Union came the breakup of the Soviet Academy of Sciences, which was "a painful transformation," he said. Political conflict between Soviet President Mikhail Gorbachev and Russian President Boris Yeltsin also clouded the picture, and now the prestige of

the Academy of Sciences is at its lowest level of the last 20 years.

Borovik-Romanov also described the Russian brain drain, with physicists now dispersed throughout the United States and Europe.

"What we really need," he said, "are contacts with other countries, subscriptions to scientific journals and the possibilities to attend foreign conferences."

He asked for opportunities to send young scientists abroad, not just for a few weeks, but for up to a year, and he said there is a real need for scientific instruments.

"We have not enough money. Our industry is barter economics. If I want an oscilloscope, I have to give a potato or meat," he said.

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.

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 539-7335 or 277-3638.

Advanced Balkan Teaching with Ed Abelson, 6:30 p.m., teaching, 7:30 p.m., request dancing, 8:30 p.m., June 19, North Room, Willard Straight Hall; teaching, 7:30 p.m., request dancing, 8:30 p.m., June 26, North Room, Willard Straight Hall; advanced Balkan teaching with Ed Abelson, 6:30 p.m., teaching 7:30 p.m., requesting dancing, 8:30 p.m., July 3.

Global Dancing, will be held on June 24 (slow waltz); July 1 (foxtrot); July 8 (jitterbug), 7:15 p.m. to 10:30 p.m. in the North Room, Willard Straight Hall. For more information contact Dick at 273-0707 or Marie at 844-8783.

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.

Summer Noontime Tours: Exhibit tours of "Nature in Photography and Painting" at the Johnson Museum will be held on Wednesdays, June 24 through July 29. Tours begin at noon in the front lobby of the museum. "Pre-Columbian Art," June 24; "Nature's Changing Legacy: The Photographs of Robert Glenn Ketchum" and "Preserving the Landscape? A History of American Photographers and the Environment," July 1, 15 and 29; and "Native American Baskets: A Selection from the Department of Anthropology at Cornell," July 8 and 22.

"North American Baskets" a selection from the Department of Anthropology, will be on exhibition from June 30 through Aug. 9. A number of the pieces are from the Professor and Mrs. Eugene Andrews Collection, acquired by the Anthropology Department in 1959. Many baskets are historical pieces, representing the Tlingit people in Alaska, the Nootka in Vancouver Island, British Columbia, and the Klikitat in Washington State.

An exhibition of prints made at the Art Department's new Olive Press, on view through July 28, features the work of Joe Andoe, Judith Shea, David Storey, Richard Bosman, Gregory Amenoff, Lois Lane, Mary Heilmann, Alfred Leslie, William Wegman and Michael David.

"Nature's Changing Legacy: The Photographs of Robert Ketchum" featuring approximately 75 photographs from 1970 to 1991, through Aug. 2.

"Preserving the Landscape? A History of American Photographers and the Environment," an exhibition examining the work of those landscape photographers who preceded and inspired Robert Ketchum, through Aug. 7.

Biochemistry, Molecular & Cell Biology

In celebrating the life of Efraim Racker (1913-1991), the Albert Einstein Professor, a weekend art exhibit and sale of his paintings will be held on June 19 from 7 to 9:30 p.m.; June 20 from 10 a.m. to 5 p.m.; and June 21 from 10 a.m. to 3 p.m. in the Biotechnology Building Atrium. Racker's painting career began in 1925, using many different media—oil, watercolor, ink and acrylics. He had done many portraits of well known personalities in the world of science. Proceeds of the sale will be donated toward the endowment of The Ef Racker Lectureship Fund.

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, 6/18

"Camille Claudel" (1989), directed by Bruno Nuytten, with Isabelle Adjani and Gerard Depardieu, 6:45 p.m.

"Thirty-Five Up" (1991), directed by Michael Apted, 9:45 p.m.

Friday, 6/19

"Larks on a String" (1969/1991), directed by Jiri Menzel with Rudolf Hrusinsky, Vaclav Neckar and Vladimir Brodsky, 7:30 p.m.

"The Doors" (1991), directed by Oliver Stone, with Val Kilmer, Meg Ryan and Kevin Dillon, 9:45 p.m.

Saturday, 6/20

"Thirty-Five Up," 7:15 p.m.

"Don't Look Now" (1974), directed by Nicolas Roeg, with Donald Sutherland and Julie Christie, 10 p.m.

Sunday, 6/21

"The Doors," 9:45 p.m.

Monday, 6/22

"Thirty-Five Up," 7:15 p.m.

"Don't Look Now," 10 p.m.

Tuesday, 6/23

"Camille Claudel," 7 p.m.

"The Doors," 10 p.m.

Wednesday, 6/24

"Dead Again" (1991), directed by Kenneth Branagh, with Kenneth Branagh, Emma Thompson and Derek Jacobi, 7:30 p.m.

"The Silence of the Lambs" (1991), directed by Jonathan Demme, with Jodie Foster and Anthony Hopkins, 10 p.m.

Thursday, 6/25

"Mirele Efros" (1939), directed by Josef Berne, with Berta Gersten, 7:15 p.m.

"The Man Without a World" (1991), directed by Eleanor Antin, 9:10 p.m.

Friday, 6/26

"The Man Without a World," with special guests Dennis Doros and Amy Heller, 7:15 p.m.

"The Silence of the Lambs," 10 p.m.

Saturday, 6/27

"Double Indemnity" (1944), directed by Billy Wilder, with Barbara Stanwyck, Fred MacMurray and Edward G. Robinson, 7:10 p.m.

"Fried Green Tomatoes" (1991), directed by Jon Avnet, with Kathy Bates and Jessica Tandy, 9:40 p.m.

Sunday, 6/28

"Fried Green Tomatoes," 4:30 p.m.

"Dead Again," 9:30 p.m.

Monday, 6/29

"Fried Green Tomatoes," 7 p.m.

"Double Indemnity," 9:50 p.m.

Tuesday, 6/30

"Scarlet Street" (1945), directed by Fritz Lang, with Edward Robinson, Joan Bennett and Dan Duryea, 7:15 p.m.

"Fried Green Tomatoes," 9:45 p.m.

Wednesday, 7/1

"Red Desert" (restored version) (1964), directed by Michelangelo Antonioni, with Monica Vitti and Richard Harris, 7:10 p.m.

"Fried Green Tomatoes," 9:45 p.m.

Thursday, 7/2

"Rebecca" (1940), directed by Alfred Hitchcock, with Sir Laurence Olivier, Joan Fontaine and Judith Anderson, 7:25 p.m.

"Wayne's World" (1992), directed by Penelope Spheeris, with Mike Myers, Dana Carvey, Tia Carrere and Rob Lowe, 10 p.m.

Friday, 7/3

"Red Desert," 7:25 p.m.

"Wayne's World," 10 p.m.

Saturday, 7/4

"A Woman of Paris" (1923), with live accompaniment by David Borden, directed by Charles Chaplin, with Edna Purviance and Adolphe Menjou, 9:30 p.m.

"Edward Scissorhands" (1990), directed by Tim Burton, with Johnny Depp, Winona Ryder and Dianne Wiest, 7 p.m.

Sunday, 7/5

"Rebecca," 9:30 p.m.

Monday, 7/6

"The Reincarnation of Khensur Rinpoche" (1991), directed by Tenzing Sonam and Ritu Sarin, shown with "A Song for Tibet" (1991), directed by Anne Henderson, Tibetan Film Festival Encore Screening, 7:20 p.m.

"Edward Scissorhands," 10 p.m.

Tuesday, 7/7

"Caravaggio" (1986), directed by Derek Jarman, with Nigel Terry, Sean Bean and Tilda Swinton, 7:30 p.m.

"Wayne's World," 9:45 p.m.

Wednesday, 7/8

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

"Wayne's World," 9:45 p.m.

Thursday, 7/9

"Thelma and Louise" (1991), directed by Ridley Scott, with Geena Davis, Susan Sarandon and Harvey Keitel, 7:20 p.m.

Rural Sociology

A brown bag film series, co-sponsored by the Sustainable Agriculture Coordinator and the Farming Alternatives Program, will be held on Thursdays at noon in 32 Warren Hall. "IPM for Apples," the Roy/Rodale Series, June 18; "High Value Marketing," the Roy Rodale Series, June 25.

LECTURES

Economics Department & Einaudi Center for International Studies

"The Relevance of Modern Economic Research," Edward Malinvaud, The College de France, June 25, 2:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall.

Summer Session Lecture

"Love, Anger, Hope and Unity: The Building of Dream St. Park," Brookie Maxwell, visual artist and founder of the Creative Arts Workshops for Kids in Harlem, July 1 at 7:30 p.m. in Alumni Auditorium, Kennedy Hall.

"Flower and Garden Photography," a presentation by Jon Reis, Ithaca photographer, will be given on July 2 at noon. Participants should bring their cameras and meet at the A.D. White House garden.

MUSIC

Bound for Glory

Dan Berggren, Adirondack songwriter and traditional singer, will perform in three sets on June 21 at 8:30, 9:30 and 10:30 p.m. in the Commons Coffeehouse in Anabel Taylor Hall; Doris Justis, with contemporary folk, June 28; McDonnell/Tane, contemporary folk due, July 5. Bound for Glory can be heard Sundays from 8 to 11 p.m. on WVBR-FM, 93.5.

Summer Session Concerts

Zvi Meniker will perform organ music by J.S. Bach and others on June 22 at 8:15 p.m. in the chapel, Anabel Taylor Hall.

Ursula Duetschler will give a fortepiano concert on June 29 at 8:15 p.m. in Barnes Hall.

Outdoor Concert Series

Performances will be held at 7 p.m. on the Arts Quad, unless noted otherwise; rain location is Kaufmann Auditorium, Goldwin Smith Hall.

Joe Saslzano and the Earth Ensemble will perform Native American music and jazz on June 23; The Lowdown Alligator Jass Band with New Orleans-style jazz, will play on June 25 at 8:15 p.m.; Jan Nigro and the Vitamin L Chorus, a children's singing group, will present a concert of pop/rock music especially for children ages 7 to 12 and their families on June 26 at 7 p.m. in the auditorium, Barnes Hall; John Rossbach and Chestnut Grove on June 30; Ugandan folk music by Samite, a native of Uganda, July 2.

RELIGION

Sage Chapel

The Rev. Rick Bair, University Lutheran chaplain and pastor, Oak Avenue Lutheran Church, will deliver the sermon on Sunday, June 28, at 11 a.m.; Glenn Altschuler, dean, School of Continuing Education and Summer Sessions and professor of American studies, July 5. Music will be provided by the Sage Chapel summer choir, directed by George Damp, organist.

All interested persons are invited to participate in the summer choir. No audition required. The first rehearsal will be held in Sage Chapel on June 25 at 7 p.m.

Catholic

Summer Mass schedule through Aug. 16: Saturdays, 5 p.m.; Sundays, 10 a.m. Daily masses will be announced on a weekly basis. Call 255-4214 for further information.

Christian Science

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

Summer meetings will be held every Thursday, beginning June 25 through Aug. 6, at 7:30 p.m. in Founders Room, Anabel Taylor Hall.

Episcopal (Anglican)

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

Friends (Quakers)

Sundays, 10 a.m.: rides from Anabel Taylor Hall to the Hector Meeting House, Jacksonville.

Jewish

Shabbat and Conservative, Fridays, 7:30 p.m., Founders Room, Anabel Taylor Hall. Shabbat and Orthodox, Saturdays, 9:15 a.m., Edwards Room, Anabel Taylor Hall.

Korean Church

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

Muslim

Friday prayers, 1 p.m., Founders Room; 1:20 p.m. Edwards Rooms, Anabel Taylor Hall.

Zen Buddhism

Zazen meditation every Tuesday at 6:45 p.m. and Thursday at 4:30 p.m.

SEMINARS

Astronomy & Space Sciences

"Effects of Star Formation on Molecular Clouds," Paul Goldsmith, University of Massachusetts, Amherst, June 18, 2 p.m., 622 Space Sciences Building.

Biochemistry, Molecular & Cell Biology

"Metabolite Transport Across the Chloroplast Inner Envelope: Studies Using a Proton-Coupled Fluorescent Transport Assay," Xenia Young, biochemistry, molecular and cell biology, June 19, 10 a.m., 404 Plant Science Bldg.

Microbiology, Immunology & Parasitology

"Gene Regulation and Molecular Pathogenesis of HIV Infection," Ellen E. Sparger, University of California, Davis, June 22, noon, G-3 Vet Research Tower.

"A Topoisomerase I Mediated Mechanism for Hepadnavirus Integration and Roles for Integrations in Hepatocarcinogenesis," Charles Rogler, Albert Einstein College of Medicine, Bronx, July 7, noon, G-3 Vet Research Tower.

"Coordinate Overexpression of N-MYC 2 and IGF-II in Precancerous Altered Hepatic Foci in Woodchuck Hepatitis Virus Carriers: Cellular Origins of Hepatocellular Carcinoma," Charles Rogler, July 7, 4 p.m., G-3 VRT.

Summer Session Midday Seminar Series

A poetry reading by Ken McClane, English, will be held on June 25, noon, 104 Rockefeller.

SYMPOSIUM

Biochemistry, Molecular & Cell Biology

A symposium celebrating the life of Efraim Racker, the Albert Einstein Professor, June 19 through June 21, Alumni Auditorium, Kennedy Hall. The theme of the event will be the regulation and energetics of cell proliferation.

CORNELL SUMMER PREVIEW

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PUBLISHED BY THE SCHOOL OF CONTINUING EDUCATION AND SUMMER SESSIONS

Glenn C. Altschuler

Message from the Dean

This year I greet you as dean of Cornell University's School of Continuing Education and Summer Sessions. Our new name, which was approved by the Board of Trustees in March 1992, reinforces the obvious point that learning does not stop in the month of May, or with a B.S. or Ph.D. or the cashing of a Social Security retirement check. This summer we offer an exciting array of courses and programs, for those who want or need academic credits, and for those who don't. Our three-, six-, and eight-week courses range from Afro-American Expressive Writing to Ethics and Health Care to Personal Computer Basics. "Special" programs include a Harpsichord Workshop, an Institute for Biology Teachers, English as a Second Language, and a couple of dozen seminars in Cornell's Adult University, including a Natural History of the Passions and Investing on Wall Street. And for those who want to enjoy a world of beauty and cultural riches beyond an Ithaca summer, we offer field archaeology in Lokris, Greece, or Latin American studies in Cochabamba, Bolivia, or a theater tour of the Shakespeare Festival in Stratford, Canada.

Classes in our School are usually small, sometimes intimate, and as always we invite students and members of the community to continue their education by attending the free events scheduled this summer. Fans of classical music, bluegrass, and jazz won't be disappointed, we hope; and I look forward to a poetry reading by Ken McClane, professor of English, and a midday seminar by Marvin Adleman, professor of landscape architecture. We may not have something for absolutely everyone this summer, but we've given it the old college try.

This year's Summer Session theme, "Human Society and Our Environment," reflects the widespread and increasingly urgent concern about the effects of human interaction with the natural environment. Our theme was formulated in a broad and inclusive way, encompassing the entire human race and every type of environmental context—physical, social, and cultural. These multiple contexts are reflected in the sampling of 1992 summer courses and events described in this Preview. As you will see from the complete listing of free special events on page four, many of the events, especially the lectures and seminars, will provide varied perspectives on our 1992 theme. In particular, please note that our Welcome Reception, which will feature environmental displays as well as the bluegrass band Cornerstone, will take place on Monday, June 22, from 4:00 to 6:00 p.m. on the Arts Quad.

We hope that during your summer with us at Cornell, you will immerse yourself in the beauty and interest of our natural environment as well as the intellectual and cultural environments. We invite you to join us as we explore our theme—enlarging our field of vision, challenging our own assumptions and beliefs, and trying to grow in responsibility, understanding, and compassion.

Glenn C. Altschuler is dean of the School of Continuing Education and Summer Sessions.



Dean Altschuler with Summer College students.

Photo by David Lynch-Benjamin

Brookie Maxwell

Love, Anger, Hope, and Unity: The Building of Dream Street Park

Creative Arts Workshops for Kids is an organization which offers workshops in the visual and performing arts to homeless kids and kids who are at risk of being homeless. More like a family or a tribe than like a business, we provide long-term quality care to a small group of kids, hoping to break the cycle of homelessness with this generation. We use the arts to teach survival skills. Our work tools are love, respect, and understanding. Our tribe is African-American, white, hispanic, and Native American, rich and poor, old and young. We are New Yorkers who have come together from all neighborhoods, in love and anger, because we want to change certain aspects of life in New York today. Through the arts, we fight racism, poverty, lack of education, drugs, and homelessness. We offer kids the chance to express their creativity, and quality long-term care, not miracle solutions. Much of our staff is composed of volunteers, but supplies and administrative costs can be costly. Quality care does not come cheaply.

Our work site is a park in East Harlem, *La Calle de Suenos*, a seventeen thousand square foot park created by kids, volunteers, and community members out of a rat-infested, garbage-strewn empty lot. On-site sculptures and murals, protected by the community, deal with the hopes and fears of kids growing up desperately poor in New York City. Racism and class prejudice have created a situation of extremely unequal access to parks and green spaces. Central Manhattan residents enjoy the beauty of Central Park, while people in Harlem and the Bronx have to build their own parks. Through the construction of Dream Street Park, our kids and staff have found a place to belong, and have discovered a sense of empowerment that some had never before experienced. The neighborhood of East Harlem has supported us from the very beginning. We depend on their love and encouragement, and sometimes on their strong shoulders and backs. *The Guardian Spirit for the Protection of Children II*, a thirty-foot sculpture, was raised by hand with ropes and pulleys.

When a city agency bulldozed our park without warning one morning to turn it into a parking lot, one hundred and fifty area kids walked out of school with their teachers to block the bulldozers with their own bodies. The lesson they learned that day was that even children have power, if they can learn how to use it. The park was rebuilt, better than ever—at the city's expense.

Dream Street Park is more than just a safe place to play; it is a symbol of courage, faith, love, and anger. It is something that the kids and staff can hold on to. This year on Martin Luther King's birthday, the Manhattan Country Day School held a march which concluded at Dream Street Park. We were very proud to have the park used in this way: it hooked our little dream up with Dr. King's big dream. Dream Street Park and other green spaces like it contribute to the improvement of our global environment; if everyone worked a little bit to green their neighborhood, our environment could be more peaceful and livable.

I believe that in order to address the issues of homelessness and poverty in America, we must first begin thinking in terms of unity, instead of just thinking of ourselves and our immediate families. Every African and Native American tribe has its own word for unity. Whether the word is *Harambe* or *Mbolo*, the meaning is clear: an injury to one is an injury to all.

Unity is what's missing in our society today. As individuals, we can't change the whole world, but we can take responsibility for some part of it, and live up to that responsibility. We can reject homelessness by reaching out. I am a visual artist, so I choose to use art as a means to help and to heal. Our organization began as a group of friends sitting in the hallway of the Martinique Hotel, surrounded by children desperate for pencils and paper. We found our way by asking the kids what they needed and trying to give them that first and foremost.

People can reach out in many ways—by setting a place for an extra child at dinner, by volunteering for a Saturday program, by giving a kid a job. Service must be part of our lives if we want to be a truly humane, civilized society, and it must be a part of our educational process if we want to raise caring, socially responsible children. The young provide the love and the hope to keep us going.

Brookie Maxwell, the founder of Creative Arts Workshops for Kids, will lecture on Wednesday, July 1, at 7:30 p.m. in Alumni Auditorium, Kennedy Hall as part of the Summer Lecture Series, which is open to the public free of charge.



Guardian Spirit for the Protection of Children II

Photo by H. Brooks Walker

Marti Garrison

Native American Music and Dance: Two Performances

North American indigenous people traditionally have related to land, animals, and forces of nature in a whole way, so that nature is not separate from people, but is part of a circle that includes the chaotic and the harmonious, according to Joe Salzano, leader of the musical group the Earth Ensemble.

Two events in the outdoor concert series this summer reflect this perspective in particular and the 1992 Summer Session theme "Human Society and Our Environment" in general. Joe Salzano and the Earth Ensemble will play a blend of Native American music and jazz on June 23 on the Arts Quad, and the Akwesasne Dancers of the Haudenosaunee Iroquois Confederacy and the North American Indian Travelling College (NAITC) will present a social dance program on July 23 on the Ag Quad. Both performances are from 7:00–8:30 p.m. and are free and open to the public. Rain locations are Kaufmann Auditorium in Goldwin Smith Hall and the Memorial Room in Willard Straight Hall, respectively.

The NAITC, from Hogsburg, New York, is a non-profit cultural education center dedicated to preserving native culture. Brad Bonaparte, coordinator of the travelling troupe, as well as singer, dancer, and storyteller, describes NAITC's purpose as "teaching native and non-native people about Iroquois culture and replacing stereotypes with respect and understanding."

Bonaparte says that the group, which was founded in 1969, is "not an entertainment show, but teachers, who encourage people to dance, laugh, and sing together while they learn the steps to a dance or the words of a song." The

(continued on page 2)



Joe Salzano

Photo by Bill Safford

John Chiment

Traveling through Time in the Finger Lakes

There were people in the Finger Lakes region of New York even before there were Finger Lakes.

About fifteen thousand years ago the northern half of our state was still covered with ice and the southern tier, that strip along the present-day New York-Pennsylvania border that is drained by the Susquehanna, was forested. At the time, the middle section of the state, the section that would become the Finger Lakes and Ithaca and Cornell, was covered by a large, deep, freshwater lake. In the cold water of that lake fish spawned. In the open woodlands along the lake's edge deer and rabbits lived, as did wolves and skunks, woolly mammoths and mastodons.

People came here from the south, from Pennsylvania's dense forests to hunt and to fish. Here the forests were not so dense. Sunlight reached the forest's

floor. Because of the sunlight edible plants could be harvested near the ground and game was easier to find. Our area's first humans were summer visitors rather than year-round residents. They left behind only scattered remains of hunting and fishing camps. Their more permanent homes were probably in the caves of Pennsylvania, places the continental ice sheets had never reached.

As the glacier melted further to the north, the geography of our region changed. The waters of the single, deep lake drained away along the developing Mohawk River. With

the fall in lake level a pattern of ancient valleys re-emerged. These valleys were dug by great rivers that flowed across our region during the days of the dinosaurs. These valleys had been deepened and, finally, buried by the glacial ice. They were partially flooded by glacial melt water. It is these ancient valleys that we call the Finger Lakes. The breakup of a single, immense glacial lake into a dozen, post-glacial fingers greatly increased the length of the shoreline. Fishing got better. The climate moderated. People stayed longer. Eventually, they stayed all year.

On the other hand, in a more moderate climate the open woodlands filled in. Hunting got harder. It required greater skills, better tools, better weapons, cooperation, and trained dogs. In the campsites and gravesites of the people who lived here five thousand years ago we find more sophisticated hunting gear. We find a different kind of arrowhead. We find the bones of dogs. And we find other things; shells and carved bones that could only have been used to dress their hair and to adorn their clothing. In the end, this culture of hunters and fishers did not survive. Maybe they died out; maybe they moved on, adapting their skills to another place. For a period of several thousand years no humans lived here. Hunters passed through, but none built their villages here.

Then, about a thousand years ago, another group arrived. These people have been given many names. The English called them Five Nations. The French called them Iroquois. They called themselves Ho-de-no-sau-nee and they settled across the Finger Lakes and eastward to the Hudson. They live here still.

The Iroquois both welcomed and, on occasion, martyred the French Jesuits who came to convert them. They inspired early American patriots with notions of confederacy and democracy. They produced one of the continent's first Christian saints. They sent trading and raiding parties far to the west and south. They published a newspaper; they still do. Now, however, they share the region with the most recent wave of immigrants.

Europeans passed through the Finger Lakes perhaps as early as the mid-1500s, small groups of explorers coming north from Spanish settlements in the southeast. By the early 1600s, French trappers knew the area, French Jesuits knew the Iroquois, and French soldiers had tested their strength. The French gave way to the English, and the English to the Americans, and, by the late 1700s, settlements of European-Americans replaced the villages of the Iroquois.

When they built their towns, the newest residents looked for water power and for easy access to the transportation that the lakes provided. The glacier had helped to carve the many north-south lakes, and glacial melt water had carved the great east-west river, the Mohawk. Produce of the highlands and products from the towns could be moved to market by lake and river and, later, by canal. However, in the early 1800s the waterways that had been so central to commerce blocked development of the latest form of transportation. The railroad, and the heavy industry that required rails to move its products to market, bypassed the region. The deep lake valleys, while facilitating boat traffic to the north and south, blocked any railroad traffic heading east and west.

Today, when you travel the Finger Lakes, you may notice something special. A single crossroads may boast several historic markers; yellow letters on a blue field will tell of an Indian village just a few feet from a steel plaque marking the site of a Revolutionary War battle or an early factory. And both signs are within the limits of a modern village. They point out that people have been here for a long time and the geography that was kind to one group was equally important or central to the next.

Today, if you find a spot along the road that offers a special view of the lake, if you find a bend in the stream where fishing is just right and the May apples grow thick, if you find a place where you would love to settle, look around. Bend down and search for arrowheads and old, hand-cut nails. You are not the first person to stand there.

John Chiment, administrative manager and media coordinator of Cornell's Mathematical Sciences Institute, is teaching Pedal-Power Paleobiology in Cornell's Adult University this summer.



Photo by Peter Morenus

John Chiment's CAU Pedal-Power Paleobiology class.

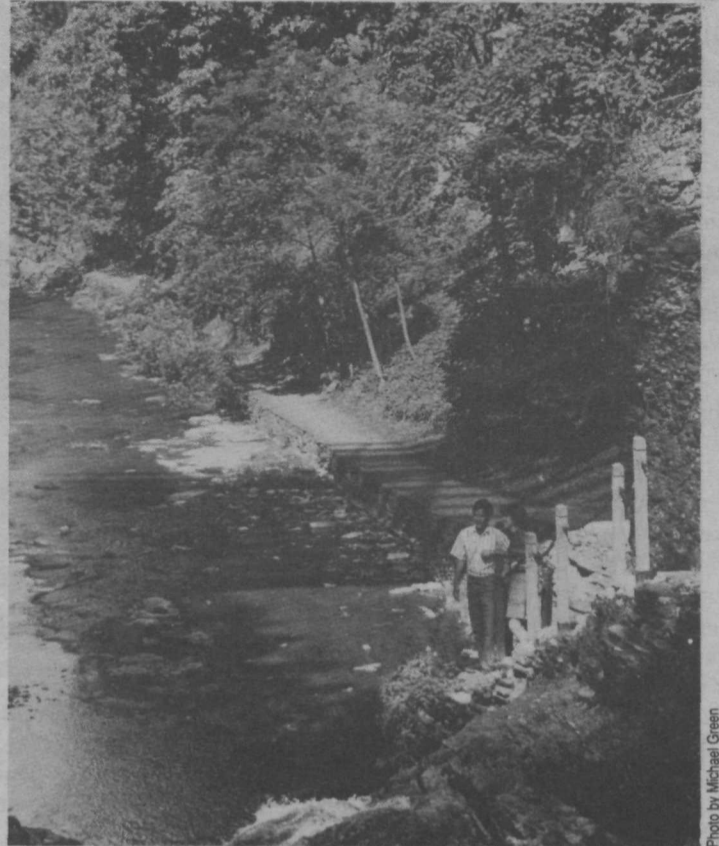


Photo by Michael Green

Cascadilla Gorge

Ralph Janis

Scenery, Architecture, Ice Cream

I have three criteria for a terrific walk. First, scenery. Second, architecture. Third, food (or at least coffee or ice cream) at the end (or in the middle). Cornell is blessed with many, many options that meet at least two, and often all three, of my pet criteria. Here's one.

Old downtown, Cascadilla Creek, and coffee in Collegetown. Time needed: ninety minutes. Less if you skip the coffee.

Take any Ithaca city bus that's headed downtown (the fare is fifty cents). Get off at the first stop downtown (corner of Seneca and Tioga). Walk back half a block on Seneca Street to Aurora Street. Turn left and walk along Aurora (some nifty Victorian—especially Queen Anne—architecture) until you come to Court Street. Turn right on Court (equally impressive French Empire houses on your right), and then turn left at the next corner. You'll see a little park and the Christian Science church across the street on your right. Walk up the path just beside the church, which leads into Cascadilla Gorge. Follow it up, and up, and up. It's a lovely spot, with more great views and interesting architecture along the way. After some chugging, you'll be walking under the Stewart Avenue bridge. Keep going! Pretty soon you'll be headed up and out of the gorge at the entrance to the Center for Theatre Arts right on College Avenue in Collegetown. At this point, turn left and cross the bridge to central campus. Or, if you still have time, there are many places to stop in Collegetown for coffee and maybe (now that you've burned so many calories) dessert. I like Café Decadence and Aladdin's, which has an outdoor courtyard as well as an indoor dining room. Relax and enjoy!

Ralph Janis is the director of Cornell's Adult University, CAU.

Two Performances (continued from page 1)

lead singer also relates the significance of each piece to give the audience a greater understanding of its cultural values and history. "These evenings are not serious or somber," says Bonaparte. "They are a lot of fun. We usually teach couple dances or a single-file stomp, and many of the dances are about animals' special personalities. For instance, we teach a fish dance and a robin dance. It's a great way to learn about another culture, and by the end of the evening, everyone is dancing."

The respect that NAITC performers show their audiences, by blurring the distinction between performers and watchers, is part of an overall respect for a cultural and spiritual heritage which emphasized the interconnectedness of everything on earth. The stories are often about creation, peace, and gratitude for earth's gifts.

Wearing traditional ribbon shirts, sashes, and jewelry, and playing such instruments as the Iroquois water drum and rattles, the performers and teachers from NAITC open a window onto a complex and culturally rich society. This event is cosponsored by the School of Continuing Education and Summer Sessions and the Cornell American Indian Program.

Joe Salzano, whose ancestry is mixed Choctaw and Italian, leads the Earth Ensemble in what he calls holistic music making. "Among indigenous peoples everywhere," he says, "music was and is a community activity without separation between audience and performer. Song, prayer, dance, food, laughter, children, and Mother Earth are part of the shared experience." The Earth Ensemble, guided by this philosophy, blends Native American musical forms and instruments with contemporary jazz, world beat and rock sounds in a performance that can take on a ritual and ceremonial personality. Salzano's songs often center on the beauty and power of nature.

Salzano composes his music to reflect what he sees as the two sides of life and ourselves: the creative and the chaotic. "However, the potential for harmony between these forces is also great," he says, "and music is a symbol of that potential."

Marti Garrison is special events coordinator of the School of Continuing Education and Summer Sessions and a freelance writer.



Photo by Peter Morenus

John Chiment (left) and a CAU student.

Bente Starcke King

Natural Science Illustration

Natural science illustration is an art form that has served as a means of communication since the earliest times and still holds an important part in the sciences today.

Some of the earliest identifiable depictions of plants and animals, however, were done primarily for decoration. A bas-relief of stalks of grain on limestone at the Great Temple at Karnak in Egypt dating back to ca. 1500 BC, and a Greek coin showing an ear of barley (ca. 350 BC) are interesting examples. Emphasis on accuracy didn't really occur until medicine became a science about the time of Hippocrates, "the Father of Medicine," 460-400 BC. An exquisitely beautiful work, "De Materia Medica" by Dioscorides, an Asia Minor physician (ca. 510 AD) has nearly four hundred colored drawings not surpassed in quality for a thousand years.

Monks grew plants for food and medicine in monastery gardens during the fourteenth and fifteenth centuries, and this led to the appearance of illustrated herbals, primarily in Germany. The illustrations, in the form of woodcuts, added immensely to the usefulness of the text. During the eighteenth and nineteenth centuries, illustrations and printing techniques had advanced significantly. When artists like Maria Sybilla Merian and John James Audubon recorded plants, insects, birds, and mammals from foreign lands in watercolor, they could be reproduced for information and education at home. Very recently the late English artist, Margaret Mee, painted many of the plants in the Amazonian rainforest trying to record as many species as possible before they are all destroyed forever.

Since the eighteenth century the microscope has deepened our understanding of biological forms, and more recently the scanning electron microscope has opened up an awesome world. As technical advances for scientific research expand, the requirements for drawings and paintings to illustrate new findings become more demanding. It is becoming more and more necessary for an artist entering (or already in) the field of scientific illustration to have not only an understanding of form, proportion, and composition, and an ability to draw, but also to be skilled in various techniques and media, to know how to use a microscope and how to handle pressed and otherwise preserved material, and at the same time keep up with the latest advances.

To this day the main purpose of natural science illustration is to convey information. And although the computer has become an important tool in the field, it needs an artist to tell it what to do. It still boils down to talent, skill, and a fascination with the material at hand. Introduction to Natural Science Illustration (Biological Sciences 209) introduces students to the art of natural science illustration and to the techniques of various media, including pencil, pen and ink, watercolor, colored pencils, scratchboard and carbon dust.

Bente Starcke King, curatorial associate of Cornell's L. H. Bailey Hortorium, is teaching Biological Sciences 209 in Cornell's 1992 Summer Session.

Michael Heiman

Environmental Disruption and Regulation

A regular Cornell Summer Session offering, Environmental Disruption and Regulation (Natural Resources 215), focuses on environmental disruption and management in contemporary industrial nations, with a primary emphasis on events in the United States. The purpose is twofold: to introduce students to basic pollution problems in several areas (e.g., air, water, and the workplace), and to expose them to the regulatory effort in each, with an assessment of the specific programs implemented. Environmental degradation and regulation are approached from four angles: (a) environmental science (the chemical and physical nature of pollution, its generation, and the effects on human health and the environment), (b) political science (regulation and the influence of various interest groups upon this effort), (c) economics (the "logic" of environmental contamination in capitalist production systems and comparison with socialist systems in ideal and practice), and (d) sociology (the impact of pollution and regulation on different ethnic and income groups).

Reflecting its interdisciplinary nature, this course in the past has attracted students from across the Cornell campus, as well as a wide variety of visitors. It is recommended for those interested in uncovering the root causes of environmental disruption and assessing avenues available for change in our relationship with nature. As such, it exposes the futility of easy "band-aid" approaches to deep-seated defects in our way of production and consumption, and it helps point toward solutions that are environmentally sound and socially just. Readings and lectures are supplemented with optional field trips and several award-winning videos.

Michael Heiman, associate professor of environmental studies and geography at Dickinson College in Carlisle, Pennsylvania, is teaching Natural Resources 215 in Cornell's 1992 Summer Session.

Biodun Jeyifo

Studies in Film Analysis: Spike Lee, Cinema, and the Fractured African-American Liberation Epic

Each of Spike Lee's five films to date carries the following producing and directing credits: "Forty Acres and a Mule"; "A Spike Lee Joint." Conjoined in this imprimatur are two facets of the cinema of Spike Lee which will frame studies and discussions in this course. These are

African-American history and experience conceived and represented as a liberation epic with its constitutive and discontinuous cycles and episodes; the decisive personal and subjective stamp of Lee the *auteur* who writes, directs, acts in, and coproduces his films. The course will explore the tensions between these two aspects of Lee's cinematic *oeuvre*.

Within an extensive theorization of how the American "culture industry" commodifies artistic works for mass consumption, there has also been a wide-ranging documentation of how blacks have been overwhelmingly represented on the celluloid screen in supremacist representational economies of denegration, demonization, and marginalization. The intervention of Spike Lee as an *auteur* (a tradition of filmmaking more European than American) seems to place him in a strong position to engage this over-determination of screen images of blacks and to infuse oppositional politics into his films.

This course, Studies in Film Analysis: Spike Lee, Cinema, and the Fractured African-American Liberation Epic (English

263), will explore the nature and effects of this privileged intervention of Lee. In particular, we will explore the ironic, anti-heroic roles that Lee plays in his films, and the ways in which these roles, and others, complicate, while affirming the calls for "positive" as opposed to "negative" images of blacks in films. We will also explore how women and other American ethnic groups figure in Lee's films, as well as the controversies which have accompanied the reception of virtually all of them. In sum, then, the course will both celebrate and critically examine the evolving work of this gifted and influential contemporary American cineaste.

Biodun Jeyifo, professor of English, is teaching English 263 in Cornell's 1992 Summer Session.

Phillip Mitsis

Writing and Reasoning about Modern Moral Questions

In Writing and Reasoning about Modern Moral Questions (Classics 118), we'll first examine a series of moral questions that arise when one begins to think about the morality of killing or letting die. One quick entry into these issues is to think about those cases where killing may not harm others in an obvious way, such as suicide, or may even be viewed as a positive good, as in the case of euthanasia. On what basis might someone think that such killings are wrong and should be prevented? And could it be right to obstruct someone's individual liberty in such cases?

At an even more basic level, what are we to think about death itself? Most contemporary philosophers have argued that death is an obvious harm, but many philosophers in Greek and Roman antiquity were convinced there was no reason to think death was harmful or fearful. The class will look at a series of ancient arguments meant to show that death cannot harm one and that it is irrational to fear it.

By the same token, morality arguably requires that we extend our horizons and think about what it means to kill those who are not clearly human persons, as in the case of abortion. So too, the killing of animals either for food or research cannot escape our notice. Here I will present a series of arguments, both ancient and modern, about whether it is moral to eat animals or experiment on them. This particular issue forces us to give some justification of the boundaries we draw between ourselves and other species, to give an account of what it means to be a human person, and to give a general theory of the value of life itself.

The final section of the course takes up questions about genetic engineering and asks the basic question, "what sorts of people should there be?" This is an issue that received its first formulation in Plato's *Republic*. Plato gave his answer based on a comprehensive theory of the nature of human happiness and the structure of the ideal society. Whatever one thinks of Plato's particular solution, it is disconcerting that much of the contemporary discussion of genetic engineering, the human genome project, and related issues fails to be based on any similarly comprehensive account of human society or happiness. In asking the question "what sorts of people should there be?", one at least begins to direct some sort of ethical attention to our increasing ability to manipulate genetic outcomes.

Phillip Mitsis, associate professor of classics, is teaching Classics 118 in Cornell's 1992 Summer Session.

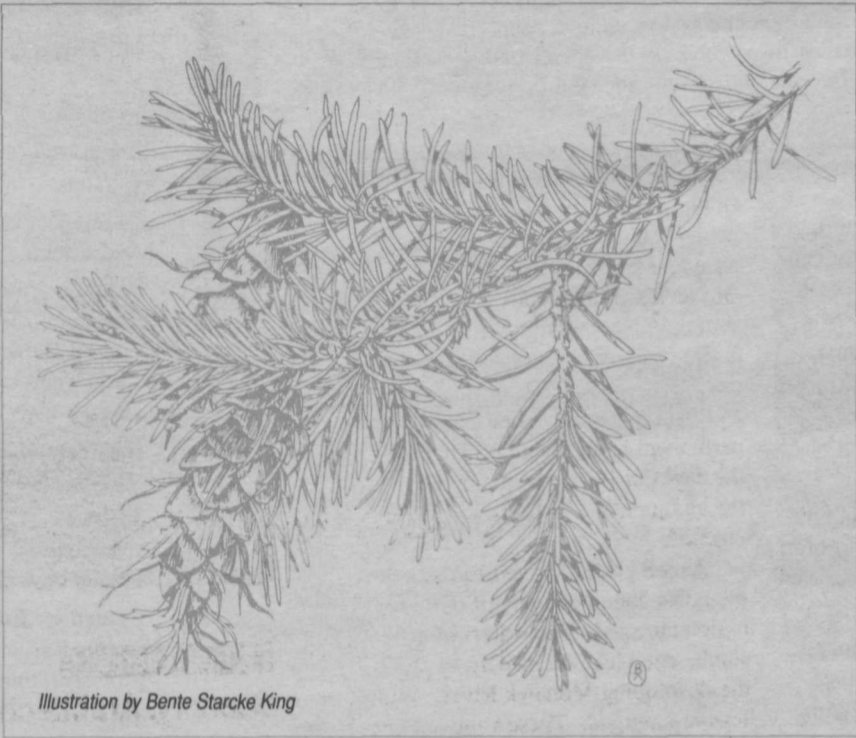


Illustration by Bente Starcke King

Many courses offered this summer explore subjects which relate to the 1992 Summer Session theme, "Human Society and Our Environment." Here, four courses are described by their instructors, providing a sense of the many different contexts encompassed by the theme.

Cornell University School of Continuing Education and Summer Sessions

- Cornell Summer Preview
B12 Ives Hall, 255-7420
- Cornell University Summer Session
B12 Ives Hall, 255-4987
- Special Programs
B12 Ives Hall, 255-7259
- Cornell's Adult University
626 Thurston Avenue, 255-6260
- Cornell University Summer College
B12 Ives Hall, 255-6203
- Extramural Study
B12 Ives Hall, 255-4987
- Winter Session
B12 Ives Hall, 255-4987
- Continuing Education Information Service
B12 Ives Hall, 255-4987
- Extended Education Information Service
B12 Ives Hall, 255-7259

S • U • M • M • E • R 1 • 9 • 9 • 2

"Familiar and Unfamiliar Tales," Barbara Anger, Mischief Mime Theater Co.

CORNELL Employment News

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Human Resources

Volume 4 Number 24 June 18, 1992

Contact Calendar of Workshops and Seminars Update

Space is available in the following programs:

Personal Empowerment and Personal Effectiveness, June 23 from 9:00-4:00

How to Stay on Top of Stress, June 30 from 9:30-12:30 (note time change)

Building Grammar and Punctuation Skills, July 8, 15, 29; August 5, 12, 19, 26 from 2:00-4:00

Please see the *Contact Calendar of Workshops and Seminars* for course descriptions. Send completed registration form to Staff Relations and Development, 130 Day Hall or call 5-7170.

Weight Watchers at Work Program

Loose weight for the summer. To find out more, come to the free informational meeting on June 24 in 250 Caldwell Hall, 12:00-1:00 p.m. First meeting of next session is July 1, 12:00-1:00 p.m.; join July 1 or July 8.

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.

Associate Director, Cornell Fund (PA2411) HRIII
University Development-Endowed
Posting Date: 6/18/92

Works with the Director in the planning and implementation of the university's annual campaign for alumni support. Responsible for the ongoing operational aspects of annual campaigns: phonathons, direct mail, volunteer recruitment, staff and volunteer training and certain management functions. **Requirements:** Bachelor's degree or equivalent. 3-5 yrs successful fund raising experience in alumni campaigning. Management skills and refined organizational skills. Ability to motivate people and work creatively with volunteers. Moderate travel and some weekend assignments are involved. Send cover letter and resume to Cynthia Smithbower.

S-Band Transmitter Engineer (PA2403) HRIII
National Astronomy & Ionosphere Center-Endowed
Posting Date: 6/18/92

Provide direct engineering aid and assistance in the procurement and installation of a new 1 MW S-Band transmitter on the Arecibo Observatory telescope. 2-3 yr. appointment **Requirements:** Bachelor's degree or equivalent in electrical engineering or physics (with RF concentration). High power microwave experience of 5 - 10 years, suitable experience in procurement, testing and installation of such systems. Send cover letter and resume to Cynthia Smithbower.

Director of Executive Education (PA2304) HRIII
JGSM-Endowed
Posting Date: 6/11/92

Build and maintain client relationships and market existing education programs. Assist in the design of new open enrollment and single-organization programs. Manage the delivery of programs and interact with clients and faculty in the design, marketing and delivery of outstanding programs aimed at upper-middle and senior managers worldwide. Extensive travel is required. **Requirements:** Masters degree in a relevant area or equivalent combination of education and experience, and demonstrated successful management experience in relevant area is required. 8-10yrs. experience in the design, delivery and marketing of executive programs in either a corporate or university setting. Send cover letter and resume to Cynthia Smithbower.

Computer Operations Manager III (PT2308) Level 37
Library Technology Department/Cornell University Library-Endowed
Posting Date: 6/11/92

Under the general direction of the director of library technology, manage the online operations unit of the library technology department. Supervise 3 regular staff and several student assistants. Administer the library's NOTIS system. (NOTIS is an integrated library management system which includes a database of more than 25 million bibliographic records and related indexes; and manages acquisitions, cataloging, fund accounting, circulation and online public catalog operations.)

Requirements: Bachelors degree or equivalent in computer, information or library science. Advanced degree desirable. 5-7yrs. of overall experience including 2yrs. of managerial work. Experience in a library or information center desirable. Excellent interpersonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT2303) Level 35
Theory Center-Endowed
Posting Date: 6/11/92

Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or related field. 3-5yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

Technical Consultant III (PT2402) Level 34
CIT/Network Resources-Endowed
Posting Date: 6/18/92

Perform activities that support the network environment technologies. Analyze requirements, perform technology evaluations, assist in defining service and technology products. Advise departmental clients on implementation of Local Area Networks. Perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

Requirements: BS or equivalent with some computer science courses. 2-5yrs. of experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced communication skills with the ability to communicate ideas and plans effectively. Send cover letter and resume to Sam Weeks.

Systems Programmer/Analyst III (PT2101) Level 34
Electrical Engineering-Endowed
Posting Date: 5/28/92

Develop innovative educational software and hardware for undergrad labs in electrical engineering. Principle responsibility is for the EE Learning Station Project. Create Mac and IBM PC programs using languages such as HyperCard, C, Pascal, Assembler and Labview II. Link software to hardware labs. Investigate multimedia tools and evaluate new software. Set up and maintain new lab experiments.

Requirements: BS or equivalent in electrical engineering or computer science. 3-5 yrs. experience using assembly language and high level programming analog circuit design. Send cover letter and resume to Sam Weeks.

Associate Athletic Director for Finance & Personnel (PA2412) HRII
Athletics-Endowed
Posting Date: 6/18/92

Oversee the planning and management of the business and financial aspects of the Physical Education & Athletic Department including accounting, budgeting, payroll and personnel functions. Oversee \$9 million plus budget. Responsible for administrative services including central office and computer system.

Requirements: B.A. or B.S. in business or equivalent required; MBA preferred. 3-5 yrs supervisory and financial management experience. Knowledge of computerized systems and enterprise operations desired. Strong financial planning and analysis skills. Send cover letter and resume to Cynthia Smithbower.

Director of Records (PC2310) HRII
Graduate School-Endowed
Posting Date: 6/11/92

Responsible for all aspects of management of the Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies

with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Associate Director Cornell Abroad (PA2306) HRII
Cornell Abroad/Einaudi Center-Endowed
Posting Date: 6/11/92

Work closely with the director in the planning, development and evaluation of international academic programs. Serve as liaison between Cornell Abroad and its university/college/department partners, providing essential support in academic and administrative matters. Will manage the Cornell Abroad office in the absence of the director. **Requirements:** Masters degree or equivalent preferred. Relevant international experience; knowledge of at least one foreign language; experience as a teacher at the college or university level; administrative experience in academic and student related fields. Strong interpersonal and communication skills essential. Send cover letter and resume to Cynthia Smithbower.

Pipe Shop Trades Supervisor (PG2402) HRI
Maintenance and Service Operations-Endowed
Posting Date: 6/18/92

Supervise the Maintenance and Service Operations Pipe Shop which includes weldors, steam fitters, and plumbers who perform work on water, sewer, and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the city of Ithaca and must maintain a valid NYS drivers license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Support Specialist I (PT2401) HRI
National Nanofabrication Facility-Endowed
Posting Date: 6/18/92

The Nation Nanofabrication Facility (NNF) provides advanced microfabrication capabilities.

ties to Cornell, other universities, industry and federal labs. The NNF needs a Photolithography Engineer to operate and maintain photolithography instruments. Train and work with users in the use of lithography and thin film techniques in novel microfabrication projects.

Requirements: BS or equivalent in physical science or engineering. Hands-on experimental skills required, including repair and maintenance of vacuum, electronic, and/or optical instrumentation. Ability to work safely and confidently with chemicals. Experience with computer systems and computer aided design highly desirable. Experience and aptitude with computer controlled instrumentation or electron microscopy highly desirable. Send cover letter and resume to Sam Weeks.

Publications Coordinator (PC2408) HRI Division of Nutritional Sciences/CFNPP-Statutory

Posting Date: 6/18/92

Assume responsibility for overseeing and implementing CFNPP publications effort in conjunction with Program Director and Program Administrator. Responsible for editing, publication, and dissemination of research monographs, working papers, reprints, program brochure, program annual report, and assorted marketing materials. 1yr. term. Appointment continuation contingent upon funding.

Requirements: BA or equivalent in journalism, english, art design or related subject necessary. MA preferred. Familiarity with IBM compatible systems necessary. Experience in desktop publishing, editing, and management required. Experience in marketing and information dissemination helpful. Understanding of issues faced by developing countries, particularly in the areas of household living standards, food and nutrition, government policy, and/or international economics extremely helpful. Ability to master complex scholarly material pertaining to these subjects essential. Strong organizational and communication skills, a keen eye for detail, ability to take initiative, work independently, juggle conflicting priorities, work well under pressure, adhere to rigid deadlines and work as a team player required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Manager of Systems Department (PT2406) HRI

Office of the Bursar-Endowed

Posting Date: 6/18/92

Provide systems development and administration for the Office of the Bursar. Manage the System Department which operates several mainframe applications including: student finance, Cornell card, loan management, and Cornell installment plan systems. Maintain and administer a micro-computer local area network. Introduce and implement new technologies to enhance office operation. Maintain systems documentation and security. Coordinate production schedules. Assure that reconciliations are timely and correct. Supervise Systems Department Staff. Provide training for staff and external users. Assist the Bursar and Associate Bursar in operating the office.

Requirements: BS degree or equivalent in computer science or business. 2-3 yrs experience with mainframe and Mac computers. Experience in business operations and problem solving. Excellent communication and supervisory skills. Send cover letter and resume to Sam Weeks.

Staff Writer II (S2401) HRI University Development-Endowed

Posting Date: 6/18/92

Write brochures, proposals, articles, and other promotional material. Draft letters to be signed by University exec. staff, alumni leadership, faculty, etc. Manage, with designers and editors, the production of printed pieces. Begins July 1, 1992. 1yr. appointment. Monday-Friday 8am-4:30pm. **Requirements:** Bachelor's degree or equivalent required. 2-3 yrs writing/editing experience; preferably in fund raising, higher education, or public relations. Demonstrated ability to write creatively in a variety of styles: promotional, formal, academic, and journalistic. Excellent command of verbal and written English, Good interpersonal skills. Send cover letter, resume and three writing samples to Karen Raponi, Staffing Services, EHP #2.

Program Coordinator (PA2404) HRI School of Continuing Education and Summer Sessions-Endowed

Posting Date: 6/18/92

Coordinate and oversee the administration of year-round professional and other short courses, field study programs, and summer special programs offered through Cornell's School of Continuing Education and Summer Sessions. Plan, Schedule, and monitor all logistical aspects of programs.

Requirements: Bachelor's degree or equivalent necessary; masters degree desirable. Requires management level experience that includes developing detailed logistical systems and supervising staff in those duties. Strong interpersonal and planning skills essential. Send cover letter and resume to Cynthia Smithbower.

Assistant Director of Admissions (PA2409) HRI Undergraduate Admissions-Endowed

Posting Date: 6/18/92

Admissions liaison and coordinator of all students and student groups involved in admissions volunteer activities. Primary contact for campus visits for prospective students, school counselors and alumni representatives. Assistant to Director of Volunteer Programs for special projects and to regional coordinators for recruitment activities. **Requirements:** Bachelors degree or equivalent. Minimum of 2 yrs experience in admissions or student services. Strong organizational and communication skills. Familiarity

with data-base management and word processing on a Macintosh essential. Experience in working with students of color a plus. Send cover letter and resume to Cynthia Smithbower before July 6, 1992.

Director of Human Resources (PA2405) HRI

Statler Hotel-Endowed

Posting Date: 6/18/92

Responsible to the Managing Director and Assistant Dean for all non-academic personnel procedures and activities for the hotel, as well as the School of Hotel Administration.

Requirements: Bachelor's degree in personnel administration or equivalent a minimum 5 yrs experience; prior experience in the hospitality industry beneficial; demonstrate communication and supervisory skills. Proven ability to assume responsibility, exercise authority and use good financial management and planning skills. Send cover letter and resume to Cynthia Smithbower.

Assistant Chef (PA2406) HRI Dining-Endowed

Posting Date: 6/18/92

To Coordinate and supervise a dining operation's production staff in the quality preparation, production and presentation of food. Instruct and develop production and bakery personnel in the preparation and presentation of food. Assist in the overall supervision of the dining operation. Implement and maintain high standards of sanitation in compliance with health department regulations. Assist in planning of special events (e.g. Cross Country Gourmet series, Reunions, Council weekend). Develop, test and revise recipes.

Requirements: Associate's degree or 2 year culinary degree and 2-3 yrs food service experience or the equivalent. Completion of an apprenticeship program and/or certification by a recognized culinary institution (e.g. American Culinary Federation) is preferred. Send cover letter and resume to Cynthia Smithbower.

Dining Supervisor I (PA2407 & PA2408) HRI

Dining Services-Endowed

Posting Date: 6/18/92

Supervise the daily operations of a dining unit. Supervise all facets of operation during meals. Hire, train, schedule, evaluate employees. Ensure that sanitary and health regulations are maintained. Contribute creative ideas for unit and department specials. Contribute to and participate in departmental staff projects.

Requirements: Associate's degree and 2-3yrs of related experience, or the equivalent. One year of food service supervisory experience preferred. Some knowledge of food and health codes is desirable. Send cover letter and resume to Cynthia Smithbower.

Assistant Coach (PA2303) HRI Athletics/Mens Basketball-Endowed

Posting Date: 6/11/92

Assist the head Men's basketball coach with the planning and execution of the intercollegiate basketball program.

Requirements: Bachelors degree or equivalent required. Credentials should reflect proven success and potential in coaching, recruiting and working with student athletes. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist I (PT0706) HRI

Veterinary Pathology-Statutory

Posting Date: 6/11/92 **Repost**

Provide technical support and investigative assistance to flow cytometry labs. Plan and execute experiments. Supervise staff. Provide data analysis.

Requirements: BS degree in the biological sciences, MS preferred. Knowledge of techniques related to flow cytometry and tissue culture. Skills in interpersonal communications and supervision. Send cover letter and resume to Sam Weeks.

PA#16 Agriculture Program Leader

Location: Seneca County, Waterloo, NY

Posting Date: 6/11/92

Provide leadership for planning, implementing, and evaluating the agriculture and natural resources education program for Cornell Cooperative Extension, Seneca County. Participate as an active member of the association program management team in developing an integrated association education effort. Program emphasis will be on agricultural competitiveness and profitability (30%); economic viability (20%); and enhancing the environment (20%). Supervise paid and volunteer staff.

Minimum Qualifications: Masters degree with specialization appropriate to agricultural and natural resources education. 3yrs. of progressively responsible professional experience in Extension or related area. Community education or human service background. **Salary:** \$27,000 commensurate with qualifications. Apply by June 18, 1992. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

PA#20 Livestock/Animal Science

Location: Cortland County, Cortland, NY

Posting Date: 6/11/92

Develop, implement, coordinate and evaluate innovative educational programs in agriculture with an emphasis in livestock (50%); alternative agriculture program issues for both youth and adults and public policy issues related to agriculture (50%). Conduct educational programs for 4-H youth in the areas of animal science and agricultural engineering. Develop and maintain multi-county livestock program efforts as needed. Assist in the development of citizen groups to advise program development and implementation.

Minimum Qualifications: Bachelors degree with specialization in livestock/animal science and three or more years of progres-

sively responsible experience in Cooperative Extension or equivalent professional experience or masters degree and one year related experience. **Minimum Salary:** \$21,500, commensurate with qualifications. Apply by June 18, 1992. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

Applications Programmer II (PT2205) HRI Section of Ecology and Systematics-Statutory

Posting Date: 6/4/92

Design and code (in C++) the porting of an existing DOS-based database application to UNIX, Windows, or Macintosh for the MUSE Project. Provide programming documentation. Provide fixes for system bugs.

Requirements: BA or equivalent experience in computer science required. Minimum of 2-3yrs. of C and C++ programming experience. Requires experience programming user interfaces on at least two of the following platforms: DOS, UNIX, Macintosh, Windows. Database programming experience desirable. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

PA#7A Human Ecology Program Leader Location: Schenectady County, Schenectady, NY

Posting Date: 6/11/92

Responsible for providing in-depth program leadership for the planning, implementation, and evaluation of programs related to human ecology for the Cooperative Extension Association of Schenectady County. Supervise professional staff and serve as backup to the Association Director. Provide educational programming specifically in consumer economics/resource management. Participate as an active member of the Association program management team in developing a well-integrated overall Association educational effort and managing resources.

Minimum Qualifications: Masters degree and three years of progressively responsible experience in Cooperative Extension or equivalent professional education experience in an academic, human service, or industry setting. Management and supervisory experience highly preferred. Subject matter strength in consumer economics/resource management and coursework in education. **Salary:** \$35,000-\$38,000, commensurate with qualifications. Apply by June 18, 1992. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

Professional Part-time

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.

Professional Temporary

Research Support Specialist I (PT2405) HRI

Division of Nutritional Sciences-Statutory

Posting Date: 6/18/92

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data; and the preparing of the final report. **Requirements:** BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Technical Consultant I (T2202) Level 32 Cornell Information Technology-Endowed

Posting Date: 6/4/92

Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Information Technologies and facilitate back line consulting services. Provide support via service on the HelpDesk, group and individual contacts, etc. Irregular Hours (Max. 20hrs/wk).

Requirements: BS degree or equivalent. Course work in computer science, business, education preferred. 1 - 3 years of computing service delivery (consulting, instruction, or related client support services). Outstanding oral and written communication skills. Send cover letter and resume to Sam Weeks.

Temporary Programmer/Analyst (PT2201) Materials Science Center

Posting Date: 6/4/92

Maintain and develop graphics and analysis tools in support to the IBM/Cornell Physics Joint Study.

Requirements: BS or equivalent in physics, computer science, etc. Unix, C, and X11 experience. C++, Motif, Physics background. AIX 3, IBM RS6000 and SGI GL Helpful. Send cover letter and resume to Sam Weeks.

Temporary Lab Information Systems Manager (PT2208)

Diagnostic Laboratory-Statutory

Posting Date: 6/4/92

Direct lab data management activities for the Vet Diagnostic Lab and its branch labs. Implement a rewrite of DL's Lab Informations Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

Boyce Thompson Institute

Research Specialist

Plant Molecular Biology

Posting Date: 6/11/92

Conduct and support research in a plant molecular biology laboratory. Research projects will include the experimental analysis of RNA-binding proteins isolated from chloroplasts, and studies of chloroplast gene expression. The successful applicant will have experience in the manipulation of proteins and/or nucleic acids, and the ability to work independently. Some administrative duties will also be required.

Requirements: M.S. or B.S. in biology with 3-5yrs. experience in biochemistry/molecular biology or related fields.

Salary: Commensurate with experience (approximately \$15,000-\$24,390)

Contact: Anne Zientek, 607-254-1239

Research Assistant

Plant Protection Program

Posting Date: 6/18/92

Take responsibility for maintenance of insect colonies in support of research on the chemistry of plant-insect interactions. Assist in behavioral bioassays, extraction of plant material and subsequent isolation of active constituents. General laboratory and greenhouse duties will include glassware washing and cleaning of insect cages. Available July, 1992.

Requirements: Bachelors degree in biology or chemistry. Some experience in organic chemistry or biochemical techniques would be desirable.

Salary: Commensurate with experience (Approximately \$14,000-\$16,000)

Contact: Anne Zientek, 607-254-1239

CRESP

Finance Manager for large non-profit Center for Religion, Ethics and Social Policy

Posting Date: 5/21/92

Required: 2 yrs. full charge bookkeeping with degree/ 5 yrs. without degree. Experience in Lotus, computerized accounting and payroll. (Full job description available upon request, call 255-6202). **Salary** \$19,500. Excellent benefits. Send resume and 3 references by June 1 to CRESP, Anabel Taylor Hall, CU, Ithaca, NY 14853. Affirmative Action Employer/people of color urged to apply.

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.

Technical Assistant GR16 (T2407) Plant Pathology-Statutory

Minimum Biweekly Salary: \$511.68

Posting Date: 6/18/92

Work in the Cornell-Uihlein Seed Potato Farm at Lake Placid, NY. Provide technical Assistance in tissue culture lab and greenhouses. Assist with technical aspects of production of disease-free seed potato stocks to include greenhouse planting, wa-

tering and caring of greenhouse plants, planting and harvesting greenhouse field ci- als, cleaning and sterilizing glassware and making media. Duties also include buffer and stock preparation for laboratory plant health tests, assist in laboratory tests (e.g., serology) and participation in tissue culture multiplication of plants.
Requirements: High School diploma or equivalent. Careful work and attention to detail are required.

Technician GR18 (T2404)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92

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 glass- ware, and help with other laboratory related activities.

requirements: Associates degree or equiva- lent in dairy technology or food science. Corse and laboratory class training in rou- tine dairy product analyses (Kjeldhl, Mojonnier, Babcock.) Minimum 1 yr. related experience. Send cover letter and resume to Sam Weeks.

Animal Technician GR18 (T1604)
Laboratory Animal Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 4/23/92

Care, feed, water, clean and monitor re- search 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 holi- days coverage required.

Requirements: Associates degree or equivalent in Animal Science required. As- sistant certification helpful. Minimum 1 yr. related experience required. 1yr. animal experience. Ability to lift 50lbs. Must suc- cessfully pass a pre-employment physical and all necessary immunization. Drivers li- cense. Send cover letter and resume to Sam Weeks.

Technician GR19 (T0801)
Veterinary Pathology-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/11/92 Repost

Provide technical support for activities in a flow cytometry lab including cell cultures and protein and nucleic acid analysis. Perform experiments on the effect of oncogenes and chromosomal alterations on cell differentia- tion. Order supplies; maintain lab order, keep records and perform library searches.

Requirements: AAS in a biological or physical science or equivalent. Minimum 1yr. related lab experience. Interest and ability learning new techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2309)
Biochemistry, Molecular and Cell Biology- Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Provide technical assistance in rice DNA re- search. Isolate and digest DNA; and per- form gel electrophoresis. Isolate, purify and characterize bacterial plasmids. Biochemi- cally analyze plants. Edit manuscripts and reports. Perform computer data entry and information searches. Order supplies and maintain equipment. Supervise undergrad assistants.

Requirements: BS degree or equivalent with course work in chemistry, biology and microbiology. Extensive lab research expe- rience with DNA. Familiar with general mo- lecular biology and microbiology methods. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2306)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Provide technical assistance to faculty and research team involved in field of cutaneous immunopathology and cell biology; also re- sponsible for purchase of supplies and main- tenance of inventory and maintenance of laboratory equipment. Perform biochemical, cell culture, immunohistochemical and mo- lecular biological techniques. Assist in plan- ning, carrying out experiments and data analysis.

Requirements: BS degree or equivalent re- quired. Knowledge of molecular biology techniques and protein chemistry. 1yr. ex- perience in research laboratory and/or labo- ratory management. Cell culture and immu- nohistochemical work helpful. Send cover letter and resume to Sam Weeks.

Computer Batch Operator GR20 (T2307)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Operate computer batch stream at a large research centers computer facility. Control batch stream form computer console, man- age backup library, and mount and dismount magnetic tapes. Perform related tasks as needed for the facility, including limited cor- rective action, checking trouble logs, etc. Implement cleaning and minor maintenance for tape drives and printers, computer termi- nals and other peripheral equipment. Up- date computer documentation. 3rd shift.
Requirements: AAS degree or equivalent in computer related field. At least 6 months experience with computer batch operations. Knowledge of VMS and/or UNIX batch op- erations and command language. Knowl- edge of FORTRAN and/or other program- ming languages. Send cover letter and re- sume to Sam Weeks.

Technician GR21 (T2204)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/4/92

Perform radioimmunoassays of hormones and other antigens on animal and some hu-

man serum and plasma. Work with low level and occasional high level radioactive materi- als, as well as organic solvents. Maintain computer files and databases.

Requirements: BS or equivalent, in biol- ogy or chemical science. Training and pre- vious course work in endocrinology, immunol- ogy and/or biochemistry very helpful. 1- 2 yrs experience in chem lab procedures and operations including use of sophisticated lab equipment. Must have working knowledge of computers and some IBM software pro- grams. Ability to work accurately under pressure of deadlines. Send cover letter and resume to Sam Weeks.

Technician GR22 (T0408)
Veterinary Microbiology- JABIAH- Statu- tory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 Repost

Provide technical cell biology and immuno- logical support. Preform cell isolations from blood and tissue. Set up primary culture. Freeze and thaw cell. Perform cell hybrid- ization and cloning and variety of immuno- logical assays including immunofluores- cence and ELISA. Schedule and design experiments from basic protocols. Compile, analyze and graph data. Keep records and maintain lab.

Requirements: B.S. degree or equivalent in cell biology, immunology or related field. 2-4 years related lab experience. A good working knowledge of standard lab pro- cedures and the use of general lab equipment. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0407)
Veterinary Microbiology-JABIAH-Statu- tory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 Repost

Provide technical support for molecular biol- ogy and biochemical experiments support. Perform CDNA-RNA isolation, transforma- tion, transfection, northern and southern blotting, DNA sequencing, PCR, immunopre- cipitation, SDS-PAGE and autoradiography. Maintain supplies and lab; and keep records and protocols. Assist with experimental planning. Discuss results.

Requirements: B.S. in biochemistry, biol- ogy, chemistry, molecular biology or equiva- lent. 2 - 4 years related lab experience. Some Computer experience helpful. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T2003)
Pharmacology-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 5/21/92

Conduct experiments and analyze results in research relating to receptor-coupled signal transduction. Two general areas of research are currently being pursued: 1) on ras-like GTP-binding proteins 2)vertebrate visual transduction. Using biochemical techniques and cell cultures, purify membrane proteins. Perform radioligand binding assays. Pre- pare solutions.

Requirements: B.S. or equivalent in bio- chemistry or related field. 2yrs. lab experi- ence required. Additional experience in pro- tein purification in cell culture work helpful. Send cover letter and resume to Sam Weeks.

Technical Part-Time

Part-Time Technician GR18 (T2403)
Genetics & Development-Statutory
Minimum Full-Time Equivalent: \$542.89
Posting Date: 6/18/92

Assist laboratory coordinator for the Bio. Sci. 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.

Requirements: Associates degree or equivalent. 1yr previous laboratory experi- ence helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

CISER Tape Manager GR21 (T2206)
CISER-Statutory
Minimum Full-Time Equivalent: \$615.42
Posting Date: 6/4/92

Implement, modify, maintain and use auto- mated system to capture and provide infor- mation on the contents of magnetic tape files. Perform a number of computer opera- tions related to data file management and distribution.

Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, pro- graming languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to commu- nicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary

Animal Technician GR18 (T2305)
Laboratory Animal Services-Statutory
Hiring Rate: \$6.00
Posting Date: 6/11/92

Care, feed, water, clean and monitor re- search 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 holi- days coverage required.

Requirements: High School diploma or equivalent. Associates in Animal Science desired. Assistant certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr. animal expe- rience. Ability to lift 50lbs. Must success- fully pass a pre-employment physical and all

necessary immunization. Drivers license required. Send cover letter and 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, tech- nical typing, or medium to heavy typing (45- 60+ wpm) are encouraged to apply.

All external candidates must have a com- pleted 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 open- ings for which you are competitively qual- ified. Requests for referral and/or cover let- ters are not accepted from external candi- dates unless specified in the ad. Qualified applicants will be invited for a preliminary interview at our EHP office. If you are cur- rently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Office Assistant GR17 (C2405)
Campus Mail Services/Materials Manage- ment-Endowed
Minimum Biweekly Salary: \$530.38
Posting Date: 6/18/92

Sort and prepare U.S. and campus mail to the appropriate Campus Mail Services routes. Correct addresses through the use of a microcomputer.

Requirements: High School diploma or equivalent. Familiarity with Cornell Campus, US Postal service regulations and experi- ence using a personal computer desirable. Good communications skills. Send cover let- ter and resume to Esther Smith, Staffing Services, EHP #2. Employees should in- clude an employee transfer application.

Front Desk Clerk GR18 (C2409)
Statler Hotel-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92

Performs daily duties of the front office in a manner which conveys hospitality, efficiency and genuine interest in the hotel's guests. Duties include operating the computer and telephone switchboard; checking guests in and out of the hotel; posting guest and club account charges and payments; helping with reservations for guest rooms; and serving as an accurate information source for all guests. Flexible; nights and weekends.

Requirements: High School diploma or equivalent; some accounting, switchboard and computer experience required. 6-12 months' rooms division experience pre- ferred. Ability to deal with public and coridally. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2, employees should include an employee transfer application.

Secretary GR18 (C2410)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92

Provide secretarial support for faculty in the Biometrics Unit. Type technical manuscripts, course materials, and correspondence. An- swer telephones; handle mail; photocopy; process orders for publications.

Requirements: High School diploma or equivalent. AAS degree or equivalent desir- able. Minimum 1-2yrs related office experi- ence. Familiarity with word processing, pref- erably on IBM PCs or Macs. Technical typ- ing desirable (on-the-job training will be pro- vided if necessary). Good interpersonal and organizational skills. Medium typing, accu- racy important. Send cover letter and re- sume to Esther Smith, Staffing Services, EHP #2. Employees should include an em- ployee transfer application.

Secretary GR18 (C2303)
Human Ecology Admissions-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/11/92

Clerical support for busy admissions office using IBM PC and Macintosh systems. Maintain office calendars, assist with travel and voucher payments, application process- ing, and statistical information. Maintain inventory and prepare mailings. Other du- ties as assigned.

Requirements: High School diploma or equivalent required. Business or secretarial training preferred. 1-2yrs. of office experi- ence, knowledge of Cornell's accounting desirable. Excellent typing, word process- ing, editing, and interpersonal abilities. Strong organizational skills desired. Me- dium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Administrative Aide GR19 (C2305)
Johnson Museum-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/11/92

Provide administrative support for three cu- rators, a curatorial assistant, and the coordi- nator of university programs. Responsible for the completion and/or delegation of cor- respondence and projects involved in the daily and long-range operations of the de- partment.

Requirements: High School diploma or equivalent. Associates degree or equivalent preferred. 1-2yrs. related experience. Pre- vious museum experience preferable with collections/database experience and curato- rial support experience. Art background helpful. Superior typing, editing, and orga- nizational skills essential. Excellent inter- personal skills, ability to work under pres-

sure and to set priorities with minimum su- pervision. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include em- ployee transfer application.

Secretary GR19 (C1405)
Modern Languages and Linguistics-En- dowed

Minimum Biweekly Salary: \$566.28

Posting Date: 6/11/92 Repost

Provide administrative and secretarial sup- port for the faculty and staff of the full year Asian language concentration (FALCON) program, East Asian language courses, and special summer program offerings. Liasion for continuing communication with other de- partments, programs, and students. Re- sponsible for maintenance of program records. Provide support services in the DMLL main office.

Requirements: High School diploma or equivalent. Some college coursework pre- ferred. 1-2yrs. related office experience. Excellent interpersonal and organizational skills. Ability to interact with people from different cultures, independently and under pressure. Knowledge of Macintosh com- puter programs essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee trans- fer application.

Sales Assistant III GR20 (C2301)

Campus Store-Endowed

Minimum Biweekly Salary: \$590.45

Posting Date: 6/11/92

Manages and coordinates used text book purchases and trade returns. Assists in the operations of the text and trade book de- partments.

Requirements: Associates Degree in Lib- eral Arts or business, plus 2-3 years in a retail or office environment. Ability to handle very detailed tasks, manipulate large amounts of data on a computer system and work under pressure. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should in- clude employee transfer application.

Administrative Aide GR20 (C2205)
Geological Sciences-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/4/92

Provide administrative and secretarial assis- tance to Administrative Manager and Admin- istrative Assistant; heavy typing with com- plicated formulas; Macintosh; answer tele- phones; handle mail; editorial assistance to senior faculty member; general office assis- tance.

Requirements: AAS degree or equivalent. Macintosh (heavy technical and mathemati- cal typing). Graduate field experience strongly preferred. 2yrs. related experience. Strong organizational and interpersonal (written and oral), communication skills. Regular Cornell employees only. Send em- ployee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2203)
Theory Center-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/4/92

Under general supervision, provide adminis- trative support to Personnel Manager and Finance Coordinator. Responsible for de- partmental payroll procedures, preparing academic and non-academic personnel pa- perwork, coordinating student employment needs maintaining personnel database, etc. Process accounts payable vouchers, issue requisitions for purchase orders, process reimbursement requests, etc.

Requirements: AAS degree or equivalent in education, training, and experience. 2-3 yrs. related administrative experience. Fa- miliarity with University resources and pro- cedures (payroll, accounting, etc.) highly desirable. Experience with Macintosh soft- ware desirable. Strong interpersonal, orga- nizational, and communications skills. Abil- ity to work independently and maintain strict confidentiality. Ability to work under pres- sure, set priorities, and take initiative. Me- dium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include em- ployee transfer application.

Accounts Assistant GR20 (C2207)
Administrative Services-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/4/92

Provide administrative, accounting and ac- counts payable support for Facilities and En- gineering, Grounds, Maintenance and Ser- vice Operations.

Requirements: Associates Degree or equivalent in accounting required. 2-3yrs related experience required. Experience using calculator, typewriter, and personal computers. (Macintosh) necessary. Accu- rate typing. Excellent interpersonal (oral and written) communication skills. Cornell University accounting and mainframe experi- ence desirable. Light typing. Send cover letter and resume to Esther, Staffing Ser- vices, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2208)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/4/92

Provide administrative and secretarial sup- port to the Banfi Vintners Professor of Wine Education and Management, one full-time faculty member, and one visiting lecturer. High level of confidentiality essential, requir- ing independent judgment and decision mak- ing. Ability to manage and work with up to 15 student employees is required.

Requirements: Associates degree or equivalent required. 2-3 yrs. related experi- ence. Word processing skills required. Good communication and interpersonal skills. Work independently. Excellent orga- nization skills. Medium typing. Send cover

letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application. Women and minorities are encouraged to apply.

**Administrative Aide GR20 (C2201)
East Asia Program-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/4/92**

AAS degree or equivalent required. 2-3 yrs. related experience. Strong interpersonal, communication and organizational skills; ability to communicate effectively with faculty and students. Ability to work under pressure. Knowledge of IBM systems and WordPerfect program a must. Experience with database management (Q and A in particular) desirable. General knowledge of Cornell accounting. Proofreading skills essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Assistant to the Director GR20 (C2001)
University Relations/Information and Referral Center-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 5/21/92**

Assist director with management of information and referral center (IRC) and initiatives in university-wide visitor services. Supervise 20-30 student employees and occasional temporary staff; maintain several university-wide databases; serve as primary information coordinator for high-volume public information desk/visitor reception area in Day Hall; manage publications inventory; arrange facility tours for visiting groups; provide administrative, clerical, and accounting support for IRC. Special projects as assigned. 1-yr. appointment beginning 8/3/92. Monday-Friday 39hours/week.

Requirements: Associates degree or equivalent. 2-3 yrs. related experience. Developed analytical skills with customer service orientation. Outstanding communication skills. Knowledge of Cornell community. Word processing ability. Familiarity with Macintosh computers preferred. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Curatorial Aide GR20 (C1913)
Section of Ecology and Systematics-Statutory
Minimum Biweekly Salary: 5/14/92
Posting Date: 5/14/92**

Assist curatorial associates in daily operation of research and teaching aspects of fish, herp, bird, and animal collections. Duties include recordkeeping, data entry, specimen preparation, collection maintenance, and miscellaneous duties associated with vertebrate collections.

Requirements: Associates degree or equivalent required. B.S. degree preferred. Some coursework in biological sciences and/or experience with taxonomic keys and biological collections. Ability to work independently, exposure to research environment, and attention to detail and organization extremely important. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Aide GR21 (C2406)
Veterinary Administration-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/18/92**

Work closely with two other Administrative Aides reporting respectively to the Dean, and Associate Dean; with responsibility for office and financial management, special projects, reception and scheduling, typing and general clerical assistance. General direction is received; independent decision making required. Heavy Typing.

Requirements: Associate degree or equivalent. 2-3yrs related experience. Strong communication (oral & written). Proficiency in using IBM compatible personal computers for word-processing, data base management and spreadsheet analyses. Ability to establish and accomplish priorities. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employee should include employee transfer application.

**Program Aide GR22 (C8505)
NYC Cooperative Extension-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 Repost**

Plan, implement and evaluate project activities directed to families participation in a child development program in Fort Greene, Brooklyn. This is an outreach position. Until 9/30/92.

Requirements: Associates degree or equivalent. 3-5yrs. experience in a community based educational program. Communicate effectively both orally and writing. Teaching skills. Demonstrated ability to work as team member in planning, organizing and evaluating program efforts. Send

cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

**Accounts Coordinator GR21 (C2206)
Cornell University Press-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 6/4/92**

Under supervision form the chief financial officer, coordinate the timely processing of all department payables, payroll, and miscellaneous deposit activity. Post to the general ledger, and the maintain of all related files, equipment, and documentation.

Requirements: Associates degree in accounting or equivalent combination of education/experience required. 2-3yrs. general, cost, or fund accounting. Knowledge of Cornell financial/payroll systems and/or publishing business operations. Familiarity with P.C. spreadsheet (Lotus, Quattro) and word processing applications. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**Administrative Aide GR21 (C2102)
Theory Center-Endowed
Minimum Biweekly Salary: \$615.42
Posting Date: 5/28/92**

Perform extensive administrative and secretarial functions for the manager and staff or the Xerox Design Research Institute. Requires independent judgement and decision making and a high level of confidentiality. Coordinate office functions, including coordination with Cornell departments and Xerox.

Requirements: A.A.S. or equivalent combination of education and experience. 3 years of related experience in a responsible administrative position. Experience with Sun workstations or Macintosh. Strong interpersonal, communication and organizational skills. Demonstrated ability to take initiative and responsibility, work independently, and to set priorities. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include and employee transfer application.

**Administrative Aide GR22 (C2202)
Center for the Environment-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92**

Provide primary and backup support in managing human resource function of Center for the Environment. Establish and maintain systems for managing large flow of diverse information which comes to Center for the Environment. Provide support to Director.

Requirements: AAS degree or equivalent in secretarial science. 3-4yrs. experience in busy office environment handling a variety of assignments. Excellent organizational skills, good writing/communication skills. Word processing, especially MicroSoft Word on Macintosh. Familiarity with databases helpful. Ability to exercise discretion essential. Must be able to communicate with senior officials with diplomacy. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time

**Office Assistant GR17 (C1916)
East Asia Program-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 5/14/92**

Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.

Requirements: High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Senior Night Supervisor GR20 (C1908)
Public Services/Music Library-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 6/11/92 Repost**

Supervise and assist in the circulation operations of the Music Library. Provide information and reference assistance to patrons. Responsible for the security of the building during evening and weekend library hours. Assist with collection maintenance and processing operations. 20hrs./week.

Requirements: Associates degree in music with emphasis in music history. 2-3yrs. related experience. Experience supervising others. Good interpersonal and organizational skills. Knowledge of at least one foreign language. Must be able to work well under pressure. Must be able to lift books

and push heavy book trucks (maximum 50lbs.). Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Program Aide GR21 (C2304)
Athletics-Endowed
Minimum Full-time Equivalent: \$615.42
Posting Date: 6/11/92**

Implement operating plan for checking out and checking in of outdoor education coursegear, equipment rentals and sales to Cornell community. Outdoor equipment purchase, repair schedule and maintain 4 departmental vans. Train instructors in van use. Supervise part-time temp student staff at equipment counter. Instruct advanced Outdoor Education courses. 10 month position, 30hrs./week, hours to be determined.

Requirements: Associates degree or equivalent. 1 or more yrs. conducting Outdoor Education courses. Current Wilderness 1st Aid and CPR. Valid NYS drivers license with good driving record. Extensive experience in outdoor equipment use such as camp stores, back packs, canoes, etc; selection and maintenance. Demonstrated organizational skills to keep track of issued gear and maintain complex van schedule. Basic knowledge of vehicle repair and maintenance. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professionals Temporary

**Office Systems Specialist GR21 (S2405)
School of Continuing Education & Summer Sessions-Statutory
Hiring Rate: \$8.25
Posting Date: 6/18/92**

Provide hardware/software support and management. Provide front line personal computer consulting (IBM, MAC, Netware, DOS, OS/2). Diagnose, repair, or coordinate repair of hardware, Relocate computers as necessary and maintain inventory records for all hardware and software. Position begins July 6, 1992 until 3/93.

Requirements: A.A.S. or equivalent in computing or related field. 2-3 yrs experience required. Knowledge of personal computers and local area networks. Experience with WordPerfect, Lotus, and Pegasus E-Mail. Excellent organizational and communication skills. Must be able to lift 50 pounds. Must have own vehicle.

**Distribution Assistant (S2402)
Agric. & Bio Eng.-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92**

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing. Assist in marketing and other office duties. Answer phone. Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6 month position.

Requirements: Familiarity with Mac computer. Able to lift 40 pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

**Cashier/Data Entry (S1107)
Ornithology
Casual Appointment
Posting Date: 6/18/92 Repost**

The Crows Nest Birding shop is seeking an individual to perform data entry and cashiering duties. Answer phones. Must be very customer service oriented. Please send cover letter and resume to Karen Raponi, Staffing Services, EHP #2. Hours are Saturday and Sunday 10am-4pm. Monday 7pm-9pm. Other weekday hours as needed.

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.

General Service Part-Time

**Security Guard GR01 (G2401)
Johnson Museum-Endowed
Hiring Rate: \$7.20
Posting Date: 6/18/92**

Responsible for guarding all works of art in the building following security and safety procedures, communication with appropriate staff members on a regular basis. Available day or evenings for subbing on non-scheduled work days and for guarding at special events held in the museum. 3 days per week (24hrs.) plus some evening hours.

Requirements: High School diploma or equivalent. Able to work with schedules and in a group situation. Background in security area helpful. Dependable in reporting and attentive to detail necessary. Good communication skills. Able to communicate well with the public. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

General Service Temporary

**Temporary Building Coordinator (S2301)
Olin Library
Posting Date: 6/18/92**

Function as the Building Coordinator for Kroch Library and support the library's Project Coordinator in relocation and renovation projects for Olin and Kroch Libraries. Act as liaison between Kroch Library and a number of university departments. Provide consistent on-site inspection of all external contracted work and report daily progress and performance to the Project Coordinator.

Requirements: AAS degree or equivalent combination of education and related work experience. 3-4 yrs. in building maintenance or construction. Able to interpret basic architectural, electrical and mechanical drawings. Strong organizational, interpersonal and communication skills are essential. Knowledge of Macintosh is helpful. Position available immediately through October 31, 1992. Send application, resume, and cover letter to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Temp Laboratory Assistant
Plant Breeding (S2001)**

Ordering for a large laboratory which requires filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, gel electrophoresis. 20hrs/week.

Requirements: Science background preferred, lab experience desirable. Good organizational ability, math skills, and strong interpersonal skills are required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

CORNELL Employment News

EDITOR: Nancy Doolittle

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

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

CORNELL Employment News

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Office Professionals Ceremony Recognizes 80 Program Graduates

On May 19, 1992, the Office Professionals Curriculum Graduation Reception was held in the Biotechnology Conference Room. The program celebrated the graduation of 80 office professionals who had completed either Phase I or Phase II of the Office Professionals Curriculum program this past year.

James E. Morley, Jr., senior vice president, began the ceremony with congratulations on behalf of the university for the dedication and commitment that the graduates have shown, and for the effect that the success of these graduates will have, not just in their own workplace, but across campus. "This program sets the tone for the kind of professional development we want to foster," he noted. He also thanked the supervisors for their support of the program: "Your encouragement makes all the difference."

The Office Professionals Curriculum Program was developed to provide opportunities for office professionals to improve specific work skills and to support their professional and personal development. Designed by Rahat Idrees, a consultant with Staff Relations and Development in the Office of Human Resources, the program is centered around four areas of learning: writing; computer skills; business math/accounting; and professional and personal growth. There are two phases to the program, both of which are offered each Fall and Spring. Each phase is comprised of four core courses and three electives. There is no cost to any individual employee for participating in the program and the participating employees' departments pay for the cost of the courses.

In her remarks to the graduation ceremony's audience of 165 instructors, supervisors and graduates, Beth I. Warren, associate vice president for human resources, said, "There is tangible evidence of ability all around us. Through this program we are clearly gaining access to an untapped reservoir of human talent. It is important that we retain vigor in the continuing learning process, because a learning culture not only makes a great university but also a great workplace."

Warren looked beyond the graduation ceremony to encourage supervisors to "manage in such a way that these new competencies shine." She explained, "We must expect the best of ourselves and excellence in those with whom we relate, because the belief in the capacity and drive for excellence can be a self-fulfilling prophecy."



One hundred sixty-five instructors, supervisors, and graduates attend the 1992 Office Professionals Graduation Ceremony.



◀ Beth I. Warren, associate vice president for human resources (left), congratulates Shirley Grant, office assistant, Messenger Service (right).



◀ Barbara Clark, administrative aide, President's Office, (left) discusses the office professionals program with Rahat Idrees, consultant for Staff Relations and Development.



Lorraine Pakkala, administrative aide, School of Hotel Administration extension programs, speaks with Margaret Selover, administrative aide in the Admissions office.



◀ Jennie Farley, professor in the School of Industrial and Labor Relations, (right) chats with one of the ceremony's attendees (left) while Beth I. Warren (center) looks on.

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 Administrator I (PT2508) HRIII Program of Computer Graphics-Endowed Posting Date: 6/25/92

Interface with senior university administrators. Administer grants and contracts and provide leadership in grant renewal processes. Coordinate conferences and publicity brochures. Organize and present demonstration of interactive computer graphics research. Participate in one or more of the centers research projects. Supervise staff.

Requirements: BA degree or equivalent and senior management experience, preferably experience administering a graphics research center. Extensive knowledge in software engineering. Familiar with UNIX, C, and the unique requirements of computer graphics software. Knowledge of NSF, and procedures and regulations of other granting agencies. Excellent interpersonal, organizational and communication skills. Send cover letter and resume to Sam Weeks.

Audit Manager (PA2503) HRIII University Audit Office-Endowed Posting Date: 6/25/92

Plan, supervise, monitor and execute financial and operation audits of university's central administration and operating units.

Requirements: BS' in accounting or business management. CPA required. MBA preferred. 4-7 yrs. audit or business related experience. Minimum 1 yr. supervisory experience. Send cover letter and resume to Cynthia Smithbower.

Associate Director, Cornell Fund (PA2411) HRIII University Development-Endowed Posting Date: 6/18/92

Works with the Director in the planning and implementation of the university's annual campaign for alumni support. Responsible for the ongoing operational aspects of annual campaigns: phonathons, direct mail, volunteer recruitment, staff and volunteer training and certain management functions.

Requirements: Bachelor's degree or equivalent. 3-5 yrs successful fund raising experience in alumni campaigning. Management skills and refined organizational skills. Ability to motivate people and work creatively with volunteers. Moderate travel and some weekend assignments are involved. Send cover letter and resume to Cynthia Smithbower.

-Band Transmitter Engineer (PA2403) HRIII National Astronomy & Ionosphere Center-Endowed Posting Date: 6/18/92

Provide direct engineering aid and assistance in the procurement and installation of a new 1 MW S-Band transmitter on the Arecibo Observatory telescope. 2-3 yr. appointment

Requirements: Bachelor's degree or equivalent in electrical engineering or physics (with RF concentration). High power microwave experience of 5 - 10 years, suitable experience in procurement, testing and installation of such systems. Send cover letter and resume to Cynthia Smithbower.

Director of Executive Education (PA2304) HRIII JGSM-Endowed Posting Date: 6/11/92

Build and maintain client relationships and market existing education programs. Assist in the design of new open enrollment and single-organization programs. Manage the delivery of programs and interact with clients and faculty in the design, marketing and delivery of outstanding programs aimed at upper-middle and senior managers worldwide. Extensive travel is required.

Requirements: Masters degree in a relevant area or equivalent combination of education and experience, and demonstrated successful management experience in relevant area is required. 8-10yrs. experience in the design, delivery and marketing of executive programs in either a corporate or university setting. Send cover letter and resume to Cynthia Smithbower.

Computer Operations Manager III (PT2308) Level 37 Library Technology Department/Cornell University Library-Endowed Posting Date: 6/11/92

Under the general direction of the director of library technology, manage the online operations unit of the library technology department. Supervise 3 regular staff and several student assistants. Administer the library's NOTIS system. (NOTIS is an integrated library management system which includes a database of more than 25 million bibliographic records and related indexes; and manages acquisitions, cataloging, fund accounting, circulation and online public catalog operations.)

Requirements: Bachelors degree or equivalent in computer, information or library science. Advanced degree desirable. 5-7yrs. of overall experience including 2yrs. of managerial work. Experience in a library or information center desirable. Excellent interpersonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT2303) Level 35 Theory Center-Endowed Posting Date: 6/11/92

Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or re-

lated field. 3-5yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

Technical Consultant III (PT2402) Level 34 CIT/Network Resources-Endowed Posting Date: 6/18/92

Perform activities that support the network environment technologies. Analyze requirements, perform technology evaluations, assist in defining service and technology products. Advise departmental clients on implementation of Local Area Networks. Perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

Requirements: BS or equivalent with some computer science courses. 2-5yrs. of experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced communication skills with the ability to communicate ideas and plans effectively. Send cover letter and resume to Sam Weeks.

Patents and Licensing Officer (PT2502) HRIII Patents and Technology Marketing-Endowed Posting Date: 6/25/92

Assist the Director in technology transfer including invention and software evaluation, licensing matters and technology marketing. Market Cornell research foundation technology. Advise faculty and staff regarding technology and business matters. Evaluate inventions. Plan and/or manage media presentations, publications and trade fairs.

Requirements: BA in Science or Engineering or equivalent required. Minimum 3yrs. experience. Demonstrated ability to identify, package and market technology in traditional, non-traditional ways. Strong written and oral communication skills. Experience in university technology transfer very desirable. Send cover letter and resume to Sam Weeks.

Director of Marketing (PA2502) HRIII Statler Hotel-Endowed Posting Date: 6/25/92

Responsible for the generation of revenue (guest room, food/beverage, conference). Develop the annual marketing plan. Supervise a staff of 4 managers and 2 support staff. Reports to the general manager, Statler Hotel. Flexible nights and weekends.

Requirements: Bachelors degree or equivalent in business or related field required. 3-5yrs. hotel sales experience. Excellent supervisory, communication and public relations skills. Proven expertise in budgeting, planning and forecasting. Send cover letter and resume to Cynthia Smithbower.

Associate Athletic Director for Finance & Personnel (PA2412) HRIII Athletics-Endowed Posting Date: 6/18/92

Oversee the planning and management of the business and financial aspects of the Physical Education & Athletic Department including accounting, budgeting, payroll and personnel functions. Oversee \$9 million plus budget. Responsible for administrative services including central office and computer system.

Requirements: B.A. or B.S. in business or equivalent required; MBA preferred. 3-5 yrs supervisory and financial management experience. Knowledge of computerized systems and enterprise operations desired. Strong financial planning and analysis skills. Send cover letter and resume to Cynthia Smithbower.

Director of Records (PC2310) HRIII Graduate School-Endowed Posting Date: 6/11/92

Responsible for all aspects of management of the Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Associate Director Cornell Abroad (PA2306) HRIII Cornell Abroad/Einaudi Center-Endowed Posting Date: 6/11/92

Work closely with the director in the planning, development and evaluation of international academic programs. Serve as liaison between Cornell Abroad and its university/college/department partners, providing essential support in academic and administrative matters. Will manage the Cornell Abroad office in the absence of the director.

Requirements: Masters degree or equivalent preferred. Ph.D preferred. Relevant international experience; knowledge of at least one foreign language; experience as a teacher at the college or university level; administrative experience in academic and student related fields. Strong interpersonal and communication skills essential. Send cover letter and resume to Cynthia Smithbower. **PA#19 Director-Empire State Food and Agricultural**

Leadership Institute (Lead-NY)

Locations: Cornell University, Ithaca, NY

Posting Date: 6/25/92

Cornell University and Cornell Cooperative Extension are seeking to fill the position of Director of Cornells Empire State Food and Agricultural Leadership Institute (LEAD-NY). The Institutes mission is to develop effective, action-oriented, knowledgeable and ethical leaders who can shape the future of New Yorks communities, its food and agricultural industry, the state and nation. LEAD-NY is a 2yr. program consisting of 53 days of seminars, workshops and field experience. The curriculum emphasizes characteristics of the food and agricultural industry and the forces and interrelationships affecting it. Workshops focus on policy-making processes at local, state, and national levels and the development of a full array of communications and leadership skills. The Institutes Director is a member of Cornell Universitys college of Agriculture and Life Sciences Administrative team. She/he has full responsibility to ensure that an effective curriculum is developed, implemented, and succeeds in developing effective leaders for the food and agricultural industry. The director works with a board, composed of representatives from the industry to administer the institute, to raise funds in support of the program and to recruit and select a class of 30 for each 2yr. program. A program committee of Cornell University faculty and members of the Board of Directors works with the Director to develop the curriculum and identify resource persons to participate as speakers and instructors.

Minimum Qualifications: Advanced degree in an appropriate discipline plus significant relevant experience. Candidates without advanced degrees will be considered if they have outstanding administrative, organizational, writing and interpersonal communication skills. Apply by July 1, 1992. **Starting Date:** September 1, 1992 or as soon as possible thereafter. **Salary:** Commensurate with qualifications. **Application:** Send letter of application, resume/curriculum vitae and the names and addresses of three (3) persons who may be contacted as references to: R. David Smith, Associate Director, Box 26 Kennedy Hall, Cornell University, Ithaca, NY 14853.

Reunion Assistant (PA2501) HRI Alumni Affairs-Endowed Posting Date: 6/25/92

Reports to the associate director of class programs and assists with all aspects of reunion planning and implementation.

Requirements: Bachelors degree or equivalent required. 1yr. related experience. Strong organizational, interpersonal and communication (oral and written) skills. Must be able to work with and direct volunteer efforts; knowledge of Apple Macintosh computer. Some weekends and travel. Send cover letter and resume to Cynthia Smithbower.

Research Support Specialist II (PT2501) HRI Soil, Crop and Atmospheric Sciences-Statutory Posting Date: 6/25/92

Provide technical assistance to a project modeling the nitrogen requirements and fertilizer recommendations for crops under various soil and climatic conditions in north-eastern U.S. Organize output files and synthesize output. Analyze statistical and other data; and review results with project staff. Gather and input soil and crop information. Get information from Cornell and other universities. Prepare data for input into existing files. Perform programming using FoxPro 2 to expand on current programs to produce a model that operates across the Northeast. **Requirements:** BS or equivalent in agronomy or related field, MS preferred. Demonstrated experience in computer programming with background in agriculture, geography, natural resources, or related field. Basic understanding of soils, crops and nutrient response mechanics. Send cover letter and resume to Sam Weeks.

Pipe Shop Trades Supervisor (PG2402) HRI Maintenance and Service Operations-Endowed Posting Date: 6/18/92

Supervise the Maintenance and Service Operations Pipe Shop which includes weldors, steam fitters, and plumbers who perform work on water, sewer, and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the city of Ithaca and must maintain a valid NYS drivers license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Research Support Specialist I (PT2401) HRI National Nanofabrication Facility-Endowed Posting Date: 6/18/92

The Nation Nanofabrication Facility (NNF) provides advanced microfabrication capabilities to Cornell, other universities, industry and federal labs. The NNF needs a Photolithography Engineer to operate and maintain photolithography instruments. Train and work with users in the use of lithography and thin film techniques in novel microfabrication projects.

Requirements: BS or equivalent in physical science or engineering. Hands-on experimental skills required, including repair and maintenance of vacuum, electronic, and/or optical instrumentation. Ability to work safely and confidently with chemicals. Experience with computer systems and computer aided design highly desirable. Experience and aptitude with computer controlled instrumentation or electron microscopy highly desirable. Send cover letter and resume to Sam Weeks.

Publications Coordinator (PC2408) HRI Division of Nutritional Sciences/CFNPP-Statutory Posting Date: 6/18/92

Assume responsibility for overseeing and implementing CFNPP publications effort in conjunction with Program Director and Program Administrator. Responsible for editing, publication,, and dissemination of research monographs, working papers, reprints, program brochure, program annual report, and assorted marketing materials. 1yr. term. Appointment, continuation contingent upon funding.

Requirements: BA or equivalent in journalism, english, art design or related subject necessary. MA preferred. Familiarity with IBM compatible systems necessary. Experience in desktop publishing, editing, and management required. Experience in marketing and information dis-

semination helpful. Understanding of issues faced by developing countries, particularly in the areas of household living standards, food and nutrition, government policy, and/or international economics extremely helpful. Ability to master complex scholarly material pertaining to these subjects essential. Strong organizational and communication skills, a keen eye for detail, ability to take initiative, work independently, juggle conflicting priorities, work well under pressure, adhere to rigid deadlines and work as a team player required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Manager of Systems Department (PT2406) HRI Office of the Bursar-Endowed Posting Date: 6/18/92

Provide systems development and administration for the Office of the Bursar. Manage the System Department which operates several mainframe applications including: student finance, Cornell card, loan management, and Cornell installment plan systems. Maintain and administer a microcomputer local area network. Introduce and implement new technologies to enhance office operation. Maintain systems documentation and security. Coordinate production schedules. Assure that reconciliations are timely and correct. Supervise Systems Department Staff. Provide training for staff and external users. Assist the Bursar and Associate Bursar in operating the office.

Requirements: BS degree or equivalent in computer science or business. 2-3 yrs experience with mainframe and Mac computers. Experience in business operations and problem solving. Excellent communication and supervisory skills. Send cover letter and resume to Sam Weeks.

Staff Writer II (S2401) HRI University Development-Endowed Posting Date: 6/18/92

Write brochures, proposals, articles, and other promotional material. Draft letters to be signed by University exec. staff, alumni leadership, faculty, etc. Manage, with designers and editors, the production of printed pieces. Begins July 1, 1992. 1yr. appointment. Monday-Friday 8am-4:30pm.

Requirements: Bachelor's degree or equivalent required. 2-3 yrs writing/editing experience; preferably in fund raising, higher education, or public relations. Demonstrated ability to write creatively in a variety of styles: promotional, formal, academic, and journalistic. Excellent command of verbal and written English, Good interpersonal skills. Send cover letter, resume and three writing samples to Karen Raponi, Staffing Services, EHP #2.

Program Coordinator (PA2404) HRI School of Continuing Education and Summer Sessions-Endowed Posting Date: 6/18/92

Coordinate and oversee the administration of year-round professional and other short courses, field study programs, and summer special programs offered through Cornell's School of Continuing Education and Summer Sessions. Plan, Schedule, and monitor all logistical aspects of programs.

Requirements: Bachelor's degree or equivalent necessary; masters degree desirable. Requires management level experience that includes developing detailed logistical systems and supervising staff in those duties. Strong interpersonal and planning skills essential. Send cover letter and resume to Cynthia Smithbower.

Assistant Director of Admissions (PA2409) HRI Undergraduate Admissions-Endowed Posting Date: 6/18/92

Admissions liaison and coordinator of all students and student groups involved in admissions volunteer activities. Primary contact for campus visits for prospective students, school counselors and alumni representatives. Assistant to Director of Volunteer Programs for special projects and to regional coordinators for recruitment activities.

Requirements: Bachelors degree or equivalent. Minimum of 2 yrs experience in admissions or student services. Strong organizational and communication skills. Familiarity with data-base management and word processing on a Macintosh essential. Experience in working with students of color a plus. Send cover letter and resume to Cynthia Smithbower before July 6, 1992.

Director of Human Resources (PA2405) HRI Statler Hotel-Endowed Posting Date: 6/18/92

Responsible to the Managing Director and Assistant Dean for all non-academic personnel procedures and activities for the hotel, as well as the School of Hotel Administration.

Requirements: Bachelor's degree in personnel administration or equivalent-a minimum 5 yrs experience; prior experience in the hospitality industry beneficial; demonstrate communication and supervisory skills. Proven ability to assume responsibility, exercise authority and use good financial management and planning skills. Send cover letter and resume to Cynthia Smithbower.

Assistant Chef (PA2406) HRI Dining-Endowed Posting Date: 6/18/92

To Coordinate and supervise a dining operation's production staff in the quality preparation, production and presentation of food. Instruct and develop production and bakery personnel in the preparation and presentation of food. Assist in the overall supervision of the dining operation. Implement and maintain high standards of sanitation in compliance with health department regulations. Assist in planning of special events (e.g. Cross Country Gourmet series, Reunions, Council weekend). Develop, test and revise recipes.

Requirements: Associate's degree or 2 year culinary degree and 2-3 yrs food service experience or the equivalent. Completion of an apprenticeship program and/or certification by a recognized culinary institution (e.g. American Culinary Federation) is preferred. Send cover letter and resume to Cynthia Smithbower.

Dining Supervisor I (PA2407 & PA2408) HRI Dining Services-Endowed Posting Date: 6/18/92

Supervise the daily operations of a dining unit. Supervise

all facets of operation during meals. Hire, train, schedule, evaluate employees. Ensure that sanitary and health regulations are maintained. Contribute creative ideas for unit and department specials. Contribute to and participate in departmental staff projects.

Requirements: Associate's degree and 2-3yrs of related experience, or the equivalent. One year of food service supervisory experience preferred. Some knowledge of food and health codes is desirable. Send cover letter and resume to Cynthia Smithbower.

PA#16 Agriculture Program Leader
Location: Seneca County, Waterloo, NY
Posting Date: 6/11/92

Provide leadership for planning, implementing, and evaluating the agriculture and natural resources education program for Cornell Cooperative Extension, Seneca County. Participate as an active member of the association program management team in developing an integrated association education effort. Program emphasis will be on agricultural competitiveness and profitability (30%); economic viability (20%); and enhancing the environment (20%). Supervise paid and volunteer staff.

Minimum Qualifications: Masters degree with specialization appropriate to agricultural and natural resources education. 3yrs. of progressively responsible professional experience in Extension or related area. Community education or human service background. **Salary:** \$27,000 commensurate with qualifications. Apply by June 18, 1992. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

PA#20 Livestock/Animal Science
Location: Cortland County, Cortland, NY
Posting Date: 6/11/92

Develop, implement, coordinate and evaluate innovative educational programs in agriculture with an emphasis in livestock (50%); alternative agriculture program issues for both youth and adults and public policy issues related to agriculture (50%). Conduct educational programs for 4-H youth in the areas of animal science and agricultural engineering. Develop and maintain multi-county livestock program efforts as needed. Assist in the development of citizen groups to advise program development and implementation.

Minimum Qualifications: Bachelors degree with specialization in livestock/animal science and three or more years of progressively responsible experience in Cooperative Extension or equivalent professional experience or masters degree and one year related experience. **Minimum Salary:** \$21,500, commensurate with qualifications. Apply by June 18, 1992. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

Applications Programmer II (PT2205) HRI
Section of Ecology and Systematics-Statutory
Posting Date: 6/4/92

Design and code (in C++) the porting of an existing DOS-based database application to UNIX, Windows, or Macintosh for the MUSE Project. Provide programming documentation. Provide fixes for system bugs.

Requirements: BA or equivalent experience in computer science required. Minimum of 2-3yrs. of C and C++ programming experience. Requires experience programming user interfaces on at least two of the following platforms: DOS, UNIX, Macintosh, Windows. Database programming experience desirable. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

PA#26 Agriculture-Dairy
Location: Onondaga County, Syracuse, NY
Posting Date: 6/25/92

As part of a six member tri-county dairy farm management team plan, organize, conduct and evaluate educational programs in dairy science in Onondaga, Cayuga, and Oswego counties. Cooperate with agents in Madison, Oneida, and Herkimer counties to contribute dairy science technical assistance when appropriate. Provide educational assistance and maintain a liaison with agriculture-oriented groups and organizations. Develop programs in one or more issue-focused programs of the association related to dairy farming. Work as a team member in addressing local, multi-county, and statewide programming priorities.

Minimum Qualifications: Bachelors degree in agriculture with a major in dairy science and a written commitment, including timetable, to obtain a Masters degree appropriate to the responsibilities of the position plus 3 yrs experience in Cooperative Extension or related field OR a Masters degree in dairy science with 1yr. relevant experience. Coursework in farm business management, agriculture economics, and adult education desirable. **Salary:** \$26,000, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

PA#21 Extension Associate Pro-Dairy Specialist
Location: Steuben County, Bath, NY
Posting Date: 6/25/92

Provide leadership in the development of the PRO-DAIRY program and its implementation in southwestern New York State (Steuben, Allegany, Chautauqua, Cattaraugus, Erie and Wyoming counties). Activities in the area include coordination of agribusiness involvement in PRO-DAIRY, coordination of publicity, course scheduling support to teaching teams, monitoring performance against program goals, and evaluation of the program within the area. Provide statewide leadership for selected program development activities based on comparative strength of the individuals on the PRO-DAIRY staff.

Minimum Qualifications: Masters degree with subject matter strength in farm business management, dairy science or field crops production. 4yrs. of professional work experience in agricultural extension, or related field. Coursework in adult education desirable. **Salary:** Commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

PA#22 4-H Youth Development Program Leader
Locations: Putnam County, Brewster, NY
Posting Date: 6/25/92

Provide professional leadership in planning, implementing, teaching and evaluating the 4-h Youth Development Program. Major programs include, but are not limited to, the following issue areas: strengthening individuals, families, and communities; developing human potential; and enhancing the environment. Provide leadership for quality educational programs based on a program development system which includes representatives of diverse community groups and ensure an integrative youth program that reflects changing needs and emerging priorities. Participate as an active member of the program management team including effective management of resources. **Minimum Qualifications:** Bachelors degree in natural resources, human development, sociology, communications, education or in a related field with specialization appropriate to program area. Masters degree in an appropriate related discipline. 3yrs. of progressively responsible experience in Cooperative Extension or equivalent professional education experience in an academic human service, or industry setting. Coursework in education and management experience highly preferred. **Salary:** \$30,800, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

PA# 23 Farm Business Management
Locations: Wyoming County, Warsaw, NY
Posting Date: 6/25/92

Responsible for providing leadership in planning, implementing, and evaluating innovative farm business management education programs in Erie and Wyoming Counties for their Cornell Cooperative Extension Associations. Develop program objectives and goals in conjunction with association directors, programs leaders, program commit-

tees, multi-county committees and boards of directors. Provide educational programming to the commercial agriculture industry and related agri-businesses that will enhance the competitiveness and profitability of the industry and be environmentally sound. Work with faculty on applied research.

Minimum Qualifications: Masters degree in agriculture, business, or education. 1yr. of progressively responsible experience in Cooperative Extension or equivalent professional experience in education, academic or industry setting. Ability to define, conduct and interpret applied research/demonstration projects. Demonstrated ability to effectively participate in professional team efforts and to develop and conduct adult education programs. **Salary:** \$23,800, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14850.

PA#24 Agriculture
Location: Tioga County, Owego, NY
Posting Date: 6/25/92

Plan, implement, and evaluate educational programs in production agriculture and related 4-H youth development program needs for Cornell cooperative Extension of Tioga County. Develop program goals, objectives, and plans within assigned area of responsibility. Program areas include: small fruits and vegetables; direct marketing; pesticide application; agricultural districts; agriculture promotion; 4-H leader training; 4-H fruit and vegetable and livestock assistance; and coordination of consumer horticulture. Work as a team member in addressing local, regional, and statewide program priorities.

Minimum Qualifications: Bachelors degree and progress toward the acquisition of a masters degree appropriate to the responsibilities of the position which may include agriculture, Extension or adult education, or plant science. Applicants with a Bachelors should submit plan for obtaining masters degree in an agreed upon period of time. 3yrs. as a Cooperative Extension educator or equivalent professional experience in education in an academic, human service, or industry setting; or Masters degree with 1yr. relevant experience. **Salary:** \$21,500, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

PA#25 Executive Director, Environmental Management Council
Location: Dutchess County, Millbrook, NY
Posting Date: 6/25/92

Provide leadership in the planning, implementation, and evaluation of innovative environmental management/natural resource educational programs, including research and policy-making, in the areas of solid waste, land use, water resources and wetlands, and environmental education for members of the Environmental Management Council (EMC), Conservation Advisory Commissions (CAC), county and local officials, and the citizens of Dutchess County. Advise county and local governments on matters affecting the environmental quality of the county. Provide organizational assistance and leadership development to citizen volunteers servicing on CACs and EMC committees. Provide initiative in developing and implementing environmental management programs with the consultation and coordination of the Association Director, the EMC Executive Committee, the Community Resource Development and Program Leader committee and other committees as required.

Minimum Qualifications: Masters degree in the environmental sciences or related environmental management field and 1yr. of relevant experience combining the skills of education, outreach, research, and policy-making. Experience in Extension or related educational organization. **Salary:** \$26,500. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

PA#7A Human Ecology Program Leader
Location: Schenectady County, Schenectady, NY
Posting Date: 6/11/92

Responsible for providing in-depth program leadership for the planning, implementation, and evaluation of programs related to human ecology for the Cooperative Extension Association of Schenectady County. Supervise professional staff and serve as backup to the Association Director. Provide educational programming specifically in consumer economics/resource management. Participate as an active member of the Association program management team in developing a well-integrated overall Association educational effort and managing resources.

Minimum Qualifications: Masters degree and three years of progressively responsible experience in Cooperative Extension or equivalent professional education experience in an academic, human service, or industry setting. Management and supervisory experience highly preferred. Subject matter strength in consumer economics/resource management and coursework in education. **Salary:** \$35,000-\$38,000, commensurate with qualifications. Apply by June 18, 1992. Send letter of intent, resume and transcript(s) to: Staff Development and Recruitment, Box 26, Kennedy Hall, Cornell University, Ithaca, NY 14853.

Professional Temporary

Temporary Research Support Specialist (PT2504)
Design and Environmental Analysis
Posting Date: 6/25/92

Coordinate a project involving up to 5 separate research studies investigating how US, European and Japanese companies manage their space efficiently. Supervise research assistants. Act as liaison with research consortium members. Coordinate production of reports and newsletter. Assist in the development of research instruments and in data collection and analysis. Assist in preparation of final reports and presentations. Chance of full-time employment.

Requirements: MS or equivalent in facility planning and management. Strong background in behavioral and social sciences. Supervisory experience. Experience with MAC systems and software including word processing, Excel, StatView, MacDraw, and MacPaint. Experience with social science and environmental design research methods; survey design and analysis; data coding and entry; behavioral mapping techniques; and architectural plan analysis. Must have drivers license and be willing to travel. Must have people, writing and communication skills. Ability to work independently. Send cover letter and resume to Sam Weeks.

Research Support Specialist I (PT2405) HRI
Division of Nutritional Sciences-Statutory
Posting Date: 6/18/92

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data; and the preparing of the final report. **Requirements:** BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Temporary Programmer/Analyst (PT2201)
Materials Science Center
Posting Date: 6/4/92

Maintain and develop graphics and analysis tools in support to the IBM/Cornell Physics Joint Study.

Requirements: BS or equivalent in physics, computer science, etc. Unix, C, and X11 experience. C++, Motif, Physics background, A1X 3, IBM RS6000 and SGI GL Helpful. Send cover letter and resume to Sam Weeks.

Temporary Lab Information Systems Manager (PT2208)

Diagnostic Laboratory-Statutory
Posting Date: 6/4/92

Direct lab data management activities for the Vet Diagnostic Lab and its branch labs. Implement a rewrite of DL's Lab Informations Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

BOYCE THOMPSON INSTITUTE

Research Specialist
Plant Molecular Biology
Posting Date: 6/11/92

Conduct and support research in a plant molecular biology laboratory. Research projects will include the experimental analysis of RNA-binding proteins isolated from chloroplasts, and studies of chloroplast gene expression. The successful applicant will have experience in the manipulation of proteins and/or nucleic acids, and the ability to work independently. Some administrative duties will also be required.

Requirements: M.S. or B.S. in biology with 3-5yrs. experience in biochemistry/molecular biology or related fields. **Salary:** Commensurate with experience (approximately \$15,000-\$24,390) **Contact:** Anne Zientek, 607-254-1239

Research Assistant
Plant Protection Program
Posting Date: 6/18/92

Take responsibility for maintenance of insect colonies in support of research on the chemistry of plant-insect interactions. Assist in behavioral bioassays, extraction of plant material and subsequent isolation of active constituents. General laboratory and greenhouse duties will include glassware washing and cleaning of insect cages. Available July, 1992.

Requirements: Bachelors degree in biology or chemistry. Some experience in organic chemistry or biochemical techniques would be desirable. **Salary:** Commensurate with experience (Approximately \$14,000-\$16,000) **Contact:** Anne Zientek, 607-254-1239

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.

Technical Assistant GR16 (T2407)
Plant Pathology-Statutory
Minimum Biweekly Salary: \$511.68
Posting Date: 6/18/92

Work in the Cornell-Uihlein Seed Potato Farm at Lake Placid, NY. Provide technical Assistance in tissue culture lab and greenhouses. Assist with technical aspects of production of disease-free seed potato stocks to include greenhouse planting, watering and caring of greenhouse plants, planting and harvesting greenhouse field trials, cleaning and sterilizing glassware and making media. Duties also include buffer and stock preparation for laboratory plant health tests, assist in laboratory tests (e.g., serology) and participation in tissue culture multiplication of plants.

Requirements: High School diploma or equivalent. Careful work and attention to detail are required.

Technician GR18 (T2404)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92

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. Corse and laboratory class training in routine dairy product analyses (Kjeldhl, Mojonnier, Babcock.) Minimum 1 yr. related experience. Send cover letter and resume to Sam Weeks.

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 GR20 (T2309)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Provide technical assistance in rice DNA research. Isolate and digest DNA; and perform gel electrophoresis. Isolate, purify and characterize bacterial plasmids. Biochemically analyze plants. Edit manuscripts and reports. Perform computer data entry and information searches. Order supplies and maintain equipment. Supervise undergrad assistants.

Requirements: BS degree or equivalent with course work in chemistry, biology and microbiology. Extensive lab research experience with DNA. Familiar with general molecular biology and microbiology methods. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2306)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Provide technical assistance to faculty and research team involved in field of cutaneous immunopathology and cell biology; also responsible for purchase of supplies and maintenance of inventory and maintenance of laboratory equipment. Perform biochemical, cell culture, immunohistochemical and molecular biological techniques. Assist in planning, carrying out experiments and data analysis.

Requirements: BS degree or equivalent required. Knowledge of molecular biology techniques and protein chemistry. 1yr. experience in research laboratory and/or laboratory management. Cell culture and immunohistochemical work helpful. Send cover letter and resume to Sam Weeks.

Computer Batch Operator GR20 (T2307)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Operate computer batch stream at a large research centers computer facility. Control batch stream form computer console, manage backup library, and mount and dismount magnetic tapes. Perform related tasks as needed for the facility, including limited corrective action, checking trouble logs, etc. Implement cleaning and minor maintenance for tape drives and printers, computer terminals and other peripheral equipoment. Update computer documentation. 3rd shift.

Requirements: AAS degree or equivalent in computer related field. At least 6 months experience with computer batch operations. Knowledge of VMS and/or UNIX batch operations and command language. Knowledge of FORTRAN and/or other programming languages. Send cover letter and resume to Sam Weeks.

Technician GR21 (T2503)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/25/92

Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Maintain standard cell cultures. Includes Saturday and evening hours on a rotational basis.

Requirements: Bachelors in science or equivalent with an emphasis in bacteriology required. 1-3yrs. experience in a clinical setting desirable. Send cover letter and resume to Sam Weeks.

Technician GR22 (T2507)
Psychology-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92

Assume operation and supervision of the Infant Research Center. Plan and conduct research with human infants and analyze resulting data. Explain research experiments to parents and provide them with written summaries of experimental findings. Supervise 10+ undergrads conducting research. Participate in research seminar. Order and maintain supplies and equipment.

Requirements: BS or equivalent with strong interest in psychology. 2-4 yrs. related experience. Good supervisory, organizational and interpersonal skills. Must like working with infants. Experience with research is desirable. Send cover letter and resume to Sam Weeks.

Technician GR22 (T0408)
Veterinary Microbiology-JABIAH- Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 **Repost**

Provide technical cell biology and immunological support. Perform cell isolations from blood and tissue. Set up primary culture. Freeze and thaw cell. Perform cell hybridization and cloning and variety of immunological assays including immunofluorescence and ELISA. Schedule and design experiments from basic protocols. Compile, analyze and graph data. Keep records and maintain lab.

Requirements: B.S. degree or equivalent in cell biology, immunology or related field. 2-4 years related lab experience. A good working knowledge of standard lab procedures and the use of general lab equipment. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0407)
Veterinary Microbiology-JABIAH-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 **Repost**

Provide technical support for molecular biology and biochemical experiments support. Perform CDNA-RNA isolation, transformation, transection, northern and southern blotting, DNA sequencing, PCR, immunoprecipitation, SDS-PAGE and autoradiography. Maintain supplies and lab; and keep records and protocols. Assist with experimental planning. Discuss results.

Requirements: B.S. in biochemistry, biology, chemistry, molecular biology or equivalent. 2 - 4 years related lab experience. Some Computer experience helpful. Send cover letter and 2 resumes to Sam Weeks.

Technical Part-Time

Part-Time Technician GR18 (T2403)
Genetics & Development-Statutory
Minimum Full-Time Equivalent: \$542.89
Posting Date: 6/18/92

Assist laboratory coordinator for the Bio. Sci. 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.

Requirements: Associates degree or equivalent. 1yr previous laboratory experience helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

CISER Tape Manager GR21 (T2206)
CISER-Statutory
Minimum Full-Time Equivalent: \$615.42
Posting Date: 6/4/92

Implement, modify, maintain and use automated system to capture and provide information on the contents of magnetic tape files. Perform a number of computer operations related to data file management and distribution.

Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, programming languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to communicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary

Animal Technician GR18 (T2305)
Laboratory Animal Services-Statutory
Hiring Rate: \$6.00
Posting Date: 6/11/92

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: High School diploma or equivalent, Associates in Animal Science desired. Assistant certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Drivers license required. Send cover letter and 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, Microm), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

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

Submit a signed employment application and resume which will remain active for a period of four months. During this time, you will be considered for any appropriate openings for which you are competitively qualified. Requests for referral and/or cover letters are not accepted from external candidates unless specified in the ad.

Qualified applicants will be invited for a preliminary interview at our EHP office. If you are currently available for employment, you may want to consider temporary opportunities at the University. Please contact Karen Raponi at 255-2192 for details.

Searcher GR18 (C2512)
Searcher Department/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/25/92
Perform pre-order searching for all new serial requests. Check the online record or serials catalog for holdings and verify holdings in the stacks if necessary. Perform pre-catalog searching for new titles received in response to orders and changes of titles.
Requirements: High School Diploma or equivalent. Some college coursework preferred. 1-2yrs related experience. Good communications (oral and written) skills and interpersonal skills. Previous library experience helpful. Reading knowledge of one or more foreign languages. Micro-computer experience preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Accounts Assistant GR18 (C2509)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/25/92
Provide clerical support to properties management faculty and staff. Bookkeeping duties and computer entry (macintosh) associated with preparing weekly deposit. Enter payment information into computerized billing system using IBM AT. *Provide receptionist/clerical support to three quarterly sales personnel.* Medium typing.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs related experience. Working knowledge of Mac and IBM computers desirable. Ability to set priorities, work independently, and attention to detail required. General bookkeeping knowledge. This position requires working at two different locations. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

Secretary GR18 (C2410)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92
Provide secretarial support for faculty in the Biometrics Unit. Type technical manuscripts, course materials, and correspondence. Answer telephones; handle mail; photocopy; process orders for publications.
Requirements: High School diploma or equivalent. AAS degree or equivalent desirable. Minimum 1-2yrs related office experience. Familiarity with word processing, preferably on IBM PCs or Macs. Technical typing desirable (on-the-job training will be provided if necessary). Good interpersonal and organizational skills. Medium typing, accuracy important. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Office Assistant GR19 (C2513)
University Accounting-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92
Provide clerical and administrative support to accounts receivable department. Responsible for the establishment of receivable accounts, processing receivable invoices, and responding to customer inquiries. Involves working with billings from other Cornell departments. Accuracy and confidentiality key requirements.
Requirements: High School diploma or equivalent. Some college coursework in business preferred. Experience with standard business machines, calculator, computer terminals. 1-2 years accounts receivable experience preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Secretary GR19 (C2508)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92
Provide administrative and secretarial support for four faculty members. High level of confidentiality essential, requiring independent judgement and decision making. Medium typing.
Requirements: High School diploma or equivalent required. Some college coursework in secretarial or business science preferred. 1-2 yrs related experience. Knowledge of IBM software including Word Perfect 5.1, Lotus123 and Harvard Graphics. Good interpersonal skills necessary. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

Collection Representative GR19 (C2503)
Bursar-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92
Perform duties involved in collection of delinquent student accounts receivable and student loan. Involves telephone contact and written communication with former students to arrange for debt repayment. Regular, full-time, Monday 12:30pm to 9:00pm. Tues.-Fri 8:00am to 4:30pm.
Requirements: High School diploma or equivalent. Some college course work preferred. Ability to deal with sensitive issues in a professional manner. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR19 (C2502)
Slavic and East European Studies Program-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92
Responsible for daily operations of the Slavic and East European studies program. Coordinate and arrange program events, visitors, meetings, and conference; serve as contact person for information source/referral; special projects and assigned. Medium typing.
Requirements: High School diploma or equivalent. Some college coursework preferred. Related office experience (1-2 years). IBM computer skills (Word Perfect 5.1, Q&A data base). Some accounting skills and working knowledge of Cornell endowed accounting system helpful. Excellent interpersonal and organizational skill needed. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR19 (C2505)
Graduate School-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92
Provide receptionist support; coordinate outside fellowship information; type correspondence; general office duties.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Excellent typing skills. Thoroughness and attention to details essential. Strong organizational, interpersonal and communication skills. Ability to work under pressure and independently. Knowledge of Microsoft Word and Excel on the Mac required. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Secretary GR19 (C1405)
Modern Languages and Linguistics-Endowed
Minimum Biweekly Salary: \$566.28

Posting Date: 6/11/92 Repost
Provide administrative and secretarial support for the faculty and staff of the full year Asian language concentration (FALCON) program, East Asian language courses, and special summer program offerings. Liaison for continuing communication with other departments, programs, and students. Responsible for maintenance of program records. Provide support services in the DMLL main office.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related office experience. Excellent interpersonal and organizational skills. Ability to interact with people from different cultures, independently and under pressure. Knowledge of Macintosh computer programs essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2501)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/25/92
Provide administrative and secretarial support for the Director of Leadership Gifts. Assist in preparing and coordinating all correspondence for presidential letters. Schedule and assist in coordinating arrangements for the Campus Visit program. Assist in preparing briefing materials and in management of budget responsibilities. Schedule appointments and make travel arrangements.
Requirements: Associate's degree or the equivalent in education, experience and training 2-3 yrs related experience. Knowledge of Macintosh PC, ability to work with computer inquiry programs. Excellent typing, proofreading and organizational skills. Ability to prioritize assignments, work under pressure and maintain a high degree of confidentiality. Good communication skills. Knowledge of Cornell desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Administrative Aide GR20 (C2201)
East Asia Program-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/4/92
AAS degree or equivalent required. 2-3 yrs. related experience. Strong interpersonal, communication and organizational skills; ability to communicate effectively with faculty and students. Ability to work under pressure. Knowledge of IBM systems and WordPerfect program a must. Experience with database management (Q and A in particular) desirable. General knowledge of Cornell accounting. Proofreading skills essential. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR21 (C2406)
Veterinary Administration-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/18/92
Responsible to the assistant dean for administration for office management (including reception, scheduling, and general clerical and secretarial assistance) and special projects. Manage annual operating budgets and discretionary funds for the deans office. Provide expertise in implementation and use of networked systems and software. Work closely with, and provide necessary backup for, two other administrative aides reporting respectively to the dean and associate dean. General direction is received; independent decision making is required.
Requirements: Associate degree or equivalent. 2-3yrs related experience. Strong communication (oral & written). Proficiency in using IBM compatible personal computers for word-processing, data base management and spreadsheet analyses. Ability to establish and accomplish priorities. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employee should include employee transfer application.

Accounts Coordinator GR21 (C2206)
Cornell University Press-Endowed
Minimum Biweekly Salary: \$615.42)
Posting Date: 6/4/92
Under supervision form the chief financial officer, coordinate the timely processing of all department payables, payroll, and miscellaneous deposit activity. Post to the general ledger, and the maintain of all related files, equipment, and documentation.
Requirements: Associates degree in accounting or equivalent combination of education/experience required. 2-3yrs. general, cost, or fund accounting. Knowledge of Cornell financial/payroll systems and/or publishing business operations. Familiarity with P.C. spreadsheet (Lotus, Quattro) and word processing applications. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Draper/Cutter GR22 (C2514)
Theatre Arts-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92
Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (Seasonal mid-August to mid-May)
Requirements: BA in theatre or costume technology or equivalent required. 2-4yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR22 (C2202)
Center for the Environment-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92
Provide primary and backup support in managing human resource function of Center for the Environment. Establish and maintain systems for managing large flow of diverse information which comes to Center for the Environment. Provide support to Director.
Requirements: AAS degree or equivalent in secretarial science. 3-4yrs. experience in busy office environment handling a variety of assignments. Excellent organizational skills, good writing/communication skills. Word processing, especially MicroSoft Word on Macintosh. Familiarity with databases helpful. Ability to exercise discretion essential. Must be able to communicate with senior officials with diplomacy. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Coordinator GR24 (C2510)
University Accounting
Minimum Biweekly Salary: \$701.22
Posting Date: 6/25/92
Monitoring and reporting the financial activity on sponsored grants and contracts in compliance with agencies guidelines. Advise and assist university departments in the financial administration of sponsored agreements. Establish accounts, monitor expenditures and prepare monthly, quarterly and annual reports as required.
Requirements: Associate degree in accounting or equivalent education and experience required. Bachelor degree desired. 5yrs. university experience desirable, knowledge of LOTUS 123. Excellent communication (written and verbal) skills are essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Off-Campus

Secretary GR20 (C2511)
Public Affairs Regional Office/Metro NY Regional Office-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/25/92
Provide secretarial and administrative support to the professional staff of the Metropolitan New York Regional Office. This support includes implementing office policies and procedures and carrying out duties related to financial operations. Monday-Friday, 35hrs./week.
Requirements: Associates degree or equivalent. Minimum 2yrs. secretarial experience. Excellent communication skills. Experience with Macintosh computers a must. Ability to work in a complex active environment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Administrative Aide GR20 (C2507)
ILR Extension and Public Service, Albany-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/25/92
Assisting and making recommendations to exempt staff concerning program design, development, marketing and delivery for noncredit programs. Set-up, coordinate and manage conferences and workshops. Manage noncredit mailings with mailing houses. Identify and make recommendations for purchase of, and then purchase mailing lists. Write and layout brochures, flyers and promotional materials for review by program managers. Manage finances and budgets associated with noncredit programs. 9-5, Monday-Friday.
Requirements: AS degree or equivalent. 2-3yrs. related experience required. Demonstrated ability to work on and manage projects under general supervision. Marketing experience at an academic institution is a plus. Ability to use Macintosh computers-Microsoft Word, Pagemaker is required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time

Office Assistant GR17 (C2504)
Campus Services/Materials Management-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 6/25/92
Serve as back up for all office assistant GR17 and GR18 functions within Campus mail Services. Provide a full range of US International and Campus Mail Services, process UPS shipments, sort US and campus mail and maintain a microfiche billing and distribution system.
Requirements: High School diploma or equivalent. 6 months-1yr related experience. Customer service experience and excellent communication skills are required. Knowledge of US Postal rules and regulations and other domestic and international mail preferred. Ability to operate mailing and computer equipment desired. Knowledge of Cornell campus. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Assistant GR17 (C1916)
East Asia Program-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 5/14/92
Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.
Requirements: High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

FarmNet Operator GR18 (C2506)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 6/25/92
Provide farm families with support using the 800# information, referral, consulting system. Support in areas of emotional, legal financial and family issues. Until 3/31/93, contingent upon continued funding. Days and hours negotiable.
Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Strong listening and interpersonal skills. Familiarity with farming and farm families necessary. Familiarity with Cornell Cooperative Extension very desirable. Computer WP 5.1 experience a must. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Program Aide GR21 (C2304)
Athletics-Endowed
Minimum Full-time Equivalent: \$615.42
Posting Date: 6/11/92
Implement operating plan for checking out and checking in of outdoor education coursegear, equipment rentals and sales to Cornell community. Outdoor equipment purchase, repair schedule and maintain 4 departmental vans. Train instructors in van use. Supervise part-time temp student staff at equipment counter. Instruct advanced Outdoor Education courses. 10 month position, 30hrs./week, hours to be determined.
Requirements: Associates degree or equivalent. 1 or more yrs. conducting Outdoor Education courses. Current Wilderness 1st Aid and CPR. Valid NYS drivers license with good driving record. Extensive experience in outdoor equipment use such as camp stores, back packs, canoes, etc; selection and maintenance. Demonstrated organizational skills to keep track of issued gear and maintain complex van schedule. Basic knowledge of vehicle repair and maintenance. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Professionals Temporary

Temporary Part-time Secretary (\$2407)
Center for Advanced Human Resource Studies
Posting Date: 6/25/92
Provide support for the associate director of the center (CAHRS) for the international and executive development programs and conference planning. Handle program marketing procedures, mailing lists, program registration and arrangements, materials preparation, correspondence, travel arrangements and phone contact with corporate executives, both domestic and foreign. Six-month position to begin July 1. 10 hrs/week flexible; willingness to work longer during pre-program "crunch periods".
Requirements: Proficient with IBM PC (WordPerfect 5.0 and DBase III Plus) and quick study at other programs (Professional File, Meeting Pro). Ability to work independently. Good secretarial skills, accuracy and efficiency essential. Excellent organizational and communication skills. Experience with Mac helpful but not required. Send cover letter and resume to

Karen Raponi, Staffing Services, East Hill Plaza #2.

Office Systems Specialist GR21 (\$2405)
School of Continuing Education & Summer Sessions-Statutory
Hiring Rate: \$8.25
Posting Date: 6/18/92
Provide hardware/software support and management. Provide front line personal computer consulting (IBM, MAC, Netware, DOS, OS/2). Diagnose, repair, or coordinate repair of hardware. Relocate computers as necessary and maintain inventory records for all hardware and software. Position begins July 6, 1992 until 3/93.
Requirements: A.A.S. or equivalent in computing or related field. 2-3 yrs experience required. Knowledge of personal computers and local area networks. Experience with WordPerfect, Lotus, and Pegasus E-Mail. Excellent organizational and communication skills. Must be able to lift 50 pounds. Must have own vehicle.

Distribution Assistant (\$2402)
Agric. & Bio Eng-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92
Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing, Assist in marketing and other office duties. Answer phone, Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6 month position.
Requirements: Familiarity with Mac computer. Able to lift 40 pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

Cashier/Data Entry (S1107)
Ornithology
Casual Appointment
Posting Date: 6/18/92 Repost
The Crows Nest Birding shop is seeking an individual to perform data entry and cashiering duties. Answer phones. Must be very customer service oriented. Please send cover letter and resume to Karen Raponi, Staffing Services, EHP #2. Hours are Saturday and Sunday 10am-4pm. Monday 7pm-9pm. Other weekday hours as needed.

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.

Custodian SO02 (G2302)
Buildings Care-Endowed
Hiring Rate: \$6.55
Posting Date: 6/25/92
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area.
Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment; lift 50 pounds and climb an 6 foot ladder. Hours: Monday-Thursday 6:00am-2:30pm, Friday 6:00am-1:30pm. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2

GENERAL SERVICE TEMPORARY

Temporary Building Coordinator (\$2301)
Olin Library
Posting Date: 6/18/92
Function as the Building Coordinator for Kroch Library and support the library's Project Coordinator in relocation and renovation projects for Olin and Kroch Libraries. Act as liaison between Kroch Library and a number of university departments. Provide consistent on-site inspection of all external contracted work and report daily progress and performance to the Project Coordinator.
Requirements: AAS degree or equivalent combination of education and related work experience. 3-4 yrs. in building maintenance or construction. Able to interpret basic architectural, electrical and mechanical drawings. Strong organizational, interpersonal and communication skills are essential. Knowledge of Macintosh is helpful. Position available immediately through October 31, 1992. Send application, resume, and cover letter to Karen Raponi, Staffing Services, East Hill Plaza #2.

Temp Laboratory Assistant
Plant Breeding (\$2001)
Ordering for a large laboratory which requires filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, gel electrophoresis. 20hrs/week.
Requirements: Science background preferred, lab experience desirable. Good organizational ability, math skills, and strong interpersonal skills are required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

EMPLOYMENT Cornell News

EDITOR: Nancy Doolittle

PAGE LAYOUT: Sandy Lee
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Mail subscriptions available US delivery first class mail at: \$12.00 for 3 months; \$18.00 for 6 months; or \$26.00 for 12 months. Make checks payable to: Staffing Services Subscription, 160 Day Hall, Cornell University, Ithaca, NY 14853.
It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or handicap. The university is committed to the maintenance of affirmative-action programs that will assure the continuation of such equality of opportunity. Sexual harassment is an act of discrimination and, as such, will not be tolerated. Inquiries concerning the application of Title IX may be referred to Cornell's Title IX coordinator (coordinator of women's services) at the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801 (Telephone: 607-255-3976).
Cornell University is committed to assisting those persons with disabilities who have special needs. A brochure describing services for persons with disabilities may be obtained by writing to the Office of Equal Opportunity, Cornell University, 234 Day Hall, Ithaca, NY 14853-2801. Other questions or requests for special assistance may also be directed to that office.

CORNELL Employment News

Volume 4 Number 26 July 2, 1992

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Human Resources

Life Insurance Premiums Adjust for Age Effective 7/1/92

If you are currently purchasing supplemental and/or dependent coverage through the Cornell Group Life Insurance Plan, the premium deducted from your paycheck is based on your salary and age. Your coverage level and the premium deducted from your paycheck change immediately whenever a salary adjustment occurs; however, age-related changes take place only once a year, on July 1.

Effective with the first paycheck following July 1, the cost of supplemental and dependent life insurance coverage automatically increases for employees who have moved into the next age group during the previous year (7/1/91 - 6/30/92). This year, the 7/9/92 exempt and the 7/16/92 nonexempt paycheck will reflect age-related changes to premiums.

The chart belows shows the current biweekly cost, by age group, of supplemental and dependent group life coverage:

Cornell Group Life Insurance Cost

Supplemental Coverage

| Employee's Age Group | Biweekly Rate Per \$1,000 |
|----------------------|---------------------------|
| Under age 35 | .02 |
| 35 - 39 | .04 |
| 40 - 44 | .04 |
| 45 - 49 | .07 |
| 50 - 54 | .12 |
| 55 - 59 | .21 |
| 60 - 64 | .22 |
| 65 - 69 | .30 |
| 70 - 74 | .42 |
| 75 and over | .48 |

Dependent Coverage

| Employee's Age Group | Biweekly Rate |
|----------------------|---------------|
| Under age 35 | 1.36 |
| 35 - 49 | 2.63 |
| 50 and over | 7.40 |

EXAMPLE: Tom currently has two times his salary (or \$40,000) in supplemental life insurance coverage. On March 5, 1992, he turned 35. Effective 7/1/92, Tom's deduction for supplemental coverage will increase from \$.02 per \$1,000 in coverage (\$.80 per pay period) to \$.04 per \$1,000 in coverage (\$1.60 per pay period).

If Tom was covering his spouse and/or children under the plan, his deduction for dependent coverage would also increase from \$1.36 to \$2.63 per pay period.

The premiums for life insurance coverage are also subject to change each time the insurance company administering the program renews the contractual agreement. Cornell's current contract with Equitable renews September 1, this year so it is possible that rates may adjust in September. CEN will publish updates as contract negotiations progress.

If you have any questions regarding your life insurance premium deduction, please contact Employee Benefits, 130 Day Hall, 255-3936.

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.

Marketing Manager (PA2602)

University Press-Endowed

Posting Date: 7/2/92

Direct marketing program of Cornell University Press including domestic and international sales to wholesale and retail accounts, advertising, direct mail, and promotion programs. Manage a staff of 9 professionals and participate in Press management group.

Requirements: Bachelors degree or equivalent required. Minimum 5yrs. experience in publishing marketing and/or sales. Managerial experience required. Send cover letter and resume to Cynthia Smithbower.

Audit Manager (PA2503) HRIII

University Audit Office-Endowed

Posting Date: 6/25/92

Plan, supervise, monitor and execute financial and operation audits of university's central administration and operating units.

Requirements: BS in accounting or business management. CPA required. MBA preferred. 4-7 yrs. audit or business related experience. Minimum 1 yr. supervisory experience. Send cover letter and resume to Cynthia Smithbower.

Computer Operations Manager III (PT2308) Level 37

Library Technology Department/Cornell University Library-Endowed

Posting Date: 6/11/92

Under the general direction of the director of library technology, manage the online operations unit of the library technology department. Supervise 3 regular staff and several student assistants. Administer the library's NOTIS system. (NOTIS is an integrated library management system which includes a database of more than 25 million bibliographic records and related indexes; and manages acquisitions, cataloging, fund accounting, circulation and online public catalog

operations.)

Requirements: Bachelors degree or equivalent in computer, information or library science. Advanced degree desirable. 5-7yrs. of overall experience including 2yrs. of managerial work. Experience in a library or information center desirable. Excellent interpersonal and communication skills. Demonstrated managerial skills and experience with project administration and systems operation. Send cover letter and resume to Sam Weeks.

Technical Specialist (PT2607,PT2608) Level 36

Theory Center-Endowed

Posting Date: 7/2/92

Provide top-level internal technical support and guidance to other technical staff for high-performance UNIX. Provide technical leadership in specifying designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems at the Theory Center.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5 yrs. experience in operating systems and maintenance support, programming languages, high-performance computing techniques and procedures. Significant experience with UNIX operating systems and computer systems. Knowledge of C programs language, UNIX utilities and system calls is essential. Knowledge of UNIX kernel internals highly desirable. Familiarity with other large-scale operating systems and computer environment useful. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Specialist I (PT2606) Level 36

Theory Center-Endowed

Posting Date: 7/2/92

Provide top-level internal technical support and guidance to Theory Center technical staff for the VM operating system. Provide technical leadership in specifying, designing, implementing, maintaining and documenting functional enhancements to high-performance computing systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and UNIX utilities is desirable. Familiarity with other large-scale operating systems and computer environments useful. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam weeks.

Senior Systems Programmer (PT2604,PT2605) Level 35

Theory Center-Endowed

Posting Date: 7/2/92

Provide technical support for various Theory Center high-performance computing systems and their operating systems and major sub-systems (e.g. high-speed connectivity and networking sub-systems, etc). Specify, design, implement, document and maintain necessary functional enhancements to these systems.

Requirements: BS in computer science or equivalent combination of education and experience required. MS preferred. 4-5yrs. experience in operating systems maintenance and support, programming languages and high-performance computing techniques and procedures. Significant experience with UNIX utilities and system calls essential. Familiarity with other operating systems and computing environments, including supercomputing, mainframes, and high-performance workstations highly desirable. Strong communication, interpersonal and organizational skills. Send cover letter and resume to Sam Weeks.

Senior Technical Consultant (PT2303) Level 35

Theory Center-Endowed

Posting Date: 6/11/92

Provide visualization support for a broad range of scientific projects with a specific emphasis on chemistry. Support graphics applications running on Cornell Theory Center machines which are interfaced to workstations on local or national computer networks.

Requirements: M.S. or equivalent in chemistry or related field. 3-5yrs. experience in computer graphics and/or science visualization. Experience with graphics software and hardware in a science environment. Ability to develop graphics program using C and Fortran; and UNIX operating systems. Experience with SGI GL. Parallel program experience desirable. Familiarity with video technology and animation. Strong communication, interpersonal, organizational and planning skills. Send cover letter and resume to Sam Weeks.

Systems Programmer (PT2602) Level 34

Theory Center-Endowed

Posting Date: 7/2/92

Provide full range of technical support in the development, installation, maintenance and evaluation of highly specialized and complex scientific applications software on parallel and other architectures.

Requirements: BS in computer science or a scientific discipline; advanced degree desirable. 3-5yrs. FORTAN and C programming experience in a scientific computing environment. Familiarity with UNIX operating sys-

tem fundamentals. Knowledge of systems control languages. Strong communication, interpersonal, and organizational skills. Send cover letter and resume to Sam Weeks.

Technical Consultant III (PT2402) Level 34

CIT/Network Resources-Endowed

Posting Date: 6/18/92

Perform activities that support the network environment technologies. Analyze requirements, perform technology evaluations, assist in defining service and technology products. Advise departmental clients on implementation of Local Area Networks. Perform analysis and design for standard and custom implementations. Coordinate a variety of projects.

Requirements: BS or equivalent with some computer science courses. 2-5yrs. of experience in computing and computer networking with some experience in LAN administration or design and implementation. Advanced communication skills with the ability to communicate ideas and plans effectively. Send cover letter and resume to Sam Weeks.

Head Volleyball Coach (PA2604) HRII

Athletics-Endowed

Posting Date: 7/2/92

Responsible for the planning and execution of the womens intercollegiate volleyball program. Coaching, recruiting, administration, instruction of physical education classes. Other duties as assigned by Associate Director.

Requirements: Bachelors degree, advanced degree work preferred. Proven success in coaching, recruiting and working with student-athletes. Send cover letter and resume to Cynthia Smithbower.

Director of Marketing (PA2502) HRII

Statler Hotel-Endowed

Posting Date: 6/25/92

Responsible for the generation of revenue (guest room, food/beverage, conference). Develop the annual marketing plan. Supervise a staff of 4 managers and 2 support staff. Reports to the general manager, Statler Hotel. Flexible nights and weekends.

Requirements: Bachelors degree or equivalent in business or related field required. 3-5yrs. hotel sales experience. Excellent supervisory, communication and public relations skills. Proven expertise in budgeting, planning and forecasting. Send cover letter and resume to Cynthia Smithbower.

Director of Records (PC2310) HRII

Graduate School-Endowed

Posting Date: 6/11/92

Responsible for all aspects of management of the

Graduate Records office: the interpretation of Graduate and University legislation regarding student status, degree requirements, etc.; the maintenance, accuracy and security of the permanent records of all students enrolled in the Graduate School and with monitoring and verifying their status and progress toward the satisfaction of requirements of the specific advanced degree programs; the distribution of information regarding fields of study and programs available in the Graduate School to faculty and students and for coordination of policies with other office; the development of the Graduate School Information System; and supervision of a permanent staff of four (the Degree Coordinator, the Information Receptionist and two records Assistants).

Requirements: Bachelors degree required, graduate degree preferred. 3-5yrs. related experience. Knowledge on all aspects of graduate programs essential. Able to interact with sensitivity to students and faculty. Must have experience with academic administrative databases, both mainframe and microcomputers, and will serve as responsible department systems administrator. Must be flexible and innovative in developing solutions for particular problems, and be capable of designing procedures to improve efficiency and effectiveness within the Records Office. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Administrative Supervisor II (PA2601) HRI
CIT/Network Resources-Endowed
Posting Date: 7/2/92**

Perform, supervise and direct work related to the business and administrative operations of the communications enterprise. Related activities include: billing and accounts payable, inventory management, procurement of parts and supplies for communications services, enterprise accounting, rate and customer pricing development, and staff supervision.

Requirements: Bachelors degree or equivalent required. Minimum 2-3yrs. administrative/accounting supervisory responsibility in a technical environment. Excellent verbal and written communication skills, fund accounting/budget experience required. Knowledge of Cornell accounting system preferred. Send cover letter and resume to Cynthia Smithbower.

**Accounting Supervisor (PC2606) HRI
Administrative Operations/CUL-Endowed
Posting Date: 7/2/92**

Serve as an accounting supervisor in the central accounting office of the library system. Supervise 2 GR20 accounts assistants and 1 GR19 accounts assistant. Responsible for operations of the office including: analysis of accounting data, maintenance of all designated, general purpose and restricted accounts, and daily office procedures and processes. Provide analytical support for budgeting and planning under direction of the accounting manager.

Requirements: Associates degree in accounting, 3-5yrs. accounting related experience, 2-3yrs. supervisory experience. Bachelors degree with 2-3yrs. related experience preferred. Knowledge of Cornells accounting system preferred. Excellent organizational, communication (oral and written), and interpersonal skills. Ability to handle confidential, sensitive information and situations. Familiarity with IBM/PC applications such as Lotus 1-2-3, FoxBase and wordprocessing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Executive Staff Assistant (PC2614) HRI
Controller-Endowed
Posting Date: 7/2/92**

Provide with minimal supervision, administrative support for the controller. Requires working independently with a high level of confidentiality. Also requires on going coordination with staff of accounting, both endowed and statutory; bursars, cost analysis, and payroll department. Supervision of 2 controller office support staff.

Requirements: B.A. or equivalent experience required. Minimum of 2-3yrs. administrative and/or executive secretarial experience required. Managerial, organizational and communication (written and oral) skills essential. Knowledge of Macintosh computer and programs for word data processing/spreadsheets required. Knowledge of Cornell university preferred. Bookkeeping/budgeting experience helpful. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employee should include employee transfer application.

PA#19 Director-Empire State Food and Agricultural Leadership Institute (Lead-NY)

Locations: Cornell University, Ithaca, NY
Posting Date: 6/25/92

Cornell University and Cornell Cooperative Extension are seeking to fill the position of Director of Cornells Empire State Food and Agricultural Leadership Institute (LEAD-NY). The Institutes mission is to develop effective, action-oriented, knowledgeable and ethical leaders who can shape the future of New York communities, its food and agricultural industry, the state and nation. LEAD-NY is a 2yr. program consisting of 53 days of seminars, workshops and field experience. The curriculum emphasizes characteristics of the food and agricultural industry and the forces and interrelationships affecting it. Workshops focus on policy-making processes at local, state, and national levels and the development of a full array of communications and leadership skills. The Institutes Director is a member of Cornell Universitys college of Agriculture and Life Sciences Administrative team. She/he has full responsibility to ensure that an effective curriculum is developed, implemented, and succeeds in developing effective leaders for the food and agricultural industry. The director works with a board, composed of representatives from the industry to administer the institute, to raise funds in support of the program and to recruit and select a class of 30 for each 2yr. program. A program committee of Cornell University faculty and members of the Board of Directors works with the Director to develop the curriculum and identify resource persons to participate as speakers and instructors.

Minimum Qualifications: Advanced degree in an appropriate discipline plus significant relevant experience. Candidates without advanced degrees will be considered if they have outstanding administrative, organizational, writing and interpersonal communication skills. Apply by July 1, 1992. **Starting Date:** September 1, 1992 or as soon as possible thereafter. **Salary:** Commensurate with qualifications. **Application:** Send letter of application, resume/curriculum vitae and the names and addresses of three (3) persons who may be contacted as references to: R. David Smith, Associate Director, Box 26 Kennedy Hall, Cornell University, Ithaca, NY 14853.

**Reunion Assistant (PA2501) HRI
Alumni Affairs-Endowed
Posting Date: 6/25/92**

Reports to the associate director of class programs and assists with all aspects of reunion planning and implementation.

Requirements: Bachelors degree or equivalent required. 1yr. related experience. Strong organizational, interpersonal and communication (oral and written) skills. Must be able to work with and direct volunteer efforts; knowledge of Apple Macintosh com-

puter. Some weekends and travel. Send cover letter and resume to Cynthia Smithbower.

**Pipe Shop Trades Supervisor (PG2402) HRI
Maintenance and Service Operations-Endowed
Posting Date: 6/18/92**

Supervise the Maintenance and Service Operations Pipe Shop which includes weldors, steam fitters, and plumbers who perform work on water, sewer, and steam systems on the Cornell campus.

Requirements: Must have completed and apprentice program. Must be a registered plumber with the city of Ithaca and must maintain a valid NYS drivers license. Must have 7yrs. experience in the plumbing field. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Research Support Specialist I (PT2401) HRI
National Nanofabrication Facility-Endowed
Posting Date: 6/18/92**

The Nation Nanofabrication Facility (NNF) provides advanced microfabrication capabilities to Cornell, other universities, industry and federal labs. The NNF needs a Photolithography Engineer to operate and maintain photolithography instruments. Train and work with users in the use of lithography and thin film techniques in novel microfabrication projects.

Requirements: BS or equivalent in physical science or engineering. Hands-on experimental skills required, including repair and maintenance of vacuum, electronic, and/or optical instrumentation. Ability to work safely and confidently with chemicals. Experience with computer systems and computer aided design highly desirable. Experience and aptitude with computer controlled instrumentation or electron microscopy highly desirable. Send cover letter and resume to Sam Weeks.

**Publications Coordinator (PC2408) HRI
Division of Nutritional Sciences/CFNPP-Statutory
Posting Date: 6/18/92**

Assume responsibility for overseeing and implementing CFNPP publications effort in conjunction with Program Director and Program Administrator. Responsible for editing, publication, and dissemination of research monographs, working papers, reprints, program brochure, program annual report, and assorted marketing materials. 1yr. term. Appointment continuation contingent upon funding.

Requirements: BA or equivalent in journalism, english, art design or related subject necessary. MA preferred. Familiarity with IBM compatible systems necessary. Experience in desktop publishing, editing, and management required. Experience in marketing and information dissemination helpful. Understanding of issues faced by developing countries, particularly in the areas of household living standards, food and nutrition, government policy, and/or international economics extremely helpful. Ability to master complex scholarly material pertaining to these subjects essential. Strong organizational and communication skills, a keen eye for detail, ability to take initiative, work independently, juggle conflicting priorities, work well under pressure, adhere to rigid deadlines and work as a team player required. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Manager of Systems Department (PT2406) HRI
Office of the Bursar-Endowed
Posting Date: 6/18/92**

Provide systems development and administration for the Office of the Bursar. Manage the System Department which operates several mainframe applications including: student finance, Cornell card, loan management, and Cornell installment plan systems. Maintain and administer a microcomputer local area network. Introduce and implement new technologies to enhance office operation. Maintain systems documentation and security. Coordinate production schedules. Assure that reconciliations are timely and correct. Supervise Systems Department Staff. Provide training for staff and external users. Assist the Bursar and Associate Bursar in operating the office.

Requirements: BS degree or equivalent in computer science or business. 2-3 yrs experience with mainframe and Mac computers. Experience in business operations and problem solving. Excellent communication and supervisory skills. Send cover letter and resume to Sam Weeks.

**Program Coordinator (PA2404) HRI
School of Continuing Education and Summer Sessions-Endowed
Posting Date: 6/18/92**

Coordinate and oversee the administration of year-round professional and other short courses, field study programs, and summer special programs offered through Cornell's School of Continuing Education and Summer Sessions. Plan, Schedule, and monitor all logistical aspects of programs.

Requirements: Bachelor's degree or equivalent necessary; masters degree desirable. Requires management level experience that includes developing detailed logistical systems and supervising staff in those duties. Strong interpersonal and planning skills essential. Send cover letter and resume to Cynthia Smithbower.

**Applications Programmer II (PT2205) HRI
Section of Ecology and Systematics-Statutory
Posting Date: 6/4/92**

Design and code (in C++) the porting of an existing DOS-based database application to UNIX, Windows, or Macintosh for the MUSE Project. Provide programming documentation. Provide fixes for system bugs.

Requirements: BA or equivalent experience in computer science required. Minimum of 2-3yrs. of C and C++ programming experience. Requires experience programming user interfaces on at least two of the following platforms: DOS, UNIX, Macintosh, Windows. Database programming experience desirable. Send cover letter and resume to Sam Weeks.

Professional Off-Campus

**Assistant Regional Director (PA2603) HRI
Public Affairs Western Regional Office/Solano Beach, CA-Endowed
Posting Date: 7/2/92**

Works under the direction and supervision of the director of the western regional office to assure the implementation in the region of the university's development, alumni affairs, and admissions programs. The admissions component of this position is to direct recruitment efforts in the seven-state western region and to perform other admissions duties as assigned.

Requirements: Bachelors degree or equivalent required, preferably from Cornell University. 1-2yrs. experience at Cornell University in Public Affairs, Development, or alumni affairs highly preferred. Excellent communication skills and an understanding and commitment to volunteerism. Send cover letter and resume to Cynthia Smithbower.

**PA#26 Agriculture-Dairy
Location: Onondaga County, Syracuse, NY
Posting Date: 6/25/92**

As part of a six member tri-county dairy farm management team plan, organize, conduct and evaluate educational programs in dairy science in Onondaga, Cayuga, and Oswego counties. Cooperate with agents in Madison, Oneida, and Herkimer counties to contribute dairy science technical assistance when appropriate. Provide educational assistance and maintain a liaison with agriculture-oriented groups and organizations. Develop programs in one or more issue-focused programs of the association related to dairy farming. Work as a team member in addressing local, multi-county, and statewide programming priorities.

Minimum Qualifications: Bachelors degree in agriculture with a major in dairy science and a written commitment, including timetable, to obtain a Masters degree appropriate to the responsibilities of the position plus 3 yrs experience in Cooperative Extension or related field OR a Masters degree in dairy science with 1yr. relevant experience. Coursework in farm business management, agriculture economics, and adult education desirable. **Salary:** \$26,000, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

**PA#21 Extension Associate Pro-Dairy Specialist
Location: Steuben County, Bath, NY
Posting Date: 6/25/92**

Provide leadership in the development of the PRO-DAIRY program and its implementation in southwestern New York State (Steuben, Allegany, Chautauqua, Cattaraugus, Erie and Wyoming counties). Activities in the area include coordination of agribusiness involvement in PRO-DAIRY, coordination of publicity, course scheduling support to teaching teams, monitoring performance against program goals, and evaluation of the program within the area. Provide statewide leadership for selected program development activities based on comparative strength of the individuals on the PRO-DAIRY staff.

Minimum Qualifications: Masters degree with subject matter strength in farm business management, dairy science or field crops production. 4yrs. of professional work experience in agricultural extension, or related field. Coursework in adult education desirable. **Salary:** Commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

**PA#22 4-H Youth Development Program Leader
Locations: Putnam County, Brewster, NY
Posting Date: 6/25/92**

Provide professional leadership in planning, implementing, teaching and evaluating the 4-h Youth Development Program. Major programs include, but are not limited to, the following issue areas: strengthening individuals, families, and communities; developing human potential; and enhancing the environment. Provide leadership for quality educational programs based on a program development system which includes representatives of diverse community groups and ensure an integrative youth program that reflects changing needs and emerging priorities. Participate as an active member of the program management team including effective management of resources. **Minimum Qualifications:** Bachelors degree in natural resources, human development, sociology, communications, education or in a related field with specialization appropriate to program area. Masters degree in an appropriate related discipline. 3yrs. of progressively responsible experience in Cooperative Extension or equivalent professional education experience in an academic human service, or industry setting. Coursework in education and management experience highly preferred. **Salary:** \$30,800, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

**PA# 23 Farm Business Management
Locations: Wyoming County, Warsaw, NY
Posting Date: 6/25/92**

Responsible for providing leadership in planning, implementing, and evaluating innovative farm business management education programs in Erie and Wyoming Counties for their Cornell Cooperative Extension Associations. Develop program objectives and goals in conjunction with association directors, programs leaders, program committees, multi-county committees and boards of directors. Provide educational programming to the commercial agriculture industry and related agribusinesses that will enhance the competitiveness and profitability of the industry and be environmentally sound. Work with faculty on applied research.

Minimum Qualifications: Masters degree in agriculture, business, or education. 1yr. of progressively responsible experience in Cooperative Extension or equivalent professional experience in education, academic or industry setting. Ability to define, conduct and interpret applied research/demonstration projects. Demonstrated ability to effectively participate in professional team efforts and to develop and conduct adult education programs. **Salary:** \$23,800, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14850.

**PA#24 Agriculture
Location: Tioga County, Owego, NY
Posting Date: 6/25/92**

Plan, implement, and evaluate educational programs in production agriculture and related 4-H youth development program needs for Cornell cooperative Extension of Tioga County. Develop program goals, objectives, and plans within assigned area of responsibility. Program areas include: small fruits and vegetables; direct marketing; pesticide application; agricultural districts; agriculture promotion; 4-H leader training; 4-H fruit and vegetable and livestock assistance; and coordination of consumer horticulture. Work as a team member in addressing local, regional, and statewide program priorities.

Minimum Qualifications: Bachelors degree and progress toward the acquisition of a masters degree appropriate to the responsibilities of the position which may include agriculture, Extension or adult education, or plant science. Applicants with a Bachelors should submit plan for obtaining masters degree in an agreed upon period of time. 3yrs. as a Cooperative Extension educator or equivalent professional experience in education in an academic, human service, or industry setting; or Masters degree with 1yr. relevant experience. **Salary:** \$21,500, commensurate with qualifications. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

**PA#25 Executive Director, Environmental Management Council
Location: Dutchess County, Millbrook, NY
Posting Date: 6/25/92**

Provide leadership in the planning, implementation, and evaluation of innovative environmental management/natural resource educational programs, including research and policy-making, in the areas of solid waste, land use, water resources and wetlands, and environmental education for members of the Environmental Management Council (EMC), Conservation Advisory Commissions (CAC), county and local officials, and the citizens of Dutchess County. Advise county and local governments on matters affecting the environmental quality of the county. Provide organizational assistance and leadership development to citi-

zen volunteers servicing on CACs and EMC committees. Provide initiative in developing and implementing environmental management programs with the consultation and coordination of the Association Director, the EMC Executive Committee, the Community Resource Development and Program Leader committee and other committees as required.

Minimum Qualifications: Masters degree in the environmental sciences or related environmental management field and 1yr. of relevant experience combining the skills of education, outreach, research, and policy-making. Experience in Extension or related educational organization. **Salary:** \$26,500. Apply by July 16, 1992 to Cornell Cooperative Extension, 365 Roberts Hall, Cornell University, Ithaca, NY 14853.

Professional Part-Time

**Research Support Specialist I (PT2405) HRI
Division of Nutritional Sciences-Statutory
Posting Date: 6/18/92**

Assist in the development of a "how-to" manual for monitoring, researching and writing reports on local nutrition. Provide guidance to those doing local data collection and analysis. Write and modify data analysis programs. Evaluate demonstration projects by assisting in the collection and analysis of data; and the preparing of the final report.

Requirements: BS degree or equivalent in nutrition, public health or other health related field. 2-3 yrs. relevant experience including data analysis software programs. Ability to write and to communicate with professionals. Strong organizational skills and ability to work independently with attention to detail. Mac and IBM-PC compatible experience. Work in needs assessment and project evaluation desired. Send cover letter and resume to Sam Weeks.

Professional Temporary

**Temporary Research Support Specialist (PT2504)
Design and Environmental Analysis
Posting Date: 6/25/92**

Coordinate a project involving up to 5 separate research studies investigating how US, European and Japanese companies manage their space efficiently. Supervise research assistants. Act as liaison with research consortium members. Coordinate production of reports and newsletter. Assist in the development of research instruments and in data collection and analysis. Assist in preparation of final reports and presentations. Chance of full-time employment.

Requirements: MS or equivalent in facility planning and management. Strong background in behavioral and social sciences. Supervisory experience. Experience with MAC systems and software including word processing, Excel, StatView, MacDraw, and MacPaint. Experience with social science and environmental design research methods; survey design and analysis; data coding and entry; behavioral mapping techniques; and architectural plan analysis. Must have drivers license and be willing to travel. Must have people, writing and communication skills. Ability to work independently. Send cover letter and resume to Sam Weeks.

**Temporary Programmer/Analyst (PT2201)
Materials Science Center
Posting Date: 6/4/92**

Maintain and develop graphics and analysis tools in support to the IBM/Cornell Physics Joint Study. **Requirements:** BS or equivalent in physics, computer science, etc. Unix, C, and X11 experience. C++, Motif, Physics background, A1X 3, IBM RS6000 and SGI GL Helpful. Send cover letter and resume to Sam Weeks.

**Temporary Lab Information Systems Manager (PT2208)
Diagnostic Laboratory-Statutory
Posting Date: 6/4/92**

Direct lab data management activities for the Vet Diagnostic Lab and its branch labs. Implement a rewrite of DL's Lab Informations Management System. Provide hardware and software support for over 50 IBM-PC compatible computers and associated equipment including several computer networks. 6 month appointment with a chance for regular position.

Requirements: BS in computer science or equivalent. 5 yrs. experience with IBM-PC hardware and software. Experience with UNIX systems management and C programming. Extensive LOTUS and WordPerfect macro programming. Relational database programming desirable. Experience in biological sciences and software system implementation preferred. Send cover letter and resume to Sam Weeks.

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.

**Technician GR18 (T2404)
Food Science-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92**

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. Corse and laboratory class training in routine dairy product analyses (Kjeldahl, Mojonner, Babcock,). Minimum 1 yr. related experience. Send cover letter and resume to Sam Weeks.

**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.

Research Assistant GR19 (T2603)
Veterinary Microbiology/JABIAH-Statutory
Posting Date: 7/2/92

Provide technical services to a molecular biology lab investigating normal function and disease states in animals and humans. Participate in gene cloning and recombinant DNA procedures. Provide lab maintenance. Maintain tissue culture stocks.

Requirements: AAS degree or equivalent. 1-2yrs. related lab experience. Must be versatile and willing to learn a variety of techniques. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2309)
Biochemistry, Molecular and Cell Biology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Provide technical assistance in rice DNA research. Isolate and digest DNA; and perform gel electrophoresis. Isolate, purify and characterize bacterial plasmids. Biochemically analyze plants. Edit manuscripts and reports. Perform computer data entry and information searches. Order supplies and maintain equipment. Supervise undergrad assistants.

Requirements: BS degree or equivalent with course work in chemistry, biology and microbiology. Extensive lab research experience with DNA. Familiar with general molecular biology and microbiology methods. Send cover letter and resume to Sam Weeks.

Technician GR20 (T2306)
Veterinary Pathology-Statutory
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Provide technical assistance to faculty and research team involved in field of cutaneous immunopathology and cell biology; also responsible for purchase of supplies and maintenance of inventory and maintenance of laboratory equipment. Perform biochemical, cell culture, immunohistochemical and molecular biological techniques. Assist in planning, carrying out experiments and data analysis.

Requirements: BS degree or equivalent required. Knowledge of molecular biology techniques and protein chemistry. 1yr. experience in research laboratory and/or laboratory management. Cell culture and immunohistochemical work helpful. Send cover letter and resume to Sam Weeks.

Computer Batch Operator GR20 (T2307)
Lab of Nuclear Studies-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/11/92

Operate computer batch stream at a large research centers computer facility. Control batch stream from computer console, manage backup library, and mount and dismount magnetic tapes. Perform related tasks as needed for the facility, including limited corrective action, checking trouble logs, etc. Implement cleaning and minor maintenance for tape drives and printers, computer terminals and other peripheral equipment. Update computer documentation. 3rd shift.

Requirements: AAS degree or equivalent in computer related field. At least 6 months experience with computer batch operations. Knowledge of VMS and/or UNIX batch operations and command language. Knowledge of FORTRAN and/or other programming languages. Send cover letter and resume to Sam Weeks.

Technician GR21 (T2503)
Diagnostic Laboratory-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/25/92

Perform microbiological and immunological tests on specimens as requested by clinicians or as indicated by case histories to aid in the diagnosis of infections in animals and humans. Maintain standard cell cultures. Includes Saturday and evening hours on a rotational basis.

Requirements: Bachelors in science or equivalent with an emphasis in bacteriology required. 1-3yrs. experience in a clinical setting desirable. Send cover letter and resume to Sam Weeks.

Technician GR22 (T2507)
Psychology-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92

Assume operation and supervision of the Infant Research Center. Plan and conduct research with human infants and analyze resulting data. Explain research experiments to parents and provide them with written summaries of experimental findings. Supervise 10+ undergrads conducting research. Participate in research seminar. Order and maintain supplies and equipment.

Requirements: BS or equivalent with strong interest in psychology. 2-4 yrs. related experience. Good supervisory, organizational and interpersonal skills. Must like working with infants. Experience with research is desirable. Send cover letter and resume to Sam Weeks.

Technician GR22 (T0408)
Veterinary Microbiology- JABIAH- Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 Repost

Provide technical cell biology and immunological support. Perform cell isolations from blood and tissue. Set up primary culture. Freeze and thaw cell. Perform cell hybridization and cloning and variety of immunological assays including immunofluorescence and ELISA. Schedule and design experiments from basic protocols. Compile, analyze and graph data. Keep records and maintain lab.

Requirements: B.S. degree or equivalent in cell biology, immunology or related field. 2-4 years related lab experience. A good working knowledge of standard lab procedures and the use of general lab equipment. Send cover letter and 2 resumes to Sam Weeks.

Technician GR22 (T0407)
Veterinary Microbiology-JABIAH-Statutory
Minimum Biweekly Salary: \$641.92
Posting Date: 6/4/92 Repost

Provide technical support for molecular biology and biochemical experiments support. Perform CDNA-RNA isolation, transformation, transfection, northern and southern blotting, DNA sequencing, PCR, immunoprecipitation, SDS-PAGE and autoradiography. Maintain supplies and lab; and keep records and protocols. Assist with experimental planning. Discuss results.

Requirements: B.S. in biochemistry, biology, chemistry, molecular biology or equivalent. 2 - 4 years related lab experience. Some Computer experience helpful. Send cover letter and 2 resumes to Sam Weeks.

Environmental Safety Technician GR23 (T2601)
Environmental Health-Endowed
Minimum Biweekly Salary: \$669.23
Posting Date: 7/2/92

Provide technical assistance in lab safety programs for the control of physical, chemical and biological hazards. Evaluate labs for OSHA compliance. Monitor fume hoods and maintain fume hood database. Assist

chemical hygiene officer. Provide education resource materials. Maintain lab inspection equipment. Provide consulting and review on new fume hood purchases.

Requirements: AAS in engineering or science, BS preferred. 1-2yrs. lab experience. Familiarity with hazardous material control devices. Computer database experience. Excellent oral and written skills. NY drivers license. Send cover letter and resume to Sam Weeks.

Technical Part-Time

Part-Time Technician GR18 (T2403)
Genetics & Development-Statutory
Minimum Full-Time Equivalent: \$542.89
Posting Date: 6/18/92

Assist laboratory coordinator for the Bio. Sci. 281 teaching labs (approximately 200 students each semester). Duties include making and dispensing media; washing glassware; etc.

Requirements: Associates degree or equivalent. 1yr previous laboratory experience helpful but not required. Must learn to operate an autoclave, balances, pipetting machine, sterilizing oven and glassware washer. Send cover letter and resume to Sam Weeks.

CISER Tape Manager GR21 (T2206)
CISER-Statutory
Minimum Full-Time Equivalent: \$615.42
Posting Date: 6/4/92

Implement, modify, maintain and use automated system to capture and provide information on the contents of magnetic tape files. Perform a number of computer operations related to data file management and distribution.

Requirements: Bachelors degree or equivalent in data processing or related field. Knowledge and 2yrs. experience in use of mainframe hardware, software, programming languages, utility programs, tape management systems, use and control of magnetic tapes required. Ability to communicate well with staff and archive users. Send cover letter and resume to Sam Weeks.

Technical Temporary

Animal Technician GR18 (T2305)
Laboratory Animal Services-Statutory
Hiring Rate: \$6.00
Posting Date: 6/11/92

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: High School diploma or equivalent. Associates in Animal Science desired. Assistant certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1yr. animal experience. Ability to lift 50lbs. Must successfully pass a pre-employment physical and all necessary immunization. Drivers license required. Send cover letter and 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.

Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Assistant GR18 (C2607)
Arts College Registrars Office-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Information coordinator for the arts college registrars office. Provide support to the college registrar and associate college registrar. Responsible for internal transfers and dual degree process and assists with advanced placement credit. Updates and maintains student schedules and student records. Does accounting for the office.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs. of office experience. Excellent word processing, organizational, communication (written and oral) skills. Able to set priorities and work in a complex, active environment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application

Office Assistant GR18 (C2612)
Agricultural Economics-Statutory
Minimum Biweekly Salary: 7/2/92
Posting Date: 7/2/92

Acts as communication person and receptionist for the program. Responsible for answering and directing all incoming calls and queries for some 18,000 annual enrollees from up to 1500 food industry firms. Full knowledge of program activities and procedures with ability to respond independently. Handle some student records and issues certificates of completion. Also handles special accounts.

Requirements: High School diploma or equivalent. Some college coursework desirable. Must have excellent writing and speaking skills and must have outstanding telephone technique. Should have better-

than-average typing skills and ability to handle Macintosh computer equipment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Secretary GR18 (C2611)
Alumni Affairs-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Provide secretarial/administrative support to the associate director and assistant director of club programs. Assist with speaker program, club membership assistance program and other service orientated programs; regional workshops, federation weekend and other aspects of club programs relative to communications with alumni.

Requirements: High school diploma or equivalent. Some college coursework preferred. 1yr. related experience. Excellent interpersonal and communication skills. Must be well organized and have ability to work independently. Prefer computer experience in Pagemaker, Microsoft Word, Filemaker or equivalent. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Illustrator GR18 (C2608)
Media Services-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Design and construction of exhibits, displays and signage using a variety of tools, materials and technologies.

Requirements: High School diploma or equivalent required. Associates in graphic design, fine arts of related field or equivalent preferred. 1-2yrs. related experience in design, layout, and typography and graphic arts required. Good knowledge of black and white photography and its process. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Senior Records Assistant GR18 (C2604)
Serials library (CTS)-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92

Responsible for recording the receipt of periodicals, serials, and newspapers for and assigned group of serials using the order/pay/receipt record in the NOTIS Online Catalog. Place claims for overdue and missing issues.

Requirements: High School diploma or equivalent required. Additional academic or business training desirable. 1-2yrs. related experience required. Good organizational, interpersonal, and communication skills. Ability to perform detailed work accurately. Reading knowledge of at least one foreign language desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Searcher GR18 (C2512)
Serials Department/Olin Library-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/25/92

Perform pre-order searching for all new serial requests. Check the online record or serials catalog for holdings and verify holdings in the stacks if necessary. Perform pre-catalog searching for new titles received in response to orders and changes of titles.

Requirements: High School Diploma or equivalent. Some college coursework preferred. 1-2yrs related experience. Good communications (oral and written) skills and interpersonal skills. Previous library experience helpful. Reading knowledge of one or more foreign languages. Micro-computer experience preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Accounts Assistant GR18 (C2509)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$542.89
Posting Date: 6/25/92

Provide clerical support to properties management faculty and staff. Bookkeeping duties and computer entry (macintosh) associated with preparing weekly deposit. Enter payment information into computerized billing system using IBM AT. Provide receptionist/clerical support to three quarterly sales personnel. Medium typing.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 yrs related experience. Working knowledge of Mac and IBM computers desirable. Ability to set priorities, work independently, and attention to detail required. General book-keeping knowledge. This position requires working at two different locations. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

Secretary GR18 (C2410)
Plant Breeding and Biometry-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 6/18/92

Provide secretarial support for faculty in the Biometrics Unit. Type technical manuscripts, course materials, and correspondence. Answer telephones; handle mail; photocopy; process orders for publications.

Requirements: High School diploma or equivalent. AAS degree or equivalent desirable. Minimum 1-2yrs related office experience. Familiarity with word processing, preferably on IBM PCs or Macs. Technical typing desirable (on-the-job training will be provided if necessary). Good interpersonal and organizational skills, Medium typing, accuracy important. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employees should include an employee transfer application.

Secretary GR19 (C2613)
Quality Milk Promotion Services-Statutory
Minimum Biweekly Salary: \$566.28
Posting Date: 7/2/92

Provide secretarial/clerical support for the quality milk promotion services/NYS mastitis control program of the NYS CVM. Answer telephone; screen calls; make appointments and travel arrangements; type complex materials; sample processing; billing, accounts receivable, deposits and monthly reports.

Requirements: High School diploma or equivalent required. Some college coursework in secretarial science or equivalent experience preferred. Knowledge of computers, WordPerfect, Lotus 1-2-3. Minimum 2yrs. of secretarial experience, plus a strong background in accounting. Able to handle confidential materials. Heavy typing. Regular CU employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

Office Assistant GR19 (C2513)
University Accounting
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Provide clerical and administrative support to accounts receivable department. Responsible for the establishment of receivable accounts, processing receivable invoices, and responding to customer inquiries. In-

volves working with billings from other Cornell departments. Accuracy and confidentiality key requirements. **Requirements:** High School diploma or equivalent. Some college coursework in business preferred. Experience with standard business machines, calculator, computer terminals. 1-2 years accounts receivable experience preferred. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Secretary GR19 (C2508)
School of Hotel Administration-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Provide administrative and secretarial support for four faculty members. High level of confidentiality essential, requiring independent judgement and decision making. Medium typing.

Requirements: High School diploma or equivalent required. Some college coursework in secretarial or business science preferred. 1-2 yrs related experience. knowledge of IBM software including Word Perfect 5.1, Lotus123 and Harvard Graphics. Good interpersonal skills necessary. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application. Women and minorities are encouraged to apply.

Collection Representative GR19 (C2503)
Bursar-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Perform duties involved in collection of delinquent student accounts receivable and student loan. Involves telephone contact and written communication with former students to arrange for debt repayment. Regular, full-time, Monday 12:30pm to 9:00pm. Tues.-Fri 8:00am to 4:30pm.

Requirements: High School diploma or equivalent. Some college course work preferred. Ability to deal with sensitive issues in a professional manner. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR19 (C2502)
Slavic and East European Studies Program-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Responsible for daily operations of the Slavic and East European studies program. Coordinate and arrange program events, visitors, meetings, and conference; serve as contact person for information source/referral; special projects and assigned. Medium typing.

Requirements: High School diploma or equivalent. Some college coursework preferred. Related office experience (1-2 years). IBM computer skills (Word Perfect 5.1, Q&A data base). Some accounting skills and working knowledge of Cornell endowed accounting system helpful. Excellent interpersonal and organizational skill needed. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include an employee transfer application.

Secretary GR19 (C2505)
Graduate School-Endowed
Minimum Biweekly Salary: \$566.28
Posting Date: 6/25/92

Provide receptionist support; coordinate outside fellowship information; type correspondence; general office duties.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Excellent typing skills. Thoroughness and attention to details essential. Strong organizational, interpersonal and communication skills. Ability to work under pressure and independently. Knowledge of Microsoft Word and Excel on the Mac required. Heavy typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

Service Representative GR20 (C2601)
Network Resources/Telecommunications-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/2/92

Under general supervision, provide administrative and secretarial support to director, senior engineer and project coordinator. Train users of telecom system; process complex telephone orders, maintain databases and documentation.

Requirements: Associates degree or equivalent required. 2-3yrs. telecom or related experience. Excellent interpersonal, written, verbal and organizational skills essential. Experience with personal computer and word processing required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Accounts Assistant GR20 (C2602)
Payroll Office-Statutory
Minimum Biweekly Salary: 7/2/92
Posting Date: 7/2/92

Provide assistance in executing the support to the overall payroll function with specific emphasis on service to the university and its employees. Primary duties include statutory appointment form processing and keying of the temporary data. Audit and process payroll vouchers and the control of the hold check processing. Sorting and mailing of the statutory paychecks and vouchers.

Requirements: High School diploma or equivalent required. 2-4yrs. college coursework preferred. High degree of confidentiality. 1-2yrs. related experience. Experience with PC's. Ability to work well with people. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2605)
Theory Center-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 7/2/92

Under limited supervision, provide administrative support to the director of corporate and external relations and the conference/workshop coordinator of the theory center. Coordinate administrative details of training workshops, conferences, and symposia. Requires exceptional organizational skills, independent judgement, and the ability to work independently.

Requirements: A.A.S. degree or equivalent in education and experience. 2-3yrs. related administrative office experience. Extensive experience with Macintosh software, including word processing, database, and spreadsheet packages. Ability to work under deadline pressure and handle many activities at once. Strong organizational, interpersonal, communication and planning skills. Ability to use independent judgement, set priorities, and take initiative. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Administrative Aide GR20 (C2501)
University Development-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/25/92

Provide administrative and secretarial support for the Director of Leadership Gifts. Assist in preparing and coordinating all correspondence for presidential letters.

Schedule and assist in coordinating arrangements for the Campus Visit program. Assist in preparing briefing materials and in management of budget responsibilities. Schedule appointments and make travel arrangements.

Requirements: Associate's degree or the equivalent in education, experience and training 2-3 yrs related experience. Knowledge of Macintosh PC, ability to work with computer inquiry programs. Excellent typing, proofreading and organizational skills. Ability to prioritize assignments, work under pressure and maintain a high degree of confidentiality. Good communication skills. Knowledge of Cornell desirable. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, EHP#2. Employees should include employee transfer application.

**Administrative Aide GR21 (C2406)
Veterinary Administration-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/18/92**

Responsible to the assistant dean for administration for office management (including reception, scheduling, and general clerical and secretarial assistance) and special projects. Manage annual operating budgets and discretionary funds for the deans office. Provide expertise in implementation and use of networked systems and software. Work closely with, and provide necessary backup for, two other administrative aides reporting respectively to the dean and associate dean. General direction is received; independent decision making is required.

Requirements: Associate degree or equivalent. 2-3yrs related experience. Strong communication (oral & written). Proficiency in using IBM compatible personal computers for word-processing, data base management and spreadsheet analyses. Ability to establish and accomplish priorities. Send cover letter and resume to Esther Smith, Staffing Services, EHP #2. Employee should include employee transfer application.

**Draper/Cutter GR22 (C2514)
Theatre Arts-Endowed
Minimum Biweekly Salary: \$641.92
Posting Date: 6/25/92**

Assist with costume construction for theatre productions. Alter, cut, pattern, stitch costumes. Assist with laundering and maintenance, craft work and dyeing. Maintenance of costume shop equipment. Assist students with production projects. Monday-Friday, 9-5 (Seasonal mid-August to mid-May)

Requirements: BA in theatre or costume technology or equivalent required. 2-4yrs. experience with costume construction required. Knowledge of multiple areas of costuming, including excellent stitching skills, patterning, cutting, alterations. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Accounts Coordinator GR24 (C2510)
University Accounting
Minimum Biweekly Salary: \$701.22
Posting Date: 6/25/92**

Monitoring and reporting the financial activity on sponsored grants and contracts in compliance with agencies guidelines. Advise and assist university departments in the financial administration of sponsored agreements. Establish accounts, monitor expenditures and prepare monthly, quarterly and annual reports as required.

Requirements: Associate degree in accounting or equivalent education and experience required. Bachelor degree desired. 5yrs. university experience desirable, knowledge of LOTUS 123. Excellent communication (written and verbal) skills are essential. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Off-Campus

**Secretary GR20 (C2511)
Public Affairs Regional Office/Metro NY Regional Office-Endowed
Minimum Biweekly Salary: \$590.45
Posting Date: 6/25/92**

Provide secretarial and administrative support to the professional staff of the Metropolitan New York Regional Office. This support includes implementing office policies and procedures and carrying out duties related to financial operations. Monday-Friday, 35hrs./week.

Requirements: Associates degree or equivalent. Minimum 2yrs. secretarial experience. Excellent communication skills. Experience with Macintosh computers a must. Ability to work in a complex active environment. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2.

**Administrative Aide GR20 (C2507)
ILR Extension and Public Service, Albany-Statutory
Minimum Biweekly Salary: \$615.42
Posting Date: 6/25/92**

Assisting and making recommendations to exempt staff concerning program design, development, marketing and delivery for noncredit programs. Set-up, coordinate and manage conferences and workshops. Manage noncredit mailings with mailing houses. Identify and make recommendations for purchase of, and then purchase mailing lists. Write and layout brochures, flyers and promotional materials for review by program managers. Manage finances and budgets associated with noncredit programs. 9-5, Monday-Friday.

Requirements: AS degree or equivalent. 2-3yrs. related experience required. Demonstrated ability to work on and manage projects under general supervision. Marketing experience at an academic institution is a plus. Ability to use Macintosh computers-Microsoft Word, Pagemaker is required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Ser-

vices, East Hill Plaza #2. Employees should include employee transfer application.

Office Professionals Part-time

**Office Assistant GR17 (C1916)
East Asia Program-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 5/14/92**

Provide secretarial support to monograph series managing editor and administrative aide. Provide information and assistance to faculty, students and general public on a wide variety of opportunities for fellowships, study and research abroad, internships, careers, etc. Take charge of weekly faculty luncheons. Monday-Friday 12pm-5pm.

Requirements: High School diploma or equivalent required. 1 yr. office work; experience with WordPerfect 5.1, Lotus 1-2-3. Familiarity with database programs helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Office Assistant GR17 (C2504)
Campus Services/Materials Management-Endowed
Minimum Full-time Equivalent: \$530.38
Posting Date: 6/25/92**

Serve as back up for all office assistant GR17 and GR18 functions within Campus mail Services. Provide a full range of US International and Campus Mail Services, process UPS shipments, sort US and campus mail and maintain a microfiche billing and distribution system.

Requirements: High School diploma or equivalent. 6 months-1yr related experience. Customer service experience and excellent communication skills are required. Knowledge of US Postal rules and regulations and other domestic and international mail preferred. Ability to operate mailing and computer equipment desired. Knowledge of Cornell campus. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Secretary GR18 (C2609)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 7/2/92**

Provide secretarial support for one faculty member. Accurate typing for research and teaching activities. Manuscript preparation, proposals, correspondence, telephone and library work. Monday-Friday, 20hrs./week.

Requirements: High School diploma or equivalent required. Some college coursework desirable. 1-2yrs. related experience or aptitude with computer/word processor helpful. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

**FarmNet Operator GR18 (C2506)
Agricultural Economics-Statutory
Minimum Full-time Equivalent: \$542.89
Posting Date: 6/25/92**

Provide farm families with support using the 800# information, referral, consulting system. Support in areas of emotional, legal financial and family issues. Until 3/31/93, contingent upon continued funding. Days and hours negotiable.

Requirements: High School diploma or equivalent. Some college coursework preferred. 1-2yrs. related experience. Strong listening and interpersonal skills. Familiarity with farming and farm families necessary. Familiarity with Cornell Cooperative Extension very desirable. Computer WP 5.1 experience a must. Light typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include employee transfer application.

**Senior Night Supervisor GR20 (C2603)
School of Hotel Administration-Endowed
Minimum Full-time Equivalent: \$590.45
Posting Date: 7/2/92**

Responsible for library operation during evening and Saturday hours. Daily activities including circulation and reserve operations; manage video collection manage MPS monograph services, perform routine circulation functions, supervise student assistants. 25hrs/week, flexible.

Requirements: Associates degree or equivalent required. 2-3yrs. related experience. Previous library, public service and/or supervisory experience are highly desirable. Medium data entry/typing is required. Experience with word-processing program is required. Strong interpersonal and communication skills required. Medium typing. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

Office Professionals Temporary

**Temporary Part-time Secretary (S2407)
Center for Advanced Human Resource Studies
Posting Date: 6/25/92**

Provide support for the associate director of the center (CAHRS) for the international and executive development programs and conference planning. Handle program marketing procedures, mailing lists, program registration and arrangements, materials preparation, correspondence, travel arrangements and phone contact with corporate executives, both domestic and foreign. Six-month position to begin July 1. 10 hrs/week flexible; willingness to work longer during pre-program "crunch periods".

Requirements: Proficient with IBM PC (WordPerfect 5.0 and DBase III Plus) and quick study at other programs (Professional File, Meeting Pro). Ability to work independently. Good secretarial skills, accuracy and efficiency essential. Excellent organizational and com-

munication skills. Experience with Mac helpful but not required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Office Systems Specialist GR21 (S2405)
School of Continuing Education & Summer Sessions-Statutory
Hiring Rate: \$8.25
Posting Date: 6/18/92**

Provide hardware/software support and management. Provide front line personal computer consulting (IBM, MAC, Netware, DOS, OS/2). Diagnose, repair, or coordinate repair of hardware, Relocate computers as necessary and maintain inventory records for all hardware and software. Position begins July 6, 1992 until 3/93.

Requirements: A.A.S. or equivalent in computing or related field. 2-3 yrs experience required. Knowledge of personal computers and local area networks. Experience with WordPerfect, Lotus, and Pegasus E-Mail. Excellent organizational and communication skills. Must be able to lift 50 pounds. Must have own vehicle. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2.

**Distribution Assistant (S2402)
Agric. & Bio Eng.-Statutory
Hiring Rate: \$7.00
Posting Date: 6/18/92**

Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing, Assist in marketing and other office duties. Answer phone. Mon-Fri. 20-30 hrs/wk. Position begins Aug. 4, 1992. 6 month position.

Requirements: Familiarity with Mac computer. Able to lift 40 pound boxes. Medium typing. Send application and resume to Karen Raponi, Staffing Services, EHP#2.

**Cashier/Data Entry (S1107)
Ornithology
Casual Appointment
Posting Date: 6/18/92 Repost**

The Crows Nest Birding shop is seeking an individual to perform data entry and cashiering duties. Answer phones. Must be very customer service oriented. Please send cover letter and resume to Karen Raponi, Staffing Services, EHP #2. Hours are Saturday and Sunday 10am-4pm. Monday 7pm-9pm. Other week-day hours as needed.

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.

**Custodian SO02 (G2301,G2304)
Building Care-Endowed
Hiring Rate: \$6.55
Posting Date: 7/2/92**

Provide general custodial care of buildings and grounds in immediate vicinity of assigned area.

Requirements: Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 6 foot ladder. Hours: Monday-Thursday 6:00am-2:30pm, Friday 6:00am-1:30pm. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza #2.

**Union Pipefitter/Plumber (G2002)
M & SO/Pipe Shop-Endowed
Posting Date: 7/2/92 Repost**

Main function is to install, repair, and maintain equipment, materials, and pipe configurations of water and sewer systems as associated with the plumbing industry. Install, repair and maintain other systems, (i.e. air, vacuum, gas, chilled water, steam, pipe covering) as directed. Overtime and shift work as needed. Ability

to work in hostile environment, (i.e. sewers, manholes, ditches, confined spaces).

Requirements: Must have documentation of completion of an approved apprentice program. Must maintain a valid membership in pipefitters/plumbers local union 267. Must maintain a valid license for Journeyman Plumber with the City of Ithaca. Must have and maintain a valid New York State drivers license. Good judgement necessary for working with and around hazardous materials and conditions. Capable of positioning and/or maneuvering equipment and materials weighing in excess of 100 lbs. Operational experience of heavy equipment desirable. Send cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

General Service Temporary

**Temp Laboratory Assistant
Plant Breeding (S2001)**

Ordering for a large laboratory which requires filling out order forms, placing phone calls, receiving items (checking packing slips), working with lab personnel and administrative staff. Perform basic lab work such as extracting seeds from fruit, DNA extractions, autoclaving, making media, gel electrophoresis. 20hrs/week.

Requirements: Science background preferred, lab experience desirable. Good organizational ability, math skills, and strong interpersonal skills are required. Send cover letter and resume to Karen Raponi, Staffing Services, East Hill Plaza #2. Employees should include an employee transfer application.

General Service

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

**Groundworker GR18 (B2601)
Field Research Unit/Geneva-Statutory
Minimum Biweekly Salary: \$542.89
Posting Date: 7/2/92**

Assist in preparation of land for planting research materials and related duties to bring plantings to maturity. Operate all types of equipment such as: bulldozer, backhoe, snow removal equipment, other tractors and trucks.

Requirements: Associated degree in agricultural technology or equivalent in education and experience. Valid Class A Drivers license with truck trailer certificate. Prior agricultural experience preferred. Send cover letter and resume to Charene Hibbard, Jordan Hall, Cornell Agricultural Experiment Station, Geneva, NY 14456

Academic

**Extension Associate III CA05
Residential Child Care Field Instructor
Posting Date: 7/2/92**

Cornell University will employ a Extension Associate III CA05 whose primary responsibilities will be to develop training curriculae and materials and provide training and technical assistance to local districts, state personnel and voluntary residential child care supervisors and trainers on a variety of residential child care issues for the Child Protective Services Training Institute. Send resume and three written letters of reference to Judy Virgilio, Family Life Development Center, G21 MVR Hall, Cornell University, Ithaca, New York 14853. Call (607) 255-7794 for more information or a position announcement.

CORNELL Employment News

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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.