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# notre dame report

## contents

February 22, 1974

### the university

- 216 Area Mail Processing
- 216 Graduate Business Admissions Council
- 216 Caps and Gowns
- 216 Junior Parent Weekend
- 216 Civil Rights Lecture Series
- 217 Journal of Legislation
- 217 Memorial Library Schedule
- 217 Income Tax Clinics
- 217 Annual Institute on Sub-Saharan Africa

### faculty notes

- 218 University appointments
- 218 Non-university appointments
- 218 Miscellany

### office of advanced studies

#### Information Circulars

- 220 National Science Foundation Science and Engineering Technician Education Program (No. FY74-78)
- 220 Council on International Exchange of Scholars 1974-75 Fulbright-Hays Lectureships in the USSR in the Social Sciences and Humanities, Natural Sciences, Engineering and Mathematics (No. FY74-79)
- 221 National Science Foundation Faculty Fellowships (No. FY74-80)

- 221 National Science Foundation Technology Utilized by Local Governments (No. FY74-81)
- 222 National Science Foundation Energy Related Graduate Traineeships (No. FY74-82)
- 222 Committee on Persons Available Senior Fulbright-Hays Appointments for 1974-75 (No. FY74-83)

#### Graduate School

- 223 The National Tax Association Tax Institute of America Outstanding Doctoral Dissertation Awards in Government, Finance and Taxation (No. FY74-GS18)

- 223 Current Publications and Other Scholarly Works

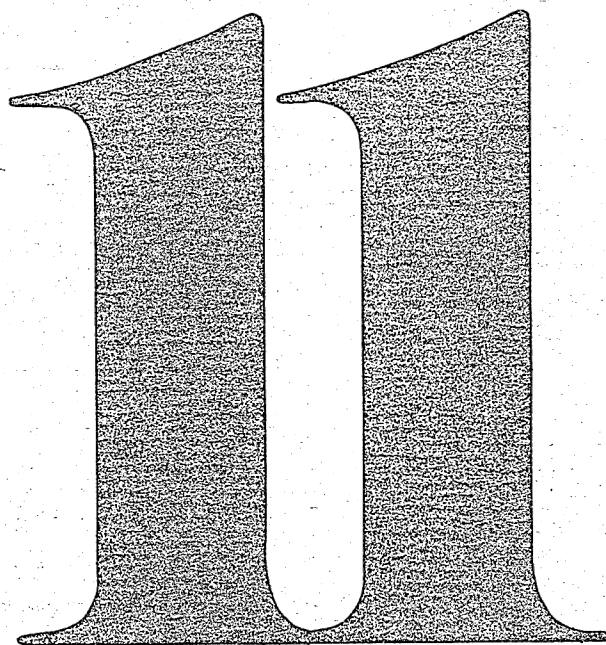
#### Monthly Summary

- 226 Awards Received
- 226 Proposals Submitted
- 227 Summary of Awards Received and Proposals Submitted
- 228 Closing Dates for Selected Sponsored Programs

### documentation

- 229 Co-Exchange Program
- 229 North Central Accrediting Committee

(continued on back cover)



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# the university

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## Area Mail Processing

The newest innovation of the United States Postal Service - area mail processing - is now in operation in the Notre Dame Post Office.

"The program is intended to speed the ultimate delivery of the mail and to gain maximum efficiency and economy through full utilization of South Bend's mechanized post office," said Brother Ramon Purzycki, C.S.C., Notre Dame postmaster. South Bend has one letter sorting machine with a capability of sorting 30,000 letters per hour into 277 separations with only 12 operator positions; also two automatic canceling machines capable of facing and canceling 20,000 letters per hour," he said.

The South Bend Office is a sectional center serving 46 associate post offices and the new system will revolve entirely around that capacity and that function. Area mail processing is a plan whereby virtually all mail originating within a sectional center facility area, including Notre Dame, will be consolidated at the SCF for complete preparation and processing for outgoing dispatch.

All mail deposited in the campus letter boxes at Notre Dame and Saint Mary's College will be transferred to the sectional center (SCF) for processing and will bear the postmark designated for out SCF, which will be US Postal Service 465. Only mail deposited in our Box Section Lobby - in the slot marked Notre Dame Postmark will bear the Notre Dame postmark. All metered mail will bear the Notre Dame postmark. It is emphasized that no office will lose its local postmark.

## Graduate Business Admissions Council

The Graduate Program in Business Administration has been elected to membership in the Graduate Business Admissions Council of Princeton, N.Y., according to Dean Thomas T. Murphy. Dr. John R. Malone, associate dean for graduate study, has been named Notre Dame's representative on the Council.

Representatives of 35 leading graduate business

schools make up the membership of the Council which publishes "Graduate Study in Management: A Guide for Prospective Students." The group meets twice yearly, once in Princeton and once during the meetings of the American Assembly of Collegiate Schools of Business.

## Caps and Gowns

Friday, March 1, 1974, is a deadline for members of the faculty to purchase caps, gowns and hoods to insure that they would be available prior to May Commencement Exercises. Wednesday, May 1, 1974, is the deadline for the rental of academic garb. You are asked to please contact Mrs. Marie English in the Notre Dame Hammes Bookstore from 9 a.m. to 5 p.m. on any weekday prior to the stipulated deadlines.

## Junior Parent Weekend

An estimated 800 parents of junior students will attend the annual Parents Weekend February 22-24 on the campus. The event is sponsored jointly by the University administration and members of the junior class under the direction of President Gregory K. Ericksen of Indianapolis.

## Civil Rights Lecture Series

Sargent Shriver, Democratic nominee for vice president in 1972, will be the principal speaker at the third annual Civil Rights Lecture Series co-sponsored by the University of Notre Dame's Law School and Center for Civil Rights March 21 and 22. This year's lectures will be held in conjunction with a Center-sponsored Civil Rights Conference.

Participants in the Notre Dame programs will note the 20th anniversary of the landmark Supreme Court Brown decision prohibiting segregation in schools and preside at the dedication of the newly established Civil Rights Center and Reading Room in the Law School. The sixth anniversary of the death of Martin Luther King will also be commemorated during the three-day seminar.

Shriver, the nation's first director of the Office of Economic Opportunity (OEO), will focus on executive leadership in his two major talks, which will be open to the public. He is expected to discuss the strategies planned and executed by the office of the president in gaining passage of key civil rights legislation and implementing Civil Right policies. Presently engaged in the private practice of law in the Washington, D.C. area, Shriver will schedule informal meetings with students and faculty members during his stay on the campus.

## Journal of Legislation

A new publications, the Notre Dame Journal of Legislation, has been announced by students in the University's Law School. It will succeed New Dimensions in Legislation, a periodical published during the last three years by members of the Legislative Bureau.

The Journal, to be released later this semester, will publish bills drafted by law students, critiques by students of proposed laws, and articles by practicing attorneys and law professors. The first volume will include "Handbook on the Drafting Legislation," a project jointly funded by the Notre Dame Law School and the Law Student Division of the American Bar Association.

## Memorial Library Schedule

The Memorial Library's mid-semester vacation is as follows:  
Saturday, March 9, 1974 through Sunday, March 17, 1974

Open:

Monday through Saturday, 8 a.m. until 5 p.m.

Closed:

Sunday, March 10

Sunday, March 17

## Income Tax Clinics

Advanced students in business administration and law have reopened their income tax clinics for a third consecutive year to assist low income families in the completion of their federal and state tax forms. The confidential service is provided without charge.

Counselors are presently on duty from 5 to 8 p.m. Tuesdays and Thursdays at the Hansel Neighborhood Service Center, 1045 W. Washington St., South Bend. Beginning February 9 they are available for consultation from 10 a.m. to 4 p.m. Saturdays at Midwest Council of LaRaza, 404 S. Walnut St., and Model Cities, 1002 W. Thomas St.

Assisted by faculty members and area certified public accountants who supply answers to technical questions, the group will expand their services in March to the Clay Neighborhood Center, 18254 Warrick St.; Northeast Neighborhood Center, 803 Notre Dame Ave.; Meadowbrook Center, 52792 Hastings Road; and LaSalle Neighborhood Center, 110 Dundee St.

The service is not available to those who have the means to employ a professional consultant.

## Annual Institute on Sub-Saharan Africa

The University of Notre Dame's sixth annual institute on Sub-Saharan Africa has been scheduled for June 24 to July 19. As in other years, the program will provide perspectives and discern trends for those about to serve in a missionary capacity in Africa, as well as encourage the exchange of ideas and sharing of experiences for those returning on furlough.

Open to Christians of all denominations, the institute has been attended since 1969 by seasoned missionaries in both pastoral and specialized responsibilities, sisters, seminarians and clergy preparing for new assignments in Africa, lay teachers and nurses. Participants reside in Old College, a family-style building on campus where they have the opportunity to study, cook, pray, discuss and just plain live together in fellowship.

The 1974 session will concentrate on Tropical Africa, precolonial to independence; Southern Africa, policies in the white-dominated south; Religions of Africa, Islam, Christian and new movements; and Churches in Africa, evangelization and pastoral care.

Additional information on the program may be obtained by writing Dr. Peter Walshe, director of the African Studies Program, Memorial Library, Notre Dame, Ind.

# faculty notes

## University appointments

Mildred L. Kristowski has been named placement director of the Law School and executive secretary of the Notre Dame Law Association.

## Non-university appointments

Dr. Jeremiah P. Freeman, Chairman of the Department of Chemistry, has been appointed to the Editorial Board of "Chemical Reviews" for a three-year period which began Jan. 1, 1974.

Dr. John Huber, assistant professor of English, has been elected vice-president of the Protective Services Board of the Council for the Retarded of St. Joseph County.

Kook-Ching Huber, staff professional specialist in the Social Sciences Training and Research Laboratory, has been appointed to the Governmental Affairs Committee of the Council for the Retarded of St. Joseph County.

Dr. Mario Martinez-Carrion, associate professor of chemistry, has been invited to join the Pan-American Association of Biochemical Societies' Meeting Committee to assist with organization and conduct of scientific meetings of member associations.

Dr. Basil R. Myers, professor of electrical engineering, presently on leave of absence at the University of British Columbia, Canada, has been elected as a member-at-large of the Administrative Committee of the I.E.E.E. Group on Education, New York, for the three-year term 1974-76.

Dr. Edward R. Trubac, associate professor of finance, has been appointed Director of the Economic Impact Analysis Study of Private Colleges and Universities in Indiana.

## Miscellany

Dr. Hafiz Atassi, assistant professor of aerospace and mechanical engineering, attended the 12th AIAA Aerospace Science meeting in Washington, D.C., Jan. 30 - Feb. 1, and presented a paper entitled "Unsteady Lift Forces on Highly Cambered Air Foils Moving Through a Gust."

Dr. Nai-Chien Huang, associate professor of aerospace and mechanical engineering, attended the 12th AIAA Aerospace Science meeting in Washington, D.C., Jan. 30 - Feb. 1. He presented a paper entitled "Inelastic Buckling of Deep Spherical Shell Subject to External Pressure." On Jan. 29 he presented an invited lecture at the National Bureau of Standards entitled "Theory of Extension of Elastic Continuous Filament Yarns."

Bro. Anthony J. Ipsaro, S.M., assistant professor in the Department of Graduate Studies in Education, recently gave two workshops for teachers in Catholic schools. On Jan. 28 he conducted a workshop for the Catholic teachers of the Diocese of Mobile, Ala., entitled "The Person of the Catholic Teacher in Value Education." On Feb. 8, he gave a workshop for all Catholic teachers of the Archdiocese of Atlanta, Ga. on "The Role of the Teacher in Building a Christian Educational Community."

Dr. John R. Malone, Associate Dean, College of Business Administration, addressed the Credit Management Association of Michiana at the Lincoln Highway Inn on Thursday, Jan. 17. The subject of his talk was "1974: Austerity or Prosperity." He also addressed a joint dinner meeting of the Downtown Mishawaka Association and the Business and Professional Women's Association of Mishawaka on Monday, Jan. 21. The title of his address was: "Marketing in a New Retail Environment."

Dr. John O. Meany, associate professor in the Department of Graduate Studies in Education, gave a workshop on "The Psychology of Celibacy and Prayer" in Cleveland, Ohio on Sept. 22 - 23, 1973 for the Directors of Marianist religious communities of the Cincinnati province.

Dr. William P. Sexton, associate professor of management, is conducting a series of five seminars in February and March on the topic "Motivation,

Management Style and Productivity," at the U.S. Interagency Executive Development Center, Oak Ridge, Tenn.

R. Brian Walsh, Director of the Computing Center, presented a paper entitled "Data Base - the Concept

and the Commitment" at the national conference of the College and University Systems Exchange (CAUSE) in New Orleans, Louisiana, Dec. 10 - 12. At the same meeting, he was a member of the Data Base Management Systems Evaluation Panel.

# office of advanced studies

## Information Circulars

### National Science Foundation Science and Engineering Technician Education Program

NO. FY74-78

#### Purpose

The principal objective of the Science and Engineering Technician Education Program (SETEP) is to stimulate the development, demonstration, and of a limited number of collegiate level technical programs, both two- and four-year, which provide:

- a sound scientific and technical basis for continuing professional growth
- an ability to adapt to technological advances, and
- job entry skills for employment in scientific and technological activities.

#### Project Structure

The Foundation is interested in projects having as their primary emphasis a basic core of science and mathematics which provides the understanding and illumination of necessary scientific principles underlying various applications. It is to be expected that supporting this basic core of scientific knowledge will be specialized subject-matter courses related to one or more technical areas and provision for augmenting instruction, whenever possible, with actual or simulated practice of the technical specialty.

Several groups, some with NSF support, have been or are in the process of developing curriculum materials in the basic sciences for technical education, including the ChemTeC materials, and the BioTech, Tech Physics, and CALC Math modules. To minimize duplication, NSF will encourage experiments with the use and modification of these and comparable curricular materials. Thus, whenever appropriate, proposers should consider testing newly developed basic science core material and

cooperating or collaborating with developers.

NSF recognizes that programs will be responsive to local technical manpower needs, but will give priority to projects typical of problems of a national nature. Two-phase projects will be considered:

-Funds may be requested for the service of a representative project advisory committee and for released time for professional and support staff. Efforts might be directed toward classroom application and revision of available core materials, designing a specific program for trial implementation, and arranging for exchange, testing, and revision of specialized materials with other schools.

-Second-phase requests may, in addition, include released time and equipment for trial implementation, evaluation, review panels and materials exchange, and workshops for collaborators.

### Council on International Exchange of Scholars 1974-75 Fulbright-Hays Lectureships in the USSR in the Social Sciences and Humanities, Natural Sciences, Engineering and Mathematics

NO. FY74-79

The Council for International Exchange of Scholars (formerly the Committee on International Exchange of Persons) is pleased to announce that approximately 10 lectureships are being offered under the 1974-75 exchange agreement between the United States and the Soviet Union. There is no provision under this category of the U.S.-U.S.S.R. exchange agreement for research awards.

- Duration: Soviet universities are on the semester system (Sept.-Jan.; Feb.-June). Awards will be made either for one or both of the two semesters of the 1974-75 academic year. Applications cannot be accepted for shorter periods. Candidates

are requested to indicate their maximum period of availability as well as any preferences of semesters.

- Stipends: The Department of State will provide an award based upon the salary being earned at the time of application but not in excess of \$1500 per month, payable in dollars. In addition, it will provide air travel at economy rate for the grantee but not for accompanying dependents. The Soviet government offers a supplementary maintenance allowance of 240 rubles per month and will also provide housing for grantee but not for accompanying dependents.
- Language Requirements: Soviet institutions are not requiring fluency in Russian; when necessary, translators are provided. Those selected for awards, however, are encouraged to acquire as much language competence as possible prior to departure for the assignment.
- Fields: Applications will be welcome from senior professors (associate or full) in any of the areas.

The deadline for receipt of completed applications and all supporting materials is February 28, 1974. For information and application forms, please contact:

Mrs. Georgene B. Lovecky  
Council for International Exchange of  
Scholars  
2101 Constitution Avenue, N.W.  
Washington, D.C. 20418 (Tel: 202-389-6637)

## National Science Foundation Faculty Fellowships

### NO. FY74-80

A program of Faculty Fellowships, designed to help teachers broaden their perspective in the applications of science to societal problems, was announced by the National Science Foundation.

The program is for teachers of science, mathematics, and engineering at universities, colleges, and junior and community colleges. NSF plans to award approximately 50 Faculty Fellowships in Science Applied to Societal Problems on May 31, 1974, with an application deadline of April 1. Awards will be made to faculty members who have had five or more years of full-time teaching experience, who are citizens or nationals of the United States, and who hold at least a baccalaureate degree.

The Faculty Fellowships may be used for periods of three to nine months. Stipends are based on salary paid during the preceding year. Travel allowances are also paid. In addition, NSF will provide the fellowship in-

stitution with an allowance to assist the institution in meeting tuition and other costs.

Fellowships will be awarded on the basis of merit. Competition will be divided into two categories: applicants with a doctorate degree and applicants without one.

The program will focus attention on the use of science to help solve pressing societal problems, and because it is directed to specific goals differs from a former science faculty fellowship program that was suspended in 1971.

For further information, contact the Office of Research and Sponsored Programs, extension 7378.

## National Science Foundation Technology Utilized by Local Governments

### NO. FY74-81

The National Science Foundation (NSF) is seeking proposals for research aimed at helping local governments make more knowledgeable choices among alternative types of hardware and among alternative computer programs for record keeping and management.

A total of up to \$2 million may be provided for the research. Academic, nonprofit, and profit organizations are eligible. The research will apply to communities having populations between 25,000 and 1,500,000, under varied forms of government such as cities, townships, and counties.

The NSF program objectives underlying this solicitation are to obtain knowledge which can help local government decision makers increase the effectiveness and productivity of their operations, and which can be transferred from one community to another.

The research on equipment is expected to help both local government officials and manufacturers achieve a better fit between the equipment purchased and the needs of the job. It is a premise of the program that at present, local government administrators find it difficult to purchase major items with assurance of getting the most suitable technology at the lowest possible price. The research would weigh the advantages of "performance specifications" in contrast to "design specifications" in obtaining equipment. Performance specifications, for example, would say how well a trash truck should perform on steep grades, while a design specification would be stated partially in terms of cubic displacement, horsepower, and type of engine.

The research on computer programs is expected to help government officials select and use computer programs that have been used success-

fully in other communities.

A central feature of each of the projects will be a User Advisor Committee to be composed of a range of local, state, and Federal officials, trade and manufacturers' associations, and technical experts. It is anticipated that the work of this committee will make the research of greater utility for all users.

The projects will be administered by the Division of Social Systems and Human Resources (SSHR) in the Directorate of Research Applications.

The closing date for receipt of proposals is April 8, 1974. For further information contact the Office of Research and Sponsored Programs, Extension 7378.

Priority will be given to projects concerned with manpower needed to resolve contemporary national problems, with eligible areas including engineering and the biological, mathematical, physical, and social sciences, either singly or in well integrated combinations of the various disciplines. Projects in medical, paramedical, and business-related technologies are not eligible. An institution may have only one proposal under consideration at any time.

#### Deadline

Although there are no fixed deadlines for the submission of a proposal, NSF anticipates announcing the first awards in June, 1974. To qualify for funding consideration by this date, certain time frames should be kept in mind.

A preliminary proposal -- which must be submitted prior to a formal proposal -- requires about six weeks from the date of receipt for response, and a formal proposal about three months before a final decision can be reached.

For further information contact the Office of Research and Sponsored Programs, Extension 7378.

### National Science Foundation Energy Related Graduate Traineeships

#### NO. FY74-82

To help meet the nation's future energy needs, the National Science Foundation (NSF) today announced a new program called Energy Related Graduate (ERG) Traineeships. The program is designed to increase the number of scientific personnel for energy research and development.

NSF plans to award approximately 15 three-year grants to U.S. institutions that award the doctorate degree in science or engineering. The 15 grants will support the training

of approximately 150 persons per year, beginning in the fall of 1974. The awards will be made to institutions with active programs and a record of substantial accomplishment in one or more of the following areas related to energy research: Coal and oil shale; solar energy; and geothermal energy.

The awards will provide stipends of \$250 per month for graduate students who will be appointed by the institutions, and a cost of education allowance to the institution. The traineeships will be awarded to citizens or nationals of the United States.

The deadline for institutions to submit proposals for ERG Traineeships is March 25; the awards will be announced in late May. Individuals interested in obtaining a traineeship appointment should apply to an institution receiving an award, not to the National Science Foundation.

For further information, contact the Office of Research and Sponsored Programs, Extension 7378.

### Committee on International Exchange of Persons Available Senior Fulbright-Hays Appointments for 1974-75

#### NO. FY74-83

The preliminary review of applications for senior Fulbright-Hays awards for all or part of the academic year 1974-75 has revealed a need for additional candidates for a number of appointments. All of the openings, with the exception of a research award described below, are lectureships, most of which allow time for research.

Inquiries will be welcomed by the Council for International Exchange of Scholars (Formerly the Committee on International Exchange of Persons), and eligible scholars may apply for listed appointments as long as they remain unfilled. Correspondence and telephone calls should be directed to the Program Officer for the listed opening which is of interest.

#### Terms of Awards:

##### Generally:

- Grants tenable in one country only.
  - Roundtrip travel for the grantee (transportation is not provided for dependents); a small incidental allowance for travel, books, and services essential to the assignment.
  - A grant to cover normal living costs of the grantee and family while in residence abroad.
- Specific terms differ from country to country.



### Registration:

Scholars who do not wish to apply at this time but would like to receive the principal annual announcements of the senior Fulbright-Hays program for the next two years are invited to register with the Council if they have not already done so. Registration is open in all fields, and the registration form is available on request. Registrants will receive an announcement of awards for 1975-76 as soon as it is issued in the spring. July 1, 1974 is the deadline for applying for research awards for 1975-76 and it is also the suggested date for applying for lectureships.

Those areas in which grants are open include: American Studies; Architecture and Regional Planning; Biochemistry, Economics and Business Administration; Education; Engineering; Geology; Linguistics and English as a Foreign Language; and Mathematics and Physics.

These grants are in the following countries: Argentina; Brazil; Cameroon; Chile; Colombia; Finland; Guyana; Greece; Ireland; Lebanon; Lesotho; Liberia; Malagasy Republic; Mali; Malta; Mexico; Morocco; Nicaragua; Nigeria; Peru; Singapore; Sri Lanka; Sudan; Tanzania; Venezuela; Yugoslavia; Zaire; and Zambia.

Research in history, political science, linguistics, geography, economics, or sociology is available in Kuwait or another Arab Gulf State.

For further information, contact Dr. Charles F. Roedig, Extension 6639.

## **Graduate School**

**The National Tax Association  
Tax Institute of America  
Outstanding Doctoral  
Dissertation Awards in  
Government, Finance and  
Taxation**

NO. FY74-GS18

Eligibility: Doctoral students in economics, political science, law, public administration, sociology, education, psychology and similar disciplines at accredited U.S. institutions. The recipient must have completed all requirements for the doctoral degree by September, 1974.

Awards: For an outstanding Doctoral Dissertation dealing with any phase of the financing of government, the winning author will receive \$1,500 and publication of a summary of his research in the National Tax Journal and/or the Association's Annual Conference Proceedings. Two honorable mentions of \$500 each may be awarded for other outstanding entries,

with summary publication in the Proceedings.

Deadline: A copy of the doctoral dissertation, an abstract of the dissertation, and a completed entry application must be submitted to the Chairman of the NTA-TIA Awards Program Selection Committee by June 1, 1974. The Award will be announced on August 15, 1974.

Application: Additional information and entry applications may be obtained from Professor James A. Papke, Department of Economics, Herman C. Krannert Graduate School of Industrial Administration, Purdue University, West Lafayette, Indiana, 47907.

## **Current Publications And Other Scholarly Works**

### ARTS AND LETTERS HUMANISTIC AND SOCIAL STUDIES

#### Economics

Worland, Stephen T.  
S.T. Worland. 1973. The economic significance of John Rawls' "A Theory of Justice." Nebraska Journal of Economics and Business 12(4):119-126.

#### General Program of Liberal Studies

Lyon, John J.  
J.J. Lyon. 1973. Ontological argument. The New Scholasticism 47(4):468.  
Moore, Harold F.  
H.F. Moore. 1973. Explanation and understanding. International Philosophical Quarterly 13(3):419-434.  
Tillman, Mary Katherine  
M.K. Tillman. 1973. John Dewey and religious experience. Notre Dame Journal of Education 4(4):365-375.

#### History

Kerby, Robert L.  
R.L. Kerby. 1973. Reflections on I Thesalonians 4:13-18. Sophia 3(5):9-11.  
R.L. Kerby. 1974. Review of "Modern Revolutions: An Introduction to the Analysis of a Political Phenomenon," by John Dunn. Review of Politics 36(1):191-194.  
Szczesniak, Boleslaw B.  
B.B. Szczesniak. 1973. The dependency of Kievan Rus on King Boleslaw the Great: Numismatic evidence. The Polish Review 18(3):31-43.

#### Modern and Classical Languages

Hunt, J. William  
J. William Hunt. 1973. Forms of Glory: Structure and Sense in Virgil's "Aeneid" Southern Illinois University Press, Carbondale, Illinois. 140 pp.

## Philosophy

- Chroust, Anton-Hermann  
A.-H. Chroust. 1973. Aristotle: New Light on His Life and on Some of His Lost Works Routledge & Kegan Paul, London, England. 2 vols., vol. I, 437 pp; vol. II, 500 pp.

## Theology

- Evans, Joseph W.  
J.W. Evans. 1973. Integral Humanism. By Jacques Maritain. (Transl. from French.) Re-issue; Notre Dame Press, Notre Dame, Indiana 308 pp.  
J.W. Evans. 1973. On the Church of Christ. By Jacques Maritain. (Transl. from French.) Notre Dame Press, Notre Dame, Indiana. 302 pp.  
O'Connor, Edward D., C.S.C.  
E.D. O'Connor, C.S.C. 1974. Charisme et institution. Nouvelle Revue Theologique 106(1):3-19.  
Yoder, John H.  
J.H. Yoder. 1973. Jesus and power. Ecumenical Review 15(4):447-454.

## BUSINESS ADMINISTRATION

### Management

- Heisler, William J.  
W.J. Heisler. 1974. Environmental control beliefs and the distribution of time among managerial functions. Psychological Reports 34:33-34.

## ENGINEERING

### Aerospace and Mechanical Engineering

- Atassi, Hafiz.  
H. Atassi and M. Goldstein. 1974. Unsteady lift forces on highly cambered airfoils moving through a gust. Paper No. 74-88. AIAA 12th Aerospace Sciences Meeting. 9 pp.  
Biles, William E.  
W.E. Biles. 1974. A gradient-regression search procedure for simulation experimentation. Pages 491-497 in, Proceedings of the Winter Simulation Conference.  
Doria, Michael L.  
R.M. Bowen and M.L. Doria. 1974. Effect of diffusion on the growth and decay of acceleration waves in gases. The Journal of the Acoustical Society of America 53(1):75-82.  
Huang, Nai-Chien.  
N.-C. Huang. 1974. Inelastic buckling of a deep spherical shell subject to external pressure. Paper No. 74-34. AIAA 12th Aerospace Sciences Meeting. 10 pp.

### Metallurgical Engineering

- Allen, Charles W.  
K. Miura, N.F. Fiore and C.W. Allen. 1974.

Gamma irradiation-induced changes in precipitates. Journal of Nuclear Materials 49:108-112.

- Fiore, Nicholas F.  
K. Miura, N.F. Fiore and C.W. Allen. 1973. Gamma irradiation-induced changes in precipitates. Journal of Nuclear Materials 49:108-112.

## SCIENCE

### Biology

- McIntosh, Robert P.  
R.P. McIntosh. 1973. Matrix and plexus techniques. Pages 159-191 in, Handbook of Vegetation Science, Part V: Ordination and Classification of Communities edited by Robert H. Whittaker.  
Trpis, Milan  
M. Trpis. 1973. Ecological studies on the breeding of *Aedes aegypti* and other mosquitos in shells of the giant African Shail *Achatina fulica*. Bulletin of the World Health Organization 48:447-453.

### Chemistry

- Bottei, Rudolph S.  
\*R.S. Bottei and R.G. Schneggenburger. 1973. Crystal data for two phases of the complex  $\text{Dn}(\text{NO}_3)_3[(\text{C}_6\text{H}_5)_3\text{PO}]_3$ . Journal of Inorganic and Nuclear Chemistry 38:2595-2600.  
Eliei, Ernest L.  
E.L. Eliei and O. Hofer. Conformational analysis. XXVII. Solvent effects in conformational equilibria of hetero-substituted 1,3-dioxanes. Journal of the American Chemical Society 95:8041-8045.  
G. Binsch, E.L. Eliei, and S. Mager. 1973. Ring inversion barrier in 5,5-difluoro-1,3-dioxane. Journal of Organic Chemistry 38:4079-4081.  
O. Hofer and E.L. Eliei. 1973. Stereochemistry of base-catalyzed hydrogen exchange in cyclic sulfonium salts. Journal of the American Chemical Society 95:8045-8050.  
Hamill, William H.  
\*H. Ogura and W.H. Hamill. 1973. Positive hole migration in pulse-irradiated water and heavy water. Journal of Physical Chemistry 77(25):2952-2954.  
Thomas, J. Kerry.  
\*M. Gratzel and J.K. Thomas. 1973. Techniques in pulse radiolysis. Pages 1107-1120 in, Proceedings of the International Conference on Photonuclear Reactions and Applications, March 26-30, Pacific Grove, California.  
Traynelis, Vincent J.  
V.J. Traynelis, Y. Yoshikawa, J.C. Sil, and L.J. Miller. 1973. Seven-membered heterocycles. VII. The synthesis and properties of 1-benzothiepin and its chlorinated derivatives. Journal of Organic Chemistry 38:3978-3986.  
V.J. Traynelis, Y. Yoshikawa, and S.M. Tarka. 1973. Seven-membered hetero-

cycles. VIII. 1-Benzothiepin Sulfoxides and a convenient synthesis of sulfoxides. Journal of Organic Chemistry 38:3986-3990.

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#### Mathematics

Clay, Robert E.  
R.E. Clay, 1974. Some mereological models. Notre Dame Journal of Formal Logic 15(1):141-146.

#### Earth Sciences

Winkler, Erhard M.  
E.M. Winkler. 1973. Salt action on stone in urban buildings. Pages 139-146 in, Proceedings of the seminar on application of Science in examination of works of art, June 15-19, 1970 in Boston.

#### Physics

Blackstead, Howard A.  
M. Akhavan and H.A. Blackstead. 1973. Magnetoresistance and field-induced phase transitions in the helical anti-ferromagnetic state of dysprosium. Physical Review B8:4258-4261.  
Darden, Sperry E.  
J.P. Martin, J.L. Foster, H.R. Hiddleston, and S.E. Darden. 1973. The analyzing power of silicon from 4 McV to 16 McV. Nuclear Instruments and Methods 113:477-482.  
Jones, Gerald L.  
M.E. Harrigan and G.L. Jones. 1973. High-

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# Monthly Summary

## Awards Received

IN THE MONTH OF JANUARY, 1974

Department or Office	Principal	Short title	Sponsor	Amount-\$ term
AWARDS FOR RESEARCH				
Chemistry	Castellino	Structure - function studies on plasminogen and plasmin	Natl. Inst. Health	30,234 1 yr.
Microbiology - Lobund Lab.	Pollard	Care and maintenance of germfree animals	Miles Lab., Inc.	52,800 1 yr.
Philosophy	McMullin	Galileo's philosophy of science	Natl. Sci. Fdtn.	10,600 7 mos.
Biology	Weinstein	Development of parasitic nematodes in vitro	Natl. Inst. Health	71,249 1 yr.
Theology	Gremillion	Changes within the Catholic church	Ford Fdtn.	33,000 1 yr.
Microbiology - Lobund Lab.	Pollard	Myelogenous leukemia	Elas U. Pardee Fdtn.	8,000 1 yr.
Administration	Gordon	Institutional grant for science	Natl. Sci. Fdtn.	26,400 ---
Sociology Anthropology	Dodge	Dimensions of drug use on a midwest campus	Natl. Inst. Health	7,488 1 yr.
Microbiology - Lobund Lab.	Pollard	Development of germfree buffalo rats	Natl. Inst. Health	28,966 1 yr.

## Proposals Submitted

IN THE MONTH OF JANUARY, 1974

Department or Office	Principal	Short title	Sponsor	Amount-\$ term
PROPOSALS FOR RESEARCH				
Philosophy	Caponigri	Philosophy of western culture of Benedetto Croce	Rockefeller Fdtn.	23,930 1 yr.
Aerospace Mech. Eng.	Nee	Aerodynamic effects of diffusion about wing surfaces	U.S. Air Force	15,773 1 yr.
Biology	Fuchs	Reproductive physiology of Aedes mosquitoes	Natl. Inst. Health	81,330 1 yr.
Law	Shaffer	Research and development project in law, phase II	Fuchsberg Family Fdtn.	50,336 1 yr.
Aerospace Mech. Eng.	Novotny	Radiation interaction in convective heat transfer	Natl. Sci. Fdtn.	71,734 2 yrs.
Aerospace Mech. Eng.	Brach, Atassi	Study of abrasive separators and particle interference	Wheelabrator-Frye, Inc.	10,910 7.5 mos.
Microbiology - Lobund Lab.	Wostmann	Bacterial aspects of the causes of heart disease	Fannie E. Rippel Fdtn.	52,965 1 yr.
Psychology	Sloan	Increasing the psychological impact of unit pricing	(Private foundations)	104,800 2.5 yrs.
Electrical Eng.	Sain	Service measurement: Local courts	Natl. Sci. Fdtn.	120,551 15 mos.
Chemistry	Basu	Glycolipid metabolism in tumor and transformed cells	Natl. Inst. Health	57,235 1 yr.
Sociology Anthropology	Press	Folk medicine in the urban context	(Private foundations)	7,069 3 mos.
Chemistry	Hayes	Structural studies of cytochrome c Species	Natl. Inst. Health	42,279 1 yr.

Law/Sociology	Campfield,	Research on legal autopsy	Natl. Sci.	211,508
Anthropology	Sasaki		Fdtn.	2 yrs.
Metallurgical	Miller	Ferrimagnetic rare-earth-cobalt	U.S. Navy	46,409
Eng.		compounds		1 yr.

PROPOSALS FOR EDUCATIONAL PROGRAMS

Psychology	Borkowski,	Mental retardation program	William Randolph	20,000
	Whitman		Hearst Fdtn.	1 yr.
English	Vasta	Boundaries of literature	(Private	36,300
			foundations)	3 yrs.

## Summary of Awards Received and Proposals Submitted

IN THE MONTH OF JANUARY, 1974

AWARDS RECEIVED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	5	\$188,683	4	\$ 80,054	9	\$268,737
Facilities and Equipment	-	---	-	---	-	---
Educational Programs	-	---	-	---	-	---
Service Programs	-	---	-	---	-	---
Total	5	\$188,683	4	\$ 80,054	9	\$268,737

PROPOSALS SUBMITTED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	5	\$207,387	9	\$689,442	14	\$896,829
Facilities and Equipment	-	---	-	---	-	---
Educational Programs	1	20,000	1	36,300	2	56,300
Service Programs	-	---	-	---	-	---
Total	6	\$227,387	10	\$725,742	16	\$953,129

# Closing Dates for Selected Sponsored Programs

## CLOSING DATES FOR SELECTED SPONSORED PROGRAMS

Proposals must be submitted to the Office of Research and Sponsored Programs ten days prior to the deadline dates listed below.

Agency	Programs	Application Closing Dates		
Atomic Energy Commission	Faculty Research Participation at AEC Laboratories	March	31,	1974
Environmental Protection Agency	Water Pollution Control Training	March	31,	1974
National Endowment for the Humanities	Education Programs	March	15,	1974
National Science Foundation	Cooperative Science Programs in America	March	31,	1974
Office of Education	Equipment and Materials to Improve Undergraduate Instruction	March	31,	1974
Smithsonian Institution	Graduate Research Appointments	March	15,	1974
	Program for Museum Study	March	15,	1974

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# documentation

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## Co-Exchange Program

Saint Mary's College and the University of Notre Dame agree to continue the co-exchange program for the academic year 1974-75. The same ground rules which were operative for 1973-74 will be the basis for this co-exchange program for 1974-75. (See 1972-73 Notre Dame Report 14, 336-337.)

Reverend James T. Burtchae II, C.S.C.  
Provost, University of Notre Dame

Dr. Edward L. Henry  
President, Saint Mary's College

## North Central Accrediting Committee

January 31, 1974

To: Officers of the University  
Deans  
Directors of Institutes  
Department Chairmen  
Administrative Officers

We learned this morning that the North Central Accrediting Committee will visit the University of Notre Dame on Monday through Wednesday, March 18 - 20. As you know, members of the committee will wish to meet with University representatives from every area and this note is to alert you to please be available on these days for Committee member visitations. I shall keep you informed regarding any information we receive pertaining to the Committee's visit.

Most sincerely,

William M. Burke  
Assistant Provost

List of Team Members for evaluation visit to University of Notre Dame  
Spring 1974

Chairman: Dr. Irvin G. Wyllie, Chancellor, University of Wisconsin-Parkside, Kenosha, WI  
53140 (414) 553-2211

Dr. Harvey D. Buchanan  
Provost for Humanities and Arts  
Case Western Reserve University  
Cleveland, OH 44106

Dr. Walter C. Daniel  
Vice Chancellor  
University of Missouri  
Columbia, MO 65201

Dr. Martin L. Ziegler  
Associate Vice President for Planning and  
Allocation  
University of Illinois  
248 Illini Tower  
409 E. Chalmers  
Urbana, IL 61820

Mr. Donnell W. Dutton  
Professor, School of Aerospace Engineering  
Georgia Institute of Technology  
Atlanta, GA 30332

Dr. Francis H. Heller  
Roy A. Roberts Professor of Law  
and Political Science  
University of Kansas  
Lawrence, KS 66044

Dr. Alexander I. Popov  
Professor of Chemistry  
Michigan State University  
East Lansing, MI 48824

Dr. Janet L. Abu-Lughod  
Professor of Sociology  
Northwestern University  
Evanston, IL 60201

Mr. James W. Stevens  
Vice President for Finance  
Knox College  
Galesburg, IL 61401

Dr. Burton M. Wheeler  
Dean of the College of Arts & Sciences  
Washington University  
St. Louis, MO 63130

## University Energy Conservation Committee

To: Members of the Notre Dame Community

From: The University Energy Conservation Committee

In December Father Hesburgh appointed members of the faculty, staff, administration and student body to serve as a University Energy Conservation Committee. The committee has met weekly in an attempt to discover what Notre Dame could do to be a responsible consumer of our nation's energy resources.

The almost self-sufficient, insular character of our campus might have us think we have no shortage of energy. Whether we personally have a shortage or not is beside the point. We do have very obvious and easily avoidable wastes of energy on campus, especially electrical energy.

We strongly urge all members of the community to take the obvious steps available to them, some of which follows:

1. Turn off lights when a room is not in use.
2. Don't turn on any unnecessary lights.
3. Reduce or eliminate use of hot plates, toasters, TV sets, hair dryers and other high users of power between the hours of 9 a.m. and 6 p.m.
4. Do not use electric heaters.

Proof of what can be simply done is the fact that our power plant has reported a decrease in power consumption for the last three months, and that without any real concerted effort.

The committee is convinced that we can make considerable energy savings if all of us do the obvious things. At the same time we are prepared to take more direct practical action as required to make sure we avoid whatever waste we can.

Your voluntary cooperation is clearly the only ingredient that can make this program successful.

Father Hesburgh, in his commencement address at Harvard last June, charged that the Western World was being immorally piggish in using 80 per cent of earth's resources for 5 per cent of the population. Whatever we waste at Notre Dame adds, however, to that crime.

As the television commercial says, "We're all in this together." We are. And what each of us does to save or waste--affects everyone else.

For the University Energy Conservation Committee,

(Rev.) James F. Flanigan, C.S.C.  
Chairman of University Energy Conservation Committee



## Mid-semester Vacation

Due to a reasonable anticipation of travel difficulties on Sundays in the near future, the mid-semester vacation this spring will be extended by one day. Classes will resume on Tuesday, March 19, instead of the day before, as originally scheduled.

(Rev.) James T. Burtchae11, C.S.C.  
Provost

## Law School: Mid-semester Vacation

Students and Faculty:

Father Burtchae11 decided recently that the spring vacation for undergraduates will be extended by one day because of the fuel shortage. This will not, however, be true in the Law School

I find that no fewer than 21 Law School courses meet on Monday, and that reducing those courses by one session will put our spring-semester course work under the limit required by Faculty policy (45 meetings for three-hour courses, 60 for four-hour courses, etc.). So many class sessions cannot be re-scheduled without more inconvenience than the extra day of vacation would warrant. All Law School classes will therefore meet on Monday, March 18. Our vacation will begin after the Practice Court trial on Saturday, March 9, and will end at 8 a.m., Monday, March 18.

If restrictions on travel make it necessary for students to miss classes on Monday, March 18, those absences will be excused.

For your further planning (and as announced in the Law School catalogue): Friday, April 12 will be a Law School holiday (Good Friday). Last classes will be Friday, May 3. Examinations will be in the period May 6 - 15. Commencement will be on Sunday, May 19.

Thomas L. Shaffer  
Dean

## Social Security Changes

To: All employees of the University of Notre Dame  
From: Joseph F. O'Brien, Director of Personnel  
Subject: Social Security Changes

Recently the President of the United States signed into law changes in the Social Security structure. Beginning Jan. 1, 1974 the taxable wage base was established at \$13,200 while the tax rate stays at 5.85 per cent during 1974 for both the employees and the University. The previous wage base was \$10,800.

Social Security benefits will increase by 7 per cent effective with the April 1974 benefit checks for those drawing benefits. An additional 4 per cent increase is to be incorporated into the July 1974 benefit checks.

Through this automatic payroll tax, both employees and the University are making very substantial investments for the employees retirement years.

# Faculty Senate Journal

## January 23, 1974

Professor Norman Haaser called the meeting to order at 7:30 p.m. and Father Leonard Banas, C.S.C. opened the meeting with a prayer.

Thirty-two members were in attendance.

Professor Cushing reported that Professor Richard Lynch, the University Comptroller, who had addressed the Faculty Senate on Sept. 25, 1973, requested the following amendments to the Faculty Senate Journal as reported in Volume 3, No. 5, of Notre Dame Report. On page 133 of the Report, fourth paragraph, fifth line, the parenthesis should read "(exclusive of gifts and endowment income in excess of that needed in current operations)," while in the sixth paragraph, lines three through five should read "...1971-72 budgets, Professor Lynch stated that, with respect to the application of unrestricted gifts ranging from one to two million dollars a year, the University is in the process of shifting its priorities from the strong emphasis of recent years on physical plant to the strengthening of our endowment funds..."

Professor Danehy pointed out that the names of two faculty members on the Student Life Council had been omitted from the minutes. These are Professor James P. Danehy and Professor Daniel H. Winicur.

Professor Goulet objected vigorously to the listing in the minutes of those Faculty Senators who were absent without explanation. He felt that, since the Senate had just passed that resolution at its last meeting, the members of the Senate should have been given a grace period this once.

A motion to approve the minutes as amended was seconded and passed by voice vote with no dissents.

Professor Haaser announced the appointment of an Academic Manual Watchdog Committee constituted as follows:

Professor Paul F. Conway (Finance)  
Professor Michael L. Doria (Aerospace)  
Professor Gerald Jones (Physics)  
Professor James Robinson (English)

The Committee wishes to receive reports on any actions which have been taken in apparent conflict with the new Academic Manual.

The Senate then moved onto the first item of business on the agenda, discussion of a report by Professor Paul McLane on the Step-Rate Retirement Plan at Notre Dame. (Professor McLane's report is appended to the minutes of this meeting.) As the social security base rises, the University's contribution to TIAA-CREF of 10 per cent on earnings in excess of this base actually decreases. Professor Goulet made quantitative comparisons of the present step-rate plan versus Professor McLane's proposed University contribution of a straight 8 per cent of the total faculty salary. For example, with a base pay of \$13,200, the University presently contributes \$660 to TIAA-CREF, whereas under the proposed plan it would contribute \$1056 per year. With the present trend of an increasing social security base, Notre Dame's contribution to a faculty member's retirement fund continues to become less adequate and to fall ever farther behind that made by peer institutions. (cf. Professor McLane's report).

In subsequent discussion Professor Rodes suggested that the added cost to the University of the proposed plan would most likely come out of that part of the budget allocated to faculty compensation thereby making faculty salary increases even more meager than they have been recently, which would reduce Notre Dame's competitive position in recruiting qualified faculty to an even more dismal level than at present. Professor Trubac responded that there is no fixed amount in the budget for faculty compensation, but that this is basically decided upon by an assignment of priorities. In the past high priority has been given to development of the physical plant and presently this has been shifted to building the endowment, as Professor Lynch had informed the Senate at its last meeting. As the minutes from that meeting show, the University has for each of the past few years used two to three million dollars from unrestricted gifts and endowment income for what it considered high-priority projects.

Professor DeSantis moved that the Faculty Senate recommend the adoption of a straight level contribution of at least 10 per cent to the faculty retirement plan by the University and that a delegation from the Senate be appointed by the Chairman to discuss this and Professor McLane's report with the President. This motion was carried by a voice vote, Professor Rodes casting the only dissenting vote.

Professor Pasto suggested that the Senate respond to the Priorities Report that appeared in the December 1973 issue of Notre Dame Magazine. The Senate will return to this under new business at its next meeting.

At 8:35 p.m. Professor Haaser called for a 10-minute coffee break.

When the Senate reconvened, Professor Haaser suggested the Senate move to the last item on the agenda and Father Banas introduced Professor Vasta and asked him to make some introductory remarks on the question of a proposed code of faculty ethics. Ms. Cordelia Candelaria and Professor John Roos, who were also members of the Committee on Campus Honor appointed by Rev. James Burtchaeil, were present. (The report of this committee appeared in Volume 3, No. 6, of Notre Dame Report.) Professor Vasta referred to a general apathy on campus towards honor and ethics as evidenced by the demise of the old student honor system and the lack of interest in returning to such a system. He stated that each group, faculty, students and administration, must articulate its own standards before any consensus can be reached on this subject. He felt that the faculty should set the character for the University in this matter.

In the discussion which followed Professor Danehy pointed out that the Student Life Council has all three components of the Notre Dame community, students, faculty and administration, represented on it and that the best course might be to let them discuss it with the encouragement of the Faculty Senate.

After several attempts by various Senators to find out specifically what was being sought, Professor Jones asked what was required over and above that already contained in the AAUP statement on faculty ethics.

Professor Vasta replied that the honor concept must go far beyond simple laws to cover specific violations or faculty malfeasance and should contain something peculiar to Notre Dame as such.

Since the discussion was becoming somewhat lengthy and diffuse by this time, Professor Haaser entertained a motion for adjournment which was carried by a voice vote at 9:40 p.m. The Senate will continue this discussion and return to the other two items on its agenda, two resolutions from the Committee on Administration and the committee reports, at its next meeting.

Those Faculty Senators absent from the present meeting without explanation are listed below.

Joseph Bobik (Philosophy)  
James Daschbach (Aerospace)  
Michael Francis (Government)  
Stanley Hauerwas (Theology)  
J. W. Hunt (Modern Languages)  
Aidan Kavanagh (Theology)  
John Kromkowski (Government)  
Robert Leader (Art)  
Mario Picconi (Management)  
William Rickhoff (Physics)  
Thomas Smith (Chem. Eng.)  
Morris Wagner (Microbiology)  
James Ward (History)  
Thomas Werge (English)

Professor McLane's report and recommendations on the University's contribution to the faculty retirement fund follows.

Respectfully submitted,

James T. Cushing  
Secretary  
Faculty Senate

## Attachment I

### The Step-Rate Retirement Plan at Notre Dame, 1973-74: Information and Recommendations

In 1966 Notre Dame adopted the full 10 to 15 per cent step-rate faculty retirement plan. At that time it was considerably better (c. 8 per cent) than the straight level 12 per cent plan (F. King, AAUP Bulletin, 1964, pp. 342-46). But with the rapidly rising social security base (\$6,600 in 1967; \$9,000 in 1972; \$10,800 in 1973; \$13,200 in January 1974), our step-rate plan is no longer adequate. In 1972, for instance, under the \$9,000 base, Notre Dame contributed about 7 per cent of faculty salaries to retirement; in January 1974, in respect to the new \$13,200 base, Notre Dame will contribute less than 6 per cent.

In 1973, with the social security base going up \$1,800 to \$10,800, Notre Dame contributed \$90 less per individual faculty member to retirement. In January 1974 the base goes up to \$13,200, with \$130 less to be contributed than in 1973. As late as 1967 the base was \$6,600. If we consider in isolation the \$6,800 difference in the base between 1967 and 1974, the University will contribute to the faculty member's retirement \$340 less for the year 1974 alone -- or \$10,200 in 30 years. Compounded at 6 per cent interest over the 30 years, it would amount to \$26,880 less in each member's retirement accumulation (or \$35,156 at 7 1/2 per cent interest, the current TIAA "extra" dividend rate), even if the social security base should go no higher than \$13,200. (According to present projections, the base will rise \$900 a year for the next three years -- to \$15,900 in 1977.) And on the current \$13,200 base, the individual will have removed from his salary check \$772 a year, \$141 more than in 1973. (This new base will also cost the University the same amount in social security taxes.)

Our step-rate plan has other limitations. At present (fall 1973) Notre Dame contributes 5 per cent to retirement on a salary of \$10,800. On a salary of \$21,600, for instance, Notre Dame contributes 10 per cent on the sum over the \$10,800 base -- or 7 1/2 per cent on full salary. And the higher the salary, the University percentage contribution to retirement goes up in relation to the full salary. For this reason, the straight level (say, 8 per cent) contribution to retirement is much fairer to those with lower salaries.

The rising social security base emphasizes the serious limitations of our step-rate plan. According to information received in the past from TIAA, so dire were the prospects in 1967 when the social security base was raised to \$6,600 that two-thirds of the 168 universities then on the step-rate plan at first kept the old \$4,800 (or earlier \$3,600) base. In recognition of the eroding effects of the rising social security base on retirement, the Notre Dame Faculty Senate in early 1972 proposed (1) a straight 8 per cent University contribution to retirement (the same as Saint Mary's, for the merger was then being considered); and (2) as the University part of retirement, a guarantee of 1 1/4 per cent of the final salary of the retiring faculty member in his retiring year for each year of service past the age of 30. (Both proposals are still highly desirable, for they would insure a retiring faculty member's ability to adequately meet his retirement needs.)

In 1972-73 the average salary (nine months) for a full professor at Notre Dame was \$19,409; \$15,014 for an associate professor; and \$12,388 for an assistant professor. Figures in 1973-74 are not yet (November 1973) available, but a 3 per cent increase for the above-mentioned averages would approximate this year's computations.

Ten faculty members (65 or 66 years of age) were retired in 1973 from Notre Dame and six more were retired in 1972. All of these averaged 32 years of service past age 30 (funded part of service). Their retirement income from the University (TIAA, CREF, and funded past service) ranges, according to the common options, from \$215 to \$400 a month (tax shelter additions not counted), with the average about \$300 a month. In 1973 the maximum received by a faculty retiree from social security was about \$255 a month; his wife, if 62 would receive 40 per cent of this sum.<sup>1</sup> (If retiring faculty member is unmarried, or if wife is dead or under 62, there is no wife's social security to consider).

At present the recommended retirement income of the AAUP and AAC is (with social security payments included) about 60 to 67 per cent of final salary of those with 35 years of service (and a proportionate amount for those with fewer years of service). The social security portion of the retirement income will soon be geared to inflation, but the University portion, because of the rapidly increasing social security base and the regressive nature of the step-rate plan, will suffer and has suffered gradual and serious erosion.

The present University retirement guarantee of \$5,500 a year -- or \$458 a month, in certain cases less than social security payments -- for those with 25 years or more of funded service is outdated and substandard, for it was instituted for July 1970; and since then the average salary at Notre Dame has increased about 15 per cent -- and the cost of living

over 20 per cent. (In the past, this guarantee has mainly helped the unmarried and those whose wives were dead, for then the wives' social security payments were not counted against them.)

There is almost infinite variety in TIAA-CREF step-rate retirement plans (214 in all -- and 753 straight-level plans). The largest category of step-rate plans (40 per cent) is that in which the university contributes 5 per cent on \$10,800 (or earlier) social-security bases, and 10 per cent on balance of salary. (Almost half the colleges use the \$3600, \$4800, \$6600, \$7800 or \$9000 base.) There are 85 such plans: of these, the college pays the larger share in 54 cases and the entire premium (even individual's 5 per cent) in 14 cases. The next largest category is that of 47 colleges on the 10.1 to 12 1/2 to 15 per cent step-rate plan, wherein in 41 cases the college pays the entire premium.

A study appeared in early 1973 entitled TIAA-CREF College and University Retirement Plan Provisions. A Faculty Senate committee compared Notre Dame's plan with the plans of other Indiana colleges, those of our traditional football rivals, and those of the universities used by Father Burtchae11 in Notre Dame Report No. 5, 1973-74. Notre Dame was in the lowest 15 per cent of all these universities, her retirement plan inferior to all except one -- that of St. Louis University. (See separate sheet for retirement plans of these institutions.)

Some faculty who have been retired in the last four years (even those with 35 or more years of service here) have commented upon the meagerness of the university part of their retirement income; many find the payment once a year of their Blue Cross - Blue Shield medical policy particularly burdensome and hope the university will eventually assume it. To be sure, retirees are especially vulnerable to inflation. And an adequate, even generous retirement plan is the best evidence of a university's moral integrity.

Father Burtchae11 has apologetically commented (Notre Dame Report No. 5, p. 120) that in comparison with our "peer institutions" Notre Dame, in average compensation for 1972-73, ranked in the 40 to 50 per cent decile and that there was "room for much improvement." But the position of our retirement plan in relation to the plans of our peer universities is clearly not that high. Hence we strongly urge the adoption of the straight-level 8 per cent retirement plan unanimously recommended by the Notre Dame Faculty Senate in early 1972 -- a plan that would greatly improve our overall position in the annual AAUP survey and ratings, and reduce the anxiety of faculty facing retirement at age 65.

Paul E. McLane, English  
Faculty Affairs  
Notre Dame Senate

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<sup>1</sup> Social security payments, if faculty member and his wife die before 65, are (except for \$255 burial fee) totally lost; on the other hand, TIAA-CREF payments build up to a substantial death benefit (a paid-up life insurance policy), or provide retirement payments that are guaranteed until death -- or even for 20 years after death, if husband and wife should die after retirement at 65 and have elected the 20 year guaranteed payment option.

## Attachment II

### TIAA-CREF Retirement Plans: Institutional Contribution Only December 1973

#### Indiana Colleges

Indiana University	11% on 1st \$7,800; 15% on balance. Retirement at 70.
Purdue	11% on 1st \$9,000; 15% on balance.
(Ball State: maximum contribution	of \$1,000 a year; supplements state retirement plan)
DePauw	5% on 1st \$4,800; 8% on balance.
Earlham	10% before 35; 14% after on full salary.
Franklin	10% on 1st \$10,800; 15% on balance.
Hanover	10% on full salary.
Indiana State	7% on 1st \$9,000; 11% on balance.
Marian	7% on full salary.
St. Joseph's College	10% on full salary.
St. Mary's College	8% on full salary.
Valparaiso	7 1/2% on full salary.
Wabash	8% on full salary.
Vincennes	5% on 1st \$7,800; 10% on balance.

Northwestern	10% on full salary.
Michigan State	10% on full salary.
Pittsburgh	to 35, 5%; at 35, 6 1/4%; at 45, 7 1/2%, at 55, 10% on salary.
Southern California	8% on full salary.
[Miami, Air Force, Navy, Army have	other plans -- not TIAA-CREF]

Iowa	6 2/3% on 1st \$5,800; 10% on balance.
Cornell	10% on full salary.
Duke	7% on 1st \$9,000; 14% on balance.
Vanderbilt	10% on full salary.
Emory	7% on 1st \$10,800; 8% on balance.

St. Louis 5% on 1st \$10,800; 7% on balance.  
(on Indiana, Northwestern, Indiana, Pittsburgh, USC, used in Father Burtchaeil's report, see above)

Notre Dame 5% on 1st \$10,800; 10% on balance (c. 6 1/2% on salary)

\*All universities of course contribute equally to social security for all university personnel.

To illustrate the above-listed plans: on a \$15,000 salary, for instance, Indiana would contribute yearly to TIAA-CREF retirement \$1938; Michigan State and Northwestern, \$1500; Duke, \$1470; Iowa, \$1340; Southern California, \$1200; Emory, \$1092; Depauw, \$1056; and Notre Dame \$960.

Spring Semester 1973-74 Final Examination Schedule

	Wednesday May 8	Thursday May 9	Friday May 10	Saturday May 11	Monday May 13	Tuesday May 14
8:00 AM to 10:00 AM	1:15 M	9:05 TU <u>ARCH</u> 251 <u>MET</u> 225	8:00 TU	3:25 TU <u>ROTC</u> (a11)	1:15 TU <u>ARCH</u> 144	10:10 TU
10:30 AM to 12:30 PM	<u>MGT</u> 490M <u>CHEM</u> 116L	9:05 M <u>EE</u> 241, 242	8:00 M <u>EE</u> 222	3:25 M	10:10 M	11:15 M
1:30 PM to 3:30 PM	4:30 M <u>HIST</u> 110, 112, 114, 116 <u>SOC</u> 112, 114, 116 <u>ANTH</u> 110 <u>PSY</u> 111 <u>ECON</u> 102, 121	<u>PHIL</u> 101 <u>THEO</u> 114, 116, 117, 119, 123	<u>PHYS</u> 112 <u>EASC</u> 102, 112, 122  <u>CHEM</u> 113, 116 <u>BIOL</u> 102 <u>UNSC</u> 102, 112A-B-C	2:20 M <u>ML</u> 112, 122 (a11) MLFR 132 CLLA 112 <u>EG</u> 120, 126, 236 <u>FIN</u> 361	<u>MATH</u> - A11 100's & 226 <u>FIN</u> 360	<u>FS</u> 180 <u>ENGL</u> 109  <u>SEM</u> 181-186 <u>HUM</u> 186
7:00 PM to 9:00 PM	<u>EG</u> 328 <u>BA</u> 235, 340	<u>ECON</u> 224 <u>EG</u> 121	<u>EG</u> 321 <u>FIN</u> 231	<u>PHYS</u> 126, 142  <u>EASC</u> 142 <u>MARK</u> 231	2:20 TU <u>ACCT</u> 222  <u>EG</u> 334	4:30 TU

## contents (continued)

- 230 University Energy Conservation Committee
- 231 Mid-semester Vacation
- 231 Law School: Mid-semester Vacation
- 232 Faculty Senate Journal  
January 23, 1974
- 237 Exam Schedule

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