

'75-'76

notre dame report

contents

Sept. 12, 1975

the university

- 1 Center for Civil Rights
- 1 Notre Dame Prayerbook
- 1 Music Department Concert Series
- 1 Parking Restrictions
- 2 Environmental Protection Award
- 2 Copy Center Pick-up and Delivery
- 2 Obscenity Conference
- 2 Notre Dame Report Publication Schedule

faculty notes

- 3 Special Notice
- 3 Appointments
- 3 Honors
- 4 Activities
- 5 Deaths

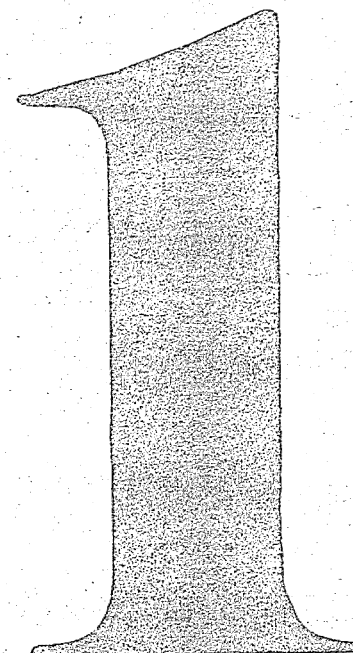
office of advanced studies

Notes for Principal Investigators

- 6 Indirect Cost Rates For Government Sponsored Programs For Fiscal Year 1976
- 6 Public Health Service Copyright
- 6 Public Health Service Citation and Acknowledgment Of National Institutes of Health Grant Support

Information Circulars

- 7 National Science Foundation Dissemination and More Productive Use of Scientific and Technical Information (No. FY76-6)
- 7 Rockefeller Foundation Humanities Fellowships (No. FY76-7)
- 8 Law Enforcement Assistance Administration Competitive Graduate Research Fellowships (No. FY76-8)
- 8 Damon Runyon-Walter Winchell Cancer Fund Policies Governing Fellowship Grants In Cancer Research (No. FY76-9)
- 8 National Science Foundation Student-Originated Studies (No. FY76-10)
- 9 National Science Foundation Technological Innovation in Education (No. FY76-11)
- 9 National Science Foundation Ethical and Human Value Implications of Science and Technology (No. FY76-12)
- 10 Indiana Lung Institute Research Grants (No. FY76-13)
- 11 National Science Foundation 1976 Scientist and Engineers in Economic Development (SEED) Program (No. FY76-14)
- 11 National Endowment for the Arts Community Conservation Program (No. FY76-15)



the university

Center for Civil Rights

Donald P. Kommers, professor of government and international studies at the University of Notre Dame, has been appointed director of the University's Center for Civil Rights.

Kommers is a specialist in comparative constitutional law. He has served on the University's advisory committee for the Center and is working on a history of the U.S. Commission on Civil Rights. A Notre Dame faculty member since 1963, he succeeds Howard A. Glickstein, who has headed the Center since it was established at Notre Dame by a \$500,000 grant from the Ford Foundation in 1973. Glickstein, a former staff director of the U.S. Commission on Civil Rights, has accepted a law faculty appointment at Howard University, Washington, D.C.

In making the announcement of Kommers' appointment, the Rev. James T. Burtchaell, C.S.C., provost of the University, also noted that the Center, formerly a program of the University, will now be attached to the Notre Dame Law School.

Notre Dame Prayerbook

A new Notre Dame prayerbook for students, "Day by Day," features several contemporary prayers written by students and faculty members. Edited by Rev. Thomas McNally, C.S.C., associate director of campus ministry, and William G. Storey, director of Notre Dame's Graduate Program in Liturgical Studies, the 208-page book contains such sections as Prayers for All Seasons, Student Prayers on Student Life, Weekly Cycle of Morning and Evening Prayers, Psalms, Quiet Time Meditations, and others. Notre Dame Prayerbooks have been published periodically during the 133-year history of the University. The last edition was issued in 1947 and revised in 1954.

Music Department Concert Series

The University's Department of Music will sponsor the following concerts during the fall semester. All performances begin at 8:15 p.m. unless otherwise noted.

- Wednesday, Sept. 17 -- Chicago Symphony String Quartet. Library Auditorium. Admission \$1.
Wednesday, Sept. 24 -- Helen Kay Eberle, soprano and Vincent Skowronski, violin. Library Auditorium. Free.
Wednesday, Oct. 1 -- The Haddens (duo pianists). Library Auditorium. Admission \$1.
Wednesday, Oct. 8 -- Dennis Bamber, saxophone. Library Auditorium. Free.
Wednesday, Oct. 15 -- Marie Parnell, viola. Library Auditorium. Free.
Wednesday, Oct. 22 -- Louis Sudler, baritone and Patrick Maloney, tenor. Library Auditorium. Free.
Sunday, Oct. 26 -- Larry H. Smith, organ. Sacred Heart Church. Free.
Wednesday, Oct. 29 -- Chamber Music for Woodwinds. Library Auditorium. Free.
Tuesday, Nov. 4 -- Philidor Trio. All Bach Program. Library Auditorium. Admission \$1.
Tuesday, Nov. 11 -- Ray Still Woodwind Ensemble. Library Auditorium. Admission \$1.
Wednesday, Nov. 19 -- Notre Dame Glee Club. Washington Hall. Free.
Sunday, Nov. 23 -- Notre Dame Orchestra. Washington Hall. Free. 4 p.m.
Monday, Dec. 1 -- Notre Dame Chorus. Washington Hall. Free.
Sunday, Dec. 7 -- Christmas Choral Concert. Sacred Heart Church. Free. 4 p.m. and 8:15 p.m.

Parking Restrictions

Two "no parking" zones have been established by the St. Joseph County Department of Public Works on roads adjacent to the University campus. Effective immediately, there will be no parking on either side of Juniper Road between Edison and Douglas Roads and on Bulla Road between Juniper and Elmhurst. According to the county department, the "no parking" order was issued because of the high volume of traffic on these roads.

Environmental Award

Stuart T. McComas, professor of aerospace and mechanical engineering at the University of Notre Dame, has been awarded the Bronze Medal for Commendable Service, the third highest award given by the U.S. Environmental Protection Agency.

Mc Comas has been on leave from the University for a year to work with the EPA's Office of Air and Waste Management. The citation which accompanied the award read: "For outstanding dedication, enthusiasm and initiative in addressing national air quality problems through the development and analysis of fuel and energy information to formulate environmental policy for control of power plant emissions."

Copy Center Pick-up and Delivery

The Copy Center has instituted a daily pick-up and delivery service from the various colleges. This service will be separate from the normal daily mail pick-up and delivery. Users of the service are requested to package their work, flat, in large inter-office envelopes. Persons with emergency work to be done may call Ext. 6671 for more immediate pick-up and delivery.

Notre Dame Report Publication Schedule

The following is the publication schedule for Volume 5 of the Notre Dame Report, which will cover the 1975-76 academic year. Please note that all copy deadlines are on Mondays. We suggest that you retain this schedule for future reference.

<u>Issue</u>	<u>Deadline for Material</u>	<u>Publication Date</u>
1	Aug. 29	Sept. 12
2	Sept. 15	Sept. 26
3	Sept. 29	Oct. 3
4*	Oct. 20	Oct. 31
5	Nov. 3	Nov. 14
6	Nov. 17	Nov. 28
7	Dec. 1	Dec. 12
8	Dec. 15	Dec. 26
9	Jan. 5	Jan. 17
10	Jan. 19	Jan. 31
11	Feb. 2	Feb. 13
12	Feb. 16	Feb. 27
13	March 1	March 12
14	March 15	March 26
15	March 29	April 9
16	April 19	April 30
17	May 3	May 14
18	May 17	May 28
19	June 14	June 25
20	July 12	July 23
Index	-----	Aug. 27

*This issue will depart from the usual format to present a listing of University administrators, University committees and the official faculty roster.

Obscenity Conference

The moral, legal and aesthetic aspects of new legislation arising out of the Supreme Court decision to pass responsibility for determining what is obscene back to local communities will be the topics for a major conference, "Obscenity and Community Standards," scheduled for the Notre Dame campus September 17-20.

Professor Walter Berns, noted authority on the topic from the University of Toronto, Canada, will give the keynote talk. Other speakers will be Robert Rodes, Notre Dame law professor; Ralph McInerney, philosophy professor and novelist; Dolores Frese of the Department of English; Roger Francis, director of the South Bend Public Library; Robert Laven, president of the Board of School Trustees, and James Langford, director of the University of Notre Dame Press.

A grant from the Indiana Committee for the Humanities will fund the conference co-sponsored by the Notre Dame General Program of Liberal Studies and the Civic Center Authority of the City of South Bend. John Lyon of the General Program is conference director.

faculty notes

Special Notice

The Notre Dame Chapter of the American Association of University Professors has elected the following Chapter officers for terms of two years (through May 1977):

President, James E. Robinson, professor of English; Vice-President, Alberta Ross, associate professional specialist, Radiation Laboratory; Secretary, Michael Francis, associate professor of government and international studies; Treasurer, Roger Skurski, associate professor of economics.

The president of the Chapter has announced the following chairpersons for the Notre Dame AAUP committee:

James Massey, professor of electrical engineering, Committee A (Academic Freedom and Tenure); Thomas Swartz, associate professor of economics, Committee N (Representation of Economic and Professional Interests); Gerald Jones, professor of physics, Committee T (College and University Government); Carole Moore, assistant professor of history, Committee W (the Status of Women in the Academic Profession); Robert Williamson, associate professor of accountancy, Committee Z (Economic Status of the Profession); Edward Manier, associate professor of philosophy, Committee on Teaching Assistants and Graduate Student Members.

Appointments

Astrid Hotvedt, assistant professional specialist in physical education, has been named the first coordinator of women's sports at Notre Dame.

Eugene J. Kennedy, vice president of development and community relations at Le Moyne College, Syracuse, New York, has been appointed special consultant for development programs in the University's Division of Public Relations and Development. The appointment is effective September 15.

Edward A. Kline, associate professor of English, has been appointed chairman of the Committee on Linguistics in the College of Arts and Letters.

A specialist in classical Judaism, Charles Primus, has been named assistant professor of theology and Rosenstiel Lecturer at the University.

Brian C. Regan, director of development, has been named to the new position of executive assistant to James W. Frick, vice president for public relations and development.

James A. Roemer, University counsel at Notre Dame since 1972, has been appointed dean of students, it has been announced by Brother Just Paczesny, C.S.C., vice president for student affairs. Roemer succeeds John A. Macheca, who was named Notre Dame's first lay dean of students in 1973. Macheca will serve as a special assistant to Brother Just while pursuing graduate study at the University.

Honors

Francis P. Fiorenza, associate professor of theology, was elected to the Board of Directors of the Catholic Theological Society of America.

Jeremiah P. Freeman, chairman of the Department of Chemistry, has been appointed to a three-year term on the Committee on Recommendations for U.S. Army Basic Scientific Research.

Rev. Theodore M. Hesburgh, C.S.C., president of the University, will join a group of religious and civic leaders serving as honorary co-chairmen of National Bible Week November 23-30. President Gerald R. Ford is honorary chairman for the 35th annual interfaith observance.

Serving with Fr. Hesburgh will be James A. Farley, Arthur J. Goldberg, Rev. Dr. Billy Graham, Archbishop Iakovos, Lawrence Cardinal Shehan, Mrs. Norman Vincent Peale, Mrs. Carroll E. Miller, Dr. Meredith L. Wilson, George Meany and Art Linkletter.

John Mathias, associate professor of English, has been elected Visiting Fellow of Clare Hall, Cambridge University in England, for academic year 1976-77. He will be the first poetry fellow in the history of the college.

Joseph W. Scott, associate professor of sociology and anthropology and director of the Black Studies Program, has been selected a Fellow in Academic Administration by the American Council on Education in Washington, D.C.

Scott will serve an internship with Provost Raymond W. Mack of Northwestern University during the 1975-76 academic year. The internship award is underwritten by a grant from the Lilly Endowment.

Daniel H. Winicur, assistant professor of chemistry, has been appointed representative of the South Bend Common Council to the South Bend Bicentennial Committee.

Kwang-tzu Yang, professor and chairman of the Department of Aerospace and Mechanical Engineering, has been elected a Fellow of the American Society of Mechanical Engineers (ASME).

Activities

George B. Craig, Jr., Clark Professor of biology, presented a paper entitled "Genetic Variability in Vector Competence in Mosquitoes" to the African Mosquito Conference in Washington, D.C., July 9-11.

Bernard D. Cullity, professor of metallurgical engineering and materials science, presented two invited talks on "X-Ray and Magnetic Methods of Measuring Residual Stress" at a workshop on Nondestructive Evaluation of Residual Stress, sponsored by the Air Force Materials Laboratory, in San Antonio, Texas on Aug. 13-14.

William E. Dawson, associate professor of psychology, presented a paper entitled "Sensory-Modality Opinion Scales for Individual Subjects" at the Midwestern Psychological Association meeting held in Chicago on May 1-3. He also presented two other papers with graduate students: "Balancing for Multiplication-Fractionation and Regression Biases in the Ratio Estimation and Production of Loudness", and "Inverse Cross-Modality Matching: A Test of the Consistency of Ratio Judgments and the Validity of the Power Law."

Francis P. Fiorenza, associate professor of theology, presented a lecture on "American Culture and Modernism: Shailer Mathews' Interpretation of American Christianity," at the annual conference of the College Theology Society at Boston College, Massachusetts, on May 31. He presented two lectures, "Current Problems in Christology" and "Critical Social Theory and Christology" at the annual meeting of the Catholic Theological Society of America in New Orleans on June 9-10.

Maben D. Herring, assistant professor of English, spoke on "Ethnicity and Literature: The Folk Dimension" at a conference on ethnic American literature at Notre Dame July 26.

Thomas J. Kapacinskas, assistant professor of theology and Collegiate Seminar, lectured on Jung's psychology and on the "new" Jungian analysis as part of the Castalia Seminars on Jung and Hesse held Aug. 8-24 in Lenox, Massachusetts.

Sister Madonna Kolbenschlag, assistant professor of American Studies, participated in a seminar on women for religious sisters at the Victory Noll Motherhouse, Huntington, Indiana, July 7. Her two presentations were, "Sisters and Ancestors: The American Woman in Perspective," and "Can Woman Be Saved? Psychological and Ethical Capacity in Females."

Rev. Anthony J. Lauck, C.S.C., professor emeritus of art and former director of the University of Notre Dame Art Gallery, has been appointed by the Greater Indianapolis Progress Committee to an art jury charged with selection of a 16,000 square foot mural decoration for a downtown building. More than 100 artists have submitted designs.

John R. Lloyd, associate professor of aerospace and mechanical engineering, chaired a session on "Combined Modes in Heat Transfer" at the 1975 Heat Transfer Conference held in San Francisco, Aug. 11-15.

Marino Martinez-Carrion, professor of chemistry, conducted advanced courses in "Biochemical and Chemical Mechanisms" and "Enzymology Applied to the Study of Metabolic Disturbances" during the summer for faculty members of Latin American universities. The courses, sponsored by the Organization of American States, were given in Caracas, Venezuela and Quito, Ecuador.

Victor W. Nee, professor of aerospace and mechanical engineering, presented a seminar entitled "The Development of a Turbulent Shear Flow Theory," at Flow Research, Inc., in Seattle on Aug. 19.

Daniel J. Pasto, professor of chemistry, delivered a lecture entitled "Features of the Cycloaddition Reactions of Alkenylidenecyclopropanes" before the Organic Chemistry Group at Miles Research Laboratory, Elkhart, Indiana, on Aug. 14. He spoke in Chicago on Aug. 26 before the Organic Division of the American Chemical Society on the topic, "Electrophilic and Radical Addition Reactions of a Bisalkylidenecyclopropane."

John F. Santos, professor of psychology served as clinical associate in psychiatry to the University of New Mexico School of Medicine during the summer developing program plans and setting up a Geriatric Center in Albuquerque.

Konrad Schaum, chairman of the Department of Modern and Classical Languages, was an invited speaker at the 1975 Grillparzer-Forum, a scholarly symposium sponsored by the Austrian government, at Forchtenstein, Austria, June 15-18. He delivered a lecture on F. Grillparzer's drama, "A Faithful Servant of His Master." He also attended the Fifth International Congress for Germanic Studies Aug. 4-9, at the University of Cambridge, England, where he presented a paper on the "Relationship of Drama and History in 19th Century German Literature."

Thomas J. Schlereth, assistant professor of American Studies, presented a lecture on "Photography as Historical Documentation" at the Ethnic Multicultural Conference organized by the Institute of Urban Studies at Notre Dame, June 21. He lectured on "Modern Architecture as Cultural Expression" at the Chicago Public Library on July 12.

Wendy Clauson Schlereth, assistant University archivist, delivered a lecture, "Oral History as Resource for Ethnic and Minority History" at the Ethnic Multicultural Conference sponsored by Notre Dame's Institute of Urban Studies, on June 19.

Wilhelm Stoll, professor of mathematics, conducted a seminar on value distribution for the 1975 American Mathematical Society's Summer Institute on Several Complex Variable, July 28 - Aug. 15 in Williamstown, Massachusetts. Professor Stoll also addressed the Society's Summer Meeting in Kalamazoo, Michigan, Aug. 18-22.

A.G. Strandhagen, professor of aerospace and mechanical engineering, attended the 1975 Summer Computer Simulation Conference in San Francisco, July 21-23, and presented a paper entitled "Local Controllability of Surface Ships Using Piecewise Constant Controls" co-authored with Cecil B. Mast, associate professor of mathematics.

Evelyn Eaton Whitehead, assistant professor of theology, participated in a conference on "Social Ethnics, Public Policy and the Aging Society" at the University of Chicago on June 1-2.

Erhard M. Winkler, professor of earth sciences, attended the International Symposium on Conservation of Stone in Bologna, Italy, where he presented an invited paper entitled "Stone Weathering in Urban Climates". Professor Winkler was also guest lecturer for the National Bureau of Standards, Division of Building Research; in Washington, D.C., Aug. 12, where he spoke on "Weathering of Stone."

Deaths

Rev. A. Leonard Collins, C.S.C., prefect of discipline at the University of Notre Dame from 1957 to 1965, died Aug. 23 in St. Joseph's Hospital, South Bend. Fr. Collins served as religious superior of Holy Cross House, Notre Dame, from 1970-1973. He had resided in retirement at Corby Hall.

Joseph A. LaFortune, a 1916 graduate and member of the Board of Trustees at the University of Notre Dame since 1941, died Aug. 5 in a Colorado Springs, Colorado, hospital. He was 81. A cash gift by LaFortune to the University in 1953 helped finance the renovation of the former Science Hall for use as a student center, the present LaFortune Center.

office of advanced studies

Notes for Principal Investigators

Indirect Cost Rates For Government Sponsored Programs For Fiscal Year 1976

Negotiations for the fiscal year 1976 indirect cost rate for Government sponsored programs have been completed. The negotiation date to be used on proposal documents is July 14, 1975. The base used in calculating indirect costs is Total Modified Direct Costs (TMDC). Until further notice, the indirect cost rates to be used for Government sponsored programs are:

Research Projects:

On-Campus: 42.0% of TMDC
Off-Campus: 9.94% of TMDC

Education Projects:

On-Campus: 34.5% of TMDC
Off-Campus: 9.43% of TMDC

Radiation Laboratory: 16.86% of TMDC

Public Health Service Copyright

Because of questions which are arising as a result of the recent Supreme Court decision relating to the Williams and Wilkins copyright suit, the PHS policy regarding copyright is reaffirmed below:

"Except as otherwise provided in the conditions of the award, author is free to arrange for copyright without approval when publications or similar materials are developed from work supported in whole or in part by a PHS grant. Any such copyrighted materials shall be subject to a royalty-free, nonexclusive, and irrevocable license to the Government to reproduce them, translate them, publish them, use and dispose of them, and to authorize others to do so. In addition, communications in primary scientific journals publishing initial reports or original research supported in whole or in part by PHS may be copyrighted by the journal with the understanding that individuals are

authorized to make, or have made by any means available to them, without regard to the copyright of the journal, and without royalty, a single copy of any such article for their own use."

Public Health Service Citation and Acknowledgment Of National Institutes of Health Grant Support

It has been brought to NIH's attention, through audit, that page charges are being levied against grant funds for publications which report to the public the results of an activity supported by NIH grant funds and for which no acknowledgement of support is shown. An acknowledgement of such support must be made through use of the following or comparable footnote on the publication:

"This project was supported by NIH research grant number _____ awarded by the (Institute or Division), PHS/DHEW."

Information Circulars

National Science Foundation Improved Dissemination and More Productive Use of Scientific and Technical Information

No. FY76-6

The Office of Science Information Service (OSIS) of the National Science Foundation intends to provide approximately \$1,000,000 for the stimulation and support of research relating to the dissemination and use of scientific and technical information. These science information activities are intended to help U.S. scientists, engineers, and others obtain and use the results of worldwide scientific research. The program's ultimate goal is to contribute to increased national productivity through use of scientific and technical information (STI). To this end OSIS sponsors a variety of projects to enhance the usefulness and utilization of STI. Projects are selected, in large part, to stimulate innovation and entrepreneurial activity that may result in more efficient communications systems and more useful information services.

Proposals are solicited in ten categories chosen for special emphasis at this time. Each proposal must be limited to one of these categories. However, an organization may submit separate proposals in any number of categories. The project categories are: STI for Crisis Management; Use of Full-Text Files; Data Flagging and Data Tagging; Resource Sharing by A&I Services; STI Resource Inventory; System to Search STI Network; Computer Assistance in Use of STI; Innovative Communication Systems for Small Scientific Communities; Video Image Transfer for STI Dissemination; and User Training and Science Education Innovation.

The closing date for Categories 1 through 7 is October 14, 1975 and proposals must be received by December 2, 1975 for Categories 8, 9 and 10.

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

Rockefeller Foundation Humanities Fellowships

No. FY76-7

The Rockefeller Foundation has announced a program of awards for 1976-1977 to support the production of works of humanistic scholarship intended to illuminate and assess the values of contemporary civilization.

Scope and Eligibility

Support will be given to the traditional areas of the humanities, but proposals in the fields not generally considered as humanities will also be encouraged as long as their humanistic implications and methodology are clear. Applicants must demonstrate the broad implications of their project for a deeper understanding of contemporary values. Awards cannot be made for completion of graduate or professional studies. There is no objection to concurrent sabbatical salaries or small supplementary grants from other sources.

Awards will be made to mature scholars and humanists as well as to younger persons of high creative potential. Applicants with interdisciplinary skills and interests will be favored, as will projects that show promise of transdisciplinary significance.

Suggested Research Areas

- * Central ideas and concepts in contemporary culture.
- * The humanities in an international context.
- * The formation and transformation of values.
- * Science, technology, and society in the context of humanistic values.
- * The humanities in the contemporary professions: The examination of values and moral choices.
- * The public role of the humanities: New dimensions.

Duration and Payment

Fellowships will normally extend for one year. The ordinary grant will be of the magnitude of \$10,000 to \$15,000, and in most cases, will not exceed \$20,000. Grants may cover cost of salary, travel, secretarial or research support, or research materials. It is expected that applicants will devote full time to the project. Successful applicants will be asked to provide a letter from the institution indicating its willingness to administer the grant without overhead charge.

Closing Dates and Notification

First-stage proposals must be received by October 1, 1975; second-stage proposals, when requested, by December 15, 1975.

For Further Information Contact

Rockefeller Foundation Humanities Fellowships
The Rockefeller Foundation
1133 Avenue of the Americas
New York, NY 10036

(or) Call the Office of Advanced Studies, Extension 7378.

Law Enforcement Assistance Administration Competitive Graduate Research Fellowships

No. FY76-8

A limited number of graduate research fellowships are available to doctoral candidates who have completed all academic work and need support during the writing of their dissertations. The fellowships will be awarded through sponsoring universities to support Ph.D. candidates engaged in writing a dissertation in a major area of criminal justice or on topics closely related to criminal justice.

The deadline for receipt of concept papers is November 15, 1975. For further information, contact the Office of Advanced Studies, Extension 7378.

Damon Runyon-Walter Winchell Cancer Fund Policies Governing Fellowship Grants In Cancer Research

No. FY76-9

The Damon Runyon-Walter Winchell Fellowship is intended to augment the training of a scientist who has demonstrated the motivation and ability to conduct original research. Further training under the grant must be directed toward the scientific development of the fellow. It is the responsibility of the sponsor to provide a wide background of experience with the broad problems in the fellow's field of investigation and to provide training in laboratory research. Thus, it is desirable that fellows participate in seminars and conferences and attend meetings of appropriate scientific societies.

A fellowship grant, applied for by a qualified principal investigator, is awarded to an institution for the support of a particular postdoctoral student to work on a specific project under the supervision of the principal investigator. Support is reserved for those persons who will have had no more than one year of postdoctoral fellowship or equivalent experience prior to the date on which the Runyon-Winchell fellowship is to begin. Exceptions will be made for those who wish to redirect their research efforts into cancer and related sciences. Previous accomplishments in cancer research by the sponsor and the fellowship candidate will be given primary consideration. Tenure is one year, with the possibility of renewal for a second and final year of support.

Compliance with the following items shall be required:

1. Limitation to a total \$15,000 maximum budget, including: salary, not to exceed \$12,000 per annum; fringe benefits; 5%, less fringe benefits, for overhead; travel; a small amount may be applied toward the purchase of consumable supplies.

2. Three letters of recommendation for qualified referees, and a supporting letter from the principal investigator-sponsor.
3. A complete curriculum vitae of both, the proposed fellow and the sponsor.

Deadlines

December 15. Announcement will be made in March, 1976.

March 15. Announcement will be made in June, 1976.

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

National Science Foundation Student-Originated Studies

No. FY76-10

To request foundation support through student-originated studies, student groups will submit proposals that describe the scientific or technological studies they wish to carry out and that give details as to the funds required for that purpose. Although the competition requires that proposals be developed by students, the foundation recognized their need for faculty and business office advice, and has no objection to applicants' obtaining this sort of assistance.

Guidelines are within the general framework outlined below:

- * Each project proposed is to be problem-oriented - to deal with a local problem (or set of associated problems) that has immediate relevance to society, and that poses yet-unanswered questions of a scientific or technological nature on which the student group can collect meaningful data. Ideally, a prospective user of the project's results is identified in advance, so that this user's needs become a relevant consideration in the design and conduct of the project.
- * The approach to understanding the problem(s) and search for solution are to be interdisciplinary or multidisciplinary in nature, hence,
- * Each proposed study or set of studies is to be conducted by a group of students (a minimum of 5 students, but usually not more than 12) - primarily made up of undergraduates, although some graduate students may be included within each group.

* Projects proposed are to be student-originated, student-planned, and student-directed, and are to be carried out under the leadership of one of the students in the group (hereinafter referred to as the Student Project Director). In discharging his duties, the Student Project Director may be assisted by a steering committee chosen from and by the group of participants. The extent to which each group seeks consultation with one or more college faculty members or members of the community at large is a matter for decision by the students, but it is required that there be associated with each grant a specifically-named project advisor who is a member of the science faculty of the host institution.

* Projects are to be planned to occupy fully the time of the student investigators (predominantly undergraduates) for an uninterrupted period of 10-12 weeks. This means that most projects will be conducted during the summer, although projects will be conducted during other times in institutes with schedules that provide 10-12 uninterrupted weeks for individual work or independent study during the academic year.

The proposal closing date for receipt of proposals is November 10, 1975. For further information contact the Office of Research and Sponsored Programs, Extension 7378.

National Science Foundation Technological Innovation in Education

No. FY76-11

The National Science Foundation, through the Technological Innovation in Education Group, provides support for the development of innovative computer and related communication technologies and systems designed to improve the quality and efficiency of instruction at all levels of education. Support is provided for the exploration, development, and evaluation of:

- * computer and related communication technologies and techniques;
- * computer-based concepts, applications, and courseware (instructional material); and
- * prototype computer-based systems for effective and efficient instruction.

Technology and Systems. Support may be provided for (1) studies of computer technology and techniques applicable to instruction, and (2) projects focused on the testing and evaluation of systems of exceptional technological innovation and promise.

Applications and Courseware. Support may be provided for the development, testing and evaluation of (1) innovative applications and courseware in selected disciplines to stimulate new uses of computing and communications technology for instruction, (2) new instructional concepts related to computer-based education, and (3) mechanisms to facilitate the widespread use of these products and concepts.

Proposals will be accepted at any time. For further information, contact the Office of Research and Sponsored Programs, Extension 7378.

National Science Foundation Ethical and Human Value Implications of Science and Technology

No. FY76-12

The Ethical and Human Value Implications of Science and Technology (EHVIST) Program was established in 1974 to support research, education, and public understanding projects covering the three general areas specified below:

- The impact of new developments in science and technology on the values of society, including ethical dilemmas generated by the scientific and technological enterprise.
- The impact of societal values on the development of science and technology, including ethical and value issues in the setting of national and international research priorities.
- The value issues which arise within science and technology, including ethical problems encountered by scientists and engineers in their professional capacities.

The EHVIST Program is interested in supporting projects designed to identify previously unrecognized ethical and value issues related to past, present, or projected developments in science or technology. The Program will also support projects devoted to clarifying crucial issues, defining basic terms, resolving factual disagreements relevant to ethical and value issues, and placing of issues in their full social, historical, and scientific contexts. In general, activities appropriate to achieving these goals include not only research projects, but also course and curriculum development, bibliographical work, conferences, and workshops.

There are two basic restrictions currently imposed by the EHVIIST Program. No support will be given to projects restricted entirely to value issues arising in the context of clinical medicine, nor will support be provided for projects (or components of projects) concerned directly with the enactment or implementation of public policies or regulations. It should also be noted that the EHVIIST Program provides support only for specific projects, as opposed to general support for programs or organizations.

The complex nature of the subject-matter generally requires that truly significant projects have input from representatives of a broad range of disciplinary perspectives. In line with the basic orientation of the National Science Foundation, the EHVIIST Program will normally restrict its support to projects or parts of projects staffed by representatives of disciplines including the natural and social sciences, engineering, law, and history and philosophy of science. Projects which deal with science/value issues from the perspective of a single discipline will normally be referred to the appropriate disciplinary program for consideration. In certain cases it is also possible that projects will be considered for funding jointly by the EHVIIST Program and one or more other programs within the Foundation, or with other federal agencies.

Although the EHVIIST Program is designed to support projects which involve primarily

scientific personnel, there is no formal prohibition against the involvement of non-scientists representing relevant segments of the general population. In some cases the involvement of non-scientists (particularly of non-academics) may be necessary for a project to deal adequately with certain ethical and value issues.

In recognition of the need for broad-based interdisciplinary approaches to much of the science/values area, the National Science Foundation (NSF) and the National Endowment for the Humanities (NEH) have established procedures which enable them to work in close collaboration in this area. Twin advisory committees composed of persons with distinguished backgrounds in science, the humanities, and public affairs have been established to provide policy guidance, and a staff member at each agency has been designated to act as liaison officer. Thus, proposals for research or any other activity in the science/values field may be submitted either to NSF or NEH, depending on their primary orientation. If the subject of inquiry is approached primarily from the perspectives of the natural or social sciences or engineering, the proposal would be more appropriate for NSF. If the approach to the subject of inquiry is primarily from the perspective of the humanities, the proposal would be more appropriate for NEH.

To some extent, the disciplines of the investigators and the relative presence or absence of quantitative factors may also serve as a guide. Through coordination between the two foundations, proposals may be referred from one to the other as indicated by the subject matter, methodology, etc. In appropriate instances, there may be joint funding of approved proposals.

Because high-quality, original, interdisciplinary research and education projects cannot be expected to develop or succeed in isolation, NSF and NEH are also very interested in encouraging activities which will stimulate and facilitate interaction and communication among individuals working in the science/values area in different disciplines and institutions.

Projects funded by the EHVIIST Program should normally result in the production of the traditional papers and reports in professional journals, books, and course materials. However, because of the general significance of the issues dealt with by many EHVIIST projects, their results should also be made accessible to the general public in the form of newspaper and magazine articles, television and radio programs, and trade books. Some projects may be considered for funding which are designed primarily to transmit the results of completed research on EHVIIST topics to the public.

In brief, the primary goal of the EHVIIST Program is to increase the quantity and to improve the quality of academic activities and public discussion of ethical and value issues related to science and technology, in many cases by funding projects jointly with other NSF programs and/or with other Federal agencies.

The closing date for case studies is January 15, 1976 and February 15 for all other projects. For further information, contact the Office of Research and Sponsored Programs, Extension 7378.

Indiana Lung Institute Research Grants

No. FY76-13

The Indiana Lung Institute, Division of the American Lung Association of Indiana, offers research grant support in the field of the lung and its disorders. The research may be laboratory, clinical, epidemiologic, or social but should be relevant to the objectives that govern American Lung Association activities. These research funds are considered "seed money" and are to support young, not already established, investigators, particularly those without financial support, are encouraged to submit research project grant applications.

The average funding authorized by the Lung Institute is in the \$10-15,000 range per year. Applications for the grant year beginning July 1, 1976 must reach the Lung Institute office by January 31, 1976.

Full information and application forms may be obtained from:

Indiana Lung Institute
30 East Georgia Street
Room 401
Indianapolis, Indiana 46204

National Science Foundation 1976 Scientist and Engineers in Economic Development (SEED) Program

No. (FY76-14)

The National Science Foundation (NSF) has just announced its 1976 Scientists & Engineers in Economic Development program.

Under the SEED program scientists and engineers from U.S. colleges and universities teach and conduct research in developing countries in Africa, Asia, and Latin America. The program is funded by the Agency for International Development (AID) and administered by NSF. The program is designed to enable U.S. scientists and engineers to share their knowledge and experience in fields important to the economic development of the host country.

The program provides two types of awards:

- * Research/Teaching Grants that enable scientists and engineers to spend five months to a year at an academic institution in a developing country. Stipends and fringe benefits may be paid up to \$1,500 per month. Research/Teaching grants may be of particular interest to faculty members who will be on sabbatical leave.
- * International Travel Grants are awarded to scientists and engineers for short-term visits to conduct seminars, give lectures, review specific research projects, and survey educational developments.

For the 1976 program NSF anticipates approximately 36 awards totaling \$300,000. The closing date for submission of proposals is December 15, 1975; awards will be announced in April 1976.

For additional information, a copy of the announcement (NSF 75-22), and guidelines for preparation of proposals contact:

Office of International Programs
National Science Foundation
Washington, D.C. 20550

Telephone: AC 202/632-7864

National Endowment for the Arts Community Conservation Program

No. FY76-15

The National Endowment for the Arts has initiated a grant program for fiscal year 1976 which seeks to promote the conservation of older neighborhoods. This program constitutes only one part of a larger neighborhood conservation effort under the direction of the Endowment's Architecture & Environmental Arts Program.

Through the conservation grants, the Endowment will fund the development of design studies, zoning revisions, economic incentives, and other efforts aimed at regenerating older neighborhoods.

In selecting grants for funding, priority will be placed on action-oriented projects which stress the sympathetic re-use of existing buildings as catalysts for community revitalization. Eligibility for the grants is limited to local governmental entities and non-profit, tax exempt organizations possessing broad community support and demonstrated capability for implementation.

Applications must be postmarked no later than November 3, 1975. In conjunction with the new grant program, the Endowment has initiated a conference on the subject to be held in New York City, September 24-26, 1975. The conference is co-sponsored by the Conservation Foundation, the State of New York, and the New York City Landmarks Preservation Commission. The Arts Endowment has also undertaken several projects in cooperation with the Department of Housing and Urban Development and is sponsoring the production of major film on recycled neighborhoods to be released in early 1976.

For information on the community conservation grants program, write Miss Merrill Ware, Architecture & Environmental Arts Program, National Endowment for the Arts, Washington, D.C. 20506, or telephone her at (202) 634-4276.

National Science Foundation Ethical and Human Value Implications of Science and Technology (EHVIST)

No. FY76-16

The National Science Foundation has issued a program announcement for the 1976 Ethical and Human Value Implications of Science and Technology program (NSF 75-19).

The EHVIST program supports research, education, and public understanding projects in the areas of:

- Impact of new developments in science and technology on the values of society;
- Impact of societal values on the development of science and technology; and
- Value issues which arise within science and technology.

Priorities for the 1976 EHVIST program include: in-depth case studies of specific situations where science/value issues have developed; experimental summer workshops or institutes on science/values issues organized by national organizations; and national conferences or workshops on critical issues in research or teaching of science/values topics. For the 1976 EHVIST program NSF anticipates awards totaling approximately \$1 million. Awards will not be made for projects dealing with issues arising in the context of clinical medicine or for projects concerned with the enactment or implementation of public policies or regulations.

The deadline for submitting proposals for case studies is January 15, 1976; for other projects the deadline is February 15, 1976. Proposals may be submitted by colleges, universities, public or private laboratories, industry and other organizations or firms, whether operating for profit or on a nonprofit basis. The program strongly recommends the submission of informal proposals for NSF staff comments before the submission of a formal proposal.

A copy of the program announcement is available in the Office of Advanced Studies, Extension 7378.

National Endowment for the Arts Work Experience Internship Program

No. FY76-17

The National Endowment for the Arts has announced the eighth Work Experience Internship Program scheduled from February 9 through May 7, 1976.

The 13-week program is designed to acquaint participants with the policies, procedures and operations of the National Endowment and to give them an overview of arts and activities in this country. Activities are

planned to provide a detailed knowledge of the programs of the Endowment, including policy development, grant-making procedures and administration. In addition to working as members of the Endowment's staff, interns attend a series of seminars and meetings scheduled with members of the National Council on the Arts, Endowment panelists, artists, journalists, federal officials and other leading arts administrators.

The application deadline is November 21, 1975. For further information, contact the Office of Advanced Studies, Extension 7378.

National Science Foundation United States-France Exchange of Scientists

No. FY76-18

In furtherance of a decision by the governments of France and the United States of America to develop scientific and technical cooperation, a program for exchange of young scientists is jointly sponsored and administered by the National Science Foundation of the United States and the National Center for Scientific Research of France. Exchange awards are made for study or work in the mathematical, physical, chemical, engineering, biological and social sciences including economics. Awards will not be made in the medical sciences or in education or business fields.

Eligible individuals are citizens or nationals of the United States and France who will have earned in the science areas designated in the preceding paragraph a doctoral degree or its equivalent, normally not more than five years prior to the commencement of the exchange visit. Foreign nationals in the United States with permanent resident status are not eligible to apply for awards under this program.

Eligible institutions are, for French candidates, any appropriate nonprofit United States institution, and for American candidates, any appropriate nonprofit French institution. Appropriate nonprofit institutions in this program will normally be institutions of higher education; government research institutes, laboratories or centers; and privately sponsored nonprofit institutes.

The period of the exchange visit shall normally be between five and fifteen months. Shorter or longer visits, or extensions of time, may be approved upon adequate justification when recommended by the host institution.

The closing date for the submission of applications is November 1, 1975. For further information, contact the Office of Advanced Studies, Extension 7378.

National Endowment for the Humanities Summer Stipends

No. FY76-19

The purpose of this program is to help college, university, and junior and community college teachers and other humanists in their research and as teachers by providing support for two consecutive months of full-time study or research. The work proposed may be within the applicants' special areas of interest, or it may be in some other field that will enable them to understand their own fields better and enlarge their competence. The proposed project may be one that can be completed during the stipend period or it may be part of a long-range project. Teachers at undergraduate colleges who are primarily interested in increasing their knowledge of the subjects they teach in order to improve their teaching are encouraged to apply to the Endowment's program of Summer Seminars for College Teachers.

Summer Stipends are intended for college, junior college, and university faculty members and others working in the humanities who have made, or who demonstrate promise of making, a significant contribution in their field. Applicants must have completed their formal academic training by the date of application.

Applicants employed by colleges or universities must be nominated by the president, dean, or other designated office of their institution. Applicants whose appointments are terminating may apply directly to the Endowment without nomination. Persons not employed by colleges or universities may apply directly to the Endowment without nomination.

The scope of Endowment support includes, but is not limited to, the study of the following: history, philosophy, languages, linguistics, literature, archeology, jurisprudence, history and criticism of the arts, ethics, comparative religion, and those aspects of the social sciences employing historical or philosophical approaches. This last category includes cultural anthropology, sociology, political theory, international relations, and other subjects concerned with value and non-quantitative matters. Studies in psychology and the social sciences that are predominantly empirical or clinical rather than humanistic are not eligible for support. During this period of the bicentennial observance of the American Revolution, the Endowment has a special interest in studies relating to the revolutionary era and to the philosophical and social foundations of the revolution and the establishment of our nation. The Endowment also continues its interest in studies of the relationships between human values and sciences and technology. Its overriding con-

cern in awarding stipends, however, is to foster excellence in the humanities regardless of the field.

The deadline for receipt of application is October 14, 1975. Contact the Office of the Dean, College of Arts and Letters for application forms.

National Science Foundation Division of Biological and Medical Sciences Grants for Improving Doctoral Dissertation Research in the Field Sciences

No. FY76-20

Purpose:

These grants are intended to improve the quality of doctoral dissertations in the field sciences, such as systematics, ecology, and biological oceanography. They will make possible the use of data of better quality and from sources that otherwise could not be exploited. It is also hoped that the time required for the completion of dissertations can be reduced.

Applications will be judged on the basis of scientific content and originality, and awards will be made only when it is clear that they are required to develop a dissertation of high scientific content.

Funds may be used for travel to specialized libraries, museums, or field research locations; costs of specialized equipment; purchase of computer time only where an appropriate machine is not available in the institution; and for field research expenses. Textbooks and journals cannot be purchased with dissertation research grant funds, and funds may not be used for typing or reproduction of the student's dissertation. These funds may not be used as a stipend. Support for living expenses while conducting the research should be sought from other sources (including NSF fellowships and traineeships). Requests for expenses and per diem allowances for periods when the student is away from his home base for research purposes should be appropriately adjusted to take account of this rule, and must be carefully justified in terms of living costs. No funds can be provided for dependents of students.

Who may submit:

Application may be made on behalf of a graduate student who is at the point of initiating dissertation research, though proposals may be submitted prior to the student's completion of all requirements for the doctorate except the dissertation.

The application should be submitted by the dissertation advisor, department chairman or chairman of the departmental committee on doctoral degrees. One application may be on behalf of several candidates provided the budget and other information relevant to each candidate are set out as separate parts of the proposal.

Contents of Application:

Each application should contain (a) a description of the research, including the plan of work, or project design, and its scientific significance (approximately 1,000 words); (b) a statement of the items for which funds are requested and their estimated costs with an explanation, if necessary, of their relevance to the research; (c) a list of other financial aid received, applied for, or anticipated during the award period; (d) a time schedule for the research including the date funds will be required, and (e) biographical data on the student and his educational background, training and experience directly relevant to his dissertation. Awards may be requested for a period of up to 24 months.

It should be emphasized that items (a) and (b) should clearly show why award of the requested funds are required for research of higher scientific quality, would allow earlier completion, or would make possible research on a subject of scientific concern which otherwise could not be investigated.

Except for these and other appropriate minor modifications, the proposals and grants are subject to the same requirements as are research proposals by faculty members for their own research. These are explained in the NSF booklet, Grants for Scientific Research.

Submission Procedures:

Applications should be submitted by the university to the Division of Biological and Medical Science, National Science Foundation, Washington, D.C. 20550. Five copies of doctoral dissertation research grant applications are necessary, one of which should be endorsed by the student, the dissertation advisor, the department chairman, and an official authorized to sign for the institution. No special forms are needed. Applications may be submitted at any time. Four months should be allowed for normal processing, but the Foundation's decision will be announced as promptly as possible.

Grants Administration:

Awards will be made to the institution with the chairman or advisor designated as "project director." Grants will be awarded for periods up to 24 months. Financial accounting is required from the business office of the institution. A report of the research accomplished or a publication deriving from it is required at the end of the grant

period. No indirect costs are allowable and no cost-sharing is required for dissertation research grants.

National Science Foundation Chautauqua-Type Short Courses for College Teachers

No. FY76-21

The NSF Chautauqua-Type Short Courses Program is a cooperative enterprise in which the National Science Foundation, the American Association for the Advancement of Science, 12 field centers, and two supplementary field centers located at institutions share the various aspects of the expense and the instructional and administrative functions. The primary objective of the program is to make available to college teachers of science as quickly as possible new knowledge about topics of current interest in such a way that materials will be directly useful in current or planned educational programs. Because of the limited number of courses that can be offered, it is impossible to set up a program that will meet the wide range of needs for new knowledge, materials, and techniques of all teachers of undergraduate science students. An effort is made, however, to present as broad a program as possible on interdisciplinary problems and techniques for the presentation of instructional materials, including the applications of science and mathematics in college teaching.

As used with respect to this program, the term "short course" is a misnomer, since the work extends over a period of approximately three months. Each class meets at one of the field centers for a two-day session in late October or November. In addition to the instructional materials that are provided, plans are made for participants to work on projects related to the course during the next three months. To the extent possible, these interim projects are designed so that teachers and students can work together in them. In late February or early March, each class meets for the second two-day session when additional instructional materials are provided, and the results of the interim projects are exchanged and discussed. The program resembles the Chautauquas of the early part of the century in that each course director meets classes of participants at several field centers in a "circuit."

For further information, contact the Office of Advanced Studies, Extension 7378.

Indiana Lung Institute Research Grants

No. FY76-22

The Indiana Lung Institute, Division of the American Lung Association of Indiana, offers research grant support in the field of the lung and its disorders. Research may be laboratory, clinical, epidemiologic, or social. The funds are considered "seed money" and are to support young, not already established investigators. Established investigators are discouraged from submitting applications.

Average funding is in the \$10-15,000 range per year.

Deadline: Applications for the grant year beginning July 1, 1976, must reach the Institute by January 31, 1976.

Full information and application forms may be obtained from:

Indiana Lung Institute
30 East Georgia Street
Room 401
Indianapolis, Indiana 46204

For further information contact the Office of Advanced Studies, Extension 7378.

Danforth Foundation Kent Fellowships For College Teaching Careers, 1976-77

No. FY76-23

The purpose of the Kent Fellowship Program is to give personal encouragement and support to persons pursuing graduate studies who seek to become college teachers and who are vitally interested in relating their educational plans to their basic values. Special attention is given to three areas:

1. Evidence of intellectual ability which is flexible and of wide range; of academic achievement which is a thorough foundation for graduate study.
2. Evidence of personal characteristics which are likely to contribute to effective teaching and to constructive relationships with students.
3. Evidence of a concern for the relation of ethical or religious values to disciplines, the educational process, and to academic and social responsibility.

Eligibility:

Fellowships are open to persons who intend to attain a Ph.D., or an appropriate advanced terminal degree, in any field of study common to the undergraduate liberal arts curriculum. A minimum of one year of full-time graduate study must have been completed at time of application. Students in professional schools may apply the year immediately preceding the beginning of graduate study for the Ph.D. or its equivalent. Applicant must be less than 35 years

of age. Applicants are required to present scores from the Graduate Record Examination Aptitude Tests in Verbal and Quantitative abilities and the Advanced Test, if it is offered in the applicant's field.

Procedure of Nomination and Application:

Persons may be nominated by Kent Fellows, Danforth Fellows, GFW Fellows, members of the Society for Religion in Higher Education, or members of graduate faculties. Persons may also apply directly. Each applicant must have endorsement from a member of the graduate department in which his or her work is being done. Endorsement forms are available beginning September 1, 1975, and are mailed directly to the applicant. Only after the endorsement form has been received will the candidate be invited to complete the application.

Deadlines:

December 1, 1975. Receipt of nominations or direct application requests.
December 15, 1975. Receipt of completed endorsement forms and last-day application forms are sent out.
December 31, 1975. Receipt of completed applications.

Write to:

Kent Fellowship Program
Danforth Foundation
222 South Central Avenue
St. Louis, Missouri 63105

For further information contact the Office of Advanced Studies, Extension 7378.

documentation

Summer Session Commencement Address

The news release on the summer session commencement said this was my fortieth year of teaching at Notre Dame. True enough. But I wish it had said that this is the fortieth anniversary of my connection with the Notre Dame summer session, for I taught my first summer session course of many just forty years ago, in the summer of 1935. It was an undergraduate course in English lyric poetry, with some 23 students, my old classroll tells me, and I recall they were a very mixed lot indeed. There were some sorry undergraduates getting ahead, and some teaching brothers and sisters still working on their A.B. degrees.

So you see, this is a special occasion for me, and I am grateful to the provost for his invitation on this account. And there are other satisfactions. Indeed, those who have with me attended these commencements with fair regularity over the years may be pleased at the choice of someone actually connected with the summer session. Excepting our dear Richard Sullivan, who graced this platform two years ago, I can scarcely recall another who could talk, as I mean to do this morning, about the Notre Dame summer session from experience with it.

That summer session forty years ago was very different from this one. The undergraduates have largely faded away, as have the religious working on their bachelor's degrees. Gone, too, is the phalanx of Holy Cross brothers, who, along with cadre of Carmelites from Chicago and a few others provided a male enclave around whom swirled hundreds and hundreds of sisters, all dressed from head to toe, Benedictines in black, Dominicans in white, Franciscans in brown and gray, the Daughters of St. Vincent de Paul in their flopping coronets, the daughters of Father Moreau in their ruffled haloes, and the daughters of Mother Seton in their little bonnets, all these and many more, bearing curious names like Mallinckrodt and de Namur and Blauvelt and Carondelet and Sinsinawa and plain old Layton Boulevard, clicking all sorts of rosary beads, imagine, rosary beads, as they tripped on lissom, printless toe, up in the soft dawn to Sacred Heart Church where hundreds of individual masses were celebrated daily before everybody drooped with hunger from the old communion fast. It was, even to a cradle-Catholic, a strange and wonderful sight. But I am without much nostalgia for it. Even then I knew that peasant costumes adapted from the climates of northern Europe made no sense in the intemperate USA weather, and that the communion fast had not been handed down from the fathers of the early Church.

What were they doing here, these blithe spirits? Well, they came partly because they had to. The Notre Dame summer session, like those at all the other Catholic universities, developed in the 1920's because during the decade between 1915 and 1925 practically every state in the union passed legislation requiring state-issued certification for teachers. These certificates were based mostly on schooling, so many credits in this and that depending on your field. They are still very much with us, of course. As with any other bureaucracy, the certification process was and is filled with idiocies, varying with the states--our own state of Indiana is very high on the idiocy index. But allowing for this I am convinced that certification was the best thing that happened to Catholic education in the booming 20's when so many of the old inner city parishes were being erected. Despite its harsh demands on time and energy and money, it made our teaching sisters and brothers better educated and better prepared. Enlightened bishops and their superintendents of schools and pastors welcomed and encouraged it.

But they would have been powerless without the support of the religious orders, and here especially what counted was the religious orders of women, if only because of their sheer numbers. I believe that in my lifetime the most significant contribution to Catholic education was made by the religious orders of women. Most of them were streets ahead of most of the male orders in recruiting intelligent people to the service of God through learning, in giving them adequate training and room to work in, and in the organization of schools and colleges. Of course there was nowhere else in the Church in those days where able women could go, and go they did into religious orders, where intelligence and energy and vision could be satisfied. Think of the centers they created, in Dubuque, Winona, St. Paul, Sinsinawa, Adrian, Notre Dame and Milwaukee, to name just a few nearby ones. Although I have small nostalgia for the habits they wore or those they encouraged in personal behavior--ordinary courtship in those days, as James Cameron remarks in the current Review of Politics, was like threading one's way through a minefield, and this was largely their work. But I applaud their vision, idealism, courage and taste.

These two contrasting themes, then, like those of a Beethoven sonata, are interwoven in the Notre Dame summer session story. On the one level there is the theme of practicality: Get that degree, you gotta have it, get that certification, never mind the cultivation of the mind and soul, just get those credits. The phrase "at any price" seemed sometimes implied. Father Leonard Carrico, the provost of that summer of 1935, used to pronounce the words "a sister of the summer session" so as to make them sound sinister. He abounded in tales of their knavery. But those of us who knew more about them, knew the darns in their stockings and habits and the few pennies in their purses, were more sympathetic. It didn't take much to go to the summer session of 1935. The tuition for a full program was \$30 and board was \$10 a week. But times were no less hard for sisters than for the rest of us.

This was the opening theme. But the second theme, purer and more insistent, the triumphant tonic, centers then as now around the search for God and His goodness through the life of the mind and teaching. This gave a special keynote to the summer session, music not found during the regular schoolyear. There was a joy and an excitement, and there were many special programs arising out of this. In the early days such distinguished musicians as Sir Carl Busch, Leo Sowerby and Carl Middleschulte came regularly to teach. To teach art there came later on Jean Charlot, Sister Thomasita and Sister Corita. The first engagement of John T. Frederick, perhaps the most distinguished literary scholar to be associated with Notre Dame, was for the summer, that of 1930, and Stephen Kertesz' long and fruitful association began in the summer of 1950. Hundreds of sisters flocked to hear Frank O'Malley proclaim his belief in the thinker in the Church. Robert Speaight did his memorable production of Shakespeare's Twelfth Night during the summer of 1939. A series of writers conferences began in 1950. Movements like these mostly unknown to the regular schoolyear rose and prospered and waned. These were properly and rightly and nobly mostly in the area of religious studies. Perhaps the most important, certainly the most lasting, for it boasts the largest enrollment in the current summer session, was the liturgical studies program begun and nurtured by the beloved Father Michael Mathis in the years just after World War II, who brought so many able scholars and such a great spirit of zeal and goodness to so many summer sessions.

It was out of such as these, plus the steadily upgraded conduct of summer graduate courses, that the graduate school developed. Such historians of Notre Dame as Fathers Moore and McAvoy think it likely that the graduate school at Notre Dame was largely the work of the summer session, that the graduate school developed because summer session students demanded it. Gradually certification came to mean the Master's Degree as well as the bachelor's, and by my pivotal year of 1935 things were moving in that direction. During the 1950's the progress increased enormously, and by 1963, the peak year of summer enrollment, perhaps as much as 95 per cent was graduate. Without this development I doubt the graduate school in the regular schoolyear would have gone as far or as fast.

But there is still another aspect of the summer session which in the long historical view may overshadow everything else. This is the happy presence in our midst of women. The first women to attend Notre Dame were summer school students, the first to live on the campus were summer school students, and women went on to do graduate work during the regular school year. Women have always dominated our summer session. Of course they need the leaven of men, just as we need more women during the regular schoolyear. But just as these women of the summer session pointed the way toward the development of graduate studies here, so too I feel certain they smoothed the way for eventual admission of women during the regular schoolyear, the first group of whom graduate this coming year. With this the status of women has been established at Notre Dame, and their prophetic role in the summer session fulfilled.

Prof. Thomas J. Stritch
August 8, 1975

New Group Life Insurance Plan

Memo from Personnel Department: A New Group Life Insurance Plan:

The University has sponsored a Group Life Insurance Plan for faculty members and staff employees since 1940. It has been a good plan over the years, but good is not enough these days. Therefore, these past few months were spent in designing a new plan complete with attractive benefits and lower costs to participants. We believe that you will agree this is an excellent plan that will appeal to all faculty and staff.

We are very pleased to announce that the new Group Life Insurance Plan will be available effective October 1, 1975. Some features of the plan are as follows:

1. \$2,000 BASIC LIFE INSURANCE FREE

All permanent full time active employees under age 65 will have \$2,000 of basic life insurance paid for by the University. While this appears to be automatic, it will require the completion of an enrollment card with your designated beneficiary indicated.

2. VOLUNTARY SUPPLEMENTAL LIFE INSURANCE AT MINIMAL CONTRIBUTION

In addition to the basic insurance, permanent full-time active employees under age 65 will be allowed to purchase additional insurance at attractive rates which would bring their total amount of insurance up to one and one-half times their annual income rounded off to the nearest \$1000 to a maximum of \$40,000.

3. AN EXAMPLE

Annual Income	\$10,000
Allowable Amount of Insurance	\$15,000
Basic Insurance	\$ 2,000
Amount You May Purchase	\$13,000

4. YOUR CONTRIBUTION

Your monthly contribution for supplemental insurance is based on your age according to the following tables:

<u>Age of Employee</u>	<u>Cost</u>
Under age 40	\$.20 per \$1,000
40 through 44	\$.30 per \$1,000
45 through 49	\$.40 per \$1,000
50 through 54	\$.50 per \$1,000
55 through 64	\$.60 per \$1,000

5. BENEFITS FOR ACTIVE EMPLOYEES OVER AGE 65

The new plan allows for a maximum of \$4,000 of benefit once age 65 is attained even though the employee continues to work. This is a change from past practice. Permanent full-time active employees over 65 will be eligible for the following life insurance benefits.

<u>Current Annual Wage or Wage at Retirement Date</u>	<u>Amt. of Ins.</u>	<u>Monthly Contribution</u>
Less than \$5,000	\$1,000	\$.60 per \$1,000
\$5,000 but less than \$10,000	\$2,000	\$.60 per \$1,000
\$10,000 but less than \$15,000	\$3,000	\$.60 per \$1,000
\$15,000 and over	\$4,000	\$.60 per \$1,000

6. BENEFITS FOR RETIREES

Those individuals who qualify for retirement benefits will be eligible for life insurance according to the schedules listed under item 5. Employees who will be over 65 on October 1, 1975 and have not participated in the Group Life Insurance Plan previously, will not be

eligible to participate in the new plan. This stipulation as well as the reduced benefits at age 65 are reasonable underwriting safeguards placed into the new plan to help preserve its future stability and the cost for all participants.

The new plan will be effective October 1, 1975. It is necessary that everyone complete an enclosed enrollment card and return it to the Personnel Department by Monday, September 15, 1975. FAILURE TO RETURN THE ENROLLMENT CARD WILL RESULT IN THE LOSS OF THE \$2,000 POLICY.

The premiums for the new plan will be paid from the checks received September 26, 1975 for hourly employees and September 30, 1975 for all other employees.

The new plan will offer substantial savings for most employees and, of course, all permanent active full time employees under age 65 will benefit by the \$2,000 free policy. Everyone is urged to complete the enrollment card and to consider seriously the advantages of the maximum insurance benefit that is available to them. If you have any questions concerning the insurance coverage, please contact the Personnel Department.

If you have not received an enrollment card, please contact the Personnel Department.

Major Medical Insurance

Memo from the Personnel Department:

The University is pleased to announce some significant improvements in our Major Medical Insurance Plan. These changes in coverage are effective immediately.

1. The most important change is the increase of the maximum benefit for insured employees and their dependents from \$25,000 to \$50,000.

The other changes are:

2. The dollar limit of \$24 per visit and the 50 per cent coinsurance limitation on physician charges in the treatment of mental and nervous disorders have been eliminated. Now physician charges will be paid on the regular 80-20 per cent basis.
3. Coverage has been extended to the spouse and dependents of deceased employees. Up to now coverage for spouse and dependents was terminated when an eligible employee died. Effective immediately, coverage will be extended to spouse and dependents of all eligible deceased employees for a period of one year with no cost to the spouse and dependents. Furthermore, for the spouse and dependents of deceased employees who have completed 15 years of service and who have attained age 55, continued coverage after this first year is available, provided they pay the costs. Dependent coverage terminates with the death or remarriage of surviving spouse.

These changes have been made automatically. Nothing is required of participants.

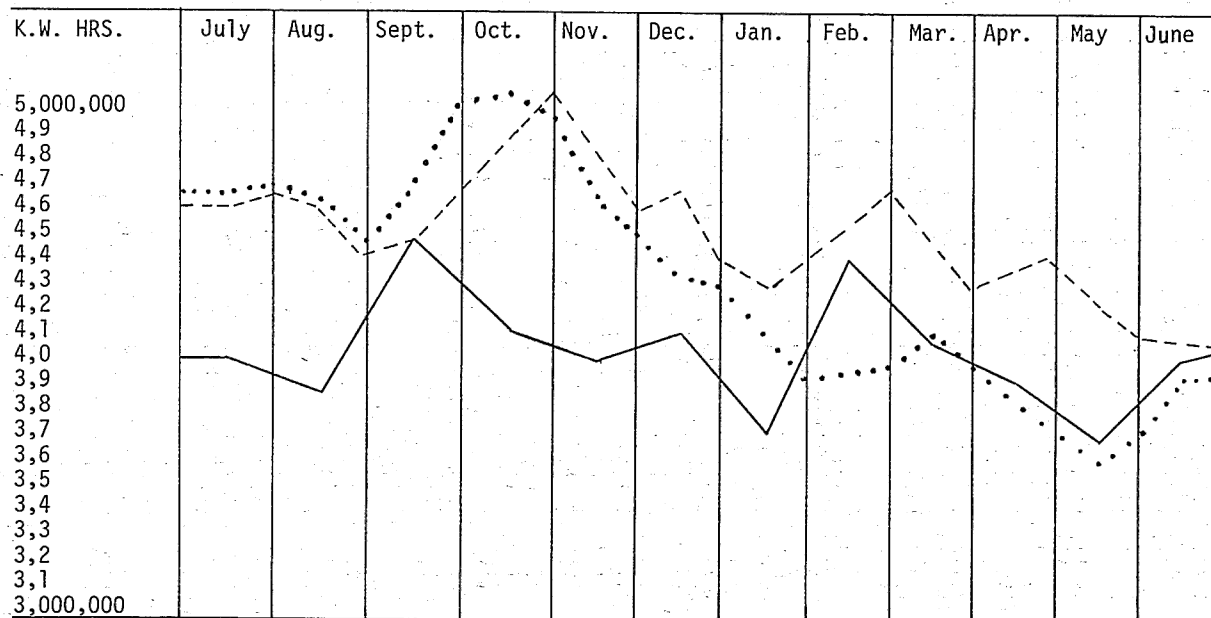
Joseph O'Brien
Director of Personnel

Energy Conservation

Dear Energy Savers:

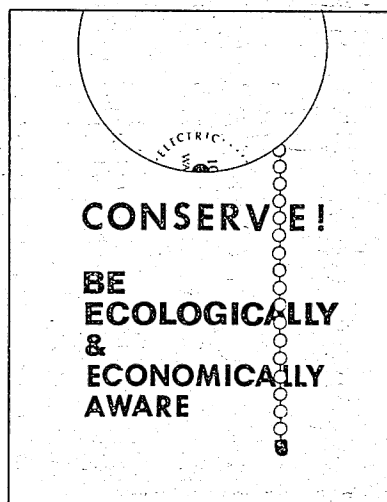
As you know I was recently appointed Director of Energy Conservation and I would like to make my first report to you.

During the past fiscal year we used 5.6% less kilowatt hours than during the previous year (see graph). Although this was a good yearly improvement, the last four out of five months (February through July) showed an increase over the previous year (an average monthly increase of 4.8%) which might indicate that we are getting careless in our conservation efforts.



1974-1975 Actual KWHRS —————
 1973-1974 Actual KWHRS
 1972-1973 Actual KWHRS - - - - -

In the July 21 issue of The Chronicle of Higher Education, of thirty-five colleges and universities listed showing their statistics of increased cost and energy reduction, Notre Dame's cost increase is the seventh highest and the amount of energy reduction is only 5%--the lowest of all schools listed. So while we can take some pride in what we have accomplished, there is much work to be done.



The above sign (designed by Sister Jane Pitz) is being posted in student rooms, offices and classrooms. On the back are a few practical suggestions and some facts that hopefully will be read and put to use by all. Let's all volunteer and "CONSERVE."

Thanks for your cooperation.

Father Jim Riehle, C.S.C.

Department of Architecture Accreditation Report

On May 6, 1975 the University was informed that the professional architectural degree program leading to the bachelor's degree in the Department of Architecture had had its accreditation formally extended to July 1980 by the National Architectural Accrediting Board. The NAAB is responsible for professional visitation and accreditation of such programs nationally. With the agreement of the president of the NAAB and of Father Hesburgh, I am publishing the version of the visitation report which has been authorized by the NAAB, for the information of faculty in the department, the college, and the University at large.

James T. BurtchaeII, C.S.C.
Provost

NATIONAL ARCHITECTURAL ACCREDITING BOARD Report of School Interim Visitation-November 11 and 12, 1974.

Department of Architecture
College of Engineering
University of Notre Dame
South Bend, Indiana

Members of Interim Visit Committee

William A. Carlisle, FAIA
LBC & W, Incorporated
Architects/Engineers/Planners
Columbia, South Carolina

Charles Burchard, FAIA
Dean, College of Architecture
Virginia Polytechnic Institute & State University
Blacksburg, Virginia

INTRODUCTION

The National Architectural Accrediting Board appointed a visiting committee for an interim review of the progress and programs of the Department of Architecture at the University of Notre Dame. The appointment responded to a recommendation of the 1970/71 visiting committee that the department be revisited on an interim basis in view of administrative and program changes which the 1970/71 committee suggested.

THE 1970-71 REPORT AND INTERIM COMMITTEE MISSION

The visiting committee did not consider their visit to require a full accreditation review but to ascertain rather that the new departmental leadership and consequent program changes supported the strengths of the program and that steps were underway, or had been taken, to minimize program weaknesses.

A summarization of comments from the 1970/71 NAAB visitation report and letter to President Hesburgh follows:

1. The assets of the school are potentially great; the physical plant is excellent; the students are excellent; and the staff is well qualified.
2. The faculty-student ratio does not compare favorably with other schools of similar size and budget, and we urge that additional faculty be added to the staff, particularly in the first and second year sequences.
3. A clearer sequence of design teaching should be established so that all of the design instructors, as well as students, have a better understanding of the total design program.
4. Additions to the staff should be instructors of a younger age and from other schools in order to create a better balance of philosophy among the faculty.
5. Professor Montana should be freed from some administrative duties to give more of his great experience to the students.
6. The University in searching for Professor Montana's successor as chairman should seek a successor preferably from a school or practice other than that closely identified with Notre Dame. Our intention in this respect is to provide an objective attitude and philosophy in the leadership provided by that office.

7. It is hoped that as a result of our visit and the statement from the students, that a better social and pedagogical rapport can be established among the faculty, students, and administration.

The comments of the 1970-71 visiting committee were seriously received by the administration of the University and efforts were made to augment its various recommendations.

The interim committee found that the following actions have been taken since 1971.

1. In the fall of 1971 a search committee for a new chairman was formed and in April 1972, Ambrose M. Richardson, FAIA, past-president of NAAB, was retained as chairman and assumed duties on July 1, 1972.
2. Prof. Francesco Montana (former chairman) was given responsibilities as director of the Rome Program of Studies and is in residence in Rome for the 1974-75 academic year.
3. Two new and younger staff members were added to the faculty in the 1973-74 academic year. The release of a non-faculty technician and a faculty resignation made these appointments possible. The new members were selected to provide staff diversity as recommended in the 1970/71 report.
4. An additional assistant professor was appointed in the 1974-1975 academic year, again selected to increase staff diversity.

INTERIM COMMITTEE REVIEW OF PROGRAM

The 1970/71 visiting committee noted seven topics as program strengths. The comments which follow each topic are observation by the interim visiting committee.

1. Student body. The student body continues as a strong curriculum resource. University admissions is highly selective and the student body in architecture reflects this selective policy.
2. Facilities. The facilities continue to be good and apparently have been improved in minor ways since the last visit. The present visiting committee was struck however by the lack of curriculum support facilities; i.e.--photography laboratories, a media resources center and workshop facilities. The lack of these facilities contributes to the limited application of audio-visual aids in the curriculum. These facilities were not available during the 1970/71 visit when the committee reported the facilities as "excellent." The present committee feels it necessary to note these deficiencies. The committee feels also that the slide collection, which is primarily black and white slides, should be augmented by sizeable additions of color slides. The library is a strong resource, centrally located and adequately used. The holdings, acquisitions and the circulation statistics are impressive but concern for security seems to inhibit a more imaginative use of the library.
3. The program and faculty in areas of structure, history, construction and practice.

These program strengths remain and there has been an increased emphasis on course content and coordination with the design sequence. The department no longer has a full time historian but the sequence seems satisfactorily developed through courses available in the Department of Art, and courses given by Professors Kenneth Featherstone and Ambrose Richardson.
4. The Rome Program of Studies. Since the last committee visit this program has been strengthened in organization and faculty and provides an exceptional opportunity for third-year students of the curriculum. The Rome Program of Studies, given in the junior year, suggests that some modification should be considered in the freshman and sophomore years. Presently, the freshman year is largely general education, the sophomore year intensely technical to prepare students for the Rome program. If these two years could be developed as a unit with each including general education and professional-technical subject matters, the curriculum would benefit greatly.
5. Cooperation with other departments. Cooperative efforts by the disciplines in the College of Engineering are good and the College of Arts and Letters offers courses in its Department of Art for the architecture student and has created special courses in Italian in support of the Rome Program of Studies. Cooperative efforts could be further expanded and the architecture curriculum enriched by involving faculty from other disciplines in the problem solving design studios. This is a need expressed by students and is commented on in greater detail in the Use of University and External Resources on page 11.

6. The increase in budget and development of programs related to the environmental situations of the area. The budget for the Department of Architecture is established by the dean of the College of Engineering, based on recommendations from the chairman of the department. Higher education is in a period of financial stress and the department support reflects this circumstance. With priority given to faculty salaries and cost of living increases, certain funds such as for visiting lecturers have had to be curtailed. The initiative of the chairman has ameliorated this particular curtailment, finding support from the Graham Foundation. (See comments following.)

Programs related to environmental situations continue to be evident from a review of student work, and include problems of local interest and the resources of the Chicago region.

7. "The opportunity and the challenge which exists at the University." "The administration expressed the desire for a top-ranked Architectural Department and appeared willing to take whatever steps necessary to achieve this goal." (Quoted from 1966 report). The administration of the college and the university continues a level of support and encouragement with the intention of achieving levels of excellence in the curriculum.

The visiting committee of 1970/71 noted six topics as curriculum deficiencies and the interim committee found evidence of activities aimed at eliminating program weaknesses noted in the 1970/71 report as follows.

Coordination of the design sequence. In the fall of 1971 a committee was formed to evaluate and coordinate the design sequence. The objectives and sequence recommended by the committee were approved by the faculty and chairman and the design sequence now follows recommendations as approved. All members of the faculty are involved in review of all levels of work and a continuing dialogue is sought at the various levels.

Faculty-student contact. At the time of the 1970/71 visit there was an apparent tendency for many of the students to do their design work outside of the studios, with a consequent minimizing of desirable faculty-student contact. The situation has been remedied. While there still appear to be students who do not work in the studios, the situation is no longer critical.

Visiting lecturers. The 1970/71 report recommended increasing the number of visiting lecturers. The current budget however does not permit an extensive visiting lecturer program but the chairman of the department, securing a grant from the Graham Foundation and drawing on the services of professionals of his acquaintance has developed an outstanding program of visiting lecturers. The committee sees this program as imperative and urges that steps now be taken to insure continuance in the event of the loss of Graham Foundation support.

Students' drawing abilities. The interim visiting committee found little remaining evidence of inadequate drawing abilities.

Student-faculty ratios. An unexpected increase in freshman admission in the 1973-74 academic year and a sizeable enrollment in 1974-75 has not been offset by new faculty positions. The student-faculty ratio is now 20.5/1, an increase over the 17.6/1 ratio reported in 1970-71.

This is not inconsistent with national experience and the surge of exceptional interest in architecture in recent years. Faculty appointments cannot be immediately responsive to such shifts and the situation at the University of Notre Dame cannot be construed as lack of administrative concern or interest. However, it is urgent that an enrollment master plan be developed related to availability of faculty resources.

The interim visiting committee recommends a stabilization of freshman admissions (approximately 60 admissions). This will insure an adequate student/faculty ratio and permit allocation of resources to graduate program development, which the interim visiting committee feels important to the expressed desire for departmental excellence.

Chairman-student contact. The new chairman is seeking to improve contact with students and carries a teaching load consistent with his administrative duties, serves on all jury reviews and maintains a "spirit of accessibility" which students appear to avail themselves of.

ACCREDITATION RECOMMENDATION

The visiting committee recommends that the Department of Architecture be accredited for the normal, or five-year, period of accreditation in view of the progress made in administrative and program development since the visit in 1970/71.

ADDITIONAL RECOMMENDATIONS

During discussion with Departmental Chairman Ambrose Richardson, the Dean of the College of Engineering Joseph C. Hogan and with President Hesburgh and Provost Burtchaeil, the committee explored certain situations that came to its attention during visits with faculty, students and during its facilities investigation. The committee was encouraged to make these situations a part of this report---for future study and possible implementation.

Identity crisis. Based on numerous discussions with a great number of students and from views expressed by some faculty, the committee discerned a departmental identity crisis. There was an expressed feeling that the department is overwhelmed by Engineering and that it does not receive a proportional share of college resources. Numerous instances were cited. Yet in the discussion with Dean Hogan the departmental budget appears to be established in a fair and reasonable manner and the departmental program and governance policies are afforded the measure of autonomy consistent with normal college administration. Nonetheless this is clearly a "sore point" and a potential problem of morale that must be addressed by the administration. An intermediate solution might be the creation of a Division of Architecture within the college with the additional autonomy normally accorded a division of a college. Such an intermediate stage would require further development of the graduate program and development of a contract (grant) funded research program. Such developments, in time, would also establish the curriculum and research platform necessary to eventual independent school or college status.

Use of University and external resources. While there is good rapport between the Department of Architecture and various other university disciplines--which has resulted in a complement of cognate course offerings, --there is nonetheless an "interdisciplinary yearning" on the part of the students in the curriculum. This needs to be given expression in the problem solving studio work of the department---beyond that afforded by cognate course offerings. The students express a strong desire for the opportunity to work in problem solving situations with engineers, economists, anthropologists and other disciplines which contribute to the form and vitality of man-built environments. The interim visiting committee believes this might well endow the curriculum with a new and expanding vitality. While there are numerous approaches to be taken, the committee suggests considering the following:

1. Revision of professional and engineering course syllabi to include laboratory time in addition to lecture time. This will insure that faculty and the information they bring to the curriculum will be related to the problem solving studio work of the department.
2. Define a program that identifies cognate faculty from outside of the department who will involve themselves in the problem-solving studio work.
3. Consider, when additional faculty appointment opportunities become available, the division of a position into several adjunct, part-time appointments to reinforce interdisciplinary program support. Many accredited curricula in architecture utilize this device to ensure inputs from the behavioral sciences, computer graphics, systems building, system analysis, and so forth.

Departmental administration. The department chairman can provide conceptual strengths in program development. He has strong support for this from students, faculty and the administration. With the courses he teaches, the jury activities and counselling in which he is involved, and his administrative duties of a departmental chairman, there will be a tendency, in order that the day-to-day work be done, to short-circuit the conceptual leadership now critical to the further development of the departmental program. Clearly, the "interdisciplinary yearnings" mentioned previously should be given program definition.

Graduate and research programs. The present graduate program leading to the degree of Master of Science in Environics is a university and interdisciplinary offering not subject to accreditation review. The program attracts student interest in increasing numbers and is obviously an attractive University offering. It is not however a professional graduate program in architecture and accordingly provides only limited support to the undergraduate curriculum, nor does it contribute to funded research in the department. Some review is needed of the graduate effort and new faculty appointments must take into account an expanded graduate and research activity. A funded research activity, moreover, is imperative to the expansion of the graduate program, given the financial circumstances which prevail in higher education at present. The committee suggests that graduate and research developments may be imperative for achieving the levels of excellence desired by the administration.

In respect to departmental administration, the interim visiting committee proposes that consideration be given to the following:

1. Appointment of an assistant to the departmental chairman to free time for conceptual leadership by the chairman.
2. Appointment of a Departmental External Advisory Committee, with membership drawn from schools who have developed interdisciplinary and research programs, to advise the chairman and faculty of the department.

Notre Dame Patent Policy Issued May 9, 1975

I. Preamble

The University of Notre Dame, as an institution of higher learning, has two primary aims: To share existing knowledge with its students and to engage in research in opening new areas of knowledge. The University is not oriented toward the generation or creation of patentable ideas as a primary goal. Patentable discoveries which result would be incidental to its two primary aims. To this end, the following patent policy is presented.

This statement of the patent policy of the University of Notre Dame is intended to make explicit the relationship of the University and its faculty, staff personnel, and students with regard to patents.

II. Policy

All faculty members, professional staff members and staff who make use of University facilities, and all faculty members, professional staff members, staff and students who receive monies in the form of salary, wages, stipend, or other support from the University, are bound by this patent policy.

A. Inclusions

All inventions which arise from activities associated with the University and are made by persons bound by this policy must be disclosed to the University Committee on Patents by the inventor(s) promptly after first reduction to practice or when the invention is sufficiently developed to give reasonable assurance that it can be reduced to practice.

1. The University has rights to any inventions resulting from the use of funds or facilities managed by the University, and such inventions must be reported to the Committee on Patents for the determination of all rights.
2. Any inventions growing out of a project which is supported by a public or private sponsor shall be governed by the terms relating to inventions and patents contained in the pertinent grant or contract and also must be reported to the committee.
3. Any inventions growing out of activities not involving use of University facilities or funds managed by the University belong solely to the inventor(s). The inventor(s) may request the assistance of the University through the University Committee on Patents for aid in patenting an invention in accordance with the provisions of this policy.

B. University Policy

1. When the disclosure of an invention to the Committee on Patents is made and the University elects to pursue the invention, the cost of pursuing the invention shall be borne initially by the University as specified in paragraphs C and D following. The University may, at any time, elect not to pursue the invention at which time all rights to the invention are released by the University to the inventor(s).
2. Once the University elects to pursue an invention upon the recommendation of the Committee on Patents, the invention becomes University property and is to be administered solely by the University except as the University may expressly request the advice and assistance of the Committee on Patents.
3. No use of the name of the University in the promotion and/or sale of patentable or patented products, processes, devices, or designs is permitted without prior written approval from the President of the University. Requests for such approval shall be transmitted through the chairman of the Committee on Patents.

C. Distribution of Income from Inventions

1. The following distribution provisions shall apply to income received from inventions disclosed to the Committee on Patents after the effective date of this policy.
2. The University shall establish a separate account for each invention which the University elects to pursue.
3. All income from an invention shall first be used to reimburse the University for all direct expenses associated with the invention. Said direct expenses shall include, but not be limited to, all costs for searches, filing for patents, development costs, legal fees, litigation costs, marketing expenses, travel, and promotion and similar expenses. Income remaining after expenses is defined as net income. All income and expenses are computed on a cumulative basis.
4. The cumulative net income from an invention shall be divided as follows:
 - a. Of the first \$150,000 cumulative net income, 50% to the inventor(s) and 50% to the University;
 - b. Of all cumulative net income over \$150,000, 25% to the inventor(s) and 75% to the University.

Once a year, the undistributed cumulative net income, reduced by a sum equal to a judicious estimate of anticipated and foreseeable expenses, will be distributed.

D. Promotion Account

The University shall establish a separate account for the payment of initial expenses for patent promotion. The purpose of this account shall be to subsidize all invention accounts before such accounts produce income. As income is received in each invention account, repayment of the subsidy shall be made from this income to the promotion account. In addition, 15% of distributions to the University made from cumulative net income from individual inventions is to be added to this fund until a maximum of \$150,000 is achieved. The Committee on Patents shall make recommendations for all expenditures under this account to the vice president for business affairs who shall be solely responsible for the actual commitment of said funds.

E. Committee Responsibilities

1. The Committee on Patents advises the President on patent policy generally and the disposition of rights in those inventions referred to the committee.
2. The inventor(s) must be informed in writing, within 120 days following the date of invention disclosure to the committee, on the action the committee intends to pursue. If not so informed, the inventor(s) may acquire all patent rights if the inventor(s) so requests by written notice to the committee.

F. Disputes

Any question of dispute on any patentable idea or disclosure between the inventor(s) and the University shall be settled by arbitration. The arbitration panel shall be appointed as follows: one person by the inventor(s); one person by the Committee on Patents; and one member selected by the committee and inventor appointees.

III. Administration

A. Membership

The Committee on Patents consists of fourteen members, seven who serve ex-officio and seven who are elected members of the faculty. Of the latter, one is elected by the faculty of the College of Arts and Letters; one by the faculty of the College of Business Administration, two by the faculty of the College of Engineering, two by the faculty of the College of Science, and one by the faculty of the Law School. The terms of the elected members are three years, except initially when they are arranged to provide staggering of terms. The ex-officio members of this Committee are the vice president for business affairs, the vice president for advanced studies, the provost, the university counsel, the dean of the College of Engineering, the dean of the College of Science, and the assistant vice president for research and sponsored programs. The vice president for business affairs serves as chairman and the assistant vice president for research and sponsored programs as secretary of the committee.

4. When necessary in exceptional instances, the inventor(s) may seek advice, evaluation, and/or assistance in reduction to practice of any invention from sources outside the University provided that this is done at no expense to the University and that it does not impair the University's rights in the invention. After reduction to practice, and hence disclosure to the Committee on Patents, all further interactions must be approved by the Committee on Patents.
5. Once the University releases a patentable idea to the inventor(s), all rights shall revert irrevocably to the inventor(s).

B. Invention Disclosures

Inventors disclose their inventions to the Committee on Patents by submitting the University Invention Disclosure Form promptly, either upon reduction of the invention to practice or where, in the inventor's judgment, they have sufficiently developed a concept or idea to give reasonable assurance that the invention can be reduced to practice.

C. Assignment of Rights

Upon acceptance of an invention by the University for patenting or promotion, the inventor(s) shall enter into written agreement with the University to assign such invention and any resulting patents to the University in accordance with the provisions of this patent policy. The vice president for business affairs acts for the University in obtaining from inventors such assignments of rights in inventions as are necessary to comply with the provisions of this patent policy and of pertinent grants or contracts, to obtain patents and to exploit inventions.

IV. Invention Record and Statutory Bars.

A. Invention Record

A complete invention record is often required to obtain an effective or valid patent. Normally, a complete record includes the following information:

1. Names of inventor and co-inventors, if any;
2. Descriptive title of invention;
3. Description of invention stating what is novel about it; what is useful about it; how it differs from inventions, if any, made by others to provide similar results;
4. Location of notebooks and other documents, both witnessed and otherwise;
5. Earliest verifiable date of conception and where conceived;
6. Date and place of first sketch, drawing or photo;
7. Date and place of first written description;
8. Date and place of reduction to practice through demonstration of first operating model, or full-scale device, or successful completion of process run;
9. Location of operating or full-scale device or of equipment for practicing the process or producing the new product;
10. Evaluation of test model prototype performance, or pilot plant processing;
11. Source of support of the research associated both with the conception and with the reduction to practice of the invention, including also the name of the sponsoring agency and the grant or contract number, if any;
12. Date, place and form of previous disclosures of the invention.
13. Date, place and particulars of any previous sale or offer to sell of the invention.

B. Statutory Bars

Inventors must be aware that no United States Patent will be issued if applied for more than twelve months after the invention has been described in a printed publication anywhere in the world. Also, no such patent will be issued if applied for more than twelve months after its public use or sale in the United States. - Public use, sale, or offers to sell include any use or sale by the inventors as well as by others. Special rules govern the time limits within which foreign patent protection may be acquired.

V. Effective Date

This policy became effective May 9, 1975, upon approval by the University's Board of Trustees.

University of Notre Dame Affirmative Action Statement

To: All University Officers, Deans,
Department Heads, and Chairmen:

For the past five years, we have been laboring over an adequate statement of our University's Affirmative Action Program. Most of you have contributed to the original draft which was discussed at great length by our Affirmative Action Committee and the officers of the University. The definitive draft was sent to the Office for Civil Rights, H.E.W. in Chicago and to the Civil Rights Commission, State of Indiana in Indianapolis. We have yet to hear from Washington regarding the approval of our Affirmative Action statement.

I have long since come to the conclusion that no amount of rhetoric can bring social change in a society, not even in such a committed society as the University of Notre Dame. We are committed to academic excellence, but, at the same time, we are committed to achieving this goal within the context of justice for all of our minorities who in one way or another have never had an adequate share in the task here. I have no problem in visualizing this search for excellence with the constant concern for justice in the matter of hirings and promotions. It is not an easy task, but it will have to be accomplished at the departmental level because that is where the hirings mainly take place.

In any event, I am now sharing with you the statement of our goals and ask each one of you to assess your own effort in achieving these goals. In the long run, we will be judged by the results that our efforts bring to realization in this quest for justice.

I believe the publication of this Affirmative Action statement should say clearly and effectively what our goals are. I call upon all of you to help us realize these goals as soon as possible. I can think of few matters that have higher priority within our University today.

All best wishes and many thanks for your efforts to turn this statement into fact.

Ever devotedly in Notre Dame,

(Rev.) Theodore M. Hesburgh, C.S.C.
President

(continued on next page)

INTRODUCTION

This Affirmative Action Plan reaffirms the University of Notre Dame's dedication to equal employment opportunity and to the implementation of positive programs designed to assure the prevention of any discriminatory practices, either intentional or inadvertent, with respect to race, color, age, sex or national origin. We are totally committed to full compliance with the letter and spirit of the Civil Rights Act of 1964, as amended, and Executive Order 11246, as amended. Our commitment is founded on both a deep belief that these laws are firmly rooted in our Constitution and our conviction that they are morally imperative and educationally valuable.

Since the adoption of the University's first affirmative action program in 1970, we have subjected University practices and procedures to periodic auditing and review. This plan is the product of an extensive examination of our current practices and efforts. It represents an attempt to design an Affirmative Action Plan assured of achieving results through good faith efforts.

It is the policy of the University of Notre Dame that no discriminatory hiring or employment practices will be tolerated and that affirmative action will be taken to insure that applicants are employed, and that employees are placed, trained, upgraded, promoted and otherwise treated during employment without regard to race, color, sex, age or national origin. The Officers of the University fully support, endorse and reaffirm this policy of equal employment opportunity by approving this updated statement and outline of Affirmative Action.

The University Personnel Office staff will be fully cognizant of the University's Equal Employment Opportunity policy and will apply employment standards fairly, objectively and unequivocally. Current E.E.O. posters will be displayed in a sufficient number of locations throughout the University so that all employees will have an opportunity to view them.

All staff vacancies will be listed with the Employment Security Division, the Placement Service of the Urban League and the Manpower Division of the Chamber of Commerce. Close association will be maintained with these organizations as well as with the Midwest Council of LaRaza and others that can assist in referring minority applicants and with which the University can share in programs and projects of mutual interests.

Employment applications to the Personnel Office will be kept for a minimum of two years. Reasons for favorable or unfavorable actions shall be recorded on the applications or the daily log of applicants and will be initialed and dated by the interviewing supervisors or by a Personnel Office counselor. Upon selection of an employee, subsequent personnel actions including those related to assignment, compensation, promotion, or classification, shall be based on merit within the framework of University personnel policies.

The University Budget Committee in its annual spring meetings will review each department with regard to resolving any obvious inequities involving non-academic staff. It will review and assure the achievement of salary equity between male and female employees having the same qualifications, responsibilities and duties within the same job classification.

Educational seminars, training sessions and orientation programs for all management and supervisory employees, and as many general personnel as is feasible, will continue to be conducted to interpret the policy and the full meaning and impact of the University's equal employment opportunity programs.

THE FACULTY

Hiring procedures in every academic department will be followed without regard to race, color, sex or national origin. All departments will be expected to expend special energies to locate qualified women and minority applicants to fill their vacancies. Recruitment literature and announcements will carry clear statements of the University's equal employment opportunity policy. Letters to regular sources of recruitment will state our interest in interviewing and hiring previously underrepresented groups for all positions. Departments will be expected to contact media, agencies, organizations, schools, colleges, community groups or others who have special contacts with women and minority groups. It is the intention of the University, further, to recruit women for positions in administration and in disciplines traditionally reserved to males.

Every member of the faculty has received written notice of the University's policy on non-discrimination. This new updated statement of the University's Affirmative Action Plan will be published and will be disseminated to all members of the faculty. There shall be no discrimination in any conditions of employment including work assignments, teaching load, research responsibilities, salary, fringe benefits, leaves and sabbaticals.

There is no regulation against the employment of spouses, although in those cases where family relationship might endanger professional relations, the special prior approval of the provost is necessary. There shall be no discrimination on the basis of marital or parental status. Policies on childbearing leaves following E.E.O. guidelines have been adopted to enhance the opportunities for women faculty members to continue their valuable contributions to the University over longer periods of time.

Job classifications and salary schedules established at the University will be applied uniformly and equitably to all personnel. The Personnel Office conducts continuous job evaluation studies of all non-academic job classifications. Detailed job analyses are conducted to make certain they correctly reflect job functions. Any inequities in either classification or salary are being avoided or rectified within this system.

Effective September 1, 1975, and thereafter, tenure can be granted to members of the regular teaching and research faculty holding less than full-time appointments on the same basis as for members holding full-time appointments. The prorated portion of each year of part-time service shall be counted toward the maximal probationary period for tenure as stipulated in the letters of appointment. Also, a member of the regular faculty on a part-time appointment shall in principle receive a proportionate share of the appropriate fringe benefits were the appointment to be full time. An equitable formula shall be determined, by the provost, to provide fringe benefits, such as certain insurances, which cannot be directly scaled.

The University directs departments to utilize the services of women and minority faculty members in the location and recruitment of applicants. Departments are urged to involve women and minority group faculty members on search committees. Departments are encouraged to elect women and minority faculty members to appointments and promotions committees. Departments will make serious attempts to appoint women and minority faculty members to departmental and University committees

and will encourage their promotion to responsible positions of directors, assistant directors, chairmen and assistant chairmen as vacancies occur.

A thorough analysis of the current staff of each department has been made. A review of the past recruitment methods and the study of the availability of female and minority candidates for positions in the various disciplines has been made. A review of anticipated vacancies over the next five years has been completed. These reviews and studies were completed with the help of each department chairman, the deans and the University's twelve-member Affirmative Action Committee.

In order to fulfill the University's commitment to equal employment opportunity (E.E.O.), the following specific goals and timetables will be set for the period through the 1978-79 academic year. The E.E.O. officers, the Office of the Provost and the Personnel Department will cooperate with the various colleges, institutes, divisions and departments of the University to implement this plan.

With these strong commitments the additional women and minority group representation on the faculty of the University of Notre Dame each year will be as follows:

GOALS AND TIMETABLES FOR WOMEN FACULTY - ADDITIONAL

<u>College</u>	<u>Current Staff</u>	<u>Goal 75-76</u>	<u>Goal 76-77</u>	<u>Goal 77-78</u>	<u>Goal 78-79</u>
Arts & Letters	28	3	5	0	5
Business Admin.	2	1	0	0	1
Engineering	2	0	2	1	0
Science	4	1	0	4	1
Law	2	1	1	1	1
Library	19	1	1	1	0
Others	<u>7</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
TOTAL UNIVERSITY	64	7	9	8	8

GOALS AND TIMETABLES FOR MINORITY FACULTY - ADDITIONAL

Arts & Letters	18	4	7	6	5
Business Admin.	5	1	1	0	1
Engineering	6	0	2	2	1
Science	9	1	2	0	4
Law	2	3	0	0	0
Library	2	1	0	1	0
Others	<u>6</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL UNIVERSITY	48	10	12	9	11

THE STAFF

The University will continue to develop an applicant pool from which staff hiring decisions will be made. Equal employment opportunity will be assured for all since the University will recruit women and minority persons as actively as it does white males and that active recruitment will be for any positions for which they may be qualified.

The University Personnel Office will maintain a daily log of applicants with data on sex, race, source of referral and disposition included. This daily log will make up the applicant pool. The Personnel Office staff will exhaust this pool first in referring qualified applicants as staff vacancies develop regardless of race, color, sex or national origin.

The Personnel Office will request applicant referrals from the State Employment Service Office, vocational rehabilitation agencies, community action programs and agencies, military separation centers, parole offices and Work Release Centers. A listing of job vacancies will always be provided to the State Employment Service Office, the manpower placement offices of the Urban League and the Chamber of Commerce. The University will continue to participate on a year-around basis in the "On the Job Training" program of the Urban League and the National Alliance of Business Mens' Job Program entering into trainee station agreements whenever applicable. The University is proud of its record of achievement in both hires and upgrading agreements over the past three years.

The University has been cited on several occasions for its active participation in the employment of the mentally restored and the physically handicapped. The University will continue to provide employment opportunities and make special efforts to accommodate the limitations of such individuals whenever possible.

The assurance of equal employment opportunity, like proper and efficient administration, depends upon a comprehensive personnel program designed to prevent discrimination among all groups but particularly among minority groups and women. An essential step in achieving this is to see that all employment practices and policies are in compliance with E.E.O. guidelines. This the University is pledged to accomplish. Therefore, for policies on such items as conditions of work, salary administration, fringe benefits, leave policies, return rights, grievance procedures, use of facilities, etc., the University has carefully examined its positions for possible discriminatory effects. The University ensures that its overall policy of non-discrimination is being vigorously carried out. The annual audit of policies by the Affirmative Action Committee will be required to show evidence of this continuing position.

The University Personnel Office will conduct a Skills Inventory of currently employed minority persons and women. This inventory will be designed to locate the special academic and experience skills not being fully utilized from among this group. Using this inventory upward acceleration into better jobs can more easily be accomplished for them. (See Timetable A in this section.)

The University's policies on promotion and transfer will be administered in such ways to ensure that minorities and women are not at a disadvantage. All job or position openings within the University above the non-skilled level will be posted for the entire staff's review. Employees, especially minorities and women, will be encouraged to apply for promotional opportunities. From those who apply, together with the data collected from the Skills Inventory, a Promotional Potential Roster will be prepared. The Personnel Office will refer to this roster on all job and position openings first. The Personnel Office will provide the necessary information on duties and responsibilities of the openings and the minimal qualifications needed by the applicants.

Minority persons and women employees designated as qualified or qualifiable for promotions to higher classifications or supervisory positions will be given priority consideration on all vacancies at higher levels.

The University Personnel Office will establish a new updated Upgrading and Transfer Plan. (See Timetable B this section.) This plan will outline clear policies and procedures on the preparation of requests for job vacancies, procedures for applying, promotional rosters, job posting, order of consideration, selection, actual placement and any procedural exceptions. This plan will become a permanent part of the University's Affirmative Action Program.

A Promotional Review Committee for staff employees, representing each major segment of the University, will be created. (See Timetable C this section.) It will have at least five members. The committee will assure that promotions are made according to the priorities outlined for minorities and women. The committee will audit continuously the Skills Inventory, the Promotional Roster and the results of the Upgrading and Transfer Plan. Representation on the committee will include both minority persons and women. The committee will recommend specific actions on changes in organizational structure or practice to provide promotional opportunities in identified departments or areas where such opportunities in the past have not been readily available.

The University desires to continue its policy of the promotion wherever possible of minority and women employees. Over 40, 60 and 45 such promotions were made during the years 1972, 1973 and 1974 respectively. In order to assure the continuation of this desired upgrading system, the University pledges to fulfill new goals in this regard. (See Timetable D this section.)

The University continues to employ minority persons and women in non-academic job categories at higher percentages when compared to population and employable market norms established by the Department of Labor Statistics for our area. The University non-academic staff hires approximately 60 per cent for women and 30 per cent for minorities annually.

While minority persons and women are represented in almost every University non-academic department, a utilization analysis, department by department, has revealed elements of underutilization in some. To

address itself to these problem areas, the University has established goals and timetables to eliminate underutilization in these departments.

As non-academic staff vacancies develop through normal turnover of current staff or by newly created and budgeted positions, every effort will be made to recruit, employ and retain minority persons and women in the following departments and areas:

Accounting	Development
Advanced Studies	Huddle
Athletic	Infirmery
Bookstore	Lobund
College of Bus. Adm.	Department of Physics
College of Engineering	Power Plant
College of Law	Purchasing
Center for Cont. Edu.	Radiation Laboratory
Department of Chemistry	Students' Accounts
Computing Center	Warehouse

Totals and timetables have been established for the above listed departments for the employment of minority persons. (See Timetable E this section.)

The University will assure that minority persons and women will be given the same consideration for management development programs as that given to white males. For the past three years minority persons and

women have been enrolled in the Supervisory Development Program of the College of Business Administration. This practice will continue.

The University will encourage minority persons and women to audit or enroll in courses that would improve their job potential. Departments will be encouraged to set up vocationally related course work for employees' continuing education. The Food Service Division provides course work for employees through the American Hotel and Motel Association and certified by Michigan State University. Course opportunities both at the University and at other area institutions of higher learning or continuing education will be announced in the Newsletter.

A campus wide non-academic Staff Women's Advisory Committee has been organized and has been in operation for the past three years. The committee of 13 members has been successful in making suggestions and obtaining changes in policies and the working environment.

In order to fulfill the University's commitment to equal employment opportunity for all staff employees, the University will implement its policy by adhering to the following timetables.

TIMETABLE A - SKILLS INVENTORY

- June 1, 1975 - Announce the Skills Inventory Plan to the staff.
- June 1975 - Issue the Skills Inventory forms to the staff.
- July 1975 - Analyze the returns.
- Aug. 1, 1975 - The Skills Inventory becomes the first permanent record maintained in the Personnel Office serving as a basis for the Promotional Potential Roster.
- Continuous - New employees after serving their probationary period will be brought into the Skills Inventory Plan.

TIMETABLE B - UPGRADING AND TRANSFER PLAN

- July 1, 1975 - Announce the Upgrading and Transfer Plan.
- Aug. 1975 - Accept first candidates under the plan in the Personnel Office.
- Sept. 1975 - Data from this plan will be maintained in the Personnel Office serving as a second basis for the Promotional Potential Roster.
- Continuous - All employees will be encouraged to utilize the Upgrading and Transfer Plan; it will be publicized periodically.

TIMETABLE C - PROMOTIONAL REVIEW COMMITTEE

- July 1, 1975 - Announce the formation of the Promotional Review Committee.
- Aug. 1975 - The first committee meeting to be held.
- Continuous - Monitoring of the Skills Inventory, the Upgrading and Promotion and the Promotion Potential Roster Plans will be conducted by this committee periodically.

TIMETABLE D - STAFF PROMOTIONS

By July 1, 1975 - 20 promotions
By Jan. 1, 1976 - 30 promotions
By July 1, 1976 - 20 promotions
By Jan. 1, 1977 - 30 promotions
Total next 2 yrs. - 100 promotions

THE GRADUATE SCHOOL

There are four divisions of graduate doctoral studies at Notre Dame: humanities, social sciences, science and engineering.

Despite a continuing controlled restriction of enrollment expansion in line with mounting graduate costs, declining external support and contracting job markets in several disciplines, we promote an expansion in minority and female representation in all divisions through increased internal support and wider recruitment programs. Thus, we have increased by 50 per cent, from four to six, our Afro-American Fellowships. These fellowships currently include a nine month's stipend of \$2,500 as well as, since 1973-74, tuition and fees of \$2,600 which for 1975-76 will rise to \$2,600 and \$2,800 respectively. Additional fellowships have been awarded to seven Spanish-American students in the social sciences. These fellowships provide stipends from \$2,000 to \$2,800 for nine months and remission of tuition and fees as above. For academic year 1974-75, our female enrollment is 337 as against our earlier projected goal of 271. Minorities and females alike are equally eligible for all the internal and external fellowship grants, scholarships and assistance which support, in whole or in part, approximately 80 per cent of our graduates.

- A. Our specific numerical goals for minority representation within the graduate programs at the University of Notre Dame, based on the actual enrollments for 1974-75, are given in Chart A.
- B. The specific annual numerical goals of female representation within the graduate programs at the University of Notre Dame, based on the current actual enrollment by division for 1974-75, are given in Chart B.
- C. Over the last two academic years we have received some 1815 applications per year for all graduate programs. Of these, in the current year, we admitted some 541 first-time students of which 172, or 32 per cent, were women and 20, or 3.7 per cent, were minority representatives. Of our total current residence graduate enrollment of 1194, 337 or 28 per cent, are females, and 64, or 5.4 per cent, are minority representatives.

Of the 541 first-time admissions in September 1974-75; 125, or 23.1 per cent, were in the humanities; 118 or 21.8 per cent, were in the social sciences; 60, or 11.1 per cent, were in engineering and 238, or 44 per cent, were in science.

TIMETABLE E - STAFF MINORITY RECRUITMENT

7 additional minority employees hired by July 1, 1975.
13 additional minority employees hired by Jan. 1, 1976.
10 additional minority employees hired by July 1, 1976.
30 total additional minority employees.

Though we anticipate no great difficulty in reaching our set goals for female representation, and the Mexican-American component of our minority goals, we are less confident of reaching our black and American Indian minority goals. We continue to employ the Graduate Record Examination Board Minority Graduate Student Locator Service as we have since its inception and contacted in 1972-73, 548 qualified blacks of whom 55 submitted applications. Of these 55, only 18 completed the application process. We rejected four, accepted 14. Of these 14, only one confirmed our acceptance. In the year 1974-75, we have contacted 218 qualified minority applicants on the list but will not know the final outcome until mid-summer. The response to date is not encouraging.

Possibly the Catholic affiliation of Notre Dame, despite its openness to all creeds, makes it less appealing to blacks. We continue, however, to press our recruiting efforts at Negro colleges. In particular, we have through the good offices of Dr. Al Berrian of Howard University contacted both Morehouse College and Hampton Institute for qualified black engineering intents.

The Graduate School is committed to attract as many minority students as possible to Notre Dame. To assist in this endeavor, we will assure that all applicants, especially minority applicants, will receive follow-up letters encouraging them to complete their applications. Telephone calls and contacts by area alumni will be made, where possible, to encourage applicants to pursue their interests at Notre Dame. Further, in cases where accepted candidates failed to matriculate, departments will make efforts to ascertain the reasons in all cases and take remedial actions as required so that improved future enrollments by minorities will result.

Concomitant with the introduction of undergraduate coeducation of the University of Notre Dame, female applicants and admissions to its graduate programs have soared. The impact of this rapidly expanding female contingent in the Graduate School is already exerting a salutary pressure for expansion of the female constituency in the teaching, research and supporting staffs. Of the 541 new admissions in September 1974, 172 or 32 per cent were females.

A. GRADUATE MINORITY ENROLLMENT GOALS 1975-1979

Divisions	Current Minority Enrollment	1975-76	Academic Year Goals		1978-79
	1974-1975		1976-77	1977-78	
I. Humanities					
1. Art	0	5	6	6	6
2. English	4	6	6	7	8
3. History	5	6	7	7	7
4. Mediaeval Studies	0	0	0	0	0
5. Modern Lang.	2	1	0	1	2
6. Music	0	0	0	0	0
7. Philosophy	0	2	3	3	4
8. Theology	1	3	4	5	5
II. Social Sciences					
1. Amer. Studies	0	0	0	0	0
2. Economics	7	8	9	9	9
3. Education	3	5	5	6	7
4. Government	6	4	5	5	5
5. Psychology	0	3	3	4	5
6. Sociology	8	10	11	11	11
III. Science					
1. Biology	2	3	3	4	4
2. Chemistry	2	4	4	5	5
3. Earth Sciences	9	(Supported Program Terminates 2-28-75)			
4. Mathematics	9	4	4	4	4
5. Microbiology	0	1	1	1	2
6. Physics	0	3	3	3	3
IV. Engineering					
1. Aero.-Mech.	3	2	2	2	1
2. Chemical	0	1	1	1	1
3. Civil	1	1	1	2	2
4. Electrical	2	1	1	2	3
5. Env. Design	0	0	0	0	0
6. Engr. Sci.	0	1	1	1	1
7. Metallurgical	0	1	1	1	1
Totals	64	75	81	90	96

B. GRADUATE FEMALE ENROLLMENT GOALS 1975-1979

Divisions	Current Female Enrollment	1975-76	Academic Year Goals		1978-79
	1974-1975		1976-77	1977-78	
<u>I. Humanities</u>					
1. Art	17	20	20	22	22
2. English	52	40	42	44	45
3. History	12	12	13	14	14
4. Mediaeval Studies	1	3	3	3	3
5. Modern Lang.	8	7	6	8	7
6. Music	4	5	3	4	4
7. Philosophy	9	15	15	15	16
8. Theology	32	33	34	36	35
<u>II. Social Sciences</u>					
1. Amer. Studies	4	2	3	1	4
2. Economics	8	7	9	9	10
3. Education	31	25	15	10	0
4. Government	11	10	11	12	14
5. Psychology	13	12	14	14	16
6. Sociology	16	21	22	24	25
<u>III. Science</u>					
1. Biology	13	18	19	20	22
2. Chemistry	10	9	10	10	10
3. Earth Sciences	13	0	0	0	0
4. Mathematics	63	45	(NSF Program Terminates 2-76)		
5. Microbiology	8	9	10	11	12
6. Physics	2	3	4	4	4
<u>IV Engineering</u>					
1. Aero.-Mech.	0	2	2	2	1
2. Chemical	1	2	2	2	1
3. Civil	5	4	3	3	2
4. Electrical	2	3	3	3	2
5. Env. Design	2	1	0	1	2
6. Engr. Sci.	0	0	0	0	0
7. Metallurgical	0	1	1	1	2
Totals	337	309	264	273	273

THE LAW SCHOOL

The total enrollment in Law School during the Academic Year 1973-74 was 396 students. The breakdown of minority and female enrollment is as follows:

	<u>BLACK</u>	<u>SPANISH-AMERICAN</u>	<u>ORIENTAL</u>	<u>WOMEN</u>
1st year	7	5	1	27
2nd year	4	4	0	18
3rd year	<u>2</u>	<u>2</u>	<u>0</u>	<u>12</u>
	13	11	1	57

The total enrollment in the College of Law during the academic year 1974-75 was 412 students. The breakdown of minority and female enrollment is as follows:

	<u>BLACK</u>	<u>SPANISH-AMERICAN</u>	<u>ORIENTAL</u>	<u>WOMEN</u>
1st year	9	1	0	43
2nd year	5	4	0	29
3rd year	<u>5</u>	<u>1</u>	<u>1</u>	<u>15</u>
	19	6	1	87

The composition of the class entering in the Fall of 1975 is not yet known but it is expected that there will be an increase of minorities and women. It also is the Law School's goal to increase the number of minorities in future years. To achieve that goal the Law School is seeking additional funds for financial assistance since the level of minority representation is directly related to the availability of financial aid. We also anticipate that the number of applications from women will continue to increase as will their representation in the student body.

THE COMMUNITY

Consistent with the University's dedicated intent to provide equal employment opportunity for all in full measure, the University will continue to cooperate with various agencies, groups, organizations, associations, and individuals in the community-at-large who share concerns related to this program.

The University will promote and encourage the participation by members of the faculty and staff in community social and economic development programs, projects and activities. The University will continue to support and participate in programs, conferences, seminars and institutes designed to develop methods of increasing opportunities for minorities and women in higher education as well as the general quality of life on campus and in the community.

The University will demonstrate to minority and female applicants and employees that it is indeed an equal employment opportunity employer by making minority and female administrators holding responsible positions visible to the public, alumni and the University community. They will be featured whenever possible in articles, news releases and publications from the University and will participate in the University programs, conferences, etc. noted previously. A continuing program of public relations coordinated through the University's Public Information Office will inform the community, news media, secondary schools, colleges and the other appropriate organizations of the equal employment opportunity policy of the University.

Summer youth recreational programs, with minority youths encouraged and participating, will continue to be conducted on campus. Programs in the athletic camps have been particularly popular. The successful Upward Bound Program continues as an outstanding example of coordinated effort at motivating students from low income families in our area to the pursuit of academic achievement.

Representatives of the University of Notre Dame will engage the services of only those professional organizations, employment agencies, contractors or agents whose employment or candidate referral policies are in alignment with the equal employment opportunity policy of the University. Written notification of the University's policy on E.E.O. is sent as required to subcontractors, vendors and suppliers requesting appropriate action and compliance on their part.

CONTROLS, COMPLAINTS AND REVIEWS

The University's policy statements of January 28, 1970 and June 18, 1971 concerning non-discriminating equal employment opportunity and affirmative action have been distributed throughout the University. Every faculty member and every staff employee will be mailed a copy of this updated statement that reinforces these policies of the University.

The President of the University, through the provost, is responsible for the successful accomplishment of this policy. The President has delegated specific responsibilities for the implementation of all aspects of the program such as recruitment, compensation, retention, training, transfer, promotion and the maintenance of proper employment practices to each administrative officer, dean, department chairman and department head of the various divisions of the University.

The President has appointed Mr. Thomas F. Broden, director of the Urban Studies Institute, as the equal employment opportunity officer for academic personnel and departments. Brother Kieran Ryan, C.S.C., assistant vice president for business affairs, has been named E.E.O. officer for staff personnel and departments. They will be responsible for promoting and assuring equal employment opportunities for all employees. They will also conduct E.E.O. investigations of complaints and will present their findings and recommendations to the President of the University for appropriate actions.

All employees have the opportunity to register complaints regarding discrimination based on race, color, age, sex and national origin. They are encouraged to do so without fear of reprimand if they believe a discriminatory act has occurred. The complaint procedure is designed to give prompt attention, effect remedial action, or clarify misunderstandings regarding equal employment practice at Notre Dame.

Members of the faculty and staff of any academic department who have reason to believe that they have been affected as a result of discrimination should report the matter to their department chairman or supervisor. In the event a complaint cannot be resolved at this level, then the complaint should be submitted in writing to the chief academic officer within the college or institute. If it is not resolved satisfactorily at that level, then the complaint will be submitted to the appropriate equal employment opportunity officer. Staff members in non-academic departments who have reason to believe they have been affected by discrimination should report complaints through the following channels:

first, to their supervisor, next, to their unit's director, then to the director of personnel. If this is unsuccessful, the case will be submitted to the E.E.O. officer for non-academic personnel. The E.E.O. officer will conduct an investigation which will include interviews with all those involved and a study of all records pertaining to the situation. Every effort will be made to reach an acceptable settlement. If it is not resolved, however, the E.E.O. officer will send his findings and recommendations to the President of the University for appropriate action.

The President has appointed an Affirmative Action Committee. Committee members are as follows:

Dr. Thomas Broden	Mr. Joseph F. O'Brien
Mr. Granville Cleveland	Dr. Ellen Ryan
Mrs. Maureen Gleason	Bro. Kieran Ryan, C.S.C.
Mr. Howard Glickstein	Dr. Julian Samora
Dean Joseph Hogan	Dr. Joseph Scott
Sister John Miriam Jones	Dean Bernard Waldman

The Affirmative Action Committee shall be responsible for the annual review of the Affirmative Action Program. The committee will examine statistics and interpretative data from all departments of the University to determine if goals for the hiring and promotion of minorities and women are being met. With the advice from the department chairmen, as well as other administrators, efforts will be made to identify and solve problems in recruitment, selection, training, work environment and promotion policies that interfere with the attainment of these goals. Each year the committee will examine and report on the status of the University's Affirmative Action Program. It will revise the program as required to insure that demonstrable progress is made toward a University in which minorities and women in reasonable numbers are represented and rewarded at all levels. Administrative officers, deans, department chairmen, department heads and all those exercising supervisory or administrative control over employees will be reminded each year of their responsibilities with regard to the University's Affirmative Action Program.

In its annual review, the committee will evaluate the success of the University's commitment to equal employment opportunity in terms of the actual results as well as the determined affirmative actions taken in employment practices and the treatment of employees without regard to race, color, age, sex or national origin.

contents (continued)

- 12 National Science Foundation Ethical and Human Value Implications of Science and Technology (EHVIST) (No. FY76-16)
- 12 National Endowment for the Arts Work Experience Internship Program (No. FY76-17)
- 12 National Science Foundation United States-France Exchange of Scientists (No. FY76-18)
- 13 National Endowment for the Humanities Summer Stipends (No. FY76-19)
- 13 National Science Foundation Division of Biological and Medical Sciences Grants for Improving Doctoral Dissertation Research in the Field Sciences (No. FY76-20)
- 14 National Science Foundation Chautauqua-Type Short Courses for College Teachers (No. FY76-21)
- 15 Indiana Lung Institute Research Grants (No. FY76-22)
- 15 Danforth Foundation Kent Fellowships For College Teaching Careers, 1976-77 (No. FY76-23)

documentation

- 16 Summer Session Commencement Address
- 18 New Group Life Insurance Plan
- 19 Major Medical Insurance
- 19 Energy Conservation
- 21 Department of Architecture Accreditation Report
- 25 Notre Dame Patent Policy Issued May 9, 1975
- 28 University of Notre Dame Affirmative Action Statement

notre dame report

An official publication published fortnightly by the University of Notre Dame, Department of Information Services. Individual copies are available in the Notre Dame Hammes Bookstore at 30 cents. Mail subscriptions are \$6 an academic year. Back copies are available through the mail at 50 cents each.

Vol. 5 No. 1
September 12, 1975



Teresa A. Porro, Editor
Printing and Publications Office, 415 Administration Building
Notre Dame, Indiana 46556
219:283-1234
