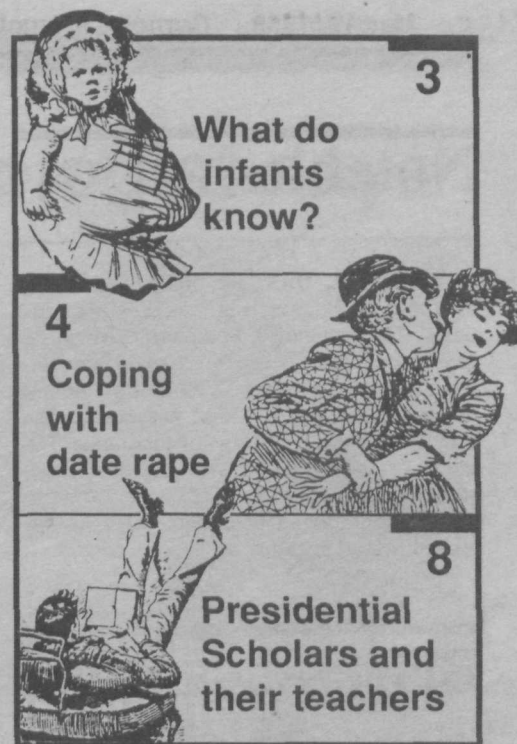


Cornell CHRONICLE

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FCR supports increasing minority faculty by 40%

The Faculty Council of Representatives voted last week to seek a 40 percent increase in minority-group faculty representation over the next five years.

The vote by the FCR was the culmination of a faculty and administrative effort over more than a year and a half to develop a broad-based plan for minority recruiting.

It was 14 months ago that a report called "The Crisis of Minority Faculty At Cornell" was completed by comparative literature Associate Professor Walter Cohen and Henry Louis Gates Jr., the W.E.B. DuBois Professor of Literature. Their report went to the FCR, was directed to its Minority Education Committee and formed the basis for the recommendations approved at last Wednesday's meeting.

The 12 points, adopted by a 39-4 vote, call for raising minority-group faculty positions from 97 to 137 by the fall of 1994.

Robert Harris Jr., director of Cornell's Africana Studies and Research Center and head of the committee, said that because the Cohen-Gates report had "sparked wide discussion and created a sense of urgency," it also may have contributed to some strong departmental recruiting efforts that are ex-

pected to bring a substantial number of new minority faculty members to Cornell in September.

"If faculty departments are already seizing the initiative, the Minority Education Committee couldn't be happier," Harris said. "If the faculty exceeds our five-year goal, so much the better."

Besides the numerical goal of 137 — out of a faculty with about 1,520 tenure-track positions — the newly adopted recommendations include:

- Seeking a faculty reflective of the nationally available minority pool (now about 9 percent) while targeting recruitment "to employ more Afro-American, Hispanic American and Native American faculty as well as Asian American women faculty."

- Establishing an affirmative-action committee in each of Cornell's 10 undergraduate and graduate colleges on the Ithaca campus "to encourage and monitor employment of minority and women faculty and recruitment of minority graduate students."

(The committee recommendations referred several times to building the graduate-student pool, especially for fields in which minority faculty members now are

very scarce. It also urged better financial support for minority graduate students.)

- Establishing an FCR-appointed standing committee on affirmative action, to which the college committees would report annually.

- Providing individual departments, through the aid of university administrative offices, with regular updates on available minority recruits in their fields and encouraging departments to be active — not merely receptive — in recruitment.

- Encouraging departments to use "mortgages" to allow recruitment of new minority faculty members. A mortgage avoids the budgetary problem of adding more permanent teaching lines: It is a loan from the central administration, which says that a new professor may be brought in on the understanding that he or she actually is using the line of a department member soon to retire.

Harris said that the Cornell plan stands a greater chance of long-term success than the plans of some other universities "because we've engaged the faculty as a whole much more broadly."

"Other schools are relying more on ex-

hortations from the administration, but we've engaged everyone, in depth, for some time, and we have devised the mechanisms — especially the affirmative-action committees — that improve our chances of success," he asserted.

In addition to the faculty, discussions leading to the recommendations voted on last week involved President Frank H.T. Rhodes; Provost Robert Barker; Associate Vice President Joycelyn Hart, who has responsibility for affirmative action; University Counsel Walter J. Relihan Jr. and Dean of the Faculty Joseph Bugliari. Other deans and administrators also were consulted, Harris said.

During the 90-minute meeting, several members proposed amendments to the committee recommendations, but all were voted down.

Cohen himself proposed raising the goal of 137 to 180, but most members seemed satisfied that the lower figure was a realistic target.

Lee C. Lee, director of the Asian American Studies Program, asked that, instead of merely targeting "Asian American women,"

Continued on page 2



Dr. Joyce Brothers

Joyce Brothers to be speaker at convocation

Dr. Joyce Brothers will replace Alex Haley as the speaker at convocation. Haley, the author of "Roots," has to undergo surgery and will be recuperating then.

Brothers, who earned a B.S. degree in human ecology, then home economics, here in 1947, and a Ph.D. from Columbia University, has brought a great range of psychological questions into the national forum through her columns, books and television appearances.

She will speak on "Success as a State of Mind." The convocation ceremony will be held on May 28 at 1 p.m. in Bailey Hall.

Huge geologic features from Proterozoic Age found beneath Midwest

Cornell researchers have revealed a vast panorama of what may have been ancient mountain ranges, volcanoes and sedimentary basins now eroded and buried beneath the flat plains of the Midwest.

Imaging the earth's depths using sound waves and supercomputers, researchers in the university's Consortium for Continental Reflection Profiling have made the first extensive mapping of the billion-year-old structures beneath Missouri, Illinois, Indiana and Ohio.

"We have opened up a new vista of geology in this region," said Larry Brown, a scientist with COCORP and an associate professor of geological sciences. "Earlier test drilling and limited seismic surveys by oil companies had hinted that large structures might lie beneath the mid-continent, but this is the first real look at some of these gigantic geologic features."

(See related story, page 7.)

In four papers to be delivered tomorrow at the spring meeting of the American Geophysical Union in Baltimore, the teams led by Thomas Pratt and K. Douglas Nelson will detail how they used earth-shaking seismic trucks and 7 1/2-mile-long strings of tremor-measuring instruments called geophones to detect echoes from structures in the earth's depths.

The scientists conducted surveys along six separate survey lines in the four midwestern states. The total of 447 miles of survey lines included east-west stretches in southern Missouri south of St. Louis, southern Illinois, southern Indiana south of Indianapolis and central Ohio north of Columbus.

The study is part of a 14-year-old effort at COCORP, funded by the National Science Foundation, to map the structure of the earth's crust throughout the United States.

Other scientists on the Cornell research teams include Ray Culotta, Mark Giguere, Ernest Hauser, Sidney Kaufman, Robert Litak, Jack Oliver and Jie Zhang.

Analyses of the data on Cornell's supercomputer revealed in cross-section a huge region of stratified rock about 4 miles or more in thickness and at least 106 miles wide. These regions, now buried beneath about three kilometers of newer sediments, represent rock that was on the earth's surface during the Proterozoic Age some 1.4 billion years ago. Evidence of the rock strata may, in fact, appear on the surface today in the St. Francois Mountains of southeastern Missouri, Pratt said.

"These features are about the size of mountain belts, but without further study we can't tell for certain what they are," Pratt explained. "We do know that their discovery has abruptly transformed the Midwest from a geologically boring place to one of great excitement. We are finding immense geological features that we had little



K. Douglas Nelson, left, and Thomas Pratt of Cornell's Consortium for Continental Reflection Profiling (COCORP) study data from the latest survey in the Midwest.

or no idea existed."

In Ohio, the survey also crossed a region of ancient faulting known as the Grenville Front and a huge zone that may mark the collision between two continents over a billion years ago. In their data taken in eastern Ohio, the researchers could see deformed dipping strata, miles underground, that may mark where the two plates ground together. These underground features may extend northward into Canada, because Canadian scientists have seen evidence of similar structures in seismic surveys in Lake Huron, Pratt said.

According to the COCORP scientists, the latest discoveries could eventually aid in the discovery of oil or minerals in the region, although the chances are small. More important, they say, the research will open a new era of exploration of a subterranean frontier of geology.

—Dennis Meredith

Notables

Richard I. Dick, the Joseph P. Ripley Professor of Engineering, has been awarded the 1987 Outstanding Publication Award of the Association of Environmental Engineering Professors. It is the second time he has received the award, which has been made only four times. The award recognizes authors of publications that have demonstrated a significant impact on the environmental engineering profession over an extended period of time.

Briefs

■ **Syrian visit:** Muawia Barazangi, a senior scientist at Cornell's Institute for the Study of the Continents (INSTOC) and the Department of Geological Sciences, will lecture and consult on earthquake hazard assessment in the Middle East during a two-week visit this summer to the Syrian Arab Republic. Barazangi, who is assistant director of INSTOC, will be in Syria under the United Nations project known as, "Transfer Knowledge Through Expatriate Nationals."

■ **Writing tune-up:** A one-day writing workshop for personnel in health and human service areas is scheduled for June 1 from 9 a.m. to 4:30 p.m. at the Conference Center of the School of Industrial and Labor Relations. To be given by Professor Jennie Farley, who teaches writing at the ILR school, the tune-up course will cover grant writing, policy manuals, case notes, news releases and memoranda. A \$55 fee will cover tuition and course materials. To register, call 255-2767.

■ **Waste watchers:** Cornell Waste Watchers, a group of staff, students and faculty working for an expanded university-sponsored recycling program and for solid-waste reduction on campus, will meet every other Thursday from 4 to 5 p.m. starting May 26 in Room 314 of Anabel Taylor Hall. For more information, call Paul Aeschleman at 255-7832 or Tracy Frisch at 255-6549.

■ **Steam shutdown:** The shutdown of steam from the Central Heating Plant, made annually for essential maintenance and repairs, is scheduled from 5 a.m. May 31 through 5 p.m. June 2. If this should present a particular problem, call 255-5322.

■ **Blood pressure:** The Tompkins County Health Department will conduct a blood pressure clinic on May 24 in the conference room of the James A. Baker Institute of Animal Health, 9 a.m. to noon and on May 26 at the University Office of Admissions, 410 Thurston Ave., 9 a.m. to noon.

Cornell Chronicle

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UAW local approves four-year contract

UAW Local 2300, representing Cornell's 880 service and maintenance employees, voted last Friday to approve a new, four-year contract — seven weeks before the current one expires.

The membership ratified an agreement reached by negotiators on May 5.

According to E. Peter Tufford, Cornell's chief negotiator, the main structural change in the new contract, which takes effect July 1, is a step system. The old contract had only an entry wage and a maximum wage for each of 11 job categories; besides an entry wage, the new one has four different wage levels — for workers employed up to three years, three to six years, six to nine years and more than nine years.

"Past discussion of step systems went nowhere, partly because the union was asking up to 16 steps for each job category and partly because they would not deal realistically with the above-maximum problem," Tufford said.

He was referring to the fact that, as of Jan. 1, some 46 percent of UAW-represented employees were earning above the maximum scale for their job categories.

"This new step system allows us to continue to give increases to those above-maximum people without creating a step system that goes through the ceiling," Tufford said.

This was made possible by giving increases through lump-sum payments as well as through increases to base pay, he added. Thus, a long-term employee whose rate of pay is already above the maximum on the new step system may get his or her "raises" entirely in lump-sum payments at the start of the contract year.

Tufford emphasized that no employee would receive less than the equivalent of a 35-cent hourly increase in the first year of the new contract and 30-cent hourly increases in each of the other three years. He added that the lump sums, while not raising the base pay listed on the step chart, are treated as equivalent to hourly increases for purposes of retirement. "At the end of the contract period, the changes in the step system's structure will lead to our having far fewer people paid above the maximum,"

Tufford said.

Because the per-hour increases vary and because there is some pay difference between represented workers for Cornell's private and state-supported units, it is difficult to price the new pact in precise numbers or percentages, Tufford explained. He noted, however, that employees at the low end of the 11 job categories are receiving "equity adjustments" that make their increases relatively larger. A year from July, no current employee will be paid at less than \$6.04 an hour, he added. At that rate, an employee who works a standard 2,028 hours would earn \$12,249 a year.

At the time of last year's strike, when the wage question was being reopened for the last year of the current contract, Davidoff charged that up to 200 members were paid below the poverty level. According to Tufford, the actual number of full-time, non-seasonal employees paid below the federally established poverty level (\$11,200 for a family of four) was 14 at most; the rest either had more than one wage earner in their families, were part-time employees or were not supporting a family of four.

"We didn't want to play statistics then or now, and everyone in this administration has worked hard to meet the fair demands of the overall bargaining unit while also addressing the pressing needs of those least-well-paid," Tufford said. "With the help this year of the union's good-faith negotiating — not in the press but at the bargaining table — we were able to do that without exceeding our pool for salary increases for all nonacademic employees at Cornell."

He said that another notable improvement in the contract is its approach to temporarily-laid-off employees for whom the university finds other campus jobs. Those layoffs — mostly in food-service units — are recognized by all parties as growing out of a university's seasonal rhythms. The change assures that, when Cornell finds replacement work for this small group of employees who want to work during the summer — and replacement work usually has been found — their pay will continue at the

level of their regular job (or the maximum of the temporary job, if that is lower).

"Overall, there were gains for each side, and that's what successful, good-faith negotiations are all about," Tufford continued. "For our part, we're glad we now have a wage structure that reflects both our desire to help employees at the low end of the salary scale and our concerns about the long-range budgeting effects of the above-maximum problem. That the union also recognized the importance of addressing these issues represents real progress and indicates a new era of good relations between the UAW and Cornell."

John F. Burness, vice president for university relations, said "We're delighted that these efforts to resolve our differences at the bargaining table have been so successful."

"From the beginning of these negotiations, we worked with the union to address their concerns about a step system and our mutual concern for the needs of our employees at the low end of the salary scale. We've succeeded in addressing these issues while keeping this contract consistent with the salary-increase limits that our budget provides for all Cornell nonacademic employee groups."

"We appreciate the leadership of the local's president, Al Davidoff, and the good faith shown by the union since we began talks Feb. 26, and we're particularly appreciative of the role played by the UAW International in helping facilitate smooth negotiations."

Since it was recognized in 1981, Local 2300 has struck three times at Cornell — for two weeks in 1981, one day in 1985 and four days last October. So improved was the atmosphere this year that, after the May 5 tentative agreement, the union extended an unprecedented invitation to Cornell's chief negotiator, E. Peter Tufford, to address the union stewards and zone representatives.

Of Cornell's 6,500 nonacademic employees, about 1,100 are represented by five unions, the largest of which is Local 2300.

— Sam Segal

Seminar inaugurates Johnson School's Lifelong Learning Program for alumni

The Johnson Graduate School of Management started its Lifelong Learning Program for alumni with a seminar on finance conducted by two Johnson School professors in New York City on May 13.

George Oldfield, a professor of economics and finance, and Maureen O'Hara, an associate professor of finance, led the seminar on "The New Shape of the Capital Markets" in the University Club, 1 West 54th Street.

The seminar will be repeated in Ithaca on June 9 during the 1988 reunion week-

end, and plans are being made to schedule it this autumn in another large city.

The Lifelong Learning Program is designed to provide instruction in new developments in finance and business to Johnson School graduates through day-long seminars in major population centers at no cost to the graduates.

The program is part of the expanded curriculum of the Johnson School to prepare M.B.A. candidates and graduates for the challenges of the 21st century.

—Albert E. Kaff

Faculty *continued from page 1*

the FCR should target all Asian Americans "in the social sciences and humanities."

One other amendment, from agricultural engineering Professor J. Robert Cooke, proposed modifying the recommendations' language to further stress that success would depend on individual departments, not on exhortations of the FCR.

With virtually no discussion, the FCR also approved two proposals submitted by its Committee on Academic Programs and Policies. One approved the first steps to start a real estate program within the College of Architecture, Art and Planning; the other approved a request to Cornell's Board of Trustees that the name of the National Research and Resource Facility for Submicron Structures be formally changed to the National Nanofabrication Facility while continuing its present operations.

The meeting, in 120 Ives Hall, was the last of the year for the FCR and the last chaired by Bugliari after five years as faculty dean. FCR Speaker Russell D. Martin, professor emeritus of communication, said he had worked with four deans. Then, turning to Bugliari, he said: "You have put together the top qualities of them all."

Bugliari characteristically acknowledged his colleagues' applause with a joke: "It's said that old deans never die; they just lose their faculties."

— Sam Segal

Shiffrin elected Law convocation faculty speaker

The Cornell Law School's Class of 1988 will hold its final convocation on May 22 at 3 p.m. in Bailey Hall.

Dean Peter Martin will preside, President Frank H.T. Rhodes will address the convocation, and the faculty speaker, elected by the Class of 1988, will be law Professor Steven H. Shiffrin.

More than 1,000 parents and friends of graduating students are expected to attend the ceremony and a reception that will follow in the Myron Taylor Hall courtyard.

One hundred and eighty Law School students are scheduled to receive J.D. degrees; 20, LL.M. degrees; and one, a J.S.D. at the Cornell University Commencement on May 29.

This year marks the 100th anniversary of the first Cornell Law School graduation at which nine students received degrees.

Obituary

Harold Feldman

A memorial service will be held on June 11 for Harold Feldman, professor emeritus of human development and family studies, at a location to be announced later.

Feldman died May 11 at Hotel Dieu Hospital in New Orleans after suffering a stroke May 6 while attending the Groves Conference on the Family in New Orleans. He was 70 years old.

A member of the Cornell faculty from 1948 until his retirement in 1981, Feldman was an authority on people's ability to cope with social problems in the family.

He was a member of the Groves Conference on the Family for 30 years and was elected this year into the Groves Academy, the organization's highest honor. He was president of the conference from 1972 to 1975.

Feldman also was on the board of the National Council on Family Relations and its New York affiliate.

His research included projects on inner-city children and children from homes without fathers who do well in school and maintained positive images of themselves, mothers who have gone off welfare, and mothers who raised children alone and have strong concepts of themselves.

Much of his work is summarized in a monograph, "People Who Made It," written following his retirement.

Feldman was born in Minneapolis. He received a bachelor's degree in psychology in 1939 from the University of Minnesota and a master's degree in social work in 1946 from Minnesota following four years of service in the U.S. Army Medical Corps during World War II. He also received a master's degree in general psychology in 1948 and a doctorate in psychology in 1952 from the University of Michigan.

Survivors include his wife, Margaret, now of Washington, D.C.; a daughter, Dorothy Sholeen of Ithaca; two sons, Richard Feldman of Interlaken and Larry Feldman of Indiana, Pa.; a sister, Lillian Dietz of Ithaca; and five grandchildren.

Infants know more than we think, psychologist says

Shove an infant's toy under a blanket, and the baby becomes baffled as to where it is, right?

Wrong, says Cornell psychologist Elizabeth S. Spelke. Her studies suggest that infants as young as three months know that the toy is intact under the blanket, even if they can't see it. The infants understand that solid objects move as whole units, that they do not pass through one another and that they must move along a continuous path to get from one point to another.

By the age of six months, she adds, infants understand that objects are subject to gravity.

"Infants are making sense of the physical world long before they acquire manual and locomotive skills to interact with it or a language to classify it," Spelke will tell the meeting of the Jean Piaget Society in Philadelphia in early June. "When an object is hidden, young infants can often infer where it is and what it is doing."

Spelke, a professor of psychology and the mother of a newborn baby boy who will participate in her research, has been studying infants' perceptual and cognitive development for 10 years, with hundreds of infants as subjects.

She is principal investigator for a research effort supported by the National Science Foundation and the National Institute of Child Health and Human Development, and will continue her studies in Baltimore, Md., and London during 1988-89 as a Guggenheim Fellow. She is the author or co-author of more than 80 scientific articles.

To discover what infants know about objects, Spelke's research team placed babies in a darkened room and observed their looking-time responses to partly and completely hidden objects that were stationary and then in motion, and placed infants in movable seats on a semicircular track to examine the role of relative motion in perceiving objects.

They also observed how infants touched objects of differing color and texture whose edges were misaligned, examined whether infants recognized visually objects they previously had touched but not seen, and studied infants' looking responses to visual depictions of impossible events, such as one solid object moving through a space occupied by another solid object.

Because infants will look longer at something novel or unexpected than they will at something they expect to see, the researchers were able to determine if the infants were surprised by what they saw. If something was not surprising to the infants and therefore did not hold their interest, that depiction was classified as something that the infants, for whatever reason, already knew. For example:

- Place a laterally moving bar behind a block so that the ends of the bar are visible, and three-month-old infants — who have not touched the bar or the block — know that the two ends are part of a continuous



Claude Levet

Psychologist Elizabeth Spelke, left, and graduate student Allison Simmons test the development of a six-month-old girl.

bar that extends unseen behind the block.

- Show infants a raised shelf on a table, place an opaque screen in front of the shelf and drop an object behind the screen, and they know that the object will stop falling when it reaches the now-unseen shelf.

It is not until six months of age, however, that infants grasp gravity and know that the object will not stop falling until it hits the shelf. Infants younger than six months are not surprised if the object stops falling in mid-air, before it hits the shelf.

Spelke argues that her findings disprove three traditional schools of thought on cognitive development in infants: the empirical view, that infants learn through the consequences of their actions and through acquiring words to describe objects; the Piagetian view, that infants acquire knowledge by organizing their actions into a structured system; and the Gestalt view, that infants have an unlearned disposition to organize experience into the most simple order.

"Piaget thought that infants could not

represent the existence of things that are out of sight, but his studies required the infants to act on objects in coordinated ways," Spelke said.

"We're using methods that don't demand coordinated motor activity, and we're finding that infants know more than we sometimes think they do. 'Infants' concepts of objects are less rich and articulated than those of adults, but they may form the core of adults' cognitive capabilities," she said.

— Mark Eyerly

Nutrition conference to focus on ways to give better information to the public

How professionals involve the public in bettering their health and nutrition will be the focus of the 1988 Nutrition Institute, June 5 through 7.

The theme of this year's institute, "Empowering Communities for Health Promotion: Nutrition Issues — From Science to Behavior Change to Health Enabling Communities," will be of interest to dietitians, nutritionists, home economists, health educators and other health professionals who are trying to use nutrition knowledge to change health habits in the 1990s, said the institute's chairwoman, Cathy Campbell, an assistant professor of nutritional sciences.

The institute will open at 7:30 p.m. on June 5 in the Memorial Room of Willard Straight Hall with an address by David Axelrod, New York State's commissioner of health on "Promoting Nutritional Health in New York State in the 1990s."

Among the featured speakers will be Jane Brody, a science writer and health columnist for The New York Times, and David L. Call, dean of the College of

Agriculture and Life Sciences. They will give their talks in Uris Hall.

Brody will discuss how effectively the news media communicate scientific knowledge of nutrition to the public. Call's topic will be the National Research Council study he headed that recommends new federal regulations to encourage farmers to produce and market lower-fat meat and dairy products.

Also on the program is Lenora Morgagne of Nutrition Legislation Services Co., who will speak on how the government formulates nutrition policies and programs, and Ernst Schaefer of Tufts University, who will talk on "The State of the Science on Diet and Cardiovascular Disease."

In other sessions, health and nutrition educators from Cornell, New York City, Minnesota and Canada will talk about new approaches in nutrition education and organizing communities to promote health. Topics include educational strategies to foster nutritional health, enabling communities to take charge of their nutritional health, reaching low-income

people with nutrition information and building better working relationships between community agencies to address health issues.

Small group discussions will cover such topics as cholesterol, food-drug interactions, reaching ethnic groups through the news media, how computers change the way people eat, nutrition in a national fitness promotion, health promotion on the job and the new eating-away-from-home program.

A banquet will be held on June 6 to celebrate the 50th anniversary of the New York State Nutrition Council, a statewide organization of nutritional professionals. The banquet will include a keynote address on "Enabling Communities to Take Charge of Their Nutritional Health" by Kristen McNutt, president of Consumer Choices Unlimited Inc.

The conference is sponsored by the Division of Nutritional Sciences, a joint unit of the College of Human Ecology and the College of Agriculture and Life Sciences.

— Yong H. Kim

Setting milk prices by nutrient content topic of conference

Should the amount of protein and other nutrients in milk, rather than just its butterfat content, be a factor in pricing?

Some 150 northeastern dairy product processors, farmers and others are expected to debate the question during a statewide, Cornell-sponsored conference June 6-7 in Syracuse.

The issue of whether other nutrients also should be considered is "controversial," according to Andrew M. Novakovic, co-chairman of the conference, "New Dairy Products and Pricing Systems in the 1990s." He is an associate professor of agricultural economics and a specialist in dairy policy and marketing in the College of Agriculture and Life Sciences.

Currently, the more the fat in milk, the higher the price. But with more cheese manufacturers paying for milk on the basis of protein levels, too, there is a trend toward alternative pricing, Novakovic said.

He pointed to increasing consumer demand for lower-fat dairy products and noted that consumption of low-fat milk surpassed that of traditional whole milk for the first time in 1986.

The conference will feature a series of talks on light or fat-reduced dairy products as well as on alternate milk pricing systems.

Date rape now subject of a book by Andrea Parrot

A new book by sex educator Andrea Parrot may help women avoid becoming victims of date rape and help men avoid becoming assailants.

"Men must begin to understand that forced or coercive sex is rape even if the woman is a friend or a lover," Parrot writes in her book, "Coping with Date Rape and Acquaintance Rape," published this spring by The Rosen Publishing Group Inc. "It is never acceptable to force yourself on a woman even if you think she has been leading you on or you have heard that women say no but mean yes."

Women must give "the same message with their words and their body language," she adds. "If you really don't want to have sex with him, don't tell him that you just want to be friends while you let him unbutton your blouse."

A woman jeopardizes her safety if she goes to an isolated place with someone she doesn't know well. Getting drunk on a date decreases her ability to control her surroundings, and he may think that if she is drunk, sex is OK. Women should be assertive rather than play sexual games, and men should listen to women and respect their decisions, Parrot suggests.

Acquaintance rape is defined as a forced sexual act between two people who know each other; date rape is a forced sexual act between a dating couple or people on a date. Acquaintance and date rape differ from rape by a stranger in that the victim knows the assailant in both types of cases, but date rape begins with the man planning consensual sex, not rape. It turns into rape when the woman says no to sex, Parrot explains. Sometimes men are victimized by a woman or another man, she adds.

One of every five women in college will go on a date that ends in rape or will be raped by an acquaintance, but less than 1 percent of those rapes will be reported to the authorities and few of those will be prosecuted, according to studies cited by Parrot.

Parrot blames the frequency of acquaintance rape on peer pressure to have sex, mass media messages that explicitly or implicitly encourage sexual activity, socialization and, paradoxically, the success of the women's movement, which has led many women to believe that a woman can invite a man back to her apartment without feeling like he's going to expect sex, and force it on her if she says no.

Parrot, a senior lecturer in human service studies, teaches a class on human sexuality and social policy to more than 700 students each year. To help students understand historical and contemporary influences on sexual values and attitudes, she portrays Queen Victoria, Renee Richards, Madonna and others, in full costume, for some of her lectures. She is a member of the American Association



Andrea Parrot

of Sex Educators, Counselors and Therapists and is the author of more than a dozen book chapters, journal articles, monographs and manuals.

Her book, which is being sold to schools, colleges and public libraries around the country, describes the social

myths about rape and the behavior that can lead to date or acquaintance rape. She tells the story of "Melanie," a first-year college student who was drinking and dancing seductively at a party with "Kurt," a junior football player. They went to his room, where Melanie let Kurt fondle her breasts but told him she didn't want to have sex. "Kurt got angry and called her a tease. She was not going to stop him now." Kurt forced himself on Melanie, had sex and passed out on top of her.

"Would you consider this rape?" Parrot asks her readers. "Many people would not, perhaps not even Melanie. Melanie is likely to blame herself for what happened. But it was rape!"

According to Parrot, commonly held myths about rape lead most people to dismiss incidents of this type as insignificant. Those myths include:

- A rapist is always a stranger.
- A victim tried to prevent the rape only if she was bruised by trying to fight off the attack.
- A victim who was drinking or wearing seductive clothing was asking for sex.
- A victim who voluntarily had sex with a particular man once before cannot be raped by that man.

While the victim of rape by a stranger receives support from family, friends and the police, victims of acquaintance rape often do not receive support from those sources, Parrot said. "People will tell her, 'What did you expect?' and 'What's the big deal? After all, you've had sex before.'"

In almost all states, however, sex against one's will or without one's consent is illegal, regardless of whether the victim knows her attacker or was drinking or seductively dressed, Parrot pointed out.

"The victim never is responsible for the crime," she said. "But we can teach women to reduce their vulnerability to date rape without blaming them for the crime, just as we teach children to look both ways before they cross the street, even though we wouldn't think of saying that a child who failed to look deserved to be hit by a car."

"It's not that every acquaintance rapist should be behind bars, because in this crime there is some degree of miscommunication and the man may think he has permission from the woman," Parrot said. "We need to change peer pressure and the media messages so that a man's not expected to push for sex and a woman's supposed to resist, even if she wants it."

"We teach men to be aggressive and woman to be passive," she added. "We need to teach both sexes to be assertive."

—Mark Eyerly

Scientists discover strange duo: spinning pulsar, lightweight star

Using Cornell's 1,000-foot Arecibo radio telescope in Puerto Rico, Princeton University physicists have discovered the first instance of a furiously spinning pulsar and a "featherweight" companion star — among the least massive objects ever found outside the solar system — circling each other.

The discovery will give astrophysicists an unprecedented look at the turbulent corona, or atmosphere, of a star other than our sun as they measure how the precise strobe-like radio pulses from the pulsar are eclipsed by the companion.

"It was a completely unexpected discovery that will allow astronomers to study for the first time a plasma sphere around a remote star," said Tor Hagfors, director of the National Astronomy and Ionosphere Center here, of which Arecibo is a part.

Pulsars are the collapsed, superdense remnants of stars slightly larger than our sun that have undergone immense explosions called supernovae. They emit rhythmic flashes of radio waves.

The discovery, by Andrew S. Fruchter, Daniel R. Stinebring and Joseph H. Taylor, will be reported in the May 19 issue of *Nature*, the British science journal.

The pulsar, which spins at a rate of 622 times per second, or 37,000 revolutions per minute, is about 3,000 light-years from earth in the constellation Sagitta.

The discovery was particularly unusual because only five other pulsars are known with such rapid spins. Pulsars, which measure about 10 kilometers in diameter, are so-called "neutron stars," with gravity so great that matter is squeezed into a dense state that consists primarily of neutrons.

A spinning pulsar's magnetic field — about a trillion times that of the earth's — makes the pulsar into a gigantic dynamo, spewing out beams of particles and radio energy from its magnetic poles.

Because the period of the pulses varied from day to day as the pulsar moved toward or away from Earth, the physicists knew that it was orbiting about a companion.

While most of the 440 known pulsars are solitary objects, some have been discovered with small companions, usually small "white dwarf" stars about the size of the

Earth. By measuring the change in the radio signal from the pulsar, the physicists found it was in a nearly circular orbit about the companion, taking nine hours and 10 minutes to make one orbit. They used special timing equipment developed in collaboration with Timothy Hankins of Dartmouth College and Philip Perillat of Arecibo.

Because a white dwarf companion is not large enough to eclipse a pulsar, it was a surprise when the physicists observed the total disappearance of the pulsar signal for 50 minutes on March 15.

By combining the orbital information and the existence of eclipses, the researchers showed that the companion star has a mass of only 2 percent of the sun, spread over roughly the same volume.

The researchers have mounted further studies of the effects of the dwarf star's atmosphere on the pulsar signal as it disappears behind the dwarf. By looking at how the rhythmic radio pulses are delayed by passage through the corona, they can begin to map the turbulent structure of the corona. They said they already have seen evidence of clumps of plasma in the star's corona.

According to the physicists, the two objects have profoundly affected each other's evolution. The large star that was to become the pulsar exhausted its hydrogen fuel and collapsed 100 million years ago in a supernova explosion like the one observed in February 1987 in the Magellanic Cloud, a neighbor to our Milky Way galaxy.

For the next 100 million years, the predecessor of the dwarf companion poured a large amount of its mass onto the collapsed pulsar. This transfer of mass from orbit around the pulsar to the pulsar itself caused the pulsar to spin up from a few times per second to its current rate.

However, the spinning pulsar is now blowing so much matter away from the companion that it is evaporating the small star, which may last only a few hundred million years, the researchers said. Of the other known millisecond pulsars, two have no companions and may have gotten rid of them in the same way, the Princeton scientists said.

—Dennis Meredith



Claude Levett

Pulitzer Prize Winner Toni Morrison reads from her novel, "Beloved," in Bailey Hall during a May 10 tribute to her. Among those who praised Morrison, who received a master's degree in English here in 1955, included President Frank H.T. Rhodes, Mayor John C. Guttenberger, Cornell professors Robert Harris and Ken McClane and Robert H. Elias, the Goldwin Smith Professor Emeritus of English Literature and American Studies.

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, 840 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 sub-heading of the calendar in which the item should appear.

Lorca diCorcia — on view through June 11. The exhibition was organized by John Szarkowski, director of the Department of Photography of The Museum of Modern Art, New York City, and an A.D. White Professor-at-Large here.

"Bryan Hunt: Falls and Figures," an exhibition featuring some 30 drawings and 20 bronze sculptures spanning Hunt's evolution from abstract water images to more figurative forms, through May 22.

Olin Library

"Alexander Pope Tercentenary," early editions and portraits celebrating the 300th anniversary of the celebrated English poet will be on view from May 21 through July 30, Monday-Friday, 8 a.m. to noon and 1 p.m. to 5 p.m.

DANCE

Cornell Folkdancers

The Cornell community and the general public and beginners are welcome to join in folkdancing. Admission is free, unless stated otherwise.

Instruction and request dancing, May 22, 7:30-10:30 p.m., North Room, Willard Straight 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. Call 255-6464 for further information.

"Artist of Ithaca: Henry Walton and His Odyssey," an exhibition of approximately 65 prints, watercolors, and oil paintings by Henry Walton, a 19th-century artist who spent the most productive years of his career in Ithaca, through June 26. In addition to accurate, minutely detailed lithographs and paintings of town views, Walton also created portraits of men, women and children.

"New York State Artist Series VIII," the eighth exhibition in a continuing series focusing on contemporary artists working in New York State, through July 3.

"New Photography 2," featuring works in color by three contemporary photographers — Mary Frey, David Tavener Hanson and Philip

FILMS

Unless otherwise noted, films are sponsored by Cornell Cinema. An (*) indicates that admission is charged.

Thursday, 5/19

"The Seven Samurai" (1954), directed by Akira Kurosawa, with Toshiro Mifune and Takashi Shimura, 8 p.m., Uris.*

Friday, 5/20

"The Glass Menagerie" (1987), directed by Paul Newman, with Joanne Woodward, Karen Allen and John Malkovich, 7 p.m., Uris.*

"Raising Arizona" (1987), directed by Joel Coen, with Holly Hunter and Nicholas Cage, 10 p.m., Uris.*

Saturday, 5/21

"The Glass Menagerie," 7 p.m., Uris.*

"Raising Arizona," 10 p.m., Uris.*

Sunday, 5/22

"Before Hollywood VI: Love and Misadventure" (1915), directed by Wallace Carlson (animation), Harry Harvey and George Melford, 2 p.m., Johnson Museum.

"Scarface" (1932), directed by Howard Hawks, with Paul Muni, George Raft and Boris Karloff, 8 p.m., Uris.*

Monday, 5/23

"Aliens" (1986), directed by James Cameron, with Sigourney Weaver, Carrie Henn and Michael Biehn, 8 p.m., Uris.*

Tuesday, 5/24

"Fletch" (1985), directed by Michael Ritchie, with Chevy Chase, and Joe Don Baker, 8 p.m., Uris.*

Wednesday, 5/25

"The Terminator" (1984), directed by James Cameron, with Arnold Sch-



It's "Bedtime for Bonzo" at 8 p.m. on May 26 at Uris Hall auditorium. The 1951 movie by Frederick de Cordova stars Walter Slezak and Ronald Reagan.

warzenegger, Michael Biehn and Linda Hamilton, 8 p.m., Uris.*

Thursday, 5/26

"Bedtime For Bonzo" (1951), directed by Frederick de Cordova, with Ronald Reagan and Walter Slezak, 8 p.m., Uris.*

MUSIC

Bound for Glory

Records from the studio, WVBR-FM93, May 22.

RELIGION

Sage Chapel

There will be no service on May 22.

Catholic

Mass: Every Saturday, 5 p.m., every Sunday, 9:30 and 11 a.m., and 5 p.m., Anabel Taylor Auditorium.

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

Christian Science

Testimony Meeting: Every Thursday, 7 p.m., the Anabel Taylor Founders Room.

Episcopal (Anglican)

Every Sunday, 9:30 a.m., Anabel Taylor Chapel.

Friends (Quakers)

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

Beginning May 29 meeting for worship will be at the Hector Meeting House, Perry City Road, at 10:30 a.m. Rides available in Anabel Taylor parking lot.

Jewish

Morning Minyan: Young Israel House, 106 West Avenue. Call 272-5810.

Reform Services: Friday evenings 6:00 p.m., Anabel Taylor Chapel.

Conservative/Egalitarian Services: Friday 5:30 p.m., Saturday 9:45 a.m., Anabel Taylor Hall Founders Room.

Orthodox Shabbat Services: Friday evenings, Young Israel House, 106 West Avenue. Call 272-5810. Saturday, 9:15 a.m., Anabel Taylor Edwards Room.

Korean Church

Every Sunday, 2:30 p.m. Anabel Taylor Hall.

Muslim

Sunday through Thursday, 1 p.m., 218 Anabel Taylor Hall. Friday 1 p.m. Anabel Taylor Edwards Room.

Protestant

Protestant Cooperative Ministry: Every Sunday, 11:15 a.m., Anabel Taylor Chapel.

Baptist Campus Ministry (SBC): Every Tuesday, 7:30 p.m., Anabel Taylor Chapel.

SEMINARS

Biochem, Molecular, Cell Biology

"Transcription Factors From Yeast *Drosophila*," Carl Parker, California Institute of Technology, 4:30 p.m., 204 Stocking Hall.

"Ribosomes Are Not Shiftless," Raymond Gesteland, Human Genetics, University of Utah Medical Center, May 20, 4:30 p.m., 204 Stocking Hall.

Cell Pathology

"Neutrophil Azurophil Granule Secretion: Mechanisms and Consequences," Claus Fittschen, National Jewish Center for Immunology and Respiratory Medicine, Denver, May 19, noon, G-3 Vet Research Tower.

International/Community Nutrition

"Community Childhood Hunger Identification Project: New Haven Pilot Study," Cheryl Wehler, project director of the Community Childhood Hunger Identification Project, May 19, 12:40 p.m., NG35 Martha Van Rensselaer.

Neurobiology and Behavior

"The Sensory Apparatus of the *Drosophila* Wing: Its Structure, Function and Development," John Palka, guest lecturer, University of Washington, May 20, 4 p.m., Morison Seminar Room, Corson Mudd.

Pharmacology

"Cytoplasmic CA^{2+} and pH in the Activation of Neutrophils," Sergio Grinstein, Cell Biology, Hospital for Sick Children Research Institute, Toronto, May 23, 4:30 p.m., G-3 Vet Research Tower.

Plant Breeding and Biometry

"RFLP's In and Around Cloned Nucleotide Sequences for Determining Phylogenetic Relationships in the Genus *Lycopersicon*," Joyce C. Miller, Plant Breeding, May 24, 12:20 p.m., 135 Emerson Hall.

Stability, Transition and Turbulence

"A Continuum Model for Fiber Suspensions and Its Application to Turbulent Flow," Sutanu Sarkar, Cornell, May 24, 1 p.m., 282 Grumman Hall.

Statistics

"Analytic Problems for Linear Forms of Independent Random Variables," Abram Kagan, Mathematics, University of Maryland, May 23, 3:30 p.m., 250 Caldwell.



Paul Newman's 1987 version of Tennessee Williams' "The Glass Menagerie," starring Joanne Woodward, Karen Allen and John Malkovich will be shown Friday and Saturday nights by Cornell Cinema. Check the listings for details.

Job Opportunities

May 19, 1988
Number 18
Office of Human Resources
Cornell University
160 Day Hall
Ithaca, New York 14853-2801

In compliance with the Immigration Reform and Control Act of 1986, Cornell University is now required to check the identity and employment eligibility of all new hires.

Effective June 1, 1987, if you accept a position, you must show documents on or before your first day of work, that indicate your identity and employment eligibility; for example, a state issued driver's license and a birth certificate. For more information, contact Staffing Services, 255-5226.

-Interviews are conducted by appointment only.

-Send cover letters & resumes to Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853.

-Employment & employee transfer application forms are available at both Staffing Services locations-160 Day Hall & East Hill Plaza.

-Requests for referral &/or cover letters are not accepted unless specified in the ad.

-Cornell University is an Affirmative Action/Equal Opportunity Employer.

-This listing is also available on CUINFO. Terminals are situated in main lobbies of Day Hall & Gannett Clinic, & the Olin, Mann & ILR Libraries.

-DEPTS.-Deadline for submission is noon on Thursday for following week's Job Opportunities.

-Minimum salaries listed are for recruitment purposes only.

-S=Statutory; E=Endowed

Administrative and Professional

SR. TECHNICAL WRITER (PC1801) Academic Computing-E

Design, write, edit & produce monthly computing newsletter; assist tech. staff in developing copy; research topics concerning computing; participate in editorial planning sessions.

Req.: BA or equiv. Exc. writing & editorial skills. Able to explain tech. complex ideas to non-tech. audience. Exc. interper. & comm. skills. Knowl. of desktop publishing & familiar w/computing helpful. Min. 2 yrs. journalism, tech. writing, editorial or comm. exp. Letter, resume & writing sample to Esther Smith by 5/26.

APPLICATIONS PROGRAMMER/ANALYST II (PT1804) Eng. College Ed. Computing-E

Design, write, modify, document & maintain interactive-graphics-based instruct'l. computer programs in fields of structural & mech. engr., partic. finite-element analysis.

Req.: BS, structural or mech. engr. or equiv. 2-5 yrs. prgrmg.; knowl. of VAX/VMS, FORTRAN, HOOPS; exc. comm. & interper. skills. Letter & resume to Judi Baker by 5/27.

APPLICATIONS PROGRAMMER/ANALYST I (PT1802) Theory Center-E

Develop, maintain & document admin. database systems for Theory Ctr. Train Theory Ctr. in use of admin. databases. Create special reports as requested.

Req.: BA or equiv. w/related computer courses & exp. 1 yr. exp. w/database design & develop., incl. exp. w/several of following: VM/CMS, SQL, GDDM, SAS, PC-DOs, Lotus 1-2-3, Wordperfect. Exp. w/PC's, local area networks & UNIX desir. Able to work independ. Letter & resume to Judi Baker by 6/3.

PROJECT COORDINATOR II (PA1804) Maintenance Management-E

Serve as liaison between Univ. depts. & M&SO on bldg. maint. matters. Identify bldg. operation problems & project scope. Schedule/coord. maint. & rehab. projects, inspect construction.

Req.: AAS in engr. or construction tech. req.; BS in engr., arch. or busn. admin. pref. Strong tech. bkgrnd. in bldg. maint. w/min. 4 yrs. exp. in construction & maint. mgmt. Letter & resume to Cynthia Smithbower by 5/27.

ASST. WOMEN'S LACROSSE/FIELD HOCKEY COACH (PA1808) Phys. Ed. & Athletics-E

Assist head coach in planning/operation of women's intercollegiate lacrosse & field hockey program. Instruct phys. ed. classes as assigned. Coaching, recruiting, incl. 10 month appt.

Req.: BA/BS. Proven success in coaching, teaching, recruiting & in working w/college-age students & athletes. Letter & resume to Search Committee: Asst. Women's Lacrosse/Field Hockey Coach by 6/8.

ASST. ATHLETIC TRAINER (PA1807) Phys. Ed. & Athletics-E

Coord. & implement prescribed phys. rehab. of athletes; study, evaluate & recommend new techniques & equip. in phys. trng. & therapy; use computer to compile & maintain medical & stat. records; asst. in daily mgmt./operation of trng. room; provide sports coverage as assigned; supv. student trainers.

Req.: Certification req., MS pref. Letter & resume to Search Committee: Asst. Athletic Trainer by 6/1.

ASST. WOMEN'S BASKETBALL COACH (PA1806) Phys. Ed. & Athletics-E

Asst. w/daily operation of women's basketball program. Floor coaching, recruiting, scouting & other admin. duties as assigned by head coach. 11 month appt.

Req.: BA/BS. Proven success in coaching, recruiting & working w/student athletes. Letter & resume to Search Committee: Asst. Coach, Women's Basketball by 6/11.

ASST. COACH-MEN'S HOCKEY (PA1805) Phys. Ed. & Athletics-E

Asst. head coach in planning/operation of Div. I men's intercollegiate ice hockey program. Plan, supv., evaluate performance; recruiting. 11 month appt.

Req.: BA/BS, advanced work pref. Proven success in coaching, recruiting & working w/college age students & athletes. Letter & resume to Search Committee: Asst. Coach, Men's Hockey.

CUSTODIAL SUPV. (PC1824) Hotel Administration-E

Asst. Dir. of Engr. in mgmt. of custodial tasks in School. Manage daily operations of School custodial svcs. Will fill in short-term for dept. absences & perform normal duties of custodian.

Req.: AAS, H&RI or facility mgmt. min., BS pref. Min. 5 yrs. custodial or related exp. pref. Letter & resume to Esther Smith by 6/1.

RESEARCH SUPPORT SPECIALIST II (PT1803) Eng. College Ed. Computing-E

Design, write, maintain interactive-graphics-based instruct'l. programs in variety of eng. fields. Manage documentation & distribution of programs, conduct workshops, do PR & demos., prepare reports.

Req.: BS computer sci., eng., sci. or comm. field. 2-5 yrs. prgrmg.; 2-5 yrs. admin., org., PR, teaching; knowl. of VAX/VMS, UNIX, C; knowl. of interactive graphics & HOOPS a plus; exc. comm. & interper. skills. Letter & resume to Judi Baker by 5/27.

APPLICATIONS PROGRAMMER II (PT-1601) NYSSILR-Resident Division-S

Support admin. computing & WP functions. Write, maintain, document & train staff to use special applications programs. Install & monitor hard & software. Diagnose problems. Train staff to use special WP features. Install/download fonts. Encourage & facilitate comm. among users though user groups, workshops & newsletters.

Req.: BA or equiv. 2-3 yrs. exp. w/IBM-PC's or compatible & Macs incl. hard & software pkgs.-Wordperfect, Microsoft Word, LOTUS, DBase. Exp. w/IBM mainframe using CMS & Kermit. Knowl. of database concepts & systems, e.g. ADABAS & 2 prgrmg. lang. (e.g. Natural, Pascal, Fortran). Exc. interper., comm. & org. skills nec. Letter & resume to Judi Baker ASAP.

APPLICATIONS PROGRAMMER III (PT-1313) University Auditor-E

Design, develop, modify & document specialized application software for Audit Offic. audit teams. Applications in both IBM mainframe & Micro-computer environ.

Req.: BA or equiv. w/computer related courses. Knowl. of at least 2 computer lang. such as Natural, Cobol or PL/I; knowl. of VM/CMS, MVS, JCL & familiar w/micro & mini-computer systems req. 3-5 yrs. exp. in large scale IBM environ. Letter & resume to Judi Baker ASAP.

HEALTH EDUCATOR (PA1205) Health Services-E

Resp. for planning, implementing, coordinating & evaluating campus-wide Alcohol & Drug Risk Reduction Program. Assist in overall development & admin. of Health Ed. program for Univ.

Req.: MS in health or community ed., public health or closely related field. 2-3 yrs. recent exp. providing substance abuse ed. programs in community setting. Exp. working w/college students desir. Must have exc. oral/written comm. skills. Letter & resume to Cynthia Smithbower by 6/3.

PHARMACIST II (PT1705) Vet. Medical Teaching Hosp.-S

Operate Pharmacy in Small Animal Clinic. Asst. Teaching Hosp. Chief Pharmacist in operation of College of Vet. Med. Pharmacies. Mon.-Fri., rotating Sat. mornings.

Req.: BS pharmacy. NYS license. Letter & resume to Judi Baker.

Clerical

REGULAR EMPLOYEES

Submit employee transfer application, resume & cover. Career counseling interviews available by appt. EXTERNAL APPLICANTS Mail employment application & resume to 160 Day Hall. Interviews conducted at Staffing Services, East Hill Plaza by appt. only. Qualified applicants are contacted after materials are reviewed.

RECORDS ASST., GR16 (C1813) Mann Library-S

Record serial publications receipt & perform related maint. activities. Search monographs in online catalog, RLIN card catalogs, input into the online database (NOTIS) & sorts & distributes mail.

Req.: H.S. dip. or equiv. Good clerical skills & ability to do detailed work accurately & quickly. Previous exp. in libr. desir. Med. typing. Min. biweekly: \$400.67

CIRC./RESERVE ASST., GR16 (C1816) Uris Library-E

Process all photocopied & personal copy reserve materials; work at circ./reserve desk. Mon.-Thurs., 1-10 p.m.; Fri., 1-9 p.m.

Req.: H.S. dip. or equiv. Org. ability & aptitude for detailed work. Able to work effectively w/variety of people in public svcs. setting. Lt. typing. Min. Biweekly: \$401.78

OFFICE ASST., GR17 (C1810) Media Services-S

Key phone recept. for busy office; maintain circulation & subscription records for quarterly journals; provide gen'l. clerical asst.

Req.: H.S. dip. or equiv. Busn. or sec. school desir. Strong interper. skills a must. Able to work comfortably in a complex, active environ. Med. typing. Min. Biweekly: \$420.76

OFFICE ASST., GR17 (C1820) CU Press-E

Serve as main phone operator for Press. Sort incoming mail; handle customer svcs. & overflow work for different depts.; act as key operator for copying machine; gen'l. office work.

Req.: H.S. dip. or equiv. Busn. school helpful. Good phone tech.; exp. w/copying machines, desk calculator & typewriter. Able to set priorities & work in a complex, active environ. Lt. typing. Min. Biweekly: \$421.81

OFFICE ASST., GR18 (C1823) Hotel Admin./Computer Svcs.-E

Perform operator activities on a WANG VS 100 computer system & provide clerical/sec. assistance to Dir., Computer Svcs. Assist system operator in providing support to users, both Hotel School & Statler Inn. 1 yr. appt. until 5/30/89.

Req.: H.S. dip. or equiv. Knowl. or exp. w/computer hardware. Exp. w/WP. Org., in-

terper. & comm. skills. Good typing. skills. Min. Biweekly: \$444.37

SECRETARY, GR18 (C1811) Vegetable Crops-S

Provide sec. support for 5 professors (1 emeritus); type & file corresp., scientific publications, manuscripts & newsletter; prepare course materials; schedule travel arrangements & mtgs., act as receptionist, provide backup phone coverage. Other duties as assigned.

Req.: H.S. dip. or equiv. Busn./sec. school desir. Min. 1 yr. exp. Work w/computer & WP systems (IBM Wordperfect, pref.). Aptitude for detail. Able to set priorities & work in a complex, active environ. Heavy typing. Min. Biweekly: \$443.13

OFFICE ASST., GR18 (C1806) Cornell United Religious Works-E

Receipt, info. & referral; room reservations; wedding reservations for Anabel Taylor & Sage Chapel; oversee use of off. & AV equip.; gen'l. clerical support.

Req.: H.S. dip. or equiv. Some college desir. Able to set priorities & work in a complex, active environ. IBM/AT, Wordperfect & Lotus 1-2-3. Strong org. & interper. skills (phone & in person). Med. typing. Min. Biweekly: \$444.37

ADMINISTRATIVE AIDE, GR19 (C1822) Chemistry-E

Provide sec. support to Chairman. Resp. for supporting operat'l. & academic matters. WP; database recordkeeping; file; report prep.; arrange mtgs. for Exec. Dir. & Chairman.

Req.: AAS or equiv. Exc. org. & interper. skills. Exp. using Mac & software for WP & data processing. Demonstrated ability to meet deadlines. Able to set priorities & work in a complex, active environ. Med. typing. Min. Biweekly: \$470.80

SECRETARY/RECEPT., GR19 (C1821) Coop. Extension-NYC-S

Serve as sec./recept. & assist in facilities coord. for NYC Coop. Ext. programs.

Req.: H.S. dip. or equiv., bilingual, write & speak Spanish frequently. Knowl. of WP programs. Min. 2 yrs. exp. Strong keyboarding skills. Good comm. skills. Med. typing. Min. Biweekly: \$469.53

ADMINISTRATIVE AIDE, GR20 (C1808) Public Affairs/Law School-E

Provide sec./admin. aide support to Asst. Dean of Dev./Alum. Aff. Offic. Draft/process major gift & campaign corresp., assist in event coord.; coord. office workload.

Req.: AAS or equiv.; WP, offc. mgmt. & private sec. exp. helpful. Able to set priorities & work in a complex, active environ. Med. typing. Min. Biweekly: \$496.80

ADMINISTRATIVE AIDE, GR20 (C1812) Human Ecology Alumni Affairs-S

Provide admin. support to Dir. & Asst. Dir. in a complex & busy off. WP; phone; mail; draft corresp.; record & deposit gifts to College; prep. gift reports & acknowledgment letters. Oversee numerous mass mailings; handle event arrangements & confidential info.; supv. students.

Req.: AAS or equiv. Min. 2 yrs. sec. exp. Exc. sec. & org. skills essential. Exp. w/microcomputers & WP req. (Wordperfect pref.). Exp. w/volunteers or the public desir. Able to set priorities & work in a complex, active environ. Confidentiality essential. Heavy typing. Min. Biweekly: \$495.35

CIRC./RESERVE SUPV., GR20 (C1815) Music Library-E

Facilitate access to circ. books, scores & sound recordings; supv. students & night supvs.; provide reference service; assist in use of audio equip.; participate in maint. of bibliographic info.; in charge of libr. in absence of librarian.

Req.: BA in music or equiv. desir. w/emphasis in music history. Libr. & supv. exp. desir. Strong interper., comm. & org. skills. Reading knowl. of 1 foreign lang., pref. German. Med. typing. Min. Biweekly: \$496.80

SECRETARY, GR21 (C1804) NYSSILR-Extension-NYC-S

Provide broad range of admin. & sec. support for Human Resource Studies Program & Off-Campus Credit Program. Process student registrations, employment contracts & vouchers; establish & maintain record keeping system; WP of course materials; handle travel arrangements; purchase program materials; answer inquiries concerning course content, faculty, etc. & summarize course evaluations.

Req.: AAS or equiv. Min. 2 yrs. related exp. Exc. interper., org. & comm. skills. PC exp. incl. WP & database applications essential. (Wordstar, Wordperfect & Dbase pref.). Med. typing. Min. Biweekly: \$526.14

CLERICAL SERVICES COORDINATOR, GR21 (C1819) Facilities Engineering-E

Coord. WP, receipt, desk, supplies inventory & related clerical svcs. for dept.

Req.: AAS or equiv. Min. 2 yrs. exp. in WP or higher level sec. position, prefer 1 yr. as supv. or coord. Must have exc. typing (65 wpm), editing, comm. & org. skills. Exp. w/WP systems (Apple Macintosh/Microsoft Word pref.). Knowl. of standard offc. operating practices desir. Heavy typing. Min. Biweekly: \$527.69

ASST. TO CHAPLAIN (C1803) Episcopal Church at Cornell/CURW

Manage off. for Chaplain & Congregation. Run annual fund drive; maintain mailing lists; arrange mtgs. & functions; manage finances; type corresp., file; prepare budgets; receive visitors; order supplies.

Req.: AAS or equiv. Min. 2 yrs. offc. exp. Good interper., mgmt. & phone skills. Computer knowl. (WP essential, RB500 & Lotus 123 a plus). Good finan. knowl. (knowl. of CU acts. a plus). Some supv. exp. Med. typing. Letter & resume to Sarah A. Jones, RM G3, Anabel Taylor Hall, Cornell University by 5/27.

General Service

FOOD SERVICE WORKER, SO15 (G1802) Dining-E

Set-up, display & serve food &/or beverage. Check Co-op dining cards for validity & make sale transactions by cash or credit card. Shift subject to change.

Req.: H.S. dip. or equiv. Knowl. of food prep. & presentation pref. Good customer relation skills. Basic reading & computation skills req. Min. hourly: \$5.28

FOOD SERVICE WORKER, SO16 (G1807) Dining-E

Prepare, present & serve food items for Co-op, cash, catering or special events. Shift subject to change.

Req.: H.S. dip. or equiv. 1 yr. related exp. Working knowl. of food prep. & presentation. Able to operate choppers, slicers, mixers, ovens, steam kettles, pressure steamers & various hand tools. Good customer relation skills. Min. hourly: \$5.49

CUSTODIAN, SO16 (G1805) Residence Life-E

Provide gen'l. custodial care of bldgs. & grounds in immediate vicinity of assigned area. Mon.-Thurs., 7:00 a.m.-3:30 p.m.; Fri. 7:00 a.m.-2 p.m.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Daily contact with students. Min. hourly: \$5.49

CUSTODIAN, SO16 (G1806) U&A-E

Provide gen'l. custodial care of bldgs. & grounds in immediate vicinity of assigned area. Tues.-Fri. 5 a.m.-1:30 p.m.; Sat., 7 a.m.-3:30 p.m.

Req.: H.S. dip. or equiv. Able to operate a variety of heavy power equip., lift 50 lbs. & climb an 8 ft. ladder. Basic reading & writing skills. Able to follow instruction & work for extended periods without supv. Min. hourly: \$5.49

DELIVERY DRIVER, SO18 (G1801) Dining-E

Transport food, mail & equip. Conduct routine maint. of delivery vehicle(s). 40 hrs./wk. Shift subject to change.

Req.: H.S. dip. or equiv. NYS driver's lic. req. Able to drive both standard & automatic transmission trucks up to 22 ft. long. Able to lift 75 lbs. Knowl. of CU campus helpful. Min. hourly: \$6.06

MAINTENANCE MECHANIC, SO23 (G1804) Hotel Administration-E

Monitor electrical, plumbing, ventilation, air conditioning & refrigeration. Perform system operation in & about Statler Hall; provide tech. assistance for auditorium & bldg. operations; maintain bldg. operation systems support. Shifts may vary.

Req.: H.S. dip. or equiv. Prefer trade school trng. Knowl. of electrical & mech. test equip. req. Min. 5 yrs. exp. in bldg. construction (monitor electrical, plumbing, ventilation, A/C & refrig., carpentry & gen'l. repairs). Min. hourly: \$7.84

Technical

REGULAR EMPLOYEES:

Submit employee transfer application, resume & letter. EXTERNAL APPLICANTS: Mail employment application, resume, & list of lab techniques/equip., or computer software/hardware with which you are familiar. Submit letter per position, specify title, dept. & job number. Interviews conducted by appt. only. Qualified applicants are contacted after materials are reviewed. Backgrounds highly desired: biochem., chem., microbio., elect., physics, lic. animal health tech.

LAB TECHNICIAN, GR18 (T1801) MSE-E

Maintain & supv. a materials sci. engr. specimen prep. & research lab. Provide equip. care & instruction in equip. use & lab procedures to research support staff.

Req.: BA/BS or equiv. At least 1 yr. related exp. Must have strong mech. & problem-solving aptitude & desire to learn & perfect new lab skills. NYS driver's lic. req. Machining exp. req. Computer skills desir., but will train. Min. Biweekly: \$444.37

ANIMAL HEALTH TECH., GR20 (T1810) Vet Medical Teaching Hosp.-S

Maintain aseptic conditions, tech. duties during surgery. Clean & sterilize surgical & hospital equip., prep. surgical linens. Participate in on-call schedule.

Req.: AAS Animal Health Tech. NYS lic. AHT (or eligible). Surgical exp. pref. Apply by 5/27. Min. Biweekly: \$495.35

TECHNICIAN, GR20 (T1809) Vet Pathology-S

Develop, screen & character monoclonal antibodies to murine endothelial cells; establish primary & long term cultures of murine microvascular endothelial cells; cryostat sections & lectin binding assays; perform variety of immunologic lab techniques.

Req.: 2 yrs. exp. in research lab; prior exp. in tissue culture & hybridoma tech. highly desir. Apply by 5/27. Min. Biweekly: \$495.35

TECHNICIAN, GR20 (T1808) Nutritl. Science-S

Assist Principal Investigator in research on effects of malnutrition on lactational performance; mng. animal experiments & various tech. activities; gen'l. lab participation (ordering supplies etc.); gen'l. tech. duties (test various assay techniques, small animal surgeries, use of radioisotopes, etc.); data mgmt. & analysis; prep. data for oral & written research reports.

Req.: BS req. w/2 yrs. related lab exp.; MS in bio., biochem., nutrition or related field desir. Exp. in relevant lab techniques w/particular emphasis in small animal surgical procedures & RIA procedures; good interper. relations & tech. writing; data mgmt. & stat. analysis skills highly desir. Apply by 6/3. Min. Biweekly: \$495.35

TECHNICIAN, GR21 (T1409) Veterinary Pathology-S

Process incoming electron microscopy samples, incl. semi-thin & thin sectioning of samples;

participate in trng. & supv.

Req.: BA, bio. sci. pref. 3-4 yrs. exp. in active electron microscopy lab. Apply ASAP. Min. Biweekly: \$526.14

TECHNICIAN, GR22 (T1509) Plant Pathology-Geneva-S

Assist in conducting research on fungal cell biology. Oversee use & svcs. of equip. (e.g., electron microscopes).

Req.: BS or MS, bio. or relevant field. Exp. &/or trng. in light transmission, electron & scanning electron microscope pref. Exp. w/immuno chemical techniques, protein purification & separation protocols, as well as w/gen'l. biochem. techniques useful. Must be imaginative, dexterous, neat & accurate. Min. Biweekly: \$554.63

TECHNICIAN, GR24 (T1805) Equine Drug Testing-S

Asst. Mgr. of field drug testing lab at Finger Lakes Race Track. Provide analysis of blood & urine samples using thin layer & gas chromatograph/mass spectrometer. Supv. 3 techs. in director's absence. Sat., Sun. & holidays incl.

Req.: BS, chem. or AAS w/exp. in GC/MS. Exp. w/isolation, purification & ID of drugs. Exp. in thin layer chromatograph/mass spectrometer desir. Exp. in operation of gas chromatograph/mass spectrometer desir. Letter & resume to Judi Baker by 5/27. Min. Biweekly: \$623.68

APPRENTICE CARPENTER (T1807) M&SO-E

Work w/Journeyman Carpenters in all phases of Carpentry. Frame, hang doors, sheet-rock & ceilings, construct forms, place floor tile etc. Able to lift 100 lbs.

Req.: H.S. dip. or equiv. Have & maintain valid NYS driver's lic. Must join local union w/ in 30 days & remain in good standing.

UNION ELECTRICIAN (T1806) M&SO-E

Install & maintain lighting, fire alarm & power systems.

Req.: H.S. dip. or equiv. Must have & maintain valid NYS driver's lic. Completion of accredited inside wireman's apprenticeship or equiv. exp. & ed. Must join local union w/ in 30 days of employment. Send application by 6/3.

##

Oil sludge found in granite; Gold claims the find supports his theory of oil, gas formation

A \$16 million Swedish drilling project has found a small amount of oil and traces of gas buried in granite rock four miles below the Earth's surface, supporting the theory that oil and gas are not produced solely by biological decay, according to Cornell astronomer Thomas Gold.

"Some will struggle against this finding, but as far as I'm concerned, the oil and gas we found were not produced from biological sediments," Gold told a meeting of the American Gas Association in Toronto on May 17.

Gold believes that hydrocarbon fuels have been present in abundance deep within the Earth since the planet's formation 4.5 billion years ago and have been migrating slowly toward the surface. If he is right, and if techniques can be developed to locate commercial quantities of deep-Earth hydrocarbons, the planet could contain enough fuel to last for centuries, Gold said.

"Some will struggle against this finding, but as far as I'm concerned, the oil and gas we found were not produced from biological sediments."

— Thomas Gold

But Gold's theory has been criticized harshly by many geologists, who maintain that oil and gas come only from the decomposition of once-living matter that decays and is buried in sediments near the Earth's surface — hence the name "fossil fuels." As the sediments are buried by succeeding layers, the organic matter, under increasing pressure and temperature, gradually breaks down into simpler hydrocarbons, some of which accumulate in buried reservoirs of gas or oil. More than 99 percent of the world's known oil and gas reserves are in

sedimentary rock, geologists point out.

Drilling funded by the Swedish State Power Authority, the Gas Research Institute in Chicago and private investors in Sweden began in July 1986 to test Gold's theory. The drilling site is on the northern rim of a 30-mile-wide crater, the Siljan Ring, formed 360 million years ago by the impact of a meteor. The impact crushed the granite, making it porous enough to permit the upward flow of hydrocarbons, Gold believes.

After reaching a depth of 22,000 feet last fall, the project has been stalled while Gold and others search for additional money to continue the work, and the project has been beset by controversy regarding its financing.

So far, the Swedish project has not tapped into commercial quantities of oil or gas, said Gold, a professor emeritus of astronomy. Only 60 kilograms (132 pounds) of an oil and mineral sludge have been removed from the ground, and traces of methane, hydrogen and helium have been identified. The presence of even 60 kilograms of oil sludge deep inside granite rock, where there are no biological sediments, is strong support for his controversial theory, Gold asserted.

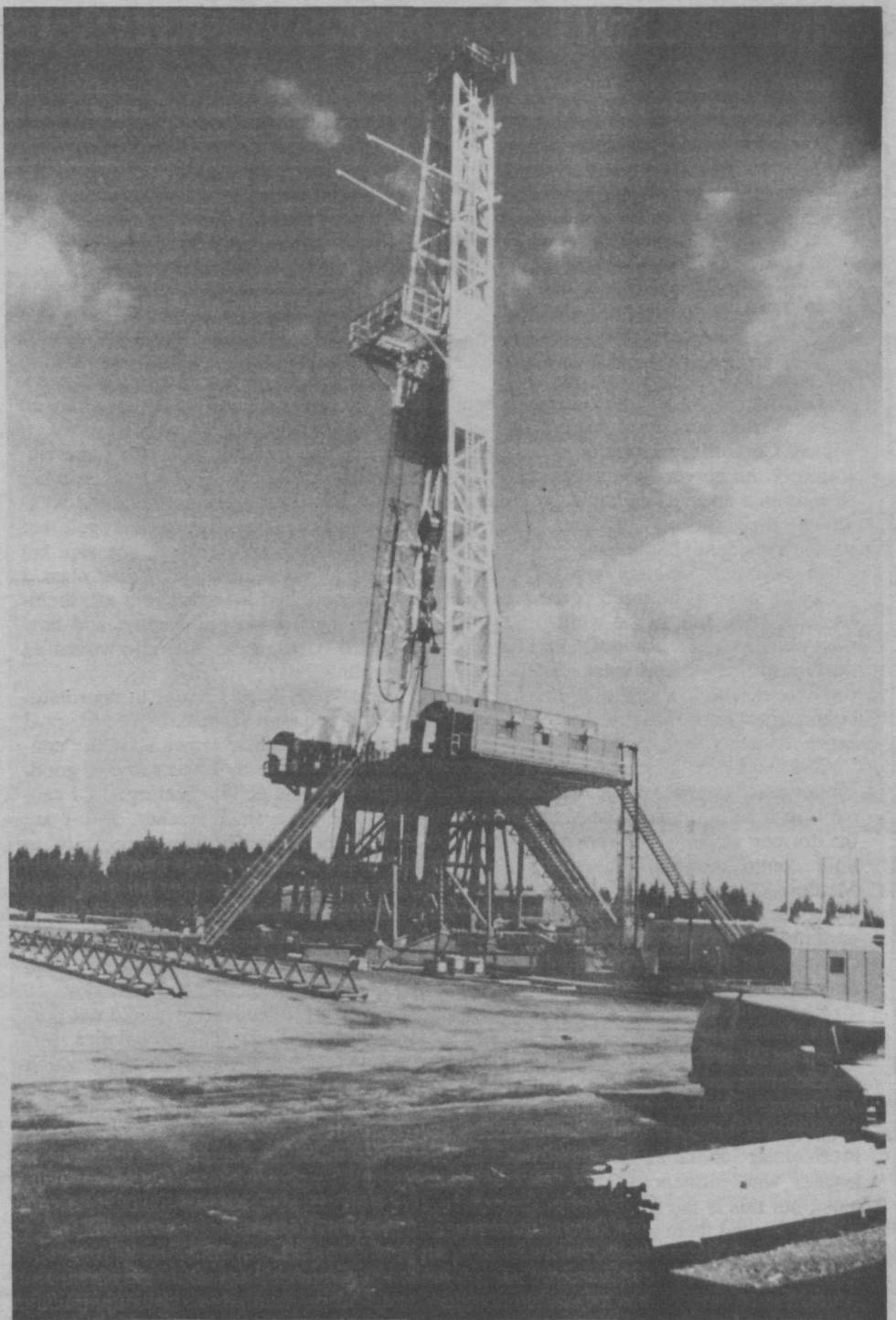
He also made the following points:

- The sludge consists of oil and an iron oxide mineral, magnetite, that often is found in oil fields.

- The oil's composition is remarkably similar to that of oil that has been escaping from surface sediments in the Siljan Ring, indicating that both most likely originated from the same deep-earth source. Because the sludge was found at a depth 20 times greater than sediments in the area, it could not have been caused by the sediments.

- The oil sludge contained debris of bacteria similar to those that are found in oil and gas that seep through the ocean floor, again supporting the notion of a deep-earth source.

— Mark Eyerly



This drilling rig in Sweden's Siljan Ring has bored 22,000 feet into granite in a search for deep-earth gas.

Seismic probes yield global picture of the earth's crust

Worldwide efforts to map the earth's crust with sound waves are allowing geophysicists to begin building new theories about the structure of the continents, according to Larry Brown of the Consortium for Continental Reflection Profiling.

Brown, co-director of the leading U.S. effort at crustal mapping, will outline the status of deep seismic profiling in a paper to be delivered tomorrow at the spring meeting of the American Geophysical Union in Baltimore.

(The paper's co-author was Rolf Meissner of the German Continental Reflection Program and director of the Institute for Geophysics of Kiel University, West Germany.)

"With more than a dozen countries involved and at least 30,000 kilometers of surveys accumulated to date, we are seeing a remarkable change in perspective about the earth's crust," said Brown. "By comparing data from around the world, we are getting the first hints of a framework that could explain how the continents are put

together."

In his address, Brown called for efforts to extend seismic profiling to regions whose crustal structure remains almost totally unexplored. These include the crust beneath the Himalayas, Tibet, the Andes, the Urals and the East African Rift, he said.

The surface of the earth consists of numerous immense lithospheric plates about 90 miles thick riding on top of a hot semi-molten mantle and carrying with them the earth's crust, which is about 20 miles thick. Geophysicists can probe the earth's crust by sending sound waves into it from mechanical vibrators, blasts of air or explosives and measuring the reflections from subterranean structures.

Such profiling has revealed a crust of striking complexity. Seismic studies have revealed intricate layering marking volcanism or buried mountain ranges; unsuspected underground structures that may hold molten rock (called magma) or water deep in the crust; and faults and "suture" zones marking where continents have collided.

One particular region of mystery has been the "Mohorovicic discontinuity," or Moho, where the lower crust meets the upper mantle.

In many regions of the earth, the Moho is deformed where collisions of plates have formed mountain ranges that are pushing downward on the crust, but beneath many older mountain ranges the Moho is flat, Brown said.

"Somehow in these areas, even though the crust had smashed together or pulled apart, the Moho has somehow 'healed,' perhaps by becoming decoupled from the crustal deformation above, or has reformed after the deformation," he noted.

"There are highly reflective Moho regions beneath young mountain belts and nonreflective regions beneath older areas." Such reflective Mohos are thus far seen mainly in areas where molten rock moves beneath the surface and not in more quiescent mid-continental areas, he added.

In many areas, seismic reflections reveal pronounced stratification in the lower crust,

Brown pointed out. Geophysicists theorize this may take the form of layers sheared out at the high temperatures and pressures in the deep crust or layers of molten crustal rock that have been injected into or added to the crust.

"This layering has been shown to be less pervasive than once thought," Brown said.

The upper regions of the crust are also far from simple, according to Brown. Seismic studies have shown complex layering that is known in some cases to be due to intrusions of magma laterally beneath the earth's surface. Other newly discovered layering in the upper crust may represent ancient volcanic flows or sedimentary layers.

Another major mystery has been the discovery in many parts of the world of "bright spots" in the middle crust — regions of high sound-wave reflectivity that perhaps indicate the presence of underground structures filled with some kind of fluid, perhaps molten rock or water.

— Dennis Meredith

Barton Blotter:

Computers stolen from Hollister

Three computers valued at \$3,300 were stolen from Hollister Hall sometime between May 6 and May 9, according to the morning reports of the Department of Public Safety for May 9 through 15.

Other thefts among the 19 reported included \$1,367 in cash taken from a desk in Noyes Center, an electric hammer/drill and an electric saw worth a total of \$489 stolen from the Statler Hall construction site, and a telephone answering machine and a computer printer worth a total of \$565 taken from Sage Hall.

Two persons were referred to the judicial administrator on separate charges of harassment, one for aggravated harassment and three for petit larceny.

Three persons were arrested and referred to Ithaca City Court on separate charges of

assault, driving while intoxicated, and loitering and escape. A man was arrested and referred to Ithaca Town Court on charges of sexual abuse.

Four windows in the West Campus area were broken over the weekend. Replacement costs will exceed \$900.

The Department of Public Safety reminds the campus community that it's the time of year again when, despite extra patrol efforts, burglaries can be expected.

Better to be safe than sorry: take precautions before leaving for vacation.

Computerized copies of the most current daily report may be called up on CUINFO under the title SAFETY. CUINFO terminals are situated in the main lobbies of Day Hall, Gannett Clinic, and the Olin, Mann and ILR libraries.

Graduate Bulletin

Summer Registration: You must register if you are receiving student aid during the summer, wish to use campus facilities, or are off campus but require credit for summer study. Register in person at Sage Graduate Center; student ID is required. Those who have been registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer graduate registration. Tuition must be paid for summer courses.

Degree Deadlines: Deadline for completing all requirements for degrees from the Graduate School are May 20 for May degree, Aug. 19 for August degree.

Cornell Chronicle summer schedule

The Cornell Chronicle goes on summer schedule after the issue of May 26.

The paper publishes every other week in June and July and then skips a third week in mid-August.

The schedule is as follows: May 26; June 9; June 23; July 7; July 21; Aug. 4; Aug. 25.

Job Opportunities will be published separately during weeks when there is no Chronicle.

Networking will publish according to its previously published schedule: June 23, July 21; and Aug. 25.

Top students, inspiring teachers to be honored

Cornell has arranged for high school math teacher Beverly Griffith to fly across the country from Glendora, Calif., to meet here on May 25 with her former student, Randall W. Verhoef.

Why? Verhoef, a senior in the College of Engineering, attributes much of his scholastic success to Griffith.

In his words, "Mrs. Griffith is one of those teachers whose joy for teaching translates into a joy for learning for all her students."

Griffith and 24 other high school teachers from across the nation have accepted Cornell's invitation to travel to Ithaca at the university's expense to participate in a special academic program at which their former students will be named Presidential Scholars.

Presidential Scholars are recognized for being among the top 5 percent of the Class of 1988 and, in the words of President Frank H.T. Rhodes, for having "demonstrated exceptional intellectual drive, energetic leadership abilities and a commitment to contribute to the betterment of society."

The students singled out the high school teachers as having inspired their early academic pursuits, so teachers and the former students will attend a noon-hour convocation and luncheon in the Memorial Room of Willard Straight Hall, along with the Cornell faculty member or administrator that each student cited as "most influential" in his or her academic development.

Rhodes initiated the Presidential Scholars program in 1984 to recognize that "the pursuit of scholarly excellence is largely a communal effort."

A booklet distributed at past convocations has included a paragraph by each Presidential Scholar about the high school teacher who influenced him or her the most, but this is the first time the university has invited them to the convocation.

Rhodes said that "excellent teaching should be rewarded and recognized wherever it is found — in elementary or secondary schools or our nation's universities. We think it is important that Cornell recognize these outstanding high school

teachers, guidance counselors and coaches who have contributed to the high levels of academic excellence achieved by our Presidential Scholars."

The students' tributes outline the many ways a teacher can enrich a student's life.

Joel D. Van Dusen, an economics major from Chardon, Ohio, wrote that his math teacher at Chardon High School, Richard Depenbrok, "took and interest in me and taught me the drive to excel . . . something I will carry with me into all my future endeavors."

Debra D. Wood, an architecture student from Oklahoma City, Okla., said her high school English teacher, Laurie Kenney Franzese, "always encouraged her students to not specialize in one area but to keep an open mind. . . . In her class, I not only studied literature, but art, architecture, music and philosophy, and how these different areas are interwoven in our culture."

Eric W. Huang, a major in neurobiology and behavior from Bel Air, Md., said his science teacher, James Barton, "consistently brought to class a sense of good-natured wit and genuine caring. . . . I cannot think of a finer teacher, and I am grateful for having had the opportunity to learn from him both academically and as a person."

Elizabeth A. Davis wrote that her high school math teacher in Annapolis, Md., Christopher Deterding, "was influential in my choice of mathematics as a major. . . . Even for those students who did not pursue a college major in mathematics, Mr. Deterding taught a way of thinking which was applicable to any field of study. This is more valuable than the accumulation of factual knowledge without any ability to analyze it. Mr. Deterding should be commended for his dedication to education. For it is quite clear that he has the qualifications to work at a more lucrative job."

A complete list of the 1988 Presidential Scholars and the Cornell faculty who most influenced their academic development follows:

From the College of Agriculture and Life Sciences: Melissa S. Berkowitz, sta-

tistics and biometry, named Margaret J. Hubbert, lecturer, agricultural economics; Hillary S. Brodsky, agricultural economics, named Edward W. McLaughlin, assistant professor, agricultural economics; Audrey Chan, biological sciences, named Geoffrey W.G. Sharp, professor and chair, veterinary pharmacology; Eric W. Huang, neurobiology and behavior, named Mary Basl, research support specialist, genetics; Robert D. Johnson, agricultural engineering, named Jean B. Hunter, assistant professor, agricultural engineering; Deborah L. Kall, agricultural economics, named Lois E. Gosse, lecturer, agricultural economics; Tobe L. Mellman, biology, named Cynthia Chase, assistant professor, English; Susan M. Redick, communications, named Brian O. Earle, senior lecturer, communications art; James R. Volckhausen, plant sciences, named Peter L. Marks, associate professor and graduate field representative, ecology and systematics.

From the College of Architecture, Art and Planning: Martin B. Abbot, city and regional planning, named Richard S. Booth, associate professor urban and regional studies and director urban and regional studies program, ecology and systematics; Reidun J. Anderson, architecture, named Martin Kubelik, associate professor, architecture; Debora D. Wood, art, named Zevi Blum, associate professor, art.

From the College of Arts and Sciences: Gregg L. Caporaso, chemistry, named Jon C. Clardy, professor, chemistry; Pamela G. Chertok, English, named Alison Lurie, professor, English; Christina C. Chu, biological sciences, named Harry T. Stinson, professor and associate director of academic affairs, biological sciences; Annette Copley, psychology, named William W. Lambert, professor, psychology; Elizabeth A. Davis, mathematics, named Carl D. Hopkins, professor, neurobiology and behavior; Steven E. Golowich, physics and mathematics, named Stuart L. Shapiro, professor, physics; Kurt A. Jordan, government and anthropology, named P. Steven Sangren, associate professor, anthro-

pology; Dorothy C. Livermore, government, named Walter F. LaFeber, the Marie Underhill Knoll Professor of American History, government; David L. Porter, college scholar, comparative literature, named Carolyn A. Martin, assistant professor, German literature; Joel D. Van Dusen, economics, named Avner Arbel, associate professor, hotel administration.

From the College of Engineering: John P. Bayne Jr., mechanical and aerospace engineering, named Zellman Warhaft, associate professor, mechanical engineering; Valerie L. Beattie, electrical engineering and arts and sciences, English, named John C. Belina, assistant dean, admissions; Stephen T. Bernt, electrical engineering, named David F. Delchamps, associate professor, electrical engineering; Faith A. Brown, operations research, named Lionel Weiss, professor and associate director, operations research and industrial engineering; Brian C. Hall, applied and engineering physics and arts and sciences, math, named Anthony W. Knapp, professor, math; Randall W. Verhoef, chemical engineering, named A. Brad Anton, assistant professor, chemical engineering.

From the School of Hotel Administration: Linda S. Manaster, named Florence Berger, associate professor; Robert P. Ryan, named Roy Alvarez, lecturer.

From the College of Human Ecology: Sarah E. Kramer, human development and family studies, named Joan J. Brumberg, associate professor, human development and family studies and director of women's studies; Eleanor S. Krieger, nutritional sciences, named Joannie Siegler, lecturer, nutritional sciences; Pamela S. Stein, design and environmental analysis, named Sheila Danko, assistant professor, design and environmental analysis.

From the School of Industrial and Labor Relations: Seth M. Manoch, named Richard W. Miller, professor, philosophy; Cheryl D. Yancey, named Ronald G. Ehrenberg, the Irving M. Ives Professor of Industrial and Labor Relations.

—Martin B. Stiles

41 faculty members retire during '87-'88 academic year

The university faculty honored 41 faculty members who have retired or will retire during the 1987-88 academic year at a ceremony held yesterday in 120 Ives Hall.

The student singing group, the Hangovers, performed in tribute to the retirees. As has been tradition for years, a colleague recounted the career and contributions of each retiree, many of who were present.

It was the second-largest retiree group in the history of the university, only topped by 49 retirees in 1982-83 when there was a state incentive retiree plan for statutory faculty. During the 1970s, the annual retiree group averaged in the mid 20s. Last year there were 30 retirees; in the previous two years, 32 and 33.

This year's retirees are:

- Ronald E. Anderson, associate professor, Plant Breeding and Biometry.
- George J. Broadwell, associate professor, Cooperative Extension.
- Theodore M. Brown, professor, History of Art.
- Thomas J. Cade, professor, Ecology

and Systematics.

- Harry D. Conway, professor, Theoretical and Applied Mechanics.
- Stan Czamanski, professor, City and Regional Planning.
- Lee M. Day, professor, Agricultural Economics.
- Bernard E. Dethier, professor, Agronomy.
- Raymond T. Fox, professor, Floriculture and Ornamental Horticulture.
- Martin B. Harrison, associate professor, Plant Pathology.
- Edward W. Hart, professor, Mechanics and Materials Science.
- Martin O. Harwit, professor, Astronomy.
- Francine A. Herman, associate professor, Hotel Administration.
- George McT. Kahin, the Aaron Binenkorb Professor of International Studies.
- Elizabeth B. Keller, professor, Biochemistry, Molecular and Cell Biology.
- Myunghwan Kim, professor, Electri-

cal Engineering.

- Margaret Lawler, associate professor, Theatre Arts.
- Kyu Myung Lee, professor, Microbiology, Immunology and Parasitology.
- Frederick W. Lengemann, professor, Veterinary Physiology.
- Philip J. McCarthy, professor, Industrial and Labor Relations.
- Robert D. Miller, professor, Agronomy.
- Mary A. Morrison, professor, Nutritional Sciences.
- Arthur A. Muka, professor, Entomology.
- Benjamin Nichols, professor, Electrical Engineering.
- Edwin B. Oyer, professor, Vegetable Crops.
- Richard M. Phelan, professor, Mechanical and Aerospace Engineering.
- George C. Poppensiek, the James Law Professor of Comparative Medicine.
- James C. Preston, professor, Rural Sociology.

- Henry N. Ricciuti, professor, Human Development and Family Studies.
- Maurie B. Semel, professor, Entomology.

- Robert S. Shallenberger, professor, Food Science and Technology, Geneva.
- Arnold Singer, professor, Art.
- Walter J. Slatoff, professor, English.
- Keith H. Steinkraus, professor, Food Science and Technology, Geneva.
- Natalie W. Uhl, associate professor, Bailey Hortorium.
- Oswald M. Ungers, professor, Architecture.
- Frans van Coetsem, professor, Modern Languages and Linguistics.
- Paul J. Van Demark, professor, Microbiology.
- Lloyd D. Van Vleck, professor, Animal Science.
- Robert L. Von Berg, professor, Chemical Engineering.
- William B. Ward, professor, Communication.

—Martin B. Stiles

SPORTS

Saturday-Sunday, 5/21-22

Men's Varsity Outdoor Track, IC4A at Villanova

Last week's scores

[X-Y] Overall record to date

Men's Baseball [18-28-1], EIBL 5-13 (10th Place)

Cornell 4, Ithaca College 4 (13 innings)

Men's Heavyweight Crew [0-5]

3rd in Petite Finals at Eastern Sprints

Men's JV Heavyweight Crew [4-1]

6th in Petite Finals at Eastern Sprints

Men's Varsity Freshman Heavyweight Crew [3-2]

3rd in Petite Finals at Eastern Sprints

Men's Lightweight Crew [4-5]

4th in Grand Finals at Eastern Sprints

Men's JV Lightweight Crew [6-3]

3rd in Grand Finals at Eastern Sprints

Men's Freshman Lightweight Crew [4-5]

2nd in Petite Finals at Eastern Sprints

\$26,000 in support consoles Cornell team after traffic delay in midst of bird spotting

A bird's-eye view might have kept the Laboratory Sapsuckers bird-spotting team out of last Saturday's traffic jam on the New Jersey Turnpike.

Delayed 90 minutes in the 24-hour World Series of Birding, the Cornell team never reached the shore birds of Cape May.

Even without this key site, they spotted 172 avian species in the time the winners found 200, and tied for 16th place among 28 teams.

"Pledges are still coming in from our supporters," Sapsucker captain Rick Bonney reported after a sleepless marathon. "It looks like we will go over \$26,000," he said, explaining that each species they spot-

ted was worth about \$150 to the research and education programs of the Laboratory of Ornithology.

First in the international event was the Zeiss Optical Team.

The award for the best out-of-state showing, the prize Cornell hoped to win, went to the International Council for Bird Research team from Great Britain, with 194 species.

The Sapsuckers tied with a team from the National Rare Bird Alert.

Representing Cornell were Annette Finney, Michael Braun, Ken Rosenberg and Bonney.

—Roger Segelken

Networking

A Cornell Newsletter Published by Employees for Employees

Volume 9, Number 5

Thursday, May 19, 1988

George Peter Receives Dedicated Service Award

The Networking Editorial Board and the Office of the Assemblies, with great appreciation for all his many contributions to the Cornell community, enthusiastically and with much love, present the Dedicated Service Award to George Peter.

Where does one begin when talking about George Peter and Cornell University? With the recognition of his 41 years of dedicated service? With a discussion of his persistent insistence that the Cornell community recognize that all employees are an integral part of the university? With a listing of his tireless pursuits trying to improve

when he first came to Cornell in 1947 said that he enjoyed working with electricity more than any other type of work. And so, in 1947, this newly appointed Supervisor of Electronic Technicians began designing equipment for Cornell's Electrical Engineering school.

In 1956 George was recognized by his Cornell supervisor for having discharged his duties with exceptional merit. "His well-rounded experience of troubleshooting in the field of electronics has made him in much demand, not only in the school of Electrical Engineering, but also in Agricultural Engineering, Home



Networking Editorial Board Member Donna Updike

George has proven that, as an employee, it is possible to effect change by working with university officials. He has been an advocate of employee rights for a very long time and his voice will be sorely missed.

programs that are aimed at retaining good people and improving the employees' work environment? With his push for increased recognition and appreciation of the contributions of all individuals in the community?

Begin, maybe, at the beginning? Back in March of 1947 on his employment application George was asked: "How long would you work for Cornell?" He answered with one word, "Permanently," and began a career that includes not only remarkable professional accomplishments but also a host of community-service activities that we honor today with this award.

George trained as an electronics technician in Arizona during WWII and

Economics, Photos Services, Poultry, and the Radio Station."

In the late 1950's, when Cornell became involved in space and atmospheric research, George began designing and testing receivers which measured the qualities of the ionosphere.

He was promoted to Project Associate in 1958 and shortly thereafter, in 1960, became a designer for the construction of the huge dish antennae at Arecibo in Puerto Rico. George and his family spent two years in Puerto Rico while he worked on the receiver that would become capable of sensing radio signals from other galaxies.

Last year, when George was honored at the annual Service Awards Banquet for

40 years of service, he told us that one of the work-related accomplishments of which he was most proud was his contribution to the Arecibo telescope project and receiver systems and the

administrators, that whenever they talked about the Cornell community, they meant only the faculty and students. The employees were there, George pointed out, but they didn't get any

Senior Vice President James E. Morley, Jr.

George Peter epitomizes all of the best attributes of an employee and Cornell community citizen. This has long been recognized by his fellow employees as evidenced by their electing him to four terms as an employee-elected trustee. He is concerned for his fellow employees and concerned for the university. George has always exhibited an ability to balance and represent both views of concerns and issues. He has been a strong and positive advocate for employee issues and deserves our thanks and special recognition for his dedication and service.

department award from NASA.

Over the years George has developed and taught electronics courses for Cornell employees and today he is the Director of Laboratory Operations at the research facility at the NAIC Lab on Brown Road.

Last year - in July of 1987 - he was again recognized for his leadership abilities. His supervisor, Tor Hagfors, commented, "George's leadership as Director of Lab Operations has enabled him to recently complete a very advanced filterbank—dedispenser device of high complexity and of crucial importance for the pulsar research at the Arecibo Observatory. George and his staff have gone far beyond what one might expect in their labor to complete this important project, and George has provided the

credit. Eventually, thanks to the pioneering efforts of George and others to bring about change, we saw some improvement.

Eventually in administrators' speeches, staff began to be mentioned - along with the faculty and students. "That is very important - much more important than most people realize and I think that the Senate helped to achieve that," George said.

In 1975, George was elected as the first employee-elected trustee of Cornell University; he is ending his fourth term as trustee this June. Did you know that Cornell was a pioneer in this area and one of the first universities to have an employee serve as a voting member on the University Board of Trustees? George

President Frank Rhodes

George Peter exemplifies all that is best in the life of Cornell University. He has shown a devotion, not only to his professional career, exemplary as that has been, but also to the general well-being of the university and all its members. He has served in almost every capacity on campus, and I am proud to claim him, not only as a colleague, but also as a friend. On this special occasion, I want to thank George for his selfless leadership and for the inspiration that he continues to provide for all of us.



Board of Trustees Chairman Austin Kiplinger

George Peter has served admirably and effectively in four different terms totaling ten years on the Board beginning in 1975. He has been an influential member of the Executive Committee, in addition to the Buildings and Properties and Trustee-Community Communication Committees. He has also been the employee-elected trustee on the Campus Trustee Nominating Committee. In 1976-77 he participated in the Presidential Search which resulted in the selection of President Frank Rhodes as Cornell's ninth president. He has spoken wisely on personnel matters and investment policy at Board meetings and has served as a constant community ambassador for the Board of Trustees. Good luck, George.

inspiration and the example for the staff."

During these 41 years of professional achievement, George also kept busy with community activities. In 1970 he was elected to the first Cornell Senate and served on the Senate from 1970-75 with a year off to serve as Chairman of the Committee on the University as an Employer.

Back then he noticed, when listening to speeches by trustees and

was the first to propose and introduce legislation to create this employee representation. In 1975 he was also appointed a member of the Board of Trustees Buildings and Property Committee.

George's years as a trustee could be viewed as an effort to import the values of family and community - which he values

Continued on page 2

Happy Anniversary!!!

By Nancy Simmons
The month of May marks the first year anniversary of the Child Care Committee of the Employee Assembly at Cornell. This anniversary not only commemorates the formation of the committee, but also brings about a name change - to the Committee on Children, Work and Family.

The committee formed to provide a forum for members of the Cornell community to discuss their child care concerns with each other and the university administration. Many perceived the group only as an on-site care advocate. However, with a diverse membership bringing a wide spectrum of concerns, day-care facilities are just one concern of the committee. Other issues which affect working parents, such as stress, single parenthood, elderly parent care, employer relations, benefits, and alternative work schedules are also on the committee's agenda.

Early on in existence, the committee planned to do a comprehensive survey of

the Cornell community regarding day-care needs. Unfortunately, due to the high cost of preparation and analysis of such a survey, the committee was unable to obtain the necessary funding. Alternative methods, such as individual testimonials, are being considered.

In November, the committee met with Associate Vice President for Human Resources Joycelyn Hart. A second meeting was held in early March with Sr. Vice President James Morley, Office of Human Resources Director Lee Snyder and Ms. Hart. As a result, Mr. Morley acted to set up a task force to take a closer look at the variety of issues affecting work and family in the Cornell community. The membership of the task force will represent a very broad constituency on campus and is being carefully drawn at this time by a planning group on which the committee on Children, Work and Family is represented.

Recently, the Committee on Children, Work and Family sponsored a series of brown bag luncheons in celebration of



the Week of the Young Child. During the first seminar, a talk was given by Polly Spedding of Human Development and Family Studies and a new brochure, "Working Parents - Information for Parents Working-Studying at Cornell" was distributed to the audience.

The distribution marked the premiere of this booklet which was prepared by the Office of Equal Opportunity and the Advisory Committee on the Status of Women. Copies of this brochure are available through OEO in 234 Day Hall.

During the second brown bag luncheon, a viewing of the videotape "Cut Rate Care - America's Day Care Gamble - A Comparative Study of Day Care in the USA, Sweden and China," will be shown. Preprinted postcards addressed to state legislators requesting increased state funding for day care were available to the

audience. After the video, Mon Cochran from Human Development and Family Studies and who had participated in making the video, was available for discussion.

The third brown bag luncheon featured a talk by Beverly Livesay from the Tompkins Board of Representatives about her "Tender Care" proposal. The last brown bag luncheon was a workshop seminar held by the Office of Human Resources and featured a discussion of the benefits and policies now in place which affect working parents.

The Committee on Children, Work and Family is an active employee group. Throughout the coming year, the committee will be reviewing policies which affect working parents and will be issuing recommendations to the task force and to the university administration. The committee will continue to be a voice to the Cornell community on all issues of concern to working parents. Additional members are welcome. Community input is especially encouraged. Anyone wishing to participate may contact the co-chairwomen of the committee: Theresa Vander Horn, 5-7504 and Kris DeLuca-Beach, 5-2532.

George Peter Receives Dedicated Service Award

Continued from page 1

so highly - onto the Cornell campus.

George said in a 1981 interview that if he had done anything in his years as a trustee, it had been to try to help the Cornell community realize that all employees are an integral part of the community.

Also in 1981, George felt that he had seen great improvements in the way employees were being treated at Cornell but also quickly added he felt he had a lot left to accomplish.

Two things in particular, that he hoped to accomplish in 1981: "I want to get an employees' social club organized so we can all get to know each other better. And the other has to do with communication - I want to improve Networking, which is Cornell's employee newsletter."

Shortly thereafter, the Cornell Recreation Club (CRC) was formed; George was one of the founding members and officers. The CRC promotes fellowship among staff members, faculty members and graduate students by providing social, cultural, and

recreational activities and today is thriving with an active membership including family members of over 1200.

George was a cosponsor and editorial board member of the employee newsletter which grew into Networking, the biweekly insert in the Cornell

employees and their family members attended the football—chicken barbecue. We now have an Employee Night at the Court during basketball season which was enjoyed by over 1500 this past January - and George hasn't given up yet plugging away for his idea of an employee

administration to conduct an employee attitude survey; worked with those promoting improved day care; served on committee to provide input into employee handbook; conceived the idea for Employee Special Recognition Award to be implemented through Networking; is an active member of the Smoking Commission...

George, we've probably left something out, but perhaps this is enough to state our case - your devotion to Cornell has not gone unnoticed.

We know you are planning to retire soon; you will be greatly missed. We will also miss your grass-roots philosophy and your reminder that an organization is only as successful as its ability to communicate in multi-directions.

Your 41 years are surely a testimony to the difference that one person can make. Thanks so very much for all you've given to the Cornell community - the entire Cornell community - staff, faculty, and students. We love you, George.

Employee Day Committee Member Pete Mariano

Our Employee Day events for football and basketball have been very successful due largely to the hard work and dedication of George Peter. George has genuine concern for every Cornell employee.

Chronicle. He and other volunteers contributed to the growth of the paper which today is an important vehicle for the recognition of the accomplishments of members of the Cornell community.

George promoted the idea for the first Employee Recognition Day and has served as chairperson or on the planning committees for the annual fall event for the past 13 years. This past fall 2200

lacrosse event!

George participated in the formation of the current campus governance system and has served as an ex-officio member of the Employee Assembly since 1981; organized the Brown Bag Luncheon series; served on the last presidential search committee; was a member of the Personnel Development and Training Committee; lobbied for the

Employee Elected Trustee Dwight Widger

Congratulations, George. Your dedication to Cornell has laid the cornerstone which all employees can build upon. Your energy has been great, providing rewards which everyone in the Cornell family can appreciate. The support and encouragement you have provided to myself and others cannot be matched. You are an individual who has shown true dedication.

Cornell Recreation Club Chairperson Andrea Hodges

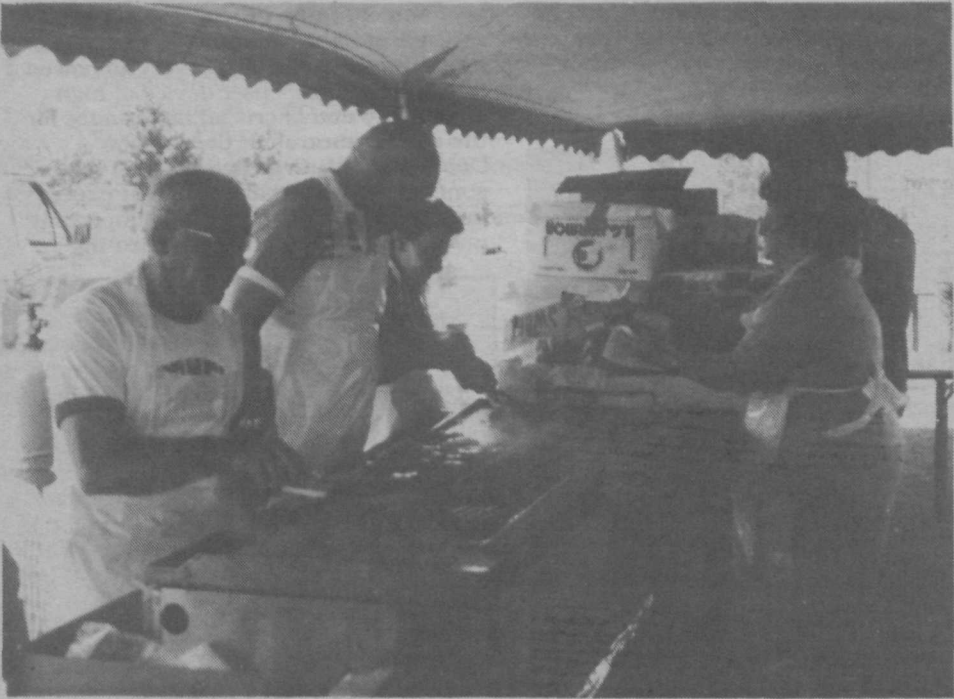
To George Peter from your CRC fans—Only five feet but a giant of a man—Our thanks to him for getting us going—He sure helped out with all of his knowing—

He has attended all of our big events—And served us well with his common sense—He'd pitch right in when there was work to do—And kisses for the lasses so he had fun too—

We expect to see him at our new Rec Park—For wherever he goes he leaves his mark—As his personality is bubbly, his manner is nice—And remember, George, membership now is only half price!

Former Employee Elected Trustee Dominic Versage

Over all his years at Cornell, George has been the champion of the employee, never afraid to tackle any worthwhile cause to better our lot and he has always done it with style and grace. Employee recognition appears to be George's motivator. His involvement with training and development and campus governance; his role as prime mover for Employee Day, Networking, the Cornell Recreation Club, and the Dedicated Service Award; and his four terms as employee-elected trustee are how we begin to count his contributions. George's tireless devotion to Cornell and its employees may never be repeated. We love you, George.



Director of the Office of Human Resources Lee M. Snyder

I first met George Peter over five years ago when I came to Cornell. I was immediately impressed with him - not only with his understanding of the institution but also with his sensitivity and concern for his fellow workers. In looking back over these five years while working with George, I can only say that my admiration for him has increased. While George has remained a good friend, he has also remained a critic, and that combination is what makes him so unique and so special in my mind. I want to thank George for all the time and effort he has spent working with us as we all struggle to resolve those issues with the primary focus of making Cornell a better employer.

Former Senior Vice President William Herbster

George was always challenging the status quo. He was tireless in his efforts to assure that each day the university was better than it had been the day before. You just have to respect and love the guy for the number of positive things he has done for the university. The mold was broken after they made George Peter.

Employee Assembly Chairperson Mick Ellis

George has represented employees as a leader in the campus governance system for more than 18 years. He has provided employees with a credible voice at the highest levels of the university, insuring our participation in decisions which not only affect us in the workplace, but impact on the very mission of the university. His efforts will benefit generations of employees as well as Cornell University for years to come. He will be sorely missed.

Part Two - Viet Nam Veterans: Cornell's Hidden Minority

By Carl Steckler

In the first part of the "Hidden Minority" we told some of the problems that Viet Nam veterans had in dealing with the world at home after Viet Nam. In this part we will tell you about the specific problems relating to Post Traumatic Stress Disorders (PTSD) and what help is available.

The manifestations of PTSD are many, and vary from individual to individual. Many could not adjust to the normal 9 to 5 world and therefore found it difficult to find and keep jobs. It was not uncommon for a vet to go through as many as 60 to 100 jobs within a 10-year period. Often the problems at the work place were as a result of friction between the Viet Nam veteran and those who were not. After a period of time many veterans became distrustful of those he or she perceived as not understanding what the vet had experienced. The incidence of divorce among Viet Nam combat vets is almost 100%.

Flashbacks to the war became as real a problem as the war itself. Some vets found themselves dreaming about combat situations and upon awakening found their spouse in their grip instead of the enemy. Not surprisingly, many wives found this type of behavior a little hard to deal with. Many still have severe sleep disorders stemming from the nighttime regimen of being in a combat situation, often finding sleep unobtainable until the early morning hours when the time for a night time attack is past. Nightmares of Viet Nam keep the body awake and the mind agitated. Dealing with normal everyday things was and still is very difficult. Often you could identify a Viet Nam vet by the way he or she sat in a room, sitting with a wall at their back or in a corner so as able to survey the entire room with no one behind you.

After his return to home the Viet Nam veteran did his best to remove him or herself from anything connected with Viet Nam. He often went so far as to hide the fact that he was a Viet Nam vet. Few of his friends and co-workers even knew of his war experience and even fewer cared. Even veterans from other wars treated the Viet Nam vet differently. They called us complainers and whiners, not even trying to understand how we felt. The veteran soon convinced himself that others were not capable of understanding how he or she felt and that they were alone. Even spouses were excluded from the vets' community, which led to strife within the marriage.

The vet soon found that the best thing he or she could do was to hide the fact of their wartime experiences, he or she became resentful and felt alone. That is the reason that when the vet had problems at work or in his family life, many co-workers or those looking from the outside did not realize that these problems stemmed from the vet's connection with Viet Nam. It is also not surprising that the veteran himself was not immediately aware of this connection.

Many vets went into hiding, living a solitary life in the woods and jungles of the world. The Pacific Northwest and Hawaii became meccas for vets trying to

find themselves in the jungle again. Some chose to live alone in the nearby woods where they grew up, thus finding security both in the "jungle" and the world as they knew it before Viet Nam, they became "an army in hiding." Many who choose not to hide themselves still hide the fact that they are Viet Nam veterans, afraid to show their inner feelings lest they incur the same treatment that they received when they first came home.

With the designation of the Viet Nam veteran as a targeted minority should come an understanding of all who come in contact with him or her that there are problems to be associated directly with their war experience. Supervisors should become aware that this should be treated as a handicap just as you automatically would with someone who is confined to a wheelchair. But for the most part there is little information made available about PTSD or the many other unique problems facing the Vietnam veteran. All too often these problems are attributed to other causes, and all too often action is taken without taking the veterans' circumstances into consideration.

Today it is estimated that over 80,000 men and women who served in Viet Nam suffer from Post Traumatic Stress Disorders in New York State alone. The real tragedy is that there is so little known about the problems faced daily by the vets. There have been over 50,000 deaths from AIDS all across the nation and almost every school child knows about AIDS, but fewer than 1% know about the problems of Viet vets. Granted that AIDS is a serious health problem, but one would think that the men and women who served their country should be of some concern also.

While there is more understanding and help available for the Viet Nam vet now, there is also a greater feeling of alienation. We do not entirely fit into the normal social structure and even when included do not feel comfortable. They live out their lives as best they can and are often perceived by "outsiders" as strange or as having "behavior problems." It is not surprising that many vets look upon the non-veteran population with distrust and as uncaring.

There are many employees at Cornell who are Viet Nam veterans and there are some that even today have problems related to their experiences in Viet Nam. Even those who have found success in the work environment may suffer from problems related to their experiences in Viet Nam but remain silent for fear of being connected with the stigma still attached to the vet. The sad part of this is that help and understanding of their fellow veterans is available. Also Cornell does not have an accurate count of those who are Viet Nam veterans. We are almost as hidden in the Cornell community as our foes were hidden from us in Viet Nam. We are truly a "Hidden Minority" and will remain so, as long as the prevailing lack of understanding and compassion continues. It is up to each and every one of us to become more aware of the

plight of the Viet Nam veteran because only through education comes progress. If we are truly considered a targeted minority and as such a part of Cornell's affirmative action efforts, it would be in Cornell's best interests to embrace that commitment and then let us know about it. This also goes for the veteran who is having problems coping. He or she must come to a better understanding of what the problems are and what help is available.

This then is the real problem that the Viet Nam vet faces -- lack of understanding and concern for the problems faced daily by the vets. Problems that are all too often attributed to a host of other things and are not directly related to the person's military experiences. A lack of information being distributed about these problems and no direction to take in solving them. I would like to see a time when everyone connected with the veteran be made aware of the vet's problems and be a little more understanding. I

would also like to have the vet him-or herself become more aware of the programs that are in place to help them.

Viet Nam veterans or their spouses who are having problems of any sort are encouraged to contact either the New York State Office of Veterans Affairs (272-1084), myself (255-2371 work, or 257-5056 home) or the County Mental Health Clinic (273-4163). There is a veterans support group that consists of Viet Nam veterans which meets every week. There is also an outreach program which is funded by the Veterans Administration which provides for help locally with either group counseling or individual therapy.

It is up to the individual veteran to obtain help if he or she needs it and it is up to the rest of the community to support them. I personally ask any of you who are Viet Nam veterans and who are having problems please call one of the above numbers. We do want to help. You are not alone.

The Commencement Office is Looking for a Few Good Ushers



Information for 1988 Commencement Volunteers

Did you know that...

All employees who volunteer to work during the Sunday, May 29 commencement ceremony will be granted compensatory time-off equivalent to their standard work-day.

On commencement day, all ushers will check in between 8:30 - 9:30am at the football locker room located in the basement of Schoellkopf Hall, be at their assigned stations by 10:00am and stay until the crowd has dispersed - usually by 2:00pm.

Rehearsal for all ushers will be held at Schoellkopf Field at 3:00pm, Wednesday, May 25; rain date Thursday, May 26 at 3:00pm.

All ushers are provided with coffee, tea, soft drinks, bagels and donuts during the ceremony.

All volunteers are invited to a thank-you reception at President Rhodes' home and are given a commencement commemorative mug.

Over 300 of your fellow employees have volunteered again this year to participate in one of Cornell's most special days and right now the Commencement Office is looking for just a few more good ushers.

If you've considered volunteering, don't wait any longer. Call the Commencement Office at 5-9541 now if you would like to volunteer to usher at Cornell's 120th Commencement.

Commencement Volunteer Coupon



I would like to volunteer to be a commencement usher.

Name _____

Campus Telephone _____

Department _____

Campus Address _____

Supervisor's Name _____

Supervisor's Campus Address _____

Another possible volunteer is:

Campus Telephone _____

Campus Address _____

Return coupon to Commencement Office, B-25 Day Hall or call 5-9541 to volunteer.

Employee Assistance Program

Self Talk: An Internal Exercise for Emotional Well Being

Your state of emotional well-being is often reflected in the internal monologue or "self-talk" that is always going on in the back of your mind. Positive self-talk - praise, encouragement, comfort - is both an indication and a resource of good mental health; negative self-talk - criticism, put-downs, pessimism - generates and perpetuates poor mental health. Try the following suggestions to change negative self-talk to positive:

1. **RECOGNIZE FEELINGS:** Learn to separate feelings from facts. When you feel defeated, instead of telling yourself you're a failure, say, "I made a mistake. What can I learn from it?"

2. **BE REALISTIC:** A "doom and gloom" outlook can turn minor setbacks into catastrophes. Learn to assess situations realistically. Be aware of the best possible outcome while recognizing possible pitfalls.

3. **AVOID "SHOULD" AND "OUGHTS":** Instead of talking to yourself in terms of what you should or ought to do, ask yourself, "Is this necessary?" and "Do I really want to do this?"

4. **BE FLEXIBLE:** Listen for the positive in what others say and "play it back" in your head instead of replaying criticism and other negative remarks.

5. **ACCEPT PRAISE:** Accept compliments and praise without searching for insincerity and hidden motives. Recognize that others can often see qualities in us that we are unable to see ourselves.

6. **PRAISE YOURSELF:** Notice your own strengths and successes. Give yourself praise from them instead of focusing on past mistakes and shortcomings.

In the event you feel that some objective professional assistance is needed to help you look at these issues, please contact the EAP at 273-1129 for free, confidential advice.

Unclassified Ads

1. Please send all unclassified ads through Campus Mail ONLY to Networking Unclassifieds, Humphreys Service Building, (hand delivered ads will be omitted) - no phone calls please.
2. For our information your name and campus phone number MUST be submitted with ads, otherwise your ad will be omitted.
3. All unclassified ads are free of charge to Cornell faculty, staff and students and will be printed in the order received as space permits.
4. Please limit your ad to 30 words or less. Any ad longer than 30 words may be shortened by the Networking staff.
5. Unclassified ads are for nonbusiness purposes only.
6. The deadline for the June 2nd issue is May 23rd.
7. If an error appears in your ad, please resubmit the ad to be published in next available Networking.
8. Please submit an ad for each issue that the ad should appear in.

For Sale

1985 Honda 80 Elite Scooter, two helmets, lock, \$450; 1974 Holiday Cottage mobile home, 12x75, 3 bdrm, \$14,000 (Nates Floral Estates); small dropleaf oak table, couch, chairs, antique wicker couch and chair, elec fireplace; other miscellaneous furniture and appliances. Jo 5-2061 or 272-3563.

1983 Chevrolet Cavalier station wagon, 4 cyl. manual, AM-FM w—cassette, good condition, 84,000 miles, \$2,200. George, 257-6728 or 5-0557.

Ford Fairmonts for sale: 1981 (\$1,100) and 1979 (\$500). Both 4 speed, bodies in good condition. 546-8597 after 6:00 p.m.

1980 Renault R-5 deluxe hatchback, fuel injected, 4 cyl., AM-FM stereo, many newer parts, high mileage, some minor rust. Garaged and not used last 3 years, needs tune-up—reactivation. Best offer over \$500, you do work; over \$900, I do work. 844-9061.

1980 Plymouth Gran Fury, old trooper car, 360 cu. 4-barrel, \$1,400. Bob M-Th, 5-1606 eves, 657-2626.

1980 Subaru 4-dr sedan, some rust and needs front

CRC News

Annual Summer Picnic, Bronx Bombers, and Mark Twain Drama Comin' Up

All of us at CRC want to wish Peggy Beach much success in her new position in Dining Services. You will be missed a lot, Peggy. Thanks for all of your help.

SEVENTH ANNUAL SUMMER PICNIC -- June 18, 1988

The picnic will be held on June 18 this year at our own Park Site (weather permitting). Our alternate site will be the Helen Newman grounds. The picnic is free for MEMBERS -- but you must have a ticket. There is a \$5 charge for members' guests; \$4 children 5-12; \$10 for all others. Stop by the CRC office to pick up your tickets.

GERMAN ALPS -- July 9, 1988

Come join the fun at Hunter Mountain

Water System Lead Notification

Lead is a naturally occurring metal found in low levels in the earth's crust and in most ground and surface waters. The United States Environmental Protection Agency (EPA) sets drinking water standards and has determined that lead is a health concern at certain levels of exposure. There is currently a standard of 0.050 parts per million (ppm). Based on new health information, EPA is likely to lower this standard significantly.

Part of the purpose of this notice is to inform you of the potential adverse health effects of lead. This is being done even though your water may not be in violation of the current standard.

EPA and others are concerned about lead in drinking water. Too much lead in the human body can cause serious damage to the brain, kidneys, nervous system, and red blood cells. The greatest risk, even with short-term exposure, is to young children and pregnant women.

Lead levels in your drinking water are likely to be highest: if your home or water system has lead pipes; if your home has copper pipes with solder; if the home is less than five years old; if you have soft or acidic water; if water sits in the pipe for several hours.

Lead levels in naturally occurring New

Waste Watchers

Biweekly meetings Thursdays at 4pm (May 12, May 26-, June 9, June 23) in Anabel Taylor Hall, Room 314. The Cornell Waste Watchers are a staff-student-faculty group working for an expanded university-sponsored and -supported recycling program on campus. Past meeting minutes and pertinent information on reserve file in the Alternatives Library. For more information, call Paul Aeschleman at 5-7832 or Tracy Frisch at 5-6549.

-Meeting place and time may be changed (if Anabel Taylor Hall is closed). Call us ahead to confirm.

Unclassified Ads Address Change

Please send all unclassified ads to Networking Unclassifieds, Humphreys Service Building

exhaust pipe but runs well, \$975 (well under blue book) OBO. Sharon 5-8965 or 257-2908 eves.

1978 Toyota Corona wagon, automatic transmission, stereo, good engine. \$1,200. 257-6667 eves.

1969 Chevy Nova, 2-dr, blue, very little rust, automatic, clean interior, excellent running. Phyllis, 589-6223.

Sail boat, Tandy 1000 complete. Make offer. (315) 364-8455.

Blackhawk solo canoe, exc cond, very lightweight (31 lbs), 3 yrs old, good quality wood paddle and knee pads, \$650. Sue 844-8456 eves.

Windsurfer: Mistral superlight sailboard. Three sails plus extras. Used one season. \$895. 272-0067 or 5-9259.

Apple IIe computer w/ht 84 column board, Eye-case green monitor. Printer. Loads of software. \$850. 272-0067 or 5-9259.

IBM PC clone. 640K of memory, 20Mb hard disk, one 360K Toshiba floppy disk drive, turbo speed in motherboard, one parallel port, one serial port, multi I—O game card with real time clock and calendar, 150 watt power supply. Hercules compatible monographic card, 14" monographic monitor, 94 keys AT switchable keyboard. Plenty of room to grow. \$895 OBO. 257-1583.

Kiev 35mm camera, excellent condition. Collector's item. Telefoto, wide-angle, other accessories. Nag. 5-5248, 277-7121, messages 5-4013.

Canon AE-1 35mm SLR camera body, 50mm flip and wider angle 28mm f2.8 lenses. Consider selling separately. Best offer over \$175.00. 844-9061.

Minolta XD-11 blk body with 50mm f-1.4 MD, filters, case, \$375; 200mm f-2.8 MD lens, \$375; 200x flash, \$45. All mint cond in original boxes with manuals, package, \$725. Eric 3-5616 keep trying.

Rowing machine. Lifestyler 2000 multipurpose rowing machine, like new, only used twice, over 20 different functions, \$150 new, asking \$95. 535-4641 after 6pm.

Washing machine, like new, \$100. Helen. 273-4060 eves., leave message.

Half-size Nagoya Suzuki violin w— fiberglass—

horsehair bow and case, \$180, like new. Huffy girl's 16" bike, \$25. GE 4 speed portable stereo record player w—stand, \$25. Marantz stereo speakers, \$50—pair. Call 273-4193 after 3:00 p.m.

Freezer, commercial, upright GLF, works well. Free for trucking away. Also, never used "heatilator" fireplace insert. Jape, 5-3855 or 898-5822 (6-10 p.m. on weekends).

Schwinn tornado boy's bicycle ages 5-9, pedal brakes, good condition, \$60. Tablelamp, large white ceramic, \$40 (was \$80). 257-0833 eves.

Avail in June, Queen size bed with platform frame, 1 yr old, exc cond, \$125; 3 lrg chests of drawers, \$45 each; avail now: Sears Craftsman Rollcart, capacious tool organizer, like new, cost \$135, sell for \$65. 272-0171 or 5-5516.

Kalamazoo wood cook stove, \$300 negotiable. Firewood, cut, split, seasoned, delivered. \$90 cord, \$35 face cord. (607) 659-5676.

12 x 50 mobile home, in park on Hanshaw Rd. Older but nice inside. Asking \$6,500. Roberta, 5-5507 or 257-4185 eves.

1979 Marlette mobile home with skirting, 70x14, 2 bdrms, 2 bath, exc cond, not in a park. 5-6585 days or 347-6769 eves.

1979 design space office trailer, 10x55, 3 rooms, 2 exterior doors, elec baseboard heat, much more. 5-6585 days or 347-6769 eves.

Purebred, adorable Beagles, 8 wks old, fawn and white, both parents exc hunting dogs and pets, \$40. 277-4864.

Free

To good home, Mr. Personality cat, neutered male, yellow long-haired, all shots. Celia 5-2142 or 273-5022.

Wanted

Utility trailer 4x6 ft or smaller for \$150 or less. 564-7273.

Houseparent beginning Aug 15, 1988 for sorority chapter house, room and board provided. Ann Garretson, Residence Life, Sage Hall, 5-5356.

Ride from Elmira to Cornell and back, \$10-W or \$25-M. HR Navale 5-2063 (W) or 732-3400 (H).

Ride needed from Owego to Cornell, 3 days a week, hours are flexible, willing to help with expenses. Marlene, 5-5676 or 687-4219.

Housemate, female, nonsmoker, share rent and utils of 3 bdrm 1-2 house, located in Watkins Glen, walking distance to Lake and stores, on bus route, ideal location, approx. \$200 per month. 535-4641 after 6pm.

For Rent

Sabbatic home, heart of Northeast, 3 bdrms, 2 1-2 baths, family room, dining room, deck, \$900 plus utils, includes lawnmowing, furnished-unfurnished, beg. 8-1, references required. 5-8589 or 257-2908 eves.

Elegant 2 bdrm house at 115 Dearborn Pl, 1 block from campus. 257-7877.

Completely furnished one bdrm apt, washer, dryer, dishwasher, \$350 plus, Etna area. Ruth Abbott, 277-2211 or 277-2213 leave message.

Summer sublet - furnished bedroom in 2 bedroom apartment, telephone, free parking, laundry, lounge w—color TV, 10 minute walk to campus. Rent negotiable. available June 1. 277-5227 or 277-2581.

Spacious 6 bedroom house for rent, available 8—15—88. Classic downtown home for discriminating group. 539-6545 or 387-5673.

Wanted to Rent

Furnished bdrm in 2-3 bdrm apt until March 89 by visiting scientist. Joseph 5-4980 days.

Furnished country house for summer by responsible older couple. 387-6270.

Networking Ads

Get Results!

You can get results with your Networking unclassified. Ads are free, but available only to the Cornell community - no outsiders please! Send ads, with your name and campus extension - in writing only to: Networking Unclassifieds, Humphreys Service Building. Hand-delivered ads will not be accepted; no phones calls please. And remember, ads are for nonbusiness purposes only. Thanks.

Employee Calendar

Events of Particular Interest to Cornell Employees

Saturday, May 21. CRC Vernon Downs trip. Call the CRC Office for further details.

May 21-23. CRC Hawaii in Pittsburgh trip. Call CRC for more information.

May 23-29, 1988. LPGA Corning Classic. Contact the CRC Office (5-7565) for more information.

Wednesday, June 18. CRC Annual summer picnic. To be held at the new park site or Helen Newman grounds.

Thursday, June 23. Breakfast with Senior Vice President James E. Morley. Call the Office of Human Resources, 5-3621, to make reservations.

Saturday, July 9. German Alps festival. Call the CRC Office, 5-7565 for ore information.

July 14-23. Canadian Rockies 20-day, 9-night trip. Call Stone Travel, 257-2515 or the CRC Office, 5-7565 for more information.

Networking Deadlines

June 9 for June 23
July 7 for July 21

for a day of German music, crafts and beer. The price is only \$20 which includes transportation and admission price. Sign up by June 23.

YANKEE BASEBALL -- July 16, 1988

It's peanuts, popcorn and crackerjack time again! Come and watch the Old Timers game, and then enjoy the 1988 Yankees play Chicago. The price of \$35 includes transportation and game tickets. Sign up by July 7, 1988.

MONTREAL, CANADA -- August 4-7, 1988

Join us for a delightful trip to Montreal. Included in the \$248 price is transportation, 2 dinner shows, 1 lunch, and a 5-

hour sightseeing tour of Montreal including Old Montreal, Underground Shopping, Notre Dame and many other sights of interest.

Your visit will also include one free day to explore Montreal in any way you choose -- suggestions are available at the office. The group will be staying at the newly decorated Holiday Inn Crowne Plaza, located in the heart of Montreal -- close to transportation, shops and museums. Sign up by July 7, 1988. Marlene Reitz will be the group leader.

MARK TWAIN DRAMA -- August 20, 1988

A spectacular drama with fast-paced scenes, lavish sets and a cast of 60. The cost per member is \$20, which includes the drama and bus transportation. Sign up by July 14, 1988; final payment due by July 19.

Save your pennies, nickels and dimes because CRC is planning an exciting cruise to the Caribbean in March. More details are forthcoming soon!

UPCOMING EVENTS

Buffalo Bills football
Boston
Deep Sea fishing
Outlet shopping
Radio City Music Hall
Holiday dinner dance in December

Meals with Morley

A breakfast has been scheduled to give employees an opportunity to meet with Cornell's Senior Vice President James E. Morley and you are invited to attend.

You may make a reservation, which is on a first-come, first-served basis, by calling the Office of Human Resources at 5-3621.

The breakfast will take place on Thursday, June 23 in the Elmhurst Room of Willard Straight Hall from 7:30 to 8:30am.

Reservation reminders will be mailed a few days in advance of the scheduled breakfast or lunch.

Blood Pressure Clinics Scheduled

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May 24 - Baker Institute-Levine Lab, Baker Institute Conference Room - 9-12 noon

May 26 - C.U. Admissions, Lunch Room - 9-11am

June 2 - Herbert F. Johnson, Museum of Art, 6th Floor Conference Room, 9:30-11:30am

June 9 - Plant Science Building, Room 336 - 8:30-12 noon

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