Cornell Information Technologies
Management and Budget
326 CCC Garden Avenue
Ithaca, NY 14853-2601

January 23, 1992

Kevin E. Saunders
721 W. Court St.
Ithaca, New York 14850

Dear Kevin,

This letter confirms our conversation of today, 1/23/92. Based on our discussion of the concerns and issues at hand, effective immediately, you are being placed on leave with pay for a short period of time. We ask that you remove all personal effects from your office and that you do not use any campus resources including equipment.

This leave is contingent upon your scheduling an appointment and meeting with a professional from the Employee Assistance Program. You can reach them by calling 273-1129. If you require assistance or information regarding EAP, please let me know. We cannot engage in additional dialogue until this contact has been established and then you may make arrangements to communicate directly with the Office of Human Resources, Staff Relations and Development, at 255-7206. — Regina Wharton Mon - 2:00

Kevin, as I said we value your technical skills, you personally and your contributions to the organization very highly. We wish you the best and look forward to resolving these concerns and working with you again in the near future.

Sincerely,

H. David Lambert
Director Network Resources

Ellen Stotz
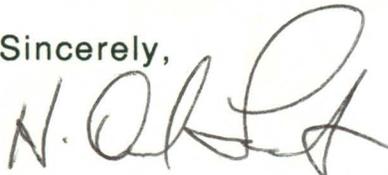
cc: Staff Relations and Development

FC&S

Family and Children's Service of Ithaca

204 North Cayuga Street
Ithaca, New York 14850
(607) 273-7494

James G. Johnston
Executive Director

March 18, 1992

H. David Lambert, Director
Network Resources, CIT
155 Caldwell Hall
Cornell University
Ithaca, New York 14853

Dear Mr. Lambert:

Kevin Saunders initiated contact with the Employee Assistance Program and met me for an intake appointment on January 29, 1992, the first in a series of six meetings.

Kevin avers that he is a loyal Cornell employee. He is ready and willing to do whatever work asked of him that is consonant with his professional standing.

He has stated repeatedly that he has never threatened the computer systems and never will. That would be against what he describes as his "deepest ethical principles."

Kevin accedes that he made some hyperbolic statements in his letters which might sound outrageous. He is willing to explain these statements to anyone willing to have a dialogue with him.

He has emphatically asked that I not affirm what I am asked to affirm, that I not state that he is "no longer a threat" because that implies that he ever was such a threat.

Yours very truly,

Ellen Stotz

Ellen Stotz, CSW
Clinician/Consultant
Employee Assistance Program

ES/me
Encl: Release of Information
CC: M Stuart Lynn
     Regina Wharton
     Kevin Saunders

CORNELL
UNIVERSITY

Date: Wednesday, April 8, 1992

To: Network Resources Staff

From: H. David Lambert

Subject: Kevin Saunders

After a brief leave-of-absence, Kevin Saunders will begin work again in Network Resources, effective Monday, April 6. He continues to be appointed at one-half time.

Kevin's primary group assignment will be to the Systems Services organization with a direct reporting line to Mark Oros currently; and subsequently to the group leader of the software support function.

His primary work assignments will include: providing on-going support for COMET (including bug fixes, documentation, training of others in the support structure, etc); providing on-going support for MAC/TCP and its operation in the network; and assisting in the diagnosis and resolution of performance problems in the network related to MAC/TCP and its interactions with other software.

Kevin will continue to be located in the basement of Caldwell in room 82 . His phone number is 255-0525.   Initially, Kevin's hours of availability will be: Wednesdays 10:00AM -4:00 PM and Thursdays and Fridays 10:00AM- 5:00PM.

cc.   Directors and Assistant Directors
           CIT Service Help Desk

Saunders, Kevin
Client's Last Name, First Name,

Same
Employee's Last Name, First Name

Client's Home mailing address:

721 W. Court St.

Ithaca, NY 14850

Home Phone # 273-6552

Work phone # (W)

Work phone # (M) 255-0525

Employee's Relationship to client

Other Dependents also being seen:

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

_____ / _____ / _____

(Name   / Age / Relationship)

Date of Intake Call 1/27/92

# of business days between initial call and first _offered_ appointment 2

Date of Intake appt 1/29/92

Date Case Closed 6/12/92

Contract/Employer CU

Intake ✓ / Reopen*

   *Number of months since last scheduled appointment _____

Initial Direct Service Contacts
(Source of Referral into EAP):

1. Dependent Only _____
2. Self-Referred _____
3. Superv. Reccmd ✓
4. Superv. Required _____

(Name of Supervisor, if supervisor referred:

_____)

Employee Characteristics:

A. Male ✓   B. Female _____
C. Faculty: Yes____ /No ✓ /NA____
D. Union+ _____   E. Non-Union+ ✓
F. Exempt+ ✓   G. Non Exempt _____
H. Endowed+ ✓   I. Statutory+ _____

J. _Length of Employment_:
   * 0 - 1 _____
   * 1 - 3 _____
   * 4 - 6 ✓
   * 7 - 10 _____
   * 11 - 15 _____
   * 16 + _____

K. _Age of Employee_:
   * 17 - 25 _____
   * 26 - 30 _____
   * 31 - 39 ✓ 36
   * 40 - 49 _____
   * 50 - 59 _____
   * 60 + _____

Primary Problem Area:

1. Family/Marital/Couple _____
2. Emotional/Mental Health _____
3. Alcohol/Other Substance Abuse ___
4. Credit Counseling _____
5. AIDS-related _____
6. _Work Related:_
   a. Work-Relationship _____
   b. Work Performance _____
   c. Work - Other _____ ✓
7. _Other Problem Area_ _____

- - - - - - - - - - - - - - - - - - -

Job Classification (Tompkins County Only)

_____
(position/title)

_____
number++   Classification++

- - - - - - - - - - - - - - - - - - -

Administrative Unit (Cornell Only)

Info tech
Administrative Unit++(from Intake Call Sheet)

- - - - - - - - - - - - - - - - - - -

+ information for Cornell only
++ See separate listing for correct category

- - - - - - - - - - - - - - - - - - -

Fill out one face sheet for each covered employee being seen.

- - - - - - - - - - - - - - - - - - -

Therapist _ES_

FAMILY & CHILDREN'S SERVICE FAMILY MENTAL HEALTH PROGRAM (CLIENT MEDICAL INFORMATION FORM)

NAME _Kevin Eric Saunders_ DOB _5/1/56_ TODAY'S DATE _1/29/97_ SEX: (M) F

DATE OF MOST RECENT PHYSICAL EXAM: ___/ 1 /90___ PERFORMED BY: _Shallish_

DATE OF MOST RECENT HOSPITALIZATION: ___/ 1 /75___ WHERE: _Little Rock, Arkansas_

WHY: _Pneumonia_

NAME & ADDRESS OF PERSONAL PHYSICIAN: _Shallish |Family Medicine Assoc_
W State St

CURRENT HEALTH STATUS: (CIRCLE ONE) (GOOD)   FAIR   POOR

DO YOU TAKE MEDICATION ON A DAILY BASIS (PILLS, SHOTS, OTHER)? YES____ NO _✓_
IF YES, WHICH ONES AND WHY?

MEDICATION	REASON FOR USE
1.	
2.	
3.	
4.	

ARE YOU CURRENTLY UNDER THE CARE OF A DOCTOR, HOSPITAL, OR OTHER HEALTH FACILITY? YES__ NO _✓_
IF YES, WHO AND WHERE? _____

HAVE YOU OR A FAMILY MEMBER HAD IN THE PAST OR CURRENTLY HAVE ANY OF THE FOLLOWING?
(PLEASE CHECK THE APPROPRIATE BLANK FOR EACH COLUMN IF THE ANSWER IS YES).

FAMILY	SELF		FAMILY	SELF	
___	___	Diabetes	___	___	Kidney/Bladder/Bowel Problems
___	___	Head Injury	___	___	Ulcers
___	___	Seizures/Epilepsy	___	___	Other
___	___	Heart Disease	___	___	Pregnancy Loss/Still Birth
✓	___	High/Low Blood Pressure	___	___	Infections, Surgery
___	___	Cancer	___	___	Pre-Menstrual/Menstrual Problem
___	___	Thyroid/Gland Problems	✓	___	Live Births # 1 1988
___	___	Continual Fatigue	___	___	Other
___	___	Eating Problems	DRUG USAGE· 4-5day		
___	___	Sexual Difficulties	✓	✓	Cigarettes/Coffee 3-4 cups
___	___	Sleep Disorders	___	___	Hallucinogens
___	___	Blackouts/Fainting Dizzy Spells	✓	✓	Alcohol 4 beers a wk., maybe
___	___	Infertility	___	___	Tranquilizers
___	___	Self-Induced Vomitting	___	___	Barbituates
___	___	Frequent Use of Laxatives	___	___	Marijuana
___	✓	Hepatitis/Jaundice B, 1979	___	___	Amphetemines
✓	✓	Recent Weight Change exercise	___	___	Cocaine
___	___	Asthma/Allergies AND fin	___	___	Heroin
___	___	Frequent Infections	___	___	Other
___	___	Operations/Surgery			

✓ Hemerroids
CHILDREN ✓ Muscle pains

___ Hyperactivity
___ Learning Disability

4/91

EMPLOYEE ASSISTANCE PROGRAM
INTAKE

To: _Ellen_
CIT Network

Employer* _____

Name of Caller _Kevin Saunders_
Home (mailing) Address _121 W. Court S._
Ithaca, N.Y.

Name of Employee if other than Caller:

_____

Have you ever been to EAP before? ___Yes ___No

Incoming Date _1/23/92_
Time of Call: _4:35_
Call taken by: _ME_

Work Phone # _____
(_____)
When available

Home Phone # _273-6552_
(_____)
When available

═══

* IF CORNELL: WAS EMPLOYEE ON CURRENT EAP-ELIGIBILITY LIST?

_✗_ YES, is eligible   _CIT_
                              Administrative Unit

___NO, is NOT on eligibility list   WHY NOT? _____

Other information given: confidentiality issues/sense of urgency/presenting problem:

Management referred him
He's not allowed to come in to work

(ES, THERE WAS TALK OF MAKING THIS
CONDITION-OF-EMPLOYMENT but we haven't
gotten formal notice)

Date/Time Therapist Call to Client	Outcome
1/24/92 10am	no ans.
1/24/92 1pm	line busy
1/24/92 2pm.	

Letter Sent: _____

1-29-92 Intake – 3 wk. leave w pay & see E.A.P. Conflict over pay equity. He finds environment there very unfriendly, hasn't gotten promised promotions & pay raises. Feels he has missed out because he irritates people (by disagreeing w them). Recently raised from 28→34, & allowed to work ½ time. Person brought in to wk. w him on project was someone no one wanted. Task people to send in kudos for him.

When nego'ing w C.U. abt his work, didn't sleep well, but a good antsy high.

Sent messages rea electronic mail that admin. saw as threats.

2-5-92 Indiv. Sees no future at C.U., but wants to complete this current project.

PLEASE include the following: *1)* **Date**; *2)* **Type of contact**, *e.g.*, *appointment, walk-in, telephone, no-show; 3)* If appointment, note **all persons present**; *and* **focus of discussion**;*4)* **Your initials or signature.**

Date | Signature

1/29/92 Indiv. Assessment. Did not identify pp. ES
Client attended this session, because C.U. Requested
he do so. Very cooperative. Told story in great
detail. Started genogram. Will continue that
w/ more hx & will Start "genogram" of workplace.

2.5.91 Indiv. Sees no future at CU but wants to
finish curr. proj. Got "life story" - extensive
fam. hx, developed genogram. See 2/11

2·11·91 Cancelled by client, he's to care for child
Rescheduled for 2/20.

2·20·92 Indiv. Mother as authority linked it to situation
at the wkplace. Does not see messages on computer
as threatening. Denies he would "ever" damage
the network.
♥ Next - eval. how stress of this effects Kevin
and family.

2·27·92 Indiv. Kevin. clear that he would not sabotage
Sep. by veri. or worms. Against moral standards.
Feels outraged at being suspected, not be rewarded for his
work.
Go back to how mgt. has reacted to his work,
his suggestions etc.

3/6/92 Indiv. Kevin seemed very tense. Able to speak
abt his anger at the ineffectual way dept. & especially
his leave has been handled. Is aware he is
valuable & maybe able to find another position at
C.U. Gives no indication of wish to sabotage in
any way. Links his ability to handle this be
patient, to way he learned to deal w/ mother.
More of this next time.

3/16/92 Call from Kevin. Upset over letter from D. Lambert. ES

3/18/92 Indiv. Used hour to agree upon reply asked
from me by Kevin's Supervisors. Will have LM ES
approve in rough draft form; K. will return on
3/20 to sign release & approve of my letter.

3/20 Kevin in. Read & approved the letter. Copies to be sent
to David Lambert, Regina Wharton, Stuart Lynn
and to Kevin at his home address. Made appt.
to see Kevin on 4·6·92.

5/28/92 Indiv. New boss more + Kevin. Major ques that
of his resilience — he asserts it is stubborness.
Did u learn this in rela. w Mother? Reaction to
verbal abuse. Card from Mike really picked by Mom.
"I want Mom to accept me." Realized he had internalized Mother —
voice "I am stupid — an idiot." Kevin & mom have permeable
boundary (tells her abt sex.). Moms "over-planning" as
obsession, provides safety - view of "perf. family." Trained
to "go along" (w Mike & Mom's plans) by Mom.
Imptce. to him on wking on communication.
Discuss # of mtgs & termination (referral?)
at next mtg 6/11/92. Solid connection betw.
being used by mother, brother & being used in
prev. wkplace situation.   ES

6/11/92 Indiv. Summed up to close ~
at AT   — Gave him referrals: Jimmy Slatoff, Bunny   EB
        McCune, Pastoral Counseling.

        CLOSE

I. Presenting Problem

Client placed on leave by C.M. after behaviors which were perceived as threatening.

Data Documenting Problem: (Include information from supervisor with required referrals)

1.

2.

3.

ASSESSMENT

A. Mental/Systems Status Slight, quite slender man, long dk. hair. Casual, appro dressed. Articulate but speech has slight, "er" stuttering sound at ends of phrases. Angry, feels underpaid, undervalued at work. Oriented x 3. Speaks clearly & coherently. No suic. ideation. No depressive features

B. Treatment Plan:

Continue assessment
Kevin will
- explore his feelings about authority
- look into precedents in his personal hx
   "   "   "   "   " F.O.O.
- strategize about & seek other behavioral
   options when he feels stressed / angry / reactive.
- develop a proactive program for career development

Disposition of Case:

__X__ Referred to:

Jimmy Slatoff, Bunny McCune, Pastoral Couns.

_____ Assessment completed; no referral needed and/or desired by client

_____ Client terminated before assessment completed

BRIEF CLOSING SUMMARY:

Kevin was a willing and motivated client
He participated appropriately in eleven
Counseling sessions. He was able to make
signif. progress toward objectives listed
above.
K. wished to continue the tx process was
referred to private sector and/or Pastoral
Counseling.

Kevin Eric Saunders, Systems Programmer/Analyst III
CIT/NR
November 15, 1990

David Lambert
Director, CIT/Network Resources
For your eyes ONLY:

Dear Dave,

I'm writing to give you a chance to help resolve my problems, so they might be worked out without causing too much hassle and bad feeling. I have come to believe that my job as a Systems Programmer III under Dick Cogger is a dead end. I do not intend to linger any longer in his dismal empire. Since I've achieved my goal of producing a version of *Comet* which I believe is free of malignant bugs, I feel free to pursue other opportunities. (I'm referring to Version 2.0D25, and also Version 2.1D3, which adds support for scrolling text windows–but has not yet received enough criticism and polishing to be ready for broad release.) I am willing to continue working on *Comet* (although I'd rather work on UNIX machines) and/or on other projects in Network Resources, *but* if I am to do so I wish 1) to be made a half-time employee, 2) under some other manager's authority, 3) with a promotion to Senior Systems Programmer. If these requests cannot be met, I request that I be granted a Leave of Absence so I can seek other employment within Cornell.

My grievances have been festering for years, so I beg your patience as I catalogue the prime pricking points and related matters... to summarize briefly, I don't *dislike* Dick, but I don't really trust him, and I am *bone-tired* of being his subordinate. It's not that he doesn't have lots of good ideas; it's just that he has trouble figuring out when he has *bad* ones.

1) I first asked Dick that I be returned to half-time status in December *1988*. I have clearly reiterated this request, more than once, since January 1990. No action whatsoever has been taken to fulfill this simple, straightforward request. In contrast, when I requested four years ago that my status go from 20 to 30 hours/week, and then requested a change from 30 to 40 hours/week, my requests were fulfilled *retroactively*.

2) I have not received a job performance review this year, which should have been performed in May. Curiously, Dick had promised his staff that *we* would get a chance to report on *his* performance during this review. Despite the fact that I deliver high quality software products with *truly minimal* supervision, and have progressed steadily in my knowledge of technical *arcana*, I have not received a promotion, or a pay raise *in real terms*, since I was first hired as a permanent half-time employee in early 1986 (after my promotion from a *radically* underpaid casual employee–I was the *only* one of the employees in Dick's Little Shop of Network Planning and Development who already knew C when I was hired). I am not being paid in accordance with my skills or my contribution to Cornell: new hires with no experience relevant to their job are being paid more than I am.

Over the years Dick has acknowledged this repeatedly *to me,* but maintains that the Personnel Department is the obstacle. I find this increasingly difficult to believe. Does the Personnel Department really want to promote job-hopping? have they never heard of The Peter Principle? The difficulty of programming the Macintosh at the Toolbox level is by now legendary, and it gets more difficult with every System release. Both *Comet* and the OmniTalk driver/bridge which I completed to *Corvus' satisfaction* are highly complex high-performance C-language programs, interfacing to Pascal Toolbox routines, and also use 68000 assembly language extensively. Applications programs for the Macintosh are ordinarily developed by programming *teams. Surely the Personnel Department is not completely deaf to their own rhetoric regarding pay for merit.*

Even though Dick has claimed he sympathizes, he has discouraged me from applying for job openings within NR/T&S, including the position which Rich Kennerly now holds and the two (undefined) full-time positions which will open when the IBM contract is signed. In response to my complaints, he claims some new position will be created for me in the IBM project so I can get the raise he claims to believe I deserve, but I am dubious, and I no longer want to work under Dick's supervision.

Dick is an exceptionally clever guy, but he *does not know his limitations. He shoots from the hip:* this works well for infighting, but is *not* good for hitting targets at *a long range.* Dick believes that he can evaluate programmer quality and productivity without examining code; his evaluations are, as a consequence, arbitrary and without merit. Furthermore, the development process as practiced in T&S lacks *all* formal rigor, including the one requirement I believe is essential for both for developing quality code and improving staff skills: peer review through the process of structured walk-throughs.

In addition, Dick has an obstructionist, negativist attitude which limits the development of systems to suit his (largely arbitrary) preferences. Dick is famous throughout Cornell for stubbornness. I've *defended* him and some of the policies he was crucial in formulating. But I myself have learned NOT to ask Dick for approval of work I think must be done, because almost invariably Dick's response to my proposals is "DON'T do it/DON'T do it *that way.*" E.g., I proposed to write an almost-trivial Macintosh Desk Accessory which would allow the user to set a fixed AppleTalk bridge address. This would have the twin benefits of 1) enhancing security by foiling any security cracker on the network who runs a program posing as a router by transmitting RTMP packets (admittedly, it's probably a lot more likely that someone would just use AppleTalk Peek!), and 2) enhancing performance of LocalTalk networks which have an AppleTalk bridge used to extend the length of the network or provide dial-up AppleTalk access, which results in packet transmissions, as packets intended for the backbone router get re-directed to the bridge to some nodal network. Dick's response was "we don't promise AppleTalk users security." I told him, damn, I'll do it anyway—but what's the point, if it couldn't be distributed?

The fast OmniTalk driver died a similar death after I spent an 25-hour work-weekend designing and recoding the Omninet driver interface to do AppleTalk *right*—Dick dumped cold water all over it, saying we should try to get Corvus to pay for it first, and generally disdaining my ability to implement the Zilog SCC chip interface code, even though I vowed that a working driver was but weeks away (that's a lot less time than it took to debug the background bridge,

which *I* had *always* thought would be a bear). Now Corvus *has* come back, flourishing dollars once again, but... "we're no longer interested in Omninet development."

Dick does *not* get the best out of his employees. *I* produced *Comet* because I'm a hacker born and raised (honest! I've got a pedigree from the Arkansas Valley Model Railroad club... *my dad was a hacker!*) and I decided to bypass Dick and **do what needed to be done according to the most common user requests and my own sense of priorities:** provide color support, extend the fast screen drawing routines to support arbitrary screen locations and offer a larger (and FASTER) font, implement the Telnet Terminal Type Negotiation RFC, support the library character set, etc. (I'd love to convene a committee of some sort to get broader agreement on what *Comet* should offer and promote more consensus, but Dick would kill that *pronto.*) When Dick saw my first implementation of color, he didn't say, Gee Whiz, that's Nifty! Nope. It was: "Hmmmm. Why didn't you provide a way to make the controls appear in color and let the user change the colors?" BAH! This is management by negation...

(Parenthetically–I'm really disturbed by the attitude that Cornell management seems to have toward the security issue; rhetoric about morality is just not enough, you've *got* to make an effort to *nail* the perpetrators. After all, Marxism is a dead ideology because the promised transformation of human nature toward altruism failed to occur. And hey, come to think of it–who *knows* what *Comet* does except me? *Nobody!* Is *Comet* logging user IDs and passwords and transmitting them discreetly via UDP to a host of my choice? All you have is my assurance that this is not the case! This a good argument, by the way, for restricting distribution of the source... God only knows whether the copy of NCSA Telnet you yank off some random AppleShare server is *really* NCSA Telnet...)

3) I am not provided with the tools I need to do my job, nor am I provided the authority to acquire them. (A sad contrast with our "In Search of Excellence" video training, which stressed that *employees must be empowered to get the job done.*) When I am in Caldwell 125, I do not even have my own *phone,* and I am interrupted *continually* by calls for Rich, who is often not at his desk. Dick knows this; nothing has been done. Dick's attitude when I request equipment is that I should scrape it up somewhere. When I took my Mac II development system home in May 1990–I sure didn't ask Dick–my productivity *soared,* because I could perform my primary duty of developing and debugging software, which requires *intense* concentration, in a comfortable environment free of distraction. *A programmer needs a private office. Two programmers sharing an office is an often fun but inevitably distracting company. Three programmers is a crowd in need of control.* Furthermore, as a father, it is not possible for me to turn in the 80 and 100 hour weeks in the office–but I worked those long hours *regularly* in developing *Comet* this summer.

My productivity as a developer of Macintosh software has been hampered as the Macintosh hardware upgrades I receive lag behind that of other CIT Macintosh programmers, and indeed, *non*-programmers, by more than a year. The IIfx is the first upgrade I've received in over two years–and it came long after it would have been most useful, during the grinding edit/compile cycles required to extend TN to offer support for multiple windows. If I hadn't wiped A/UX 1.0 off the 80MB drive I use–in direct violation of Dick's orders, I made the mistake of asking him whether I could do it–*Comet* would be a real *Kohoutek,* i.e., nowhere in sight. I have repeatedly

requested, and have been promised, that I will get a UNIX workstation, but in five years it has yet to materialize–although a PS2/80 running AIX sits almost unused under Dick's desk. *If I had not purchased a sophisticated workstation of my own at extravagant expense and installed my very own home Ethernet, the current state of development of Comet would have been unreachable.*

4) *Comet* and its predecessors are good products which get lousy distribution and support by CIT. I respond to user input. Yet... the CIT/Information Resources "Look and Feel Committee" developed a memorandum slamming TN3270 (stating, roughly, that "Brown TN3270 is the preferred program for both demonstrations and internal use in IR") and listing its demerits, but *somehow* failed to distribute it to *us*–an action which I can only attribute to bad blood between Dick and the IR management. IR politics practiced in response to my incorporation of a driver interface in TN3270 for use by Mandarin had a similar flavor: after more than a year of waiting for IR to produce some response beyond "it mostly works but it needs a few changes," suddenly the interface deemed "unacceptable" and "buggy" (when HyperCard 1.2.5 was the source of the bugs!). In contrast, the HyperFTP HyperCard stack, developed by Doug Hornig of IR, has been distributed nationwide. Development versions of NCSA Telnet, Brown TN3270, and other products similar to *Comet* are freely available *nationwide* via FTP servers. These products benefit substantially from having a broader base of users of development versions who can and do report bugs. PC/IP and Stanford licensing provisions restrict distribution of *Comet* to academic sites that have signed a license, but there is no reason why licensees should not have access to more recent versions via restricted FTP access. As far as I know, there is not even an electronic mailing list of licensees for *Comet* and PC TN.

I thought the distribution situation would improve with the Technology Fair release–which happened *only* because *I* was insistent that the TN1.1, TN1.1U, TN32701.1, TN32701.1U, C191.1, and C191.1U products which *Comet* replaces were unsatisfactory as a basis for the mail system documentation to be offered at the Technology Fair, and because *I swore* to the CIT Products Committee *that Comet would be ready,* and *Steve Worona* supported me by averring that my promises were generally reliable. Tom Young was incredulous; he was assured by *his* staff that it would be *impossible*. Dick was not supportive, saying he'd rather wait for the program to be more stable. *I insisted, I swore I would deliver, I worked my ass off, and I succeeded in delivering a usable if still buggy version which incorporated numerous features demanded by the critics.* Cecilia Cowles later told me it was one of the most exciting meetings she had attended because we agreed to *do something.* I had to tell her it was depressing for me to hear so much negativism when I had been working so hard, and was *volunteering* even more hard work against a close deadline–not just making *Comet* work, but agreeing to provide documentation which Tom Young demanded as a prerequisite for the release. (Documentation which Dick has always told me not to do, "that's not what you're being paid for, someone else should do it"–but until recently, that job was disdained... speaking of which documentation, Teresa Craighead told me "I'm amazed you did such a good job in so little time!" Why is it that I receive positive feedback on my work from users and other employees, who apparently can figure out that I'm working hard, but *rarely* from my own management?)

So why do I receive a call last week from Oscar Larsen of Admissions asking how to get a copy of *Comet*? I have to tell him that I'm not allowed to distribute my current development version outside CIT, whether it's better or not, and that even then I have no straighforward means of offering 2.0D15, which I would rather he not use–no AppleShare server visible outside CIT, no FTP server. (Thinking about it now, I suppose I should get Mark to put it up on nmc...) He wants to know why he can't get it off an IR or WR server; I have the same question. He has the illegitimately-distributed TN1.2D9: "There are a lot of people using this program–why is it so hard to get?" I told him I would appreciate it if users would complain, because I don't think my complaints will register. Should I sally forth and impolitically offend yet more CIT directors and ADs? I don't want to–I really don't think pestering the managers in IR or WR is part of my purview, even if I *was* compelled to respond to the *absolutely hideous* Technologies Draft 0.8. (Which scared me shitless, because I thought it was about to become CIT *policy*–Draft 1.0 is fairly realistic. Recall that the timeline in 0.8 slated the 68000 for demise by 1991: just in time for the arrival of the Mac Classic!).

When I suffered through the Employee Job Review survey, I was told by Dick that I should fill out the form with the prescribed responses, that that would be 'mature' and would be rewarded, even if it would mean that my response would be, in reality, fraudulent: that I had no managerial or administrative role whatsoever, no communicative role whatsoever, no real involvement in the design of the major development project that is now *Comet*, that I worked under close supervision, etc. As usual, I stuck with what I believe to be the truth. But I'm fed up with having to behave like an entrepreneur while I'm stuck within a web of bureaucracy, and I'm very unhappy when worthy rhetoric from top management regarding the need for collaboration across the matrix and UNIXification is ignored by middle management.

I hope that we can work something out, because I've got a family to feed and I really enjoy the parts of my job that are not intertwined with the politics of personality in CIT and connotations of wage slavery. If you think that some arrangement can be worked out, or if you'd like to discuss some of the issues I rase about Dick's management style, I'm free to meet with you anytime.

Sincerely,

Kevin Eric Saunders

Corneil Information Technologies
Network Resources Division
Technologies
143A Caldwell Hall

Date: Wednesday, February 13, 1991

To: H. David Lambert

From: Richard Cogger

Subject: Reclassification and Salary program for Kevin Saunders

This memorandum recommends a raise and eventual reclassification for Kevin Saunders in recognition of major changes in the nature, scope, and level of his job duties over the past two years. I would be recommending a reclassification at this time but understand there is a freeze in effect now. It is also the case that Kevin has been able to rise to these new requirements, expanding his scope and accepting greater responsibility.

Probably, Kevin should have received a reclassification some time ago, but the value and level of technical work is not always immediately evident. In my experience, it is a common occurrence for a programmer in the early years of his career to work along, making progress but not able to do really outstanding work until a certain point. At such a point, accumulated experience allows the person to "put it all together," to produce a major achievement. Kevin first reached that point in the fall of 1988 on the Omnitalk project, but various outside considerations resulted in this work not being used, so Kevin did not receive the general recognition he merited. Kevin reached a further level in synthesizing an important result this past July and August when he forged the Comet Terminal Emulator program from a number of components he had been working on previously. Fortunately, this work is being generally released and not only demonstrates Kevin's ability but will serve to establish his reputation in the networking community as well as at Cornell. Beyond the level of technical work required, in bringing this product out, it was necessary for Kevin to perform a complex series of co-ordinations and deal with a level of administrative and other interactions beyond what is usual at his current level.

Kevin has also requested that his position be returned to half-time (20 hrs./wk instead of 39), as it was prior to January of 1988. Although I

Telephone: (607) 255-7566   Fax: (607) 255-5771   Electronic Mail: RHX@CORNELLC.BITNET

believe he would make faster progress professionally working full time, I understand that he has personal reasons for limiting his commitment to part time. At this point, Kevin has raised his level of contribution substantially and can, in my opinion, go on to broaden his capability at a fair rate over the next two years, even working part time.

Kevin is currently classified at level 34, Systems Programmer III, within the current technical job classification system. His current salary is $27,768. He has now over 5 years experience I believe his current classification and salary levels were somewhat below what they should have been as of a year ago, for his general experience and capabilities, and the disparity is now substantial, given the level at which he has been working during the past year and more.

I believe that Kevin should now be classified as Tech Specialist I at grade 36. His salary should be approaching the mid thirties (in full-time terms) and be above the mid thirties a year from now.

Anticipating that it may be difficult to bring Kevin all the way to where he should be in a single step, I propose a program aimed at moving him to the proper level over the next 18 months. I believe that a significant salary increment will be an appropriate first step. With a normal merit raise in July, an additional mid-year increment a year from now should bring him almost to the level where he should be. In the course of the classification study, his level will be considered, and I believe a reclassification to level 36 will turn out to be appropriate.

I'm not sure exactly what effect the new system being piloted in CIT will have, but I believe this recommendation is compatible with both the current system and the new one. Accordingly I propose the following program:

1. Effective 2-1-91 (or as soon as processing can be completed):

    Raise approx. 16% to $32,200 ($16,514 at 20/39 time)
    Reduce to 20 hr/wk.

2. Effective 7-1-91:

    Raise approx. 5% to $33,800 ($17,333 at 20/39 time)
    (assumed normal SIP increment)

3. Effective with the completion of the classification study:

Reclass to Tech Specialist I, level 36 — Not Done.

4. Effective 1-1-92:

Raise approx 10% to $37,200 ($19.077 at 20/39 time) — Not Done.

Naturally, steps 2., 3, and 4. cannot be committed at this time, but represent a plan and an expectation, contingent on performance, results of the classification study, and on other factors, of what will be necessary to fairly recognize this valuable employee's advancing job level, capabilities, and contributions.

Attached is a proposed job description to describe the changed position proposed for Kevin.

====>
* * * Top of File * * *
Date: Thu, 16 Jan 92 11:44:13 EST
From: Kevin Saunders <CQU@CORNELLC>
Subject: Re: Things
To: Dick Cogger <RHX@CORNELLC>,
               dave lambert <hdl@cornella>,
               stuart lynn <msl@cornella>
-------------------- 1 line(s) not displayed --------------------

   The speed with which I leave Cornell is going to depend entirely
on Cornell successfully fulfilling agreements which I have to make
with Stuart and Compensation (which will require lawyers, _certes_). I'm
willing to cooperate (with Nick, too, even though his presence on
this team against my--and everybody else's!--expressed wishes is the
straw that broke this patient camel's back), but I'm leaving Cornell
to make a career in *show biz*, where I can expect to be treated like
a piece of meat--which *I* feel will be a step up from being treated
like a machine.

   Part of my inspiration--just part--is the fact that my "work" with
the Angry Samoans in '79, which showed up on half of "Inside My
Brain" in 1988, has hit Chuck Eddy's _Stairway to Hell: The 500 Best
Heavy Metal Albums in the Universe_ at #74. (Though I'm lumped with
the "three other nitwits", it is *me* playing live, improvised, solo
guitar.) Chuck is described on the blips on the cover as "the best
voice of the second generation of rock critics," so this is not half
bad--it's *baddddddd*. It's *really* GOOD--for a $5/hr demo recorded
in one evening, and a couple of songs recorded on a cassette
recorder in the back of Rhino Records... (Gee, sounds like the
resources with which I implemented Comet!) Of course, my brother's
material and persistence deserves most of the credit.

   Back to *this* business: I think the Annex does have the
horsepower, but only for ~4 sessions or so. AppleTalk/PPP on the
Annex is obviously the answer, along with a Mac PPP/MacBridge
implementation--which I don't *really* want to do, because I'm *not*
going to be here to maintain it: you need to bring somebody else on
to handle Mac network stuff, and I can help bring them up to speed on
the AppleTalk link layer stuff. Likewise with Comet, the
responsibility for which needs to go to some organization that
recognizes that it is a mission-critical application for Cornell, and
will be for some years to come. (I've informed some users that
Comet is "peripheral" to our "mission": expect fireworks. Paying
network users expect *enhancements* and *bug-fixes*, not ABANDONMENT.)

   As I pointed out to Dave, I'd love to wrestle the ARA threat to
the ground and will help prepare the arguments to counter Apple's
combination protocol megalomania/revenue maximization scheme.
(Dick: If you want to try logging on to my IIfx,
get the ARA disks from Karen, and try rhx (password "rox") at
2550525. Please don't hog it, though, since   want to do some

performance testing...)

    Of course, my continuing cooperation will be contingent on my
finally getting a _truly good_ deal out of Cornell (after some 13
years of patience!). Like anybody else, I can leave with two weeks
notice, and I can leave with a *clear conscience*.
I've been pursuing excellence at Cornell for > 6.5 years in this
position, and I am *damn proud* of my accomplishments, achieved in
the face of (at best) administrative indifference, with the goal
of serving CIT's user community *as best I can.*

    I *know* I'm not wanted here as a permanent, full-fledged,
well-paid *colleague*, so I'm willing to leave without kicking--*if*.
If I continue to be treated like a "donkey,"--Dimock's term, at the
meeting where he said "Dick needs more donkeys," and Tom Young
averred on the authority of his staff that my promised delivery
date for Comet (2.0D15) was "impossible"--I'll act like one, using
every legal means I can bring to bear.

    Yours Truly,
    Semper Fidelis,
    kevin
* * * End of File * * *

```
* * * Top of File * * *
Date:          Thu, 16 Jan 92 19:42:14 EST
From:          Kevin Saunders <CQU@CORNELLC>
Subject:       Shapes of Things
To:            Dick Cogger <RHX@CORNELLC>,
               dave lambert <hdl@cornella>,
               msl@cornella
------------------- 1 line(s) not displayed -------------------
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Thanks. Show business has no idea what's on the way...

As for my "idea of how an organization should treat me", I'd expect
at a minimum that an organization should abide by its own
published standards... check 'em out sometime. Personnel Manual
#201, Administering Wages and Salaries, delineates a number of
standards and policy goals... which you have repeatedly
told me are real howlers. I, however, take enunciated organi-
zational values VERY seriously, and I intend to hold Cornell
to them, whether you accept them or not, whether you believe
they are simply a joke Personnel plays on us or not. Dave's "Network
Resources Organizational Values" are pertinent also:
"10) Relations among the staff of Network Resources
should be characterized by *respect*, helpfulness, sharing, tolerance,
forgiveness, openness, honesty, and (above all) good humor."
The emphasis is mine, and I think that value does belong first.

     It's weird--I get so much positive feedback from Comet users,
when at last I bother to ask them to help *me* out... "Comet is
the best product offered by CIT." And they don't understand
why *I'm* not valued... maybe they feel that way because I try
to *show* respect for them and try to meet their felt needs,
rather than trying to show them that I am brilliant, that
I have the correct answers, and that they're all fools if they
disagree with me--which seems to be the traditional CCS/CIT attitude.
Or maybe they feel that way because it's a fine product,
which embodies the way that I care about them, and that I share their
feelings about the importance of *their* work and *their*
need to communicate--*efficiently*. If IR happens to
originate a good idea that users like, I'll adopt it.
If the non-standard position of the Reset menu-key gives Tom Young
the hives, I'll change it. And when bugs crop up, I do my best
to fix them, and Comet users *know it.*

     You oughta haul that copy of Gerald Weinberg's "Psychology of
Computer Programming" down from your bookshelf and *read it*.
I suggested to Dave that he do so also. Fred Brooks' "The Mythical
Man-Month" might also help enlighten you on the reasoning
behind the UNIVERSAL response to bringing on Gimbrone:
You CAN'T speed up a car by adding cylinders that DON'T FIRE!
Gimbrone is a proven *disaster* with modems...

But hey, I'm willing to work with Dimock, even if I *do* believe
he is an *immoralist*... as for incompetence, as I told Bill

Turner the other day, if you don't reach your level of incom-
petence in this business... you're not trying.
My last-straw feeling derives not so much from having to work
with Nick as the WAY the decision was made, in complete
disregard of the desires of the ENTIRE NR-Tech staff:

   If you won't take no for an answer, don't bother asking.

   Anyway...

   I'm perfectly willing to make a meeting with *everybody* who's
supposed to work on this thing. Porting the router should be a piece
of cake (~ 1 month FTE--remember, I did the same for the
foreground-only MacBridge...). The MacBridge is slightly hairier...
as I had mentioned B.G. (Before Gimbrone) I made progress in November
towards cleaning up the assembly-language LAP interface so
it called C routines, which use code adapted from Comet.
This will of course greatly ease migration to future interfaces...
PPP will provide automatic net/node # negotiation, so users
will need only to enter a valid password for the Annex server to
approve; the server can then communicate the net # to the MacBridge
(net/node negotiation is defined in the current PPP standard).

   Of course, the Annex PPP implementation has to work correctly.
If we can lift the PPP negotiation stuff from the Annex implmen-
tation, that'll speed up work on the Mac end correspondingly.

   And finally...
   My goal here is not to screw Cornell: it's to arrange a fair
divorce settlement. Divorce does not *have* to be hell...
but it usually is, if the parties do not divide jointly-produced
assets in an equitable manner. Comet is an helluva asset:
the basic concept is your *idea*, but the blood, sweat, and yes,
tears, are mine.

      "To hold it upright and fill it,
       Is not so good as stopping in time.
       When you pound it out and give it a point,
       It won't be preserved very long.
       When gold and jade fill your rooms,
       You'll never be able to protect them.
       Arrogance and pride with wealth and rank,
       On their own bring on disaster.
       When the deed is accomplished you retire;
       Such is Heaven's Way!"
          -- Te-Tao Ching, Lao Tzu (Trans. Robert G Henricks)

_____

Date: Thu, 16 Jan 92 14:13:45 EST
From: Dick Cogger <RHX@CORNELLC>
Subject: Re: Things
To: Kevin Saunders <CQU@CORNELLC>
cc: Dave Lambert <hdl@cornella>

Kevin, glad to hear that show-biz is opening up for you-- I have to
doubt that Cornell could ever match up to your idea of how an organization
should treat you over the long run. But as you're dealing with Dave
and Stuart, there's probably not a lot for me to do, at least until you
have things worked out at that level. If there is something you want
me to do, let me know.

My assumption would be that whatever is to be worked out won't
happen instantly or even within days, so what's your idea of what you and
I should do in the meantime? I agree with your assessment that the
right direction is appletalk over ppp and the corresponding macbridge
implementation. Are you willing to participate in discussions with
the team (or part of it)? Or do you think that's inappropriate until
the other issues are resolved? My concern is that if we don't have a
plan and functional spec documented in the next couple weeks, Xylogics
will kiss us off. Then we may see ARA go the way of quickmail.

If I don't respond to all the points you raise, don't think I'm
ignoring them. We can discuss, if you like, when there's time.

-Dick

* * * End of File * * *

Tue Jan 21 05:37:44 EST 1992...

It's better to do some work rather than be upset... when you wake up
at 2:30 and can't get to sleep because your job situation is bugging you.

Anyway, I just want to point out again what I want, to make it perfectly
clear:

1) extraordinary reward for extraordinary effort, as allowed for
   by Cornell's personnel policy manual. (Dave: check out
   that productivity report I gave you last year: my productivity,
   on Comet *alone*, works out to about 30 lines of code per day,
   three times the industry norm. Remember, I've done 95% of
   the work on this product, part-time, wearing about 5 different hats...)
   I printed out Comet for the first time this weekend--I mean,
   this is the *first time* that c19/tn/tn3270/Comet have
   been printed out *ever*.... (think of the paper savings
   over 6.5 years...) And it has... heft. Monaco, 7 pt., 0 margin,
   compact K&R C coding style, and it is BIG.
   And then I realized... Comet is *my rendition* ... of
   Atlas Shrugged. Weird but true: it's my response to Cornell's
   welfare-socialist mentality. If I'm rewarded properly for it, you
   might have a new model of how a person can Make It At Cornell,
   even though the pay is low. I want *market level compensation*
   for the work... which, after all, is supposed to be Cornell policy
   to begin with... Cornell can spread the payments out, and I/we'll
   consider real property in lieu of cash (I know cash is a little
   tight now for Cornell), and if you give me what I deserve, I'll throw
   in other interesting stuff, i.e. source for dumb virtue, (300K)
   which is what made me so productive in my early days here...
   Cornell, BTW, possesses a license for this program, but has
   never made any use of it ("dumb virtue: the shell programmer's
   little friend"--I think *my* idea of a shell interface beats
   the pants off of Apple's MPW Shell interface ... ugh, Dick:
   "Why, every programmer writes at least one text editor..." Hah!
   Very few have tags/shift/undo/etc incorporated with a
   VT102 and Tek 4014... the editor is Mac ToolBox TextEdit based,
   and is immediately applicable to Comet's .edit window.
   Naturally, this is where the Comet "Find..." command came from, because
   I couldn't resist adding the functionality, even though it
   compromised my copyright on the code. Originally, all the stuff
   I developed for Comet that was acceptable under Dick's interface
   religion got added to C19/TN...)

   Of course, the amount of the payment can be kept confidential
   if you prefer.

   Look: My hands can no longer handle this coding business, I've gotta
   take a long break from the keyboard. I'm an extradinarily
   fast and accurate typist, but it's beating the knuckle
   of my left pinky (a critical guitar finger) into mush.
   I DO NOT want to wind up CRIPPLED like RMS (Richard Stallman,
   of EMACS/GNU/etc. fame). My problem is the keyboard, not guitar.

2) a transfer to a higher level temp position, e.g. Applications
   Specialist 1, where I could work (even full time) to help
   Comet and the PPP/MacBridge get transferred over to other
   hands and put on a fully-supported production basis...
   And then leave.

3) Handshakes and smiles *all around* as we assess the benefits
   we've jointly produced and present them to top management.
   (Which will have to be done anyway to justify paying me
   what I've been worth, invisibly, to Cornell...;
   3270's and Sytek eliminated... UTP Ethernet supported...
   Standardization on Mac systems... Convenient *and* powerful systems

for "distributed processing", even into the home environment.
Mann Library forced to accept Comet and Macs as their
Technical Services Workstation... (Eat that, Jan Olsen!)
All these goals we've been announcing as "strategic"... Achieved.
It's NACUBO time, folks! We'll win the nationals! We're heroes!

4) It's not my decision, but gee guys, can't you kick Dick
   upstairs somewhere so he doesn't get in the way while he's
   envisioning a new future, rather than having him sit in a managerial role
   in which he's maladroit and obstruct the implementation of
   the vision he had five years ago? (Which *I* have implemented...)
   Why do techies have to be managers to get paid?

I got a couple of copies of Sun Tzu's _The Art of War_ for you as
presents, for being so tolerant of my (occasional) lapses into
flames. The Japanese swear by it. I do too, being something of
a reincarnated Taoist Bonze...):-> (Remember, the best kind of
war is the one you avoid... the Japanese have learned the hard way...)

Later,
kevin

PS: Please get back to me soon, or I'll carry the grievance procedure
forward with Personnel. I want a resolution SOON, not next year.
If I feel any knives in my back I'll be MAD, not just upset and confused.
PPS: Oh yeah, I'm planning to change my name. Cool, huh?

Here's a kudo from Olin lib, kind of typical of the mail I get on Comet.
"This is great stuff, there's a little feature we'd like..."
I'm not much on brag, so I don't redistribute this stuff to the
world at large. Arkies aren't inclined to brag; the Japanese aren't
much inclined to brag, either. (If you think about it, many of
my problems with Dick and CIT's "traditional" "management style"
are problems of multi-culturalism: In Arkansas you JUST DON'T
snub other people to their face unless you're spoiling for a fight...
We may be Rebels, but we're generally polite about it...)

Hello,
People are extremely happy with Comet so far. I'm going to hold a
Tech. Services "user group" meeting next week sometime to answer
questions, show features and such. I'll ask about any freeze-up
problems. Do the folks in Day Hall have the ethernet cards with
the math coprocessors? Are they still necessary for Comet?

I had one suggestion future development (if there is any) for the
edit window. It would be really useful for us to be able to see
where the system intends to insert page breaks when it prints, or
to be able to insert them ourselves. We make thousands of print-outs
of variable length cataloging records which we would like to be able
to split out 1 per sheet, for example.

Thanks for the great program.
Betsy Gamble

Thanks very much for responding... I really hope that somehow we
can arrange something equitable for me, and at the same time
spark this organization into adopting a more proactive,
entrepeneurial attitude...

sincerely,
kevin

Wed Jan 22 02:07:44 EST 1992

====>
* * * Top of File * * *
Resent-Date: Thu, 23 Jan 92 09:42:47 EST
Resent-From: Kevin Saunders <CQU@CORNELLC>
Resent-To: hdl@cornella.cit.cornell.edu,
               msl@cornella.cit.cornell.edu
-------------------- 4 line(s) not displayed --------------------
Date: Thu, 23 Jan 92 08:03:40 +0200
From: Jaime Prilusky <LSPRILUS@WEIZMANN.WEIZMANN.AC.IL>
Subject: tn3270 Hypercard Interface
To: Kevin Eric Saunders <cqu@cornellc>

    What do I say? This only works with old versions of tn3270; is the
stack in the public domain?

    I've wanted to fix this to work with Comet, but IR shat all over
it (i.e. I lost my major customer for it), and I've certainly been
extremely busy with other things.

    ?,
kevin

------------------------------Original message-----------------------------
Kevin,

I got a description on a TN3270/Hypercard interface you developed. On the
documentation I got, you mention a Hypercard stack which uses the driver to
connect with a host, check the state of TN3270, send data and commands and put
the screen into a HyperCard global.

Can you mail me that Hypercard stack ?

Best regards, Jaim

 Dr Jaime Prilusky
 Israel National Node   INN   ! LSPRILUS@WEIZMANN.WEIZMANN.AC.IL
 Weizmann Institute of Science   ! fax: 972-8-344113
 76100 Rehovot - Israel   ! tel: 972-8-342470 / 2979
* * * End of File * * *

Tonight: **Increasing clouds**
Low: **65**
Thursday: **Showers**
High: **80**
Hotline: **1-900-454-4444**

...n scientists find home at Transonic

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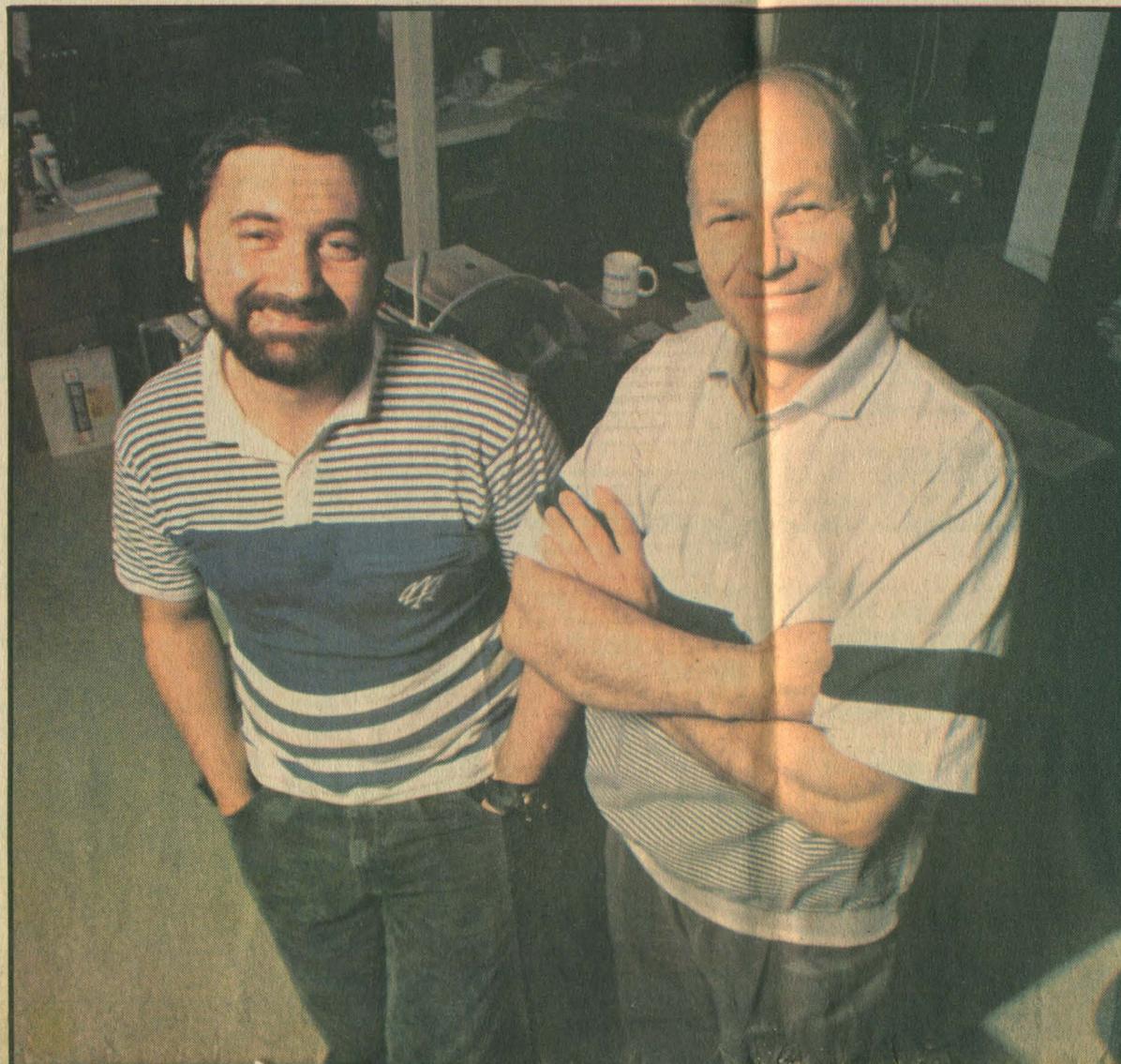
3rd CU student is indicted in computer case

By **GARY PALLASSINO**
Journal Staff

A third Cornell University student has been indicted on felony charges of computer tampering in connection with a virus released in February that infected computers worldwide.

An indictment handed up Tuesday in Tompkins County Court charges Randall Swanson, 20, of 304 Baker Tower, with helping two other students release the "MBDF-A" virus from a Cornell computer lab.

The indictment also lists additional felony charges against David S. Blumenthal, 20, of 9 Founders Hall, and Mark A. Pilgrim, 19, of

See INDICTED, 2A

Indicted

▶ **Name:** Randall Swanson, 20, of 304 Baker Tower, Cornell

▶ **Reason:** Accused of helping CU students David S. Blumenthal, 20, and Mark A. Pilgrim, 19, release a computer virus.

▶ **Charges against all three:**
- 4 counts of first-degree computer tampering;
- 1 count of second-degree computer tampering; and
- 7 counts of second-degree attempted computer tampering.

★ ★ **EXTRA** ★ ★

the invisible

Learning disabilities are the most common types of disabilities among New York state students. Still, some

Ton
Low
Thu
Hig
Hot

Russian scientists find home at Transonic

U.S. resources dazzle pair

By JOHN YAUKEY
Journal Staff

Thirty-four years ago when Soviet Premier Nikita Khrushchev arrogantly promised Americans their grandchildren would grow up in a communist state, Nikolai Krivitski was a school boy in the Ukraine.

Today Krivitski's two children study in the Ithaca city school system while he draws a salary from Transonic Systems Inc., an Ithaca medical manufacturing firm whose success in expanding markets during this recession stands as an example of modern free-market wizardry.

Could Khrushchev ever have imagined this?

Even several years ago as the frail political wire that bound the Soviet Union began to rust, Krivitski, a talented biomedical engineer, certainly did not picture himself in a polo shirt and jeans in a modern American laboratory. Indeed the thought of waiting in a cashier's line amid the staggering abundance of Wegmans is still more mind-boggling.

"Things have happened so fast I barely have the time to really understand them," the uninhibited 43-year-old says in English, which he has mastered almost to the point of speaking without pausing to search for words. "But now I am working
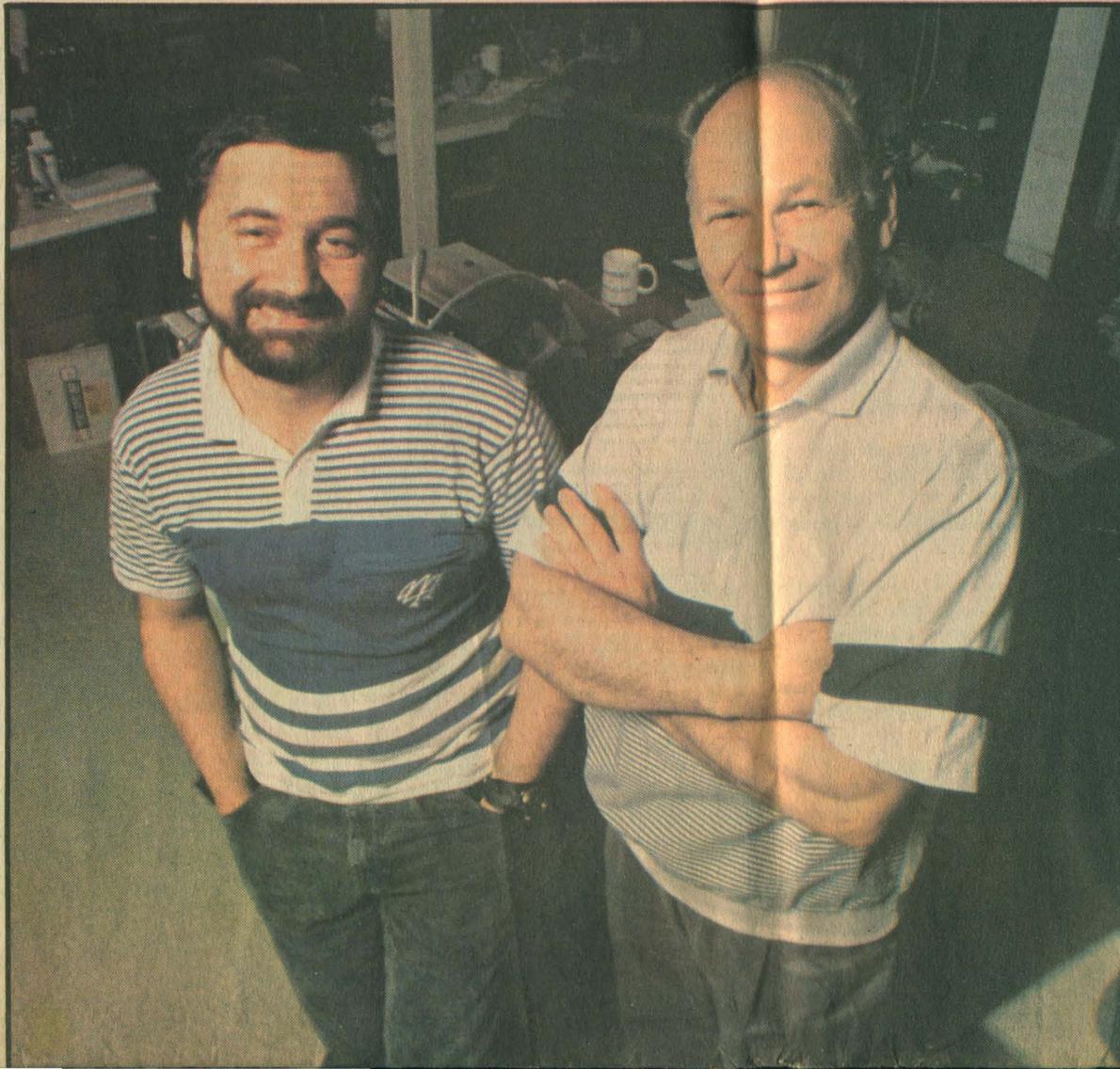
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★★ EX

the invisible

For Russian scientists, the opportunity to do research in the United States not only promises access

for the top scientists, life has become very difficult."

Nevertheless Shkarlet and Krivit-

entist and entrepreneur with a keen eye for potential and a reputation for progressive thought.

especially overseas."

Indicted

44 Baker Tower, who were arrested Feb. 24 on charges of computer tampering. Blumenthal and Pilgrim were sophomores at the time.

No date has been set for an arraignment. Cornell has not taken any action against the three except to deny them access to university computers, pending the outcome of their courts cases. Tompkins County District Attorney George Dentes will not comment further on how Swanson, a junior in Cornell's engineering school, was involved in the creation and release of the virus, a spokeswoman for Dentes said Tuesday.

Blumenthal and Pilgrim have told investigators no one else was involved in creating and releasing the virus.

Cornell Public Safety Investigator Scott Hamilton said Swanson's name came up during the investigation of Blumenthal and Pilgrim's activities.

"All of a sudden we started to return information that another individual was involved," he said. He would not elaborate on Swanson's involvement in the incident.

M. Stuart Lynn, vice president for information technologies at Cornell, also declined to comment on the indictment. Lynn headed the investigation of the virus.

The latest indictment supersedes a May 5 indictment charging Blumenthal and Pilgrim with a single count of first-degree computer tampering. Blumenthal, of Worthington, Ohio, and Pilgrim, of Valley Forge, Pa., each remain free on $1,000 bail.

The new indictment charges Blumenthal, Pilgrim and Swanson with four counts of first-degree computer tampering, one count of second-degree computer tampering, and seven counts of second-degree attempted computer tampering.

According to the indictment, the three allegedly caused more than $1,000 worth of damage by intentionally altering or destroying computer data or programs belonging to the following: Kirk Lawton, Michael Volpe, Cornell University, and "all persons infected by the computer virus disseminated by the defendants."

They allegedly caused less damage, or attempted to cause damage, to programs on a number of computer bulletin boards, including Prism, Macalot, Stichomythia, MacCincy, NYMUG, BMUG and MacProgrammer, the indictment said.

The indictment also charges Blumenthal with an additional count of second-degree computer tampering, stemming from an unspecified incident between Dec. 5-10 in which he allegedly altered or destroyed another person's computer data.

Blumenthal has also been charged with two counts of second-degree forgery and two counts of first-degree falsifying business records. According to court papers, he allegedly created a new user identification for himself on Feb. 11, giving him unauthorized and anonymous access to Cornell's VAX-5 mainframe computer. Blumenthal, who worked for Cornell Information Technologies, was a "privileged user," enabling him to create and use the identification, court papers said.

Pilgrim, also a CIT employee, allegedly launched the virus on Feb. 14, moving it to the mainframe from a CIT Macintosh computer lab in Upson Hall. The virus — embedded in the computer games Obnoxious Tetris, Tetricycle and Ten-

Tile-Puzzle — was sent to a public computer archive at Stanford University in California. Macintosh users, who transferred the games to their own computers, infected their programs and operating systems. The virus froze computer screens, and operating systems crashed if users tried to fix the problem.

In statements to investigators, Blumenthal and Pilgrim have said the virus was not intended to cause any damage.

Pilgrim, in a Feb. 24 written statement, said he and Blumenthal wrote the virus to learn about programming the Macintosh.

"I released the virus as a gift to the Macintosh community for killing the Apple II world," he wrote. "It was programmed not to do any intentional damage."

In the fall of 1988, Cornell graduate student Robert T. Morris Jr. launched a self-perpetuating computer program, called a "worm," which spread nationwide through national defense and research networks.

Morris was convicted in January 1990 of federal computer tampering charges. A federal district court judge in Syracuse fined him $10,000, gave him three years of probation and ordered him to do 400 hours of community work.

Drost started Transonic as a "garage company." now employs 45 people, million in annual sales wo In 1991, New York Gov Cuomo honored the comp a "Global New York" awa success in exporting.

Drost hopes his new Rus searchers will help the com pand even faster by bring perspectives on research an opment.

"Because they are used ing with limited resource tend to pick very creative cost solutions to problem Drost, who is optimistic T Systems will soon be filing ents on some of Krivitski's

With such a well known tional reputation in scie would seem that Russ searchers would have little finding work in the Unite and the fact is they don't they locate an interested em

Complications arise from gistics behind communicat moving half-way across th with few resources. While officials are no longer h emigres, they are hardly he the process.

"Getting American spon and financial support is t part," says Myron Rush, a professor of government noted expert on Soviet "There are so many scient want to come here now."

Drost and Krivitski chance at a scientific confe Louisville, Ky., almost a ye

Increasingly federal au are taking steps to make Krivitskis and Shkarlets d through bureaucratic crack the motives are not witho leftover Cold War politics.

"The concern is that

Panel votes to kill luxury taxes

WASHINGTON (AP) — A bill repealing parts of an unpopular luxury tax — along with renewal of a dozen targeted tax breaks due to expire June 30 — has won the unanimous endorsement of the Senate Finance Committee.

The 10 percent levy on expensive yachts, planes, furs and jewels would be wiped out retroactively to Jan. 1, but the tax would remain on high-priced cars.

The Finance Committee threw in the towel Tuesday on the tax, which was enacted in 1990 to take more money from the well-to-do for deficit reduction without raising income-tax rates. That "soak-the-rich" idea has backfired, opponents insist.

Lawmakers from both parties say the tax has so reduced demand for these expensive goods that sales

have plunged and many workers have been thrown out of their jobs.

The tax is for 10 percent of the portion of the price above $250,000 for planes, $100,000 for yachts, and $10,000 for jewels and furs.