

# CORNELL Chronicle

Volume 22 Number 34 May 23, 1991

## Cornell honors secondary teachers cited as inspiring by Merrill Scholars

High-school teachers from 11 states and Puerto Rico were guests on campus during commencement week as part of the university's tribute to the importance of teaching in shaping academic success.

The teachers were identified by the 36 Merrill Presidential Scholars — outstanding graduating seniors — as unique inspirations for their academic development.

The teachers met with faculty and with their former students, thanks to alumni support for the annual tribute established by President Frank H.T. Rhodes to recognize the value of inspirational teaching.

The high-school teachers don't usually take the honor lightly. After last year's two-day visit, for instance, Edward Hughes, a teacher at Gowana Junior High School in Clifton Park, N.Y., said, "The times together with the other secondary teachers — total strangers — were professionally stimulating as we spoke of our students and our teaching."

"How different and yet how similar we were: a priest, a young man from a small private school, a school administrator, a music teacher and a man from Cyprus," he added. "It was curious how thrilled we were for one another as we each stood next to our Merrill scholars and President Rhodes to receive the recognition. We were part of a con-

tinuum, and we now felt it."

Hughes concluded: "When I returned to school, I shared my experiences with my junior-high colleagues and encouraged them to remain confident that we do have positive effects on our students when we give them our best."

On Wednesday, May 22, Rhodes presided over a luncheon and ceremonies honoring the scholars, the secondary-school teachers and the Cornell faculty members whom the scholars also named as having "made the most significant contribution to their education" while at Cornell.

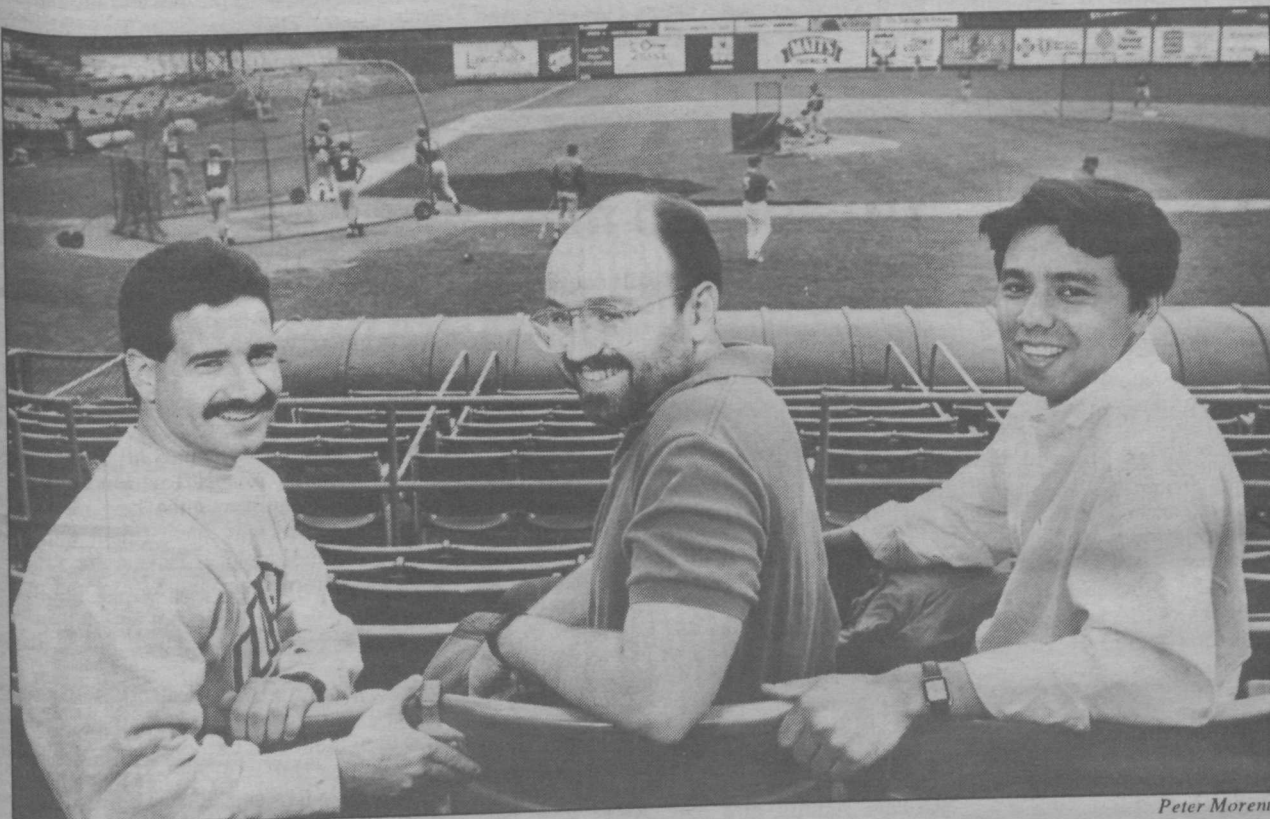
Rhodes said that he initiated the program "to emphasize the continuity of teaching, not just in the conveyance of knowledge but in the inspiration of students."

In addition to the ceremonies during commencement week, Cornell has established 34 four-year scholarships worth \$4,000 each in the teachers' names.

Since 1989, nearly 100 of the four-year scholarships have been established by the university which plans to support as many as 140 of the scholarships at any one time. Each scholarship will bear the name of a designated high-school teacher for four years.

The program at Wednesday's convocation included a

*Continued on page 2*



M.B.A. graduates (from left) James Cordero, Paul Silverman and Antonio M. Alvarez III watch batting practice at MacArthur Stadium, home of the Toronto Blue Jays' top minor-league club, the Syracuse Chiefs.

## M.B.A. graduates' computer program predicts baseball players' cash value

Three students who are receiving their M.B.A. degrees May 26 have developed a computer program that will tell Major League baseball owners the exact dollar consequences of buying — or not buying — a player.

The model is so precise that it predicts to the dollar how an acquisition will affect a team's revenue.

For example, Darryl Strawberry's 1990 salary with the New York Mets was \$1.85 million, and Roberto Kelly earned \$295,000 with the New York Yankees. If Kelly had replaced Strawberry on the Mets, the Mets' expected win percentage would have decreased by 0.0128 percent, according to the model developed in the Johnson Graduate School of Management.

Although trading Strawberry for Kelly would have reduced the Mets' gate and concession receipts, the club's cash flow would have increased by an expected \$350,736 since Strawberry's salary is more than six times Kelly's.

The computer program was designed by Antonio M. Alvarez III, 25, of Englewood, N.J.; and James Cordero, 27, and Paul Silverman, 31, both of New York City.

All of them baseball fans, the students developed their model as a semester project in a class on capital budgeting

taught by Seymour Smidt, the school's Nicholas H. Noyes Professor of Economics and Finance.

The students pored over years of published baseball statistics and information provided by the baseball commissioner's office. Because figures on revenues from selling broadcasting rights to games were not available to the students, they based revenue projections on gate and concession receipts only.

"We have developed a model that can be used as a costing tool by Major League managers," Alvarez said. "Our model, for example, takes into consideration that a home run means more in future receipts to one team than to another."

Cordero added: "If we have all current revenue figures including broadcast royalties, we can predict with great accuracy the financial impact of any player transaction in Major League baseball."

Silverman said that one factor that they cannot put into their model is the psychological effect on other players when a new player joins their club. He added: "Our model can be used in player arbitration cases." In developing their

*Continued on page 10*

## Congratulations, 1991 graduates!

At last!

For some 5,800 students in Cornell's 11 schools and colleges in Ithaca, their hard work will culminate in a celebration with family and friends at the university's 123rd commencement on Sunday, May 26, at 11 a.m. at Schellkopf Field.

As several of this year's graduates prepared for their last round (as undergraduates, anyway) of examinations, Carole Stone of the Cornell News Service and Peter Morenus of University Photography asked them this question:

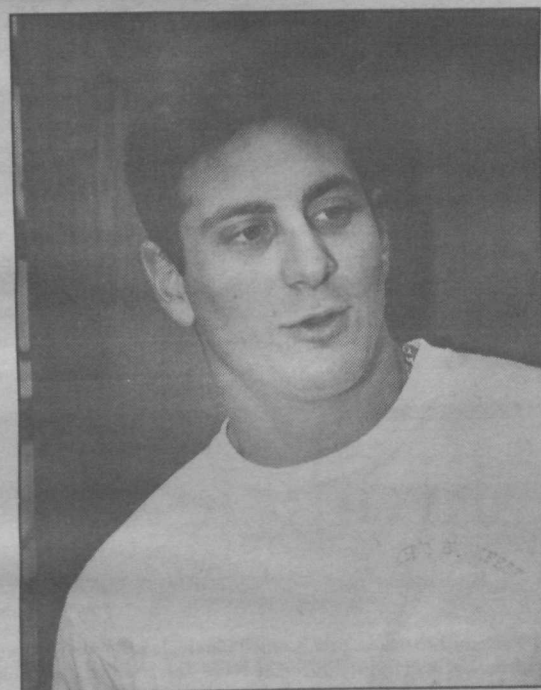
**What was the most exciting, important or influential part of your Cornell education?**

Their answers appear here and on Pages 4, 5, 6 and 7. To all of them and to their classmates, congratulations!



*'My senior thesis. It was scads of work, a full year's worth for a 50-page paper with 90 pages of charts. It was on the Americans with Disability Act and the political lobbying behind the bill. It's a really good piece of work; I must have interviewed 70 people, and I impressed even myself with it. It means I can leave something behind when I leave. It's like teaching that way. [She was a teaching assistant this year.] Someday I'll be able to bring my children here and show it to them. But in the meantime, I'm going to law school.'*

— Charlotte Bischel, Syracuse, N.Y.  
Industrial and Labor Relations

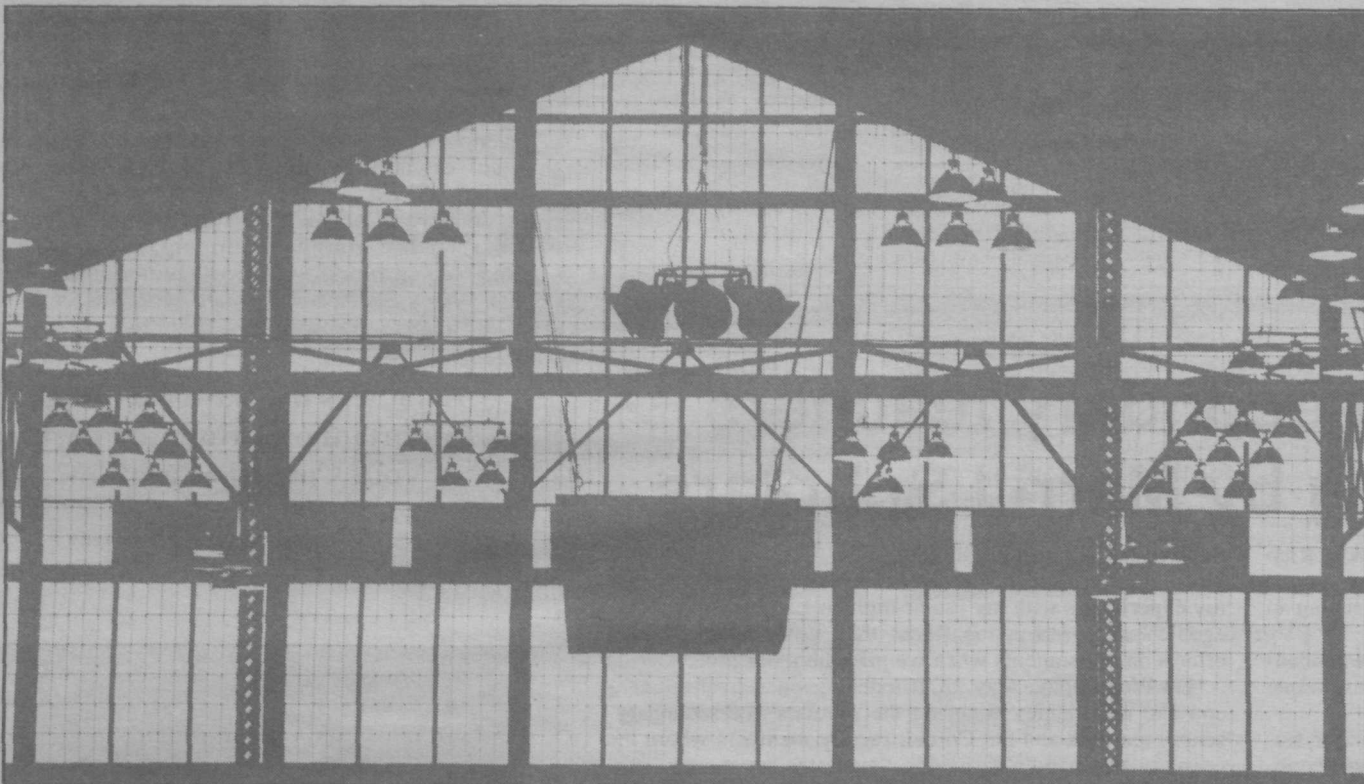


*'The first time I hung out at Ithaca Falls and fell in love with nature. It was a sunny day in August; I had taken a bunch of freshmen there as part of orientation. We went wading and sat there by the falls talking about what they were headed into, and I was struck by the natural beauty of this place. I had never been down there before. But since then, I've gotten into taking hikes and going backpacking. I like the area so much I'm going to chiropractic school in Seneca Falls next year.'*

— Mark Mandell, Metuchen, N.J.  
Human Ecology



## Geometry lesson



Charles Harrington

Lights, speakers, banners and a scoreboard are silhouetted in a Barton Hall window.

### Merrill Scholars *continued from page 1*

booklet with written tributes by the Merrill Scholars to their high-school teachers.

The convocation and visit to campus by the high-school teachers are subsidized with an annual gift from a 1955 Cornell graduate, Philip Merrill, chairman of Capital-Gazette Communications in the Washington, D.C., and Maryland area.

Merrill Scholars, about 1 percent of graduating seniors, are chosen for leadership and scholarship. The 1991 scholars, by college, and the Cornell faculty member they honored are:

- **Agriculture and Life Sciences** — James G. Conroy III and Gene A. German, professor of agricultural economics; Christopher J. Cripps and John E. Parks, assistant professor of animal science; Marisa R. Crissey and Brian O. Earle, senior lecturer in communication; Eric A. Gomes and Genia S. Albrecht, lecturer in biochemistry, molecular and cell biology; Bradley S. Oldick and Lawrence R. Jones, assistant professor of animal science; Laura J. Panko and David W. Winkler, assistant professor of ecology and systematics; Jill S. Schiffhauer and June B. Nasrallah, associate professor of plant biology; David Smith and Joseph D. Novak, professor of education; and Eric J. Wellin and Donald R. Viands, associate professor of plant breeding and biometry.

- **Architecture, Art and Planning** — Emile G. Clark and Elisabeth Meyer, associate professor of art; Pablo J. Hernandez-Villalon and Colin F. Rowe, professor emeritus of architecture; and James W. Joseph and Richard S. Booth, associate professor of city and regional planning.

- **Arts and Sciences** — Michael C. Armstrong and Jane Fajans, assistant professor

of anthropology; Miriam J. Aukerman and Isabel V. Hull, associate professor of history; William W. Chan and Barry B. Adams, professor of English; Mohammad Hirmand and Robert H. Frank, professor of economics; Meredith E. Kruse and Edgar Rosenberg, professor of English and comparative literature; Catherine H. Laughlin and Andrew Bass, associate professor of neurobiology and behavior; Kirsten Lodge and Patricia J. Carden, professor of Russian literature; Michelle A. Travis and Daryl J. Bem, professor of psychology; John A. Trenor and Walter F. LaFeber, the Marie Underhill Noll Professor of American History; and John T. Whelan and Steven W. Squyres, associate professor of astronomy.

- **Engineering** — Stephen B. Bayne and Samuel Landsberger, assistant professor of mechanical and aerospace engineering; Scott S. Benson and Devika Subramanian, assistant professor of computer science; Richard M. Fromm and Linda G. Van Ness, lecturer and Coordinator of Engineering Cooperative Program; Andres J. Garcia and Donald L. Bartel, professor of mechanical and aerospace engineering; Michael A. Paul and Sidney I. Resnick, professor of operations research and industrial engineering; Savdeep S. Sethi and John Silcox, the David E. Burr Professor of Engineering; and Thuy H. Tran and Alfred H. Schatz, professor of mathematics.

- **Hotel Administration** — Gerald H. Lee and Thomas Cullen, associate professor of hotel administration; and Kevin M. Luebbers and James J. Eyster, professor of hotel administration.

- **Human Ecology** — John F. Gerecitano and Dale A. Blyth, formerly assistant professor of human development and family

studies and now director of a research institute in Minneapolis, Minn.; Benjamin W. Rayer and Lloyd Street, associate professor of human service studies; and Rebecca L. Warne and Lois E. Gosse, senior lecturer in consumer economics and housing.

- **Industrial and Labor Relations** — Hallic B. Goldman and Thelma Crivens, assistant professor of industrial and labor relations; and Kenneth M. Rosen and Pamela Stepp, senior lecturer in communication.

— Martin B. Stiles

## Trustees to meet

The Board of Trustees will consider the 1991-92 financial plans for endowed and state-supported units when the board meets on campus Saturday, May 25.

The open board session, starting at about 11 a.m. and running until the lunch break, will follow a brief open session of the Board's Executive Committee, which will begin at 10 a.m. and will also discuss financial plans for the state-supported colleges.

Both meetings are to take place in the sixth-floor conference room of the Johnson Museum of Art. Anyone wishing to attend the meetings may obtain tickets at the Information and Referral Center in Day Hall.

Also open to the public will be the Buildings and Properties Committee lunch meeting at noon, May 24, in the Yale-Princeton room of the Statler Hotel, and the Committee on Land Grant and Statutory College Affairs, at 4 p.m., May 24, in the faculty commons of Martha Van Rensselaer Hall. Tickets are not required for these meetings.

## BRIEFS

■ **Gypsy moths:** Cornell Plantations is conducting a selective spraying to combat gypsy moths. The Plantations, which is responsible for 3,000 acres of woodlands, trails, streams and gorges on and near campus, has discovered high numbers of gypsy-moth eggs in stands of oak trees along Beebe Lake. These egg masses could translate into enough gypsy-moth caterpillars to defoliate more than 75 percent of the oak leaves, officials said. As a result of discussions with Integrated Pest Management specialists and biologists on campus, Plantations is spreading Bt (*Bacillus thuringiensis*), a specific pest control that is harmless to mammals, birds and honeybees.

■ **Historic awards:** Historic Ithaca and Tompkins County has presented an award of merit of Al DiGiacomo, director of architectural and engineering services in the Department of Facilities Engineering, and Jeff Lallas, project coordinator in Maintenance and Service Operations, for the restoration of the slate roof on Lincoln Hall.

■ **Film festival:** Media Ithaca's second annual film and video festival, sponsored by the New York State Council on the Arts through Cornell Cinema, will be held Saturday, June 1, from 1 to 5 p.m. at Cinemapolis on the Ithaca Commons. Admission is free. The program will include works by independent film and video makers from 1 to 3 p.m. and excerpts from community-access television programs from 3 to 5 p.m. Viewers are encouraged to drop in any time during the afternoon; programs will be available at the door.

■ **Students charged:** Two students have been charged by Ithaca Police with felonies in connection with the possession and sale of cocaine. They are: Jason E. LaFlamme, a junior in Arts and Sciences, and William B. White, a senior in Hotel Administration.

■ **Encore performance:** Michael Frayn's Broadway smash, "Noises Off," will be given three encore performances Thursday, June 6, and Friday, June 7, at 8:30 p.m. and Saturday, June 8, at 2:30 p.m. in the Center for Theatre Arts' Proscenium Theatre. It played to sold-out houses in late April and early May and is being presented for Cornell Alumni Weekend and in response to popular demand. "Noises Off" is a farce about a farce. The Syracuse Post-Standard called the Cornell production "the most enjoyable piece of theater to hit area stages this season." The Ithaca Journal commented: "If laughter is the best medicine, Cornell Theatre may have found the cure for the common cold." Tickets are \$15 for evening performances and \$10 for the matinee, and are available by calling the box office at 254-2787.

■ **Hall of Fame:** Joe Holland, a Big Red football star and 1978 graduate, is one of four new inductees into the GTE Academic All-America Hall of Fame. He will be presented by ABC and ESPN correspondent Dick Schaap, a 1955 Cornell graduate. Holland's 1,396 yards gained in 1978 placed him second in the nation that year to Oklahoma's Billy Sims.

## CORNELL Chronicle

EDITOR: Mark Eyerly

EDITORIAL ASSISTANT: Karen Walters  
CALENDAR: Joanne Hanavan

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

## GRADUATE BULLETIN

■ **Degrees:** Aug. 23 is the deadline for completing all requirements for an August degree, including submitting the thesis/dissertation to the Graduate School.

■ **Summer registration:** Students must register at the Graduate School if they are receiving financial aid during the summer (such as summer assistantships or fellowships); wish to use campus facilities; or are off campus but need to be registered for summer study. Student ID is required. Students registered for a regular semester during the preceding academic year do not pay tuition for non-credit summer registration. Tuition must be paid for summer courses.

■ **Reception:** A reception will be held for all graduate-degree recipients, families and friends at The Henry Sage Graduate Center, immediately following the May 26 commencement exercises.

■ **Diplomas:** Diplomas will be available at the reception for May 1991 degree recipients who completed requirements by mid-

March (bring ID). Diplomas will be mailed for other recipients.

■ **Faculty:** A graduate faculty meeting will be held Friday, May 24, at 4 p.m. in the Sage Graduate Center. The meeting is solely to vote on May degrees.

■ **African languages:** Students interested in studying Manding (Mandinka, Malinke/Dyula or Bambara) or another African language, contact the coordinator for African languages at 255-0716 to state preference so planning can be done for next fall.

## CHRONICLE SCHEDULE

This issue of the Chronicle will be the last weekly issue of the academic year. The summer schedule will include issues on June 6 and 20, July 11 and 25, and Aug. 8. The weekly schedule will resume Aug. 29.



# Supercomputer program to dedicate Engineering/Theory Center Building

A free, public symposium on "Supercomputing: the Next 50 Years" will be among the highlights of a June 4 and 5 celebration of the opening of the \$35.2 million Engineering and Theory Center Building.

The celebration will also include tours, demonstrations and exhibits of the building's research and education facilities, covering areas from mechanical engineering to computer graphics.

The supercomputing symposium, which begins at 8:45 a.m. on Tuesday, June 4, will be held in the Alice Statler Auditorium on campus. Building dedication ceremonies will begin at 3 p.m. on Wednesday, June 5, in the Statler Auditorium. Tours, demonstrations and exhibits will begin in the Engineering and Theory Center Building at 4 p.m. that day.

While both the symposium and the dedication ceremonies are open to the public, preregistration should be made for the symposium by calling Donna Smith at 254-8614.

Also being held in conjunction with the Cornell program will be another daylong symposium on "Competition Across the Pacific: Japan vs. U.S.," sponsored by Research Consortium Inc. RCI is a group, of which the Cornell Theory Center is a member, that develops information for universities and industry on the high-performance computing marketplace. The RCI symposium will be held in the amphitheater of the Statler Hotel. Those wishing to attend the RCI symposium should call (612) 835-9559, or send a facsimile to (612) 835-9402 to register. Or, they can write to Research Consortium Inc., 7429 Bush Lake Road, Minneapolis, Minn. 55439.

The Cornell symposium, "Supercomputing: The Next 50 Years," will open with a welcome by Malvin H. Kalos, Theory Center director, who also will talk about "Science and Supercomputing: The Web of Scientific Understanding." Other presentations are:

- "Physics and Computers — A Two-Way Street," by James C. McGroddy, vice president and director of research at IBM Corp.
- "Engineering the Future with Supercomputing," by Gregory McRae, associate professor of chemical and mechanical engineering at Carnegie Mellon University.
- "The Disappearance of Supercomputing," by Carl Ledbetter, president of Decision Point Systems.
- "Technologies in the 1990s," a luncheon address by Erich Bloch, former director of the National Science Foundation and a distinguished fellow at the Council on Competitiveness.

• "The Role of Simulation in Science and Engineering," by John Hopcroft, chairman and professor of computer science at Cornell.

• "Computer Simulation of the Heart," by Charles Peskin, professor of mathematics at New York University's Courant Institute of Mathematical Sciences.

• "Assessing the Computational Power of the Brain and the Computational Needs of Artificial Intelligence," by David Mumford, the Higgins Professor of Mathematics at Harvard University.

• "Supercomputing and Optimization," by Margaret Wright Member, a member of the technical staff at AT&T Corp.

• An address by Charles Brownstein, acting assistant director for computer and information science and engineering at the National Science Foundation.

• "Parallel Computing: Prospects and Challenges," by David Wallace, the Taft Professor of Mathematical Physics at University of Edinburgh and director of the Edinburgh Parallel Computing Center

The June 3 RCI symposium will include industry, government and university officials discussing Japanese technical achievements in high-performance computing, U.S. government initiatives and international marketing opportunities. A panel discussion on U.S.-Japan issues, concerns and grievances will conclude the symposium.

The building-dedication ceremonies will feature addresses by Cornell President Frank H.T. Rhodes, Charles Brownstein, Lt. Governor Stan Lundine, Malvin Kalos and College of Engineering Dean William Streett.

The 200,000-square-foot Engineering and Theory Center Building includes faculty from the College of Engineering's School of Electrical Engineering, Sibley School of Mechanical and Aerospace Engineering, School of Operations Research and Industrial Engineering and special programs in the Laboratory of Plasma Studies and the Cornell Manufacturing Engineering and Productivity Program.

Also headquartered in the building is the Cornell Program of Computer Graphics, which includes the recently established National Science and Technology Center for Computer Graphics and Scientific Visualization.

The Cornell Theory Center is one of four National Science Foundation-sponsored centers for advanced computational science.

—Dennis Meredith

# Ezra letter backing co-education to be sent into space

On Feb. 17, 1867, university founder Ezra Cornell wrote a letter to his four-year-old granddaughter, Eunice, expressing his determination that "it is the wish of your Grand Pa that girls as well as boys should be educated at the Cornell University," which was being built on his farm in Ithaca.

As the winning entry in the university's Cornell-in-Space contest, that letter will be launched into space aboard the shuttle Atlantis in July as the embodiment of the spirit of Cornell.

The letter, now in Cornell's archives, will be carried aloft thanks to astronaut and Cornell alumnus G. David Low, who will fly aboard the Atlantis on a mission to launch a large data-relay satellite.

The winning entry was submitted by Joycelyn Hart, associate vice president for human relations, who wrote, "Our efforts over the past 125 years have been directed at realizing this dream of inclusiveness and diversity. It is a contemporary issue as we continue to build a uniquely American society and global university."

As contest winner, Hart will represent Cornell to receive the memento when Low returns it to the university after the flight.

Contest judges were President Frank H.T. Rhodes, Graduate School Dean Alison Casarett, University Archivist Gould Colman, Board of Trustees member Ezra Cornell and Astronomy Department Chairman Yervant Terzian.

Other suggestions included a 1991 Cornell diploma, native New York seeds and flowers, commemorative Cornell pins and a piece of bedrock from the construction site of Olin Library's underground addition.

"I want to have girls educated in the university as well as boys so that they may have the same opportunity to become wise and useful to society that the boys have," Cornell wrote in his letter.

The first woman was admitted to Cornell in 1871, and the first woman graduate, Emma Sheffield Eastman, received her degree in 1873.

The determination by Cornell and the university's other founders that the new university be co-educational was unique in the East. While some universities in the Midwest had admitted women, no Eastern university had at that time.

Cornell's declaration was hailed by women's-rights advocates of the era. For example, in 1869, Susan B. Anthony gave an impassioned speech on campus, in which she declared that the day Cornell University would admit women would be celebrated by posterity as sacredly as the Fourth of July or the birth of Christ.

—Dennis Meredith

# James McConkey: Exemplifying the links between life, literature

Around here, he is perhaps best known as the gentle nurturer of young writers, author of the autobiographical "Court of Memory" and kindly bedrock of the English Department.

For through 35 years, while witnessing dramatic changes in academic approaches to literature and the role of creative-writing programs, James McConkey has, in his unassuming way, continued to exemplify the belief that literature is connected to life and that moral and spiritual issues matter.

Today, however, some might say such beliefs sound old-fashioned among amoral popular theories of literature. Others might note that McConkey's books have gone out

CORNELL  
People

of print. A few might guess that because he is on the verge of 70 years of age and his last year of teaching, McConkey's time is a thing of the past.

But, in the meantime, the romantic and iconoclastic writer has been rediscovered and is being cheered all over again.

"I never met him but, God, he's a wonderful writer," said Annie Dillard, Pulitzer Prize-winning author and perhaps his most influential fan. "Court of Memory" is the great non-fiction masterpiece of the 20th century," she said in a recent telephone interview.

"Every year [at Wesleyan College] I teach a little section about his time as a graduate student, with another graduate student living next door, in the trailer park of a one-armed landlord. It is just beautifully put together. Every single narrative detail works symbolically. I can point this out to students and all of a sudden, they all want to be writers," said Dillard.

And ever since discovering him, Dillard



Peter Morenus

Professor James McConkey relaxes with his dogs at the man-made pond on his 173-acre Trumansburg farm.

said, she has been "talking him up continuously."

One person she talked to was David Godine, an independent publisher in Boston, Mass., who said he hopes to soon reissue two of McConkey's books and publish, for the first time, a third volume of "Court of Memory," entitled "Stories from My Life with Other Animals."

The two reissues will include the complete "Court of Memory" and "To A Distant Island," the 1984 book about McConkey's favorite writer, Anton Chekhov, whom he claims as a comrade in spirit.

Another book, "Rowan's Progress," an

account of the nature and power of goodness that is based on a woman doctor in rural Kentucky, is also expected to be published in February 1992 by Pantheon Press.

"These books have to be set in print," Godine said. "Without a book in paperback, an author ceases to be known."

Why should McConkey's earlier books be reissued now? It is a matter of what makes good literature, anytime, said Godine.

"I read a lot of books, and I remember every episode in Jim's life, from Kentucky to his move to the farmhouse to building the pond to the experience of his son with the

goats," Godine said. "I remember them because he tells them understatedly and vividly and draws lessons but doesn't preach. I think, 'Hmm, why didn't I think of that?' I think that is what wonderful writing is."

"Court of Memory," last published in 1984, has been out of print for four years, however.

"Jim has been quite gentle about this," said Godine. "I think he should have been storming around about it much earlier."

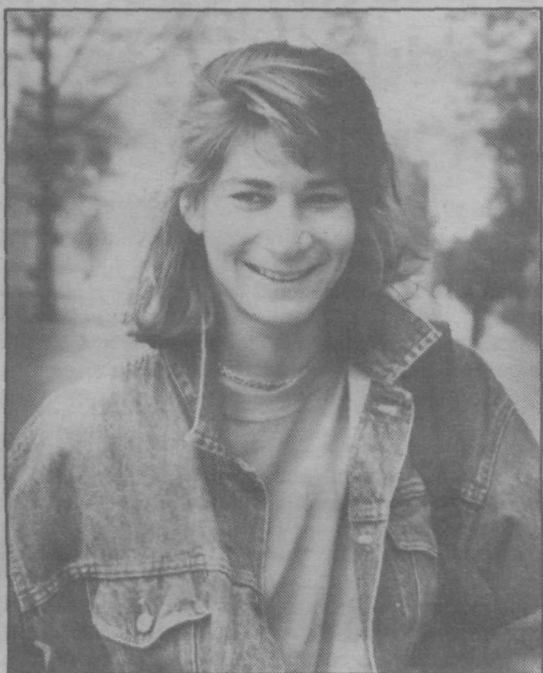
In fact, it was Dillard who stormed. McConkey is not a stormer.

Speaking in his farmhouse, set on 173

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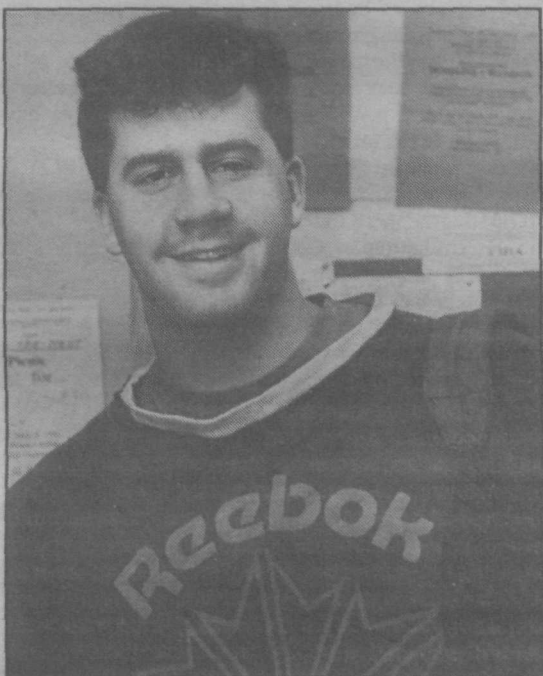


What was the most exciting, important or influential part of your Cornell education?



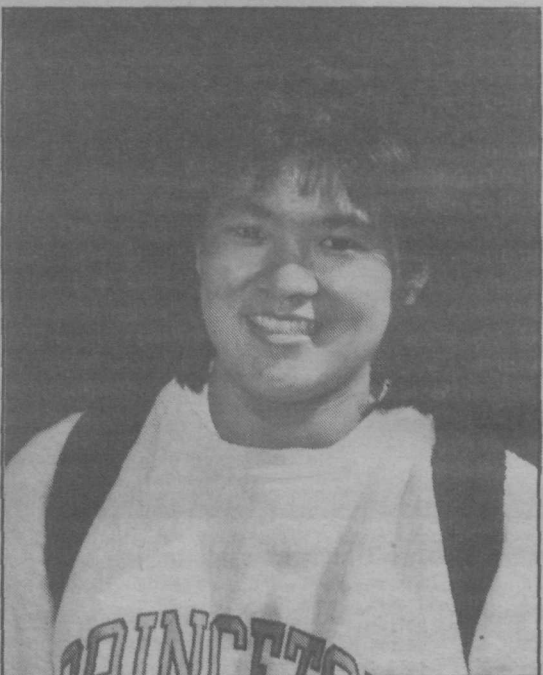
*'A class that took us downtown to Challenge Industries [a job-training service for the handicapped]. You go there, and you see that what you think are problems, aren't. It makes you think about what it takes to make you happy. They're happy just to have a job. Next year? Law school.'*

— Lisa Kalinsky, Miami, Fla.  
Industrial and Labor Relations



*'Working in Hawaii last summer. The hospitality industry's so big in Hawaii that most people come from the islands. So I got to see what it feels like to be a minority, to learn to get along with people even though I was totally out of my element. I'd go back, but they're no jobs there. They're going to call this the class that never got a job.'*

— Sandy Davidson, Framingham, Mass.  
Hotel Administration



*'Writing a column on acquaintance rape, about a friend of mine who went through it and how she felt. Also, a column on the importance of higher education. That was important to me because I'm the first member of my family to go to an Ivy League school. The most important experience was being associate editor of the Daily Sun.'*

— Anna Chan, New York City  
Arts and Sciences

## Writer loves the Cornell he pillories

Actually, Jeremy Schaap likes Cornell.

In his last column published in The Cornell Daily Sun before graduating, Schaap, 21, a government major, wrote: "I would no sooner join the Cornell Club than set myself on fire, if only because the club serves as a decadent reminder of the profligate construction spending that has ruined this university."

Soft-spoken and thoughtful, Schaap put it differently in an interview.

"My columns have been negative, but I think that my perspective is important," he said. "I care about Cornell so much that, if something can be improved, I feel a responsibility to comment on it."

Comment he does. To his senior classmates, he wrote this suggestion: "Only now, with our diplomas in hand, do our voices command the respect of Day Hall. Only now, as independent adults, do we deserve that respect. We must use our new-found power for the betterment of Cornell and not for personal gratification."

Schaap's fearless pen has stabbed many Cornell faculty and administrators, including President Frank H.T. Rhodes.

In The Sun last year, Schaap profiled what he called "Cornell's 10 most overrated people." He wrote: "Professor Carl Sagan and President Frank Rhodes, two obvious candidates, were both disqualified because the subject of this article is the 10 most overrated people at Cornell."

As to Theodore J. Lowi, the John L. Senior Professor of American Institutions, Schaap wrote: "Lowi, some people say, would make a fine president of the United States — but he'd probably check out the offers from Canada before making a commitment."

On June 3, after four years on The Sun, Schaap will join the staff of Time magazine as a sports writer assigned to special projects leading up to the 1992 Olympic Games.

Schaap says he knows that his writings have been criticized by some faculty, but, he adds with a smile, "I always tried to avoid taking classes from professors with whom I disagreed."

Graduating with a 3.1 grade-point average ("It would have been higher, but I got a C both semesters in Russian language."), Schaap worked on The Sun from his first day at Cornell, serving as a sports writer, sports editor, senior editor and columnist. Only three other 1991 graduating Sun staffers worked four years on the student newspaper. Handling everything from taking photographs to writing headlines, Schaap often labored in The Sun's office on the Ithaca Commons until 4 a.m.

"I majored in The Cornell Daily Sun," he said. "Classes took a back seat. I never joined a fraternity, and I never wanted to. But The Sun in a sense was my fraternity, my house, and it was a fraternity that was doing something."

Schaap said the story that he will never forget from his hundreds of assignments was the personal problems that led to the resignations of football coach Maxie Baughan and assistant coach Peter Noyes in 1989.

"I was tipped off that something was going on in the football office, and I found out that Noyes was on leave during the peak of the recruiting season," Schaap said. "If I had been working for The New York Times, I might have handled it differently, but this is a small town."

Schaap sat on his scoop until The Ithaca Journal published the details.

During his four years at Cornell, Schaap was campus stringer for The New York Times. A tough challenge during football season was to get his story to New York City before The Times' 4:30 p.m. deadline on Saturdays for its early Sunday edition that reaches Ithaca.

By writing part of his story during half time and banging out the lead paragraphs after the final gun at 4 p.m., Schaap was able to get his report on Cornell's 21-15 victory over

Pennsylvania for a share of the Ivy League football championship into the first edition of The Sunday Times for Nov. 18, 1990.

His father, Dick Schaap, a correspondent for ABC News in New York City and author of 26 books, graduated from Cornell in 1955 and was editor in chief of The Cornell Daily Sun when he was 19 years old.

Jeremy Schaap has been a journalist since his high-school days when family moves sent him to four different high schools in New York City, Westchester County and Connecticut. While a high-school senior, he worked for the Sabermetric Review, a monthly baseball newsletter published in Westport, Conn., serving as editor for one issue after the regular editor resigned.

What does Schaap recommend for his alma mater?

• "If it is successfully implemented, the residential-college system will make Cornell a better place. People would like to see Cornell as a smaller, more friendly place. If academic and social life and the learning process can become more integrated, it will help contribute to a better atmosphere and to better learning."

• "I'd like the administration to stop charging so much to get into athletic events. It would be nice to walk into Schoellkopf for a football game without paying \$10. Hockey is different. But Cornell football?"

• "During my first two years, it would have been nice to see more of my professors and to be in smaller classes. Until the junior and senior years, it was rare for me to talk with professors instead of TAs."

But Schaap said his work on The Sun did bring him closer to faculty. "Professors read The Sun, and I got to know them because they recognized my name."

— Albert E. Koff



Jeremy Schaap in the Cornell Daily Sun's newsroom, with the start of his last column.

## Graduating engineers create Cornell's first tactile campus map for the blind

Cornell is producing a campus map for the blind, thanks to the efforts of three graduating seniors.

Like Braille lettering, which is read with the fingers, the tactile map will have raised patterns of dots, blocks and squiggles to indicate buildings, grassy areas, roads and walkways and streams.

It won't replace seeing-eye dogs or tapping canes, and blind and visually-impaired people will still need to be oriented by mobility instructors. But a person will be able to study the map before setting out for a destination and gain a strong sense how to walk there.

"Before this, the way you learned your way around was you needed someone to walk you," said T.V. Ramin, a Cornell graduate student in applied mathematics who lost his sight 12 years ago to glaucoma.

"With the map, you can just look up a route and go, and even if you get lost you can ask someone, and you'll get there," added Ramin, who advised the three College of Engineering students who are making the map. "This gives you the confidence to go on your own."

The map, which is still in its development stage, will be printed on 8.5-by-11-inch sheets, scaled so the Engineering Quadrangle fits on one sheet, according to Susan Lyons, the student leading the project.

The map will be made on a special paper, called microcapsule paper, which contains tiny capsules of Styrofoam covered with ammonia. After sections of the campus are printed onto the paper, the paper will be put through a thermofax machine, or infrared heater.

"Why didn't anyone think to do this before?" Ramin said. "That's what we've been asking ourselves."

Microcapsule paper costs less than \$1 per sheet.

"It could've been done years ago. The technology's not new," said Scott Rix, another of the students. "We decided to do it because it needed to be done."

None of the students chose to be paid for his or her efforts. And none received classroom credit for it, either. The project originated in a proposal from Joan Fisher, coordinator of disability services in the Office of Equal Opportunity, to the civil engineering honor society, Chi Epsilon. Lyons, who was president, took up the challenge, and she recruited Rix and another classmate, Jim Peters.

At first, the engineers considered building a three-dimensional model of the campus. Then they considered drawing a map on vinyl and heating it, again to raise certain lines. Their design breakthrough came when they discovered the computerized campus map, already on disk at the Office of Campus Planning.

Cornell is a difficult place for the blind, according to Ramin, because "there are not many 90-degree turns. When someone gives directions, he can't just say, 'Go straight ahead and turn left.'"

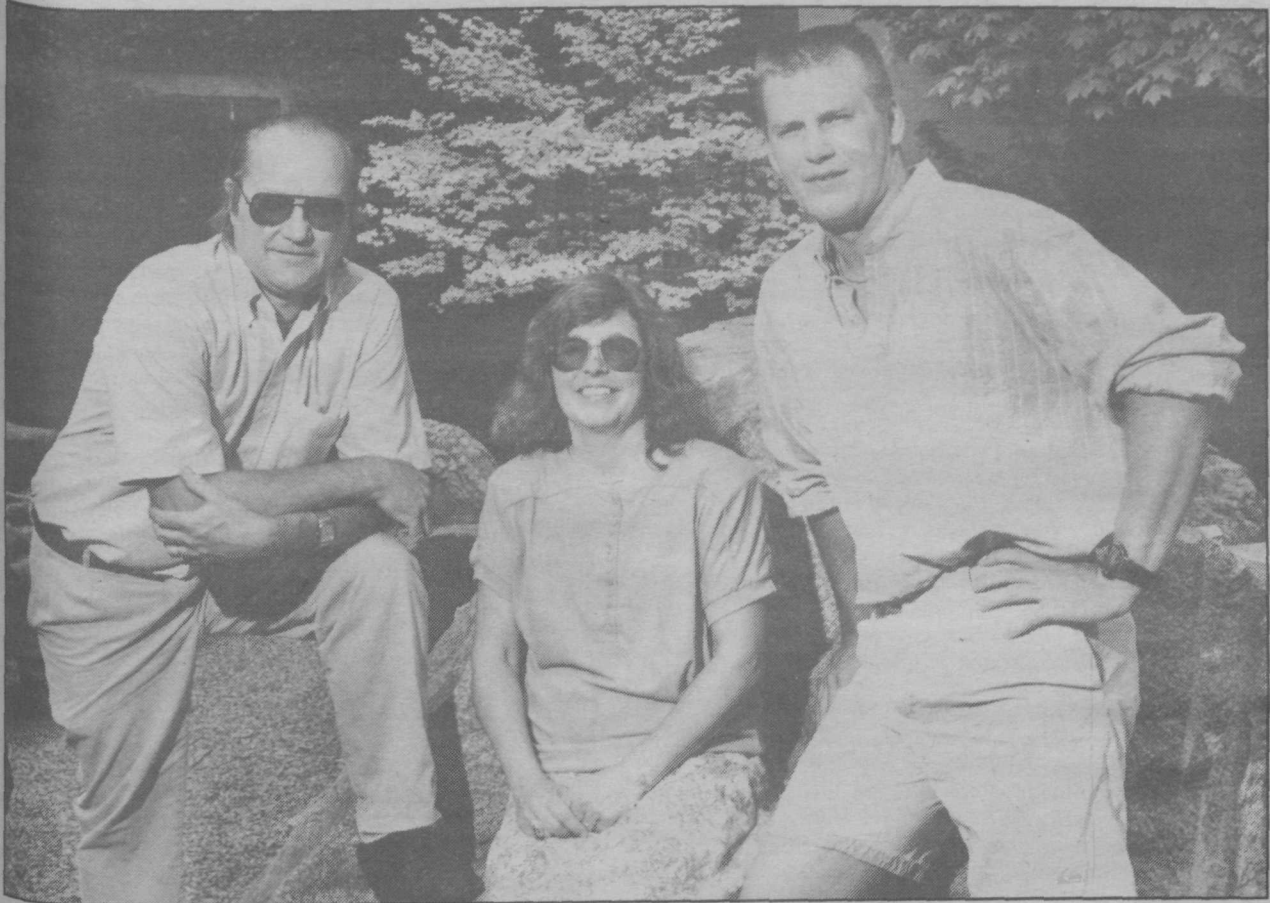
But, the complexity of the campus provides information to the blind, and the hills and slopes are enormously helpful in indicating where a person is, he said. Sounds are important, too. Ramin uses the sound of the gorges to tell him when he is near the Engineering Quadrangle.

"It's been awe-inspiring to see this thing become a reality," said Fisher.

The Quill and Dagger Honor Society's alumni group contributed \$1,000 toward the project.

— Carole Stone





Peter Morenus

Raoul Reiser, Ph.D. (left), with his wife, Ramona, M.P.S., and son, Raoul II, B.S., in the Engineering Quadrangle rock garden.

## One family takes home 3 degrees

Telephone conversations among the Reiser family used to sound like this:

"How'd the exam go?"

"Fine, but now I have a paper due on Thursday. How about you?"

"Just two more finals."

"Great. I wish I were that close to finished."

And now, they are.

Raoul F. Reiser, 46, husband, father and an all-but-dissertation Ph.D. in pathobiology; Ramona A. Reiser, 43, wife, mother, a master of professional studies in floriculture; and Raoul F. Reiser II, 21, son and a bachelor of mechanical engineering will make up three of 5,800ths of the graduates at commencement on May 26. They share one family name and the experience of simultaneous, intergenerational education. A fourth Reiser, 23-year-old daughter Laura, a 1990 graduate of Beloit College, was in college at the same time.

"It's been good for all of us. We had each other for support and understanding," said the wife and mother.

"It's been quite a financial drain," said the husband and father, who doesn't recommend the experience for everyone.

And their engineer-son is extremely proud of them both.

Cornell and the Reisers trace their relationship back to 1983. That was when Dr. Fred W. Quimby, now the director of the Center for Research Animal Resources in the College of Veterinary Medicine, attended a scientific conference organized by the elder Reiser at the University of Wisconsin. The topic was toxic-shock syndrome, and Reiser, a research biochemist working on food-poisoning questions at Madison, had isolated the toxin that subsequently proved to be the causative agent of menstrually related toxic shock in women.

Impressed with the biochemist's work, Quimby invited Reiser to join his pathology laboratory in the Veterinary College and pursue a Ph.D. The Cornell lab was a pioneer in animal models for toxic-shock studies and was focusing on a critical question: What materials in some types of tampons were fostering the growth of staphylococci and production of the toxins that the bacteria produce?

In 1987, Raoul and Ramona Reiser packed up and moved to Ithaca. He left his small business in the hands of a partner and began his Ph.D. studies. Together with Quimby, Reiser is now pursuing an *in vitro* model for toxic-shock toxin absorption.

Ramona Reiser had completed a degree in horticulture at University of Wisconsin while her son and daughter were in high school, and she had been planning to start a greenhouse business before she enrolled in the Cornell Department of Floriculture and Ornamental Horticulture's graduate program in 1988.

Then she caught the research bug, in part because of a mysterious "bug" in the plants. While working in the department's Kenneth Post Laboratory to pay for her graduate studies, she recognized a "new" virus problem in Peruvian lilies. That prompted an effort to identify the virus — or at least the virus group to which it belongs — and Ramona Reiser reports that she and her colleagues are close to doing just that.

Had Ramona Reiser been a longer-term Cornell employee, she might have earned tuition assistance for her children. Fortunately, her daughter, who is now a graduate student in geophysics at Washington University, had a partial scholarship at Beloit. And her son had scholarships, first in ROTC and football at the Colorado School of Mines and just in ROTC when he transferred to Cornell.

But then, Raoul Reiser II, an avid athlete who played tight end on Cornell's lightweight football team, developed degenerative arthritis in his ankles, and they began to sprain all too frequently. During his senior year he tore the ACL ligament to his left knee. Reconstructive surgery put the knee back together, but the arthritis disqualified him from military service, and ROTC withdrew the scholarship.

"I took out a major loan for the fourth year," he said. Reflecting on what went wrong with his body made the athlete-engineer curious about what usually goes right, and he found a way to combine his two interests — biomechanical engineering. That's what he'll study in graduate school, at either Auburn University or University of Texas at Austin.

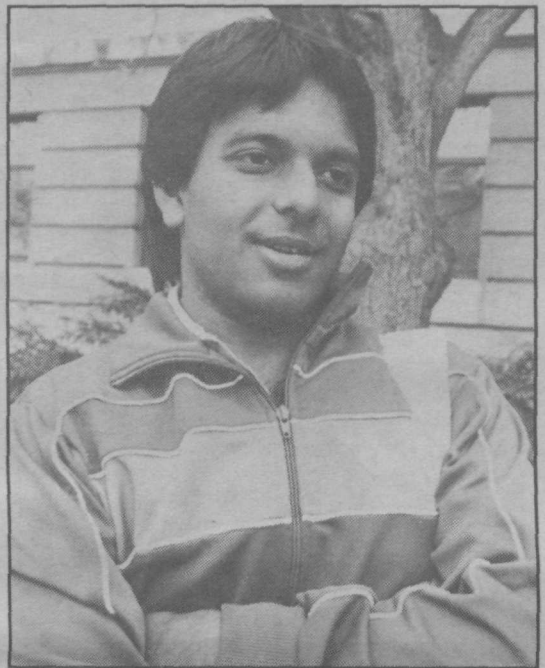
Ramona Reiser plans "a few more years" of floriculture research before reconsidering her dream of a greenhouse business. Besides, the family is still working on the Ellis Hollow log house that they've almost totally remodeled.

Whatever Raoul Reiser does with the Ph.D., he says, it won't involve teaching. "I realized recently that I've been in an academic setting since, well, since kindergarten!"

Congratulations will be accepted when the four-member, four-student family throws a party for itself on the day after commencement.

— Roger Segelken

What was the most exciting, important or influential part of your Cornell education?



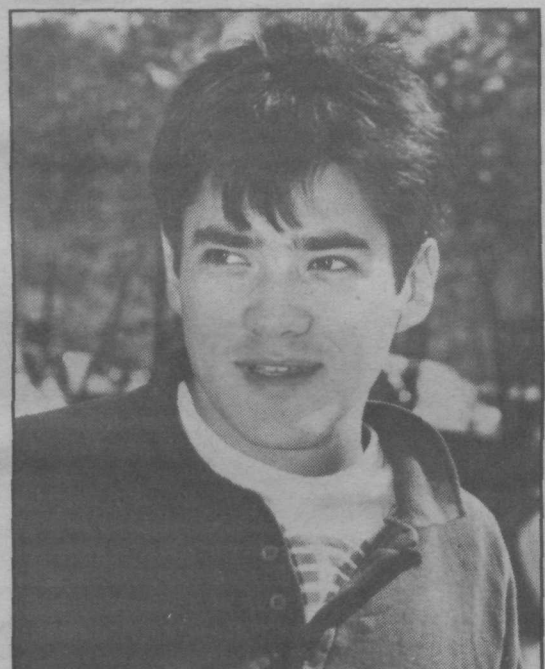
"It was integrating my interests in biology and physics in the College Scholars program. I was pre-med when I came here, and I'm going to medical school next year, but when I get there I'll try for an M.D.-Ph.D. program, which I hadn't thought of before."

— Sameer Desai, Port Jervis, N.Y.  
Arts and Sciences



"Definitely the ice-hockey team's making it to the ECAC playoffs this year. I'm a big hockey fan. My friends and I go to all the games. So a big group of us made the long trip to Boston, we dressed up in red and white clothes and painted our faces red and white. Unfortunately, we lost, but it was still great."

— Dorine Colabella, New Rochelle, N.Y.  
Human Ecology



"Spring break in the Bahamas with my roommates. We lay on the beach all day and went out all night, and it was completely refreshing to have a week off. We found out we're all more different people than we thought. That made us much closer, and now we all share with each other our insecurities about next year."

— Tim Menasveta, Rome, Italy  
Engineering

## Commencement calendar

Below is a partial listing of commencement activities. The commencement ceremony will be broadcast on WHCU radio (870 AM) and Cable Channel 13.

### Saturday, May 25

7:30 to 9:30 a.m. — President Rhodes and the Board of Trustees will serve as hosts of a continental-breakfast reception on the Arts Quadrangle.

1 p.m. — Convocation in Bailey Hall. David Drinkwater, former dean of students, is the speaker.

5 p.m. — ROTC will commission officers into the Army, Marine Corps, Navy and Air Force in Barton Hall.

### Sunday, May 26

8:30 a.m. — Baccalaureate Service in Bailey Hall. Timothy S. Healy, president of the New York Public Library, is the speaker.

9:30 a.m. — Procession of graduates assembles on the Arts Quadrangle.

9:45 a.m. — Procession begins. The procession will pass the presidential reviewing party on Olin Terrace, move between ranks of the faculty lining the sidewalk between Olin Library and Sage Chapel, turn down East Avenue to Campus Road and then to Schoellkopf Field.

11 a.m. — The commencement ceremony begins.

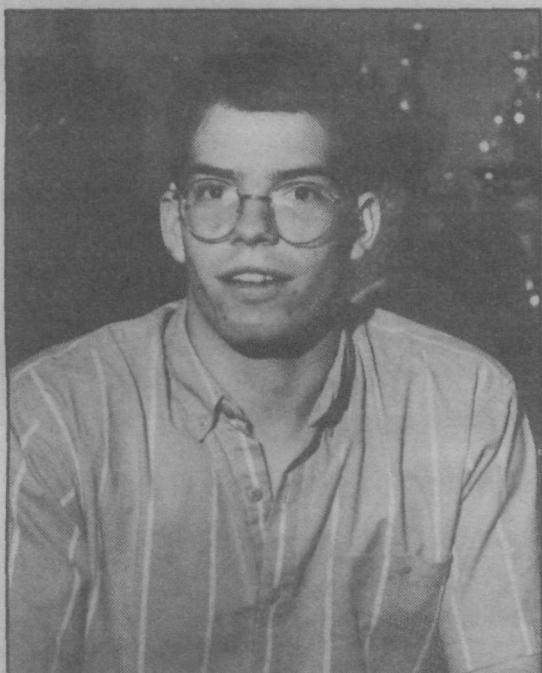


What was the most exciting, important or influential part of your Cornell education?



*'My first course here. It was a year's worth of biology in eight weeks in the summer. I wasn't sure I could do it, but I had to pass the course to transfer from Union College. Getting a B+ in that class made me think I could do anything. Next year? I just want to find a job in this market.'*

— Monica Anschel, West Hartford, Conn.  
Agriculture and Life Sciences



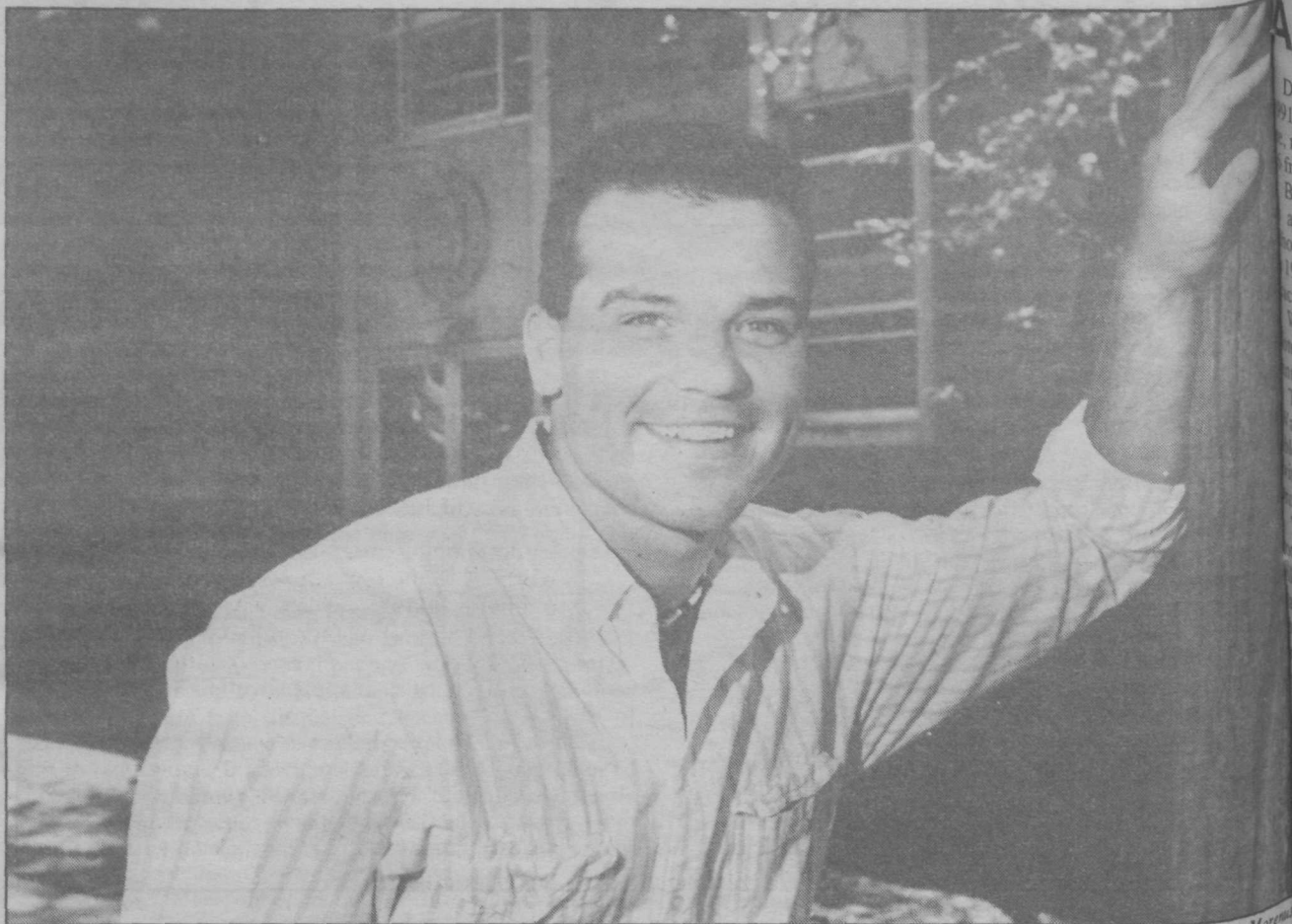
*'Sailing from Puerto Rico to Spain aboard a Mexican tall ship. It was part of a foreign exchange between the Mexican Navy and us. I'll remember it as long as I live. In six weeks on board a training vessel with only three other Americans, I had a chance to meet Mexicans and Guatemalans and to see San Juan, Malaga and Naples.'*

— Kelth Marburger, Wayne, Pa.  
Engineering; NROTC



*'Dragon Day. Our class built a two-headed, 40-foot tall, rebar [reinforced-steel-rod] dragon covered with chicken wire and paper mache and stuffed with newspapers so it would burn on the Arts Quad. That was the moment we came to grips with being a class and working together.'*

— Christine Nagamine, Honolulu, Hawaii  
Architecture, Art and Planning



Senior Class President Scott Miller

## 'We learned to be honest with ourselves'

by Scott Miller '91, class president

Senior. A title we looked forward to possessing throughout our first three years here at Cornell. Now that we have reached that senior status, who would have thought we would pass down our senior title, along with its meaning and traditions, so quickly to the Class of 1992? Where did the time go?

There are probably some of us who are anxious to graduate and begin the next stage of life, but I think most would like to put off graduation for at least some time. Maybe Cornell could allow Senior Week to run in to the beginning of August — giving us an opportunity to cement those friendships that have taken a back seat to the demands of Cornell academics.

I have found it disheartening that Cornell students, myself included, can become so preoccupied with their future that they do not take the time to reflect on how incredibly satisfying their past four years have been. For me, so much has happened since my first day at Cornell. For example, I met strangers who became my best friends; I found Ithaca's weather to be just shy of unbearable; I learned that an occasional "gut" course can be a healthy addition to a semester schedule; I became responsible for my decisions and actions; I realized nothing compares to mom's home-cooked meals — in essence, I grew up.

These past few years have been a tremendous growing and learning experience for me, both academically and emotionally. Cornell offers one of the most prestigious undergraduate curriculums in the United States, and I'm thankful for the challenges and opportunities it has presented me as a student. However, the education I received outside the classroom is itself unique and irreplaceable. Looking back at the last four years, I recall many good times as well as a few hard times. It was through these tough times that I learned the most about myself and others around me. For me, the hardest part about college was being honest with myself, admitting my weaknesses, and realizing the need for fundamental changes.

Surely college seniors throughout the country have all had their own unique growing experience. But I don't think that any other school has nearly as diverse a cross-section of backgrounds, cultures and ideas as we do at Cornell; it is this diversity that has enabled all of us to share and learn a little bit more than our fellow graduates elsewhere.

I would like to extend my congratulations to my classmates and offer best wishes for success in all future endeavors.

Scott Miller, from Burr Ridge, Ill., is graduating with a degree in industrial and labor relations. He will be a human-resource associate with Amoco Production Co. in Denver.

## Students receive recognition for their scholarship

Each year at this time, various Cornell and outside units honor student achievements. The list below is only a partial report on the many prizes awarded.

### Cornell Tradition

This is the third year that the Tradition Program has awarded special Senior Recognition Awards, which are designed to recognize exceptional work and community service commitments. Because Tradition Fellows are expected to work at least 250 hours during the academic year, spending time on community service and participating in campus activities and athletics while maintaining a strong grade-point average indicates that these are exceptional individuals. Five of the 10 are giving their awards to a non-profit organization; five have designated their award to be a Tradition fellowship.

The fellows are: from the College of Agriculture and Life Sciences, Michael Dreitzer; from the College of Arts and Sciences, Shehriyar Antia, Robert Baca, Andrea Brunetti, Jennifer Diamond, Kathryn Lawler and Tami Wardle; from the College of Engineering, Jonathan Stratton; from the School of Hotel Administration, Alfred Watts; and from the College of Human Ecology, Janet Meaney.

### College of Agriculture and Life Sciences

Academic Achievement Awards for 1989-90 went to Eric Gomes for highest average at the end of junior year; to Laura Corson and to Amy Zarrin for highest average at the end of freshman year; and to Catherine Johnson for transfer student with highest average. The Academic Achievement Awards for 1990-91 will not be given until the spring grades are available.

The Eastman-Rice Prizes for Public Speaking went to Hilary Altman, Heather Delson, Margaret Fee, Jonathan Fisher, Angelique Loscar and Eli Meir. The Albert Flegenheimer Awards, which honor students in food science, went to Kathy Chu, Julie Gluck and Keum-Taek Hwang. The Welch's Undergraduate Award, to Ricky Nurse and Karen Shepard.

The John Layer Memorial Award in agricultural engineering went to Matthew Atwood, Lori Morgan, Kimberly Scamman, Lauralynn Taylor and Husam Yousif. The William F. Dreer Award for horticulture went to Albert Joerger.

The Cyril Crowe Awards, made to two undergraduates majoring in applied economics and business management, went to Jennifer Berger and Brent Sohngen.

### Chemical Engineering

ABB Lummus Crest Award to Charles Kertell; American Institute of Chemical Engineers Prize to Kevin Lyons; American Institute of Chemists Award to Joel Freundlich; Outstanding Service Award to Carolyn Bell, Lisa Delamater and Garrett Grega; Dow Outstanding Junior to Stewart L. Taub; Outstanding Teaching Assistant to Mani Rahnama; Procter & Gamble Technical Excellence Award to Michael Jillson; Twin Tiers Outstanding Scholar to Russell Clay.

### Civil and Environmental Engineering

The MOLES Student Award was given to Laura Miller; the ASCE Student Merit Award to Patrick Ryan; the ASCE Student Service Award to Neville Rhone; and the ASCE John P. Riley '22 Award to Jonathan Stratton Jr.

### Ecology and Systematics

The Robert H. Whittaker Award, for the best oral presentation by a graduate student, to Gretchen A. Meyer for "Responses of goldenrod to feeding by a leaf chewing beetle and a xylem sap feeding spittlebug," and to Karen J. McGlathery for "Interactive effects of nutrient enrichment and grazing on seagrass community structure."

The LaMont C. Cole Award, for the outstanding paper by a graduate student or recent graduate of the section, to Nathan L. Stephenson for "Climatic control of vegetation distribution: the role of the water balance," and to Peter H. Wimberger for "Plasticity of jaw and skull morphology in the neotropical cichlids *Geophagus brasiliensis* and *G. steindachneri*."

### College of Engineering

The High-Point Schaefer Writing Competition winner was Francis Vanek, mechanical engineering, for "Appropriate Research for Appropriate Technology: How Engineers Can Help Prevent Poverty and Environmental Degradation in Developing Countries." Second place went to Basil Demeroutis, mechanical engineering, for "Codes of Ethics and the Practicing Engineer."



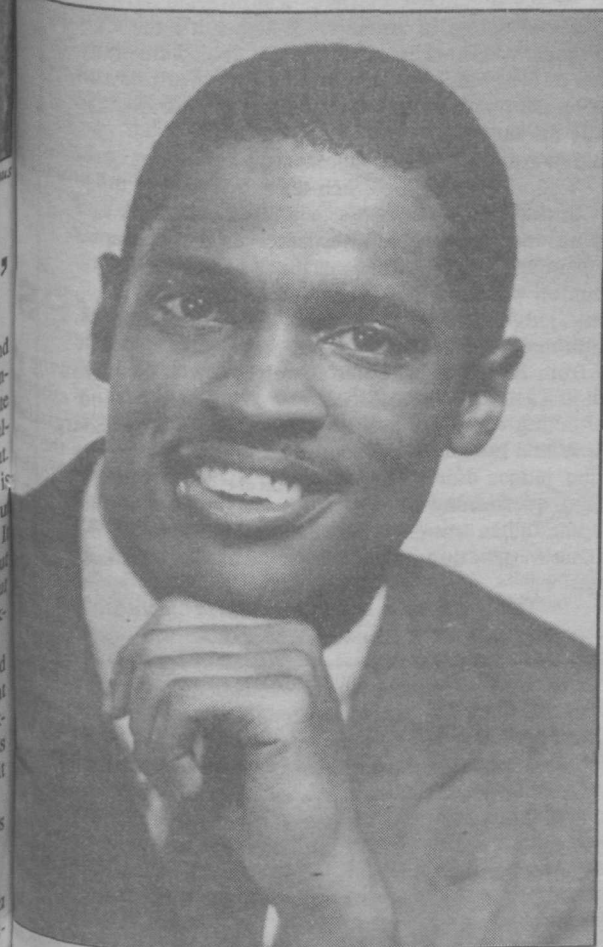
# A Hotel graduate returns to high school

Despite the depressed job market, Alfred D. Watts, the 1991 winner of Cornell's biggest cash prize for an undergraduate, received two job offers to begin after he graduates on May 1 from the School of Hotel Administration.

But he is passing up corporate employment to spend a year as a substitute teacher in the New Haven, Conn., public schools in an effort to inspire young students to attend college. In 1992, he plans to enter law school to prepare himself for the practice of hospitality law.

Watts, 22, a co-founder of the National Society of Minority Hoteliers, was selected by the Hotel faculty to receive the annual Joseph Drown Foundation Prize, a \$15,000 cash award. The award is based on a student's academic achievement (Watts' four-year grade-point average was 3.1 out of a possible 4.), university activities, career goals and community activities. Five other Hotel School students won \$1,000 each as Drown Prize finalists.

Watts also won one of the 10 Senior Recognition Awards from the Cornell Tradition Fellowship Program, \$2,500 that he will donate to his church, the United House of Prayer in New York, Conn. This award is based on student initiative in working to pay for his or her education, academic record and service to the Cornell community and to the student's home community.



Alfred D. Watts

Watts said that his church donation includes \$1,750 as a tithe, 10 percent of the two awards, because "tithing is an important part of my life."

He sang bass in Cornell's Pamoja-ni Gospel Choir. "Being a part of Pamoja-ni has provided me with a way to thank God for bringing me through the hardships that I have faced at Cornell," he said. "I am a devout Christian, and congregating with individuals who also have strong religious beliefs keeps me strong," Watts wrote in his application for the Drown Prize. "This has allowed me to excel in my other endeavors."

In nominating Watts for the Drown Prize, Dennis H. Ferguson, an associate professor in the Hotel School, wrote: "Alfred is probably best known for the professional demeanor which he exhibits at all times and for the friendly manner in which he deals with faculty, staff and fellow students. He has won the high respect of all constituencies of the Hotel School."

Roy Alvarez, a Hotel School lecturer, wrote in his recommendation: "How many students do you know that go back to their high schools to give motivational speeches? I don't know of many, but Alfred is one of them."

Alfred turned down job offers from Pepsi-Cola Co. and Marriott Corp. to work for a year with public-school students, but he will spend the summer in Pepsi-Cola's sales department in Baltimore.

"There are many talented students in my community [New Haven], but they are not being exposed to the many opportunities available to them," he said. "I have been giving motivational speeches at my high school in an effort to heighten the aspirations of the students."

"During the coming year as a substitute teacher, I plan to initiate a mentor program that will match high-school students with college students or recent graduates, who will serve as informal guidance counselors. It scares me to think back to my high-school graduation and remember my lack of direction."

Among his other university activities, Watts played in the percussion section of the Cornell Symphony Orchestra. From 1989 to 1990, he was president of the local chapter of the Society of Minority Hoteliers, which he had revived, and he helped organize the group's first conference of African-American, Hispanic, Asian-American and American-Indian hotel-school students from colleges and universities across the nation that belong to the National Society of Minority Hoteliers, which he co-founded.

Last fall, he studied with students from other universities in a Semester at Sea, sailing to Japan, Taiwan, Hong Kong, Malaysia, India, Seychelles, Kenya, Brazil and Venezuela — "truly the most enriching experience of my life."

Watts said that his father, Lustell Watts Sr., a retired group leader in a steel mill, "molded me into a man who could make his own decisions and accept the consequences with no one to blame. Also he instilled in me the belief that God deserves all the credit for my success."

Graduating seniors who won \$1,000 each as finalists for the Drown Prize were Liv Gussing, Geneva, Switzerland; Christopher A. Schallmo, Cheektowaga, N.Y.; Steven C. Schuller, Fort Lauderdale, Fla.; Susan E. Sidner, Kearney, Neb.; and Karla Vermeulen, Monterey, Calif.

The Drown Prize was established and endowed in 1985 by the late Joseph W. Drown, who owned and operated hotels in Hollywood, San Diego, Las Vegas and Los Angeles. Winners can use the prize money in any way that they wish.

— Albert E. Kaff

## achievements and service to community

The Buckles Prize, for outstanding senior research in bioengineering, went to Cindy Miller, chemical engineering; the Margaret Corbin Prize, to Lynne Keck; the Einwechter Prize, to the outstanding senior in service to school, to Ivan Batchelder; the Gregg Prize, for outstanding scholarship for a junior, to Robert Gleixner; and the Morgensen Prize, to Lee Reith.

### English Department

The Arthur Lynn Andrews Prize for Creative Writing for undergraduates went to Noel Dean Blackwood, Peter Tashjian, Kristadt and Carl Thorne-Thomsen. For graduate students, the prize went to A. Manette Ansary.

The Robert Chasen Memorial Poetry Prize to Burlin Barr Charlie Parker in Los Angeles; the Moses Coit Tyler Prize to Tim Melley; and the George Harmon Coxe Prize to Tashjian and Jason Bernbach.

The winners of the Corson-Bishop Poetry Contest were Cummins and Ryan Oba. Honorable mentions went to Bland, Susan Gilmore and Craig Triplett. The Dorothy Harmon Poetry Prize to Gwendolyn Diaz and Jill Kronstadt.

### Geological Sciences

The Chester Buchanan Memorial Scholarship, awarded to outstanding senior majoring in geology, to Susan E. Schallmo. The Michael W. Mitchell Memorial Prize, to a senior student who has proven adept in other fields as well as geology, to Curtis L. Ellett.

### German Studies Department

The Simmons Award for the best work in German to Jocelyn Anker. The Goethe Prize for the best essay on Goethe or German literature to Elizabeth West, a graduate student in German, for "Conflict, Collective Action and the Life of Ethnic Organizations: German Newspapers in China, 1846-1956." Second prizes went to Abigail Strubel and Kristian Aukerman.

### Government Department

The Bennett Prize to Aaron Pempel; Clyde A. Bennett Prize to David Einhorn; and the Kasdan-Montessori Prize to Aaron Kamell.

### School of Hotel Administration

In addition to Alfred Watts, who won the Drown Foundation Prize (see story, above), Drown awards went to Liv Gussing, Christopher Schallmo, Steve Schuller, Susan Sidner and Karla Vermeulen. The Properties Management Award went to Meredith Quigley and Rick Repp.

### College of Human Ecology

The Rice Speaking Awards went to Stephanie Stevens, Robin Walter, Heather Palmore, Glen Parker and Thomas Shields.

The Hillier Interior Design Award went to Brian Davies; Building Owners and Managers Association Award to Bethany Davis; Cornell Council of the Creative and Performing Arts Grants to Lori Osher, Howard Rumberg and Meichu Yang; and Forensics awards went to Alan Givens, Steve Hewitson and Heather Palmore.

Dean's Awards for Academic Excellence went to Rebecca Warne, Laurence Preston, Shun Yee Chow, Sung Son, Steven Feinberg and Cara Torruellas; the Outstanding Senior Award went to Kathleen Widomski.

### School of Industrial and Labor Relations

The faculty in the ILR School has selected the following seniors to receive annual awards given to graduating students:

The Daniel J. Alpern Memorial Prize, given to students who best represent leadership qualities and high academic achievement, to Charlotte Bischel and David D.J. Kim.

The Irving M. Ives Award, for good faith, integrity, responsibility, cooperativeness and good will, to Hallie Goldman.

The James Campbell Award, for respect accorded by the faculty for personal qualities and academic excellence, to Karen Lazar.

### John S. Knight Writing Program

The following prizes are for the fall semester. The James E. Rice Jr. '30 Prizes, for excellent expository writing in a freshman writing seminar, to Christopher Byron for "Consider Yourself a Plain or a Mountain"; Charles Keeton II for "Meditation in Turgenev's Fathers and Sons"; runner-up to Leah

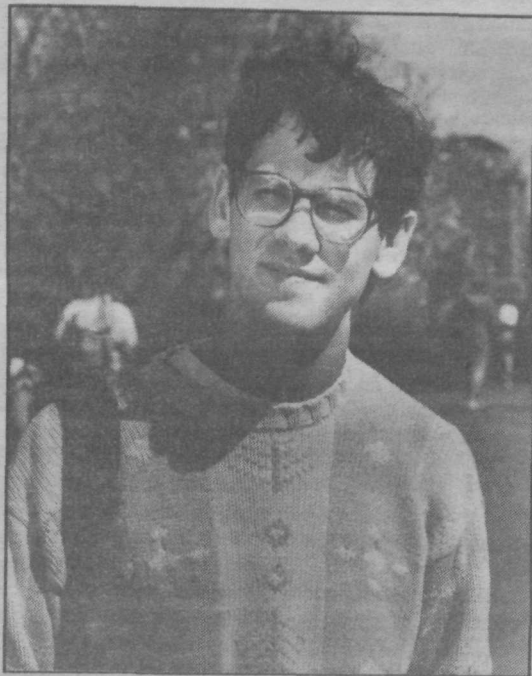
Continued on page 8

What was the most exciting, important or influential part of your Cornell education?



*'Field study in New York City. I worked for Perry Ellis, and it helped me become aware that the fashion world's a very political place. I worked in the showroom, helped the design team, went to classes at Parsons [School of Design] across the street and helped prepare for an AIDS benefit in November.'*

— Jin Seo, Washington, D.C.  
Human Ecology



*'That's a hard one. But I'd have to say a course on Karl Marx taught by Susan Buck-Morss. Her passion for the material made it one of the two or three best courses I took, along with Japanese political economy, taught by T.J. Pempel, and a government course by Peter Katzenstein.'*

— Josh Milberg, Berkeley, Calif.  
Arts and Sciences



*'Living at Ujamaa [residential college] last year. It made me feel like I was part of a family. Especially the Ujamaa Cafe. That's an ethnically-oriented night for people to show off their talents and raise money for a community center. You have this feeling of unity, of community, of everyone taking part. It's great.'*

— Angelica Allen, Irvington, N.J.  
Industrial and Labor Relations



# National speaking champion knows the power of words

As Dorothy Patton stood up to leave Cafe Decadence, a Collegetown coffee shop where she had been discussing the highlights of her Cornell public-speaking career, a young woman behind the counter called out, "Excuse me just a minute," and stopped her.

It was midmorning, the shop was nearly empty, and the woman in the apron had overheard Patton's conversation. "I just wanted to tell you I heard you give that speech you were talking about, and it was excellent," she said. "Usually when I'm catering [events with after-dinner speakers] I don't even bother to listen to the speeches. I just tune them out. But yours was great."

The 21-year-old Patton smiled, and she looked both poised and ingenuous.

"She's a national champion, but this hasn't affected her," said Pamela Stepp, director of Cornell Forensics, which has ranked among the top five teams in the country for the past four years. "Dorothy's known all over the country, wherever we go. People are always coming up to me and saying how wonderful she is and how talented."

At the Cornell forensic team's annual awards banquet, Patton, who was vice president this year, was voted most outstanding speaker and most helpful to newcomers — two awards that seldom go to the same person.

"Many times you find people with such big egos that they're not helpful to newcomers; not Dorothy," Stepp said.

Patton joined the team as a freshman, the same year Cornell made a comeback and finished first among 525 schools in national competition.

Last year, Patton wrote and delivered a prize-winning after-dinner speech, one that uses humor to make its point, on litigation mania. Everyone knew she was headed for law school — she has been accepted at New York University — so it was especially funny that she chose to talk about the American craze of suing everyone in sight, said Stepp.

This year, the senior, who moved nine times while growing up, wrote after-dinner speeches on the importance of a home and leadership. She was a national champion in after-dinner speaking and poetry reading. At another national tournament, she was a semifinalist in persuasive speech, and she made quarterfinals in rhetorical criticism and just missed the final rounds in impromptu speech at a third tournament.

But even though her after-dinner speeches were her



Peter Morenus

Dorothy Patton

most successful speeches, the one that meant most to her was a persuasive speech she delivered about a dozen times this year at tournaments across the country.

She borrowed the idea for it from a poster she had seen last year at Mankato State University in Minnesota. The team had gone there for a national tournament. Patton was standing in a hallway waiting for one of her preliminary rounds to begin when she noticed a poster on a classroom door.

The poster showed three sports pennants and inside each one was written a team name: the Pittsburgh Negroes, the Kansas City Jews and the San Diego Caucasians. Underneath the pennants was written "The Cleveland Indians. Maybe now you know how Native Americans feel. We're people, not mascots."

Patton was shocked. She decided to write a 10-minute speech on the theme.

"I wanted to hit people with something that would shock them like that poster hit me. As an African-American woman, I would have thought I knew about all forms of oppression, but I had never thought about how derogatory this characterization of Native Americans was," said Patton.

She went to Steve Fadden, an American-Indian lecturer in the Communication Department, and asked for help in outlining the issues and tracking down the poster, which turned out to have been published by Concerned American Indian Parents. Stepp encouraged her and so did other members of the team, whom Patton calls "my second family."

In the speech, Patton started out in an announcer's voice talking about Aunt Jemimah, the mascot of the Newtown Negroes team; then, Edith Goldstein, mascot for the Jaskville Jews; finally comparing these to the Redskins.

"It was very offensive and very derogatory," she said.

Sports teams named for American Indians present caricatures, Patton argued: American Indians are seen as evil or sneaky tomahawk carriers, scantily-clad savages with the wild nature of animals. Whether it's the Chicago Blackhawks hockey team, the St. John University Redmen or the countless high schools with Warriors and Braves on the playing field, the message about Indians is basically the same.

"Native-American dance displays are a religious ceremony," Patton added. "So when team mascots do those dances during half-time shows, beating their drums and whooping and hollering, it's the same as if a character dressed up as the Pope went out on the field and threw communion wafers to the stands."

Some judges praised the speech. Earlier this month, at a tournament in West Virginia, a speech-and-debate coach from Michigan who had heard Patton deliver the speech in Tacoma, Wash., earlier in the year told her that after thinking about her talk he had decided not to wear his Cleveland Indians T-shirt anymore.

Other judges didn't see her point. "Come on, now," they said, questioning whether there was anything wrong with some Indian war-crying on the football field.

Patton's reaction: "Maybe I wasn't shocking enough."

—Carole Stone

## Student awards continued from page 7

Ruth Shafer for "Illusion in 'The Sandman.'"

The Elmer Markham Johnson Prize to Christopher E. Lazzerini for "Lions in the House of the Lamb: Early Medieval Viking and Irish Churches"; runner-up to Erik Biberbauer for "Vehicular Mayhem in Three Short Stories by Flannery O'Connor."

The John S. Knight Prizes for Assignment Sequences, to Sabrina Barton, Ken Bender, Mark Crimmins and Sam Stoloff.

### Near Eastern Studies

Tenenbaum Prize for first-year Hebrew to Mamie Girshon; for second-year Hebrew to Brent Stockwell; for third-year Hebrew to Lenore Labi. The Turkish Language Prize to Richard Dietrich; Arabic Language Award to Catherine Sweet.

### Olin Graduate Fellowship Program

The Spencer T. and Ann W. Olin Graduate Fellowships create "a means of recognition and support for students of exceptional ability and promise," according to President Frank H.T. Rhodes. This year's recipients are Ajay Agrawal, history; Vivek Bhatt, mechanical engineering; Claire Foley, linguistics; Mary Lanzerotti, physics; Rudolf Meier, entomology; Daniel Schott, biochemistry; Chana Silberstein, human development and family studies; and Janet White, architecture.

### Peace Studies Program

The Harrop and Ruth Freeman Prize in Peace Studies to Miriam Aukerman, a senior college scholar majoring in history.

### ROTC

The Professor of Naval Science Award went to John Toronto; Professor of Aerospace Studies Award to Jay D. Kerecman; and the Lieutenant R. Bruce Hart Memorial Award to Matthew T. Duffy.

### Robinson Appel Humanitarian Awards

The Robinson Appel awards, offered for the first time this year, are designed to encourage students to become involved in community service. They were awarded to Janet Meaney, College of Human Ecology; Jonathan Spira, Johnson Graduate School

of Management; and Neville Rhone and Greg Singh, College of Engineering.

### Romance Studies Department

The Corson French Prize for the most distinguished essay in French philology or French literature was awarded to Tamara Parker; second prize to Sandy Hampson.

The J.G. White Prize for excellence in Spanish to Kate Lawler and for excellence in English to Ana F. Gomes. J.G. White Scholarships were awarded to Deborah Church and Patricia Santiago-Munoz.

### Theatre Arts Department

The Forbes-Heermans and George A. McCalmon Prize for playwriting to Venice James. Second place, to Daniel Nah; and honorable mention to Christopher Harris.

### Veterinary Medicine

The Horace K. White Prize, for the student with the highest academic record, went to Kimberly Stanz.

The Malcolm E. Miller Award, for demonstrated perseverance, scholastic diligence and other characteristics that will bring distinction to the profession, to Carol Gamez.

The Gentle Doctor Award, given to a fourth-year student who exemplifies enthusiasm, motivation and dedication to the delivery of excellent patient care, went to Dorie Cesaratto and Julie Thorndyke.

The Wild Bird Research and Rehabilitation Award to Richard Rotmistrovsky.

The A. Gordon Danks Large Animal Surgery Award to Michael Abdella.

### Women's Studies Program

The Beatrice Brown Awards are given to graduate students working on some aspect of women and gender. This year's winners are: Mary Bartley, ecology and systematics; Gina Bisagni, human development and family studies; Caron Bove, nutritional sciences; Simone Buechler, city and regional planning; Stephanie Buechler, public affairs; Dionne Espinoza, English; Catherine Gelbin, German studies; Sara Tjossem, ecology and systematics; and Tamara Wang, German studies.

The Judith Ellen Kram Award went to Sarah Averill, a junior in the School of Industrial and Labor Relations.

## French major is Marshall Scholar

Senior Jennifer Jo Dean says she applied to Cornell on a whim, explaining that "hardly anyone at Pottsville (Pa.) High School ever applied to Ivy League schools."

Four years later, Dean, who is highly proficient in French and somewhat fluent in Russian and German, says she can look back at many "wonderful things here." Foremost are living in the Language House, where only foreign languages are spoken (French, Italian, Russian, German, Spanish and Mandarin), and spending her junior year at the University of Paris under the Cornell Abroad program.

With Paris and Cornell behind her, she is looking forward to two years of graduate study in linguistics at a British university under a Marshall Scholarship.

Dean is one of 30 recipients this year of the prestigious scholarships, awarded annually since 1953 "to finance young Americans of high ability to study for a degree in the United Kingdom."

Dean, whose hometown is located in the heart of Pennsylvania's economically depressed anthracite-coal region, said: "I was absolutely terrified when I visited the Ithaca campus, but I was also excited by its diversity and how difficult it would be."

She will graduate from Cornell with a 3.9-plus grade-point average with a major in French linguistics and a minor in international relations. Dean, who is from a single-parent family (her mother is a nurse), paid for all of her education through work-study jobs, scholarships, grants and about \$15,000 in loans. She was assisted by the Cornell Tradition, a program designed to help students of outstanding academic and extracurricular accomplishments who are working their way through school.

In retrospect, she said, "Being forced to work while studying was one of the best things about my years at Cornell."

"I think you work better when you don't have a lot of time on your hands," explained Dean, who took 16 credits in her final term when she needed only two to graduate. She wrote an honors thesis on the use of pronouns, based on tapes she made of French children.

In addition to about 20 hours a week in work-study jobs, Dean sang in the Cornell Chorus, was a flutist with the Big Red



Peter Morenus

Jennifer Jo Dean

Marching Band, and taught English to refugees from Southeast Asia, Russia and the Ukraine through an Ithaca-based refugee program.

"There is nothing like getting off campus to widen your view of life and the world in seeing the plight of others. It certainly helps to stop feeling sorry for yourself about all the homework," Dean said.

During the summer of 1990, following her junior year in Paris, Dean worked as a translator for a Paris business firm.

Her interest in languages began in grammar school, when she learned sign language simply out of curiosity, and maybe to tease her younger brother, who now is a junior at Carnegie Mellon University.

"I'd make signs at him and laugh when he didn't understand," she said, adding with a smile that their relationship is a bit more loving these days.

But it was this experience working as a translator in Paris that solidified her interest in linguistic research and in developing theories and methods for teaching languages.

—Martin B. Stiles



# Discovering just how good she really is

As the Kane Invitational indoor track-and-field meet wound down, middle-distance runner Stephanie Best flopped onto a foam cushion under the pole vault. At 110 pounds, her 5-foot, 6-inch frame barely made a dent.

She looked relaxed. Thirty minutes earlier she won the 800 meters — the half-mile — by a full 10 seconds. Her time of 2:09.74 was close to her best yet for an indoor half-mile, and she did it without strain.

No one was surprised when Best headed into the home-stretch alone. The 21-year-old Cornell senior is a five-time All-American who could be headed for the Olympics. For her, the Kane meet was a tuneup.

That wasn't so just two years ago.

It was at this same meet in 1989 that Best first discovered she has what teammate Loren Mooney calls "wicked speed."

She had been running the quarter-mile for a year. She flubbed her first college race, an indoor half-mile at West Point, and track coach Jack Warner thought she wasn't strong enough for longer distances. He put her in the quarter-mile and left her there.

But freshman Best started to show her stuff. She finished sixth in the Ivy League in the quarter-mile. In cross-country the following fall, she made a strong showing. Her coaches were surprised: speedy quarter-mile runners rarely have the endurance for three-mile cross-country races.

Warner decided to give Best a try in the half-mile.

"It was three weeks before the Heptagonals [the Ivy League conference] and I went in there thinking this was my only chance at the 800," Best said.

"My mom was there, too," Best recalled. "She had never been to Cornell before. And I especially wanted to run well because she was there."

"As I came down the back stretch I could see Grant Whiney [a volunteer coach] down at the far end going nuts, jumping up and down, and I guessed I was doing pretty well," Best said.

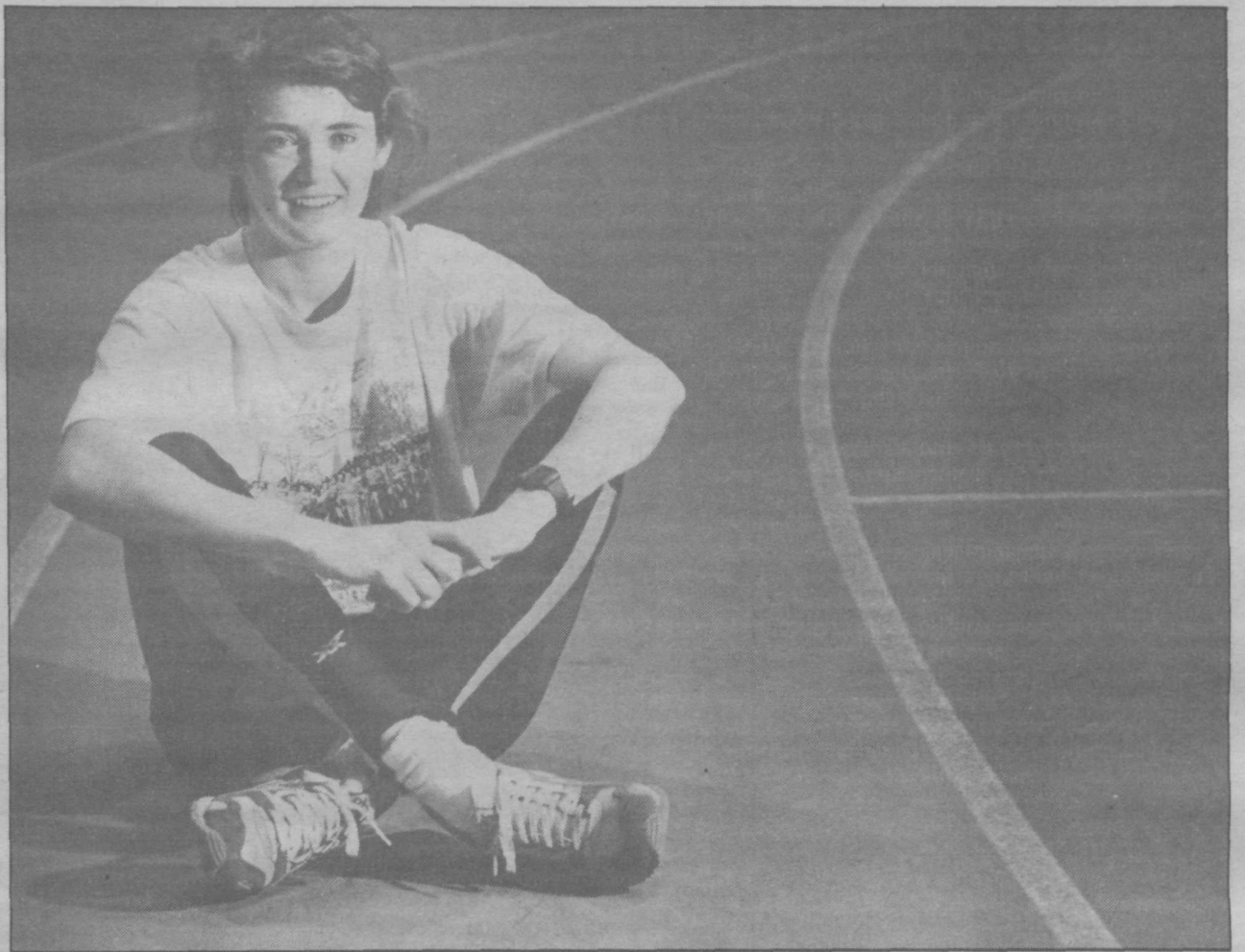
Her time of 2:09.24 was good enough to qualify for the National Collegiate Athletic Association championships. Assistant coach Mark Bilyk knew this was a day that marked a change in Best's career.

"As soon as she did it you knew it wasn't a fluke — that she could do it and had the potential to run even faster. I think deep down she always felt she could run that fast but never had the opportunity," Bilyk said.

"In one year she had gone from a good local or state runner to a college athlete to one of the top college athletes in the country. It's everything a coach hopes for and even nicer when it's someone who was good in high school but not great. A lot of people heavily recruited by big-time track schools never ran that fast," he said.

Best had started running in seventh grade. She was Louisiana state champion in cross-country and the mile when she graduated high school. But she wasn't considered good enough for offers of athletic scholarships. Just as well, she told herself.

"If I went to a school that gave athletic scholarships, it would be easier to be overwhelmed with the world of track



Peter Morenus

Olympic-hopeful Stephanie Best on the Cornell track.

and field," she said. "Being at Cornell means I'm here for my academic merits, and I'm not a running machine."

Best trained hard, running with the men on the Cornell team to develop speed.

"She was more aggressive than the other girls. If she wanted something, she would do it," said Terry Goode-nough, a former All-American who voluntarily assists the team.

When Best competed in the national championships as a sophomore and finished sixth — earning a place on the All-American team — her victory encouraged the whole Cornell team.

"It helps having someone that good because then there's someone to gauge from. And it helps that she's not always saying she knows what's best," said Best's teammate and housemate Mooney. Mooney and Best share a house with a third member of their relay team, Jennifer Cobb, and two men on the team.

"Steph asks a lot of questions about how to race," Mooney said. "She's always talking to Lou [Duesing, Cornell's head track coach]. Even at away races, she'll call up one of the coaches [on the telephone] and ask for advice."

Goode-nough predicts Best will reach her peak in another four to six years and make it into the Top 10.

"She's gifted, like Beethoven or Mozart. You put them in front of a piano and they can play. Stephanie knows how to race — instinctively," he said.

When two-time Olympic marathoner and Cornell graduate Pete Pfitzinger heard Best had run 1500 meters in 4:09.85 at national championships in North Carolina last year, he telephoned Warner to ask if it was true — because that was world-class time, he said.

An English major raised on classical music by a father who plays bassoon with the New Orleans Symphony Orchestra and Santa Fe Opera and a mother who teaches elementary school music, Best says she is thinking about graduate school or developing a career in arts administration.

But first, she will devote at least a year after graduation to running, starting with this summer's World Student Games in Europe, if she qualifies. Then she hopes to train with a college team, perhaps with sponsorship from an athletic-shoe manufacturer or with a part-time job arranged by the U.S. Olympic Committee.

As soon as Best tells you there are only five women in the country who can run 1500 meters faster than she can (4:09.85), she adds that the U.S. Olympic team will take just three milers to Spain in 1992. To earn a place on the team, she'll have to beat two of them.

Can she do it? And can she beat the world record time of 3:52 for the 1500 meters?

"Who knows?" she said. "You never know. And that's the fun of it. That's the whole reason for running."

—Carole Stone

## Teachers are honored for their excellence by students, peers

### Agriculture and Life Sciences

Two faculty teaching awards — the Professor of Merit Award, selected by seniors, and the Edgerton Career Teaching Award — will be presented at the senior banquet on May 24 and at the alumni breakfast on June 8, respectively. Those awards are kept secret until those dates.

At a luncheon earlier this spring, the college honored 32 teaching assistants as Outstanding Graduate Teaching Assistants. They are: from agricultural and biological engineering, David Crohn; from agricultural economics, Xavier Bejarano and Douglas Miller; from animal science, Sandra Larson and Ralph Marcucio; from introductory biology, Jeffrey Kidder, Marion Preest and Sarah Langrish; from L.H. Bailey Hortorium, Paul Manos; from biochemistry, molecular and cell biology, Eric Rasmussen; from biometrics unit, Rick Cleary; from communication, Patricia Moy and Joan Popovich; from ecology and systematics, Timothy Crews; from education, Kenneth Hill, Mary Joyce and Daniel Smellow; and from entomology, Kenna MacKenzie.

Also, from floriculture and ornamental horticulture, Katherine Eckenrode; from food science, Kenneth Shapiro; from fruit and vegetable science, Michael Biltonen; from genetics and development, Nancy Brown; from landscape architecture, William Chamberlain; from microbiology, Patricia Siering; from natural resources, Betsy Landre; from neurobiology and behavior, Satoshi Amagai; from physiology, Linda Pacioretti; from plant biology, John Andersland; from plant breeding, Joyce Van Eck;

from plant pathology, Magdalen Lindeberg; from rural sociology, James Cruise; and from soil, crop and atmospheric sciences, Seth Frisbie.

### College of Arts and Sciences

Five lecturers and five teaching assistants are recipients of 1991 Clark Awards for Distinguished Teaching. They are: lecturers Eleanor Dozier, Spanish; John Heiser, ecology and systematics; Andree Levy, French; Sandra McGuire, chemistry; and Julian Wheatley, Chinese; teaching assistants Sean Downing, physics; David Johnson, English; Andreas Kriefall, comparative literature; Phat Vu, physics; and Stacey Young, government. The Clark Distinguished Teaching Awards for faculty will be presented this fall.

### College of Engineering

Keith E. Gubbins, the Thomas R. Briggs Professor of Engineering, was awarded the 1991 Excellence in Teaching Award. The award, which carries a \$2,000 prize, is sponsored by the Cornell Society of Engineers, an alumni group, and by the Cornell chapter of Tau Beta Pi, the national honorary society in engineering.

Honored with Dean's Prizes for Excellence and Innovation in Teaching were Anthony R. Ingraffea, professor of civil and environmental engineering; Peter L. Jackson, associate professor in operations research and industrial engineering; Samuel E. Landsberger, assistant professor of mechanical and aerospace engineering; J.

Richard Shealy, assistant professor in electrical engineering; Robert J. Thomas, professor of electrical engineering; Steven Youra, director of Engineering Communications Program; and lecturers in Engineering Communications Program David Adams, Penny J. Beebe and Susan Hubbard.

Michael L. Shuler has been named winner of the 1991 Professional Progress Award for Outstanding Progress in Chemical Engineering by the American Institute of Chemical Engineers.

In the School of Civil and Environmental Engineering, the John E. Perry Teaching Assistant Prize went to Christopher White; the Exemplary Service as a Teaching Assistant Award to Mark Valenzuela; and the Chi Epsilon CEE Professor of the Year went to Mary Sansalone, assistant professor of civil and environmental engineering.

### College of Human Ecology

The Alumni/Kappa Omicron Nu Distinguished Teaching Award went to Lois Gosse, senior lecturer in consumer economics and housing.

### Law School

The Roscoe Pound Foundation recently announced that Professor Faust F. Rossi was among eight law teachers who had been awarded the certificate of excellence for work in teaching trial advocacy. The foundation presents the award annually to law teachers who have demonstrated the highest skills in teaching advocacy and in

training a new generation of trial lawyers.

### Veterinary Medicine

The Norden Distinguished Teaching Award went to Dr. William E. Hornbuckle. The Beecham Award for Research Excellence went to Dr. Judith A. Appleton.

### Gamma Sigma Delta

Gamma Sigma Delta, the international honor society for agriculture, presented Anita Racine, a senior lecturer in textiles and apparel, a Certificate of Merit for her standard of excellence in teaching.

### Chancellor's Awards for Excellence

The Chancellor's Awards program for Excellence in Teaching was created in 1972, later expanded to honor librarians and members of the professional service with distinguished performance in the State University of New York system. Each award winner receives an inscribed certificate and a medallion.

Ruth Constantine, director of administrative operations in the College of Human Ecology, received a Chancellor's Award for Excellence in Professional Service.

Brian O. Earle, senior lecturer in communication in the College of Agriculture and Life Sciences, and Cindy Hazan, assistant professor in human development and family studies in the College of Human Ecology, received Chancellor's Awards for Excellence in Teaching.



# Parking plan starts in July

A parking-and-transportation plan — with free A-Lot parking, a three-tiered fee structure and incentives for those who car-pool or commute by bus — has been approved by President Frank H.T. Rhodes and will take effect in July.

The plan, endorsed by the University Assembly's Committee on Transportation Services (COTS) and by the Assembly's Executive Committee, was cleared by Rhodes and the executive staff after a final discussion May 8 at the Faculty Council of Representatives (FCR).

During the FCR discussion, Senior Vice President James E. Morley Jr., in response to Professor Isaac Kramnick, said that he thought the 70 meetings over more than six months had fully aired campus views on the plan and that he did not favor the further discussion that Kramnick asked.

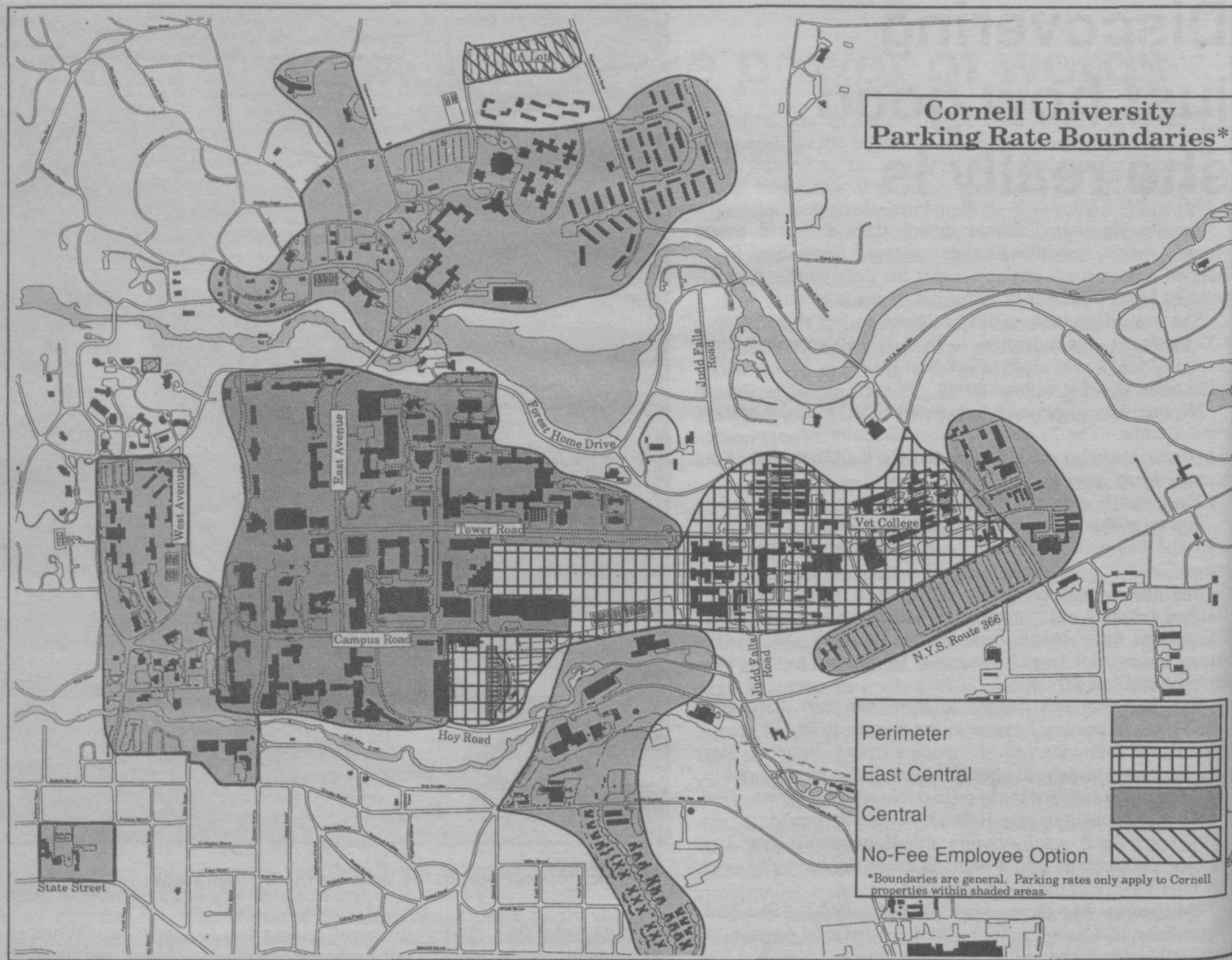
And at the close of the FCR discussion, which included both praise and criticism of the plan, Provost Malden C. Nesheim said: "No plan is going to make everyone happy, [but] there has been lots of consultation, and it's time to move ahead."

The plan has been revised several times in response to suggestions from COTS, the assemblies' leadership, employee Trustee Dwight Widger and the campus community. But, the basic thrust has not changed since a first draft was introduced last fall.

As COTS member Professor David Wyatt put it, carrots and sticks were developed in order to reduce on-campus parking, which is already oversubscribed. What has changed in the final plan, Wyatt added, is that the sticks have been softened.

Under the plan, central-campus parking permits will rise about \$100, to \$360 a year; perimeter permits will cost \$180; east-central permits, \$270. (See map for locations.)

The university will subsidize bus commuting, will promote park-and-ride arrange-



ments, will offer occasional parking permits for bus commuters and for those not using any formal plan, and will provide emergency car service for bus commuters who occasionally need to leave campus.

Full details of the plan and its financial incentives will be included in materials to

be sent soon to all employees. Employees with questions on the plan may call one of two hot-lines: 255-PARK or 255-RIDE.

Financial incentives for car pools are:

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

four, a \$180 rebate.

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

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

## James McConkey *continued from page 3*

acres of land in Trumansburg, McConkey quietly explained it this way: He had the misfortune of being with E.P. Dutton Inc. when it was taken over, and his editors and supporters were fired in the process. He also senses a diminished interest in the spirit and the moral interests of which he writes.

But McConkey fully enjoys the recent interest from Dillard, Godine and Pantheon. "It's nice to feel wanted again," he said.

Not that there has ever been a shortage of people who appreciate McConkey's presence around here. From the secretary of the English Department, who says McConkey is "the nicest man one could

graduates looking for understanding of their own lives, and they are not being given much encouragement to find the meaning," he added.

"I believe if you read well and the book is good, you will better understand yourself and human relationships and the predicaments of any period. It helps you form your moral and spiritual character.

"But this shows how far I am separated from contemporary theorists and critics. This would be laughed at today by theorists who link all texts, from USA Today to King Lear," he continued.

While many senior professors introduce classes and then let someone else teach them, McConkey has never done so with this class.

"The fact that Jim has taught that course right through the years tells you a lot about who he is," said Lamar Herrin, a writer and professor of English. "He thinks it is of absolute significance, perennial importance."

It is a belief in values that characterizes everything McConkey does.

"One of the nice things about Jim — as a writer and a teacher — is that he is not ashamed to uphold a moral point of view," said Herrin. "There was a time when being moralistic was fashionable. But now it is a time of amoral theory, in terms of teaching and approaching literature. Yet Jim has managed to maintain that moral stance toward literature without seeming old-fashioned."

McConkey writes about this in "To the Distant Island":

"Call me Jimski, a romantic by temperament, a believer in the spiritual equality of all human beings; a person who could speak, sometimes eloquently and sometimes not, about novels and plays and poems, but one who always felt that in raising his voice to lecture on a novel to an auditorium of students he was, in a sense, engaged in a lie — that is, was transforming by the volume and rhetorical nature of his voice certain subjective evaluations into objective facts and fixed principles," he writes.

His desire in teaching, therefore, is to build confidence in his students, as, he continues to explain in that book, "I ask[ed] them to trust themselves, to listen to their inner voices."

This is the quality of McConkey that attracted a former student, Joe Bruchac, to him, influenced him to pursue writing and to name his son after McConkey. (He is not the only student to have done so.)

"What Jim represented to me was the ability to speak with a clear and honest voice to the things you believed in. And I knew he had enough honesty and courage to accept other voices, not want to make them just like him, so I trust Jim and he has never, ever betrayed my trust," said Bruchac '65, owner of Greenfield Review Press and Ithaca House Press in Greenfield Center, N.Y.

"Jim nurtures the spirit as well as the talent. He always pointed out what worked — 'This bit of dialogue, this foreshadowing,' — then said, 'This could be better here, you might want to take that away there.' That approach indeed builds confidence."

Such a generous spirit is different from that of many writers, said Herrin. "Writers are notoriously envious, watchful and resentful of others' success. But Jim isn't like that. . . . He deals with students as his friends. He is a peer with everyone."

But if McConkey's belief in spiritual

equality is one characteristic that has made him an inspiring teacher to many, so is his remarkable ability to retain freshness about writing and literature, even after 35 years of teaching both.

"It's as if every story he reads is the first one he has read. I have never seen him get jaded. He can be very slow and yawn a lot," Herrin said, laughing as if McConkey would laugh at that observation, too. "But teaching creative writing is very difficult. You have to maintain freshness. And Jim really does. He is the ideal teacher in that respect."

And if this stems from his love of teaching, so, then, does his recently renewed success as a writer stem, at least in part, from his love of the subject he teaches.

"People talk about writing as if it is agony, a chore, a burden. To me, it brings some of the happiest moments of life, the moments when you feel and know something sounds just right and you think you might reach out and have some effect on other people," McConkey said, his blue eyes bright with the thought.

"If I could have that feeling forever . . . it would be just spiritual ecstasy."

—Lisa Bennett

**CORNELL**  
*People*

ever want to meet," to his recent students who say you just cannot dislike the man, to former students who come back to visit even decades after studying with him — McConkey has long been a popular teacher.

Until he reached the age of 65, McConkey taught full time, as a professor of English, in creative writing and literature courses. Then, for the past five years, he officially taught part time, though he still worked 70 hours a week.

Many of these hours, he noted, are spent reading — books for classes and students' works — on a chaise lounge on the porch of his farmhouse. It's nicer than office work, but it is still work, he says.

At least two days a week, over the past 10 years, have been spent preparing for his well-known class, Literature and Value. In it, he invites guests to discuss a book that had an influence on their lives and encourages students to write of their own reactions to it before he or the guests comment on it in class.

This design came in response to the pervasive influence of deconstructionism.

"I started the class because I saw a decreasing concern with the relationship of life to literature," McConkey said.

"It seems to me there are a lot of under-

## Baseball players *continued from page 1*

model, the students factored in every player and team statistic, including batting averages, home runs, games played, earned-run averages, times at bat and innings pitched. Player salaries were keyed into the computer along with their rankings on injury probability, performance consistency and career stage.

Other factors planted in the model include past and predicted attendance figures and concession sales, and population of club cities.

In a report on their work, the students wrote: "We came up with a tool to help the general manager make these types of decisions [acquiring players, renegotiating a current contract or trading a player]. We did this by thinking of each player as an individual investment and then coming up with a return on investment."

Their report left no bases untouched. "For the Mets, every additional home run

results in 15,923 more fans coming to Shea Stadium each year, and every additional drop of 1.0 in team ERA results in 664,483 more fans coming to Shea Stadium each year," they wrote.

Many statistical studies have been made of professional baseball teams. But the students believe that their model is the first one developed to serve as a financial analysis of player transfers.

"We have developed a more systematic way of translating statistics and expected performance into bottom-line figures," they wrote.

Smidt, their professor, said that the three students "definitely are on to something. I was really surprised at how much they could account for with the statistics available to them. Working with club managers, they could do even more. Their analysis is sound."

—Albert E. Kaff



## Tubing



Bruce Wang  
Leonard H. Weinstein, the William B. Thompson Scientist at the Boyce Thompson Institute for Plant Research, transfers samples as part of his studies on the metabolism of specific chemical inhibitors of polyamine biosynthesis. The inhibitors prevent infection by many plant fungal pathogens.

## Science and Technology Department begins in fall

A new Department of Science and Technology Studies will be formed here this fall — making it the first such department at an Ivy League university. The move has been approved by the College of Arts and Sciences faculty; the Board of Trustees is expected to take action this weekend.

STS graduate studies will also be introduced with the help of a National Science Foundation grant of \$920,000 over five years, beginning this fall. The new department will be an expansion of two current Cornell programs combining studies of science, technology, society and history.

The new department and grant are considered significant advances in the status of the interdisciplinary study of science and technology institutions and processes as a whole, and of their relationship to society.

"What the university is doing by creating STS as a department is to say that this side of science — the side that studies the ways in which human beings approach the study of nature — is just as important as the side that studies nature," said L. Pearce Williams, the John Stambaugh Professor of the History of Science.

"If we want to produce a citizenry that can make judgments, then we have to know something both about how nature works and how science works," Williams added.

A new undergraduate major and a graduate concentration in science and technology studies will be introduced with the new department. These will complement the existing undergraduate major in biology and society and graduate training in the Program on the History and Philosophy of Science and Technology.

The STS Department will be formed by merging the Program on Science, Technology and Society, directed by Sheila Jas-anoff, and the Program on the History and Philosophy of Science and Technology, directed by Williams. Both prepared the proposal for the new department. The STS Program, formed in 1969, was one of the first such programs in the country.

Faculty of the department, as of the programs, will include scholars in the fields of law, history, philosophy, biology, biochemistry and ecology. Among the issues they

will examine are: the capacity of social institutions to understand scientific knowledge, the impact of uncertainty on scientific and social paradigms, the relationship between policy formulation and knowledge change, and the ethical and moral implications of alternative approaches to managing science and technology.

Or, as Williams put it: "How do we know how far to trust science? What are the processes by which we come to these

*'What the university is doing by creating STS as a department is to say that this side of science — the side that studies the ways in which human beings approach the study of nature — is just as important as the side that studies nature. If we want to produce a citizenry that can make judgments, then we have to know something both about how nature works and how science works.'*

— L. Pearce Williams

judgments? And why are some scientists listened to and others not?"

Students in this field are expected to include "students who are afraid of science and will, through this, be able to understand something about it; and scientists themselves who have failed in many ways to recognize the social and human dimensions of what they do," said Williams.

It has not yet been announced who will be chairperson of the new department.

The idea for the department stemmed from a recommendation made in late 1989 by Robert Barker, then senior provost, that a committee consider such a move. This led to a broad consensus among faculty to merge the interdisciplinary programs, Williams said.

— Lisa Bennett

## Female wattled jacanas choose promiscuity, researcher finds

A study of a tropical bird species in which females have won the battle of the sexes reveals that the female birds exhibit behavior, such as promiscuity and infanticide, that is practiced by males in species where sex roles are not reversed.

Biologist Stephen T. Emlen says the shorebird called the wattled jacana provides a rare opportunity to study sexual-role reversal. The males tend eggs and care for the young while the dominant females guard territory and solicit other sexual partners.

Emlen's study of the jacana — also known in some cultures as the "Jesus Christ bird" for its ability to seemingly walk on water — will be featured in one episode of the BBC-produced documentary, "The Trials of Life," to be aired by TNT (Channel 24 on Ithaca cable) at 8 and 11 p.m. Friday, June 7.

The jacana, also called the lily trotter, performs its water-walking feat by stepping on floating vegetation and dispersing its weight through extraordinarily long, five-inch toes. About the size of a small quail, the bird lives in swamps or in wide rivers. Females are 50 percent larger than males and compete strenuously for mates.

"The female jacanas are much more aggressive and totally dominant over the males," says Emlen, a professor of neurobiology and behavior. "All the jacanas worldwide have this system where the males have taken over the work of raising young."

The jacanas are polyandrous — the female version of polygamy. Scientists are discovering that true monogamy in the animal world is very rare, Emlen says. In the majority of cases of seeming monogamy, males frequently attempt to copulate with additional females. Many of these extra-pair copulations are forced by the male, which makes it difficult to determine if females gain any adaptive advantage from promiscuity. The jacana, however, is different.

"If it were in the female's best interest, in terms of rearing a maximum number of offspring, to copulate with only one male, she could always do that," Emlen says. "Sexual relations are under the female's control in this species."

Instead, a very successful female jacana will have as many as five mates at once and will copulate with multiple partners when she is ready to lay eggs.

DNA fingerprinting of blood samples from chicks confirms that clutches often are sired by more than one father.

Female promiscuity (copulating with multiple partners) is puzzling, according to Emlen, because in most animal species females have little to gain by such behavior. Although males can increase the number of their offspring by

fertilizing additional partners, the females' heavy physiological investment in each young (including pregnancy and lactation, by mammals) prevents them from gaining a parallel advantage.

As a result, males of many species often compete for multiple partners, while females concentrate on choosing a single mate of the highest possible quality. Female jacanas appear to have responded to their dominant role by rapidly producing as many eggs as possible. "They are almost like egg-laying machines," Emlen observes.

He is not prepared to say, however, that promiscuity confers an adaptive advantage on the female jacana. Further research is needed to examine alternative hypotheses. For instance, females may copulate with multiple partners merely to keep the males in a state of hormonal readiness for tending chicks.

Females do obtain an adaptive advantage from the gruesome practice of infanticide, however, Emlen says.

He predicted that females would kill eggs and chicks from other nests and was the first to observe and report this behavior. In the January 1989 issue of "The Auk," Emlen, Natalie J. Demong, and Douglas J. Emlen (his wife and son, respectively) reported that when a resident female is lost, a newcomer will invariably take over her spot and attack the nestlings being tended by the male(s).

By destroying the eggs and/or young of the former female resident, the new female frees the male(s) from parental duties so he will be ready for mating and reproducing with her. Jacanas are the only species known in which the female will kill young to gain reproductive access to mates.

The Cornell researchers studied this behavior by removing two female jacanas from their mates (a total of five) on the Chagres River in Panama. By observing the birds from canoes, they saw that within two days at most, new females approached the nests, took over the vacated spots and began searching for chicks. Emlen emphasized that the jacana is not endangered, and that no harm was done to the population as a whole in this experiment.

The researchers describe one female newcomer who "crisscrossed the territory, her head stretched high, and peered down into the thin mat of floating vegetation." Meanwhile, the resident male tried vainly to distract her.

Once the female spotted the two chicks, she ran to them and vigorously attacked them. Despite repeated dive bombing attacks from the male, the female persisted until she killed one chick and drove an injured one away.

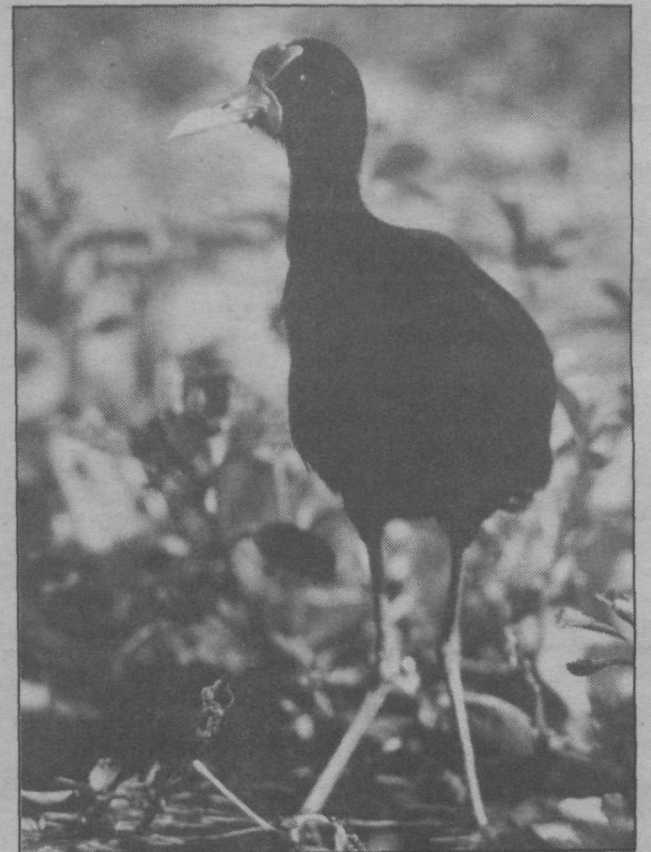
All incoming females initiated sexual behavior with the usurped males within 48 hours of killing or driving away

offspring.

By removing the young, the females gain reproductive access to males as much as 56 days earlier than they might otherwise. This behavior is similar to infanticide by males that occurs following male takeovers of groups of reproducing females in lions and various species of primates, according to Emlen.

"Studying a species in which the traditional sex roles are reversed is not only interesting in its own right," said Emlen. "It also should increase our understanding of why males and females behave the way they do in more 'typical' animal species."

— William Holder



Natalie Demong

The wattled jacana, photographed in Panama.



# CALENDAR

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

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

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

## DANCE

### Cornell International Folkdancers

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

Balkan Dance Workshop for experienced dancers, by Ed Abelson, 6:30 to 7:30 p.m.; instruction and requests, 7:30 to 10:30 p.m., May 26, location to be announced. Dancing will continue throughout the summer, on Sunday evenings.

### Israeli Folkdancing

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

## EXHIBITS

### Johnson Art Museum

*The Herbert F. Johnson Museum of Art, on the corner of University and Central avenues, is open Tuesday through Sunday from 10 a.m. to 5 p.m. Admission is free. Telephone: 255-6464. During Commencement weekend the museum will remain open on Saturday evening, May 25, until 9 p.m.*

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

"American Clothing: Identity in Mass Culture, 1840-1990," will be on view May 25 through July 28. Organized by Beate Ziegert, a faculty member in the College of Human Ecology, the exhibition includes pieces selected from the Cornell Costume Collection. Focusing on works created during the 19th and 20th centuries, the exhibit examines American clothing from the perspectives of mass production, mass communication and mass distribution.

### Olin Library

"Medieval Illuminated Manuscripts," an exhibition through June 18 of handmade, elaborately decorated manuscripts from the Middle Ages, are shown together with recent superb reproductions of books from the 6th to the 16th centuries.

## FILMS

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

### Thursday, 5/23

"When Harry Met Sally..." (1989), directed by Rob Reiner, with Billy Crystal and Meg Ryan, 7:30 p.m.

"The Graduate" (1967), directed by Mike Nichols, with Dustin Hoffman, Anne Bancroft and Katherine Ross, 9:50 p.m.

### Friday, 5/24

"Wings of Desire" (1987), directed by Wim Wenders, with Bruno Ganz and Peter Falk, 7 p.m.

"The Graduate," 9:30 p.m.

"Animal House" (1978), directed by John

Landis, with John Belushi and Tim Matheson, midnight.

### Saturday, 5/25

"The Graduate," 7 p.m.

"Wings of Desire," 9:30 p.m.

"Repo Man" (1985), directed by Alex Cox, with Emilio Estevez and Harry Dean Stanton, midnight.

### Sunday, 5/26

"Wings of Desire," 8 p.m.

### Monday, 5/27

"Summertime" (1955), directed by David Lean, with Katharine Hepburn and Rossano Brazzi, 7 p.m.

"Repo Man," midnight.

### Tuesday, 5/28

"Where's Poppa?" directed by Carl Reiner, with George Segal, Ruth Gordon and Trish VanDevere, 7:15 p.m.

"Repo Man," 9:40 p.m.

### Wednesday, 5/29

"Nosferatu" (1979), directed by Werner Herzog, with Klaus Kinski and Bruno Ganz, 7:15 p.m.

"Dr. Strangelove: Or How I Learned to Stop Worrying and Love the Bomb" (1963), directed by Stanley Kubrick, with Peter Sellers and George C. Scott, 9:45 p.m.

### Thursday, 5/30

"Blow Up" (1966), directed by Michelangelo Antonioni, with David Hemmings and Vanessa Redgrave, 7:15 p.m.

"Dr. Strangelove," 9:50 p.m.

### Friday, 5/31

"Dr. Strangelove," 7:30 p.m.

"Blow Up," 9:50 p.m.

### Saturday, 6/1

"A Taxing Woman" (1987), directed by Juzo Itami, with Nobuko Miyamoto, Tsutomu Yamazaki and Mashiko Tsugawa, 7:30 p.m.

"The Third Animation Celebration" (1991), 10:10 p.m.

### Sunday, 6/2

"A Taxing Woman," 8 p.m.

### Monday, 6/3

"Gallipoli" (1981), 7:30 p.m.

"Roxanne" (1987), directed by Fred Schepisi, with Steve Martin, Daryl Hannah and Rick Rossovich, 9:55 p.m.

### Tuesday, 6/4

"The Third Animation Celebration," 7:30 p.m.

"The Third Animation Celebration," 10 p.m.

### Wednesday, 6/5

"Gallipoli," 7:30 p.m.

"Roxanne," 10 p.m.

### Thursday, 6/6

"An American in Paris" (1951), directed by Vincente Minnelli, with Gene Kelly and Leslie Caron, 7:30 p.m.

"How Green Was My Valley" (1941), directed by John Ford, with Walter Pidgeon, Maureen O'Hara and Roddy McDowell, 10 p.m.

## LECTURES

### Applied Mathematics

"Irreversibility in the Dynamics of Classical Fields," Yves Pomeau, Ecole Normale Supérieure, Paris, May 28, 12:30 p.m., 701 Clark Hall.

### Mathematical Sciences Institute

"Finite Dimensional Interior Forms for the 2D Navier-Stokes Equations," Minkyu Kwak, School of Mathematics, University of Minnesota, May 30, 2 p.m., 214 MSI, 409 College Ave.

"A Normal Form for the Navier-Stokes Equations and Its Connection to Turbulence," Ciprian Foias, Indiana University, a series of four lectures all held at 312 MSI, 409 College Ave., at 4 p.m.: June 6; June 10; June 12; June 14.

### Southeast Asian Studies Summer Institute

"Some Northern Thai Temple Murals as a Historical Source, 1894," a slide presentation and lecture, David Wyatt, history, June 6, 1:30 p.m., lecture room, Johnson Museum.

## MUSIC

### Department of Music

Senior Weekend Concerts: Cornell Wind Ensemble, Mark Scatterday, conductor, May 25 at 3 p.m. in the Arts Quad.

The Cornell Glee Club and Chorus, directed by Thomas A. Sokol, May 25 at 8:15 p.m. in Bailey Hall.

### Bound for Glory

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

## RELIGION

### Sage Chapel

The University Baccalaureate Service will be held May 26 at 8:30 a.m. in Bailey Hall. Timothy Healy, president of the New York Library will be the speaker.

### Baha'i

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

### Catholic

Masses: Saturday, May 25, 5 p.m.; Sunday, May 26, 8:30 a.m. only, Anabel Taylor Hall. Beginning June 1 and 2 through Aug. 17 and 18 masses will be held Saturdays at 5 p.m. and Sunday at 10 a.m. only. Daily masses, will be announced on a weekly basis.

### Christian Science

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

### Episcopal (Anglican)

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

### Friends (Quakers)

Sunday meeting 10:30 a.m., Hector Meet-

ing House, Perry City Road. Rides from Anabel Taylor Hall parking lot will be provided at 10 a.m. For information call, 272-8755.

### Jewish

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

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

### Korean Church

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

### Muslim

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

### Protestant Cooperative Ministry

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

### Seventh-Day Adventist

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

### Zen Buddhism

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

## SEMINARS

### Geological Sciences

"The Origin of Flood Basalts, Oceanic Plateaus and Wrangellia," Mark Richards, University of California, Berkeley, May 24, 4:30 p.m., 1120 Snee Hall.

## SPORTS

### Home contests only

### Saturday, 5/25

Men's Heavy Crew, Pennsylvania

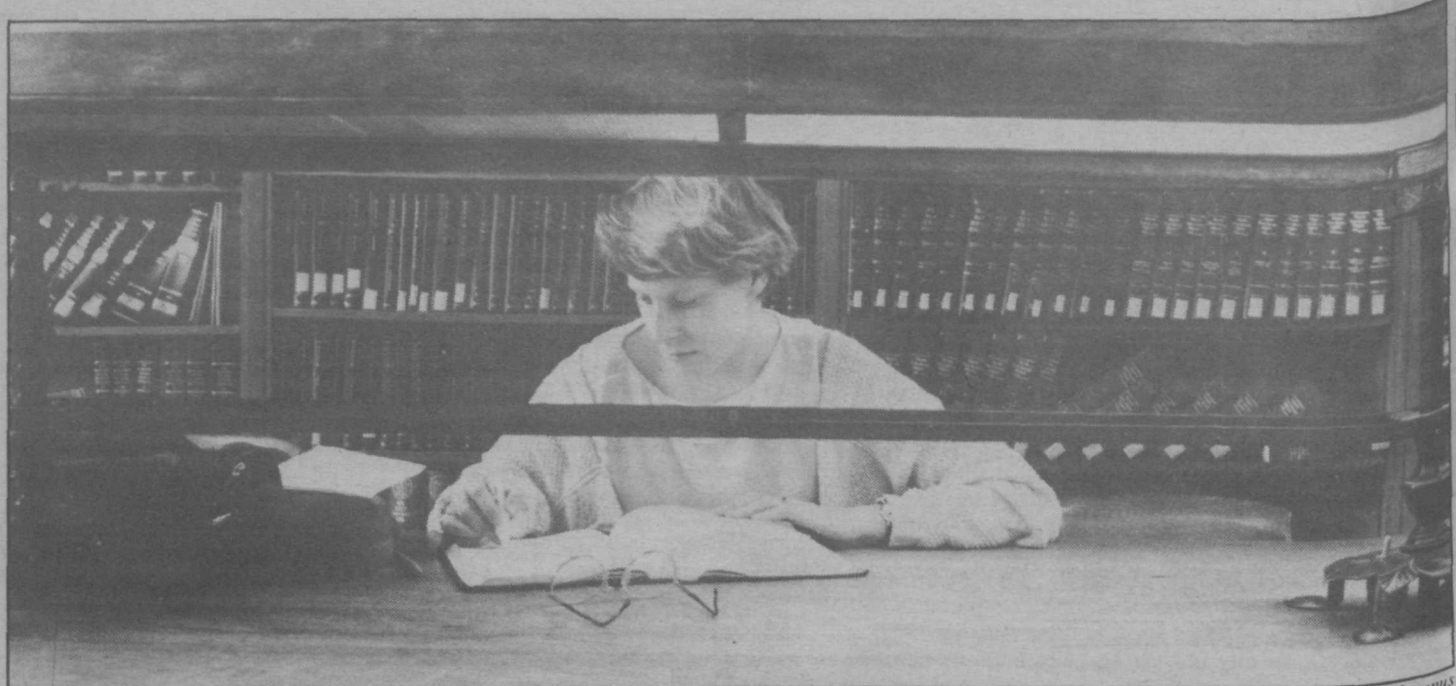
## MISC.

### Athletic Department

Intramural summer softball deadline is Tuesday, June 4, at 5 p.m. in 305 Helen Newman Hall. A \$35 entry fee and roster must be submitted before the deadline. For more information, call 255-2315.

### Phi Beta Kappa Ceremony

Phi Beta Kappa Initiation Ceremony will be held at the Alice Statler Auditorium on Saturday, May 25, from 10 a.m. to 11 a.m.



Law student Karen Kemble studies at the law library for her spring finals.

Peter Morenus



# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 19

May 23, 1991

## Legendary Service Initiatives at Cornell Take Shape

### Dr. Kenneth Blanchard Returns to Campus

On March 4 and 5, Dr. Kenneth Blanchard challenged over 1,200 employees to create legendary service at Cornell . . . service that's so good that customers exchange stories about their pleasant surprises. Many of us left enthusiastic and committed to supporting the journey but not knowing exactly what steps to take.

During the last two months, the movement has gone underground as Cornell's leadership has wrestled with the task of building both structure and resources to enable individual departments to define and implement major service initiatives. Among the specific actions taken were the following:

- The Legendary Service Action Group, now consisting of over 40 members from administrative departments and divisions throughout campus, has been charged with orchestrating campus-wide efforts and piloting implementation plans in their respective units.
- Most of the action group members have already taken early steps to define internal departmental vision, values, and mission statements in accordance with advice and counsel from Blanchard.
- A one-hour videotape of Blanchard's presentation at Ithaca College on March 7 is on schedule for release in mid- to late-June.

- A library of books and videotapes has been assembled and is available for use by calling 255-4111.
- A pilot training program has been developed as a joint effort of CIT and Human Resources consisting of seven, two-hour modules, which may become a prototype of sorts for other units on campus. During a return visit on May 7, Blanchard personally launched the effort in a two-hour lecture to approximately 100 employees.

However, the primary objective pursued during Blanchard's last visit and various preparations leading up to it was to work with key senior executives and the action group itself to integrate the service program with other strategic initiatives and to develop more specific implementation plans.

Future plans include the development of an implementation manual, and other advising, consulting, training and support for individual departments. We anticipate ongoing return visits from Blanchard, whose love of Cornell and commitment to this effort runs deep. Any department wishing to pioneer may join the action group by calling Richard McDaniel or Marsi Whalley at 255-9033.

With strong support and leadership from the executive staff, Blanchard, and the action group, a vigorous initiative

should be under way by this fall to accommodate all administrative areas wishing to lead Cornell in legendary service.

Blanchard's Legendary Service video tapes will be available in 163 Day Hall for those who are interested in viewing them. The set of three one-hour tapes will be shown consecutively on the following dates:

May 28	9:00-12:00 & 1:00-4:00
May 29	9:00-12:00
May 30	9:00-12:00 & 1:00-4:00

June 7	1:00-4:00
June 11	9:00-12:00
June 21	9:00-12:00
June 25	9:00-12:00 & 1:00-4:00
June 27	9:00-12:00 & 1:00-4:00
June 28	9:00-12:00 & 1:00-4:00

For more information, please contact Staff Relations & Development at 5-7170.

## Lentini Named Acting Director in the Office of Human Resources

(This article appeared last week, in the May 16, 1991 issue of the Cornell Chronicle. Just in case you missed it, we are reprinting it this week.)

by Sam Segal

Allan A. Lentini, assistant to Senior Vice President James E. Morley, Jr., will become acting director of the Office of Human Resources at the end of May, when Lee Snyder leaves Cornell to become associate vice president for human resources at Georgetown University.

In announcing the arrangement, Morley said he would begin a national search for Snyder's permanent replacement in about two weeks.

"I'm pleased," Morley said, "that Allan will be able to make time to provide general management continuity to the operations of Human Resources. His knowledge and management style will maintain coordination within this vital university function and continued progress in specific projects already underway."

Among those projects are the job-classification review, which is examining 6,000 positions for accuracy of their descriptions and classification category and the equity of pay across the university. The project to improve the cam-

pus' Human Resources information system is also a high priority.

The job study, which has had the assistance of an outside accounting firm, is expected to implement any recommended revisions in job classification by next fall, Morley said.

Snyder, who came to Cornell eight years ago after holding senior personnel jobs at Indiana and Penn State universities, is credited by Morley for "having made Human Resources much more effective at communicating and delivering its services."

Others note that Snyder moved the office from a predominantly passive role of handling paperwork to one that actively sought to represent employee issues to the central administration.

"Lee has made great strides in career-development programs, in widening employee benefits such as the degree

program, and in improving two-way communication between employees and the administration," Lentini said. "As an interim steward, I hope I can help continue that progress."

Marge Swiercz Clark, Snyder's manager of staff relations and development, herself benefitted from the employee-degree program by earning a master's degree at the School of Industrial and Labor Relations.

Swiercz Clark, who came to Cornell six years ago from a personnel position in a Michigan hospital, will leave Cornell at the end of May to become human-resources manager for New York State Electric and Gas' four Ithaca locations.

"My time at Cornell has been stimulating and has greatly broadened my perspective on human-resources issues," she said. "It should be a great foundation for this new challenge."

## Workshops and Seminars Offered by Staff Relations and Development

We'd like to remind you about the following workshops: **Habit Breakthrough**, and **Interpersonal Skills**.

**Habit Breakthrough** will be held on May 29; June 5, 12, 19, 26; July 10, 17, 24 from 1:00-3:00. This program will greatly enhance your ability to uproot those habitual patterns, including smoking, which can make you feel unproductive and ineffective on the job. The focus is on both the symptoms of the habit as well as the source of the habit. Breaking typical habits like procrastination become much easier once the habit breakthrough process is assimilated. This is an eight-session program led by Mitch Bobrow. There is a \$55 charge to the department.

**Interpersonal Skills** will be held on May 31 from 9:00-4:00. Learn successful principles and strategies for interacting more skillfully and working more effectively with others. Apply guidelines that empower you to understand and handle interpersonal problems and emotional reactions with one another. Enhance your ability to accept yourself and other people and build confidence in your overall interpersonal effectiveness. Let Davidson leads this one-session program. There is a \$45 charge to the department.

To register, please complete the registration form and send it to 130 Day Hall. For additional information, please contact Staff Relations and Development at 5-7170.

### Program Registration Form

The following information is required to process your registration. Please type or print clearly and return this completed form to Staff Relations & Development, 130 Day Hall.

Program name: \_\_\_\_\_

Date and time: \_\_\_\_\_ Cost: \_\_\_\_\_

Account number to be charged: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Cornell ID# \_\_\_\_\_

Department: \_\_\_\_\_ Campus address: \_\_\_\_\_ Telephone: \_\_\_\_\_

Supervisor name: \_\_\_\_\_

Supervisor signature: \_\_\_\_\_

Supervisor campus address: \_\_\_\_\_

Department head name: \_\_\_\_\_

Department head (or designee) signature: \_\_\_\_\_



# JOB OPPORTUNITIES

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

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

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

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

## Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

### Technical Specialist I (PT4003) Level 36 Information Technologies-Endowed

**Posting Date: 10/11/90**

Design, implement, install, document and maintain networking subsystems for IBM environment under VM operating system. Provide leadership for maintaining and adapting software to support state-of-the-art communications providing connectivity with national and international networks. Educate and assist staff and the Cornell community to use and understand the networking subsystems. Assist in planning what services and software should be available to the user community.

**Requirements:** Bachelor's or equivalent with related computer courses. 3-5 years of systems programming experience. Knowledge of computer networking, TCP/IP, VM operating system, Pascal, C and IBM/370 assembler desirable. Send cover letter and resume to Sam Weeks.

### Manager of Information Systems (PT6403) Level 36 Statler Hotel-Endowed

**Posting Date: 5/9/91**

Responsible for the managerial, operational, and academic computer requirements of the Statler Hotel. Provide a "show case" computing facility for industry leaders, academia, and the School of Hotel Administration. Direct the overall functioning of the information systems department. Days and hours flexible; nights and weekends.

**Requirements:** A Master's or equivalent work experience; a minimum of 2 years experience in the hospitality industry as well as computing, including supervisory, project management and systems development experience. A working knowledge of hotel operation and computing systems. Knowledge of programming techniques and systems analysis. Send cover letter and resume to Sam Weeks.

### Technical Consultant (PT6702) Level 34 CISER-Endowed

**Posting Date: 5/23/91**

Provide systems programming and systems support for numeric data files of the CISER Data Archive. Responsible for applications programming in the development, optimization, and maintenance of software to support an interface to text and numeric data files, using microcomputers, workstations, and mainframe interface. Create systems files and performs other programming tasks using mainframe computers. Create guides and documentation for systems work.

**Requirements:** Bachelor's or equivalent in Social Science or computing fields. 2 years experience within a complex computing environment. Knowledge of IBM mainframes running VM/SP and IBM DOS machines necessary. UNIX and SAS desirable. Knowledge of at least 1 high level programming language, "C" desirable, and ability to read and understand existing code in a variety of programming languages. Send cover letter and resume to Sam Weeks.

### Instructional Services Coordinator (PT6701) Level 33 CIT/Support Services-Endowed

**Posting Date: 5/23/91**

Coordinate the operation and use of several CIT training and instruction programs. This includes 2 electronic classrooms, a training facility, computer projection service and instructional use of CIT Workstation Facilities. Supervise student and temporary staff. Coordinate repair of equipment. Provide technical support. Some irregular hours.

**Requirements:** Bachelor's or equivalent experience. Must have considerable knowledge of workstation technologies with a proven aptitude for learning new technologies. Must have experience working with computer projection. Knowledge of networks helpful. Ability to work without supervision. Excellent organizational, interpersonal and communication skills. Send cover letter and resume to Sam Weeks.

### Technical Consultant (PT6604) Level 33 CIT/Consumer Services-Endowed

**Posting Date: 5/16/91**

Provide technical expertise on microcomputer/workstation systems, networks, and application software supported by CIT and used by the Cornell community. Primary focus is on pre-acquisition consulting which includes needs analysis, problem solving and follow-through with implementation.

**Requirements:** Bachelor's or equivalent. 2-3 years related experience with various PC platforms with emphasis on DOS and windows. Sales or marketing preferred. Send cover letter and resume Sam Weeks.

### Systems Programmer Analyst (PT6703) Level 32 CIT/Network Resources-Endowed

**Posting Date: 5/23/91**

Design, develop and maintain systems software. Customize and integrate UNIX-based programs related to

communications such as mail, netnews, directory services, etc.

**Requirements:** Bachelor's or equivalent experience. Some related experience providing familiarity with UNIX environment, TCP/IP and other related protocols and concepts of computer based communication networks are important. Familiarity with Cornell is a plus. Send cover letter and resume to Sam Weeks.

### Technical Support Assistant (PT6706) Level 32 CIT/Support Services-Endowed

**Posting Date: 5/23/91**

Support and maintain workstation hardware, software and vendacard system. Provide on site evaluation of problems. Take training on existing and when possible on new technologies.

**Requirements:** Associate's, Bachelor's preferred, or equivalent experience. Knowledge of computing, particularly on workstations and microcomputers. Familiarity with Mac or IBM PC (or compatibles) a must. Some knowledge of computer projection helpful. Excellent interpersonal and communication skills. Send cover letter and resume to Sam Weeks.

### Dean of Students (PA6605) HRIII Office of the Dean of Students-Endowed

**Posting Date: 5/16/91**

Principal spokesperson for student interests at Cornell. Support the educational mission of the University by helping the faculty, students and staff build systems of student services that enhance the overall educational experiences of students. This is a 5 year appointment.

**Requirements:** Ph.D. required. Must be able to become a member of the faculty. Extensive related experience. Excellent leadership and communication skills, demonstrated interest in students, and the ability to devise means of building a sense of community among the students, faculty and staff of Cornell's 7 schools and colleges with undergrad program. Send cover letter and resume to Cynthia Smithbower before 6/21/91.

### Health Associate III (PA6704) HRIII University Health Services-Endowed

**Posting Date: 5/23/91**

Using Health Assoc. Physician approved guidelines, provide primary health care to university students, faculty and staff members. Emphasis is placed on continuity of care, health education, health maintenance and preventative care. This is an 11 month position.

**Requirements:** NYS RN/PA license and graduate of an accredited NP/PA program required. Experience and professional certification preferred. Send cover letter and resume to Cynthia Smithbower.

### Director Presidents Council of Cornell Women (PA6703) HRIII

**Office of the Councils-Endowed**

**Posting Date: 5/23/91**

Manage and coordinate the activities of the PCCW, an alumnae advisory body dedicated to strengthening leadership opportunities for women. Identify, recruit, develop alumnae not previously active with the university. Responsible for fund raising initiatives.

**Requirements:** Bachelor's or equivalent. 3-5 years experience in professional volunteer management; demonstrated sensitivity to human relations; ability to work with faculty, administration, trustees and senior leadership volunteers; excellent oral and written skills; organizational skills; experience in coordinating complicated educational/social programs highly desirable. Send cover letter and resume to Cynthia Smithbower.

### Extension Support Aide (PT6708) HRI Entomology-Statutory

**Posting Date: 5/23/91**

Plan, develop, implement, evaluate, and update educational materials and/or programs related to pesticides; safe and appropriate use, storage, disposal; toxicology; environmental and ecological effects, etc. **Requirements:** Bachelor's, or extensive training and experience in pesticide science, toxicology, or agric. Science required. 2-3 years related experience. Valid NYS driver's license. Excellent writing ability at non-technical level; good organizational and communication skills and wordprocessing capability (primarily Macintosh). Send cover letter and resume to Sam Weeks.

### Associate Director of Annual Fund (PA6701) HRI JGSM-Endowed

**Posting Date: 5/23/91**

Work with Dir. Annual and Leadership Gifts and Asc. Dean in the planning and implementation of the Annual Campaign for alumni support to enhance fund raising objectives for the university and the Johnson School. Responsible for the ongoing operational aspects of the administration of the Annual Fund, including Tower Club donor identification and cultivation, reunion campaigns and activities, volunteer recruitment and training, and phonathons.

**Requirements:** Bachelor's degree; Graduate degree desirable. Minimum 2-3 years fund raising and alumni relations experience or equivalent. Experience in working with volunteer (alumni and friends) groups. Excellent communications (written and oral) and interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

### Development Assistant (PA6702) HRI University Development/Public Affairs-Endowed

**Posting Date: 5/23/91**

Works with the Associate Director for reunion campaigns. Responsible for direct staffing of 3 class reunion campaigns per year.

**Requirements:** Bachelor's or equivalent. 1-2 years related experience. Excellent communication and interpersonal skills. Some prior knowledge of fund raising through professional or volunteer experience. Ability to communicate with alumni. Knowledge of Cornell desirable. Some travel required. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist (PT6707) HRI Agricultural and Biological Engineering-Statutory

**Posting Date: 5/23/91**

Provide technical support to Controlled Environment Agriculture projects. Construct and operate experimental apparatus. Develop computer programs. Take and assist in the analysis of data. Troubleshoot equipment problems and repair or rebuild as necessary.

**Requirements:** Bachelor's or equivalent required in electrical technology. 2-3 years experience in electronics and in computer programming for control and data acquisition. Experience in greenhouse operations. Send cover letter and resume to Sam Weeks.

### Assistant Nurse Supervisor (PA6705) HRI University Health Services-Endowed

**Posting Date: 5/23/91**

Coordinate and provide nursing care for ambulatory patients at Gannett Health Center. Develop and supervise in-service education to ambulatory care nursing for Gannett Health Center staff nurse.

**Requirements:** RN nurse with NY State nursing license; Minimum of 4 years experience in ambulatory care preferred and experience in nursing in-services education programming desirable. Experience in ambulatory care nursing, in-service education programming and 1-2 years supervisory experience desirable. Send cover letter and resume to Cynthia Smithbower.

### Editor I (PC6612) HRI Media Services-Statutory

**Posting Date: 5/16/91**

Seeks manuscript editor for consumer and technical bulletins, annual reports admissions materials, and development brochures. Help clients develop copy, editing, and checking proof, galleys through blue-line. Works closely with clients, designers, and production coordinator.

**Requirements:** Bachelor's or equivalent. 2 years solid manuscript experience required. Must have excellent editorial skills and strong interpersonal and planning skills. Facility with personal computers essential. Ability to translate English to Spanish desirable. Submit cover letter, resume, and 3 editing samples by May 31, 1991, to Esther Smith, Staffing Services, 160 Day Hall.

### Research Support Specialist (PT6609) HRI Plant Pathology-Statutory

**Posting Date: 5/16/91**

Design, execute, and analyze experiments related to the study of soil microorganisms. Independent research will be conducted in the following areas: microbe-plant interactions, microbe-microbe interactions, isolation and analysis of root exudates, and biological control. Assist in the training and supervision of others in laboratory procedures.

**Requirements:** Bachelor's or equivalent, in Plant Pathology, Microbiology or related biological sciences. Master's desired. 2 years of laboratory experience in microbiology and training in biochemistry and recombinant DNA techniques required. Evidence of independent research skills required. Send cover letter and resume to Sam Weeks.

### Marketing Communication Analyst (PA6604) HRI Communication Strategies/University Relations-Endowed

**Posting Date: 5/16/91**

Work with diverse university clientele to analyze communication needs, undertake marketing research, and develop targeted marketing communication (brochures, catalogs, speeches, posters, slide shows, and advertisements) to meet determined needs.

**Requirements:** Bachelor's degree, Master's preferred. 2-3 years marketing experience (preferably survey research); excellent written and oral skills, ability to handle several projects simultaneously. Send cover letter and resume to Cynthia Smithbower.

### Assistant Men's Basketball Coach (PA6603) HRI Athletics-Endowed

**Posting Date: 5/16/91**

Assist in the planning and operation of the men's intercollegiate basketball program. Duties include coaching, recruiting, scouting and other administrative matters relative to the program.

**Requirements:** Bachelor's degree in Physical Education or equivalent. Credentials should reflect proven success in coaching basketball, recruiting and working with student athletes. Send cover letter and resume to Cynthia Smithbower.

### Wellness Program Instructor (PA6602) HRI Athletics-Endowed

**Posting Date: 5/16/91**

Administer and implement all health-screening, physical fitness testing, exercise prescription and consultations to all wellness participants. Oversee all program activities, scheduling and participant supervision in the fitness room.

**Requirements:** Bachelor's in exercise physiology or related field. ACSM Health Fitness Instructor certification preferred. At least 1 year experience in adult fitness or wellness setting. Send cover letter and resume to Cynthia Smithbower.

### Executive Staff Assistant (PC6601) HRI Vice President Programs and Campus Affairs-Endowed

**Posting Date: 5/16/91**

Provide executive staff support to the vice president for Academic Programs and Campus Affairs in coordinating a diverse range of tasks.

**Requirements:** Bachelor's or equivalent experience. 3-5 years in diverse administrative secretarial positions. Excellent editorial, writing, communication and interpersonal skills. Conceptual skills. Ability to work independently and coordinate multiple projects. Advanced word processing skills. Knowledge of CU helpful. Cornell employee preferred. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

### Research Support Specialist (PT6607) HRI Soil, Crop and Atmospheric Sciences-Statutory

**Posting Date: 5/16/91**

To provide technical support for the research program in low temperature biology, with primary responsibility for a) the isolation, purification and analysis of membrane lipids and b) studies related to the cryopreservation of both plant and insect germplasm. In addition, the individual will oversee and manage the day to day operations of the low temperature biology laboratories including the operation and maintenance of sophisticated analytical instruments and procurement of materials and supplies.

**Requirements:** Bachelor's or Master's in biochemistry or chemistry. Experience in the operation and maintenance of gas chromatograph/mass spectrometer, HPLC equipment and ultracentrifuges. A minimum of 5 years laboratory experience with a background in either plant or insect physiology/biochemistry. Send cover letter and resume to Sam Weeks.

### Assistant Director (PA6601) HRI University Development/Public Affairs-Endowed

**Posting Date: 5/16/91**

Share responsibilities with Director for developing proposals with donors for gifts of real estate. Develop activities and fund-raising efforts for the Cornell Real Estate Council. Activities include coordinating volunteer events for real estate professionals and involvement with the development of the real estate masters program.

**Requirements:** Bachelor's degree. 1 year related experience. Excellent written and oral skills, strong organizational and interpersonal skills. Computer literacy, experience in fund-raising, real estate, planned giving, marketing and public relations is desirable. Send cover letter and resume to Cynthia Smithbower.

### Research Support Specialist (PT6506) HRI Clinical Sciences-Statutory

**Posting Date: 5/9/91**

Direct and manage all aspects of the nationally conducted study of obesity in cats. Identify and solicit participation of private veterinary clinics. Coordinate and arrange for clinic visits. Manage routine activities of the study. Assist in design of an R-base program and maintain database on 1500 cats. Supervise staff.

**Requirements:** Bachelor's in management or equivalent. 2-3 years related experience. Must have supervisory experience and interpersonal skills to deal with practitioners, cat owners and other staff. Typing and computer skills essential. Ability to work independently. Previous experience in a Veterinary setting or experience through pet ownership. Send cover letter and resume to Sam Weeks.

### Extension Support Aide (PT6505) HRI Education-Statutory

**Posting Date: 5/9/91**

Distribute and maintain inventory of materials carried by Instructional Materials Service (IMS). Distribute IMS newsletter, Ag-Update. Assist in development of instructional materials. Supervise work study students and graduate interns.

**Requirements:** Bachelor's in agricultural education or agricultural field with education courses, or equivalent. Macintosh and Apple II experience. Skills in writing, publication design, desktop publishing and word processing essential. Send cover letter and resume to Sam Weeks.

## Professional Part-Time

### Executive Staff Assistant (PC6701) HRI Vice President for Academic Programs and Campus Affairs-Endowed

**Posting Date: 5/23/91**

Responsible for implementing programs for the Access to College Consortium and the Cornell Committee on Education and the Community under the direction of Director of Public Service and Outreach Programs. Days and hours are Monday-Friday, 8:00a.m.-5:00p.m.-hours flexible. 10 month position, August-June.

**Requirements:** Bachelor's or equivalent experience. Excellent verbal, interpersonal and organizational skills. Ability to work independently, often under pressure and short deadlines. Computer skills, preferably Macintosh. Knowledge of CU and public schools helpful. Experience in program development. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.



Professional Temporary

**Technical Consultant I (PT5303)**  
**Cornell Information Technologies-Endowed**  
**Posting Date: 2/14/91**  
Provide support for faculty, staff, students, and potential users by delivering technical information on five supported platforms (IBM-PC, IBM mainframe, Macintosh, VAX mainframe, and telecommunications). Resolve problems concerning the technical aspects of a diverse set of hardware and software applications. Direct clients to services within Cornell Information Technologies and facilitate back line consulting services. Provide support via service on the HelpDesk, group and individual contacts. Maximum 20 hours per week.  
**Requirements:** Bachelor's or equivalent. Course work in computer science, business, education preferred. 1-3 years of computing service delivery (consulting, instruction, or related client support services). Outstanding oral and written communication skills. Send cover letter and resume to Sam Weeks.

**Boyce Thompson Institute**  
**Molecular Biology**  
**Research Assistant**  
**Available September, 1991**  
To participate in a project using in vitro transcription to study the regulation to maize mitochondrial promoters. The successful candidate will prepare transcriptionally active protein extracts from maize mitochondria, use recombinant DNA techniques to construct appropriate promoter test plasmids, conduct transcription assays, and analyze results using radioactive imaging and autoradiography. Experience with manipulations of DNA and/or protein is highly desirable. Applicable techniques include differential centrifugation, column chromatography, FPLC, restriction endonuclease digestions, gel electrophoresis, transformation of E. coli and plasmid DNA purification. There will also be limited laboratory maintenance duties, including processing of purchase orders and supervision of laboratory.  
**Requirements:** Bachelor's in Biology/Biochemistry or equivalent. Contact: Anne Zientek, 254-1239.

Technical

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

**Animal Technician, GR18 (T6704)**  
**Laboratory Animal Services-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Provide care (feed, clean and monitor) for research animals. Follow strict protocols for sterile or disease control environments and regulations for animal welfare. Maintain animal records. Assist vets in treating and vaccinating animals.  
**Requirements:** High School diploma or equivalent. Associate's in Animal Science desired. Assistant animal certification helpful. Knowledge of a variety of lab animals and animal breeding required. 1 year animal experience. Ability to lift 50 pounds. Pre-employment physical and all necessary immunization required. Send cover letter and resume to Sam Weeks.

**Technician, GR18 (T6709)**  
**Plant Pathology-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Assist in laboratory, greenhouse, and field experiments leading to the development of improved control methods for the golden nematode of potatoes. Plant and harvest potatoes. Prepare nematode inoculum and inoculate plants. Lay out, plant, and care for experimental plots. Collect and analyze data  
**Requirements:** Associate's in Agriculture with 2 years experience in plant propagation. Minimum 1 year related experience. Knowledge of and experience with plant propagation in greenhouse and field. Familiarity with basic laboratory equipment. Send cover letter and resume to Sam Weeks.

**Technician, GR18 (T6605)**  
**Plant Breeding and Biometry-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/16/91**  
Plant and harvest test plots for a small grains project. Clean, harvest and weigh seed. Maintain greenhouse and perform hybridizations. Package and prepare seed for planting. Maintain plots and draw plot maps.  
**Requirements:** Associate's in plant breeding, agricultural or related field or equivalent experience desirable. Driver's license and pesticide applicator's license required. Experience with farm operation and ability to operate farm machinery. Legible handwriting and computer experience desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR20 (T6608)**  
**Crop and Atmospheric Sciences-Statutory**  
**Minimum Biweekly Salary: 5/16/91**  
**Posting Date: 5/16/91**  
Assist in research on cryopreservation/vitrification of zoophila embryos. Conduct studies and experiments on the procedures and assessment of post-thaw viability; conditions required for larvae development; identification of abnormal morphology; and genetic stability. Maintain colonies and population cages, select eggs, and prepare media. Prepare eggs for cryopreservation including dechoriation and timeabilization.  
**Requirements:** Bachelor's or equivalent in intomology. 2 years related experience including vitro culture of insects. Demonstrated initiative and decision making abilities. Send cover letter and resume to Sam Weeks.

**Production Controller, GR21 (T6601)**  
**Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Plan, submit and verify jobs through the central computer systems. Maintain various control logs, tape and files and security backup procedures. Communicate with other staff and user departments. Continue production training and take job related courses. Test and implement new production procedures. Assist with problem resolution. Operate computer printers. Work evenings and weekends.

**Requirements:** Associate's in data processing or equivalent experience. Basic knowledge of MVS/JCL. Any experience with mainframes helpful. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T6501)**  
**Avian and Aquatic Animal Medicine-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/9/91**  
Perform virological and immunological assays in a research lab. Initiate and maintain cell cultures; perform virus isolations and cell-mediated cytotoxicity assays; and prepare media and reagents. Handle and inoculate experimental animals (mainly chickens) and collect samples.  
**Requirements:** Bachelor's in immunology, microbiology or related field. Minimum of 2 years experience in a research lab, including handling of radioisotopes, cell cultures, and using sterile techniques. Experience with the following equipment: ultracentrifuges, gamma and beta counters, spectrophotometers, and microscopes. Send cover letter and resume to Sam Weeks.

**Network Technician, GR22 (T6705)**  
**CIT/Network Resources-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/23/91**  
Provide the technical expertise necessary to diagnose data communications problems and to support other technical and operational needs of the Network Management Center, its campus clients and Cornell's connections to external networks. Monitor the campus backbone network, associate LAN's and external regional and national connections. Diagnose network problems and repair them. Provide network technical assistance.  
**Requirements:** Associate's or equivalent with 1-3 years related experience. An understanding of data communications networks and hardware highly desirable. Experience diagnosing problems in networking environment (especially TCP/IP) helpful. Strong interpersonal skills desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6203)**  
**Neurobiology and Behavior-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/18/91**  
Participate in research using transmission and scanning electron microscopes for finestructure and autoradiography. Prepare cultures: tissue, cell and organ. Section tissue using ultramicrotomes. Prepare emulsions for coating sections.  
**Requirements:** Bachelor's or equivalent experience in biological science (neurobiology or biochemistry). 2-4 years related experience using electron microscopes (TEM and SEM), microtomes, and sterile techniques for cell culture. Send cover letter and resume to Sam Weeks.

**Accelerator Technician, GR24 (T6110)**  
**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**  
Perform highly skilled work to maintain and improve the various components of accelerator ultra high vacuum systems consisting of a linear accelerator, an electron synchrotron, and storage ring. Use techniques appropriate to various vacuum systems, particularly those for ultra high vacuum systems. Work with physicists to design, construct, and install new devices. Provide maintenance, handle malfunctions, and take corrective actions. Provide detailed documentation for the accelerator's master drawings and operating manuals.  
**Requirements:** High School diploma or equivalent plus at least 2 years formal training in ultra high vacuum technology. Work experience on such equipment with the demonstrated ability to assume responsibility for its maintenance. Ability to supervise other technicians. Send cover letter and resume to Sam Weeks.

Office Professionals

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

**Cashier, GR15 (C6705)**  
**Unions and Activities/RPU-Endowed**  
**Minimum Biweekly Salary: \$499.20**  
**Posting Date: 5/23/91**  
Operation of cash register; product inventory and ordering; customer service; prepare day-end deposits; assist with setting up and cleaning service area. Wed.-Sun.; 3:00p.m.-11:00p.m. (Academic). Mon.-Fri.; 4:00p.m.-10:00p.m. (Summer). 10 month position.  
**Requirements:** High School diploma or equivalent. Experience with cash handling in a fast paced, high pressure environment. Possess a genuine enthusiasm and positive attitude towards the job and maintain a "customer first" attitude at all times. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza. External applicants send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Mail Clerk, GR17 (C6616)**  
**Agricultural Economics-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 5/16/91**  
Responsibility for mailroom activities. Receiving, opening, distributing incoming mail, stuffing of major mailing pieces. The person in this position will have the responsibility of packaging and mailing large amounts of Program informational pieces on a weekly basis. Units of incoming mail will average about 350 pieces daily.  
**Requirements:** High School diploma or equivalent. Some experience helpful with working in a fast paced, highly scheduled environment. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Research Aide, GR17 (C6619)**  
**Natural Resources-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 5/16/91**  
Provide a variety of support services to 7 professional research staff. Specific duties include data entry; coding; conduct telephone interviews; slide and figure preparation on computer; calculations for tables; literature review; and clerical assistance.  
**Requirements:** Associate's preferably in Natural Resources, Social Sciences, or related field. Data entry using SPSS-DE, microcomputer experience using dBase and Quattro Pro, coding, figure preparation, familiarity with SPSSX and SAS. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Records Assistant, GR18 (C6710)**  
**Serials Department/Olin Library-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Under the direction of the Records Maintenance Supervisor, responsible for recording the receipt of periodicals, serials and newspapers on the appropriate check-in record, and for claiming overdue and missing issues. Most check-in and claiming is now done online through the NOTIS system. Other related tasks will be assigned as time permits. These include assisting with invoice processing, management of duplicate receipts, management of supplies.  
**Requirements:** High School diploma or the equivalent; additional academic and/or clerical training desirable. 1-2 years related experience. Ability to perform detailed work with accuracy. Must be dependable. Reading knowledge of at least 1 foreign language desirable. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR18 (C6711)**  
**University Health Services-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Serves as office receptionist and provide secretarial support for staff of Physical Therapy.  
**Requirements:** High School diploma or equivalent. College coursework in Medical Secretarial course preferred. 1-2 years medical experience and computer skills required. Strong interpersonal and communication skills necessary. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR18 (C6704)**  
**Arts and Sciences Academic Advising-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Provide secretarial support for 2 Assistant Dean's. Type correspondence; answer telephones; file; organize receptions; misc. projects as assigned, and some budget work.  
**Requirements:** High School diploma or equivalent. Some college coursework helpful. 1-2 years related experience. Knowledge of IBM PC's and wordperfect. Ability to work well with others. Excellent organizational skills. Good interpersonal and communication (oral and written) skills. Discretion with confidential information and ability to work under pressure. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Office Assistant/Inventory Clerk, GR18 (C6608)**  
**CIT Consumer Services-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/16/91**  
Under direction, track and monitor CIT Sales Inventory; assist in the receiving and distribution of all inventory items.  
**Requirements:** High School diploma or equivalent. Minimum of 1 year experience in computerized inventory control. Ability to lift 75 pounds. Light to medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR19 (C6709)**  
**School of Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/23/91**  
Under general supervision, responsible for the development, functioning, and on-going improvement of a computer tracking system for graduate programs. Assist Director of the MPS program and Administrative Assistant of the Graduate Office, interacting with current and perspective graduate students, the admission process, and correspondence.  
**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 years office experience. Word processing skills. Strong knowledge of Macintosh PC, Mac Filemaker II software, spreadsheets, and statistical packages preferred. Strong interpersonal, communication, and organizational skills. A high degree of confidentiality is required. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Staff Assistant, GR19 (C6105)**  
**University Career Center-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/11/91**  
Provide all administrative and secretarial support for three career advisors in the area of Arts and Sciences and preprofessional advising, including job-hunting workshops; alumni programs; Graduate School Days; booklets and other publications.  
**Requirements:** High School diploma or equivalent. Minimum 2 years office experience. Some college coursework preferred. Excellent organizational skills and attention to detail. Familiarity with Macintosh and word processing; other programs, including Excel preferred. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR19 (C6706)**  
**CRSR-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/23/91**  
Provide secretarial support to 9 research, teaching, and administrative members of the IRS project. Download and distribute electronic mail; handle all travel arrangements; edit documents in WordPerfect and Tex, process travel reports, payment vouchers, and requisitions; answer multi-line telephone; maintain files; provide additional general office support.  
**Requirements:** High School diploma or equivalent. Business or secretarial school preferred. 1 year of

relevant office experience. Familiar with word processing. Good editorial skills. Initiative, thoroughness and attention to detail. Excellent communication skills and ability to work independently are essential. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Sales Department Secretary, GR19 (C6605)**  
**Statler Hotel-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Provide secretarial/clerical support to the sales department.  
**Requirements:** High School education required. Some college coursework preferred. A working knowledge of Word Perfect. 1-2 years related office experience. Medium typing. Regular Cornell employees only send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR19 (C6625)**  
**Alumni Affairs-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Provide secretarial support to the Associate Director and Reunion Assistant of Class Programs. Assist with all aspects of reunion planning, including designing layouts, inputting information, preparing class mailings, and charting reunion requests. Extensive contact with alumni and university public affairs departments.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience. Proficiency with Macintosh computer and software, including Microsoft Word, Filemaker, Excel and Pagemaker. Ability to work in a fast-paced environment with continual deadlines. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Assistant, GR19 (C6609)**  
**controller's/Accounting-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Audit payment vouchers for adherence to University regulations; resolve problems and advise University personnel of policies and procedures pertaining to payments; compute moving allowances for prospective Endowed College employees; prioritize payment vouchers to assure that checks will be written and available at the time required.  
**Requirements:** High School diploma or equivalent. Some college coursework in accounting preferred. Must be able to work under pressure and be able to enforce regulations in a tactful manner. Possess good communication skills. Minimum 2 years related experience. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR19 (C6622)**  
**Dean of Students Office-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Provide secretarial/administrative support for one Assistant Dean and one Advisor of Greek Life. Answer telephones; schedule meetings; handle correspondence; back up support for 3 other DOS staff and Administrative Manager. Work closely with fraternities and sororities.  
**Requirements:** High School diploma with at least 2 years related experience. Computer knowledge helpful especially the Macintosh. Some college coursework preferred. Able to coordinate and prioritize a variety of tasks. Excellent organizational, interpersonal and communication skills. Written skills needed with correspondence handling. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Editorial Assistant, GR19 (C6604)**  
**Cornell University Press-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Assist six editors in Editing Department; check all stages of proof; help with manuscript and index preparation.  
**Requirements:** Associate's or equivalent. Knowledge of Chicago Manual of Style desirable. Proofreading skills. Excellent concentration and eye for detail. Ability to organize flow of work and meet schedules for over 140 books per year. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR19 (C6603)**  
**University Relations-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Provide secretarial, receptionist, and clerical support to the Administrative Aide, as well as the Executive Director of Government Affairs and the Director of Federal Relations. Must be able to work and deal with a fast-paced office.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Minimum of 2 years secretarial experience. Word processing experience preferably with Microsoft word, and working knowledge of IBM PC. Excellent grammar, punctuation and proofreading skills. Must be well organized and pay close attention to detail. Strong interpersonal and communication skills. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Gift Deposit Clerk, GR19 (C6613)**  
**Public Affairs Records-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Perform all functions on the recording of Statutory gifts and initiates receipt acknowledgement to donors.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Minimum 2 years of job related experience, including use of computers. Knowledge of statutory accounting helpful. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Conference Service Supervisor, GR20 (C6607)**  
**Statler Hotel-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/16/91**  
Direct and coordinate the activities of the Conference Services staff. Flexible; nights and weekends.  
**Requirements:** Associate's or equivalent. Valid NYS drivers license required. Prefer some hospitality industry or equivalent background. 2-3 years related experience. Excellent organizational interpersonal and communication skills. Supervisory experience required. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants



send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR20 (C6615)**  
**Campus Services, Barnes PO Substation-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/16/91**  
Serve as a lead person to coordinate department operations and maintain department integrity. Collect and record all postal transaction information needed to prepare daily reports and cash deposits for the U.S. Postal Service.  
**Requirements:** High School diploma or equivalent. Excellent business math background. Minimum 3 years costomer service experience and excellent communication skills are required; Postal experience preferred. Knowledge of US Postal rules & regulations and ability to operate mail department. Regular CU employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, EHP.

**Administrative Aide, GR20 (C6617)**  
**University Development/Public Affairs-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/16/91**  
Provide administrative support to the Assoc. Dir., Reunion Campaigns, in the Cornell Fund. Coordinate between 3 other support staff logistics involved in implementing 14 reunion campaigns a year. Generation of correspondence, class reports, pledge cards, and training materials and coordination of special events sponsored for reunion campaign volunteers.  
**Requirements:** Associate's or equivalent in experience. 2-3 years related experience. Excellent organizational, communications, and interpersonal skills. Ability to prioritize assignments, work under pressure, and handle confidential information. Knowledge of Macintosh computer helpful. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Coordinator, GR20 (C6623)**  
**Center for environmental Research-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/16/91**  
Conduct all financial transactions for multidisciplinary research center. Maintain records on all levels of account activity, reconcile department records with University records; generate monthly reports an special reports; assist with development of computerized accounting, equipment, and personnel databases.  
**Requirements:** Associate's or equivalent experience in field of accounting. 2-3 years related experience. Knowledge of Cornell accounting procedures or general knowledge of fund accounting necessary. Experience with Macintosh database and spreadsheet software preferred. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR20 (C6501)**  
**Unions and Activities/Noyes Center-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/9/91**  
Provide clerical and administrative support to the Noyes Center professional staff. Serve as office manager, supervise reservations, student office assistants and Noyeswriter; oversee/review office policies and procedures; serve as receptionist and assist in the day to day operation of Noyes Center.  
**Requirements:** Associate's or equivalent required. 2-3 years related experience in senior level office position with supervisory responsibilities and significant public interaction. Bookkeeping/accounting background and excellent grammar skills essential. Experience with computers and/or word processors. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Administrative Aide, GR21 (C6606)**  
**Office of University Registrar-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Manage and provide services to students, alumni, staff and external organizations and agencies; coordinate the appropriate dissemination of publicly available information on students, to certify restricted student information at the student's request, and to register student for the current semester.  
**Requirements:** Associate's degree, equivalent work experience, or appropriate combination thereof. 3 years supervisory and customer service experience essential. Ability to use independent judgement and handle highly confidential information. Excellent communication, interpersonal and organizational skills. Experience with word processing and database management, perferably on Macintosh. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Research Aide, GR21 (C6614)**  
**Neurobiology and Behavior-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Provide administrative support to professional research group. Assist in preparation of research grants; prepare reports; type and proofread scientific papers; serve as liaison with on and off campus contacts in setting up meetings, workshops, lectures; coordinate travel; handle daily correspondence; maintain files; order supplies; assume to other responsibilities; as needs arise.  
**Requirements:** Bachelor's or equivalent in some biology helpful. 1-2 years related experience. Computer/wordprocessing a must. Excellent organizational and communication (written and oral) skills. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR21 (C6618)**  
**Astronomy-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Act as assistant to the Chairman in his capacity as director of a special educational program sponsored by the Pew foundation. Prepare and process confidential materials. Maintain schedules of due dated, prepare and oversee reports due. Oversee accounts duties. Make travel arrangements. Some travel involved.  
**Requirements:** Associate's or equivalent required. 2-3 years administrative secretarial experience beyond formal training. Word processing and writing skills very important. Excellent organizational and interpersonal skills. Ability to work under pressure. Prior experience at Cornell preferable but not required. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Coordinator, GR22 (C6707)**  
**Entomology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/23/91**  
Supervise accounting personnel and coordinate input to provide accounting information to faculty and administration. Analyze all accounts by function, review problem and determine solution, prepare and develop monthly reports for faculty and manager maintain CUDA for department accounting needs.  
**Requirements:** Associate's in accounting. 3-4 years related experience in academic setting. Extensive knowledge of computers (IBM), Lotus, ability to macros to develop spreadsheets. Medium typing. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Coordinator, GR22 (C6703)**  
**Section of Physiology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/23/91**  
Assume responsibility for management and reconciliation of over 100 accounts (state, endowed, college, and grants). Supervision/training of one Accounts Assistant; establish and maintain working relationship with 3 colleges (one Endowed) and the Division of Biological Sciences; advise on university, state and college financial policies and procedures; assist with annual budgets.  
**Requirements:** Associate's or equivalent. Associate's in bookkeeping/accounting desirable. 5 years experience in Statutory accounting, 2 years experience in grant management/accounting, IBM PC experience (Wordperfect, Lotus 1-2-3). Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

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

## Office Professional Part-time

**Searcher, GR18 (C6708)**  
**Albert R. Mann Library-Statutory**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 5/23/91**  
Search local and national databases for bibliographic and authority records for monographs. Input, transfer, and update records for boods-in-hand and orders. Additional duties include assisting the Acquisitions Coordinator including ordering and receiving monographs, and processing invoices.  
**Requirements:** High School diploma or equivalent required. 1-2 years of previous library or record keeping experience. Additional related experience may be substituted for formal degree. Ability to use microcomputer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonnel and communication skills. Some foreign language skills desirable. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR19 (C6502)**  
**Synthesis Engineering Coalition-Endowed**  
**Minimum full-time equivalent: \$566.28**  
**Posting Date: 5/9/91**  
Provide secretarial support for the College of Engineering's participation in the Synthesis National Engineering Education Coalition. Answer telephones; process forms; type and word process document and correspondence; handle filing; some account recon-

ciliation. Days and hours are Monday-Friday; mornings.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. 1-2 years related experience in office environment. Ability to work independently and under general supervision. Strong telephone reception skills. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Office Professionals Temporary

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

**Distrubution Assistant (S6601)**  
**Agricultural and Biological Engineering-Statutory**  
**Hiring Rate: \$7.00**  
**Posting Date: 5/16/91**  
Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing. Assist in marketing and other office duties. Answer phone. Monday-Friday, 8:00a.m-12:00 noon.  
**Requirements:** Familiarity with Macintosh computer. Able to lift 40 pound boxes. Send application materials to Karen Raponi, Staffing Services, 160 Day Hall.

**Administrative Aide (S6502)**  
**Residence Life/Summer College-Endowed**  
**Hiring Rate: \$7.56**  
**Posting Date: 5/9/91**  
Management of busy, fast paced office. Daily contact with high school students and staff. Must be able to interact effectively with people. Efficient organizational skills. Macintosh word processing experience required. Produce correspondence and newsletters. Order and maintain office supplies. Inventory office at end of program. Maintain expenditure records, prepare vouchers and payroll records. Coordinate events and room reservations. Excellent telephone skills. Interact with various University departments. Full-time, 39 hours per week, Monday-Friday, some weekends may be required. May 15-August 14. Please send completed application, cover letter and resume to Karen Raponi, Staffing Services, 160 Day Hall.

**Service Clerk (S6503)**  
**Lab of Ornithology-Endowed**  
**Posting Date: 5/9/91**  
Assist with sales at the Crow's Nest Birding Shop on weekends, Monday nights for seminars, and possible hours during the week to cover for vacations. Cashiering, answer phones, data entry, and able to lift 50 pounds. Work with customers service skills adn flexibility. Must be dependable.  
**Requirements:** High School diploma or equivalent. Cash register and data experience helpful. Please send cover letter and completed application to Karen Raponi, Staffing Services, 160 Day Hall.

## General Service

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

**Custodian, S002 (G6703, G6702) 2 positions**  
**Buildings Care-Endowed**  
**Hiring Rate: \$6.27**  
**Posting Date: 5/23/91**  
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Hours: Monday-Thursday 6:00a.m.-2:30p.m., Friday 6:00a.m.-1:30p.m.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 6 foot ladder. Regular Cornell employees only. Submit employee transfer application to Esther Smith, Staffing Services, East Hill Plaza.

**Custodian, S002 (G6704)**  
**Buildings Care-Endowed**  
**Hiring Rate: \$6.27**  
**Posting Date: 5/23/91**  
Provide general custodial care of buildings and grounds in immediate vicinity of assigned area. Weekend hours included. Hours: Wednesday-Saturday 11:00p.m.-7:30a.m. Sunday 11:00p.m.-6:30a.m.  
**Requirements:** Basic reading and writing skills. Able to operate a variety of heavy power equipment, lift 50 pounds and climb an 6 foot ladder. Regular Cornell employees only. Submit employee transfer application, Staffing Services, East Hill Plaza.

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

## General Service Off-Campus

**Utility Plant Operator, GR19 (G6705)**  
**Buildings and Properties/Geneva NY-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/23/91**  
Secure and patrol boilers, farms, greenhouses and grounds. Monitoring controlled temperature rooms, mechanical rooms and operate 3 gas/oil fired, 150 pound high pressure steam boilers and their related equipment.  
**Requirements:** High School graduate or equivalent. Must posses a valid NYS driver's license. Must be able to operate high pressure steam boilers and related equipment. 2 years minimum experience in security or related work. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

## General Service

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

**Gardner, S009 (B6701)**  
**Grounds Department-Endowed**  
**Hiring Rate: \$8.66**  
**Posting Date: 5/23/91**  
Under the direction of the Landscape Foreman, and in consultation with the faculty of CALS plant scientists, entomologists and environmental toxicologists, to re-entomologists and environmental toxicologists, to refine and implement a campus IPM (Integrated Pest Management) program for all outdoor plants to include over 300 acres of lawn and 100 acres of cultivated tree shrub plantings under the jurisdiction of the Grounds Department. Possible emergency/weekends.  
**Requirements:** Bachelor's or equivalent preferred in Plant Pathology, Entomology, Horticulture, or Plant Science. 2-3 years work experience in a landscape maintenance. Familiarity with basic word processing and data base management software required. Clean NYS Drivers license. Knowledge and experience with Integrate Pest Management programs stongly desired. Send cover letter and resume to Cynthia Smithbower.

## General Service Temporary

**Groundsworker (B6401)**  
**Athletics/Golf Course-Endowed**  
60% establish and maintain gardens; 40% maintain grounds; mow grass. other related duties. Monday-Friday; 6:00-2:30; some weekend work.  
**Requirements:** Some directly related work experience. For consideration submit application materials to Cynthia Smithbower, 160 Day Hall.

## Cornell Employment News

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

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

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



# Networking

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

## Law Enforcement Torch Run for the New York State Special Olympics

by Susan E.H. Hollern and Judy VanDermark

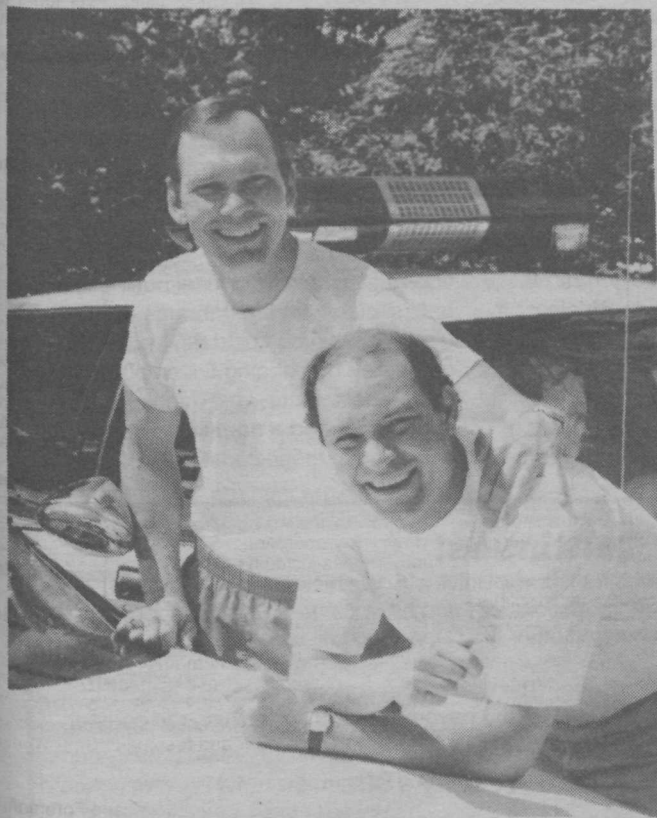


Photo by Doug Hicks

The Special Olympics are coming to Cornell, Ithaca College and Tompkins County June 13-16 this year and again in the summer of 1992. This exciting event has a focal point to many law enforcement personnel in New York State. What do you suppose this could possibly be? It is the Law Enforcement Torch Run for the New York State Special Olympics. Curt Ostrander, a Lieutenant for the Ithaca Police Department, is pulling this event together with the law enforcement personnel in Tompkins County and surrounding counties in New York State.

Torch Run? Well, you can't have the Olympics without the famous torch and Olympic Flame, can you? Pulling this major accomplishment together takes time, patience, fortitude and a willingness and desire to be a part of the New

York State Special Olympics. Lieutenant Ostrander has the aforementioned abilities combined with the dedication and participation from his core of people, make this part of the Olympics a serious and important facet.

This is year number six for the torch run. It began in New York State with a small contingent of officers in the Capital district and Greece, New York. They participated in modest runs to heighten awareness of the Special Olympics programs in New York State. The Ithaca Police Department, who is a major contributor to this event, has approximately 20 law enforcement

personnel involved in the torch run as well as 20 other individuals from other law enforcement agencies in Tompkins County. "I have been a police officer for 18 years. A vast majority of people that get into law enforcement are trying to help people. The torch run is just another vehicle for them to fulfill that desire. Participation in, let's say, the torch run, are the types of things that these guys jump at to participate in. Situations like this happen all the time and people are just not aware of them."

Where does the "original" torch get lit? Curt pulls out a large blue binder containing all of his "torch run" information and flips to the area in question. "In Montauk, Long Island." How long is this total run? "Approximately 2,000 miles. One torch, each, will start in Potsdam,

Plattsburgh, Niagara Falls, Jamestown, Wellsville, as well as other areas I mentioned previously. This all has to be choreographed to happen at the right time and the right place. All of these torches, eventually become one torch."

There are tentatively two runs; one, is coming from the Elmira area. They will be bringing the torch up to the Tompkins County line on Route 13 south and hand it to Curt's people running that area. The second run is coming from Syracuse. They will meet on Route 13 north and hand the torch to his people to bring into Tompkins County via Dryden. This will be staged so that there will be police cars following the runners, for safety reasons.

So you have two torches coming into Ithaca. How do they become one torch? "We actually have several torches that, in time, become one torch that heads up to the Special Olympics Opening Ceremony. The runners will be reaching Ithaca at a predetermined time. Once they meet at a designated area, I will take one of the torches and put it in my car. The 40 plus individuals that participated in that morning run, will participate in the final leg of the torch run carrying the torch, the New York State Special Olympics flag and the American Flag. They will make their way to the Commons in downtown Ithaca for the Torch Run Ceremony. The Torch Run Ceremony will take place in front of the Norstar Bank, on the Commons at noon, just hours before the Special Olympics opening ceremony takes place.

How many hours is involved in pulling this event together? Curt laughs and opens a drawer in his desk and pulls out the New York State map. "Days! The opening ceremony for the Torch Run begins on June 1. That is when the torch leaves Montauk, Long Island and it will continue until it arrives on June 14 in Ithaca. We run only during the daylight hours. This year I am hoping that we will have close to 5,000 law enforcement individuals involved in the torch run and Special Olympics." Some of the runners have never seen the Special Olympics

in person. They get involved with the Special Olympics by running in their respective areas of jurisdiction, just because they care.

On June 14 between 6:00 p.m. and 6:30 p.m. Curt and two other officers will run, with the torch, from the Ithaca Commons up Aurora Street, around Hudson Street over Coddington Road to the Ithaca College Safety Division. The Ithaca College Safety division personnel will meet them and escort the officers to the site of the Opening Ceremony for the Special Olympics. The officers will run around the track once, then the torch will be handed to two of last year's outstanding Special Olympic Athletes who will light the Olympic flame. When the athletes light the flame with the well-traveled torch, the grand parade will begin and mark the opening of the Special Olympics. The athletes come out into the stadium to thunderous applause and cheering from the spectators. This part of the ceremony is a very emotional segment of the Special Olympics. To see the looks of joy and anticipation on faces of the athletes brings tears to my eyes, as well as the eyes of the law enforcement personnel, every time.

As we were leaving Curt's office, we asked him to sum up his feelings for us about the Law Enforcement Torch Run. He looked at his stack of IPD paperwork and then looked up at us and put his well-thought-of answer to us this way: "No matter how large the torch run gets, we are here for only one reason: The New York State Special Olympics. We are here to support the Olympics and the athletes. Bottom line."

Do something special for yourself, your family and some very special people. Please help us fill the stands for Opening Ceremonies. Be at Ithaca College's football stadium at 6:30 p.m. on June 14. Join the hundreds of volunteers from Cornell, Ithaca College, the Ithaca and surrounding communities that will make this event become a reality. Don't just read about the excitement - be a part of it!

### Farewell to Lee Snyder

The *Networking* Board would like to wish Lee Snyder the Director of the Office of Human Resources well as he leaves Cornell and joins Georgetown University as their Associate Vice President, for Human Resources. Thank you Lee for the continued support you have given to *Networking* over the years. Good luck in your new endeavors and if Georgetown doesn't have an employee newspaper, let them know you certainly know some folks that will assist them in getting one started! We are Bernadine Aldwinckle, John Bender, Sabrina Cuttler, Susan Hollern, Kathy O'Brien, George Peter, Theresa Pollard, Kathee Shaff, Judy VanDermark.

### Do You Pamper Yourself?

While looking through slick, fashionable magazines, or the New York Times, I often see ads for health resorts and spas. This, to me, is the ultimate indulgence. Facials, sunning, massage and tasty gourmet zero calorie snacks. Pools, whirlpools, gleaming tile, fat towels. Alas, I could never afford that, but secretly, I have always wanted to indulge.

For most people, time at such a spa is out of reach. However, I have discovered the benefits of 30-minute daily vacations—not a bad alternative in a busy demanding life style. Starting from waking, we react to the demands, disappointments and stimuli around us. The resultant stress can produce physical and mental distress that manifest in irritability, migraine headaches, back pain, lethargy and gastric difficulties. These reactions to stress can damage our quality of life here and now; over time, and if unrelieved, they can cause

permanent damaging effects on our bodies. A facial, a walk, a fragrant soak, brisk shower, reading, music or dancing in the kitchen can all serve to reduce the stress that accumulates during the day.

Taking the time to honor the need to rejuvenate or pamper ourselves is too often overlooked when the means may be at our finger tips. Enjoying, relaxing and reducing stress daily is not a luxury; it is a necessity for everyone. Only you can give that to yourself. Understandably it may take some arranging or re-organizing. Possibly it will require cooperation with family or co-workers. With perseverance and reciprocity, you and all those around you will benefit from an improved perspective and a heightened sense of well-being.

If you would like to explore this or any other topic of personal development, you can call Employee Assistance Program at 273-1129.

### Networking Writer to Wed

Congratulations to Kathy O'Brien, Department of Fruit and Vegetable Sciences and one of the best writers *Networking* has ever had. Kathy is leaving the University and relocating to Kutztown, PA. The *Networking* Board will miss her and her great talents that she has shared with the Cornell community.

We all wish you well as you begin a new chapter in your life as you become Mrs. Carl Matuszek on August 31. (Of course we all know that although you are changing your name you will keep that individual spirit we all admire so!). Kathy our *Networking* meetings will never be the same without you. Good luck and were going to miss you!



# Take Me Out To The Ballgame

by Bernadine Aldwinckle



Geneva Cubs and John Oughterson (without hat)

Where did Pete Rose, Tony Perez, Bill Madlock start their baseball careers? Would you believe Geneva, New York!

Professional baseball has been in Geneva for over 40 years. Six major league organizations have sponsored teams here, — the Cincinnati Reds, Washington Senators, Pittsburgh Pirates, Texas Rangers, Minnesota Twins, and for the past 14 years, the Chicago Cubs.

John Oughterson, a research technician in the Plant Genetic Resources Unit / Horticultural Sciences Department at the Geneva Experiment Station has been closely associated with the Geneva Cubs for those 14 years. In addition to his Cubs baseball hat, John wears a few others: he is a Director of the Geneva Community Sports Board (the Cubs' local sponsor), the team photographer, and Vice President of the Cubs Booster

Club. He helps out collecting tickets at the gate, selling 50/50 tickets in the stands, and handling security.

John saw his team win The New York-Pennsylvania League Championship in 1987. "That's the year," John says proudly, "I received a championship ring with my name on it." In 1988, when NBC did a story on minor league baseball, John was on the network Sunday *Today Show*

hosted by Maria Shriver and Garrick Utley. An NBC crew spent the better part of a week in Geneva. And last year, John watched as Lance Dickson, the #1 draft pick for Chicago, make it from McDonough Park, Geneva to Wrigley Field, Chicago all in one year. Only time will tell how many from past teams or from this year's team will go on to join the ranks of other major league greats.

"I think I'm in Heaven when I travel to

Arizona for spring training, get my photo pass, go out on the field and into the dugout with all the great Chicago Cubs players," says John. "I also felt honored to go to Wrigley Field for the 1984 National League Championship series between the San Diego Padres and the Chicago Cubs and again in 1989 when the San Francisco Giants played the Cubs. I sat in box seats both times."

Going to a baseball game at McDonough Park is part of summer. You make new friends, you see the regulars and the children growing up, you look forward to eating the Italian sausage (with onions and peppers), and of course drinking the beer, cheaper when you bring your special Cubs' mug. Before one of the games this year, John is hoping to have a picnic for employees in the Cubs' Den behind third base.

1991's opening game is June 17. Cubs attendance is up from 19,918 in 1987 to 35,032 in 1990. As usual there's the sponsored give-away nights for free baseball bats, gloves, caps, and cards, team pictures, t-shirts, seat cushions, and sports bottles. And a full promotional calendar with free admission tickets available from local businesses, banks, clubs, and restaurants. I remember the night you could get into the game free by bringing 5 Campbell Soup Can Labels. Later when I looked into the cupboard, I had a hard time figuring out what was in those cans!

## It Won't Happen To Me . . . In Self-Defense Continues!

As a follow-up to the Self-Defense Program Questionnaire published in the March 28th issue of the *Networking*, the Cornell University Wellness Program will be offering a pilot 5 week self-defense course to any interested women on campus. We have compiled the results of the questionnaire and have come up with the appropriate compromises to design this pilot course. We will use this program and any other feedback we receive to determine whether future courses will be offered next academic year. The program is designed for any level so all women are welcomed.

Registration for the course will begin immediately. We must have a minimum of 10 participants to conduct the course. The cap on the course will be 25 participants. If interested please send in the attached registration form to the Cornell Wellness Program, 303 Helen Newman Hall. If you have questions concerning the course contact the Wellness Program at 255-3886. **Deadline for registration is May 31, 1991.**

**Teagle Hall ♦ Wrestling Room ♦ Wednesday, Noon - 1:15 pm ♦ June 5th - July 10th**

(excluding the week of July 1)

**Instructor: Nina Cummings**

Sexual Assault Education Coordinator for Gannett Health Center 12 yrs. experience in martial arts, 2nd degree black belt in Karate

**Course Fee: \$15**

A few scholarships are available contact Nina Cummings for additional information at 255-4782

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Campus Address: \_\_\_\_\_

Final Reminder: \_\_\_\_\_

Contact the Cornell University Wellness Program at 303 Helen Newman Hall (255-3886) if interested in joining the program.  
Do something positive for yourself! Come find out what it's all about.

## Thank You Adele Feierstein

by Maureen Brull

For those of us with children in college, the name Adele Feierstein is probably one that brings to mind someone who has helped us secure monetary help with our children's schooling. For the past ten years she has administered the Cornell Children's Tuition Scholarship (CCTS) Program.

Adele first came to Cornell in July, 1977 where she worked for the Science, Technology and Society Program under the direction of Professor Stuart M. Brown. Her career took a turn when, in February, 1981, she transferred into the Benefits Office of the Office of Human Resources, where she began working with Sharon Brown as an assistant to the CCTS program. In July, 1982 she was promoted to head the program and has done so ever since.

What many people do not realize is that Adele has never taken her job for granted. She has always maintained a sincere interest in the parents and students she has worked with and in so many instances, has gone over and above her "job description" to ensure that the CCTS program functioned to the satisfaction of the legislation, itself and

the recipients of the benefit.

The CCTS program is not Adele's only successful accomplishment. She has been married for 40 years (as of this past March) to a psychologist with the Ithaca School District. They have lived in Ithaca for almost 30 years and have raised two children. Her son and daughter-in-law have given her a grandson who is the "light of her life" and her daughter will be a graduate this year of the Massachusetts College of Pharmacy in Boston.

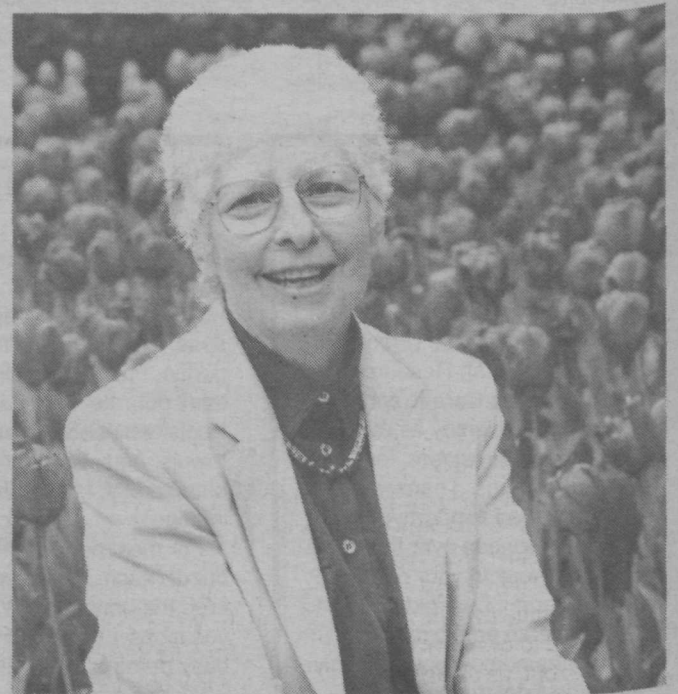
Aside from her job at Cornell, her other interests are working with her home computer and making jewelry. Her jewelry collection is exquisite and, although she designs all of the pieces she displays, she is more than willing to work with a person in creating their own design.

There are not enough words to describe the help that Adele has been to so many people in the CCTS program. Her sincerity and enthusiasm to serve Cornell employees and their families has enabled her to establish many wonderful relationships. This becomes obvious when you are able to witness the stu-

dents and parents who come to thank her, personally, for the role she played in helping them. Adele even came to realize her popularity when she was on her way back from a trip to Cleveland, Ohio and she and her husband stopped at a rest stop in New York. As she was getting out of her car, she was recognized by a Cornell employee whom she had helped with a CCTC problem.

This June, the CCTS program will see a change. Adele and her husband, Bernie, have decided to retire to North Carolina, where about a year ago they built a beautiful home.

As the end of June nears, I am sure that many people will stop by to thank



Adele Feierstein

Photo by Doug Hicks

her and wish her well. She is a unique individual who has a genuine concern for the welfare of others and I know that she will be missed by many - especially by me!



## 80 Office Professionals Graduate



Photo by Doug Hicks

On May 16, 1991, 80 office professionals, office assistants, accounts assistants, secretaries, and administrative aides were awarded certificates of completion for Phase I (Introductory) and Phase II (Advance).

The program was developed, designed and implemented by Rahat Idrees, a consultant with Staff Relations and Development. This course-based curriculum was developed to provide opportunities for office profes-

sionals, to improve specific work skills and to support their professional and personal development.

The program is offered in the Fall and Spring and is divided into two phases. There is no cost to any individual employee. Departments are charged \$200.00 per phase, per employee. The time commitment for each participant is 2 hours per week (during normal working hours) A certificate is awarded to the individual at the end of each completed phase.

All office professionals - secretaries, administrative aides and clericals - who are interested in enhancing professional development are invited to participate. Comments from some of the new graduates may assist other employees with their decision to attend this program.

"I don't want to go back to school, I would rather work through the Cornell workshops and seminars."

"I found it was helpful in reviewing my abilities and deciding what I still needed to learn."

"The Program helped me to become more proficient and energetic in my work."

"I got a real feeling of accomplishment."

"It meant alot to me to meet other office professionals in my situation."

As this program concludes with a special graduation, the Cornell community wishes the graduates good luck with their professional and personal development.

Rahat Idrees sincerely wishes to thank all the instructors who helped make this program a success and a reality: Jennie Farley, Cathy Mooney, Brian Earle, Diane Sheridan, Valerie Sellers Kantrowitz, Debbie Hover, Esther Smith, Francoise Vermeyten, Meg John-Testa, Marilyn Burns, Meg Splendor, Pamela Strausser, Regina Wharton, Let Davidson, Ann Keefer, Joe Lomax, Sandra Carrington and Louise Holmes.

All the participants of the Office Professional Program and the Cornell community would like to extend their gratitude and appreciation to Rahat Idrees. Without her dedication and commitment this program would not have become what it is today.

## Meals with Morley

by Kathy O'Brien

On May 3, 1991, Senior Vice-President Morley met with concerned employees during a breakfast meeting held at the Trillium.

Employee-The parking issue, what has President Rhodes decided?

*Morley-There has been a lot of time spent on changes, exploring other avenues, working with COTS and the Assemblies, with feedback from the campus including the faculty Council of Representatives. What we need is a plan that incorporates the best ideas that come forth. The campus won't function if incentives aren't put forth to solve the problem. If parking were free - more lots near buildings would have to be built, but then there would be the question of where to put them and how to pay for them.*

Employee-If some of the parking spaces could be sold for less where there are now empty spaces, then that may help with revenue and ease the parking problem.

*Morley-In the short term, Omni-Ride has helped reduce the numbers of cars on campus. Cornell University draws in or is the principle traffic culprit. We have an opportunity to have a major impact on the community with Park & Ride, etc. Emergency rides will be in effect, and we are also thinking of possibly adding a taxi service. In some departments*

*employees are asked to use their own cars without being reimbursed for their mileage. This should not be done. The department's shop help with reimbursement for the use of personal vehicles for university business.*

Employee-We've heard that the eating places on campus are going to close this summer.

*Morley-Where to get lunch, that is a concern when Sage shuts down. But, the Big Red Barn will be opened back up in the fall or early winter for breakfast and lunch. The Trillium will be opened for limited service this summer, also.*

Employee-In regard to the courier service and being able to use it in case of an emergency, what is deemed to be an emergency?

*Morley-The response to the courier service has changed to an off-campus service to provide service for emergencies. An emergency is anything that was not known at the time you left home. We have taken people to their homes in Trumansburg and even as far away as Binghamton in an emergency.*

Employee-There is a concern among working parents who use other transportation than their cars about how to get to their children at daycare especially when the school or university closes earlier in the day than scheduled.

*Morley-We'll have to deal with such events as special the situations, maybe even reverse the bus routes if the weather was severe.*

Employee-Who determines the bus schedules? A friend of mine had a ride of 45 minutes which has, because of a change in schedule, gone to 2 hours. Is this because of the students leaving?

*Morley-I'm not aware that the schedules have changed, please inquire about that and let me know the details.*

Employee-Some department will work with flex time, in regards to the transportation plans, but some won't. When they won't no matter what the administration does, the administration will be seen as the 'bad guys'.

*Morley-Unfortunately, it is difficult to get everyone to go along with changes. We will be giving this special attention.*

Employee-The problem is mid-management. They don't work with the employee so they don't have a good idea of what is going on.

*Lee Snyder-The department has to be part of the solution, not part of the problem.*

*Morley-We face some challenges in getting departmental cooperation to get the ideas going to make them work.*

Employee-Who paid for 'B' lot when it was built? Was it the State?

*Morley-The State did not, all parking to now has been paid for by endowed general purpose funds or parking fees. Parking lots are not incorporated into part of the statutory construction costs. In the future, if the State doesn't pay for their portion, we will have to look to the State college budgets. At other state colleges such as Albany, the initial parking lot was put in when the campus was built, but to put in more lots, the commuters have to pay for them. We are now talking to Albany about this. It is also a concern that the State will provide money to build buildings, but later on won't provide sufficient funds for maintenance and upkeep, etc.*

Employee-Why are state employees only at Cornell University and Alfred not State employees like they are at other places.

*Morley-Cornell and Alfred are private universities that receive state support for certain colleges. Legally, everyone is a Cornell employee, it is hard to explain other than it grew from the evolving relationship. It might be different if it was to be designed today. Academically it is important that we end up with a relationship like we have today that students and faculty aren't differentiated programmatically.*

## There's No Place Like Home

by Susan E.H. Hollern

In the tiny hamlet of Speedsville, people are beginning to think about their summer vacations. Not whether to go to the park or camping or to the beach, but how long it will take to get their names on the list of people who can borrow what appears to be a community set of luggage.

Janet Beebe, Administrative Aid of the Cornell Recreation Club, and her husband Jim, are the proud owners of this luggage. They used to own American Tourister luggage, but, as Janet states, "It was always getting stolen. So we went cheap and purchased a set for \$69 at Bradlee's."

Janet's husband Jim is a farmer and is not always fond of travelling far from the family business. As Janet puts it, "He

was homesick for his cows when we were on a trip, so I went out and purchased cow stickers and put them on the luggage. If he started getting that forlorn look in his eyes, I would encourage him to look at the luggage. That usually made him feel better."

The luggage not only travels wherever the Beebe's may go, but also from family to family and friends to friends. Kevin Sharp, Assistant Director of Conference Services, is one of the most avid users of the Beebe's luggage.

This luggage has traveled to Florida, the Bahamas, Niagara Falls, the Thousand Islands, Philadelphia, and California. Janet's mother-in-law took the well-traveled set with her to Nova Scotia and Janet's sister-in-law took the set to



Photo by Doug Hicks

continued on page 4



## UNCLASSIFIED ADS

### For Sale

**Three Bedroom House** - great location, next to park. Asking \$95K; Please call 255-6135 (days) or 277-6905 (evenings).

**Live Comfortably While You Build** - Two acres with clean, two bedroom trailer, great shape. Adjacent lovely site with views, apple trees, driveway, electricity. Nine miles to Ithaca. Owner financing possible to qualified buyer. \$25,000. Please call Katy, 4-6459 (days) or 564-7930.

**Double-Wide Manufactured home** - 1987 model Skyline (Greenleaf), 24x48 with slate blue siding. Upgraded hardware on cabinets, natural gas, W/D, refrig., stove, outside faucets and electric outlets, 2 full baths, 3 bedrooms, Intrepid woodstove, awning over entry, 8'x6' steel storage building, lots of storage space. In Varna. 1 mile from Vet school, on bus routes. Must be seen to be appreciated. Asking \$35,000 (negotiable). Please call Kathy at 255-5439 (days) or 272-0103 (evenings). Must sell - moving!

**1960 10x55 Mobile Home** - Good Condition. \$3,500. Please call 387-3662 or 387-5847.

**A.K.C. Siberian Huskie puppies** - all blue eyed, use to children. Asking \$100 but negotiable. Please call 844-9416.

**New Spanish style Storm Door** - with screen, used one season - \$75. OBO; Rattan garden room upholstered furniture includes large chair, sofa, and two glass top tables, almost new - \$1600.; Solid birch drop leaf dining room table, \$300.; King size bed head board \$30.; Double size, yellow flowered, hide-a-bed sofa, excellent condition \$400 OBO; Four 13 inch tires, used approximately 100 miles - \$120 OBO. Call Lisa 255-2842 (days) or 257-4632 (evenings).

**Brown leather-looking chair** - excellent condition, recliner. \$50. Yellow, stuffed "wing" chair, good condition, \$10. Bottle for gas grill (some gas still in it) \$10. Old style metal cooler with spigot to drain out liquid, \$7. Metal "entertainment center" small, \$5. Please call Kathy 255-5439 (days) or 272-0101 (evenings).

**China Cabinet** - Oak, with copper trim. Three shelves, two drawers, two cupboards. Built-in light. Like new. \$500. Please call 254-8776 (days) or 257-0937 (evenings).

**Contemporary Rosewood Coffee Table** - like new, \$200; typing chair, excellent condition, \$65. Please call 272-6013 (evenings).

**1984 Olds Cutlass Supreme Coupe** - 59,000+ miles. Excellent condition. Asking \$3,500. Please call Mary 5-6866 (days) or 272-0600 (evenings).

**Boat Motor and Trailer** - Boat is eighteen feet fiber glass with a wooden transom. Trailer is a shipman EZ loader in excellent condition. Asking \$450, negotiable. Please call 898-4268 (anytime) and leave a message.

**12x60 Two Bedroom** - Mobile Home. Washer/Dryer. Shed. Located at Nates Floral Estates. Please call 272-2620.

**GE Refrigerator-Freezer** - Avacado - 14CF - \$50.00, Hotpoint Electric Stove \$35.; Kitchen Sink Unit 22x53" \$15.; A O Smith 80 Gallon Electric Water Heater, \$50.. 16X22 Mirrored Bath Wall Cabinet, \$5. Five Traverse Rods for drapes, \$1. each.; Three, Two Panel Wood Doors, \$10. each. 5" White Claw Foot Bathtub, \$150.; Two Motorcycle Helmets with Face Guards, \$15 for the pair. Please call 257-1864 between 8:00 a.m. and 9:00 p.m.

### For Rent

**Two Bedroom Camp** - On lake Otsego (Cooperstown) available by the week, June 22-29 and August 10 - September 7. Lake privileges, fully equipped. Please call Nancy 255-1245 (days) or 277-4280 (evenings).

### Wanted

**Word Processing** - Large or small jobs on IBM-PC using MS Word, Word for Windows, and/or Wordperfect. Reasonable rates with quick service. Call 257-4632 (evenings).

**Housecleaner** - Three to six hours every week on either Thursday or Friday mornings. \$8 - \$10 per hour. Please call 277-2228.

### Free

**Large Kerosene Storage Tank** - with some kerosene left in it. Please call 277-2228.

### Summer Day Camp Registration

Camp Fire Boys and Girls are now registering children (entering grades 1-6 in the fall) for Day Camp. We offer swim lessons, nature study, sports, games, self-reliance skills, crafts and much more! Before and after camp care is available. Only \$155 per two week session (3 sessions available). Scholarships are available. Please call 273-3223 for further information.

### There's No Place Like Home

*continued from page 3*

Lancaster County in Pennsylvania.

Janet recalls a very anxious moment when she didn't think her luggage would be coming back in time for her trip. "I was supposed to go to Williamsburg, but Kevin had it at the time. He was in the Bahamas and I forgot I was going on my trip so I had to borrow someone else's!"

The cow-adorned luggage has a room in the Beebe's office at their Speedsville home. In fact, last time it returned from a trip, it came with a surprise. "Kevin had borrowed the luggage for his trip to California. I must have forgotten to completely unpack one piece of luggage, because when it returned, there inside of the luggage was a pair of earrings, some loose change, my birth

certificate, and a note from Kevin saying that those items weren't his!"

Janet says she likes to loan the luggage to Kevin. "It always returns on time and in perfect condition."

So if you are in need of some dependable luggage and are within close proximity to Speedsville, you had better put your request on the list soon. Once June arrives, there is no telling where it might be next.

Janet and Jim have been married for 20 years in May. Their next trip? "We plan on packing the luggage and taking off for Pennsylvania."

We hope that you and your luggage have a great time!

### Preschool Parent-to-Parent Support Group

Are you the parent of a preschooler (age 0 to 5), who would like to participate in a lunch hour support group about parenting?

I would like to form a group for working parents at Cornell to provide us with opportunities for information sharing, discussion and education in a time

frame that will not interfere with day-care arrangements or the precious time that we do have to spend with our children.

If you are interested please contact Cindy Wright at 255-6858. If you get my answering machine, please leave your name, phone number and the best days for a lunch time meeting for you.

### Working Family Program Survey

*by Theresa Pollard*

The Working Family Program, coordinated by Marilee Bell, issued a work/family survey to a stratified random sampling of 20% of faculty and staff in February 1991. The purpose of this survey is to learn about family and work issues that affect the Cornell community. The questions pertain to employees' personal background, childcare, and/or caregiving responsibilities that affect their work life. The response has been

tremendous; approximately 73% of the surveys have been returned. Many thanks to all who took the time to complete them. The surveys will require one month of editing, one month of data entry and analysis, and will be compiled into a final report. More information on the Working Family Program and this survey will be published in *Networking* starting in the Fall of 1991. Have a wonderful summer!

### Cornell Recreation Club Calendar of Events 1991

June 1	Flea Market-Lynah Rink
June 15	Annual CRC Picnic
July 13	Ellis Island/South Street Seaport
August 23	Toronto Bluejays/Yankee Game
September 21	Pork Roast at the Park
September 29	Buffalo Bills Football Game
October 4	Saratoga/Albany
October 26	Halloween Party
November 4	London
December 6	Holiday Dinner Dance
December 7	Festival of Lights
December 14	New York City
December 15	Children's Christmas Party

## Transportation UPDATE

Cornell University Office of Transportation Services 255-4600

**T-Tran** is scheduled to start new bus service from Waverly, via Van Etten, Spencer, and West Danby, beginning mid-summer.

Look for *A Commuters Guide to Cornell*, a brochure describing new transportation options for faculty and staff, in your mail later this month.

A new schedule for Tomtran service to Lansing goes into effect on Memorial Day. Call 1-642-3396 for more info.

Tomtran is seeking feedback from riders of its service to Danby. Send suggestions on ways they can improve service to Tomtran at 301 Harris Dates Drive, Ithaca.

### Transfers and Promotions

## Employees on the Move

EMPLOYEE	NEW DEPARTMENT	EMPLOYEE	NEW DEPARTMENT
Evelyn L. Allen	Building Care	Rosemary Manley	University Press
Karen Atkins	Health Services	Susan Mazza	Health Services
W. Ronald Babuka	CIT	Ruth Mendum	Development
Edward Baker	Bursar's Office	William Miller	CHESS
Susan Baker-Carr	Sponsored Programs	John Morse	Plantations
Nancy Belkin	ILR	Rebecca	University Libraries
Richard Bennett	Statler Hotel	Niederlander	
Sue Bennett	Facilities & Business Op.	Donna Oliver	Unions & Activities
Basil Blank	Biochemistry	Rae Ann Peterson	CIT
Michael Blenman	Public Safety	Carol Phelps	Health Services
Tammy Bordwell	Sponsored Programs	Nelson Pratt	Plant Breeding
Shelly Burun	Telecommunications	Kathleen Purdy	Sponsored Programs
Brenda Daniels	Sponsored Programs	Kathleen Reeves	Hotel Administration
Margaret Dean	Hotel Administration	Linda Roberts	Athletics
Laura DeNardo	Veterinary Medicine	Dolores Robinson	Government
Steven Denning	Geneva	Kimberly Robinson	Health Services
Laura Enders	Health Services	Paul Robison	M&SO
Susan English	Statler Hotel	Jorge Rodriguez	NAIC
Ginger Eustice	Financial Aid	Susan Senno	Sponsored Programs
Dottie Ford	Building Care	Steven Shumway	Statler Hotel
Heather Gee	Health Services	David Soyryng	Building Care
Karen Gentile	Financial Aid	Dorcas Stamp	Health Services
Robert Gombas	CU Transit	Dana Steponkus	Food Science
James Grant	Residence Life	Charles Strohmman	Nuclear Studies
Joanne Hanavan	News Service	Tammie Swartwood	CIT
Linda Harrington	Ecology & Systematics	Wesley Terwilliger	M&SO
Linda Hoose	Statler Hotel	Diane Tessaglia	Ornithology
Sandra Ike	Building Care	Shiela Tierney	Statler Hotel
Frederick Jones	CIT	Brenda Truesdail	Sponsored Programs
Edward Julian	CIT	Catherine Tyler	University Libraries
Deborah Kalaf	Entomology	Edward Vance	ILR
J. R. Kelly	Plant Breeding	Timothy Voltz	Engineering
Mary Kiala	Residence Life	Ruth Wallace	University Libraries
Beverly Klinko	Construction Mgmt.	Rosemarie Waters	Finance & Business Svcs
Thomas Lane	CIT	Carol Webster	Sponsored Programs
Nancy Law	Public Affairs	F. Kaye Westfall	University Libraries
Debbie Lewis	Health Services	Donna Wilson	Summer Session
Diane MacDonald	Financial Systems	Tina Workman	Health Services
Karen Madison	Nutritional Science	Wendy Youngs	Building Care

**Networking Board wishes you a safe and enjoyable summer and we will see you in the fall.**



# CORNELL EMPLOYMENT NEWS

Including Job Opportunities

Volume 3, Number 20

May 30, 1991

## Office Professionals Recognized in Training Curriculum Program

As reported in Networking last week, 80 office professionals, office assistants, accounts assistants, secretaries, and administrative aides were awarded certificates of completion for either Phase I or Phase II of the Office Professionals Curriculum. This program, begun in the fall of 1989, has been well received by those participating. For those who might be interested in enrolling in the Office Professionals Curriculum, we offer here a description of the background, purpose, and content of the program. Should you like more information, please feel free to contact Staff Relations and Development, 130 Day Hall, 255-7170.

THE OFFICE PROFESSIONALS CURRICULUM was developed to provide opportunities for office professionals, to improve specific work skills, and to support professional and personal development. It is offered through the *Calendar of Workshops and Seminars*, which is distributed to each employee at the beginning of each semester.

### Background

Offered since the fall of 1989, the training curriculum for office professionals was created in response to the needs and suggestions identified by the 1986 Employee Attitude Survey, the 1988 Task Force on Career Development, and data collected from office professionals who responded to a questionnaire in the February 1989 issue of *Cornell Employment News*. An advisory committee comprised of seven members was formed to act in an advising capacity in the formulation of the training curriculum for office professionals. Of the seven members, three had moved up the ranks from non-exempt levels at Cornell. The other four members were currently working as office professionals.

### Pilot Test

The course-based program was developed, designed and implemented by Rahat Indrees, a senior Staff Relations and Development associate, and was pilot-tested in the fall of 1989 with a group of 23 office professionals. During the program and at the end of the pilot period, the content, sequence, and the instructors were evaluated.

- This comprehensive curriculum is offered in the fall and spring and is divided into two phases. Phase I (Introductory) takes four months to complete and consists of four core courses and three electives. Phase II (Advanced) also takes four months to complete and consists of four core courses and three electives.
- The course work is scheduled during work hours and the commitment of each participant is only two hours per week. Individuals are not charged for any fees—their department assumes responsibility for the cost of the program (\$200 per phase, per program).
- A certificate is awarded to the individual at the end of each phase and a copy placed in the individual's personnel folder.
- The program is open to all office professionals who are interested in enhancing professional development, though enrollment is limited to 30 participants in each phase.



Lee Snyder, director of the Office of Human Resources, talks with Jennie Farley, professor in the School of Industrial and Labor Relations, about the Office Professionals Curriculum

- The training is mutually beneficial to both departments and participants. The department gains by having a more skilled and productive staff member and the individual employee gains by having an easily accessible means to improving skills and enhancing professional development.

### Current Status

On May 16, 1991, a reception for 80 office professionals was held to award certification of completion for Phase I and II. We have been pleased with the responses from the participants and their supervisors. "I am so glad that something of this nature is available at Cornell!" said one participant.

The program for office professionals is sponsored by Staff Relations and Development. Registration has started for Fall 1991, and anyone interested should complete the attached form and send it to 130 Day Hall.

### How do I register?

To register for the Office Professionals Curriculum, please fill out the registration form at the right and return to Staff Relations & Development, 130 Day Hall.

### Registration Form for Office Professionals

I am registering for (please circle one):

Phase I

Phase II

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Telephone: \_\_\_\_\_

Cornell ID#: \_\_\_\_\_

Campus Address: \_\_\_\_\_

Department: \_\_\_\_\_

Acct. # to be charged: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

For more information about the program contact Staff Relations & Development, 130 Day Hall, 5-7170.



Rahat Indrees congratulates Dianne Phoenix, secretary to the associate dean for academic affairs, Johnson Graduate School of Management

### Features and Benefits

The overall purpose of the course-based curriculum is to assist office professionals in gaining professional, personal, and organizational skills. Core courses focus on four areas of learning:

- 1) Writing
- 2) Computer Skills
- 3) Business Math (Phase I)
- 4) Personal and Professional Growth (Phase II)



# JOB OPPORTUNITIES

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

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

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

- Staffing Services will acknowledge receipt of all material by mail. Hiring supervisors will contact those individuals selected for interview by phone; please include two or more numbers if possible. When the position is filled, candidates should receive notification from the hiring supervisor.
- Cornell University is an equal-opportunity, affirmative-action educator and employer.
- Job Opportunities can be found on CUINFO

## Professional

Nonacademic professional positions encompass a wide variety of fields including management, research support, computing, development, finance and accounting, dining services and health care.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

Submit a resume and cover letter for each position, specifying the job title, department & job number. Employees should include an Employee Transfer Application.

### Client Services Manager (PA6804) C.U. Press/CUP Services-Endowed

**Posting Date: 5/30/91**

Manage the daily department. Interface with multiple client publishers; recommend, document, and implement policies/procedures to facilitate same. Assist CUPS Business Manager in the administration of various client contractual provisions (inventory, royalties, fees, reports).

**Requirements:** Bachelors degree or equivalent. At least one year's experience in publishing business operation. Strong communications skills requiring tact, diplomacy, and sensitivity. Strong organization aptitude and procedural documentation skills. Send cover letter and resume to Cynthia Smithbower.

### Technical Specialist I (PT4003) Level 36 Information Technologies-Endowed

**Posting Date: 10/11/90**

Design, implement, install, document and maintain networking subsystems for IBM environment under VM operating system. Provide leadership for maintaining and adapting software to support state-of-the-art communications providing connectivity with national and international networks. Educate and assist staff and the Cornell community to use and understand the networking subsystems. Assist in planning what services and software should be available to the user community.

**Requirements:** Bachelor's or equivalent with related computer courses. 3-5 years of systems programming experience. Knowledge of computer networking, TCP/IP, VM operating system, Pascal, C and IBM/370 assembler desirable. Send cover letter and resume to Sam Weeks.

### Technical Consultant (PT6802) Level 34 CIT/IR-Endowed

**Posting Date: 5/30/91**

Provide technical guidance and consulting to applications programmers and project leaders regarding ADABAS, NATURAL and related software. Install and test new releases of vendor software. Design, program, test, install, and document complex and critical software to enhance and extend vendor software. Interface with computing staff and vendors. Do one-on-one training and consulting; workshops and presentations. Must be able to work frequent evening hours and participate in the on-call rotation.

**Requirements:** Bachelor's degree or equivalent with computer related courses. 3-5 years experience with sound knowledge of ADABAS, NATURAL, VM/CMS, MVS, JCL, REXX, SAS and Assembler. Knowledge of applications for interactive administrative systems, database management systems, machine architecture and system utility programs. Familiarity with microcomputers and packages such as Microsoft Word, Excel, and MacProject. Excellent communication and interpersonal skills. Send cover letter and resume to Sam Weeks.

### Appl. Programmer/Analyst III (PT6805) Level 34 History of Art-Endowed

**Posting Date: 5/30/91**

Provide all technical computer support and development for the Aegean Dendrochronology Project. Design, develop, modify, implement, and document fairly complex applications software on an interactive system with other software modules and involving logic features. Assist in developing non-standard program design and logic features. Support users. Administer a Novell network. Convert into C language a number of programs written in FORTRAN, Pascal, and BASIC for an interactive system.

**Requirements:** BS degree or equivalent. 3-5 years experience, at least as a student programmer. Familiar with C, C++, FORTRAN, Paradox's PAL, REXX, and Turbo Pascal required. Send cover letter and resume to Sam Weeks.

### Technical Consultant (PT6702) Level 34 CISER-Endowed

**Posting Date: 5/23/91**

Provide systems programming and systems support for numeric data files of the CISER Data Archive. Responsible for applications programming in the development, optimization, and maintenance of software to support an interface to text and numeric data files, using microcomputers, workstations, and mainframe interface. Create systems files and performs other programming tasks using mainframe computers. Create guides and documentation for systems work.

**Requirements:** Bachelor's or equivalent in Social Science or computing fields. 2 years experience within a complex computing environment. Knowledge of IBM mainframes running VM/SP and IBM DOS machines necessary. UNIX and SAS desirable. Knowledge of at least 1 high level programming language, "C" desirable, and ability to read and understand existing code in a variety of programming languages. Send cover letter and resume to Sam Weeks.

### Dir., Real Estate & Property Gifts (PA6805) HRIII University Development-Endowed

**Posting Date: 5/30/91**

Coordinate and promote gifts of real estate. Work closely with donors and other staff in developing gift proposals. Initiate activities and fund-raising efforts for the Cornell Real Estate Council, a professional organization of alumni in the real estate field. Involve Real Estate Council members with the University, develop regional programs for members, coordinate an annual professional conference. Assist faculty and alumni in the development of the real estate masters degree program.

**Requirements:** Bachelor's degree. MBA degree preferred. 3-5 years real estate or business related experience and fundraising background. Understanding of the tax law, planned giving and marketing is desirable. Excellent written and oral communication skills, strong organizational, interpersonal skills and computer literacy. Send cover letter and resume to Cynthia Smithbower.

### Dean of Students (PA6605) HRIII Office of the Dean of Students-Endowed

**Posting Date: 5/16/91**

Principal spokesperson for student interests at Cornell. Support the educational mission of the University by helping the faculty, students and staff build systems of student services that enhance the overall educational experiences of students. This is a 5 year appointment.

**Requirements:** Ph.D. required. Must be able to become a member of the faculty. Extensive related experience. Excellent leadership and communication skills, demonstrated interest in students, and the ability to devise means of building a sense of community among the students, faculty and staff of Cornell's 7 schools and colleges with undergrad program. Send cover letter and resume to Cynthia Smithbower before 6/21/91.

### Health Associate III (PA6704) HRII University Health Services-Endowed

**Posting Date: 5/23/91**

Using Health Assoc. Physician approved guidelines, provide primary health care to university students, faculty and staff members. Emphasis is placed on continuity of care, health education, health maintenance and preventative care. This is an 11 month position.

**Requirements:** NYS RN/PA license and graduate of an accredited NP/PA program required. Experience and professional certification preferred. Send cover letter and resume to Cynthia Smithbower.

### Director Presidents Council of Cornell Women (PA6703) HRII

**Office of the Councils-Endowed**

**Posting Date: 5/23/91**

Manage and coordinate the activities of the PCCW, an alumnae advisory body dedicated to strengthening leadership opportunities for women. Identify, recruit, develop alumnae not previously active with the university. Responsible for fund raising initiatives.

**Requirements:** Bachelor's or equivalent. 3-5 years experience in professional volunteer management; demonstrated sensitivity to human relations; ability to work with faculty, administration, trustees and senior leadership volunteers; excellent oral and written skills; organizational skills; experience in coordinating complicated educational/social programs highly desirable. Send cover letter and resume to Cynthia Smithbower.

### Student Development Specialist I (PA6806) HRI Mechanical and Aerospace Engineering-Endowed

**Posting Date: 5/30/91**

Under general supervision, responsible for coordination and maintenance of Undergraduate Program office including academic advising and counseling of 300+ students. Provide general administrative support for department and building. Oversee functions of graduate field office. Provide secretarial support for Associate Director of Undergraduate Affairs.

**Requirements:** Bachelor's degree or equivalent. Strong oral, written and public relations skills. Familiarity with personal computers. 3-5 years administrative experience. Knowledge of Cornell academic/engineering programs and curricula preferred. 2-3 years experience in academic advising/counseling. Send cover letter and resume to Cynthia Smithbower.

### Coffee Shop Manager (PA6807) HRI Dean's Office, Architecture, Art & Planning-Endowed

**Posting Date: 5/30/91**

Manage all aspects of the day-to-day operations of the Green Dragon Coffee Shop in Sibley Dome. Reporting to the Assistant to the Director of the College, implement and maintain policies and procedures in financial, personnel, marketing/sales and facilities areas. Re-

cruit, hire and supervise 8-10 student employees, including a student manager, and student cashiers and custodians. Variable hours; some evenings and weekends.

**Requirements:** Associates degree in Business or Retailing, or related areas, or equivalent experience. At least two years' supervisory experience. Previous work with students preferred. At least one year's cash management and accounting experience and responsibility. Outstanding communication (verbal and written) and diplomatic skills, with a high customer service orientation. Non-Cornell applicants welcome, although preference will be given to qualified Cornell employees. Send cover letter and resume to Cynthia Smithbower.

### Project Coordinator I (PA6808) HRI Administrative Operations/CUL-Endowed

**Posting Date: 5/30/91**

Support the Library's Project Manager in managing renovation and construction projects throughout the endowed units of the Cornell University Library. Assist in the renovation of Olin Library and the construction of an off-campus storage facility.

**Requirements:** Bachelor's degree or the equivalent combination of education and related work experience. 4-5 years experience in building maintenance and construction is essential. Able to interpret architectural, electrical and mechanical drawings. Strong interpersonal, communication, and organizational skills. Experience with Macintosh software, such as WriteNow, MacDraw II and Excel preferred. Preference given to experience in planning and construction. Send cover letter and resume to Cynthia Smithbower.

### Maintenance/Inspection Supervisor (PG6801) HRI University Health Services-Endowed

**Posting Date: 5/30/91**

Supervise and oversee daily operations of the entire Plant Operation and maintenance staff of Gannett Health Center. Responsible for the supervision of plant operation and maintenance of building, equipment maintenance, building and grounds, security, alterations to physical plant, property management, purchase of equipment, purchase of linens and supplies and patient care instrumentation. Supervise maintenance staff of 5 full time employees.

**Requirements:** High School Diploma or equivalent. 5 years custodial/maintenance experience desirable. Some lifting up to 50 lbs. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

### Associate Director of Annual Fund (PA6701) HRI JGSM-Endowed

**Posting Date: 5/23/91**

Work with Dir. Annual and Leadership Gifts and Asc. Dean in the planning and implementation of the Annual Campaign for alumni support to enhance fund raising objectives for the university and the Johnson School. Responsible for the ongoing operational aspects of the administration of the Annual Fund, including Tower Club donor identification and cultivation, reunion campaigns and activities, volunteer recruitment and training, and phonathons.

**Requirements:** Bachelor's degree; Graduate degree desirable. Minimum 2-3 years fund raising and alumni relations experience or equivalent. Experience in working with volunteer (alumni and friends) groups. Excellent communications (written and oral) and interpersonal skills required. Send cover letter and resume to Cynthia Smithbower.

### Development Assistant (PA6702) HRI University Development/Public Affairs-Endowed

**Posting Date: 5/23/91**

Works with the Associate Director for reunion campaigns. Responsible for direct staffing of 3 class reunion campaigns per year.

**Requirements:** Bachelor's or equivalent. 1-2 years related experience. Excellent communication and interpersonal skills. Some prior knowledge of fund raising through professional or volunteer experience. Ability to communicate with alumni. Knowledge of Cornell desirable. Some travel required. Send cover letter and resume to Cynthia Smithbower.

### Assistant Nurse Supervisor (PA6705) HRI University Health Services-Endowed

**Posting Date: 5/23/91**

Coordinate and provide nursing care for ambulatory patients at Gannett Health Center. Develop and supervise in-service education to ambulatory care nursing for Gannett Health Center staff nurse.

**Requirements:** RN nurse with NY State nursing license; Minimum of 4 years experience in ambulatory care preferred and experience in nursing in-services education programming desirable. Experience in ambulatory care nursing, in-service education programming and 1-2 years supervisory experience desirable. Send cover letter and resume to Cynthia Smithbower.

### Executive Staff Assistant (PC6601) HRI Vice President Academic Programs & Campus Affairs-Endowed

**Posting Date: 5/16/91**

Provide executive staff support to the vice president for Academic Programs and Campus Affairs in coordinating a diverse range of tasks.

**Requirements:** Bachelor's or equivalent experience. 3-5 years in diverse administrative secretarial positions. Excellent editorial, writing, communication and interpersonal skills. Conceptual skills. Ability to work independently and coordinate multiple projects. Advanced word processing skills. Knowledge of CU helpful. Cornell employee preferred. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

### Research Support Specialist (PT6607) HRI Soil, Crop and Atmospheric Sciences-Statutory

**Posting Date: 5/16/91**

To provide technical support for the research program in low temperature biology, with primary responsibility for a) the isolation, purification and analysis of membrane lipids and b) studies related to the cryopreservation of both plant and insect germlasm. In addition, the individual will oversee and manage the day to day operations of the low temperature biology laboratories including the operation and maintenance of sophisticated analytical instruments and procurement of materials and supplies.

**Requirements:** Bachelor's or Master's in biochemistry or chemistry. Experience in the operation and maintenance of gas chromatograph/mass spectrometer, HPLC equipment and ultracentrifuges. A minimum of 5 years laboratory experience with a background in either plant or insect physiology/biochemistry. Send cover letter and resume to Sam Weeks.

## Professional Part-Time

### Executive Staff Assistant (PC6701) HRI VP for Academic Programs and Campus Affairs-Endowed

**Posting Date: 5/23/91**

Responsible for implementing programs for the Access to College Consortium and the Cornell Committee on Education and the Community under the direction of Director of Public Service and Outreach Programs. Days and hours are Monday-Friday, 8:00a.m.-5:00p.m., hours flexible. 10 month position, August-June.

**Requirements:** Bachelor's or equivalent experience. Excellent verbal, interpersonal and organizational skills. Ability to work independently, often under pressure and short deadlines. Computer skills, preferably Macintosh. Knowledge of CU and public schools helpful. Experience in program development. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

## Professional Temporary

### Technical Consultant I (PT5303) Cornell Information Technologies-Endowed

**Posting Date: 2/14/91**

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

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

## Professional Off-Campus

### Research Support Specialist II (PT6803) HRI Horticultural Science-Plant Genetic Resources Unit-Geneva-Statutory

**Posting Date: 5/30/91**

Provide routine management of the genetics resources facility. Supervise staff; develop long and short term work schedules; oversee crop production and controlled pollination activities; and direct harvest and post-harvest operations. Collect data and summarize, analyze, interpret, and prepare them for presentation. Provide expert information.

**Requirements:** BS in plant related field or equivalent. MS preferred. Minimum 3 years related work experience. Knowledge of principles of crop and seed production; plant propagation; plant genetics; statistics; and personal computers. Data entry, word processing, database manipulation, graphic preparation skills. Ability to operate and maintain a farm and greenhouses. Technical writing skill and ability to communicate with academic and non-academic groups. Send cover letter and resume to Sam Weeks.



THOMPSON INSTITUTE

**Molecular Biology Research Assistant**  
**Available September, 1991**  
Participate in a project using in vitro transcription to study the regulation of maize mitochondrial promoters. Prepare transcriptionally active protein extracts from maize mitochondria, use recombinant DNA techniques to construct appropriate promoter test plasmids, conduct transcription assays, and analyze results using radioactive imaging and autoradiography. Experience with manipulations of DNA and/or protein is highly desirable. Applicable techniques include differential centrifugation, column chromatography, FPLC, restriction endonuclease digestions, gel electrophoresis, transformation of E. coli and plasmid DNA purification. There will also be limited laboratory maintenance duties, including processing of purchase orders and supervision of laboratory. Requirements: Bachelor's in Biology/Biochemistry or equivalent. Contact: Anne Zientek, 254-1239.

CORNELL COOPERATIVE EXTENSION

**Area Extension Specialist: Dairy**  
**Location: Seneca County, Waterloo, NY**  
Cooperate closely with Cornell University faculty, staff and the regional dairy and field crops program advisory committee, to plan, conduct and evaluate an educational program for the commercial dairy industry in Ontario, Seneca, Wayne and Yates counties. Identify program needs and develop short and long range formal educational dairy science programs to meet identified needs with available resources. Communicate and interact with area agriculture and natural resources program leaders to insure program integration into association programs.  
**Requirements:** Master's degree in agriculture with a major in animal science and two years of directly related experience in Cooperative Extension, teaching or in an equivalent related agribusiness field. Minimum Salary: \$28,000 commensurate with qualifications. Apply by June 20th, 1991 to: Staff Development and Recruitment, Cornell University, Box 26, Kennedy Hall, Ithaca, NY 14853.

**Area Extension Specialist: Farm Business Management**  
**Location: Wayne County, Alton, NY**  
Plan, conduct and evaluate a comprehensive farm business management educational program for the commercial dairy, livestock, and field crops industry in Ontario, Seneca, Wayne and Yates counties. As a member of a three person team, cooperates closely with Cornell University faculty, staff, and a regional dairy, livestock and field crops advisory committee.  
**Requirements:** Bachelor's and Master's in agriculture with a major in farm business management. Two years directly related experience in Cooperative Extension, teaching, or equivalent related agribusiness field. Course work in computer science, adult education, communications, and marketing desired. Minimum Salary: \$28,000 commensurate with qualifications. Apply by June 20th, 1991 to: Staff Development and Recruitment, Cornell University, Box 26, Kennedy Hall, Ithaca, NY 14853

Technical

As a prominent research institution, Cornell University has a diverse need for laboratory, electro/mechanical and computer support. Individuals with backgrounds in computer science, biology, microbiology, chemistry, animal husbandry, plant science and medical laboratory techniques are encouraged to apply; applicants with ASCP or AHT licenses are in particular demand.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position.

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

**Technician, GR18 (T6709)**  
**Plant Pathology-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Assist in laboratory, greenhouse, and field experimentation leading to the development of improved control methods for the golden nematode of potatoes. Plant and harvest potatoes. Prepare nematode inoculum and inoculate plants. Lay out, plant, and care for experimental plots. Collect and analyze data.  
**Requirements:** Associate's in Agriculture with 2 years experience in plant propagation. Minimum 1 year related experience. Knowledge of and experience with plant propagation in greenhouse and field. Familiarity with basic laboratory equipment. Send cover letter and resume to Sam Weeks.

**Technician, GR18 (T6605)**  
**Plant Breeding and Biometry-Statutory**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/16/91**  
Plant and harvest test plots for a small grains project. Clean, harvest and weigh seed. Maintain greenhouse and perform hybridizations. Package and prepare seed for planting. Maintain plots and draw plot maps.  
**Requirements:** Associate's in plant breeding, agriculture or related field or equivalent experience desirable. NYS driver's license and pesticide applicator's license required. Experience with farm operation and ability to operate farm machinery. Legible handwriting and microcomputer experience desirable. Send cover letter and resume to Sam Weeks.

**Animal Health Technician, GR20 (T6801)**  
**Veterinary Medical Teaching Hospital-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/30/91**  
Provide support therapy for Intensive Care Unit patients and assist with emergency procedures. Teach intensive care and emergency protocol to students assigned to ICU duty. Operate and maintain life support systems including oxygen therapy, IV and subcutaneous fluid therapy, central venous pressure, electrocardiograms, etc. Observe and treat patients follow-

ing clinicians' orders. Clean rooms and cages. Keep records. Maintain supplies. Some weekend and holidays required. Rotating shift 11 pm to 7 am, 3 pm to 11 pm.

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

**Technician, GR20 (T6608)**  
**Soil, Crop and Atmospheric Sciences-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/16/91**  
Assist in research on cryopreservation/vitrification of Drosophila embryos. Conduct studies and experiments on the procedures and assessment of post-thaw egg viability; conditions required for larvae development; identification of abnormal morphology; and genetic stability. Maintain colonies and population cages, collect eggs, and prepare media. Prepare eggs for cryopreservation including dechoriation and permeabilization.  
**Requirements:** Bachelor's or equivalent in entomology. 1-2 years related experience including vitro culture of insects. Demonstrated initiative and decision making abilities. Send cover letter and resume to Sam Weeks.

**Technician, GR21 (T6804)**  
**Animal Science-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/30/91**  
Perform lab and animal experiments for an in vitro fertilization and cryobiology research program involving large and lab animals. Prepare various reagents, collect blood samples, operate sophisticated lab equipment and maintain lab supplies. Collect and analyze data, and prepare reports for publication.  
**Requirements:** B.S. in Animal Science with advanced coursework in reproductive physiology and microbiology. 2-3 years lab experience in reproductive physiology. Ability to work with large and small animals. Send cover letter and resume to Sam Weeks.

**Production Controller, GR21 (T6601)**  
**CIT-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Setup, submit and verify jobs through the central computer systems. Maintain various control logs, tape and disk files and security backup procedures. Communicate with other staff and user departments. Continue production training and take job related courses. Test and implement new production procedures. Assist with problem resolution. Operate computer printers. Evenings and weekends.  
**Requirements:** Associate's in data processing or equivalent experience. Basic knowledge of MVS/JCL. Any experience with mainframes helpful. Send cover letter and resume to Sam Weeks.

**Network Technician, GR22 (T6705)**  
**CIT/Network Resources-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/23/91**  
Provide the technical expertise necessary to diagnose data communications problems and to support other technical and operational needs of the Network Management Center, its campus clients and Cornell's connections to external networks. Monitor the campus backbone network, associate LAN's and external regional and national connections. Diagnose network problems and repair them. Provide network technical assistance.  
**Requirements:** Associate's or equivalent with 1-3 years related experience. An understanding of data communications networks and hardware highly desirable. Experience diagnosing problems in networking environment (especially TCP/IP) helpful. Strong interpersonal skills desirable. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6203)**  
**Neurobiology and Behavior-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/18/91**  
Participate in research using transmission and scanning electron microscopes for finestructure and autoradiography. Prepare cultures: tissue, cell and organ. Section tissue using ultramicrotomes. Prepare emulsions for coating sections.  
**Requirements:** Bachelor's or equivalent experience in biological science (neurobiology or biochemistry). 2-4 years related experience using electron microscopes (TEM and SEM), microtomes, and sterile techniques for cell culture. Send cover letter and resume to Sam Weeks.

**Technician, GR22 (T6203)**  
**Neurobiology and Behavior-Endowed**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 4/18/91**  
Participate in research using transmission and scanning electron microscopes for finestructure and autoradiography. Prepare cultures: tissue, cell and organ. Section tissue using ultramicrotomes. Prepare emulsions for coating sections.  
**Requirements:** Bachelor's or equivalent experience in biological science (neurobiology or biochemistry). 2-4 years related experience using electron microscopes (TEM and SEM), microtomes, and sterile techniques for cell culture. Send cover letter and resume to Sam Weeks.

**Accelerator Technician, GR24 (T6110)**  
**Lab of Nuclear Studies-Endowed**  
**Minimum Biweekly Salary: \$701.22**  
**Posting Date: 4/11/91**  
Perform highly skilled work to maintain and improve the various components of accelerator ultra high vacuum systems consisting of a linear accelerator, an electron synchrotron, and storage ring. Use techniques appropriate to various vacuum systems, particularly those for ultra high vacuum systems. Work with physicists to design, construct, and install new devices. Provide maintenance, handle malfunctions, and take corrective actions. Provide detailed documentation for the accelerator's master drawings and operating manuals.  
**Requirements:** High School diploma or equivalent plus at least 2 years formal training in ultra high vacuum technology. Work experience on such equipment with the demonstrated ability to assume responsibility for its maintenance. Ability to supervise other technicians. Send cover letter and resume to Sam Weeks.

**Lead Production Controller, GR24 (T4103)**  
**Finance and Business Services-Statutory**  
**Minimum Biweekly Salary: \$682.77**  
**Posting Date: 10/18/90**  
Responsible for processing administrative production applications through the central computer system. Prepare, submit, monitor, and verify the results of jobs processed. Perform tape/disk file management and security and make corrections. Maintain operational documentation. Provide training for production staff. Work scheduled shift changes to meet payroll, month-end, and year-end deadlines. Responsible for covering a rotating shift. Attend job related courses, seminars, and classes.  
**Requirements:** Bachelor's in computer science or equivalent. 3-4 years in production control or related experience. Thorough knowledge of administrative systems. Detailed and thorough knowledge/experience with MVS/JCL and VM/CMS. Send cover letter and resume to Sam Weeks.

Office Professionals

Approximately half of all University openings are for Office Professionals. Individuals with secretarial, word processing (IBM PC, MacIntosh, Wang, Micom), data entry, technical typing, or medium to heavy typing (45-60+ wpm) are encouraged to apply.

All external candidates must have a completed signed employment application on file with Staffing before they can be interviewed for a position. Employee candidates should submit an employee transfer application and cover letter, if requested, for each position in which they are interested.

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

**Cashier, GR15 (C6705)**  
**Unions and Activities/RPU-Endowed**  
**Minimum Biweekly Salary: \$499.20**  
**Posting Date: 5/23/91**  
Operation of cash register; product inventory and ordering; customer service; prepare day-end deposits; assist with setting up and cleaning service area. Wed.-Sun.; 3:00p.m.-11:00p.m. (Academic). Mon.-Fri.; 4:00p.m.-10:00p.m. (Summer). 10 month position.  
**Requirements:** High School diploma or equivalent. Experience with cash handling in a fast paced, high pressure environment. Possess a genuine enthusiasm and positive attitude towards the job and maintain a "customer first" attitude at all times. Regular Cornell employees send employee transfer application to Esther Smith, Staffing Services, East Hill Plaza. External applicants send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Research Aide, GR17 (C6619)**  
**Natural Resources-Statutory**  
**Minimum Biweekly Salary: \$530.38**  
**Posting Date: 5/16/91**  
Provide a variety of support services to 7 professional research staff. Specific duties include data entry; coding; conduct telephone interviews; slide and figure preparation on computer; calculations for tables; literature review; and clerical assistance.  
**Requirements:** Associate's preferably in Natural Resources, Social Sciences, or related field. Data entry using SPSS-DE, microcomputer experience using dBase and Quattro Pro, coding, figure preparation, familiarity with SPSSX and SAS. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Office Assistant, GR18 (C6620)**  
**Law-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/30/91**  
Serve as receptionist for Law School Admissions and Financial Aid Office and share in the daily operation of the office.  
**Requirements:** High School diploma or equivalent. Some college coursework preferred. Experience in microcomputer applications software including word processing (Word Perfect preferred) and database management. 1-2 years related experience in an office environment. Strong communication verbal skills. Medium typing. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Senior Records Assistant, GR18 (C6806)**  
**Catalog Department/CUL-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/30/91**  
Responsible for the location and retrieval of in-process material. Process LC catalog records, added copies, added locations, transfers, and Cornell dissertations. Additional tasks include precatalog searching, management of catalog backlogs, and other related duties.  
**Requirements:** AAS degree, two years of college, or equivalent experience. Previous library technical services experience desirable. Good interpersonal skills. Familiarity with foreign languages preferred. Must be dependable and have aptitude for detailed work. Medium typing. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Records Assistant, GR18 (C6710)**  
**Serials Department/Olin Library-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Under the direction of the Records Maintenance Supervisor, responsible for recording the receipt of periodicals, serials and newspapers on the appropriate check-in record, and for claiming overdue and missing issues. Most check-in and claiming is now done online through the NOTIS system. Other related tasks will be assigned as time permits. These include assisting with invoice processing, management of duplicate receipts, management of supplies.  
**Requirements:** High School diploma or the equivalent; additional academic and/or clerical training desirable. 1-2 years related experience. Ability to perform detailed work with accuracy. Must be dependable. Reading knowledge of at least 1 foreign language desirable. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary GR18 (C6711)**  
**University Health Services-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Serves as office receptionist and provide secretarial support for staff of Physical Therapy.  
**Requirements:** High School diploma or equivalent. College coursework in Medical Secretarial course preferred. 1-2 years medical experience and computer

skills required. Strong interpersonal and communication skills necessary. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR18 (C6704)**  
**Arts and Sciences Academic Advising-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/23/91**  
Provide secretarial support for 2 Assistant Dean's. Type correspondence; answer telephones; file; organize receptions; misc. projects as assigned, and some budget work.  
**Requirements:** High School diploma or equivalent. Some college coursework helpful. 1-2 years related experience. Knowledge of IBM PC's and wordperfect. Ability to work well with others. Excellent organizational skills. Good interpersonal and communication (oral and written) skills. Discretion with confidential information and ability to work under pressure. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Office Assistant/Inventory Clerk, GR18 (C6608)**  
**CIT Consumer Services-Endowed**  
**Minimum Biweekly Salary: \$542.89**  
**Posting Date: 5/16/91**  
Under direction, track and monitor CIT Sales Inventory; assist in the receiving and distribution of all inventory items.  
**Requirements:** High School diploma or equivalent. Minimum of 1 year experience in computerized inventory control. Ability to lift 75 pounds. Light to medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Secretary, GR19 (C6809)**  
**Clinical Sciences-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/30/91**  
Provide support for the Principal Investigator, Co-Investigators, Administrative Supervisor, and staff of the Gastrointestinal Unit/Hepatitis Research Program, provide support for the Chief of Medicine, Department of Clinical Sciences. Until 5/15/92.  
**Requirements:** High School diploma or equivalent. Some advanced business education desirable. Minimum 2 years related office experience. Typing using IBM PC (Word Perfect, Lotus, Sci-Mate/Reference Manager). Excellent office, communication, interpersonal, and organization skills. Ability to work independently. Heavy typing. Regular Cornell employees send transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR19 (C6709)**  
**School of Hotel Administration-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/23/91**  
Under general supervision, responsible for the development, functioning, and on-going improvement of a computer tracking system for graduate programs. Assist Director of the MPS program and Administrative Assistant of the Graduate Office, interacting with current and perspective graduate students, the admission process, and correspondence.  
**Requirements:** High School diploma or equivalent required. Some college coursework preferred. 1-2 years office experience. Word processing skills. Strong knowledge of Macintosh PC, Mac Filemaker II software, spreadsheets, and statistical packages preferred. Strong interpersonal, communication, and organizational skills. A high degree of confidentiality is required. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Staff Assistant, GR19 (C6105)**  
**University Career Center-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 4/11/91**  
Provide all administrative and secretarial support for three career advisors in the area of Arts and Sciences and preprofessional advising, including job-hunting workshops; alumni programs; Graduate School Days; booklets and other publications.  
**Requirements:** High School diploma or equivalent. Minimum 2 years office experience. Some college coursework preferred. Excellent organizational skills and attention to detail. Familiarity with Macintosh and word processing; other programs, including Excel preferred. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR19 (C6706)**  
**CRSR-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/23/91**  
Provide secretarial support to 9 research, teaching, and administrative members of the IRS project. Download and distribute electronic mail; handle all travel arrangements; edit documents in WordPerfect and Tex, process travel reports, payment vouchers, and requisitions; answer multi-line telephone; maintain files; provide additional general office support.  
**Requirements:** High School diploma or equivalent. Business or secretarial school preferred. 1 year of relevant office experience. Familiar with word processing. Good editorial skills. Initiative, thoroughness and attention to detail. Excellent communication skills and ability to work independently are essential. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Secretary, GR19 (C6622)**  
**Dean of Students Office-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Provide secretarial/administrative support for one Assistant Dean and one Advisor of Greek Life. Answer telephones; schedule meetings; handle correspondence; back up support for 3 other DOS staff and Administrative Manager. Work closely with fraternities and sororities.  
**Requirements:** High School diploma with at least 2 years related experience. Computer knowledge helpful especially the MacIntosh. Some college coursework preferred. Able to coordinate and prioritize a variety of



tasks. Excellent organizational, interpersonal and communication skills. Written skills needed with correspondence handling. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Editorial Assistant, GR19 (C6604)**  
**Cornell University Press-Endowed**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/16/91**  
Assist six editors in Editing Department; check all stages of proof; help with manuscript and index preparation.  
**Requirements:** Associate's or equivalent. Knowledge of Chicago Manual of Style desirable. Proofreading skills. Excellent concentration and eye for detail. Ability to organize flow of work and meet schedules for over 140 books per year. Light typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Senior Document Access Assistant, GR20 (C6807)**  
**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/30/90**  
Works closely with interlibrary services borrowing coordinator assisting with interlibrary services borrowing functions. Acts as principal backup for ILS borrowing coordinator and staffs the ILS service point. Manages the unit's collection maintenance activities and periodical room; and supervises, hires, trains, and evaluates those student assistants working for these services. Acts as coordinator, resource person, and problem solver for GR-17 staff who work in the stacks. Works occasional shifts at the circulation desk.  
**Requirements:** Associate's degree or equivalent; candidates with Bachelor's or advanced degrees will be given preference. Excellent human relations skills. Familiarity with online systems preferred. Excellent written and oral communications skills. 1-2 years library experience desired. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Accounts Coordinator, GR20 (C6623)**  
**Center for environmental Research-Endowed**  
**Minimum Biweekly Salary: \$590.45**  
**Posting Date: 5/16/91**  
Conduct all financial transactions for multidisciplinary research center. Maintain records on all levels of account activity, reconcile department records with University records; generate monthly reports on special reports; assist with development of computerized accounting, equipment, and personnel databases.  
**Requirements:** Associate's or equivalent experience in field of accounting. 2-3 years related experience. Knowledge of Cornell accounting procedures or general knowledge of fund accounting necessary. Experience with MacIntosh database and spreadsheet software preferred. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Reference Assistant, GR20 (C6210)**  
**Mann Library-Statutory**  
**Minimum Biweekly Salary: \$575.30**  
**Posting Date: 4/18/91**  
Provide information service in Mann Library and coordinate the maintenance of the collection of reference materials. Responsible, in the Entomology Library, for student hiring and supervision, and user assistance. Provide circulation assistance and assist with collection.  
**Requirements:** Associate's or equivalent. Additional college coursework in agriculture or life sciences preferred. Strong interpersonal and communication skills. Supervisory and effective public service experience required. Experience working in an academic library and with use of microcomputers preferred. Send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR21 (C6803)**  
**Human Ecology/Field & International Study Program-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/30/91**  
Under the supervision of the Director, responsible for business operations of the Field and International Study Program. Assists in the development, preparation and monitoring of the program and grant/contract budgets. Manages information/data system.  
**Requirements:** Associate's degree or equivalent experience. 2-3 years of office management/accounting experience desired. Strong interpersonal, communication and organizational skills. Previous experience with IBM computers. Familiarity with WordPerfect and dBase preferred. Knowledge of policy and procedures for statutory accounting as well as grant and contract

administration. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. Minorities are particularly encouraged to apply.

**Administrative Aide, GR21 (C6805)**  
**Vice President for Research-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/50/91**  
Provide administrative support to the Vice President for Research and Advanced Studies. Handle a large volume of correspondence, set-up meetings, coordinate appointments and travel, maintain office filing system, handle office accounts, process payroll vouchers, and assist Executive Staff Assistant.  
**Requirements:** A.A.S. Degree in Business and at least three years related experience. Familiarity with University resources (payroll, accounting, student employment, etc.). Experience with Macintosh. Strong interpersonal organizational, and communication skills. Ability to work independently and maintain confidentiality. Regular Cornell Employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Research Aide, GR21 (C6614)**  
**Neurobiology and Behavior-Statutory**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Provide administrative support to professional research group. Assist in preparation of research grants; prepare reports; type and proofread scientific papers; serve as liaison with on and off campus contacts in setting up meetings, workshops, lectures; coordinate travel; handle daily correspondence; maintain files; order supplies; assume to other responsibilities; as needs arise.  
**Requirements:** Bachelor's or equivalent in some biology helpful. 1-2 years related experience. Computer/wordprocessing a must. Excellent organizational and communication (written and oral) skills. Heavy typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

**Administrative Aide, GR21 (C6618)**  
**Astronomy-Endowed**  
**Minimum Biweekly Salary: \$615.42**  
**Posting Date: 5/16/91**  
Act as assistant to the Chairman in his capacity as director of a special educational program sponsored by the Pew foundation. Prepare and process confidential materials. Maintain schedules of due dated, prepare and oversee reports due. Oversee accounts duties. Make travel arrangements. Some travel involved.  
**Requirements:** Associate's or equivalent required. 2-3 years administrative secretarial experience beyond formal training. Word processing and writing skills very important. Excellent organizational and interpersonal skills. Ability to work under pressure. Prior experience at Cornell preferable but not required. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Accounts Coordinator, GR22 (C6703)**  
**Section of Physiology-Statutory**  
**Minimum Biweekly Salary: \$641.92**  
**Posting Date: 5/23/91**  
Assume responsibility for management and reconciliation of over 100 accounts (state, endowed, college, and grants). Supervision/training of one Accounts Assistant; establish and maintain working relationship with 3 colleges (one Endowed) and the Division of Biological Sciences; advise on university, state and college financial policies and procedures; assist with annual budgets.  
**Requirements:** Associate's or equivalent. Associate's in bookkeeping/accounting desirable. 5 years experience in Statutory accounting, 2 years experience in grant management/accounting, IBM PC experience (Wordperfect, Lotus 1-2-3). Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

Office Professional Part-time

**Searcher, GR18 (C6708)**  
**Albert R. Mann Library-Statutory**  
**Minimum full-time equivalent: \$542.89**  
**Posting Date: 5/23/91**  
Search local and national databases for bibliographic and authority records for monographs. Input, transfer, and update records for boods-in-hand and orders. Additional duties include assisting the Acquisitions Coordinator including ordering and receiving monographs, and processing invoices.  
**Requirements:** High School diploma or equivalent

required. 1-2 years of previous library or record keeping experience. Additional related experience may be substituted for formal degree. Ability to use microcomputer and some applications software. Strong organizational skills and ability to prioritize. Good interpersonal and communication skills. Some foreign language skills desirable. Medium typing. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza. External applicants send cover letter and resume to Esther Smith, Staffing Services, 160 Day Hall.

Office Professionals Temporary

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

**Distribution Assistant (S6601)**  
**Agricultural and Biological Engineering-Statutory**  
**Hiring Rate: \$7.00**  
**Posting Date: 5/16/91**  
Assist in distribution of publications. Enter orders in computer, print invoices, pack boxes and prepare for mailing. Assist in marketing and other office duties. Answer phone. Monday-Friday, 8:00a.m-12:00 noon.  
**Requirements:** Familiarity with MacIntosh computer. Able to lift 40 pound boxes. Send application materials to Karen Raponi, Staffing Services, 160 Day Hall.

**Service Clerk (S6503)**  
**Lab of Ornithology-Endowed**  
**Posting Date: 5/9/91**  
Assist with sales at the Crow's Nest Birding Shop on weekends, Monday nights for seminars, and possible hours during the week to cover for vacations. Cashiering, answer phones, data entry, and able to lift 50 pounds. Work with customers service skills and flexibility. Must be dependable.  
**Requirements:** High School diploma or equivalent. Cash register and data experience helpful. Please send cover letter and completed application to Karen Raponi, Staffing Services, 160 Day Hall.

General Service

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

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

**Short Order Cook, S004 (G6601)**  
**Statler Hotel-Endowed**  
**Hiring Rate: \$6.88**  
**Posting Date: 5/30/91**  
Responsible for providing meals for all hotel staff. Serves as food service worker for Terrace Restaurant as necessary. Flexible nights and weekends.  
**Requirements:** High School education or equivalent. Basic reading and writing skills. 2-4 years short order experience in high-volume operation required. Good interpersonal skills. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

**Cook, S007 (G6802)**  
**Statler Hotel-Endowed**

**Hiring Rate: \$7.89**  
**Posting Date: 5/30/91**  
Prepare hot foods for the hotel's food outlets and banquets. Flexible nights and weekends.  
**Requirements:** High School education or equivalent. Basic reading and writing skills. AAS degree from a culinary institute preferred. 2-4 years' food preparation in a high-volume operation required. Regular Cornell employees only. Send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

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

General Service Off-Campus

**Utility Plant Operator, GR19 (G6705)**  
**Buildings and Properties/Geneva NY-Statutory**  
**Minimum Biweekly Salary: \$566.28**  
**Posting Date: 5/23/91**  
Secure and patrol buildings, farms, greenhouses and grounds. Monitoring controlled temperature rooms, mechanical rooms and operate 3 gas/oil fired, 150 pound high pressure steam boilers and their related equipment.  
**Requirements:** High School graduate or equivalent. Must possess a valid NYS driver's license. Must be able to operate high pressure steam boilers and related equipment. 2 years minimum experience in security or related work. Regular Cornell employees send employee transfer application, cover letter and resume to Esther Smith, Staffing Services, East Hill Plaza.

General Service

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

**Gardner, S009 (B6701)**  
**Grounds Department-Endowed**  
**Hiring Rate: \$8.66**  
**Posting Date: 5/23/91**  
Under the direction of the Landscape Foreman, and in consultation with the faculty of CALS plant scientists, entomologists and environmental toxicologists, to refine and implement a campus IPM (Integrated Pest Management) program for all outdoor plants to include over 300 acres of lawn and 100 acres of cultivated tree shrub plantings under the jurisdiction of the Grounds Department. Possible emergency/weekends.  
**Requirements:** Bachelor's or equivalent preferred in Plant Pathology, Entomology, Horticulture, or Plant Science. 2-3 years work experience in a landscape maintenance. Familiarity with basic word processing and data base management software required. Clean NYS Drivers license. Knowledge and experience with Integrate Pest Management programs strongly desired. Send cover letter and resume to Cynthia Smithbower.

Academic

**Instructor**  
**College of Veterinary Medicine**  
Act as a mentor to groups of freshman-year Veterinary students, be available for individual tutoring and present lectures from time to time. Assistance with the laboratory exercises. Research will include working with a group studying the exercise physiology of domestic animals with special reference to the thermoregulation of exercise during pregnancy using indirect calorimetry.  
**Requirements:** DVM degree and a PhD in Physiology with special emphasis on the physiology of domestic animals. Postdoctoral experience in the physiology of domestic animals, together with some experience in teaching physiology to veterinary students. Please submit a letter of application and CV to Professor David Robertshaw, Chair, Department of Physiology, College of Veterinary Medicine, Ithaca, NY 14853-6401.

Cornell Employment News

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

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