

# CORNELL Chronicle

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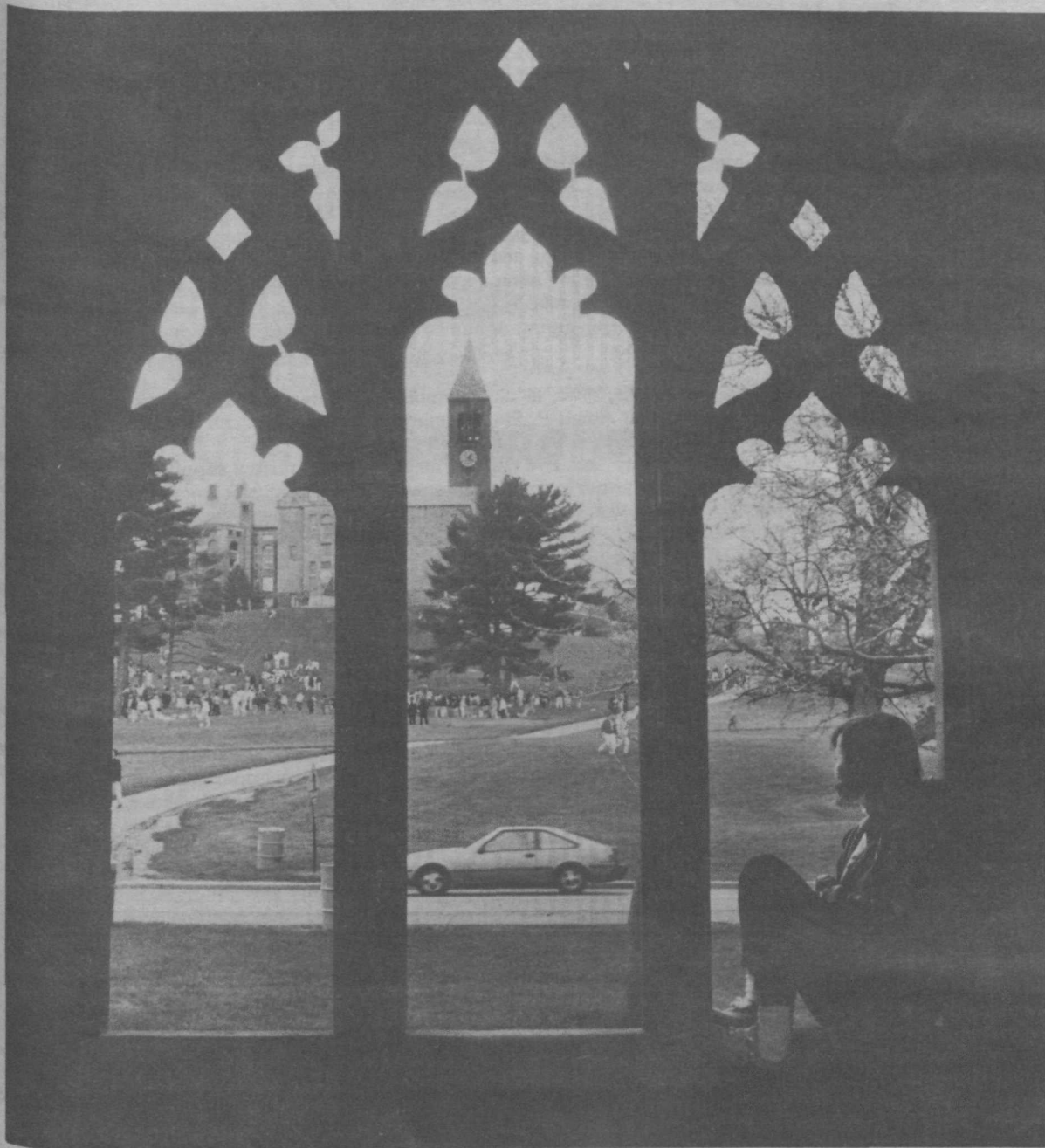
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## Insider's view



Peter Morenus

Junior Julie Graffam scans Libe Slope from the War Memorial between Lyon and McFaddin halls.

## Four professors are elected to science academy

Four faculty members have been elected to the National Academy of Sciences (NAS), considered one of the highest honors that can be accorded a U.S. scientist or engineer.

Their election brings to 26 the number of Cornell faculty who are members. The four are:

- Francis DiSalvo, professor of chemistry.
- Toichiro Kinoshita, professor of theoretical physics.
- David Lee, professor of physics.
- David Mermin, professor of physics and director of the Cornell Laboratory of Atomic and Solid State Physics.

The NAS, established in 1863, is a private organization of scientists and engineers that acts as an official adviser to the federal government on science and technology.

The four Cornell faculty were among 60 new members and 15 new foreign associates recently elected to the academy.

DiSalvo was elected to the academy "for his synthesis and pioneering studies of novel materials, including the discovery of charge density waves."

The academy said DiSalvo's work "has led to a deeper understanding of superconductivity on the one hand and to new classes of electrical storage cells on the other."

The academy's announcement said that Kinoshita's "masterful calculations" of basic properties of electrons and muons, called lepton g-values, "have provided the theoretical basis for one of the most precise tests of fundamental theory in all of physics."

The academy also lauded him for his "pioneering studies" of basic physical phenomena known as "two-photon processes" and the "asymptotic behavior of scattering amplitudes."

Lee was elected for pioneering many new techniques for studying matter at very low temperatures, including basic properties of helium and hydrogen at temperatures near that of absolute zero.

Lee founded the low-temperature research program at Cornell when he arrived in 1959. In 1971, he and his Cornell colleagues discovered the existence of a new state, called "superfluidity," in helium at extremely low temperatures.

The academy said that "Mermin is an original and versatile theorist who has made vital contributions to condensed matter physics, statistical physics, mathematical physics and the philosophy of quantum mechanics. . . .

"His original contributions cover an extraordinary range of intellectual endeavor," the citation said.

—Dennis Meredith

## Students are role models for city teens who help promote literacy in Harlem

Last summer, when Terry Calhoun read stories to Harlem pre-teens, many of them were surprised to learn he was still in school.

"I took one kid on my lap, and the others asked, 'Is that your son?' They all asked how old I was. They couldn't believe it when I said I was still in school, like them," said the 21-year-old Calhoun.

At the Hans Christian Andersen School, P.S. 144 on 122nd Street, Calhoun found he was the only adult African-American male in sight. "What a difference one role model made to the kids," he said. "I got down and played with them, I taught them games that had been taught to me, and I could see what a difference it made to them."

Calhoun was one of four Cornell students who spent last summer working out of the university's Cooperative Extension office in Harlem on a new project aimed at improving family literacy by introducing children to books in the hope they will bring their new interest back to their families.

Cornell's pilot Harlem Literacy Project was so successful that this summer the project will also employ teen-agers from Grant Houses, the largest housing project in Harlem, thanks to a \$150,000 contribution from a foundation that wishes to remain anonymous.

The project is the brainchild of Cornell Shakespeare scholar and English Professor Scott McMillin and his former student, Joseph Holland, an All-American football player and Harvard Law School graduate who turned down offers from Wall Street law firms to open a one-man legal practice in Harlem.

When McMillin and Holland found themselves talking about ways the university might help inner-city residents as part of its mandate as a land-grant institution, Holland suggested a literacy project.

Both men are among those who believe the university should play a more active role in New York's cities through programs such as Cooperative Extension. For a century, Cooperative Extension has helped citizens apply land-grant-university research to everyday problems — from improving crop yields to following sound nutritional practices. In recent years, the programs have moved into cities and are trying to apply the same model to urban needs.

McMillin, who is a faculty adviser at Ujamaa Residence College, a predominantly black dormitory, recruited four students for the project last year.

The students' salaries were paid by the university through work-study funds and by an initial commitment of \$4,400 from the President's Fund for Educational Initiatives, a Cornell fund administered by the president's office to reward innovative educational ideas.

During the course of the summer, the New York-based Bowne Foundation, which is devoted to promoting literacy, contributed \$25,000 to the project. That support enabled the program to be continued year-round with Cooperative Extension counselors doing literacy work as well as nutritional counseling.

At first, the four students tagged along with Cooperative Extension nutritional counselors, whose job includes visit-

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## Cornell reduces indirect costs to U.S. government

Reflecting what might be seen as a new government philosophy about allocating expenses to the indirect costs of research, Cornell has reduced the presidential-office overhead expenses for which it is seeking federal reimbursement in order to bring its accounting practices into closer conformity with evolving federal accounting rules and regulations.

Formerly, broad areas of university expenditures, including those for presidential quarters, have been viewed as allowable expenses. Individual components of expense, within such areas, have not been made the subject of detailed rules regarding allowability. Following a recent audit at Stanford University, however, some expenditures associated with presidential housing and other areas have been declared unallowable.

Cornell's reduction, totaling \$319,541 for the fiscal years 1986 through 1988, represents a fraction of 1 percent of the overhead costs annually reimbursed to Cornell by the federal government.

The \$319,541 comes out of accounts for expenses of the president's office, including operating

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## At the net



Peter Morenus

Junior Kevin Schwartz (left) plays a game of volleyball with friends during Springfest on May 3, the last day of classes.

## Madden named Alumni News editor

A 26-year-old alumnus, Stephen J. Madden, has been named the new editor of the Cornell Alumni News, according to the magazine's publisher, Jack Krieger.

Madden will take over on May 20 from John Marcham, a 1950 Cornell graduate who, after almost 30 years as editor, resigned this spring to pursue independent projects.

Marcham's tenure has seen several design changes in the nearly-century-old magazine, which reports on Cornell news and life while also serving as a forum for alumni opinion. He has also "planned and set in motion" some major new changes that will be Madden's task to carry out, Krieger said.

Marcham's immediate predecessors, Howard A. Stevenson '19 and R.W. "Tubby" Sailor '07, ran the Alumni News for almost 30 and 20 years, respectively, and Krieger said Madden, too, "is well equipped to put in a long term as editor."

The magazine is owned by the Cornell Alumni Federation; under a plan approved by alumni, it won a quarter-million-dollar pledge from the university's Division of Public Affairs.

The funds will allow the magazine, which is issued 10 times a year, to increase its staff and broaden its content, introduce four-color illustration for articles, upgrade paper and printing quality and reach many more alumni than the 34,000 now reached.

Madden, a 1986 graduate of the College of Agriculture and Life Sciences, majored in communication and wrote for the Ithaca journal during his junior and senior years.

After graduating, he spent two years as a reporter for Fortune magazine and, most recently, two years with M Inc. magazine in New York City. There he wrote on business, education, sports, science and other subjects, and also worked on all aspects of the magazine's production and, in 1989, its redesign.

## Single graduate-student rents drop

Rents for single graduate students in Maplewood Park apartments will drop more than 10 percent next year as a result of market competition and the consequent urgings of current residents.

Students who this year paid \$392 a month at Maplewood Park will pay \$350 next year, according to William Paleen, director of Residence Life.

Paleen said off-campus landlords "have been cutting rates and cutting deals, so we must avoid an occupancy problem by recognizing that the market has changed."

While graduate-student family units at Maplewood and elsewhere will be "nearly full," Paleen said, market changes threaten

a vacancy problem for single housing — a threat that will be reduced by more competitive rents. The changes are being announced in contract renewals.

For family housing, rents will rise by 5 percent — half the rate of increase in the basic graduate-student stipends and about the same as the expected rate of inflation.

The family-unit increases were to be 7 percent; but, in light of construction inconveniences at the Hasbrouck Apartments, which are being improved and enlarged, that increase was scaled back to 5 percent. It was then decided, Paleen said, to apply the same increase to Pleasant Grove and Maplewood.

## BRIEFS

■ **Special Olympics:** New York state's Special Olympics will be held at Cornell and Ithaca College June 14 through 16. Volunteers are needed to help with orientation, escort athletes, work at concession stands, staff water stations and a host of other activities. To volunteer, contact Sandra Swayze at 272-1742, Ann Schneider at 277-6165 or Melissa Seigel at 272-6286.

■ **Memorial fund:** The family of Carol Marie Andersen, a student who died April 12 from complications following a bone-marrow transplant in an effort to overcome cancer, has established a memorial fund in her memory. Donations will be used toward research on Hodgkin's lymphoma. Contributions should be sent to the Dana Faber Cancer Institute, 44 Binney St., Boston, Mass. 02115. The women's cross-country and track team also is planning a memorial; inquiries should be directed to coach Lou Duesing at 255-3475.

■ **Chimes concerts:** The exam-week concert schedule for the Cornell Chimes begins today, May 9. Weekday concerts will be at 8:45 and 11:45 a.m. and 6 p.m. Saturday concerts will be at 9:55 a.m. and 1:10 and 6 p.m.; Sunday, 10:45 a.m., noon and 6 p.m. Call the chimes office at 255-5350 for the schedule of concerts during senior week and summer session.

■ **Sloan Awards:** Three faculty members have been named Alfred P. Sloan Foundation Research Fellows, the foundation has announced. They are: Eva Tardos, engineering; Bernd Sturmfels, mathematics; and Michael Candy, Cornell Medical College. Each has received a \$30,000 research grant.

■ **AIDS quilt:** A quilt made by one dozen university staff in memory of Gerald J. Menotti, the computer-systems manager at the Gannett Health Center who died July 27, is being displayed in the lobby off of the upper balcony at Gannett.

■ **Talk show:** "Great Teaching in Tompkins County" is the topic of a live television talk show today, May 9, from 7 to 8 p.m. on Cable Channel 13, sponsored by Summer Session in celebration of its 100th year. Five local teachers will join Professor James Maas and others in discussing the Public Broadcasting Service documentary, "To Light a Fire . . . Great Teaching in America."

■ **ID photos:** The registrar's office at 222 Day Hall is now responsible for issuing photo-identification cards to all faculty, staff and students. The hours are 8:30 a.m. to 4 p.m. weekdays. Those needing ID cards should no longer go to Photo Services.

■ **Shoemobile:** The Lehigh Safety Shoe Co. will be on campus with its shoemobile on Friday, May 31. A selection of safety shoes will be displayed at the Life Safety building, 201 Palm Road (east of the Orchards off Route 366) from 7:30 a.m. until noon and from 1 to 3 p.m. Employees eligible to receive department reimbursement for safety shoes should use an L-order. For information, call Life Safety at 255-8200.

■ **Chemistry supplies:** The Department of Chemistry stockroom will be closed on Saturdays until the fall semester. Weekday hours will remain 8 a.m. to 4:30 p.m.

## NOTABLES

The 1991 Esselen Award for Chemistry in the Public Interest was presented to **Thomas Eisner** and **Jerrold Meinwald** by the Northeastern Section of the American Chemical Society in April 6 ceremonies at Harvard University. Eisner, the Jacob Gould Schurman Professor of Biology, and Meinwald, the Goldwin Smith Professor of Chemistry, were cited for their "pioneering work in understanding the chemistry of natural substances."

**Joanne Davenport**, director of the Cornell University Council, received the 1991 Distinguished Service Award at the annual meeting of the Association of Conference and Events Directors International. She was recognized for her role in founding the association and developing a strategic-planning tool for the group.

Doctoral student **Elizabeth Graver** has won the 1991 Drue Heinz Literature Prize from the University of Pittsburgh Press. Her collection of short fiction, "Have You Seen Me?" was chosen from 275 manuscripts submitted by published writers. She will receive a \$7,500 cash award and her book will be published by Pittsburgh. Rich-

ard Ford, the final judge of the contest, praised her 10 stories for achieving "surprising wisdom about emotion and motive and internal intelligence."

**Janet Knodel**, the New York state survey coordinator for the Cooperative Agricultural Pest Program, has received one of only two recognition awards ever presented by the Department of Agriculture's Animal and Plant Health Inspection Service for outstanding contributions to the program. Knodel monitors the immigration of pests that are not native to the state and fosters the introduction of natural enemies of pests to protect agricultural products. She is based at the Agricultural Experiment Station in Geneva.

**Anne R. Kenney**, assistant director of the Department of Preservation and Conservation of the University Library, has been elected vice president and president-elect of the Society of American Archivists, the largest organization of professional archivists, records managers and manuscript curators. She is chairwoman of the organization's planning body and serves as book-review editor of the American Archivist.

## CORNELL Chronicle

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

## GRADUATE BULLETIN

**May degree:** May 17 is the deadline for completing all requirements for a May degree, including submitting the dissertation/thesis to the Graduate School.

**Registration:** Students must register at the Graduate School by May 20 if they are receiving financial aid during the summer.

**Reception:** A commencement reception will be held for all graduate-degree recipients, families and friends at The Henry immediately after commencement exercises.

**Diplomas:** Diplomas will be available at the reception for May 1991 degree recipients who completed requirements by mid-March (bring ID). Diplomas will be mailed for other recipients.

**Volunteers:** Graduate advisers are needed for orientation programs, Aug. 23 through 30. Contact the Dean of Students Office, 103 Barnes Hall, 255-6839.

**CUINFO:** Several categories of information for graduate students are available on CUINFO: the weekly Graduate Bulletin

column; the Fellowship Notebook with information on non-Cornell fellowships available to graduate students; and additional interactive communication systems for student concerns, sponsored by the Dean of Students Office.

## CORRECTIONS

A story in the May 2 issue about increases in student health-insurance premiums incorrectly reported the length of coverage. Individual students who now pay \$390 for 12 months of coverage will pay \$430 in 1991-92 for 12 months of coverage.

Also, the May 2 story about Associate Professor David Stark's study of political change in Hungary incorrectly identified Stark's Hungarian colleague; he is Laszlo Bruszt.



# Hungarian, Japanese officials talk of challenge, success

## Marton Tardos

Communism has left a legacy of problems that burden ambitions to establish market-oriented economies in Eastern and Central Europe, while also creating the need for such a system to be created quickly, Marton Tardos, co-chairman of the finance committee of the Hungarian Parliament, said here May 2.

The legacy includes a lack of entrepreneurs and scant support for privatization; a heavy debt burden to Western banks; a dramatic gap in living standards between East and West that has angered citizens now free to see it for themselves; and the inability of newly established governments to win the confidence to make needed changes that, in the short term, would make things even worse, Tardos said.

A former professor, Tardos was founder and first president of Financial Research Inc., a consulting firm formed to attract Western investment in Eastern Europe. His lecture, entitled "Political Problems of Economic Transformation in Eastern Europe," was sponsored by the Soviet and East European Studies Program and the Einaudi Professorship. His daughter, Eva Tardos, is an assistant professor in the College of Engineering.

"The communist takeover abolished all the institutions that are required of a market system," said Tardos. "We have to go back and face that the institutions . . . have to be reconstructed. And that is a very difficult job."

And yet, many governments have set ambitious goals of privatizing 40 to 50 percent of their assets within only five years and 70 to 80 percent within 10 years — because a power vacuum demands it, he said.

"Even compared with Western governments, we have a weak government. It is not strong enough to keep control over all state-owned systems," Tardos said.

"Some in the West say — it has become fashionable to

say — that communism is not a manageable system. But 70 years has shown it is manageable; it is not efficient," said Tardos.

Yet because communism's strong central-power system has broken down, "the dominance of the state enterprise system is now unmanageable," he said. "If we would like to turn an inefficient economy into an efficient one, we have to establish the power of the owners."

To do that, some in Eastern Europe have recommended restitution. But Tardos said that would be impossible in Hungary because land has been confiscated by governments numerous times in the past 40 to 70 years, creating multiple rightful owners. He cited a case in which seven people have claim to the same piece of land.

In another recommendation, a leading Hungarian economist suggested not transferring land ownership until a genuine ownership class is developed, saying people otherwise would not behave as real owners. But that, said Tardos, would take 100 years.

Tardos recommends a multichannel approach that includes, among other things, reconstitution and privatization.

Privatizing presents formidable challenges, he noted. It permits corrupt bureaucrats to skim revenue gains; it demands that the state establish values for government assets, though no one knows what the real values are; and it requires that the state weigh several complicated factors before each transaction: What will be done with the assets after they are sold? What is the likely increase in gross national product? And what is the employment potential?

Nonetheless, as governments grapple with privatization, they must also take precautions against the disintegration of a society that is losing former guarantees of job security.

"Under the market system, unemployment will reach a high rate. We cannot tell people on the loser side it is a sacrifice they must take; sacrifices must be required of all."

—Lisa Bennett

## Toyoo Gyohten

A former Japanese finance-ministry official told a Cornell audience last week that business practices in the West's second-largest economy differ from the rest of the world.

Toyoo Gyohten, who joined Japan's ministry of finance in 1955 and eventually became vice minister for international affairs from 1986 to 1989, outlined for students and faculty in the Johnson Graduate School of Management some principles that drive Japanese corporations.

"After World War II, Japanese abhorred military government but not government relations with business," he said, describing the relationship as "non-confrontation between government and the economy."

Now a visiting professor at the Harvard Business School and the Woodrow Wilson School of Public Administration at Princeton, Gyohten discussed areas in which Japanese corporations operate differently from the rest of the world:

- In Japan, stockholders play a relatively weak role in managing corporations and are more interested in long-term gains rather than quick profits. "This gives management greater flexibility in planning long-range strategy."

- Japanese managers and workers consider themselves "to be in the same community." Managers are not capitalists "in the traditional meaning," interests of managers and workers are close, and employees play a greater role in management than they do in the West, "exercising almost sovereign power."

- Banks play a major role in managing Japanese corporations, providing the main source of financing and sending senior executives to corporations that are in trouble.

Gyohten was invited to Cornell by two Johnson School student organizations, the Japan-U.S. Business Association and the International Business Association.

—Albert E. Kaff

# James Affolter: Plantations director likes museums that teach

When James M. Affolter first looked at Cornell Plantations, the 3,000-acre museum of natural and horticultural resources that he has directed since mid-1990, he saw "the beauty of the setting, the beauty of the collections."

A year later, when Affolter escapes the committee meetings, telephone calls, proposal-writing and strategy sessions to roam the Plantations grounds, what he sees are beautiful plantings but also "issues — financial issues, communications issues, neighbor-relations issues."

Such is the lot of the administrator of one of the university's most cherished and accessible places. Visited by biology classes, tourists, schoolchildren, researchers, dog-walkers, joggers, home gardeners, returning alumni, lunchtime roller-bladers and sunbathers, Cornell Plantations is one big collection of issues — "and opportunities," he insists — for the boss.

However, challenges have to be expected on the road to making Cornell Plantations the model for museums in the 21st century.

"Museums must put education at the center of what we're doing," says Affolter, who served on a study panel for the American Association of Museums. What sounds like a less-than-radical idea will be a big step for some museum directors.

"There's a real debate whether museums should concentrate on their curatorial and research functions or use their collected objects to teach the public," he explains. "We should be asking how we can use our collections beyond the display function. We should ask what our collections can say about ecology and evolution or about the role of plants in human history."

Education always has been a priority at Cornell Plantations, where non-credit courses range from orchid-growing and Ike-



Peter Morenus

James M. Affolter, director of Cornell Plantations, at the F.R. Newman Arboretum.

better," the Plantations director says. "There is so much going on in the plant sciences. How can we tell these stories to the public? We have the format to open up the important issues."

He developed one such format at the University of California at Berkeley's Botanical Garden, where he was curator for seven years, by cultivating a collection of plants that are used in traditional Chinese medicine.

"We used that collection to talk about the basic tenets of Chinese-versus-Western medicine," says Affolter, who studied with experts in China. "The traditional Chinese take a holistic — not mechanistic — approach; they make less of a distinction between foods and medicines. Western medicine is always looking for the single, 'magic bullet' drug that can be modified in the lab and made more potent; Chinese medicine is more concerned about how complex mixtures of natural medicines interact in the body."

In a sense, a museum like Plantations has three collections, Affolter says. It has plants, the living collection; it maintains a detailed set of accession records on the identity and origin of its plant materials; and it cultivates what is, potentially, the liveliest collection of all, the educational themes. Those themes, Affolter says, "need to be developed and groomed like the other

collections. Education should be at the center of a museum and should provide the basis for evaluating the physical collections."

Much of the \$8.5 million that Plantations hopes to raise as part of the university's \$1.25 billion capital campaign will be used to endow education efforts, Affolter says. When the director of the program with 50 employees and a \$1.4 million budget meets with potential supporters, he tells them that Plantations has three responsibilities:

- Foremost is education. Second, we must maintain the physical resources of Plantations, including the campus gorges and forests, in order to enhance the quality of life at Cornell. We also represent and support the values of the university — the environmental ethic, the conservation role. We try to help Cornell develop environmental awareness in people as they pass through this system."

- It was the Cornell environment — intellectual as well as physical — that attracted Affolter to the Plantations directorship, he says. "There is so much activity here in the plant sciences, biological conservation and the environmental sciences. And Cornell's botanical gardens, arboretum and natural areas are so much a part of the campus; they're not five miles away, out of sight and out of mind."

The Affolter family probably gets less recreational use from Plantations than most

Ithacans, he admits. "We're both enthusiastic gardeners," he says of himself, a plant taxonomist with a 1983 Ph.D. from the University of Michigan, and his wife, Catherine M. Pringle. She is the associate director of the Cornell Biological Resources Program whose study of aquatic ecology takes her to Costa Rica, Puerto Rico and Romania.

"Our free time, when we get it, is spent gardening until dusk at home." The move to Cornell and a home in Cayuga Heights marked a welcome return to Central New York for Affolter, a native of Syracuse.

As Affolter spoke, songs of birds and the scent of spring blossoms drifted through the screenless window of his office in the stone building that used to be the Forest Home schoolhouse. From that second-story perch, where flowering treetops were almost within reach, Affolter was reminded of another strategy session: The campus parking shortage was forcing drivers to look for unregulated spaces, and Plantations had been "discovered" for the wrong reasons.

"Many of the parking spaces that are intended for our visitors happen to be within walking distance of central campus," the Plantations director said. "We don't want to become the Parking Police, and yet . . ."

Another day, another issue. Perhaps a walk through the arboretum would clear the air. Then, again, the phone rang.

—Roger Segelken

CORNELL  
People

bana (the Japanese art of flower arranging) to flowers in watercolor and "Wily Wildflower" (guided weekend walks for elementary schoolchildren and parents). Using a National Science Foundation grant, Plantations developed "LEAP," a plant-based science curriculum that has been adopted by local grade schools and is now ready for national distribution. The current issue of the Cornell Plantations quarterly covers "Christopher Columbus as a Botanist," discussing in detail the 250 wild and Indian-grown plants that the adventurer found on his first exploration of the New World.

"Now we have to ask how we can do it



# CALENDAR

All items for the calendar should be submitted (typewritten, double spaced) by campus mail, U.S. mail or in person to Chronicle Calendar, Cornell News Service, Village Green, 640 Hanshaw Road, Ithaca, NY 14850.

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

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

## DANCE

### Cornell International Folkdancers

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

Instruction and requests, 7:30 to 10:30 p.m., May 12, Senior Citizens Center. A planning meeting will be held at 6:30 p.m.

Global dancing, grand review and party, 7:30 to 10 p.m., dance studio, Helen Newman Hall. For more information, 273-0707.

### Israeli Folkdancing

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

## EXHIBITS

### Johnson Art Museum

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

"Made to Remember: American Commemorative Quilts," an exhibition featuring 29 quilts from public and private collections throughout the United States, will be on view through June 9.

"Black Printmakers and the W.P.A.," an exhibition illuminating the aesthetic and technical contributions of black artists to graphic arts, will be on view through May 15.

## FILMS

Films listed below are sponsored by Cornell Cinema unless otherwise noted and are open to the public. All films are \$3.50 except weekend films (Friday and Saturday), which are \$4.50 (\$4 for students). All films are held in Willard Straight Theatre except where noted.

### Thursday, 5/9

"Green Card" (1990), directed by Peter Weir, with Gerard Depardieu and Andie MacDowell, 7:15 p.m.

The Student Film Show, Part I, presentation of new films by the Theatre Arts Department students, co-sponsored by theatre arts and Pentangle, 7:30 p.m., Uris.

"Hamlet" (1990), directed by Franco Zeffirelli, with Mel Gibson, Glenn Close, Alan Bates, Helen Bonham-Carter and Paul Scofield, 9:45 p.m.

### Friday, 5/10

"Green Card," 7 p.m.

"Hamlet," 7 p.m., Uris.

The Student Film Show, Part II, 9:30 p.m.

"Poison" (1989), directed by Todd Haynes, 10 p.m., Uris.

"Poison," midnight, Uris.

### Saturday, 5/11

The Films of Artavazd Peleshyan, with the film-maker present, co-sponsored by the Language House, 7 p.m.

"Poison," 7:30 p.m., Uris.

"Hamlet," 9:40 p.m., Uris.

"Green Card," 10:30 p.m.

### Sunday, 5/12

"Green Card," 4:30 p.m.

"Hamlet," 8 p.m.

### Monday, 5/13

"Great Expectations" (1947), directed by David Lean, with John Mills and Anthony Wager, 7 p.m.

"Green Card," 9:40 p.m.

### Tuesday, 5/14

"Stand By Me" (1986), directed by Rob Reiner, with Wil Wheaton, River Phoenix, Corey Feldman and Jerry O'Connell, 7:15 p.m.

"Hamlet," 9:30 p.m.

### Wednesday, 5/15

"Rocky" (1976), directed by John Avildsen, with Sylvester Stallone, Talia Shire and Burgess Meredith, 7 p.m.

"Stand By Me," 9:45 p.m.

### Thursday, 5/16

"Awakenings" (1990), directed by Penny Marshall, with Robin Williams and Robert DeNiro, 7:15 p.m.

"Brazil" (1985), directed by Terry Gilliam, with Jonathan Pryce and Robert DeNiro, 9:50 p.m.

## MUSIC

### Department of Music

The Barnes Hall concert season will end with a concert by Edward Swenson, tenor, and George Damp, piano, May 10 at 8:15 p.m. in Barnes Hall. Featured compositions will be Schumann's "Dichterliebe," Beethoven's "An di ferne Geliebte," and a solo piano piece written by Johannes Brahms. Swenson, professor of music at Ithaca College, has performed as a tenor soloist in Lieder, and in oratorio and opera performances. He found the 1841 Bosendorfer concert fortepiano, used in this performance, in the Upper Austrian Benedictine monastery in 1986. Damp, currently a visiting fellow, is on sabbatic from Lawrence University, where he is associate professor of music and university organist.

### Bound for Glory

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

### Cornell Plantations

The Class of 1940 Concert Series will be held on Friday, May 10, at 3 p.m. at the Houston Pond in the F.R. Newman Arboretum. Music will be provided by the Cornell Jazz Ensemble. Seating under a tent will be provided. In the event of heavy rain, the concert will be canceled.

## RELIGION

### Sage Chapel

Robert L. Johnson, director, Cornell United Religious Work, will deliver the sermon May 12. Service begins at 11 a.m. Music will be provided by the Sage Chapel choir under the direction of Donald R.M. Paterson. Sage is a non-sectarian chapel that fosters dialogue among the major faith traditions.

### Baha'i

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

### Catholic

Masses: Saturdays, 5 p.m., Sundays, 9:30 a.m., 11 a.m., 5 p.m., Anabel Taylor Auditorium. Daily masses, Monday through Friday, 12:20 p.m., Anabel Taylor Chapel.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

Sundays, 10 a.m., adult discussion; 11 a.m. meeting for worship, Edwards Room, Anabel Taylor Hall.

### Jewish

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

Shabbat Services: Friday: Conservative/Egalitarian, 6 p.m., Founders Room, Anabel Taylor Hall; Reform, 6 p.m., Anabel Taylor

## Johnson Art Museum presents exhibit of commemorative quilts through June 9

Twenty-nine colorful and historic commemorative quilts are on display at the Herbert F. Johnson Museum of Art through June 9.

The quilts, which date back to the mid-19th century, were sewn on occasions such as weddings, births and household moves; they were made to celebrate friendships and to record genealogies, to raise funds and to mark historic events.

"People are still making commemorative quilts, like the AIDS quilt and nuclear-protest quilts. They're also making friendship quilts and giving quilts as wedding presents," said Cathy Rosa Klimaszewski, the museum's assistant education coordinator and organizer of the exhibit.

"Made to Remember: American Commemorative Quilts" includes quilts made by applique and quilts pieced together. It includes quilts made by women and men from a variety of social classes and geographic locations.

A Baltimore album quilt, made by women of considerable means, was the textile equivalent of an autograph album. The Texas Genealogy Quilt, made by poor women in the rural Southwest from flour sacks and cotton, records wedding dates and children's names. A Civil War quilt chronicles that war from Lincoln's inauguration to the South's surrender in 1865. A bright pink quilt made for a man when he turned 21 and an old-maid quilt for a 30-year-old woman who vowed not to marry are among the unusual quilts in the exhibition.

"These quilts were all kept and treasured and not subjected to the daily wear of other quilts so they remain in good shape. You can even read the inscriptions written in ink," Klimaszewski said.

A tour of the exhibition will be given on Saturday, May 18, followed by a quilt-making demonstration and the showing of the film, "Hearts and Hands." Quilt collector and author Jonathan Holstein will present a slide lecture on quilts and memory at 2:30 p.m. These free events begin at 1 p.m.

After its showing in Ithaca, the exhibit will travel to the New York State Museum in Albany.

Chapel; Orthodox, Young Israel (call 272-5810 for time). Saturday: Orthodox, 9:15 a.m., One World Room, Anabel Taylor Hall; Conservative/Egalitarian, 9:45 a.m., Founders Room. Pesach Services: Thursday: Conservative/Egalitarian, 6:30 p.m., Edwards Room; Friday, Orthodox, 9 a.m., Edwards Room.

### Korean Church

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

### Muslim

Friday prayers, 1 p.m., Edwards Room, Anabel Taylor Hall; Friday discussion dinner, 7:30 p.m., 218 Anabel Taylor Hall; Sunday Qur'an Study, 12:30 p.m., 218 Anabel Taylor Hall.

### Protestant Cooperative Ministry

Sunday worship, 11 a.m., Anabel Taylor Chapel; Taize Prayer, Tuesdays, 5:30 p.m., Anabel Taylor Chapel; Bible study, Thursdays, noon, G-7 Anabel Taylor; Celebration, Fridays, 5 to 8 p.m., 401 Thurston Ave. Call the Rev. Barbara Heck, chaplain, 255-4224, for information.

### Seventh-Day Adventist

Student association, Fridays, 7:15 p.m., 314 Anabel Taylor Hall.

### Zen Buddhism

Zazen meditation every Tuesday at 7 p.m. and Thursday at 5:10 p.m. in Anabel Taylor Chapel. Beginner's instruction Thursdays at 4:30 p.m. in the chapel. For more information call Jon Warland at 272-0235.

## SEMINARS

### Biochemistry

"Nuclear Structure and Replication: A Yeast ARS Consensus Binding Protein," Susan Gasser, Swiss Institute for Experimental Cancer Research, May 10, 4 p.m., Large Conference Room, Biotechnology Building.

### Human Ecology

"Constructing a Personal Network: Constraints and Potentialities," Mon Cochran, human development and family studies, May 14, 1 p.m., Faculty Commons, Martha Van Rensselaer Hall.

### Jugatae

"Leks and Mate Choice in Hawaiian Drosophilidae," Dave Droney, Hobart and William Smith College, May 9, 4 p.m., Morrison Seminar Room, Corson/Mudd Hall.

### Microbiology

"Multiple Roles of T7 RNA Polymerase," F. William Studier, Brookhaven National Laboratory, May 16, 4 p.m., Conference Room, Biotechnology Room.

### Ornithology

"Spring Magic: A Photographic Essay of the Southern Tier," Don Weber, May 13, 7:45 p.m., Laboratory of Ornithology, 159 Sapsucker Woods Road.

### Pharmacology

"Permeation and Gating Properties of the L-Type Calcium Channel in Mouse Pancreatic

B-Cells," Clare Fewtrell, pharmacology, May 13, 4:30 p.m., G-3 Vet Research Tower.

### Plant Biology

"The Relationship of Pigment in Glomerula magna to Plant Pathogenicity," Stuart Brown, plant pathology, May 10, 11:15 a.m., 404 Plant Science Building.

## SPORTS

### Home contests only

### Saturday, 5/11

Baseball, Ithaca College (2), noon

## THEATER

### Risley Theater

"Merchant of Venice" will be performed at Risley Theater May 9 through May 11 at 8 p.m. A matinee performance will be held May 12 at 2:30 p.m. Tickets are available at Willard Straight box office, Rebop Records and Ithaca Compact Disk.

## MISC.

### Caregivers' Support Group

The caregivers' support group will meet May 14, 11:30 a.m. to 1 p.m., in NG-10 Martha Van Rensselaer Hall.

### Cornell Garden Plots

Garden plots will be distributed Saturday, May 11, beginning at 9:30 a.m., at Martha Van Rensselaer Hall; late comers, 11 to noon. For more information, 257-1281.

### CUSLAR

The Committee on U.S.-Latin American Relations will hold a meeting Monday, May 13, at 5:15 p.m., Commons Coffeehouse, Anabel Taylor Hall. For more information, call 255-7293.

### Lab Expo 1991

Fisher Scientific Co. will be the host for "Lab Expo 1991" on Tuesday, May 14, 9 a.m. to 4 p.m. in the Conference Room, Biotechnology Building. The Expo will feature technical seminars and product exhibits. Seminars will include new biotechnology techniques and laboratory safety concerns. There will be more than 30 vendors exhibiting lab equipment and supplies.

### Savage Club

The Savage Club will present a two act variety show on Saturday, May 11, at 7:45 p.m. in Alice Statler Auditorium. The show will feature Cornell songs, barbershop singing, Dixieland jazz, comedy, magic and a range of vocalists and instrumentalists. Tickets are \$12 for adults, half price for children 5 to 12. Contact Sarah Hale, 533-7262 (evenings) for tickets and more information.





Senior Lecturer Beate Ziegert with part of Cornell's costume collection.

Chris Hildreth

## Exhibit examines the links between clothes, culture

Hollywood movies have played such an important role in fashioning popular taste in clothes that in 1934 men's undershirt sales plummeted after Clark Gable appeared bare-chested in "It Happened One Night." The 1965 film, "Bonnie and Clyde," unleashed nostalgia for the Prohibition-era look, and in 1985 "Out of Africa" brought the Safari-look to suburban malls.

The rich and famous have also shaped popular taste. At various times, American women have wanted to look like the Duchess of Windsor or Jacqueline Kennedy or to be married in a dress like Princess Di's.

The influence of movies, magazines and the wardrobes of national figures on American clothing styles will be among the subjects of an exhibition of 150 years of American clothing at the Herbert F. Johnson Museum of Art this spring.

"American Clothing: Identity in Mass Culture 1840-1990" will feature some 60 garments from the university's 7,000-piece costume collection. It will be the first ever display of the Cornell costume collection in a museum setting since it was established early in this century.

"American Clothing" is part of a year-long, campuswide examination of popular culture and the arts, coordinated by the Cornell Council of the Creative and Performing Arts and the Society for the Humanities.

"It's hard to convince people that there's art to clothing. That's an idea accepted in France, but here people have trouble with it," said Beate Ziegert, a senior lecturer in apparel design in the College of Human Ecology and curator of this exhibition.

"As an applied art, clothing has much in common with architecture," Ziegert said.

The Cornell costume collection exhibition will highlight three aspects of American clothing: mass production, mass communication and mass distribution.

• Mass production: Sailors' pants, Civil

War uniforms and slaves' clothes were among the first ready-made garments in America. Women's wear came later, beginning with wraps or capes.

With the invention of the sewing machine in 1846 and a division of labor within custom tailoring, a shirt could be made in one hour and 16 minutes instead of 14 hours and 26 minutes. (Today, it takes less than seven minutes.) European immigrants, especially women, greatly affected the rise of clothing manufacturing.

Today, large numbers of garment workers come from Asia and Latin America, and many manufacturers are taking their production to developing countries.

• Mass communication: Journals, fashion plates and women's magazines such as Godey's Lady's Book shaped tastes in the 1830s. The editorial pages of newspapers and fashion magazines were introduced in the 1860s. As the century advanced, European clothing magazines became available in this country.

In this century, Hollywood movies became an important means of communicating ideas about clothing.

• Mass distribution: The 1850s and Civil War era saw the growth of department stores, which were transformed into "shopping palaces" in the 1880s. Mail-order catalogs, such as the one published by Sears, Roebuck and Co., were invented post-Civil War. Pattern companies such as Butterick and Madame Demorest's Emporium of Fashion were started at this time.

Among the most notable items in the Cornell exhibition is Eleanor Roosevelt's 1937 inauguration dress. It influenced ladies fashions much the way Jacqueline Kennedy's pillbox hats and sleeveless suit-dresses did in the 1960s.

"American Clothing" will be on display from May 25 to July 28.

—Carole Stone

## Bwowb!

### Computer-graphic orchestra among winners in IBM contest

Cornell supercomputer programs that synchronize computer-graphic instruments to a musical score and that gravitationally collapse clouds of particles to test Einstein's theory have won a national supercomputing competition sponsored by IBM Corp.

The winning entries each were awarded \$25,000 prizes for outstanding supercomputing programs using IBM systems.

Also placing in the contest were Cornell projects on nerve cells and the effect of IQ on success in life. The Cornell winners were among those announced by IBM in April at a scientific meeting in Utah.

The winning entry of Wayne Lytle, a scientific visualization expert at the Cornell Theory Center, describes a method of automatically synchronizing computer-animated musical instruments to music. Lytle's paper, "Driving Computer Graphics Animation from a Musical Score," was awarded first place in the Social Science, Humanities and the Arts category of the contest.

To demonstrate his program, Lytle produced a music video entitled "More Bells and Whistles," which features animated instruments ranging from realistic drums and organ pipes to imaginary mid-air musical energy explosions and bulbous green pods with undulating mouths that produce a sound like "bwowb."

The 10 instruments in the video perform on-stage to an upbeat jazz tune composed by Lytle. Drums beat, cymbals clank, bells ring, marimbas clack, organs boop, green pods bwowb, xylophones clink, a horn spouts balls that clang onto chimes and energy beams blast music into space. Drumsticks floating in midair play riffs on the percussion instruments. And the movements of the imaginary instruments are physically realistic.

The program Lytle developed, called CGEMS, for Computer Graphics/Electronic Music System, allows a supercomputer to analyze a musical score to "understand" the music from each instrument. The computer then calculates how each imaginary computer-graphic instrument should move to simulate how it would behave if it were actually generating one of the musical sounds on the sound track.

Lytle's technique is much more complicated than having musical sounds drive lights or animated patterns, as is done with "color organs" widely used in discos and at rock concerts.

Rather, the computer program must understand exactly what motions are required to realistically animate a given instrument — using techniques borrowed from traditional animation called anticipation and follow-through. For example, after the computer file representing the synthesized music is fed into the computer, the computer decides how to move drumsticks into position to anticipate a strike and



Chris Hildreth

Wayne Lytle, a scientific visualization expert at the Theory Center, with a display showing some of his computer-graphic instruments that are synchronized to a musical score.

how to follow-through by moving the drumstick on to the next strike. Similarly, the ball-spouting horn must calculate when and in what direction each ball must be ejected to hit the right chime at the right instant.

The technique has applications beyond the music field, said Lytle.

For example, scientists could use it to animate complicated scientific data to better understand them. Instead of feeding points in time, notes and music channels into the

animation program, researchers could feed in spatial coordinates, temperatures or other parameters and more easily visualize the results of their scientific simulations.

Besides CGEMS, Lytle used commercial computer-graphics software from Wavefront Technologies to design his instruments. He composed the electronically synthesized music using the commercial software package, Texture 3.0 from Magnetic Music Inc.

Lytle modeled the objects and designed the graphics on a computer-graphics workstation, and he generated the 7,500 images comprising the video on one of the Theory Center's IBM ES/3090 600J supercomputers.

The other first-place Cornell winner — in the Physical Sciences and Mathematics category — was a supercomputer model to explore Einstein's theory of general relativity. The model, developed by Cornell's Stuart Shapiro and Saul Teukolsky, reveals that if a gigantic cloud of particles shaped like an elongated football — large in the middle and pointed at either end — gravitationally collapses on itself, the regions near the end points will abruptly skyrocket in density as they shrink to thin needles. The needles evolve into "naked singularities" — where physical quantities like the matter density and the gravitational force blow up to infinity. Shapiro and Teukolsky are professors of astronomy and of physics.

The scientists do not believe that such exotic objects actually exist in outer space. The fact that they are predicted by general relativity theory, rather, represents a flaw in the theory, they say. (For more information, see a story about their work in the March 7 Cornell Chronicle.)

Shapiro and Teukolsky took three years to develop and test their supercomputer model, which consists of some 10,000 lines of computer code. The model also runs on a Theory Center IBM ES/3090 600J supercomputer. A typical run of the model takes up to 24 hours on one processor of the six-processor computer. They first reported their results in the Feb. 25 Physical Review Letters.

Other Cornell prizewinners were:

• Thomas M. Bartol Jr., Edwin E. Salpeter and Miriam M. Salpeter won one of two \$10,000 third prizes in the Life and Health Sciences category for their "Monte Carlo Simulation of the Vertebrate Neuromuscular Junction."

• Charles R. Henderson Jr. and Stephen J. Ceci won third prize in the Social Sciences, Humanities and the Arts category for their study, "Is It better to be Born Rich or Smart: A Bioecological Analysis of the Contributions of IQ and Socioeconomic Status to Adult Income."

• Chris Pelkie and Myron Evans won an honorable mention in the Physical Sciences and Mathematics category for their project on "Optical Nuclear Magnetic Resonance."

—Dennis Meredith



# Report seeks greater cost accountability in research

People who manage federal research funding hear that professors are spending more and more time writing grant proposals and reports. But they have seen no facts and figures to prove it. And some don't believe it, Daryl Chubin, project director of the report, "Federally Funded Research: Decisions for a Decade," said here May 6.

Lack of data is one reason why greater cost accountability in research is called for in the Congressional Office of Technology Assessment report that will be released in its entirety next week.

"One of the problems with the cost accountability schemes on campuses now is that they are so arcane and esoteric there is no way to compare them. We are calling for a more transparent system. . . . We would like some better idea of how people really are spending their time," said Chubin. "Apparently, this is seen as dangerous or it would have been done anyway. But I think people will find they will be nudged to do it."

A summary of the report was delivered to Congress in late March. Chubin's review of it during his visit to Cornell, where he did postdoctoral work and taught a class last year, was the first in a series of visits by Office of Technology Assessment staff to campuses to discuss the findings.

The report assesses the state of the federal research system and of information on the system. Called for by the House Committee on Science, Space and Technology, it

examines setting priorities in research funding; adapting education and human resources to meet changing needs; refining data collection and analysis to improve research decision-making; and understanding research expenditures.

Many scientists have claimed that expenditures — particularly for equipment and facilities — have outpaced federal research-funding increases. However, the OTA found that federal research expenditures have risen faster than inflation, with salaries and indirect costs making up the largest and fastest-growing share.

The OTA also calls on the federal government to make better estimates of future expenditures and to eliminate confusion about allowable indirect costs.

On the topic of indirect costs, Chubin noted that practices such as Stanford University's erroneous billing of yacht maintenance to the federal government are no longer viewed as isolated incidents of mismanagement or misconduct; instead, they are seen as reflecting on the integrity of the entire federal research funding system.

The OTA report also calls for an emphasis on setting priorities among competing research projects.

To help set such priorities, Chubin said, "What the OTA calls for is this: tell us what your objectives or goals of funding research are: don't tell us only that you want to add to the store of knowledge. We know that." Researchers must also rank priorities according to such criteria as eco-

nomics development, national security, improvement of public health and environmental integrity, he said.

While scientists traditionally dislike priority-setting, Chubin said his sense was that "the scientific community is no longer opposed to it in principle. Now they are saying, 'How do we do it?' not, 'Why should we do it?' That represents a positive shift."

Besides calling on Congress to insist that the scientific community set priorities among research projects, the OTA also recommends that — after considering scientific merit and program relevance — the community include such additional criteria as a project's potential for strengthening science education and human resources. Using such criteria would help policy-makers plan for the needs for future scientists and engineers.

However, the OTA report challenges recent projections of Ph.D. shortages in the mid-1990s and the urgent calls to increase the number of Ph.D. candidates, contending that the projections are likely overstated and, nonetheless, "are poor grounds on which to base public policy."

"To have Ph.D.s emulating the career path of their mentors will not work," Chubin said. There are already too many qualified people who would like to get a position at a university and have a lab, research team and federal funding. "But the system simply will not sustain that," he said.

—Lisa Bennett

## Questions and answers on Cornell's indirect-cost policies

The following is from an interview with Senior Provost Robert Barker.

### How does Cornell set its indirect-cost rates?

As is the case with other universities, Cornell's indirect-cost rates are set in negotiation with a designated agency of the federal government.

In Cornell's case, that agency is the Office of Naval Research. Each year, Cornell and ONR agree in negotiations on the appropriate indirect costs of research for the future year, in accordance with federal regulations and based on an analysis of historical costs. Then the percentage rate required to recover those costs is calculated and applied to research grants to cover the estimated costs.

After the year is completed, federal auditors review the actual results and finally agree on a rate. Adjustments are typically carried forward to be included in future years' rate determinations.

The indirect-cost rate is calculated based on what are known as "modified total direct costs" (MTDC), which reflect the direct costs of research, minus certain items. These deducted items at Cornell include equipment purchases, subcontracts exceeding \$25,000 and tuition costs for graduate students involved in research.

Other universities do not exclude some of these costs. If Cornell were to follow the same practice, its indirect cost rate would be reduced, though the costs recovered would be the same.

Cornell has a variety of rates for fiscal year 1991, which range from a low of 12 percent for certain off-campus activities to 75 percent for on-campus research in the endowed colleges. The on-campus rate for the statutory colleges is 51.5 percent and for the medical college, 54.5 percent. The weighted average of these rates is 63 percent.

Differences in the rate reflect differences in which costs are included; for example, the off-campus rate includes neither facility costs nor library costs.

### Why has the endowed-college indirect-cost rate increased over the past few years?

A principal reason for the recent increases in the rate in the endowed colleges is the costs associated with several new research facilities, including the Corson-Mudd Building, the Biotechnology Building and the Engineering/Theory Center Building. The university financed a portion of the costs of the last two buildings through borrowed funds, which leads to the inclusion of the interest costs on that borrowing in the indirect-cost rate. Financing for facilities in the statutory colleges is provided by the state, and therefore there are no interest costs. Cornell has no similar source for financing research facilities in its endowed colleges.

The indirect-cost rate is also affected by major maintenance and renovation costs such as have been encountered in Clark Hall, Baker Laboratory and the Olin Hall of Chemical Engineering.

At the same time, Cornell advocates that

the federal government resume investing in research facilities, which it ceased to do in the 1960's. A National Science Foundation study has found that, right now, less than one-quarter of the research facilities in the nation's universities are considered adequate for advanced research. Almost 40 percent of these facilities need repair and renovation.

According to the NSF, universities are putting off about \$3 of expenditures on needed facilities for every \$1 they spend. And they're putting off \$4.25 in needed repair and renovation for every \$1 they spend.

This is a dangerous situation for the health of the nation's research and its economic future.

### Does Cornell make a "profit" on indirect-cost recoveries?

No, in fact Cornell, like other research universities, recovers significantly less than the full amount of indirect costs attributable to research. For the endowed colleges of Cornell, the recovery is only about 74 percent of the indirect costs assignable to research. The difference occurs because some external funding sources, including several federal agencies, do not pay the full rates as a matter of policy.

In addition, the university spends several million of its own dollars to support research on which no indirect costs are recovered.

Cornell's policy with respect to indirect costs is to try to ensure that they are equitably recovered from all sponsors and that they are in keeping with federal policies as interpreted by federal auditors. Equitable and full recovery from research sponsors is important, however, because failure to achieve it transfers the costs to the instructional budget. The rate-setting process allows Cornell to choose to set a lower rate than would be otherwise allowed to help stimulate research funding. For fiscal years 1986 through 1988, Cornell choose to set a rate lower than its own studies justified, for this very reason.

Cornell firmly believes that a strong research program is vital for the health of the university and of the country, so it works very hard to make up the shortfall from such sources as private donations.

### Are such costs as operating the president's house paid for by indirect costs?

Yes. The federal government specifically recognizes in its regulations the cost to general university administration of administering research contracts. And just as The White House is an integral part of the federal government, a university president's house is an integral part of the university administration.

The job of administering both the government and the university doesn't stop at the office door. As the costs of the president's house are very modest, these and other expenses now viewed as inappropriate by the government have been removed.

### Why haven't Cornell's indirect costs been audited after 1985?

The audit agency responsible for Cor-

nell — the Defense Contract Audit Agency (DCAA) — chose to delay auditing university accounts since 1985, in order to concentrate their energies on corporate defense contracts.

Although this delay has meant that Cornell's expenditures have not been audited, its provisional submissions of projected costs have been reviewed and approved each year. When the DCAA catches up in its auditing, Cornell will work closely with them to make those audits as effective and accurate as possible.

### Why doesn't Cornell set a lower indirect-cost rate?

To the extent that the federal government or other research sponsors are allowed to pay less than the agreed upon rate, these costs must be transferred to other payers. The university administration is obliged to ensure that indirect costs are fairly apportioned between research and instruction and, despite the pressure to forgive indirect costs, to ensure that each element pays its fair share.

### Why can't new grants be charged the incremental cost they add to the university's operations?

Federal guidelines don't allow this approach, and it is intrinsically unfair, since it

would either result in all indirect costs being borne in the instructional budget or in some sponsors paying substantially more than others.

A goal of the current system is to minimize the costs of administering research through the use of uniform rates and a single audit for all federal sponsors at each university.

Unfortunately, all indirect-cost systems tend to spread costs, in a sense, "unfairly." The use of services included in the indirect cost category — such as personnel services, libraries, office and laboratory space, campus roads, departmental administration and utilities — is unequal among users. Some projects make greater demands than others. And the modifiers have very different effects on different projects, so that some pay almost the maximum amount — that is 75 percent of the grant amount if Modified Total Direct Costs are the same as Total Direct Costs.

Other projects, however, would pay much less, which is the more common case, when MTDC are much less than TDC. Indeed some may pay no indirect costs at all if the project funds are used solely to purchase equipment, for example.

The "bottom line," from a university perspective, is revealed in the fact that in 1990 total expenditures for federally sponsored research were \$175 million, of which \$47 million were indirect costs.

## Indirect costs *continued from page 1*

expenses for the president's house.

"We withdrew these items because of the clear expectation conveyed by federal auditors in the last few months that we would review our submissions. We did this not because we believe Cornell acted improperly in the past," said Fred Rogers, vice president for finance and treasurer. "Rather, our actions reflect the new philosophy that has evolved in Washington since the investigation of Stanford."

It is general accounting practice that indirect costs are pooled and, in the past, Rogers explained, if a function was allowable for inclusion in the pool of indirect costs, its individual components were not routinely subject to examination.

Whatever fraction of the indirect-cost pool was subsequently approved by the government for allocation to research would be reimbursed as part of Cornell's overhead costs of doing research.

Under its "new philosophy," Rogers added, the government expects Cornell and other institutions to review every individual expense item, even if it falls within a function that is clearly allowed.

And although precise guidelines have not been provided, universities are now encouraged to withdraw "inappropriate" items.

Cornell is continuing to review overhead costs for the offices of deans and administrative offices, Rogers said, and there will be further reductions if inappropriate or disallowed items are found.

All changes are being communicated to the Defense Contract Audit Agency (DCAA), which audits Cornell on behalf of

all federal research sponsors.

In addition, new guidelines will be developed to assist all Cornell offices in properly classifying future expenditures that will be included in indirect-cost pools.

Coopers and Lybrand, the university's auditors, will be reviewing all of the university's submissions to DCAA and will assist with the development of future guidelines for indirect-cost submissions. This will help ensure that Cornell's guidelines are consistent with evolving federal regulations.

Rep. John D. Dingell (D-Mich.), chairman the Subcommittee on Oversight and Investigations of the House of Representatives' Committee on Energy and Commerce, recently asked for information about the changes in indirect costs that Cornell had submitted to DCAA. Dingell's committee has been investigating Stanford University's accounts for overhead billed to the government in connection with its federal research.

Stanford attracted attention from Dingell and the national press after it was learned that one of several million expense items submitted to the government was for maintenance of a yacht, which it acknowledged was a clear-cut accounting error.

A Dingell committee staff member, Leila Kahn, spent two hours May 3 talking with Rogers and several other Cornell people as part of a trip that would take her as well to Columbia, the California Institute of Technology, Dartmouth, the Massachusetts Institute of Technology, the University of Southern California and Yale.

—Sam Segal



# Arecibo astronomer discovers precise 'cosmic clock'

A pair of massive, dead stars circling one another at up to a tenth the speed of light, with one emitting a staccato train of radio pulses, constitutes the most precise "cosmic clock" yet discovered for studying the nature of gravity, according to a report in the April 25 *Nature*.

The radio-wave "ticks" from the binary system, code-named PSR1534+12, will offer an exceptionally accurate tool to study the exotic realm of gravitational radiation as described by Einstein's general theory of relativity, said its discoverer, radio astronomer Alexander Wolszczan. He is a senior research associate with the National Astronomy and Ionosphere Center.

To be useful in studies of relativity, pulsars in binary systems must whirl about one another at extremely high speeds, producing gravity waves — ripples in the fabric of space-time. The stars in PSR1534+12 circle one another at 400 kilometers per second (900,000 mph).

The new binary pulsar's sharp, strong radio pulses, compact nature and nearness to Earth make it ideal for studying the theory of gravity, said Wolszczan. The new system should yield measurements up to 10 times more accurate than the only other known high-speed, or "relativistic," binary pulsar, PSR1913+16, discovered in 1974 by Princeton University astronomers Russell Hulse and Joseph Taylor.

"Experience tells us that each time we make such a vast improvement in the accuracy of measurement, all sorts of unexpected results come out, so I'm hopeful we'll run into something new and interesting with this pulsar," said Wolszczan.

Wolszczan discovered the binary system using the NAIC's giant Arecibo radio/radar telescope in Puerto Rico, which is operated for the National Science Foundation by Cornell. The star system was revealed by analysis of the mass of data using a supercomputer at the Cornell Theory Center.

Einstein's theory, which describes how matter warps space and time to produce gravity, is fundamental to physics. The theory is used to explain phenomena ranging from the Big Bang that triggered the birth of the universe to the bending of light by the gravitational fields of stars.

PSR1534+12 consists basically of two neutron stars, collapsed remnants of gigantic stars with masses that were at least 10 times that of the sun.

These collapsed remnants, now each about 1.3 times the mass of the sun, are made of neutrons squeezed to such extreme densities that one teaspoonful would weigh a billion tons on Earth.

One of the stars is a pulsar, named for the rapid pulses of radio energy it emits as its radio beam sweeps past Earth, like the beacon from a lighthouse. The spinning pulsar in PSR1534+12 emits 26 pulses per second.

The two stars, which are about ten miles in diameter, orbit one another at incredibly close distances — about 800,000 miles apart. They make a complete orbit in about 10 hours. The binary system is about 1,500 light-years, or about 9 quadrillion miles, from Earth.

Astrophysicists will use the binary system to test Einstein's theory by studying how the frequency of radio "ticks" of the spinning pulsar changes as the furiously orbiting pair of stars loses energy in the form of gravity waves. The scientists can also study the wobble of the spinning pulsar, called its geodetic precession, to confirm important predictions of relativity.

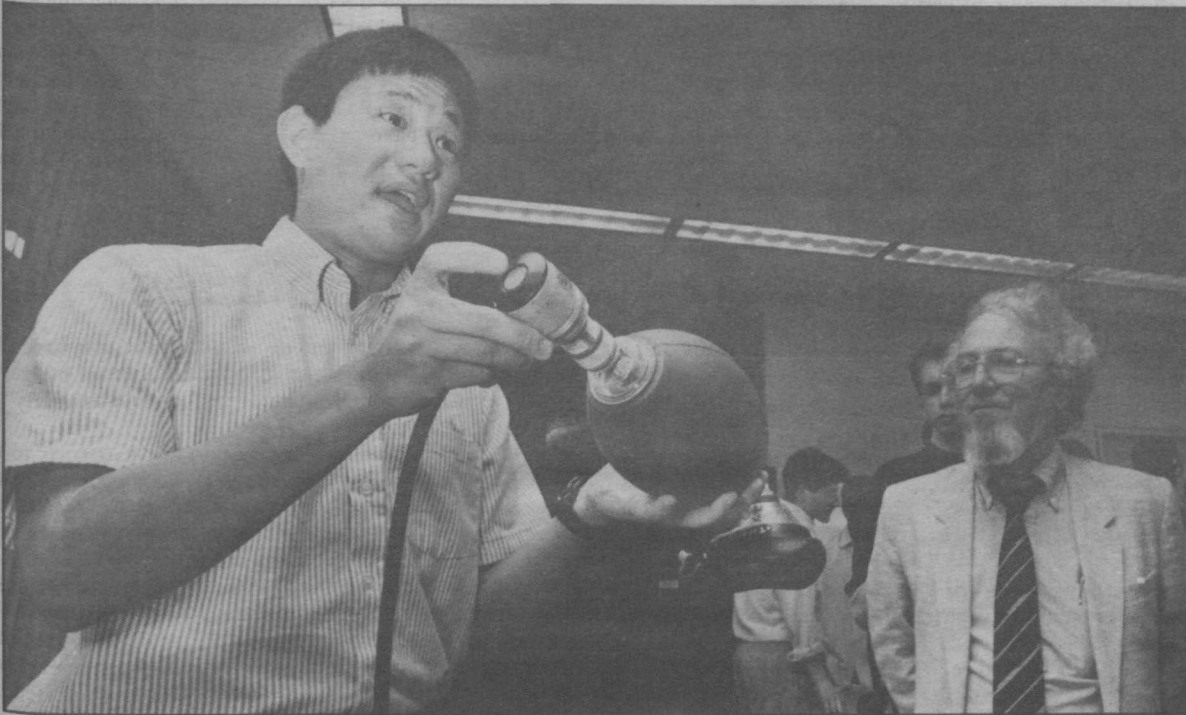
In the *Nature* paper, Wolszczan also announced discovery of another, single rapidly spinning pulsar, called PSR1257+12, that spins about 161 times per second.

The two new pulsars add important new components to an array of "millisecond pulsars" scattered over the sky that astronomers hope to use to detect gravity waves left over from the beginning of the universe, said Wolszczan.

Radio astronomers long ago detected radio waves that faintly echo the violence of the Big Bang, and they theorize that similar ancient gravitational waves also exist.

—Dennis Meredith

## Show and tell



Senior mechanical-engineering major Julian Hsiang explains how to use his adapter for a positive-pressure ventilator at an open house held by students in the College of Engineering, as Professor Francis C. Moon looks on.

Peter Morenus

## Self-service pilot program eases student access to information

Students have begun using new Day Hall computer terminals that are intended to provide the first stage of greatly improved student services.

In the bursar's and registrar's offices, students can help themselves to their own grades, check on their bursar's bills and check the accuracy of address changes.

"We're already getting tremendous, very positive feedback from the student-users," said David S. Yeh, assistant vice president for academic programs. "This is the beginning of access to all kinds of information, from the library catalog to CUINFO to career information and more."

The "more" that Yeh sees down the line includes computer-accessible information on dining options, pre-enrollment course in-

formation and perhaps actual course selection facilitated by a key-word index rather than a linear examination of listings by department.

The two terminals, installed three weeks ago, will soon be supplemented by a terminal at the College of Human Ecology. The number of test sites will increase; eventually, the system will be accessible from a student's own computer, any time of day, Yeh said.

Private information, such as a Social Security number and birth date, are the user's means of access to the program — tentatively called Bear Access.

The program is the first fruit of efforts by Yeh's office and that of Fred Rogers, vice president for finance and treasurer,

both seeking to cut the time and trouble for getting basic student information.

It was actually about a year ago that Yeh drafted a report suggesting that questions of student information be approached from the perspective of student-as-consumer, rather than from the perspective of individual offices that already existed as separate entities.

Rogers and Yeh both foresee a wide range of information being available around the clock by computer and some retraining of student-service staffs so that, when students do have to visit an office, one employee will be prepared to address several kinds of student questions and problems.

David Koehler of Information Technologies and Donald Saleh, director of financial

aid and student employment, have begun efforts to make financial-aid records more easily available to the bursar.

For Larry I. Palmer, vice president for academic programs and campus affairs, improved access to student information is related to his broader goal of better integrating student life in and out of the classroom. He has named a committee to design a residential-college pilot program to make student services, as well as faculty participation, an organic part of residence life.

"Bear Access is a good start," Palmer said. "With the continued collaboration of the affected offices and the active participation of concerned students, I'm sure we can noticeably improve the way we deliver services to students."

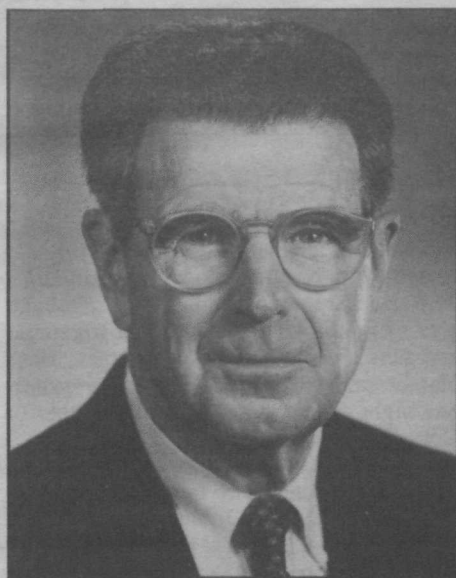
## Fellowship honors retired professor

A fellowship for a master-of-engineering candidate will be announced at a symposium and dinner on Saturday, May 11, honoring Professor Emeritus of Civil and Environmental Engineering William McGuire.

The celebration of McGuire's 70th birthday and 40 years of service will also be highlighted by scientific talks by McGuire's former students and colleagues, including Richard Gallagher, president of Clarkson University. Topics of the talks will include steel structures, computers in civil engineering and engineering education.

"Throughout his career, Bill McGuire has distinguished himself in education, research and engineering practice," said the symposium organizers, Professors John Abel and Gregory Deierlein. "His dedication to excellence and enthusiasm for learning has set a standard for generations of students, young engineers and colleagues."

McGuire earned his M.C.E. in structural engineering from Cornell in 1947. After working as a structural engineer, he joined the Cornell faculty as an assistant professor



William McGuire

in 1949. He was named a full professor in 1960, served as director of the School of Civil Engineering and became a professor emeritus in 1989.

He is author of papers and textbooks on structural engineering, primarily on steel structures. His projects included aiding in the design and construction of the Arecibo radio/radar telescope in Puerto Rico.

## Revised campus-parking plan goes to COTS and FCR

Senior Vice President James E. Morley Jr. was to ask the Faculty Council of Representatives on May 8 for "any final comments" on a transportation and parking plan that he will recommend to the executive staff and President Frank H.T. Rhodes.

On May 7, Morley took the plan to the University Assembly's Committee on Transportation Services. COTS was a principal drafter of a similar plan that the full Assembly turned down, but the new version responds to Assembly reservations while retaining much of what COTS favored.

"This plan incorporates the good suggestions and ideas we've had from faculty and staff and officials of our neighboring communities, and is the best plan our collective thinking can devise at this time," Morley said. "It is also fiscally responsible."

A draft plan was first offered to the campus in November, and dozens of meetings have followed. What has not changed from then is the university's decision to pay for passes of those who commute by bus and to offer financial incentives to car pools.

What the latest plan adds is a third alternative to what previously was a two-tier fee system. Under this plan, A Lot remains

free, and single-occupant vehicles will have annual fees of \$180 for perimeter areas, \$270 for east-central areas and \$360 for central areas. After next year, fees would rise by 6 percent annually.

"This was a very tough, complex issue for the Assemblies to tackle," Morley said. "COTS and the Assemblies' leadership really did very good work wrestling with these tough issues. They are responsible for emphasizing the need for a free A Lot, for developing a student bus-pass option and for the three-tier fee system."

Besides free bus passes and help in identifying park-and-ride lots for commuting employees, Morley noted the following incentives for those who ride in car pools:

- For perimeter areas (\$180 for singles), the fee for two in a car will be zero; with three people, there will be a \$90 rebate; for four, a \$180 rebate.

- For east-central areas (\$270 for singles), the fee for two is \$90; there is no charge for three; and there is a \$90 rebate for four.

- For central areas (\$360 for singles), the fee for two in a vehicle will be \$180; for three, \$90; and for four, no charge.



# Recycling booms, but some sorters are sort of aimless

Whether through carelessness or ignorance, the university's pioneering paper-recycling program is being compromised by contamination. Mixed with the tons of valuable, recyclable paper from Cornell buildings is some of the slimiest stuff, and the workers who prepare materials for recycling mills are getting sick of it.

"We can tell when it's flu season," said Ida Webber, owner of Ithaca Scrap Processing, the private company that sorts Cornell's discarded paper into marketable categories. "Look at those Kleenex," she said as one of her workers at the Third Street plant emptied another bag of mixed paper on his sorting table. Sodden, wadded and blue, the tissues were there because someone at the university had bad aim (for the trash can) or misinformation (about what belongs in the Cornell Recycles basket).

"If people knew that everything they toss in their recycling basket has to be sorted by hand, they would probably be more considerate of the people who do that work," said Walt Smithers, the university's newly appointed solid-waste manager. "We [on the campus] have the easy part — remembering what materials cannot be recycled and putting everything else in the recycling containers. The real work begins with sorting the various kinds of paper and finding markets for them."

The university settled on the current, easy-to-follow recycling plan after trying a variety of source-separation schemes that required office workers to sort recyclable paper by color and type, Smithers explained. Although the mix of recyclable paper means that the university is not paid for certain, more valuable materials — such as used computer paper — the program's relaxed guidelines have resulted in campuswide acceptance — to a point.

"Our custodians tell us that between 25 and 50 percent of the trash they're picking up is recyclable paper," Smithers said, noting that the recycling rate varies with buildings and times of the year. "Every ton of paper that is recycled is \$62 less that the university pays in landfill fees. That's cost-avoidance; we're not making money selling paper, but we're saving thousands of dollars a year in disposal costs and valuable space in the county's landfill."

Since Cornell Recycles went into effect in 1989, it has been a model for other universities, including Harvard and M.I.T. But the passage of time has tarnished the model, according to Ithaca Scrap's Webber.

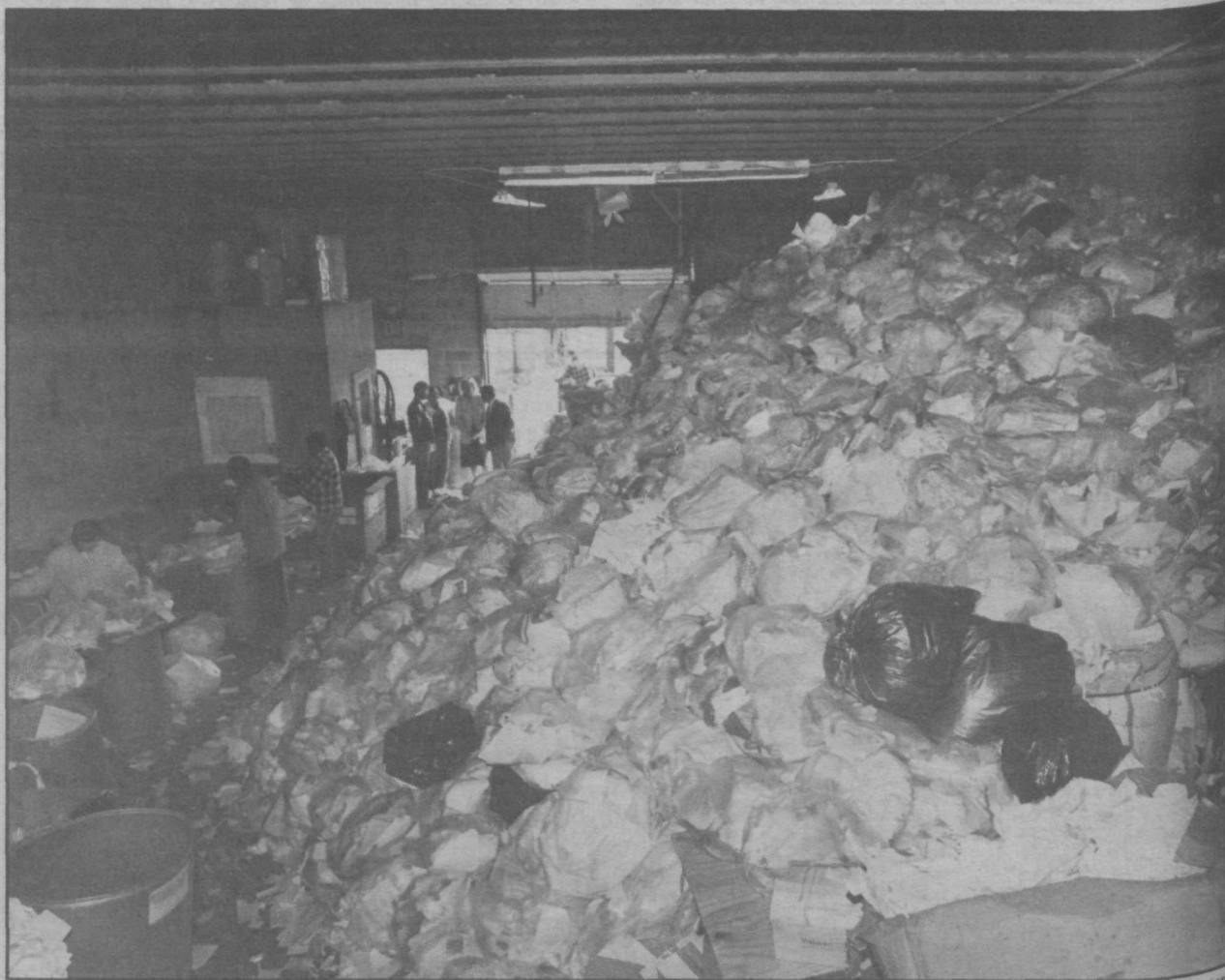
"It's very costly to sort paper," Webber said, as a line of workers separated the contents of Cornell Recycles bags. "We don't expect Cornell people to separate paper by type, because the mills are always changing their minds about specifications. But there's no reason why my people

*"If people knew that everything they toss in their recycling basket has to be sorted by hand, they would probably be more considerate of the people who do that work. We [on the campus] have the easy part — remembering what materials cannot be recycled and putting everything else in the recycling containers. The real work begins with sorting the kinds of paper and finding markets for them."*

should have to handle garbage."

Last week, the men and women at Ithaca Scrap were sorting Cornell's paper into six categories: two kinds of computer paper; file stock and junk mail, which is made into paper towels; white ledger, the stationery and copier paper that will be recycled into more of the same; mixed paper, which has a market value of practically nothing and costs \$30 a ton to handle; and colored ledger and newsprint, which Webber said is also a money-loser.

To get to the paper, the workers were sorting through the following: potato chip bags, coffee grounds, glossy maga-



Charles Harrington

Workers at Ithaca Scrap Processing sort Cornell's discarded paper into marketable categories for recycling. Every ton of paper that is recycled saves the university \$62 in landfill fees.

zines, empty tubes of ink, full tubes of ink, paper cups, lunch bags complete with scraps, mimeograph masters and more soggy tissues.

"When the [Cornell Recycles] program started, people were so conscientious," Webber said, "and the Cornell custodians have been doing an excellent job all along."

Harold D. Craft Jr., associate vice president for facilities and business operations, agreed. "Cornell Recycles is working because of the cooperation of everyone, from the faculty and staff members who take a moment to sort the waste paper to the custodians who conscientiously handle the two waste streams," he said. Craft noted that the appointment of Smithers as the full-time solid-waste manager with responsibility for Cornell Recycles underscores the importance the university places on conservation of resources.

University custodians transfer the contents of Cornell Recycles cans into clear plastic bags, which are deposited in special dumpsters outside each building, Smithers explained. If the custodians find obvious contamination in a recycling container — a spilled cup of coffee, for example — they must throw everything in the garbage. But the custodians don't have time for item-by-item scrutiny of recycling containers, he said.

"Some people may be confused. If they read that a paper cup is biodegradable, they may think it is recyclable," Smithers said. "We have a broad list of recyclable papers and definite guidelines on what's not allowed; if we can't follow the rules, the program is in trouble."

Ida Webber put it more directly: "Paper is paper. Garbage is garbage."

Then she added, "The important thing is that recycling is happening, and it's kept about 12,000 tons of paper from going to the landfill and being of no use to society. Now is the time to cooperate properly with this program."

—Roger Segelken

## What's recyclable

Items that should be placed in Cornell Recycles containers include white paper, computer printouts, colored paper, newspaper, cardboard, envelopes (without windows or stickers) and papers or booklets (even those with staples).

## What's not

Items that should be placed in trash cans include tissues and tissue boxes, paper towels, food wrappers, wet or soiled paper, beverage cups, blueprints, magazines and books, facsimile paper and photocopier-paper wrappers.

## Remember . . .

Please note that any recyclable items that get wet or soiled must be thrown away as trash; that stapled papers and booklets can be recycled, but paper clips should be removed; that any kind of tissue cannot be recycled; that paper beverage cups are biodegradable, but not recyclable; and that recyclable paper that is torn or in small pieces is difficult for workers to handle.

## Literacy in Harlem *continued from page 1*

ing individuals in their homes to counsel them on nutritional practices. Later, the students worked by themselves in a public-school summer program, a day camp, a shelter for homeless families, a church, Grant Houses housing project and a literacy center for adults studying for high-school-equivalency examinations. They worked in Harlem and in the South Bronx.

The students took some of the children to the landmark Apollo Theatre, the National Black Theater, a children's museum and to a local radio station. They gave them history lessons and creative-writing lessons. And they made certain the children were familiar with the local library.

With books donated by publishers, cast-off by the local library and bought with \$1,600 that McMillin raised on the Cornell campus, the students also set up a small library at the Cornell Cooperative Extension office on Seventh Avenue at 125th Street.

When teen-agers from Harlem's Grant Houses started hanging around, showing interest in the project, Cornell Cooperative Extension administrators Phyllis Pottinger and Linda Nessel considered ways to in-

volve them in the literacy work. This summer, those 14- and 15-year-olds will be trained by four more Cornell students to be counselors like themselves.

"The Cornell students will be role models for the teen-agers, who will have a chance to see that kids not much older than themselves who have made it, who are in an Ivy League school, have not turned their backs on the inner city," McMillin said.

Although none of last summer's Cornell students comes from Harlem, all were familiar with the neighborhood through relatives or occasional visits to the area. Terence Calhoun, whose mother teaches public school, grew up in the South Bronx, attended Horace Mann School in Riverdale and moved to the North Bronx last year; Bemis Amusa-Shonubi, whose father works for the World Bank, grew up in the Bronx, Nigeria, Kenya and Washington, D.C., and now lives in White Plains; Tracy Warner and Juan Pena, who is Hispanic, are from Queens.

They found that role modeling was one of the most important things they did all summer, besides actually reading to young

people. They also learned to set their own sights by another's example: Holland turned out to be a role model for them all.

Besides running his law firm, Holland also owns a travel agency and a restaurant and runs a shelter for homeless men, Hark Homes on 129th Street, where he spends one night a week. He is also a member of Cornell's Board of Trustees.

"Now I've seen a Cornell alumnus who has gone out and done things that need to be done. I've seen a living example that it can be done," Calhoun said.

"I want to be able to do so many different things, too," said Amusa-Shonubi listing Holland's accomplishments as an attorney, businessman, reverend and playwright.

Were the Cornell students daunted by their task? Put off by the fact that even conservative estimates put the number of functionally illiterate adults in New York City at more than 1 million?

"The statistics are alarming, and the plight of African-American men is frightening in Third-World America, the part of the country most of us don't see," Calhoun said. "Some people say one summer's not

going to make a difference in anyone's life, but I don't believe it.

"You might not be able to say you were the one person who changed someone's life, but at least you provided an example."

Amusa-Shonubi, who said she worried that the Cornell students might lift the spirits of the people they helped during the summer and then let them down when they leave, has stayed in touch with some of the youngsters she met last summer.

An aspiring writer, she asked youngsters to write stories as a way of becoming interested in books and reading. One 12-year-old boy still writes stories and sends them to her. Amusa-Shonubi calls others when she goes to New York City, and she planned to visit some young people during a recent vacation from Cornell.

"It's frustrating, because while it's nice to help one or two people, there are 100 million others who need the same help or more," she said. "A few people can't do everything. But everybody should do this — give if they can. It's too easy to say, 'I just don't have the time.'"

—Carole Stone



# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 17

May 9, 1991

## Who's Who in Human Resources

*Part Two of an Overview of the Office of Human Resources and Its Functions*

### Labor Relations

Labor Relations is a new section. It is responsible for administering the collective bargaining agreements with four labor unions. Together, these labor unions represent over 1,200 employees on campus. In addition to the day-to-day



**Peter Tufford, director of Labor Relations**

consultation on contract management and interpretation, Labor Relations:

- administers the bargaining units' grievance procedures;
- represents the university at the bargaining table in contract negotiations and represents the university on all other labor/management issues; and
- administers the university unemployment insurance program.

Labor Relations can be reached at 5-4652.

### Organizational Services

Functioning basically as a consulting practice for Cornell units, Organizational Services (5-8535) provides assistance in management succession, organizational growth, and organizational restructuring to university units undergoing comprehensive or intricate changes.



**Gerald Thomas, deputy director, OHR**

### Staff Relations and Development

Staff Relations and Development (5-7206) is a new section, focused on employee relations, supervisory management, skills training, and professional growth. It was formed by combining the non-bargaining unit functions of Employee Relations with the functions of Training and Development and works in a consulting, advisory, and instructional capacity.

Staff Relations and Development works in conjunction with the university's administration, colleges, and administrative units to promote and maintain a positive and progressive organizational environment. It creates and maintains human resource programs, policies, and procedures; assists supervisory and nonsupervisory employees in resolving workplace issues; and implements services and programs that promote individual and organizational effectiveness.

Staff Relations and Development oversees:

- new employee orientation (NEO),
- the supervisory identification program,
- the probationary review process for new employees,
- the exit interview program.

It also:

- provides confidential consultation with individuals or groups;



**Marge Swiercz Clark, manager, Staff Relations and Development**

- offers advice and consultation on university policy interpretation and information on other workplace regulations;
- administers the layoff policy
- administer the grievance procedure for nonbargaining unit employees;
- offers workshops and seminars for employees and supervisors;
- administers educational assistance programs; and
- oversees the university's performance appraisal program.

### Staffing Services

Staffing Services (5-5226) is the section that deals with people looking for employment at Cornell, employees considering transferring positions within Cornell, and supervisors who need to have job openings posted and filled. Staffing Services:

- posts and advertises job openings;
- assists departments in filling vacancies;
- refers application materials of external and employee applicants;

- fills temporary positions;
- counsels and helps place laid-off individuals; and
- in conjunction with the Department of Labor, provides training in the job search process.



**Judy Stewart, manager, Staffing Services**

- Staffing also provides informational interviews to external applicants.

Assistance in the job search is also provided to dual career couples coming from another geographic area, and, on a limited basis, to student spouses.

Each week Staffing Services provides a list of job opportunities at Cornell in *Cornell Employment News*.

### Central Employee Registration (CER) and New Employee Orientation (NEO): Acclimating New Employees

The Office of Human Resources offers two major programs to orient new employees to the university - CER and NEO.

CER is conducted by representatives from the Employee Benefits section for new, regular full- and part-time endowed employees and for temporary employees who are benefits-eligible. (Statutory employees are oriented to Cornell by meeting with staff from the Statutory Benefits section in B-22 Mann). During CER the entire Cornell benefits package is explained, and employees select and enroll in the various benefits plans and programs that are available.

NEO is a two-hour session to which all new, regular nonacademic employees are invited within a few weeks after participating in CER. NEO sessions review various university policies and procedures such as performance dialogue, probation, and problem-solving, and provide information about the Employee Assistance Program and the variety of training and educational opportunities available to employees.

## Attention Select Benefits Medical Reimbursement Account Participants On Leave Without Salary

If you are going on a leave without salary, you need to be aware of how this change in status affects your Select Benefits Medical Reimbursement Account:

1. Medical expenses incurred prior to your date of leave may be submitted for reimbursement through the end of the plan year.
2. Medical expenses incurred while you are on leave may be submitted for reimbursement under a medical reimbursement account **if you continue to participate in the Select Benefits program by making after-tax contributions.** (If you wish to do this, please contact one of the Benefits staff members listed at the end of this article.) This means

that if you do not elect to make after-tax contributions, expenses incurred during the period of your leave are not eligible under the Select Benefits plan.

3. If your leave ends and you return to work at Cornell during 1991, your medical care account contributions will automatically begin again at the same amount you were contributing prior to your leave. Under IRS regulations, you can only enroll in a Select Benefits account once each calendar year.

Endowed employees should call Dogna Bugliari (255-6886) or Pat Cooke (255-6886) if you have any questions or need additional information. Statutory Employees can contact Midge Kelsey at 255-4455.



# 350 Commencement Volunteer Ushers Needed

At the 123rd Commencement Ceremony on May 26, 1991, we will need 350 ushers to help guide students, trustees, parents, faculty, and staff in various places on campus. For the over 5,000 students who have just earned degrees, the day of commencement is exceedingly important. Those of us who volunteer our time to make this day a pleasant one are aware that it is a day that will be fixed in the memories of these students for the remainder of their lives.

Employees who VOLUNTEER will be granted compensatory time-off equivalent to their standard work day. Each volunteer is asked to attend one designated rehearsal, either Wednesday, May 23 or Thursday, May 24 at 3:00 p.m. in the Robison Hall of Fame Room, Schoellkopf Memorial Hall. The rehearsal will be approximately 1.5 hours long, and you will be informed of the session that you should attend. Approximately 5 hours of your time is required at Commencement. We hope you will consider helping us make Commencement a huge success.

To express his appreciation, President Rhodes will host a wine and cheese reception for ushers on Wednesday, May 29, 4:30 - 6:00 p.m. at his home. At the reception, we will continue our tradition of giving Commencement volunteers an attractive Cornell mug inscribed to commemorate the occasion.

If you would be willing to join us as a volunteer usher, please fill out the form below. We also ask for your supervisors' names so we can advise them of the compensatory time-off policy.

Please send the below form, as soon as possible, to the Commencement Office, B-25 Day Hall.

1991 Commencement Volunteer Form

I will be able to help as an usher at Commencement on May 26, 1991.

Name

Phone

Department

Campus Address

Supervisor's Name

Phone

Department

Campus Address

Please return this form to: Commencement Office, B-25 Day Hall.

# JOB OPPORTUNITIES

THE UNIVERSITY, IN RESPONSE TO THE NEW YORK STATE BUDGET REDUCTIONS, is recruiting only for those vacant positions considered to be essential to the operation of the university. We continue to encourage, accept, and refer applications from Cornell employees and from external applicants for these positions unless noted otherwise in the individual listing. When qualified laid off employees are available for a particular vacancy, they will be given first consideration for that position.

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

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

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an 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 & job number. Employees should include an Employee Transfer Application.

**Manager of Information Systems (PT6403) Level 36**  
**Statler Hotel-Endowed**  
**Posting Date: 5/9/91**  
Responsible for the managerial, operational, and academic computer requirements of the Statler Hotel. Provide a "show case" computing facility for industry leaders, academia, and the School of Hotel Administration. Direct the overall functioning of the information systems department. Days and hours flexible; nights and weekends.  
**Requirements:** A Master's or equivalent work experience; a minimum of 2 years experience in the hospitality industry as well as computing, including supervisory, project management and systems development experience. A working knowledge of hotel operation and computing systems. Knowledge of programming techniques and systems analysis. Send cover letter and resume to Sam Weeks.

**Application Programmer/ Analyst II (PT5502) Level 33**  
**Financial Systems Development-Endowed**  
**Posting Date: 2/28/91**  
Design, develop, modify and document straight forward applications systems software supportind a major administrative system. Analyze functional and performance requirements and develop software improvements in usability and efficiency. Diagnose problems in production system software and make emergency repairs. Write production procedure, JCL and user manuals. Provide users with conceptual and technical help. Maintain a working knowledge of two major commercial programming languages.  
**Requirements:** Bachelor's or equivalent with computer courses. Knowledge of at least 2 languages: PL/I, NATURAL, COBOL. Knowledge of applications for interactive and batch administrative systems, database management systems, machine architecture, system utility programs, and VM/CMS. Send cover letter and resume to Sam Weeks.

**Applications Programmer Analyst II (PT6408) Level 33**  
**CHESS-Endowed**  
**Posting Date: 5/2/91**  
Serve as consultant for users of the CHESS computing system. Assist users and staff with computing problems. Help develop a user interface for data acquisition software.  
**Requirements:** Bachelor's in computing, physics, or engineering. Programming experience with FORTRAN and C. Experience with VMS and UNIX useful. Send cover letter and resume to Sam Weeks.

**Director Club Programs (PA6403) HRIII**  
**Alumni Affairs-Endowed**  
**Posting Date: 5/2/91**  
Establishes policies, long and short range plans for club programs. Develops and manages program budget, ensures policies and objectives of club programs meet expectations of the University and the Office of Alumni Affairs. Work directly with clubs. Some travel. Provides support for the Cornell Alumni Federation. Supervises staff of five.  
**Requirements:** Bachelor's required/Cornell preferred. At least 5 years related experience including budget administration, supervision, and event planning. Demonstrated ability to work with and organize volunteers. Strong supervisory, interpersonal, communication (speaking and writing) skills. Send cover letter and resume to Cynthia Smithbower.

**Assistant Director of Public Affairs (PA6404) HRII**  
**Public Affairs/Architecture Art and Planning-Endowed**  
**Posting Date: 5/2/91**

Assist the Director of Public Affairs and the Director of Special Projects with the implementation of the public affairs program to increase support for the College of Architecture, Art and Planning. Particular emphasis is placed on alumni relations, events planning, prospect identification, and fundraising.  
**Requirements:** Bachelor's required. 2-5 years of development experience or related administrative experience at a college or university; excellent communication skills and writing skills; experience planning and managing public relations oriented events. Send cover letter and resume to Cynthia Smithbower.

**Safety and Chemicals Manager (PT6502) HRI**  
**Chemistry-Endowed**  
**Posting Date: 5/9/91**  
Manage the department's safety program and the chemicals management program. Act as an advisor to the Safety Committee. Maintain the Safety Manual. Implement Safety Committee Policies. Train departmental staff in safe work practices. Inspect labs. Maintain safety library. Respond to emergencies. Design and implement a departmental management and inventory system for chemicals. Handle the disposal of chemicals.

**Requirements:** Ph.D. preferred. Requires Master's and 3 years experience or Bachelor's and 5 years experience in chemistry or chemical engineering or related field. Lab experience in organic and/or inorganic chemistry; computer skills; and ability to communicate effectively in person and in writing. Experience in lab safety; in hazardous waste disposal regulations and practices; and in computer programming desired. Send cover letter and resume to Sam Weeks.

**Research Support Specialist (PT6504) HRI**  
**Equine Drug Testing-Statutory**  
**Posting Date: 5/9/91**  
Provide advanced technical support, operate HPLC and GC/MS for drug testing program. Under strict quality control, analyze biological samples providing documentation from receipt through final report.  
**Requirements:** Bachelor's in organic chemistry or equivalent. 2-3 years experience with thin layer chromatography plus basic knowledge of drug metabolism. Send cover letter and resume to Sam Weeks.

**Research Support Specialist (PT6506) HRI**  
**Clinical Sciences-Statutory**  
**Posting Date: 5/9/91**  
Direct and manage all aspects of the nationally conducted study of obesity incats. Identify and solicit participation of private veterinary clinics. Coordinate and arrange for clinic visits. Manage routine activities of the study. Assist in design of an R-base program and maintain database on 1500 cats. Supervise staff.  
**Requirements:** Bachelor's in management or equivalent. 2-3 years related experience. Must have supervisory experience and interpersonal skills to deal with practitioners, cat owners and other staff. Typing and computer skills essential. Ability to work independently. Previous experience in a Veterinary setting or experience through pet ownership. Send cover letter and resume to Sam Weeks.

**Extension Support Aide (PT6505) HRI**  
**Education-Statutory**  
**Posting Date: 5/9/91**  
Distribute and maintain inventory of materials carried by Instructional Materials Service (IMS). Distribute IMS newsletter, Ag-Update. Assist in development of instructional materials. Supervise work study students and graduate interns.  
**Requirements:** Bachelor's in agricultural education or agricultural field with education courses, or equivalent. Macintosh and Apple II experience. Skills in writing, publication design, desktop publishing and word processing essential. Send cover letter and resume to Sam Weeks.

**Assistant to Executive Director (PA6402) HRI**  
**University Relations-Endowed**  
**Posting Date: 5/2/91**  
Analyze communications to develop new public relations tools and rework existing promotional strategies. Position until 6/30/92.  
**Requirements:** Bachelor's or equivalent required. 2-3 years related experience. Marketing or public relations experience,

preferably. Excellent writing skills. Send cover letter and resume to Cynthia Smithbower.

**Research Support Specialist (PT6103) HRI**  
**Chemistry-Endowed**  
**Posting Date: 4/11/91**  
Determine, in conjunction with client, the mass spectrometric method of choice, and subsequently carry out the analysis of research samples submitted to the Mass Spectrometry Facility. Day-to-day responsibility for the operation of the Facility.  
**Requirements:** Bachelor's in Chemistry, Master's preferred. Minimum 1-2 years experience with operation of mass spec instrumentation highly desirable. Able to work with guidelines and use chemical knowledge/judgment in locating and selecting the most appropriate procedures for application. Send cover letter and resume to Sam Weeks.

**Research Support Specialist II (PT6111) HRI**  
**Division of Nutritional Sciences/CNPP-Statutory**  
**Posting Date: 4/11/91**  
Perform cleaning, management, documentation and analysis of a very large household survey data set from eastern Africa. Work with health and nutrition survey data following established procedures using the latest releases. SPSS and DBase. Perform management functions including creation of new variables and data files; use of look-up tables; and merging files. Perform statistical analysis of data with attention to examining the biological causes of child malnutrition and its consequences for survival. Provide documentation of work done.  
**Requirements:** Master's in nutrition or equivalent. 2-3 years 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 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.

**Teaching Support Specialist II (PT6004) HRI**  
**Plant Breeding and Biometry-Statutory**  
**Posting Date: 4/4/91**  
Assist in teaching large courses in Statistics and Biometry. Organize labs; supervise teaching assistants; prepare exams and course materials; lecture when necessary; provide computing support; and develop computing instructional materials. Serve as a consultant for statistical computing on the mainframes and micro computers. Perform research in statistics or applications of statistics, and publish research articles.  
**Requirements:** MS or equivalent in statistics or biometry. Statistical computing experience on mainframes and micro-computers. Teaching and research experience. Send cover letter and resume to Sam Weeks.

## Professional Part-Time

**Executive Staff Assistant (PC6101) HRI**  
**Human Service Studies-Statutory**  
**Posting Date: 4/11/91**  
Manage the administrative and financial details of the Empowerment and Family Support Project. Responsibilities include fiscal accountability of the project; monitor the project's account, develop and maintain postaward monitoring system; approve accounting transactions (vouchers and PO's) provide computer generated financial reports; reconcile monthly statements; develop budgets. Position until 12/31/92.  
**Requirements:** Bachelor's or equivalent combination of education and relevant experience is necessary. Reasonable experience managing a program. Familiarity with accounting and knowledge of computers. Knowledge of word perfect, LOTUS, EXCEL, Word, and of Cornell accounting statements. Familiarity with grants and indirect costs. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Professional Temporary

**Technical Consultant I (PT5303)**  
**Cornell Information Technologies-Endowed**  
**Posting Date: 2/14/91**  
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. Maximum 20 hours per week.  
**Requirements:** Bachelor's 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.

## Professional Off-Campus

**4H Youth Development Specialist (PA6201) HRI**  
**Cooperative Extension/NYC-Statutory**  
**Posting Date: 4/18/91**  
Coordinate, implement and evaluate a pilot 4H youth development project involving youth from Ingersoll-Whitman Houses, Brooklyn in learning the process of setting up and running an business.  
**Requirements:** Bachelor's in human development, education, or social work. Minimum 2 years work experience in a community-based or educational program. Work effectively with youth and as a member of team planning, organizing and evaluating program efforts. Ability to communicate both orally and in writing. Send cover letter and resume to Cynthia Smithbower.

**Ithaca Community Childcare Center Inc.**  
**Staff/Child Development Coordinator**  
Fourteen talented infant/toddler teachers seek part time (20 hr/week) coordinator/supervisor who is insightful, organized, child oriented, humorous, enthusiastic and a good listener.  
**Requirements:** Knowledge of infant/toddler development. Hands on experience with children under age 3. 2 plus years in a supervisory position. Send resume to Ithaca Community Childcare Center, 579 Warren Road, Ithaca, NY 14850.

Technical

As a prominent research institution, Cornell University 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.  
Submit a resume and cover letter for each position, specifying the job title, department and job number, to Sam Weeks, 160 Day Hall. Skill assessment check lists, available at the Day Hall office, are a valuable aid when applying for computer or laboratory related positions.

**Animal Technician, GR18 (T4707)**  
**Laboratory Animal Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 12/13/90**  
Care, feed, water, clean and monitor research animals. Follow strict protocols for sterile or disease control environments and for animal welfare. Maintain animal records. Assist vets in treating and vaccinating as needed. Some weekend and holiday coverage.



**Requirements:** High School diploma or equivalent. Associate's in animal science desired. AALAS certificate helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year experience. Ability to lift 50 pounds. Pre-employment physical, all necessary immunizations and NYS driver's license required. Send cover letter and resume to Sam Weeks.

**Animal Technician, GR20 (T6404)**  
**Clinical Sciences-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/2/91**

Provide technical support for hepatitis research project using the woodchuck as the animal model. General lab duties include blood collection, animal handling and restraint, inventory and harvesting of serum, and assisting in surgery and 1-2-3. Ability to lift 50 pounds. Some weekend work required. **Requirements:** Bachelor's in biology with experience or equivalent coursework in data handling using spreadsheet, graphing and word-processing software on IBM personal computers. 1-2 years laboratory animal experience including ability to restrain, examine and bleed small animals. Wild animal handling experience. Must have a valid NYS driver's license. Must have a pre employment physical. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T6305)**  
**Soil, Crop, Atmospheric Sciences-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**

Operate an analytical facility for determination of stable isotopes of carbon and nitrogen; and assist with analytical methodology development. Prepare and analyze soil, plant and other samples using combustion-mass spectrometry using a Europa Roboprep CN analyzer-Tracermass mass spectrometer system. Perform quality control procedures and equipment maintenance. Maintain supply inventory. Assist with development of analytical protocols and methodologies. Train grad students. **Requirements:** Bachelor's or equivalent in a basic or applied related field. General knowledge of lab operations and analytical procedures. 2 years lab experience preferred. Knowledge or experience in field of soil science, plant science and chemistry desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T2808)**  
**Biochemistry, Molecular and Cell Biology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/9/91**

Purify proteins for several laboratories in the Biotechnology Building. Operate HPLC on FPLC apparatus. Perform biochemical lab procedures. Depending on skills and work load, there may be an opportunity to pursue other experiments. 1 year appointment, possible extension. **Requirements:** Bachelor's or equivalent in Chemistry or Biochemistry required. 1-2 years experience, including protein purification. Experience with HPLC on FPLC system preferred. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T6501)**  
**Avian and Aquatic Animal Medicine-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/9/91**

Perform virological and immunological assays in a research lab. Initiate and maintain cell cultures; perform virus isolations and cell-mediated cytotoxicity assays; and prepare media and reagents. Handle and inoculate experimental animals (mainly chickens) and collect samples. **Requirements:** Bachelor's in immunology, microbiology or related field. Minimum of 2 years experience in a research lab, including handling of radioisotopes, cell cultures, and using sterile techniques. Experience with the following equipment: ultracentrifuges, gamma and beta counters, spectrophotometers, and microscopes. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T6407)**  
**Fruit and Vegetable Science-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/2/91**

Perform research support in muckland vegetable program. Conduct field greenhouse and laboratory experiments, analyze data, maintain equipment, prepare reports, maintain lab and prepare library research reports. Travel required. **Requirements:** Bachelor's or equivalent in biological or agricultural science required. NYS certification for commercial pesticide use essential. Minimum 2 years experience in field research, able to operate farm equipment, use and handle pesticides safely and accurately, perform statistical analysis, greenhouse operations, and equipment repair. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6306)**  
**Pharmacology-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/25/91**

Assist in physiological, biochemical and pharmacological research on the control of insulin release. The work will emphasize tissue culture of cloned and transfected B-cell lines for studies on insulin secretion, analysis of cell constituents and enzyme assays. **Requirements:** Bachelor's or equivalent in a biological science. 2-4 years related lab experience. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6304)**  
**Pharmacology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/25/91**

Participate in research on the control by serotonin of Na and Cl transport across intestinal epithelial cell layers. Perform experiments involving cell fractionation, enzyme assays, radioligand studies, gel electrophoresis, autoradiography and general biochemical and pharmacological techniques. Analyze experimental results. Handle rabbits and rats. **Requirements:** Bachelor's or equivalent in biochemistry. 2-4 years related lab experience. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6203)**  
**Neurobiology and Behavior-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/18/91**

Participate in research using transmission and scanning electron microscopes for finestructure and autoradiography. Prepare cultures: tissue, cell and organ. Section tissue using ultramicrotomes. Prepare emulsions for coating sections. **Requirements:** Bachelor's or equivalent experience in biological science (neurobiology or biochemistry). 2-4 years related experience using electron microscopes (TEM and SEM), microtomes, and sterile techniques for cell culture. Send cover letter and resume to Sam Weeks.

**Chess Operator, GR24 (T6303)**  
**Chess-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/25/91**

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

**Lead Production Controller, GR24 (T4103)**  
**Finance and Business Services-Statutory**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 10/18/90**

Responsible for processing administrative production applications through the central computer system. Prepare, submit, monitor, and verify the results of jobs processed. Perform tape/back file management and security and make corrections. Maintain operational documentation. Provide training for production staff. Work scheduled shift changes to meet payroll, month-end, and year-end deadlines. Responsible for covering a rotating shift. Attend job related courses, seminars, and classes. **Requirements:** Bachelor's in computer science or equivalent.

3-4 years in production control or related experience. Thorough knowledge of administrative systems. Detailed and thorough knowledge/experience with MVS/JCL and VM/CMS. Send cover letter and resume to Sam Weeks.

**Technician, GR24 (T6107)**  
**Floriculture and Ornamental Horticultural-Statutory**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**

Serve as chief experimental assistant to the Turfgrass Research Program Leader, 3-5 grad students, and the manager of the Turfgrass Water Quality Research Facility. Perform basic and applied research in lab, greenhouse and field conditions. Field sites are located in Ithaca and throughout the state. Organize; implement; collect and statistically analyze data; perform literature searches; and write research reports. Assist in experimental design; establish plots; manage the plot seeding, fertilization, pest control and irrigation; and apply treatment variables. Design and fabricate specialized instrumentation. Supervise 1-3 temporary workers in the summer. **Requirements:** Bachelor's in agricultural science or equivalent. Bachelors in turfgrass science desired. 2 years experience in turfgrass management practices and specialized equipment. Knowledge of computers, statistical design and data analysis. NYS driver's license and Pesticide Applicator's Certificate required. Send cover letter and resume to Sam Weeks.

**Accelerator Operator, GR24 (T6106)**  
**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**

Operate a computer controlled accelerator system to provide high energy electron and positron beams for utilization by experimental groups. Investigate faults and take remedial action. Maintain accelerator log book documenting any modifications to the system, operating characteristics, or procedures. Carry out special projects to maintain and improve components of the system. Work alternating shifts, including holidays and weekends. **Requirements:** Associate's in electronics or equivalent training and experience, Bachelor's in physics preferred. 2-3 years experience in a lab or shop. Send cover letter and resume to Sam Weeks.

**Accelerator Technician, GR24 (T6110)**  
**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**

Perform highly skilled work to maintain and improve the various components of accelerator ultra high vacuum systems consisting of a linear accelerator, an electron synchrotron, and storage ring. Use techniques appropriate to various vacuum systems, particularly those for ultra high vacuum systems. Work with physicists to design, construct, and install new devices. Provide maintenance, handle malfunctions, and take corrective actions. Provide detailed documentation for the accelerator's master drawings and operating manuals. **Requirements:** High School diploma or equivalent plus at least 2 years formal training in ultra high vacuum technology. Work experience on such equipment with the demonstrated ability to assume responsibility for its maintenance. Ability to supervise other technicians. Send cover letter and resume to Sam Weeks.

## Technical Part-Time

**Laboratory Technician, GR19 (T5709)**  
**Veterinary Microbiology-Statutory**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 3/14/91**

Provide assistance to faculty carrying out lab experiments in reproductive biology. Prepare culture media and do extensive tissue and cell culture work. Provide general lab and surgical area maintenance. Collect specimens from mice, rabbits and cattle. Schedule experiments, keep records, and compile data. Monitor radioactive waste and arrange for safe disposal. **Requirements:** Associate's or equivalent required. Additional coursework preferred. 1 year related experience in tissue culture, biochemistry and animal handling. Send cover letter and resume to Sam Weeks.

## Technical Temporary

**Assistant Technician, (T5901)**  
**Fruit and Vegetable Science-Statutory**  
**Hiring Rate: \$7.00**  
**Posting Date: 3/28/91**

Assist in weed control field research in vegetable crops. Establish and maintain small research plots. Apply herbicides and collect data. Through 10/30/91 depending on funding and work. **Requirements:** High School diploma or equivalent. NYS drivers license. Experience operating farm machinery. Certified pesticide applicators license desirable but will train. Send cover letter and resume to Sam Weeks.

**Technician, (T6207)**  
**Biotechnology Program-Endowed**  
**Posting Date: 4/18/91**

Become proficient and the dedicated user of new state-of-the-art instrumentation, a biosensor-based system for molecular interaction analysis. Develop various immunoassays. Full time for 3 months, \$8-10/hr. **Requirements:** Bachelor's in biological sciences required. Minimum of 2 years lab experience. Must have an aptitude for instrumentation and proficiency with Macintosh computers. Send cover letter and resume to Sam Weeks.

**Research Aide, (T6007)**  
**Entomology-Endowed**  
**Hiring Rate: \$6.25-\$6.75**  
**Posting Date: 4/4/91**

Assist in veterinary entomology research on dairy farms, involving year around field work on cattle pests. Assist with lab experiments. Maintain insect colonies. Sort and process field samples. Mount and identify insects. Collect data. Obtain supplies. **Requirements:** AAS or equivalent in entomology or animal science, BS preferred. 1 year experience in handling large animals. Entomological experience helpful. Pesticide applicator's license desirable. NYS driver's license required. Send cover letter and resume to Sam Weeks.

## Technical Off-Campus

**Technician, GR19 (T6405)**  
**Entomology/Riverhead NY-Statutory**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 5/2/91**

Provide technical support for research and extension activities related to the integrated pest management of insect pests of vegetables, greenhouse and nursery crops. Includes laboratory and field work. This is a part time position. **Requirements:** Associate's required in Entomology or related Biological Science. Must have valid NYS drivers license. Ability to obtain NYS certified pesticide applicator's license. Knowledge of Macintosh computer training or experience in experimental design, field experimentation and statistics. Minimum 1 year related experience. 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.

**Binding Assistant, GR16 (C6310)**  
**Catalog Management/Cornell University Library-Endowed**  
**Minimum Biweekly Salary: \$511.68**  
**Posting Date: 4/25/91**

Provide bookmarking and security strips for new material (except commercially bound serials) received in the Catalog Department. This material is designated for various endowed units of the Library system. Position until June 1992. **Requirements:** High School diploma or equivalent. Ability to perform the duties efficiently, with a high level of accuracy and attention to detail. Must be dependable and possess good interpersonal skills. Ability to lift moderate weights and push heavy book trucks. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Assistant Accounting Clerk, GR18 (C6503)**  
**Unions and Activities/RPU-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/9/91**

Provide clerical support for Head Accounts Assistant. Process daily banks, checkout sheets, daily cash reports, monthly reports, Cornellcard and mail. Assist Assistant Director and cashier in the general management of the Convenience Store to order, receive and maintain inventory. Days and hours are Mon-Fri, 8:30a.m.-5p.m. 10 month position. **Requirements:** High School diploma or equivalent. Some coursework in accounting preferred. 1 year accounting and bookkeeping experience desired. Strong organizational, communication and interpersonal skills. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR18 (C6505)**  
**ILR/Collective Bargaining and Labor Law and Lab History-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/9/91**

Coordinate and provide administrative support to ILR's Collective Bargaining Institute. Provide support to 3 full time and 1 emeritus professor; maintain data base records on budgets and all parties involved in CB Institute; perform wordprocessing and manuscript preparation using Wordperfect. **Requirements:** High School diploma or equivalent. Some college coursework preferred. 1 year related experience. Strong organizational, administrative and communication (written and oral) skills. Ability to handle diversified tasks under pressure. Knowledge of Macintosh File and Wordperfect-FPC software. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR18 (C6205)**  
**Administrative Operations/Cornell University Library-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/25/91**

Under the direction of the Accounting Manager, maintain all records, files, accounts payable and receivable for all library material purchases and fine and replacement income. Approve accounts payable invoices/credits to the central university accounting office for payment. Review vendor statements, inquiries, duplicate payments, and returned checks; and prepare correspondence regarding past due invoices, credits due, and payment inquiries. Light typing. **Requirements:** High School diploma or the equivalent. Some college coursework in accounting bookkeeping or business preferred. 1-2 years previous accounting/bookkeeping experience and familiar with standard office machines. High degree of accuracy on work with strong concentration on detail. Experience with microcomputers, IBM preferred. Strong organizational, communication (written and verbal) and interpersonal skills. Familiarity with Cornell Accounting System desirable. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter, resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR18 (C6212)**  
**Media Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 4/18/91**

Process all billing and maintain financial records for design, and editorial sections of Media Services. Serve as receptionist for incoming clients and vendors. **Requirements:** High School diploma or equivalent combination of education and accounting experience. Individual must be well organized, very flexible, accurate, able to maintain confidentiality. Must have demonstrated computer knowledge and experience using Excel, Write Now and 4th dimension. Knowledge of graphic design and printing processes helpful. Strong interpersonal skills necessary, as well as ability to work with minimal supervision. Regular Cornell employees Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR19 (C6105)**  
**University Career Center-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/11/91**

Provide all administrative and secretarial support for three career advisors in the area of Arts and Sciences and preprofessional advising, including job-hunting workshops; alumni programs; Graduate School Days; booklets and other publications.

**Requirements:** High School diploma or equivalent. Minimum 2 years office experience. Some college coursework preferred. Excellent organizational skills and attention to detail. Familiarity with Macintosh and word processing; other programs, including Excel preferred. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Accounts Assistant, GR19 (C6509)**  
**Bursar's Office-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/9/91**

Maintain student finance and cornelcard billing systems. Direct contact with students, parents and other C.U. departments in person, via telephone and written correspondence concerning student billing; processing adjustments and other transactions; reconciling statement; processing deposits, vouchers and journal entries.

**Requirements:** High School diploma or equivalent. College coursework preferred. 1-2 years related experience. Knowledge of general accounting. Strong interpersonal skills. Ability to work in an active, complex environment. Light typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Relief Night Auditor, GR19 (C6405)**  
**Statler Hotel-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/2/91**

Review, verify and record all hotel revenue. Generate reports through property management systems as required. Perform duties of Night manager in relief. Coordinate and participate in front desk, concierge and bellstaff activities to provide quality guest service. Five days a week. 11p.m. - 7a.m.

**Requirements:** High School diploma or equivalent. Some college coursework in accounting preferred. 1-2 years related hotel experience desirable. Knowledge of computers essential. Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C6402)**  
**School of Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/2/91**

Provide administrative and secretarial support to four faculty members. Type; answer phones; schedule meetings; handle mail and travel. **Requirements:** High School diploma or equivalent. Some college. 1-3 years secretarial experience. Word processing skills required with strong knowledge of Macintosh system and its software programs. Work independently, excellent interpersonal skills. High level of confidentiality essential. Requires independent judgement and decision making. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR19 (C6411)**  
**Center for Environmental Research-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/2/91**

Provide general office support to 8 staff in the CLEARs program unit of CER. Do word processing and editing correspondence, reports and instructional materials; telephone and reception duties including map sales; liaison with CER for accounting; A/R, and payroll; coordinate assignments for student assistants **Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related office experience. Knowledge of Cornell accounting systems. Good communications skills. Word processing skills for both IBM and Macintosh preferred. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR19 (C6406)**  
**Entomology-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/2/91**

Provide secretarial support for the Department of Entomology using both the IBM and Macintosh computer. Responsible for smooth operation of daily department activities as well as serve as secretary to faculty using a variety of software packages. **Requirements:** High School diploma or equivalent. Some college coursework in business or secretarial science preferred. Ability to work comfortably on IBM computer using DOS and variety of software packages (Word Perfect, Lotus) and ability to work on Macintosh or willingness to learn. Excellent organizational, interpersonal, and communication (written and oral) skills essential. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Office Assistant, GR19 (C6301)**  
**Office of the University Registrar-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/25/91**

Provide personal service to individual students, alumni and staff. Prepare, certify and transmit CU transcripts. Certify, validate CU students enrollment, degree status or record of academic achievement from external organizations, agencies and students. **Requirements:** High School education or equivalent. Some college coursework preferred. Minimum 1-2 years related experience required. Computer input experience. Excellent interpersonal and organizational skills. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Laboratory Coordinator, GR19 (C6302)**  
**Diagnostic Laboratory/Clin Path-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/25/91**

Receive, access and distribute lab specimens. Distribute internal and external reports. Enter all laboratory results into computer. Provide relevant laboratory information to staff, students and outside clients. Cross train with laboratory secretary. **Requirements:** High School diploma. Some college coursework preferred. 1-2 years related experience. Familiar with veterinary and medical terminology. Computer knowledge; strong interpersonal skills. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Assistant, GR19 (C5905)**  
**Division of Nutritional Sciences-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 3/28/91**

Under direction of Administrative Manager assist in daily operations of Division of Nutritional Sciences Business Office. Responsibilities include account reconciliation; preparation of journal entries; coordination/verification of various monthly campus billings; preparation of deposits; maintenance of division's local accounting system (OASIS) and internal report generation for the Division's 300+ accounts (statutory and endowed). The Division has an annual operation budget of \$10-12 million.

**Requirements:** High School diploma or equivalent. 1-2 years related experience. Some college coursework preferred. Familiarity with Cornell's accounting system preferred; knowledge of statutory accounting procedures helpful. Previous computer experience (mainframe and PC compatible) required; competency in word processing (Word Perfect), database management (dBase or PC-File) and spreadsheets (LOTUS) preferred. Experience in account reconciliation strongly preferred. Excellent interpersonal, organizational and communications skills essential. Attention to detail; ability to work under pressure and meet deadlines required. Light typing. Regular Cornell employees. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Word Processor Operator, GR19 (C5709)**  
**Division of Nutritional Sciences/CFNPP-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 3/21/91**

Perform complex technical word processing tasks, often under tight and shifting deadlines, for Ithaca research and publications staff. 1 year term, continuation contingent upon funding. **Requirements:** High School diploma or equivalent preferred. Some college coursework preferred. Experience with lengthy manuscripts and technical documents required. Excellent grammatical and organizational skills required. Able to work independently with eye for detail essential. Knowledge of Wordperfect and spreadsheet and/or database packages preferred. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR20 (C6501)**  
**Unions and Activities/Noyes Center-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/9/91**

Provide clerical and administrative support to the Noyes Center professional staff. Serve as office manager, supervise reservations, student office assistants and Noyeswriter; oversee/review office policies and procedures; serve as receptionist and assist in the day to day operation of Noyes Center. **Requirements:** Associate's or equivalent required. 2-3 years related experience in senior level office position with supervisory responsibilities and significant public interaction. Bookkeeping/accounting background and excellent grammar skills essential. Experience with computers and/or word processors. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.



**Accounts Assistant, GR20 (C6407)**  
**Physiology-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/2/91**  
Share responsibility for management and reconciliation of over 100 accounts (state, endowed, college and grants). Establish and maintain working relationship with three colleges (one endowed) and Division of Biological Sciences; advise on University, State and College financial policies; assist in back-up for personnel and payroll functions when necessary.  
**Requirements:** High School diploma or equivalent, some advanced bookkeeping/accounting schooling desirable. Associate's degree preferred. 2 years Cornell accounting essential. Strong interpersonal and communication skills. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Secretary, GR20 (C6306)**  
**Chemistry-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**  
Provide administrative and secretarial support to a Nobel Prize winning professor and active international research group. Manage production of manuscripts and research proposals. Administer all aspects of office during professor's absence; arrange travel, seminars.  
**Requirements:** Associate's or equivalent. Knowledge of chemistry and some foreign language helpful. Minimum 2-3 years secretarial experience including knowledge of CU manuscript, grant proposal and travel systems. Computer experience (IBM, Macintosh) necessary. Heavy typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR20 (C6308)**  
**Facilities/Administrative Operations/Cornell University Library-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/25/91**  
Under general supervision of the Operations Manager, coordinate all purchasing activities for capital equipment and computer hardware orders for the Endowed Library System. Process invoices for payment. Monitor computer lines and telephones. Prepare work orders and oversee computer maintenance, blanket orders and maintenance agreements. Provide administrative support to the Project Coordinator, Project Manager, Photocopy Services Supervisor, and the Personnel area.  
**Requirements:** Associate's or the equivalent. Minimum of 2-3 years of office/purchasing experience. Strong interpersonal, communication (written and verbal) and organizational skills. Experience with database and spreadsheet management (dBase and LOTUS preferred) as well as word processing (WordPerfect preferred). Able to handle confidential material with discretion. Attention to detail. Familiar with University Purchasing and customer services procedures helpful. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Reference Assistant, GR20 (C6210)**  
**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/18/91**  
Provide information service in Mann Library and coordinate the maintenance of the collection of reference materials. Responsible, in the Entomology Library, for student hiring and supervision, and user assistance. Provide circulation assistance and assist with collection.  
**Requirements:** Associate's or equivalent. Additional college coursework in agriculture or life sciences preferred. Strong interpersonal and communication skills. Supervisory and effective public service experience required. Experience working in an academic library and with use of microcomputers preferred. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Circulation/Reserve Supervisor, GR20 (C6204)**  
**Music Library-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 4/18/91**  
Facilitate the use of the Music Library by providing reference service. Responsible for circulation activities, including procedures for charging out and discharging materials, special requests from patrons, collecting fines and fees. Interview, hire, supervise and train student assistants. Functionally supervise and train night supervisors. Assist in the set up of audio equipment patrons.  
**Requirements:** Associate's in music or the equivalent with emphasis on music history. Some additional college coursework preferred. 2-3 years related experience. Knowledge of music reference materials required. Excellent communication and interpersonal skills. Supervisory and public service experience required. Experience working in an academic library preferred. Reading knowledge of one foreign language (German preferred). Light typing. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR22 (C6506)**  
**Veterinary Administration-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/9/91**  
Manage the administrative operations of the office of facilities and services for the College of Veterinary Medicine. Prepare and manage office budgets; manage construction and renovation project budgets; prepare and process contracts for services; manage office files; provide clerical support; special projects. General direction received; independent decision-making required.  
**Requirements:** Associate's or equivalent required. 3-4 years directly-related work experience. Excellent interpersonal and strong (oral/written) communication skills. Ability to use personal computers for word processing, database management and spreadsheet analyses. Familiar with buildings/maintenance terminology. Analytical skills. Flexible and adaptable. Preference to experience working with Cornell shops preparing documentation for architectural engineering and contractual services. Light typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

Office Professional Part-time

**Entomology Assistant, GR18 (C6410)**  
**Mann Library-Statutory**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 5/2/91**

Under the direction of the Entomology Coordinator, responsible for staffing the Entomology Library. Provide information and general assistance, circulate library materials, shelf books, maintain supplies, and handle mail. Responsible for processing interlibrary lending requests and course reserve lists. In Mann Library work with the Binding Coordinator to prepare materials for binding.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Background in entomology, agriculture, or biological sciences preferred. Strong interpersonal and communication skills. Ability to be selfdirected, meet deadlines, pay attention to detail. Experience working in an academic/research library is desirable. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C6307)**  
**Agricultural Economics-Statutory**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 4/25/91**  
Provide farm families with support using the 800# information, referral, consulting system. Support consists of: emotional, legal, financial and family issues. Days and hours, 10a.m - 5p.m. Position until 8/31/91. Further employment contingent upon continued funding.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Strong listening and interpersonal skills. Familiar with farming and farm families necessary. Familiar with Cornell Cooperative Extension a plus. Typing/ computer familiarity necessary. Minimum 1 year related experience. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C6206)**  
**Photocopy Services/Library-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 4/18/91**  
Provide support for the Photocopy Services Copy Center. Duties include: supervision and training of student staff, customer relations, quality and inventory control, operation of photocopy equipment. Oversee the activities of the Copy Center on Sat's. Tues and Wed, 8:30a.m. - 3p.m. Thur, 8:30a.m. - 1p.m. Fri, 8:30a.m. - 5p.m. Sat, 11a.m. - 5p.m. 30 hours per week.  
**Requirements:** High School or the equivalent. Some college coursework preferred. 1-2 years related experience. Ability to work well under pressure and to set priorities. Some office/ clerical experience preferred. Communication (especially verbal), interpersonal and organizational skills required. Ability to lift supplies (up to 50 pounds). Light typing. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, EHP.

**Senior Records Assistant, GR18 (C6004)**  
**School of Hotel Administration-Endowed**  
**Minimum full-time equivalent: \$542.89**  
**Posting date: 4/4/91**  
Assist the Senior Department Assistant in acquiring monographic material for the SHA Library. Collect and prepare SHA serials for binding. Perform work consisting of duties that involve related steps, processes, or methods according to his/ her own judgment, requesting supervisory assistance when necessary; has responsibility for accuracy in the performance of routine work, but work is subject to verification by others when completed. Medium typing. Flexible, 4 hours/day, Mon-Fri, 20 hours/weeks, negotiable.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Some experience with use of a library required. Ability to perform related activities with a high degree of accuracy required. Good (written and verbal) communication skills required. Ability to use a variety of microcomputer applications software required. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C6502)**  
**Synthesis Engineering Coalition-Endowed**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 5/9/91**  
Provide secretarial support for the College of Engineering's participation in the Synthesis National Engineering Education Coalition. Answer telephones; process forms; type and word process document and correspondence; handle filing; some account reconciliation. Days and hours are Mon-Fri, mornings.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience in office environment. Ability to work independently and under general supervision. Strong telephone reception skills. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C6108)**  
**Materials Science and Engineering-Endowed**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 4/11/91**  
Monitor accounts; typing including word processing (word Perfect) on IBM/compatible computer; filing; data base work; general office duties. Mon-Fri, 7:30-5 (flexible), 25 hours per week.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Knowledge of Quatro, Paradox and Shorthand. Good accounting, organizational, and interpersonal skills. Some German language knowledge helpful. Word Perfect (5.0) required. 1-2 years related experience. Ability to work independently. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Temporary

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

**Administrative Aide (\$6502)**  
**Residence Life-Endowed**  
**Hiring Rate: \$7.56**  
**Posting Date: 5/9/91**  
Management of busy, fast paced office. Daily contact with high school students and staff. Must be able to interact effectively with people. Efficient organizational skills. Macintosh word processing experience required. Produce correspondence and newsletters. Order and maintain office supplies. Inventory office at end of program. Maintain expenditure records, prepare vouchers and payroll records. Coordinate events and room reservations. Excellent telephone skills. Interact with various University departments. Full-time, 39 hours per week, Mon-Fri, some weekends may be required. May 15-August 14. Please send completed application, cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Computer Programmer Operator (\$6400)**  
**Human Ecology-Statutory**  
**Posting Date: 5/2/91**  
Maintain database of academic and non-academic employees in college and do ad hoc reports. Make program enhancements to allocations database, including improving flexibility modifying report formats, "cleaning up" preliminary programming that has been completed. Maintain up-to-date database of accounting information for college Business Office through use of Cornell University Distributed Accounting (CUDA) system and provide managerial reports. Create and update spreadsheets in Lotus 123 as needed. Other computing assignments as assigned.  
**Requirements:** Programming experience in Foxbase or d-base. High degree of confidentiality required. Salary commensurate with experience. To apply, send cover letter and resume to Elizabeth Hughes, N111, MVR, College of Human Ecology, Ithaca, NY 14853.

**Data Entry Operator (\$6305)**  
**Division of Summer Session, Extramural Study, and Related Programs-Endowed**  
**Posting Date: 5/2/91**  
Data entry of all summer student registration information and perform general clerical duties.  
**Requirements:** High School diploma or equivalent. Experience with IBM PC and WordPerfect desirable. Send cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Service Clerk (\$6503)**  
**Lab of Ornithology-Endowed**  
**Posting Date: 5/9/91**  
Assist with sales at the Crow's Nest Birding Shop on weekends. Mon nights for seminars, and possible hours during the week to cover for vacations. Cashiering, answer phones, data entry, and able to lift 50 pounds. Need to work with customers and to be flexible. Must be dependable.  
**Requirements:** High School diploma or equivalent. Cash register and data experience helpful. Please send cover letter and completed application to Karen Raponi, Staffing Services, 160 Day Hall.

General Service

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

**Food Service Worker, S003 (G3803)**  
**Unions and Activities/Noyes Center-Endowed**  
**Hiring Rate: \$6.56**  
**Posting Date: 9/27/90**  
Operate electronic cash register, handle cash and credit sales, prepare and sell food items; stock and monitor inventory levels; maintain clean work area and adhere to all health department sanitation codes. 10 month position. Mon-Fri, 4p.m. - 12p.m.  
**Requirements:** High School diploma or equivalent. At least 1 year experience in food service operation required. Must relate well with people (excellent customer service skills) and work independently at a rapid pace. Previous experience with electronic registers and kitchen equipment required. Regular Cornell employees only. Send employee transfer application to Esther Smith, Staffing Services, EHP.

**Food Service Worker, S003 (G6201)**  
**Unions and Activities/NC-Endowed**  
**Hiring Rate: \$6.56**  
**Posting Date: 4/18/91**  
Operation of cash register, cash and credit sales. Preparation and sale of food items. Stocking and monitoring of inventory levels. 10 month position. Mon-Fri, 8a.m.-4:30p.m.  
**Requirements:** High School diploma or equivalent. At least 1 year experience in a food service operation is required. Excellent customer relations experience is essential. Regular Cornell employees send transfer application to Esther Smith, Staffing Services, EHP.

**Patrol Officer, GR03 (G6205)**  
**Public Safety-Endowed**  
**Hiring Rate: \$9.01**  
**Posting Date: 4/18/91**  
Prevent, detect and stop criminal behavior; protect life and property; preserve peace, and respond to required police and university services within the campus area.  
**Requirements:** High School diploma or equivalent. College degree preferred. Must obtain, maintain and satisfactorily complete all licensures and training requirements as designated by the Director of Public Safety and the laws of New York State. Must possess valid New York State Drivers license and New York State pistol permit. Strong communication skills (written and oral). Must satisfactorily complete the probationary period of Public Safety for Patrol Officer. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall. Women and minorities are encouraged to apply. Deadline for applications is May 17th, 1991.

**Head Custodian, S004 (G6401)**  
**Buildings Care-Statutory**  
**Hiring Rate: \$6.88**  
**Posting Date: 5/2/91**

Participates in, oversees and evaluates the work of 3-10 students custodians in assigned area. Trains new custodial employees as they are introduced into the work complex. Performs a number of other tasks. Days, Mon-Fri 6a.m-2:30p.m.  
**Requirements:** High School diploma or equivalent. Must have at least 3-5 years experience and proven expertise in effectively performing custodial work. Must have demonstrated excellent attendance and dependability through, ones work record. Must possess strong people skills and the ability/apptitude to oversee the work of a group of custodians, to include the training and development of custodial staff. Excellent communication (written and oral) skills essential. Must be in very good physical condition and able to pass a physical. Available to work weekends or other irregular hours. Possess a valid NYS drivers license. Regular Cornell employees only. Send employee transfer application, to Esther Smith, Staffing Services, East Hill Plaza.

**Shift and Maintenance Mechanic, S009 (G6301)**  
**M&SO Mechanical Shop-Endowed**  
**Hiring Rate: \$8.66**  
**Posting Date: 4/25/91**  
Able to maintain boilers, burners and other mechanical and HVAC equipment found in commercial, industrial, residential and research institutions. Monitor equipment, building and utility systems. Inspect, lubricate and repair all mechanical equipment. Install and read electric, water and steam meters. Days and hours vary according to shift.  
**Requirements:** High School graduate or equivalent. Knowledge of HVAC, utilities, controls and other support systems in a high technology environment. Minimum of 3 years experience in building trades and mechanical maintenance with boilers and burners. Valid NYS drivers license required. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

General Service

Send application materials for the following positions to Cynthia Smithbower, 160 Day Hall.

**Animal Attendant, S004 (B6402)**  
**Poultry and Avian Sciences-Statutory**  
**Hiring Rate: \$6.88**  
**Posting Date: 5/2/91**  
Assist in the care of animals (poultry mainly). Responsible for health, welfare (daily care) of research lab animals being raised and maintained in support of genetics, physiology, nutrition, food science and extension research programs/projects. Also, animal facilities and equipment maintenance/care. Collect and record experimental data. Days and hours, Mon-Thur 7:30-4, Fri 7:30-3. Weekends and holidays as requested or needed.  
**Requirements:** High School diploma or equivalent required. 1-2 years related experience in animal science preferred. Must have or acquire/obtain courses in Animal technician AALAS accreditation, certificate of pesticide application, NYS Drivers License, obtain/acquire NYS red label certification. Ability to lift 100 pounds routinely. Must have a pre employment physical. Submit application materials to Cynthia Smithbower, 160 Day Hall.

General Service Part-Time

**Animal Attendant, S004 (B6201)**  
**Animal Science-Statutory**  
**Hiring Rate: \$6.88**  
**Posting Date: 4/18/91**  
Care for dairy animals, feed, groom, clean, prepare bedding. Administer required medical treatments, check for heats. Operate machinery, maintain farm. Days and hours to be arranged. 2 weekends per month. 20-24 hours per week.  
**Requirements:** High School diploma or equivalent. Class III drivers license or eligibility. General dairy farm experience helpful. Able to lift 100 pounds. Must have pre employment physical. Send application materials to Cynthia Smithbower.

General Service Temporary

**Groundworker (B6401)**  
**Athletics/Golf Course-Endowed**  
60% establish and maintain gardens; 40% maintain grounds: mow grass, other related duties. Mon-Fri; 6-2:30; some weekend work.  
**Requirements:** Some directly related work experience. For consideration submit application materials to Cynthia Smithbower, 160 Day Hall.

Academic

**Reference Librarian**  
**Uris Library**  
**(Shared position, 20 hours)**  
Provide reference service approximately ten hours per week, including scheduled evening and weekend hours. Teach in classes, contact faculty, prepare teaching aids, participate in campus-wide library instruction activities. Coordinate bibliographic instruction for freshman writing. Coordinate library tours. Participate in preparation of user handouts, skill guides, information guides, and bibliographies. Select current monographs in assigned subjects. Perform database searches. Undertake various projects under the direction of the Head of Reference and Instruction. Participate in library-wide projects and committees.  
**Requirements:** MLS from ALA-accredited graduate library school; aptitude for and interest in teaching and reference work with undergraduates; excellent written and verbal communication skills. Reference, teaching, and online searching experience preferred. Applications requested by May 24, 1991. Send cover letter, resume and 3 references to Anne Dyckman, 235 Olin Library, Cornell University, Ithaca NY, 14853.

Cornell Employment News

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**Editor:** Nancy Doolittle, 255-3541  
**Page Layout:** Cheryl Seland  
**Photography:** University Photography, Susan Boedicker  
**Telephone:** Office of Human Resources (607) 255-3936

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, 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.



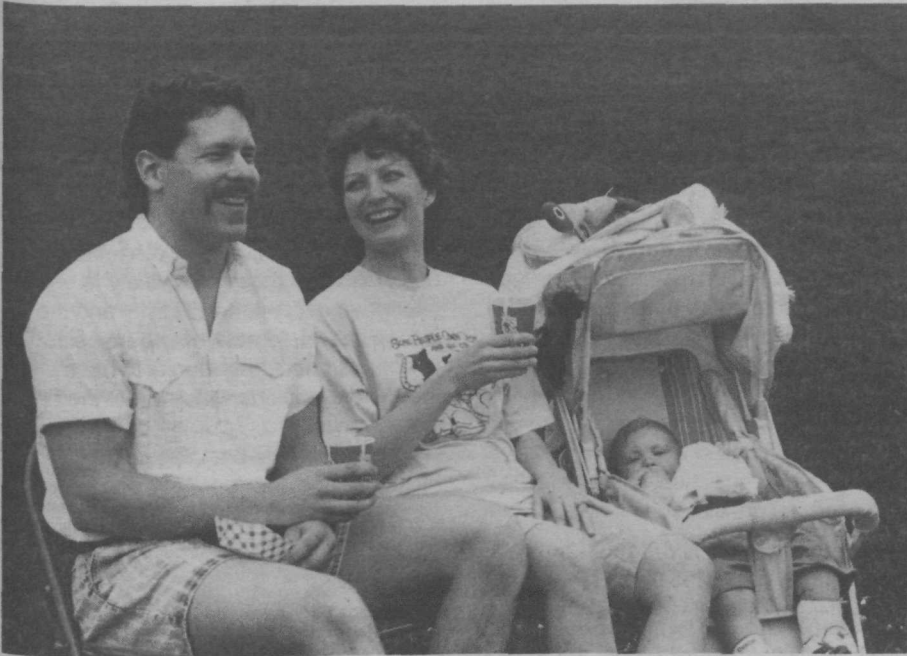
# Networking

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

## PARENT'S CORNER

### "Balancing Work and Family"

by Kathee Shaff



Ross, Arlene & Bennet Hoogewerf

Photo by Doug Hicks

"Balancing Work and Family" — does that sound like something that is easy and fun to do? For me, and many others, it isn't. We are always looking for ways to make our lives easier, especially when it comes to having the responsibilities of both a job and a family. This is one of the reasons I attended the Brown Bag Series Workshop entitled "Balancing Work and Family," which was recently offered by

the Office of Human Resources. This hour long session was held on April 8th and was taught by Regina Wharton of Staff Relations and Development.

I am trying to balance a professional career and raise a family, which currently consists of a husband and a toddler (a 2 1/2 year old.) The latter, alone, requires a lot of time and energy and patience. Through my past experiences, I have concluded that there

aren't enough hours in the day to get everything accomplished that I had intended. As a result of this, I have feelings of guilt, inadequacy, frustration, etc. Does this sound familiar? The following is my account of things I learned at this workshop, suggestions I have, and ideas and thoughts I would like to share.

I went to this workshop to see how other people in similar situations struggle and juggle their lives, and to get insight as to what works for other people. It was beneficial to me, just to talk with other people who have the same feelings and concerns that I have about work and family issues. It was a relief to know that there are other people out there facing the same problems I am. I discovered that I am not alone. This, in itself, was a breakthrough. It made me feel better. I thought that I was the only one who had a hard time keeping up with both a job and a family. Now I know this isn't true. Some people attending this workshop were in this same sort of dilemma, but have since turned their lives around for the better. So there is hope. It's not all gloom and doom. This was an enlightening thought.

*"You need to take time out for yourself."*

One of the things I learned is that there will never be enough time to do everything. And this is okay. You should accept this. In order to relieve the stress, pressure, or frustration you feel, you must first make time for yourself. Start out small, with just fifteen minutes a day — fifteen minutes to yourself, to do what you want to do, with no interruptions from family members, co-workers, etc. This may not seem like much at first, but it can work into an hour or two, and be very beneficial. It is the first step and it is an important one. Whether it's a fifteen minute soak in the tub; a walk around the block (or through the backyard); fifteen minutes spent looking through a magazine behind closed doors; or just quiet time to yourself, perhaps picking out clothes to wear the next day; whatever and however you decide to spend your fifteen minutes, it will let you begin to relax and unwind and you will realize that there is something out there that you are missing. You need to get away from the daily needs of the people around you. You need to take time for yourself, and not feel guilty about it. Go

*"You made it through the morning, all in one piece."*

continued on page 4

## In Loving Memory of Jerry Menotti

by Dianne L. Geohring

Gannett Health Center Staff gathered in the building's Moore Library on April 29, 1991 to remember Gerald J. Menotti, a colleague who died July 27, 1990 after a long struggle with AIDS.

To show our love for Jerry and our concern for all those dying of AIDS, several employee's at Gannett and two special friends from other Departments on Campus organized a Quilt Project and throughout the past several months worked on squares to form the quilt for Jerry. It was completed and will be displayed for one week at Gannett

Health Center before it is sent to the AIDS Memorial Quilt Foundation in San Francisco.

Doctors, clinicians, office professionals and friends of Jerry's in the Ithaca community, especially the Billing Department Staff at Gannett where he worked, shared their thoughts in the remembrance of a man who gave nine years of his life to an environment that helps people become healthy, even as he was getting sicker.

Jerry's life was filled with one hardship after another, yet he never gave up. At age five, he fell off his bicycle and had his liver severed by the handlebars. He made many trips to the hospital thereafter for repair of his liver's fibers. In his early 20's Jerry was diagnosed with Berger's disease, a disorder that cuts off circulation to the limbs and forced the amputation of one of his fingers and eventually both of his legs.

Jerry was a great asset to Gannett and the Billing Department. He was not only a fine, happy and spirited person but was enjoyed and respected by the patients, his co-workers and his many friends. Losing Jerry to this disease

was a tragedy and touched us all.

This quilt helped all of us to put our grieving and loss into context. We all showed that the love of friends and family really does make a difference and has become part of our healing experience.

We miss Jerry. As time goes by we will miss him even more. His loving smile and gentle face no one else can fill his place. When we look at the quilt and the way it was specially designed with Jerry in mind we will never ever forget him. We love you Jerry.



Dianne Geohring

Photo by Doug Hicks

**Are You Caring for an Elderly Parent?**

**Caregivers' Support Group**

May 14, 1991 11:30 a.m. to 1:00 p.m.

NG-10

Martha VanRensselaer Hall  
Contact Person: Carolyn Croke  
Office for the Aging 277-0148.



# "Workplace Issues for Office Professional" Symposium

by Cathy Mooney



Panelist Left to Right: Alice H. Cook, Judy VanDermark, Sidney Doan, Mary Ellen Hartley, Linda Heinle and Richard Hurd

Nearly two hundred Cornell Office Professionals attended a Symposium on Workplace Issues on National Secretaries Day, April 24th. Co-sponsors of the Symposium, Cornell's Office of Human Resources and the New York State School of Industrial and Labor Relations, planned the event in recognition of office professionals and the contributions they make to the University.

**Professor Emerita Alice H. Cook** opened the symposia with an examination of the nature of clerical work at universities and the hierarchical systems which exist within the university. She said that important workplace issues for office professionals are: affordable, quality day care; paid maternity leave;

flexible working conditions, dignity and financial security. She stated that the United States is the only major industrial country in the world without paid maternity leave for workers. She encouraged office professionals to continue to press these important issues which are "begging for solution" to Cornell administrators, to the Advisory Committee on the Status of Women and by participating in concerted, political activity.

The first of four panel presenters was **Judy VanDermark, Director of Conference Services**, who initially came to Cornell as a secretary and described her upward mobility as "a matter of survival". Returning to school for more education was not an option for Judy, a single

mother with a small child who had been badly injured in an accident. She said that survival for her meant making herself a "known commodity" and she did that through involvement on committees and organizations at Cornell and in the Ithaca community which

provided her with exposure and opportunities which have contributed to her success. **Sidney Doan, Administrative Aide**, Department of Education told the group about the dilemma she faced a few years ago. She felt trapped in a job which was no longer fulfilling. Sid decided that she needed an "attitude adjustment" and enrolled in a course on self-esteem. This led to a whole series of courses and activities which have increased her satisfaction at work.

**Mary Ellen Hartley, Assistant Director for Admissions Operations** from the Johnson Graduate School of Management, was recently admitted to the School of Hotel Administration as an

Employee Degree candidate. Mary Ellen came to Cornell as an Administrative Aide hoping to avoid the level of stress she had experienced in private industry. She soon discovered that the academic workplace provided its own stress. Mary Ellen discussed the pressures and rewards of returning to school, working and raising a family.

**Linda Heinle, University Bursar**, said that as a clerical worker she had made and served coffee, sewed buttons on jackets and shopped for her former bosses. She never thought she was particularly bright, but decided to try one course in Accounting at a community college. She got an A in that first course which led her to earn a B.A. and an M.B.A. and brought her to Cornell.

The final symposium speaker was **Richard Hurd, Professor and Director of Labor Studies** at the NYS School of Industrial and Labor Relations who presented his research findings on clerical workers and unions. He said that clericals are reluctant to join unions because they fear strikes, corruption and inflexible work rules. Rick describes clericals at prestigious, Ivy League universities as those most likely to be interested in concerted activity and the issues are fair treatment and respect, benefits and the opportunity to have input into decisions which affect their work lives.

Members of the planning committee for the symposium were Marge Swiercz Clark, Jennie Farley, Rahat Indrees and Cathy Mooney.

Photo by Doug Hicks

## CORNELL RECREATION CLUB

### Cornell Recreation Club Wants You!

by Janet Beebe

Haven't **you** joined CRC yet? Come on, what is holding you back? It's the perfect way to meet and socialize with fellow Cornellians! Everyone is welcome to join the CRC gang in any of our trips or events. It's easy to join CRC. Call 255-7565 and ask for a membership application. Do it today! CRC is a great group.

#### VERNON DOWNS: MAY 11

And they're off! There are still a few seats left—don't miss the exciting action that is always found at Vernon Downs. Our bus leaves from Cornell's "B" lot at 4:00 pm. This year you'll be treated to that wonderful "Miracle Mile Buffet" which includes carved sirloin, crisp salads, fresh bread and rolls, coffee or tea and that wonderful dessert table.

The price is only \$32.00 per Club member. Included is your transportation, Miracle Mile Buffet, Clubhouse admission and a "bounce back" ticket. So come along and join the fun with Frank Sutfin and gang. A great way to spend a Saturday in May!

#### PANCAKE BREAKFAST: MAY 19

Here's a great way to start off your day! Good food and good friends abound at our own CRC Park on Monkey Run Road. Join us for pancakes, eggs, sausage, potatoes, applesauce, coffee and orange juice. Our terrific CRC chefs will be serving breakfast from 8:00 am until 11:00 am on Sunday, May 19, 1991. Tell your friends! The more the merrier! The price is only \$3.00 for adults and \$2.50 for children 12 and under. Tickets are available at the CRC

office and will be available at the door.

#### FLEA MARKET: JUNE 1

Antiques, collectibles, crafts and more! CRC is holding a Flea Market and Auction on Saturday, June 1, 1991, at Lynah Rink from 9:00 am until 5:00 pm. We would love to have you participate in this event. You may rent a 10' by 10' space for only \$15.00. CRC is accepting auction items (no clothes please) for consignment, or we'll gladly accept donations. There will be food, fun and excitement. Keep your calendars open for this great CRC event at Lynah Rink.

#### ANNUAL JUNE PICNIC: JUNE 15

One of CRC's favorite events is the annual June Picnic. This is the place to see old friends, make new friends and enjoy the CRC Park. There is always

plenty of food and beverage. Members must get their free tickets at the CRC office in 165 Day Hall.

#### ELLIS ISLAND/SOUTH STREET SEAPORT: JULY 13

Have you ever wanted to visit Ellis Island? Maybe some of your relatives stopped there first on the way to a new life. Now is your chance to see Ellis Island and to shop at South Street Seaport. Forget the hassles of driving, just sit back, relax, and leave everything to us. This trip will cost \$45.00 per person, this includes your bus transportation and your admission and boat ride to Ellis Island. CRC needs a \$15.00 deposit to hold your reservation. Final payment is due on June 28. We must have 30 people sign up to go on this trip.

## CAMPUS CRITTERS

### Kitten Tales

by Sabrina P. Cuttler

While in the throes of raising our fourth kitten in as many years, I'm not sure anymore whether it's the kitten him-self or just my age that's slowly causing me to lose my mind. Kittens were always the hardest part of having cats.

At this writing, Oreo (whom we also tend to call Ohleo) is a 4-month-old obviously black and white little guy whose looks and temperament remind me of Steven Spielberg's "Gremlins." And I don't mean Gizmo either. He's got these tremendous, bat-like ears (larger than any other kitten I can recall), bulgy greenish-gray eyes and this little bright pink nose, which, on my kinder days, resembles a bunny rabbit's. But as to his personality,

yes, I can easily see him rampaging through a movie theater, throwing popcorn at the screen and generally wreaking havoc throughout the town. You should see what he does to the vet's office (understandably so), much less my home.

I'm not the only one being driven to distraction — my three older cats now hate me, I think, for letting this little monster into their territory. "Look, guys," I say, "you were like that as kittens, too," but somehow that rings a bit hollow. None of them were ever kitten editions of Freddy from "Nightmare on Elm Street," and certainly things like climbing into the open dryer (into clean clothes, naturally), the open dishwasher (with clean dishes) and my husband's keyboard case were not their forte. Not one of my older ones ever fell into the bathtub or toilet, or ate the remains of a pot roast meant for my daughter.

Even my kids, who have generally been thrilled with each new kitten we have had, tend to lose their patience with Oreo. They do things to him they would never even think of doing to the other three. My son, who is 11 and technically Oreo's owner, will become so frustrated with him at times that when the kitten accidentally walks into a closet, Sean discreetly closes the door. My daughter, who pretty much taught the cats all the mischief their instincts didn't, is stumped by Oreo. Whenever she tries to out-do him, he manages to go her one better. For instance, if Stacey achieves her goal of getting Oreo to climb to the top shelf of the pantry, he will do a "can you top this?" and proceed to knock everything onto the floor. One-upmanship is the key concept here.

We are hoping that Oreo grows up real soon, or even survives to do so. My poor husband is at his wits' end with this one, since he does not listen to a thing my husband tells him. No matter how loud Mark gets, Oreo will pretend he is deaf. No matter if this 200 lb man picks up this tiny four-pounder and throws him across the room, Oreo will come back for more. He must be a masochist. It's like the saying goes, "it's the little things that get you." In this case, it's a scrappy little furball with the mind of an alien.

If you have funny stories about your pets, send them to me at Cornell University Press, 124 Roberts Place (via campus mail). The funniest ones will be published! I look forward to hearing from all you closet pet columnists!



## EMPLOYEES AFTER HOURS

### Al Davis, Jansen's Chef at Noyes Center

by Susan E. H. Hollern



Photo by Doug Hicks

When I first entered the kitchen area of Jansen's, I was quickly spotted as "the one who's doing the interview with Al." I was whisked away to where Al was waiting for me—by the elevator. We boarded the elevator, and I asked him where we were going. "Had a problem with cherry tomatoes this morning, and I need to check my apples and bananas now." Al rips open a box of red delicious apples, picks one up and bites into it as if he were on a mission. He was. "Anything that comes into this loading area gets inspected by me. If I don't like what I see, it gets sent back on the truck to the supplier."

Al is a perfectionist when it comes to preparing meals for the students at Noyes Center. He's been a chef there for 11 years and he has a mission: A mission to be the best chef and manager at one of the finest eateries on campus, Jansen's.

As for the new changes at Jansen's, Al puts it this way: "Before we started, it was like early-Chicago stockyards—

really ugly. The first renovation was done in 1979, then we re-did it again last year. I don't think there is a prettier dining room in the town!" How long did it take for the renovation? "Ninety-three days! Two days after we got the building back, we were serving here. We had tents set outside

because we weren't sure that we would be open and running. But we did! That project was pretty much around the clock. It all worked out well, plus, I think the students liked it. It's a much more relaxing environment, which, I think, is conducive to better student behavior. They come in here and they respect it because it looks nice—and it is beautiful!"

Do you use student workers here? "As many as we can get. When I came here, we had twice as many students as we have now, or close to it. Right now there is a little over 100. The full time employment has increased. We have probably added 8 or 10 positions over the last ten years. Business has increased."

How do you handle your suppliers when they ship you merchandise and it is not to your satisfaction? "Well, like the cherry tomatoes I sent back this morning is a good example. I get on the phone and explain to them that their product is not good enough! One of the things a chef does is try to provide the best

quality product at the lowest possible price for his customer. You can't always do that. Maybe I can't always serve oranges for awhile until the price goes down. That's alright because there are plenty of other things that will supplement it. If my supplier tells me not to buy a certain product, then I don't. Maybe he can't buy the quality either. We had a problem when we were getting greens from Arizona and they had a lot of water. The lettuce was actually rotting in transit. They refused truckload after truckload of stuff. So, we served a lot of cabbage. But you have to substitute that way. "A chef is four P's: Purchasing, Preparation, Production and Presentation. If any of those 'four' fall down, then you have a problem. If you don't purchase properly—serious problems occur and I don't need that and neither does anyone else!"

How many years of schooling did you have? Al, taking a sip of his coffee, laughs and says "I never went to a culinary school. I taught in a culinary school, but I was never taught in one. As a kid in high school, I went to work at a very famous restaurant and I got taught the right way. I remember going into Mr. Wakefield's bakeshop one my first day of work. He handed me a dirty pot first thing and he said 'If you want to learn how to dirty them, you got to learn how to clean them first!'"

Before Al came to this area, he was teaching in a two-year culinary school in Providence, Rhode Island. "Vocational education, two-year schools, are something that needs to be funded more, looked at more and developed more. I love Cornell and I think it is wonderful for academic people. But not all children can come here or have the ability to come here. We must provide educational outlets for them to earn good money. I think we missed the boat. We don't have the apprenticeship system in the United States any more, so we have to go to institutions of higher learning to do that."

What do you see for the future of Jansen's? "As we speak, there is a project sitting on my desk. We are trying to come up with a whole library of recipes that we call 'Lite Bite' which means that a student can have an entire meal, low in sodium, low in fat and less than 500 calories. The young people today eat more healthier foods than I did when I was their age. These people today are much smarter today. They are eating healthy and they are looking for these healthy meals. Last year, Cornell sent me to school to learn how to cook! I went to the Culinary Institute over in Hyde Park for six days. I learned all new cooking methods and new ways of doing things." I asked Al if he liked going back to school. His answer? "On my way over, I was glad that I had my golf clubs because this is going to be BORING and ridiculous. I will tell you that the golf clubs never got out of the van and we worked from 8 in the morning until midnight every day we were there because it was that interesting and this is the future of food service whether you are at a college or university or whether you are in the restaurant business. It's a whole new way of living! For example, you can take a little bit of olive oil and saute your vegetables to get your flavor rather than a bunch of butter!"

"I philosophize a lot. I worked for a Greek man back in the 50's and he told me 'Any day that you didn't learn something, you've wasted your time.' I'm crowding 60 now and I still try to learn something new everyday."

The Cornell Community is very fortunate to have Al Davis as the chef at Jansen's. My suggestion to each one of you reading this article, is to stop down to West Campus and give Jansen's a try. I'm sure you'll be impressed with the quality of food as well as the quality of service provided by his wonderful staff of dedicated employees.

We congratulate Al Davis, this week's Employee Spotlight!

#### Cornell Retirees Association

by George Peter

The Cornell Retirees Association makes these early announcements:  
 \*Annual meeting — May 28, 10:00 a.m., Biotech Building, lunch to follow at the Trillium room, Kennedy Hall.  
 \*Picnic — September 11, at Stewart Park Pavilion  
 \*Health Insurance Information — November '91 (date to be announced)

Committee chair persons are listed:

- \*Visitation Committee - W. Jack Lewis
- \*Program Committee - Dick and Anne Pendleton
- \*Membership - Margaret Murphy
- \*Nominating - Jean Morehouse
- \*Medical Information - Sandy Cheney
- \*Communication - George Peter

#### Cornell Retirees Association

Tompkins County Office For The Aging  
 Luncheon Program

- |                     |   |
|---------------------|---|
| <b>Topic:</b>       | Continuing Care Retirement Communities<br>The New York State Experience                         |
| <b>Speaker:</b>     | Vera Prosper, Policy Analyst, NYS OFTA  |
| <b>Date:</b>        | Monday, May 20, 1991  |
| <b>Place:</b>       | Coddington Restaurant, Coddington Road, Ithaca  |
| <b>Time:</b>        | Lunch - Noon to 1:00 p.m.<br>Presentation: 1:00 to 2:00 p.m.                                    |
| <b>Cost:</b>        | Presentation: Free<br>Luncheon: \$7.50 (includes tax & tip)                                     |
| <b>Reservation:</b> | Required for both the presentation and/or luncheon  |
| <b>Call:</b>        | Office for the Aging (OFTA) 277-0148<br>Specify cold tuna salad or hot chicken parmigiana plate |
| <b>Deadline:</b>    | Monday, May 13, 1991  |

## National Employee Health & Fitness Day 3rd Annual Prediction WALK/RUN

Predict your time, Walk or Run, around the Beebe Lake area  
 (distance approximately 1.5 miles)

#### Sponsored By:

Cornell Wellness Program  
 Fontana's Shoe Store  
 Aladdin's Natural Eatery  
 American Heart Association

Wednesday, May 15 ☀ 5:15 pm ☀ Helen Newman Hall

**All participants receive a blue ribbon for their effort.**

Learn how to begin a walking program safely!

No Fee & No Pre-Registration required.

Step out with the rest of America and for a happy and healthy day.

#### First place

Rockport ProWalkers  
 Fontanas Shoe Store

#### Additional prizes

2nd thru 10th places  
 Dinner certificates to local restaurants  
 Lifestyle appraisal-C.U. Wellness  
 C.U. Wellness t-shirts  
 plus many other great prizes

For More Information Contact C.U. Wellness: 255-3886



## UNCLASSIFIED Ads

### For Sale

**Three bedroom house in Tburg Village.** Sunporch, pantry, attached garage, 15x24 storage shed. All remodeled and insulated; new Andersen windows and siding. Spacious private yard with stream and flowering trees; on quiet street yet walking distance to stores and bus. \$67,000. Please call Pat at 564-7927 evenings and weekends.

**TYVEK Housewrap,** nearly full roll, \$150 value, sell for \$75. Woman's 12 speed KHS bicycle, used little, \$75. Vivitar Charge 12/20 Nicad battery charger, \$15. Please call 273-6163.

**10 Speed 26" Lotus Bicycle** - Excellent condition. Jonsereds chainsaw 14" bar, Ham Radio Quad 10 meter antenna, complete with tower and HyGain direction control rotor. Please call 257-4606.

**1989 Ford Ranger** - XLT 2300 engine. 24,000 miles \$6,900. Please call John at 257-6540 after 7:00 p.m.

**1985 Chrysler Laser** - new Monroe exhaust system. Sharp car - asking \$2,200. Please call 255-6144 (days) or 844-8055 (evenings).

**1985 Toyota Truck** - four wheel drive, short bed, pioneer - am/fm cassette. Asking \$3,700. Please call Bart at 255-5313.

**1986 Ford Thunderbird** - 42,000 miles; excellent condition. All the options you can think of including: 3.8L V6 EFI engine, automatic transmission, electronic instrument cluster, keyless entry system, dual 6-way power seats, power seat recliners, air conditioner, electronic AM/FM stereo with cassette, dual electronic remote mirrors, power side windows and more. Also more than a year's worth left on hi-tech warranty. Please call 273-9434 anytime.

**American Traditional Bedroom Furniture** - by Pennsylvania House, four piece solid cherry: queen-sized bed, double bureau with large mirror, chest-on-chest dresser. \$1800 firm (includes Beauty Rest box spring and mattress). Please call evenings and weekends, 273-3314, or daytime, Call Mary at 255-3530.

**Used Truck Tires** - four general tires, size 31 x 10.5. Please call Sheila at 255-9975 (days) or 277-4173 (evenings).

**Scott Programmable Compact Disc Player** - with 3 beam laser system. Model DA952, needs lens

adjustment, \$90. Please call 255-6122 (days) or 257-0585 (evenings).

**Brown Rug** - wardrobe with drawers; "drum" end table; wicker chair; double bed frame; captain's chair; adjustable wall shelving; "door" desk components (needs file cabinets). Please call 255-6122 (days) or 257-0585 (evenings).

**Panasonic Sport 27 inch,** men's 10-speed bicycle. Used very little. In excellent condition - stored indoors. Asking \$175.00. Please call Jean at 253-3301, 8:00 am to 3:00 pm, Monday thru Wednesday and Fridays.

**Exercise Bike** - Used very little - \$60. Please call Ruby at 255-3944 (days) or 257-4681.

**Tandy 1000 Computer** (IBM compatible), color monitor, dot matrix printer, computer table. \$850. Please call 255-6738 (days) or 273-5461 (evenings).

**1980 14x70 Mobil Home** - Three bedrooms, 1 1/2 baths, carport, and awning. Excellent condition. \$18,900. Please call 255-6738 (days) or 273-5461 (evenings).

**1985 14x70 Encore Supreme Mobile Home** - 2 bedroom w/custom built children's play area, total electric w/extra insulation, ample kitchen cupboards, shed, appliances, shaded lot in park. Please call 277-3915

### For Rent

**Tired of paying to park on campus?** - move closer into a room with a view. \$275. includes utilities, laundry and parking. Female roommate preferred. Smokefree, petless. Please call 277-3930.

**Two Bedroom Apartment** - in duplex - One year sublet, partially furnished. Large yard; pets allowed. Laundry, garage - On South Hill near Ithaca College. Available August. \$475 plus. Please call 277-1101.

### Wanted

**Lady's single or three speed bike.** Nothing fancy needed. Please call 277-2228 and leave a message.

## Balancing Work and Family

continued from page 1

ahead. . . take fifteen minutes. You need it. You deserve it. This fifteen minutes can expand into an hour or two, or perhaps an evening, to do as you please.

After thinking about this, I have some suggestions: 1) go to the mall (you don't have to spend any money, just go window-shopping); 2) take a hike or walk through a park and take the time to appreciate the simple things in life ("stop and smell the roses"); 3) read a book or catch up on some of those magazines that have been piling up; 4) take a ride in the country (or around town); 5) go visit some friends or call a friend on the telephone; 6) write a letter that you have been meaning to write; 7) do one of your hobbies, such as a craft project or baking or sewing or gardening or something that you enjoy doing, but never have the time for anymore. This list could go on and on.

There are a lot of demands on you from both work and family, which include physical demands, emotional demands, mental demands, etc. These demands can be overwhelming and you can get absorbed in them. You need to take time out

for yourself. And compromise with yourself. It's okay to let some of your standards and expectations slide a little. You can't do it all. You have to realize this. You aren't "Superman" or "Superwoman" or "Super Dad" or "Super Mom". Take things as they come. Don't run yourself ragged trying to do it all. Slow down. Relax. Lower your expectations and make sacrifices and accept the fact that you can't do it all. And don't feel guilty about this. You will be able to put things in a more real-life perspective. Try to do the things you can and don't worry about the things you can't. Take "one day at a time." Give yourself credit for making it through the day or week or month or even the hour. If your morning involves getting yourself up and ready for work, making lunches, getting the kids up, fed, dressed, and getting them off to school or to the sitter, and getting yourself to work on time, then that whole morning ritual is an accomplishment in itself, and should probably be in the Guinness Book of World Records. Give yourself credit for this. You made it through the morning, all in one piece. Pat yourself on the back — you deserve it.

You did good. So what if the dishes aren't done or if the beds aren't made? Who cares? Does it really matter? If it doesn't, then why spend your time doing these things when you could be doing other things (that do matter)?


So get going. . . take that fifteen minutes. It could lead to a healthier and happier you. And its you who counts. Give yourself some well-deserved attention and pampering. The rest of the world will still be there after your fifteen minutes.

## BOCES Continuing Education Programs

"Matching Educational Resources With Community Needs" Let us take the stress out of learning to use your computer. Enroll in one of our intensive workshops on the IBM or Macintosh computers, and handle all of your computer applications with ease. The program is sponsored by BOCES Continuing Education. All classes are held at Cornell's School of Hotel Administration. Call BOCES Continuing Education at 257-1551 extension 336 or stop by 555 Warren Road for registration information. All class participants must call for specific class prerequisites

before registering. Classes continuing through July and August - so come join us.

A sampling of courses being offered: Introduction to Macintosh, Ms-Word, WriteNow, Filemaker, Excel, PageMaker, HyperCard, Canvas. Intermediate WriteNow, FileMaker, PageMaker. Introduction to IBM's and Compatibles, WordPerfect, Lotus, dBase III, Harvard Graphics, Financial Management for Home Computer, Computerized Investment Management just to name a few.



# Commuter Connection

**CORNELL UNIVERSITY OFFICE OF TRANSPORTATION SERVICES • 255-4600**

<p><i>City or town</i>  <i>Drive only / ride only / share driving</i>  <i>Work days and hours</i>  <i>Tel. no. and person to ask for</i>  <i>Prefer nonsmoker (NS) / smoker (S)</i></p>	<p>I would like to: <input type="checkbox"/> drive only  <input type="checkbox"/> ride only <input type="checkbox"/> share driving.</p> <p>City or town: _____          Work days: _____          Work hours: _____          Phone _____          (either work or home): _____          Ask for: _____          Prefer nonsmoker: <input type="checkbox"/> yes <input type="checkbox"/> no</p> <p>Campus mail to: Traffic Bureau          116 Maple Avenue</p> <p>Place a free classified in the next          Commuter Connection. Fill out this form          and campus mail it to the Traffic Bureau.</p>
<p><b>Aurora (Union Springs/34B)</b>          Share driving          M-F, 8:00-4:30          5-3136 Jean NS</p>	<p><b>Moravia</b>          Share driving          M-F Flexible hours          5-4267 Debbie S or NS</p>
<p><b>Etna</b>          Share driving          M-F 8:00-4:30          5-4004 Felicity NS</p>	<p><b>Newfield (Route 96)</b>          Share driving          M-F Flexible hours          5-3136 Pat NS</p>
<p><b>Ithaca-East Hill</b>          Share driving          M-F Flexible hours          5-4165 John NS</p>	<p><b>Watkins Glen</b>          Share driving          M-F 8:00-4:30 Mon-Thurs, 8-4 Fri          5-1790 Barb NS</p>
<p><b>Interlaken</b>          Share driving          Thurs &amp; Fri 8:00-4:00          5-7148 Marca NS</p>	
<p><b>Lansing-South</b>          Share driving          M-F 8:30-5:00          5-4139 Susan NS</p>	
<p>Drive only          M-F 9:00-6:00          5-9134 Bill NS</p>	

## CLIP AND SAVE

### Cornell Dining: When Are We Open?

It is often a challenge to keep track of what is open and what is closed during transitional times of the year. Cornell Dining would like to make that transition easier by letting you know what our hours of operation will be during the next few weeks.

#### May 20 through May 24

The Ivy Room	7:00 a.m. - 6:30 p.m.
Malott	7:00 a.m. - 2:30 p.m.
Straight Scoop	9:00 a.m. - 4:00 p.m.
The-EAT-ory	7:00 a.m. - 2:30 p.m.
Entrepot	10:00 a.m. - 8:00 p.m.
Dial LUNCH	10:00 a.m. - 3:00 p.m.
Sprinkles*	9:00 a.m. - 4:00 p.m.

#### May 28 through May 31

Malott	7:00 a.m. - 2:30 p.m.
Sprinkles*	9:00 a.m. - 4:00 p.m.
Dial LUNCH	10:00 a.m. - 3:00 p.m.

#### June 3 through June 7

Ivy Room	11:00 a.m. - 2:00 p.m.
Malott	7:00 a.m. - 2:00 p.m.
Sprinkles*	9:00 a.m. - 4:00 p.m.
Straight Scoop	8:00 a.m. - 11:00 a.m. 2:00 p.m. - 6:00 p.m.
Martha's	7:30 a.m. - 10:30 a.m.
The-EAT-ory	9:45 a.m. - 1:45 p.m.
Dial LUNCH	10:00 a.m. - 3:00 p.m.

#### June 10 through August 22

Ivy Room	7:00 a.m. - 2:00 p.m.
Straight Scoop	11:00 a.m. - 6:00 p.m.
Malott	7:00 a.m. - 2:00 p.m.
Sprinkles*	9:00 a.m. - 4:00 p.m.
The-EAT-ory	9:45 a.m. - 1:45 p.m.
Dial LUNCH	10:00 a.m. - 3:00 p.m.
Martha's	7:30 a.m. - 10:30 a.m.
Robert Purcell	Open For Summer Co-op (Breakfast, Lunch & Dinner)

\*Sprinkles is located in the foyer of Kennedy Hall next to Trillium