

'75-'76

# notre dame report

December 12, 1975

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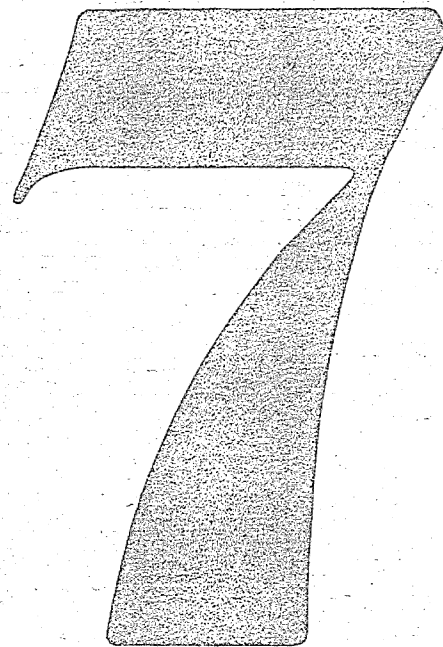
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# the university

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## Social Security

On Jan. 1, 1976, the maximum amount of earnings that count for Social Security was increased to \$15,300. That is an increase of \$1200 over the 1975 earnings base.

Also in 1976, the maximum amount that a beneficiary can earn while still receiving all of his or her Social Security checks has been increased to \$2760. The 1975 figure was \$2520. The beneficiary won't base social security benefits for any month in which he doesn't earn \$230 in wages or is not substantially self-employed.

The Social Security tax rate, now at 5.8 per cent of taxable earnings for employees and the University each, remains unchanged in 1976.

## Library Hours Christmas Vacation

Memorial Library hours during the Christmas holiday Dec. 20-Jan. 12 will be:

### 1st and 2nd Floors

OPEN: Monday - Saturday, 8 a.m. - 5 p.m.  
CLOSED: Sundays; Dec. 24 at noon; Dec. 25 and 26;  
Dec. 31 at noon; and Jan. 1.

### 4th through 13th Floors (Tower)

OPEN: Monday - Saturday, 8 a.m. - 10 p.m.  
CLOSED: Dec. 24 at 5 p.m.; Dec. 25 and 26; Dec. 31  
at 5 p.m.

The Research Libraries will be open Monday through Friday, 8 a.m. to noon and 1 p.m. to 5 p.m. They will also be closed on the same days and times as noted above for the 1st and 2nd Floors of the Memorial Library.

All libraries will return to their regular schedules on Tuesday, Jan. 13.

## Christmas Show

This year's Christmas show for faculty, staff and their families will be held on Wednesday, Dec. 17 at 3:30 p.m. The show's headliners will be The Spurriows, an energetic group of young singers and musicians who have appeared in many top nightclubs and on television. They plan a combination program of current hits, old standbys, and bicentennial nostalgia and Christmas favorites for their appearance at Notre Dame. Appearing with them will be the Harmonicats who plan to present a medley of their greatest hits plus some specially adapted numbers for the Notre Dame audience.

Tickets will not be required for the show. Entrance will be through Gate 10 of the ACC and free parking will be available in the lot opposite Gate 10. Door prizes will be awarded and refreshments will be available for all who attend.

Many students will still be on campus at the time of the show since Dec. 17 is in the middle of exam week. Departments which serve students will be required to keep some staff available to cover these operations. Individual department heads and supervisors will determine the number of staff required to remain on duty.

# faculty notes

## Appointments

George A. Brinkley, Jr., professor and acting director of the Institute for International Studies, has been named acting director of the Department of Government and International Studies. He succeeds Edward A. Goerner, professor of government, who resigned the position.

## Honors

Jay P. Dolan, assistant professor of history, has been appointed to the steering committee of the American Academy of Religion study group on American Popular Religion.

Dennis J. Dugan, associate professor of economics, has been given the Meritorious Service Award of the United States General Accounting Office. Dugan has been on leave from the University to establish GAO's Office of Program Analysis and serve as chief economist and head of the Economic Analysis Division.

John A. Kromkowski, assistant professor of government and international studies, has been elected vice chairperson of the national committee of the Campaign for Human Development, sponsored by the United States Catholic Conference of Washington, D.C.

Rev. Ernan McMullin, professor of philosophy, has been elected Chairman-Elect of Section L (History and Philosophy of Science) of the American Association for the Advancement of Science. He will serve as Chairman in charge of program planning for the 1977 meeting in Denver.

Rev. William Toohey, C.S.C., director of Campus Ministry, has been named to the Catholic College Committee of the Catholic Campus Ministry Association. The committee's purpose is to assess the current needs of ministry at Catholic institutions.

Arvind Varma, assistant professor of chemical engineering, has been appointed to the editorial board of the international journal Catalysis Reviews - Science and Engineering.

## Activities

Gary Adams, engineering librarian, gave a seminar on "Sources of Metallurgical Information" at Notre Dame on Dec. 1.

Hafiz Atassi, associate professor of aerospace and mechanical engineering, presented a paper entitled "Influence of Loading on the Sound Field of Turbo-machine Blades at Low and Moderate Mach Numbers" at the Interagency Symposium on University Research in Transportation Noise held at Snowbird Center in Salt Lake City, on Nov. 11-14.

William E. Biles, associate professor of aerospace and mechanical engineering, attended the 1975 Fall ORSA/TIMS Conference in Las Vegas, Nov. 17-19, and presented a paper entitled "Optimization and Experimentation". While in Las Vegas, he also attended the AIIE Systems Conference held Nov. 19-21, and presented a paper, "A Methodology for Developing Productivity Measures for Manual-Order-Picking Systems" co-authored with Assistant Professor Thomas P. Cullinane.

John G. Borkowski, associate professor and chairman of the Department of Psychology, presented a paper on "Rehearsal strategies and short-term memory in the elderly" at the annual meeting of the American Psychological Association in Chicago, Sept. 1. He also delivered a paper at the meetings of the Psychonomic Society in Denver on Nov. 7 on "Eliminating individual differences in children's strategy transfer" and chaired a paper session on "Memory."

Vincent P. De Santis, professor of history, participated as a commentator at the session on "Two Southern Families During the Civil War and Reconstruction," at the annual meeting of the Southern Historical Association at Washington, D.C., Nov. 12-15.

Jay P. Dolan, assistant professor of history, delivered a paper at the annual meeting of the American Academy of Religion in Chicago on Nov. 1, entitled "American Catholics and Popular Religion."

Walter J. Gajda, Jr., associate professor of electrical engineering, presented a paper entitled "A Three-Week, Resident Introduction to Engineering Course for High School Women" at the Frontiers In Education Conference, in Atlanta on Oct. 20.

John R. Lloyd, associate professor of aerospace and mechanical engineering, delivered a talk on "Bio-medical Engineering at Notre Dame" at the fall banquet of Alpha Epsilon Delta Pre-Medical Honor Fraternity (Notre Dame Chapter) on Nov. 14 in South Bend.

Albert A. Miller, associate professor of metallurgy, presented a paper on "Low Stress Abrasive and Adhesive Wear Testing" at the ASTM Symposium on the Selection and Use of Wear Tests for Metals, Nov. 20 in New Orleans.

Timothy O'Meara, professor of mathematics, addressed the Mathematics Colloquium of the University of Michigan on "The construction of indecomposable positive definite quadratic forms" on Nov. 18. On the following day he addressed the Algebra and Number Theory Seminar of the University on "A general isomorphism theory for linear groups."

Michael K. Sain, professor of electrical engineering, presented an invited lecture entitled "An Approach to Large Scale Social Systems" at the Coordinated Science Laboratory, University of Illinois, Urbana, on Oct. 24, at the Department of Systems Science and Mathematics, Washington University, St. Louis, on Oct. 27, and at the School of Electrical Engineering, Purdue University, on Oct. 28.

Roger Skurski, associate professor of economics, presented a paper entitled "Productivity, Growth and Efficiency in Soviet Consumer Goods Distribution" at the annual meetings of the Southern Economic Association held in New Orleans, Nov. 13-15.

## Deaths

Roy McCanna, 94, trustee of the University since 1932 and trustee emeritus since 1967, died Nov. 24 in Burlington, Wisconsin.

## Erratum

Contrary to instructions in NDR 6, the following faculty members should retain the title "chairman" as in the Faculty Roster listing in NDR 4. They are: David L. Appel, John G. Borkowski, Rev. David B. Burrell, C.S.C., and Cornelius F. Delaney. These faculty members, though on leave from the University, continue as chairman of their respective departments.

Also, Sheilah Brennan should be listed in NDR 4 as associate professor rather than visiting associate professor or philosophy.

# Office of Advanced Studies

## Information Circulars

Government of Tamil Nadu  
Madras, India  
Visiting Professor Scheme

No. FY76-47

During the last 15 years, Tamil Nadu has paid considerable attention to the promotion of higher education in Humanities, Social Sciences, Physical Sciences, Life Sciences, Engineering, Agriculture and Medicine. Many new departments have been established and many more are being sanctioned. In implementing these programs the most difficult problem is the lack of adequately qualified manpower.

The Government has been aware of this problem and has initiated measures for faculty development, such as deputation of staff for higher studies and training within and outside the country under different schemes, exchange programs and collaboration agreements with foreign countries. Efforts have also been made to recruit staff directly for senior and middle level positions.

### Details of the Scheme:

a. Inviting Indian scholars and specialists presently working abroad to spend their sabbatical at institutions and research centers in Tamil Nadu as Visiting Faculty Members.

b. Inviting eminent scientists from abroad for short periods to serve as consultants for planning new laboratories, organizing departments and promoting research.

The following details concern scheme (a.) only:

### Duration and Honorarium:

The minimum period is six months, and the maximum one year. The term can be extended by another year in special cases. Candidates will be taken either as Visiting Assistant Professor or Visiting Professor based on academic qualification, research experience,

and professional standing. They will be paid an honorarium which will be comparable to the pay scales of Assistant Professor and Professor in institutions of higher learning in India.

### Qualifications:

Qualified persons are needed particularly in the following areas: Humanities, Physical Sciences, Life Sciences, Social Sciences, Engineering and Technology, Agriculture, and Medicine.

Candidates should possess a doctorate or equivalent level of specialization, publications merit, experience of graduate teaching, experience of guiding research at doctorate level.

### Nature of Work:

The responsibilities of the visiting professors would include the following: Formulation of new courses, development of new laboratory facilities, promotion of research and consultancy, review of current teaching and evaluation practices, and actual teaching for post-graduate students. The emphasis is on planned and systematic experimentation in the teaching, learning and evaluation phases, modernization of curriculum content and promotion of relevant research and extension activities.

### Procedures for Participation

Send resume to:

The Secretary to the Government  
Education Department  
Fort St. George, Madras 600 009  
Tamil Nadu, India

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

# Current Publications And Other Scholarly Works

## SCIENCE

### Biology

- Bender, Harvey A.  
V.S. Beeson and H.A. Bender. 1975. Phenogenetics of a suppressor and an enhancer gene of the lozenge<sup>34K</sup> allele of *Drosophila melanogaster*. Journal of Experimental Zoology 193(2):177-190.
- Duman, John G.  
J.G. Duman and A.L. DeVries. 1975. The role of macromolecular antifreezes in cold water fishes. Comparative Biochemistry and Physiology 52A:193-199.
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- Rai, Karamjit S.  
G. Mathew and K.S. Rai. 1975. Chemo-sterilant (apholate)-induced ultra-structural changes during oogenesis in *Aedes aegypti*. Cytobios 12:45-56.
- S.V. Brat and K.S. Rai. 1975. Trisomy in *Aedes aegypti*. Canadian Journal of Genetics and Cytology 17(2):279-280.
- Thorson, Ralph E.  
K.R. Kazacos and R.E. Thorson. 1975. Cross-resistance between *Nippostrongylus brasiliensis* and *Strongyloides ratti* in rats. Journal of Parasitology 61(3):525-529.
- K.R. Kazacos and R.E. Thorson. 1975. The effect of *Mesocostoides corti* larval ES antigens on establishment and development of *Hymenolipis diminuta* in rats. Proceedings of the Helminthological Society of Washington, D.C. 42(2):170-171.
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M. Trpis and W. Hausermann. 1975. Demonstration of differential domesticity of *Aedes aegypti* (L.) (Diptera, Culicidae) in Africa by mark-release-recapture. Bulletin of Entomological Research 65:199-208.

### Chemistry

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J.R. Moskal and S. Basu. 1975. The measurement of glutamate decarboxylase activity in brain tissues by a simple microradiometric method. Analytical Biochemistry 65:449-457.

M. Basu, J.R. Moskal, D.A. Gardner, and S. Basu. 1975. Biosynthesis *in vitro* and the pattern of lectin binding receptors in monkey kidney cell surfaces. Biochemical and Biophysical Research Communications 66(4):1380-1388.

- J.C. Steigerwald, S. Basu, B. Kaufman, and S. Roseman. 1975. Sialic acids. Enzymatic synthesis of Tay - Sachs ganglioside. Journal of Biological Chemistry 250(17):6727-6734.
- Castellino, Francis J.  
J.M. Sodetz and F.J. Castellino. 1975. A comparison of mechanisms of activation of rabbit plasminogen isozymes by urokinase. Pages 311-324 in, Proteases and Biological Control.
- N.F. Paoni and F.J. Castellino. 1975. Isolation of a low molecular weight form of plasminogen. Biochemical and Biophysical Research Communications 65(2):757-764.
- B.N. Violand, J.M. Sodetz, and F.J. Castellino. 1975. The effect of  $\epsilon$ -amino caprioc acid on the gross conformation of plasminogen and plasmin. Archives of Biochemistry and Biophysics 170:300-305.
- Fehlner, Thomas P.  
T.P. Fehlner. 1975. On the fast addition reactions of BH<sub>3</sub>. International Journal of Chemical Kinetics 7:633-636.
- M. Wu and T.P. Fehlner. 1975. Photo-electron spectroscopy of unstable species. The PN molecule. Chemical Physics Letters 36(1):114-116.
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\*A. Mozumder and J.L. Magee. 1975. The early events of radiation chemistry. International Journal for Radiation Physics and Chemistry 7:83-93.
- \*A. Mozumder and J.L. Magee. 1975. Radiation chemistry in condensed phases. Pages 699-755 in, Physical Chemistry, Vol. VII, Reactions in Condensed Phases. Academic Press, Inc., New York.
- Martinez-Carrion, Marino  
M. Martinez-Carrion, V. Sator, and M.A. Raftery. 1975. The molecular weight of an acetylcholine receptor isolated from *Torpedo californica*. Biochemical and Biophysical Research Communications 65(1):129-137.
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\*M. Tachiya and A. Mozumder. 1975. Kinetics of geminate-ion recombination by electron tunnelling. Chemical Physics Letters 34(1):77-79.
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- M. Tachiya and A. Mozumder. 1975. Solvation process of the trapped electron in polar liquids. Journal of Chemical Physics 63(5):1959-1962.
- \*A. Mozumder and J.L. Magee. 1975. The early events of radiation chemistry. International Journal for Radiation Physics and Chemistry 7:83-93.

Pasto, Daniel J.

D.J. Pasto and P.E. Timony. 1975. A detailed analysis of the complete hydrogen and carbon scrambling and fragmentation reactions of boron-containing cationic species in the mass spectrometer. Organic Mass Spectrometry 10:222-240.

D.J. Pasto and J.A. Duncan. 1975. Kinetic studies of the solvolysis of two organic halides. A laboratory project. Journal of Chemical Education 52:666.

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\*A.B. Ross. 1975. Selected specific rates of reactions of transients from water in aqueous solution. Hydrated electron, supplemental data. NSRDS-NBS 43, Supplement 43 pp.

Scheidt, W. Robert

J.F. Kirner and W.R. Scheidt. 1975. Stereochemistry of manganese porphyrins. I. Molecular stereochemistry of chloro- $\alpha,\beta,\gamma,\delta$ -tetraphenylporphyrinato (pyridine) manganese (III). Inorganic Chemistry 14(9):2081-2086.

P.N. Dwyer, L. Puppe, J.W. Buchler, and W.R. Scheidt. 1975. Molecular stereochemistry of ( $\alpha,\gamma$ -dimethyl- $\alpha,\gamma$ , dihydro-octaethylporphyrinato) oxotitanium (IV). Inorganic Chemistry 14(8):1782-1785.

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Schwartz, Maurice E.

M.E. Schwartz. 1975. ESCA in International Review of Science. Pages 189-216 in, A.D. Buckingham and C.A. Coulson, eds. Physical Chemistry Series 2, Volume 1; Theoretical Chemistry. Butterworths, Ltd., London.

Tachiya, Masahori

\*M. Tachiya. 1975. Application of a generating function to reaction kinetics in micelles. Kinetics of quenching of luminescent probes in micelles. Chemical Physics Letters 33(2):289-292.

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Thomas, J. Kerry

\*I. Platzner and J.K. Thomas. 1975. Post-irradiation effects in the radiolysis of cumene at 77K: The yield of luminescence. International Journal of Radiation Physics and Chemistry 7:573-576.

\*A. Bromberg and J.K. Thomas. 1975. Reactions of solvated electrons with solutes at high concentrations. A laser photolysis and pulse radiolysis study. Journal of Chemical Physics 63(5):2124-2130.

\*K. Kalyanasundaram, M. Grötzel, and J.K. Thomas. 1975. Electrolyte-induced phase transitions in micellar systems. A proton and carbon-13 nuclear magnetic resonance relaxation and photochemical study. Journal of the American Chemical Society 97(14):3915-3922.

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T.A. Shankoff and A.M. Trozzolo. 1975. On the spectral sensitization of negative and positive photoresists. Photographic Science and Engineering 19(3):173-175.

A.M. Trozzolo and E. Wasserman. 1975. Structure of arylcarbenes. Pages 185-206 in, R.A. Moss and M. Jones, Jr., eds. Carbenes, Vol. II. John Wiley and Sons, Inc., New York.

Walter, CSC, Joseph L.

G. Shiao, S. King, and J.L. Walter, CSC. 1975. Lattice vibrations of imidazole crystals. Spectroscopy Letters 8:459-473.

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### Mathematics

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Huckleberry, Alan T.

A.T. Huckleberry. 1974. Riemann Surfaces: A View Toward Several Complex Variables. Lecture Series of the Mathematisches Institut der Universität Münster. 57 pp.

A.T. Huckleberry. 1975. Über Funktionenkörper Auf Komplexen Mannigfaltigkeiten. Schriftenreihe des Mathematischen Instituts der Universität Münster. 2(9) 42 pp.

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 \*R.B. Ashman. 1975. A rapid method for skin grafting in germfree rats. Laboratory Animal Science 25(4):502-504.
- Kulpa, Charles F., Jr.  
 C.J. Pazoles and C.F. Kulpa, Jr. 1975. Isolation and characterization of a bacteriophage ineffective for a UDP-galactose-4-epimeraseless mutant of *Escherichia coli*. Canadian Journal of Microbiology 21(8):1217-1223.

## Physics

- Biswas, Nripendra N.  
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- Cushing, James T.  
 J.T. Cushing. 1975. Applied Analytical Mathematics for Physical Scientists. John Wiley and Sons, Inc., New York. 654 pp.
- Darden, Sperry E.  
 S.E. Darden, S. Sen, R. Almanza, and G. Murillo. 1975. The reactions  $^{18}\text{O}(p,p)^{18}\text{O}$  and  $^{18}\text{O}(p,p^1)^{18}\text{O}^*$  (1.98 MeV) for  $E_p = 3.8$ -6.1 MeV. Nuclear Physics A 248:214-236.
- S. Sen, S.E. Darden, W.A. Yoh, and E.D. Berners. 1975. Vector analyzing power and cross section for the reactions  $^{40}\text{Ar}(d,p)^{41}\text{Ar}(d,+)$  for the reactions  $^{39}\text{Ar}$ . Nuclear Physics A 250:45.
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 T.Y. Chai and B.M. Khorana. 1975. Some observations on the isothermal flow of superfluid helium through a small orifice. Proceedings of the 14th International Conference on Low Temperature Physics 1:211-214.
- K.F. Hwang and B.M. Khorana. 1975. Vapor pressure of  $^4\text{He}$  at the lambda-point. Proceedings of the 14th International Conference on Low Temperature Physics 4:72-75.
- Marshalek, Eugene R.  
 S.Y. Chu, E.R. Marshalek, P. Ring, J. Krumlinde, and J.O. Rasmussen. 1975. Test of many-body methods on an exactly soluble model with backbending and gapless superconductivity. Physical Review C 12:1017.

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V. Srinivasan, J.A. Helland, A.J. Lennox, J.A. Poirier, J.P. Prukop, C.A. Rey, O.R. Sander, N.N. Biswas, N.M. Cason, V.P. Kenney, W.D. Shephard, R.D. Kem and I. Spirn. 1975.  $\pi^- \pi^+ \rightarrow \pi^- \pi^+$  interactions below 0.7 GeV from  $\pi^- p \rightarrow \pi^- \pi^+ n$  data at 5 GeV/c. Physical Review D 12:681.

Shephard, William D.

P.T. Go, W.D. Shephard, V.P. Kenney, J.M. Bishop, N.N. Biswas, and N.M. Cason. 1975. Production of positive particles in 8-GeV/c  $\pi^- p$  and 18.5-GeV/c  $\pi^+ p$  single-particle inclusive reactions. Physical Review D 11:3092.

## Memorial Library

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- R.J. Havlik. 1975. Review of J.S. Scott, A Dictionary of Building. Page 786 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of Algae Abstracts: A Guide to Literature. Page 705 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of D.M. Kirschbaum, Atlas of Protein Spectra in the Ultraviolet and Visible Regions. Page 652 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of M. Pluniguan, Comprehensive Bibliography on Delaware Bay. Page 690 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of G.O. Villeneuve, Glossaire de meteorologie et de climatologie. Pages 712-713 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of E. Cheek, List of Thesis and Dissertations on Tobacco and Tobacco related Resources. Page 423 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of McGraw-Hill Dictionary of Scientific and Technical Terms. Pages 640-641 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of Nova, Science Adventures in Television: A series of Reading lists. Pages 638-639 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of P.B. Cornwell, Pest Control in Buildings: A Guide to the Meaning of Terms. Page 694 in, American Reference Books Annual Libraries Unlimited, Littleton, Colorado.



- R.J. Havlik. 1975. Review of D.J. Campbell, Small Technical Libraries: A Guide for Librarians with Technological Training. Page 99 in, American Reference Books Annual. Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of A.N. Feldzamen and F. Herle, The Calculator Handbook. Page 790 in, American Reference Books Annual. Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of J.M. Ladendorf, The Changing Role of the Special Librarian in Industry. Page 101 in, American Reference Books Annual. Libraries Unlimited, Littleton, Colorado.

- R.J. Havlik. 1975. Review of A. Pacey, The Maze of Ingenuity; Ideas and Idealism in the Development of Technology. AAAS Science Books and Films 9(2):79.
- R.J. Havlik. 1975. Review of The Penguin Book of Tables. Pages 644-645 in, American Reference Books Annual. Libraries Unlimited, Littleton, Colorado.
- R.J. Havlik. 1975. Review of J.A. Ruffner and F.E. Blair, The Weather Almanac. Page 712 in, American Reference Books Annual. Libraries Unlimited, Littleton, Colorado.

## Closing Dates for Selected Sponsored Programs

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

Agency	Programs	Application Closing Dates		
Belgian American Educational Foundation	Predoctoral Fellowship Program	January	31,	1976
McDowell Colony, Inc.	Residence Fellowships	January	31,	1976
National Science Foundation	Instructional Scientific Equipment	January	19,	1976
Office of Education	Educational Opportunity Centers	January	31,	1976
Office of Education	Educational Talent Search	January	31,	1976
Office of Education	Special Services for Disadvantaged Students in Institutions of Higher Education	January	31,	1976
Office of Education	Upward Bound	January	31,	1976
University of Edinburgh	Research Fellowships at the Institute for Advanced Studies in the Humanities	January	31,	1976

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# documentation

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## Faculty Senate Journal October 7, 1975

At 7:35 p.m. the chairman, Prof. Paul F. Conway, called the meeting to order in Room 202 of the Center for Continuing Education and called upon Prof. James P. Danehy to offer a prayer. Danehy called attention to several corrections in the minutes of the preceding meeting, which were then accepted without a formal vote.

Conway reported briefly on the dinner meeting (Sept. 22) of the senate's executive committee with several members of the administration: Fathers Hesburgh, Burtchaell, Joyce, Brown, and Prof. Robert E. Gordon. He noted the impossibility of providing a detailed, much less a sequential, account of a long meeting at which no one took notes systematically. While there was criticism of each side by the other it was always received with urbanity. A majority of the members of the executive committee, perhaps all of them, believe that progress was made and that it consists in this, that both parties agreed to hold informal discussions on specific matters of University governance or policy as often as necessary, and that unilateral actions by either the administration or the senate would not be taken until such discussions were held. At a meeting of the executive committee held a few days after the meeting with the administration it was agreed that, in the spirit of the agreement just defined, the chairman write a letter to Father Burtchaell, requesting an early discussion of the substance of the report of the senate's Committee on Collective Bargaining (CB), and stating that the distribution of the CB report, approved by the senate at its meeting on Sept. 18, be delayed for two weeks.

Conway noted a letter from Prof. James E. Robinson, chairman of the Notre Dame chapter of AAUP, commending the senate for its CAP report. Conway also noted that, since Prof. Michael Francis had just resigned from the Student Life Council, Danehy, who had been elected last spring, but not seated by reason of the contraction of the SLC, was now a member of that body.

There was some expression of dissatisfaction, initiated by Prof. Vincent P. DeSantis and continued by him and others, with the lack of factual detail supplied by Conway in his report on the meeting of the executive committee with administrators. Conway's presentation was supported by other members of the executive committee, Professors James T. Cushing, Robert L. Kerby, and Irwin Press, and by Prof. Joseph A. Tihen.

With respect to the delay in distributing the CB report there were inquiries and expressions of concern by several senators. Prof. Peter T. Brady noted that, in view of the phrase, "as soon as possible," in the resolution passed by the senate on Sept. 18, the executive committee should not have postponed distribution. Press justified the action. Prof. Julian R. Pleasants asked if the delay will have any effect on the agreement to cosponsor the seminar discussions on collective bargaining, which had been approved at the meeting of Sept. 18. Conway replied that the delay would have no effect on the seminars.

Alberta B. Ross, chairperson of the Committee on Administration, moved a resolution for that committee, the text of which had been mailed to each senator:

In order that faculty members may be informed of impending debate and decisions on issues of academic concern, abbreviated agenda should be published prior to meetings of certain faculty organizations. The purpose of making the agenda public is to make it possible for individual faculty members to communicate their own interests to their representatives on these bodies, which include the Academic Council, the Faculty Senate, the College Councils, the Graduate Council, the

University Committee for the Freshman Year of Studies, and the University Committee on Research and Sponsored Programs.

Prof. Vaughn R. McKim asked who would do the work called for by this motion. Ross replied that it would be voluntary on the part of each chairperson to supply the information to some suitable publication medium, perhaps through the publications office or bulletin boards. The motion was passed without dissent.

Press, chairman of the Committee on Faculty Affairs, distributed a three-page statement entitled, "Faculty Salaries One Year Later: A Follow-Up," and moved for the committee that the statement be approved by the senate and authorized for distribution to the administration and faculty. After some discussion Prof. Leslie H. Martin moved, seconded by DeSantis, to table the report until certain statements therein can be documented or modified. The motion was carried, 14 to 11.

Prof. Ronald H. Weber, speaking for Prof. Sheridan P. McCabe, chairman of the Committee on Student Affairs, reported that the committee has already drafted a questionnaire on the grade inflation problem, intended for circulation to the faculty, and that a copy will soon be mailed to each senator as a basis for discussion at the November meeting of the senate.

Conway reminded the senate that, at the meeting of Sept. 9, the report of the Committee on the Retired, with the exception of one item (recommendation C.5.), had been accepted with approval. C.5. had not been deleted, but a motion had been passed to postpone discussion thereof to a later meeting. Conway then invited further discussion of C.5. and asked the secretary to read the text:

C.5. Extend to each faculty member who has reached his 65th birthday the opportunity to continue in full-time employment, if he wished to do so, provided that he is capable of discharging his duties, subject to annual review. Alternatively, provision should be made for part-time teaching, for those who wish it.

Prof. Robert E. Rodes asked how the proposal differs from what is in effect now? Danehy replied that the present policy calls for automatic retirement on July 1 following the faculty member's 65th birthday unless the administration authorizes a specific exemption. Pleasants said he believes the present policy is consistent with the need of the faculty to grow. McKim noted that the proposal calls for a radical change in policy; it might be better, he suggested, to ask the administration to codify conditions under which exemptions are granted. Ross thought that "gradual retirement" might be considered as an alternative. Pleasants asked how individual requests for exemption from retirement are handled now. Most seemed to think that the matter was ordinarily handled by departmental CAP's. McKim thought that the senate should perhaps simply raise the question as to raising the mandatory retirement age from 65. Prof. John Lyon said that the administration is sympathetic to part-time employment for those over 65. Conway pointed out that there was as yet no motion on the floor, and declared a recess at 8:51 p.m. He reconvened the meeting at 9:08 p.m.

The chair ruled that, since at the Sept. 9 meeting it had been agreed simply to postpone discussion to a later meeting and this item was on the agenda for this meeting, a motion to include C.5. is now on the floor. Ross moved to amend by adding "...to the age of 70..." immediately after "...full-time employment..." The motion was seconded by Brady. Prof. V. Paul Kenney argued in favor of the present retirement age for the sake of "expanding opportunities to the newer and younger members of the faculty." Prof. Robert L. Anthony agreed with Kenney: "It is extremely vital to any institution to bring in younger men and newer ideas." Prof. William E. Biles favored the amendment as safeguarding the positions of the older persons already on the faculty and still quite valuable to the institution. Prof. Kenneth Milani described one case which illustrated the kind of inequity which can arise under the present arbitrary system. He agreed with the position which Lyon noted several faculty members had urged on him, namely, that a fixed, mandatory retirement age, not necessarily 65, be set. The amendment was defeated. Rodes moved, and was duly seconded, that C.5. be amended to read simply: "Afford retired faculty members the maximum possible opportunity for part-time teaching." Pleasants favored the amendment as consistent with his interpretation of the response of the retired. The motion to amend was passed without dissent. The motion to accept the amended C.5. as part of the report was passed. It was agreed that a copy of the report would be sent to each member of the retired, of the administration, and of the board of trustees, and that the report be printed in ND Report (see appendix to these minutes).

Tihen, chairman of the ad hoc committee which had prepared the CAP report spoke briefly on the meeting which his committee had held with several departmental chairmen who had accepted their invitation. There was a friendly exchange of opinions without any attempt to make

decisions. Tihen has suggested to Burtchae11 that his committee would be glad to meet with the steering committee of the Academic Council before the first meeting of the Academic Council.

Cushing, chairman of the CB Committee, reported that the committee has made arrangements for a meeting on Oct. 23 at which a professor from St. John's University will make a presentation, followed by a panel of Notre Dame faculty. Robinson (for ND AAUP) will request the national AAUP office to send someone from Temple University or Rutgers University and someone from the national office at a later date.

Kerby moved that the circulation of the CB report, previously approved for distribution, be delayed until Oct. 14 so that the administration's factual corrections, if any, may be incorporated, and the administration's comments, if any, may be appended. There was some discussion of the difficulty in distinguishing between fact and opinion. Cushing moved to amend by changing "...incorporated..." to "...included with the report...", and Kerby accepted this as a friendly amendment. The amended motion was passed without dissent.

Cushing moved that the report of the Committee on Faculty Affairs, presented by Press, and previously tabled, be removed from the table. DeSantis expressed the opinion that the motion was out of order. Cushing countered by quoting section 35 of Roberts' Rules, and the motion was seconded by Prof. William McGlinn. Martin thought that the new approach to the administration could be more prudently tested with a less controversial issue than a confrontation re salary. Lyon said that Cushing's motion does not propose an "informal" action, but a "private" rather than a "public" one. Biles said that the alleged weaknesses cited in justification of tabling the report in the first place have not yet been remedied. Both Pleasants and DeSantis concurred with Biles. The question was called and the motion failed to carry.

The meeting was adjourned at 10:08 p.m.

Absent but not excused were: James P. Dougherty, English; Harold F. Moore, philosophy; Arthur D. Quigley, electrical engineering; Thomas L. Theis, civil engineering.

Respectfully submitted,

James P. Danehy  
Secretary

## Appendix A

### I. Introduction

In the autumn of 1974 the Faculty Senate agreed that it would be well to assess as objectively and completely as possible the situation of the retired Notre Dame professor. A committee was authorized to "...construct, and send to each living emeritus, a questionnaire so that we can establish factually the range of:

- a. morale (spiritual well-being).
- b. income and economic well-being.
- c. professional activities.
- d. non-professional activities.
- e. unfulfilled aspirations."

In addition to bearing the responsibility for this survey the Committee on the Retired was asked "...to submit recommendations, along with the report on which they are based, to the Faculty Senate." It was hoped that these recommendations would deal with "...what might be done by cooperative efforts on the part of the administration, the faculty, and the retired to improve the human situation of the latter."

James T. Cushing, chairman of the senate, appointed James P. Danehy as chairman of the committee. Dolores Miller volunteered to serve, Danehy invited Fred Freeman, Conrad Kellenberg, Paul McLane, Willis Nutting, Julian Pleasants, and Robert Vasoli to serve, and the committee held its first meeting on Jan. 13, 1975.

With the cooperation of several offices a directory of Notre Dame retired professors, as complete as possible, was compiled. To the best of our knowledge, no such list has previously been available. There are 81 persons known to be living who have actually retired from the Notre Dame faculty as of April, 1975 -- 67 lay persons (66 men and one woman) and 14 members of the Congregation of Holy Cross. We have not included any individual who, although formally emeritus, is still on the university payroll for full-time teaching, and is not collecting TIAA benefits.

The committee is indebted to Jeri Falk, a graduate student in the Department of Psychology and Frank Murtaugh, an undergraduate, for the preparation of a first draft of the questionnaire. After some study and revision the questionnaire was mailed to each of the 81 retired persons with a cover letter on March 24, 1975. A follow-up was mailed on April 24, 1975 to those persons who had not yet responded. By May 1, 1975, 63 questionnaires had been completed and returned (78%). A sixty-fourth return was received several weeks later, after the others had been processed (80%).

Through the cooperation of Marlyn T. Ritchie a code book for transcribing the results onto Optiscan score sheets was devised by Bonnie Katz so that the results could be summarized in a computer print-out. The results have been transcribed onto a copy of the original questionnaire which is provided here, along with the cover letter, as Appendix A.

## II. A composite of the Retired Person\*

This strictly male group varies in age from 55 to 86, with 70% of them between 66 and 72 years.

The great majority of them still live within a reasonably short distance of the campus: 75% of them are residents of St. Joseph County, Indiana.

Of the 59 persons who responded to the questions concerning state in life, 75% are married, 7% are widowed, 17% are single, one person (2%) is separated from his wife, and none is divorced.

From the 55 persons who replied to the third question we learn that 65% of them retired in the last 5 years; 87% in the last ten years; and 95% in the last 15 years.

Of the 58 persons who responded to the fourth question, 7% retired before 65, 55% retired at 65, and 38% retired after 65. None of them would have preferred to retire earlier than they did, 57% of them were glad that they retired when they did, and 43% of them would have preferred to retire later (question #11).

The length of service given to Notre Dame is impressive:

Percentage of persons*	86	77	58	45	27	6
Employed more than, years	20	25	30	35	40	45

\*Based on 62 replies to question 7.

### II.A. Morale (spiritual and social well-being).

#### 1. Level of satisfaction with present life.

Retirement turns out to be quite fulfilling for the majority of ND retirees. Of the 60 persons who responded to question #62, 60% rated their present life as quite fulfilling, 38% rated it as moderately fulfilling, and only 2% (one person) rated it as fairly empty and without meaning.

Of the 60 persons who answered a closely related question (#51) 80% said they do not generally feel that they have a lot of time on their hands, 14% felt this way sometimes, but only 7% felt this way frequently. One wrote a comment (in Latin) that he liked having nothing to do.

Accentuating this general feeling of satisfaction are some excerpts from the open-ended question (#59) on how their situation might be improved. Since 33 persons did not respond we may assume that most of these were not dissatisfied enough to bother writing. Even of the 30 who wrote answers, five used the opportunity to express satisfaction rather than to give suggestions, and two of the five said they didn't see how their lot could be improved (these two were still working, if unofficially, and one of them also was active in the Harvest House program). As already quantified

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\*All statements and conclusions in this report, unless noted as exceptions, are based strictly on the 63 responses processed, and not on the 81 to whom the questionnaire was sent.

in section II of this report a majority (57%) were glad they retired when they did, but a substantial minority (43%) would have liked to retire later, and none would have retired earlier.

Of the 54 persons who responded to question #23, 53% would still like to be employed for compensation. Of the 25 persons who did not want to be employed, 88% expressed happiness in not having to keep a schedule (question #27).

A tentative conclusion from these questions is that for about half the retirees, retirement is good, but not as good as working, whereas the other half are glad to be done with working.

When asked (question #37) to judge how professors in general (not necessarily themselves) adapt to retirement, only 52% ventured an opinion. Of these, 34% thought professors adapted better than others, 47% thought they adapted as well, and 19% thought they adapted less well, but we do not know if this reflects their personal experience or their observations.

A possible general conclusion from questions #52, 51, 11, 59, and 37, is that Notre Dame's retired faculty have found a fulfilling life after retirement, although 43% would have liked to continue teaching longer. The picture of a grossly dissatisfied retiree forced into unfulfilling retirement at age 65 does not fit the majority of Notre Dame retirees. For the 43% who would have liked to continue working longer, it is not so much because their retired status is unfulfilling as that they found work more fulfilling and would like to have prolonged it. Dissatisfaction with obligatory retirement at age 65, though a minority position, was emphasized in the number of written-in comments to questions #12 and #59. Every one of the 14 written-in answers to #12 (recommended retirement age), emphasized that the choice should be made on an individual basis, case by case. Six of the 29 comments on how their situation could be improved emphasized the need for extended or part-time teaching for at least two or three years after age 65.

This generally successful adaptation and morale of the ND retiree may be correlated with certain favorable aspects of his social situation. Since this is an all-male sample, it is not surprising that 76% of those who responded (question #1) were still married, and only 9% were widowed or separated. The ten single members of a religious order still had the support of their community. 71% were still living where they were when they retired (question #17). Sixty-five per cent see their children or other close relatives monthly or oftener (question #50). Their social and intellectual relations with Notre Dame will be dealt with in the next section.

## 2. Communications with Notre Dame

Despite this generally successful adaptation of ND retirees, there is no room for complacency on the part of the University faculty and administration. The desire by 40-50% to carry on teaching or related activities after age 65 must be dealt with (see the section on unfulfilled aspirations). What will be elaborated on here will be the level of satisfaction with the way the University relates to them after their retirement.

The two way street of communication was indicated in answers to the following questions (bear in mind that 75% of these persons still live in St. Joseph County, Indiana):

### Question #

39 ND keeps in touch:	regularly	57%
	seldom	34%
	never	10%
40 Retiree attends ND events:	regularly	45%
	seldom	44%
	never	12%
41 Retiree:	attends social events	17%
	" sports events	26%
	" educational events	16%
	uses library	33%
	has consultations	
	with colleagues	16%

42 Feeling of interest in and loyalty to ND on part of retiree:	very much	85%
	casual	11%
	not much	5%
	none	0
43 Feeling of interest in and loyalty to retiree on part of ND:	very much	44%
	casual	28%
	not much	25%
	none	5%

This dissatisfaction is reflected in their desire for more communication as summarized below:

Question #

53 Would like weekly calendar	75%
54 Use University Club: frequently	16%
	rarely 29%
56 Would like semester course information	55%
57 Now receive word about departmental social events	55%
58 Percent of those not receiving word who would like to do so	48%

Of the 29 who gave individual answers as to how their situation might be improved, 9 complained about lack of communication from ND, 5 others complained of lack of contact with ND and with other retirees. Others suggested activities to improve social contact: one, an organization of retirees; another, a newsletter; another, contact at Harvest House.

Notre Dame has a special opportunity in the fact that 75% of its retirees live in St. Joseph County and that 85% of all its retirees maintain very much interest in and loyalty to ND even though only half as many feel that ND reciprocates it. Thus a greater effort on the part of ND to maintain contact with its retirees would help to improve the social morale of half the retirees.

III.B. Physical well-being.

The health of ND faculty retirees is generally quite good: perhaps surprisingly so for a group 70% of whom are between 66 and 72 years old. From questions #32-34, to which everyone replied, we learn that:

- 30% considered their health excellent, 41% good, 24% fair, and only 3% poor.
- However, 44% did acknowledge chronic ailments. Of the 51 complaints cited circulatory accounted for 16%, visual 12%, auditory 12%, arthritis, diabetes, and respiratory ailments 10% each, digestive 8%, orthopedic and paralysis 6% each, and all else 10%.
- One regarded age itself as an ailment and one considered life itself to be one long disease.

III.C. Economic well-being.

1. Terminal Salary

The 57 replies to question #10 provide the frequency distribution of annual salaries at the time of retirement over a very wide range: from "less than \$5,000" to "\$25,000 and over." In view of the fact that about 65% of these salaries became terminal over a five-year period (1970-1974), and that about 87% of them became terminal over a ten-year period (1965-1974), it is not meaningful to calculate an arithmetic mean. Nevertheless the conclusion seems inescapable that the relative improvement of faculty salaries during the last 10 to 15 years has not been shared by many of the older members of the faculty: the number who have retired at \$14,000 or less (including six persons at half or less than that) is 56% of the total respondents.



## 2. Average retirement income.

The 55 replies to question #15 show us that about an equal number are either in abject poverty (6) or enjoying affluence (7), and additional 38% are in straitened circumstances (\$5,000-9,000), while the remaining 38% should be fairly well off (\$9,000-17,000). As a matter of fact, of the 61 persons who replied to question #16, 56% claim to be "comfortable."

## 3. Ranked sources of income.

From the 52 replies to question #13 a clear conclusion emerges: that the single most important source of primary income is Social Security, and the single most important source of secondary income is TIAA and CREF in the various possible combinations.

## 4. Medical insurance.

It appears that everyone has some form of medical insurance; a clear majority of them are covered by the expected Medicare plus Blue Cross/Blue Shield supplement. It is a disturbing surprise, however, that only 37 persons consider themselves covered by Major Medical Insurance. Since all persons who retired in 1964 or later are covered, at least eleven additional persons, who do not realize it, are covered.

### III.D. Activities: Professional and nonprofessional

Of the 54 persons who replied to question #23, 52% expressed a desire for continuing employment with compensation, but 88% of the 48% who did not, find one happiness is "not having to keep a schedule." Gradual retirement, as permitted by the recent approval of part-time appointments for a few years following retirement, was favored for both psychological and financial needs by 52% of the 51 persons who replied to questions 24 and 25, with teaching the preferred mode of 54% of those who replied to question #26.

For a variety of reasons, 73% of the 60 persons who answered question #28 are not interested in doing informal teaching without compensation. For the 7% who can fit such teaching into their activities, individual guest lectures, undergraduate advising, "study" sections, tutoring, and mini-courses are preferred. These and other types of uncompensated teaching activities are an ongoing part of the retiree's activities in a few instances, and 27% are continuing with their research or would like to do so.

Teaching assignments (without compensation) are not sought, more than likely, because the Notre Dame retiree is a pretty busy person already. Many are on campus regularly (43%) or at least once and a while (41%). The library continues to provide useful services, and sports-fan-ship doesn't end on retirement. Although attending classes is not too popular, other educational events are frequented. Moreover, some retirees (about 25%) are maintaining contact with colleagues in professional consultation and the various social hours.

In terms of present activities, 30% of the retirees are pursuing professional writing and research, and 17% attend professional meetings. Part of the latter may account for traveling in the U.S. (42%), but visiting members of the family may be an additional incentive. Travel abroad occupies many (24%), and retirement has brought time for hobbies (41%) and community affairs (25%). Church activities continue (32%), but only a few (5%) are active in political affairs. Besides these broader categories of activities, 25% have special "projects" that can be pursued now.

Given that profile, it is of interest to note the relevant increases and decreases in activities with retirement. Hobbies are up for many (44%), but down for a few (6%). Travel has increased (about 38%) for some of the retirees, and decreased for others (44%). Community activities rose for 17%, but dropped for 13%. Although professional activities have increased for some since retirement (14%), a large number (81%) report a decrease--not unexpected, of course.

Overall, then, the focus of activities has shifted with retirement, but activity level per se remains high. There is an indication that another shift would occur if University-sponsored programs were extant, both for professional activities and travel. Right around home-base, however, there is much to do and our retirees are doing it, roughly, in this order of frequency: driving; gardening; attending general social functions; going to movies, concerts, theatre. Playing cards, golf, and engaging in handicrafts represent, by comparison, more intermediate interests, with

swimming, bicycling, and tennis at the lower end of the activity range. A number of special interests were also cited as regular activities instead of or concomitant with many of the foregoing.

### III.E. Unfulfilled needs and aspirations.

#### 1. Inadequacy of income.

That this is not a general problem has already been demonstrated in section III.C. of this report; a clear majority claim to be "comfortable." But the same section documents the facts that at least 10% are in miserable circumstances, and at least another 30% had good reason not to class themselves as "comfortable." Of the approximately 40% who did not consider themselves comfortable, half admitted that they had to "cut back on many items", and the other half were divided equally between those who were forced to "eliminate many items" and those whose "income no longer covers basic expenses." It is highly significant that, of the 28 persons who replied that they would like to continue to be employed for compensation (question #23), 27 stated that this employment would fulfill a financial need (question #25). Question #59, which called for specific comments concerning the retirement situation, elicited a number of dignified, restrained plaints. One would like to live out his remaining span "without the constant stress of worrying how to make ends meet." Another would like to "envision enough income to repair his old house, take an occasional short vacation, and not worry about hospital expenses for himself and his ailing wife.

There are so few of these persons, less than a dozen. It would take so little money to solve this problem of a real part of the University community.

#### 2. Continuing relation of the retirees to Notre Dame.

It is no surprise that 83% of a group, 86% of whom were employed at Notre Dame for more than twenty years, are still "very much" interested in and loyal to Notre Dame. Only three persons (less than 5%) would say that they were "not much" interested. But only 43% of the 58 persons who replied to question #43 believe that Notre Dame is equally interested in them. Indeed, 24% of them feel that Notre Dame is "not much" interested in them. Several persons expressed specific dissatisfaction with the impersonal, "mechanical" way in which the retirement ceremony at the annual dinner disposed of 25-45 years of service to Notre Dame. The summary removal from University mailing lists upon retirement is another irritant. One person wrote bluntly that University officials should stop talking about the "Notre Dame Family" unless they were prepared to "take some of their time (not somebody else's) to show a real and personal concern for retired faculty members."

#### 3. Continued paid employment.

This problem is closely related to, but is not identical with, the problem of inadequate income. Everyone answered question #11, and 43% of them "would rather have retired at a later age." Of the 54 persons who replied to question #23, 52% "would like to continue to be employed for compensation," and of the 60 persons who replied to question #28, 73% would not "be interested in doing informal teaching activity without compensation." Two persons specified the need for "meaningful employment," and three persons would like the administration to "...extend tenure at least to 68 years."

#### 4. Organization for retirees and their spouses.

Six of the persons who replied to the final question ("How do you feel your retirement situation might be improved?") would like to see a social organization of the retired and their spouses. This should be rather easy to accomplish, since 75% of the 81 living retirees reside in St. Joseph County, Indiana. The determined initiative of a few persons, with a modest amount of assistance from the administration, should suffice to launch this enterprise. Several persons would like to have a newsletter circulated among the retirees.

### IV. Recommendations

#### A. To the Retired Themselves

1. Organize. Circulate a newsletter. Have social get-togethers. Almost three-quarters of you (60-81) live in South Bend, Mishawaka, or Notre Dame.

B. To the Faculty

1. If requested, assist the retired in organizing and operating a club. (See re-comm. 1 to the retired themselves.)
2. Provide that two members of the Faculty Senate shall be emeritus members of the faculty, elected by the emeriti themselves.
3. Faculty members who are approaching retirement should take full advantage of the counselling service available to them in the Personnel Office, whose staff is knowledgeable concerning the range of fringe benefits and the several alternatives within the pension plan. The staff can provide valuable assistance in deciding which alternative option should be selected in view of present and future family responsibilities as well as immediate needs at time of retirement. Prospective retirees should also visit the local Social Security office for pertinent information.
4. Faculty members should consider making additional, voluntary contributions to the University pension fund (TIAA-CREF), with or without tax shelter provision, as a way of increasing their retirement income.

C. To the Administration

1. Assist the retired in organizing and operating a club. Make available to them a room in the University Club or in the CCE at stated hours or on special occasions as requested. (See re-comm. A.1.)
2. Continue the name of each emeritus, resident in St. Joseph County, Indiana, on the mailing list for:
  - a. Notre Dame Report.
  - b. Notre Dame Magazine.
  - c. Notre Dame weekly calendar.
  - d. Faculty Manual and revisions thereof.
  - e. Applications for faculty football tickets.
3. Notify each emeritus, not resident in St. Joseph County, Indiana, that he may receive any or all of the items listed in recommendation C.2, by so indicating on a post-card provided. (Recommendations C.2. and C.3. imply that every effort be made to maintain an up-to-date directory of the retired.)
4. Grant permission to each retired person and spouse to audit any course offered at Notre Dame.
5. Afford retired faculty members the maximum possible opportunity for part-time teaching.
6. Guarantee that each person who has retired from the Notre Dame faculty will receive an annual income of not less than \$7,000, including social security, for the calendar year 1975, adjusted in subsequent years for increases in cost of living.
7. Each November the administration should publish in ND Report: the number of faculty (65 or 66 years of age, with more than 20 years of service) who retired the past May; the average years of service of these persons; their average University retirement income (TIAA, CREF, and funded past service, corrected for tax shelter additions).
8. If any change in benefits is made by the University, the Personnel Office should immediately inform those retirees whom it affects. (Cf. Section III. C.4 of this report.)

Fred E. Freeman  
Conrad L. Kellenberg  
Paul E. McLane  
Dolores Miller  
Willis D. Nutting  
Julian R. Pleasants  
Robert H. Vasoli  
James P. Danehy, Chairman

## Survey of Notre Dame's Retired Faculty—April, 1975

### I. Letter

March 24, 1975

Dear Colleague:

At a meeting last autumn the Faculty Senate established a Committee on the Retired and charged it with a threefold responsibility:

- a. to construct a questionnaire
- b. to conduct a survey and write a factual summary of the results
- c. to submit recommendations, along with the report on which they are based, to the Senate

The purpose of this effort is to determine, by going directly to the source, what is the total situation of the retired professor so that the retired themselves, the continuing faculty, and the administration can consider what might be done by cooperative efforts to improve the human situation of the retired.

The committee, consisting of Fred Freeman, Conrad Kellenberg, Paul McLane, Dolores Miller, Willis Nutting, Julian Pleasants, Robert Vasoli, and James Danehy (chairman), has worked actively since January, 1975. They have so far accomplished two objectives:

- a. the first complete roster of the retired: both names and addresses
- b. completion of the questionnaire mentioned above

By this letter we are now seeking your cooperation. Please complete the enclosed questionnaire, place it in the stamped envelope provided, sign the envelope, and mail. Your response will be treated in a completely confidential fashion: no one will ever know (or even want to know) what individual prepared any particular return. But we do need your signature on the envelope for two reasons. First, we must be sure that we receive returns only from bona fide retired professors. Second, we want a check-list of those who have not responded so we can write them a second time. The person who opens the envelopes will not look at the returns and will separate the envelopes from the returns before the latter are examined.

You will hear from us again. We will share with you the results of this survey, and it may well be that we will invite you to participate in some cooperative programs growing out of your own suggestions.

We hope to hear from each one of you very soon.

Sincerely yours,

James P. Danehy  
Chairman  
Committee on the Retired

### II. Questionnaire

Age See below Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Sex \_\_\_\_\_ 63 \_\_\_\_\_ Male \_\_\_\_\_ 0 \_\_\_\_\_ Female

Age of Retired Notre Dame Faculty in April, 1975

<u>Age</u>	<u>Number of persons</u>	<u>Age</u>	<u>Number of persons</u>
55	1	73	1
65	3	75	1
66	7	76	3
67	8	78	2
68	6	79	1
69	5	80	1
70	7	81	2
71	5	83	2
72	6	86	1
		Total	62*

\*One person did not give his age.

Where available, please circle the number in front of the alternative most applicable to you.

1. What is your current marital status: 59 replies  
44 Married 10 Single 4 Widowed 0 Divorced 1 Separated
2. Are you a member of a religious order? 57 replies  
11 Yes 46 No
3. When did you retire? 55 replies  
1 Before 1950  
0 1950-1954  
2 1955-1959  
4 1960-1964  
12 1965-1969  
36 1970-1974
4. At what age did you retire? 58 replies  

<u>3</u> Before 60	<u>32</u> 65
<u>0</u> 60	<u>7</u> 66
<u>0</u> 61	<u>4</u> 67
<u>0</u> 62	<u>5</u> 68
<u>1</u> 63	<u>2</u> 69
<u>0</u> 64	<u>4</u> 70 or after
5. If your retirement was early (before 60), was it because of disability? 1 Yes 2 No
6. Were you employed full-time or part-time when you retired? 60 replies  
54 Full-time 6 Part-time
7. How long were you employed by Notre Dame: 62 replies  

<u>1</u> 5 years or less	<u>8</u> 31-35 years
<u>1</u> 6-10 years	<u>11</u> 36-40 years
<u>4</u> 11-15 years	<u>13</u> 41-45 years
<u>3</u> 16-20 years	<u>4</u> 46-50 years
<u>5</u> 21-25 years	<u>0</u> over 50 years
<u>12</u> 26-30 years	
8. Immediately before retirement, were your duties primarily: 62 replies  
42 Teaching  
3 Research  
8 Administration  
9 Other. SPECIFY \_\_\_\_\_

9. With which department or program were you primarily connected?

Departmental Affiliation of Notre Dame Retired Faculty in April, 1975 (Question #9)

Department	Number	Department	Number
Accounting	2	Finance	2
Administrn.	3	General Prog.	1
Aero-Mech.	3	History	2
Architectr.	1	Law	4
Art	2	Library	2
Bus. Admn.	1	Marketing	1
Chemistry	1	Mathematics	1
Civil Eng.	1	Mod. & Cl. Lng.	7
Earth Sci.	1	Music	1
Economics	3	Philosophy	1
Education	3	Physical Ed.	1
Engr. Sci.	1	Physics	2
English	8	Radiatn. Lab.	1
		Total	56*

\*Seven persons did not reply.

10. What was your academic year salary (9 months) at retirement:

57 replies

<u>1</u>	less than \$5,000	<u>4</u>	\$11,000-\$11,999	<u>3</u>	\$18,000-\$18,999
<u>1</u>	\$5,000-\$5,999	<u>6</u>	\$12,000-\$12,999	<u>1</u>	\$19,000-\$19,999
<u>0</u>	\$6,000-\$6,999	<u>5</u>	\$13,000-\$13,999	<u>5</u>	\$20,000-\$20,999
<u>4</u>	\$7,000-\$7,999	<u>4</u>	\$14,000-\$14,999	<u>0</u>	\$21,000-\$21,999
<u>3</u>	\$8,000-\$8,999	<u>6</u>	\$15,000-\$15,999	<u>1</u>	\$22,000-\$22,999
<u>4</u>	\$9,000-\$9,999	<u>3</u>	\$16,000-\$16,999	<u>0</u>	\$23,000-\$24,999
<u>4</u>	\$10,000-\$10,999	<u>1</u>	\$17,000-\$17,999	<u>1</u>	\$25,000 and over (? or more?)

11. Based upon your experience, would you rather have retired at:

63 replies

0 an earlier age  
27 a later age  
36 the time you did

12. If one's income will be sufficient to live on somewhat comfortably, would you advise persons still employed to retire at about:

36 replies

4 62                      3 67  
0 63                      4 68  
0 64                      0 69  
15 65                     8 70  
2 66                      0 Other: SPECIFY \_\_\_\_\_

13. Chief sources of your income in 1974. Rank order the three sources most important to you: insert "1" for the chief source; "2" for the next most important source; "3" for the third most important:

Source	Relative importance		
	1st	2nd	3rd
TIAA	10	12	3
CREF	0	3	0
TIAA-CREF (50-50)	2	4	5
Funded past service	1	0	0
Your Social Security	16	14	7
Spouse's Social Security	0	2	5
Annuities other than TIAA-CREF	0	0	0
Rentals	2	0	1
Aid from friends-relatives	1	1	0
Interest income	3	4	10
Dividends	3	1	3
Savings	0	1	2
Royalties on writings	1	1	1
Royalties on patents	0	0	0
Current employment	5	2	3
Welfare aid	0	2	0
Other	<u>8</u>	<u>1</u>	<u>5</u>
	52*	48	45

\*Eleven persons (16%) did not answer this question.

14. Which of the options available under TIAA did you choose?

50 replies

8 TIAA Options  
4 Single Life Annuity  
15 Two-Third Benefit To Survivor  
20 Full Benefit To Survivor  
3 Installment Refund

15. In retirement, what was your average income over the last three years?

55 replies

<u>2</u>	Less than \$2,000	<u>3</u>	\$10,000-\$10,999
<u>1</u>	\$2,000-\$2,999	<u>3</u>	\$11,000-\$11,999
<u>1</u>	\$3,000-\$3,999	<u>3</u>	\$12,000-\$12,999
<u>2</u>	\$4,000-\$4,999	<u>1</u>	\$13,000-\$13,999
<u>6</u>	\$5,000-\$5,999	<u>1</u>	\$14,000-\$14,999
<u>3</u>	\$6,000-\$6,999	<u>0</u>	\$15,000-\$15,999
<u>9</u>	\$7,000-\$7,999	<u>1</u>	\$16,000-\$16,999
<u>3</u>	\$8,000-\$8,999	<u>2</u>	\$17,000-\$17,999
<u>9</u>	\$9,000-\$9,999	<u>5</u>	\$18,000 or more

16. How would you characterize the life-style your retirement income allows?

61 replies

<u>34</u>	Comfortable
<u>13</u>	Increased costs have mad me cut back on many items
<u>7</u>	Increased costs have made me eliminate many items
<u>7</u>	Income no longer covers basic expenses and I must use savings to supplement income.

17. Are you currently in the same living quarters in which you were living when you retired?

63 replies

45 Yes    18 No

18. If your answer to Question 17 is "No," are you now living in:

12 replies

<u>4</u>	less expensive living quarters
<u>8</u>	more expensive living quarters

19. If your answer to Question 18 is "Less Expensive," was this for economic reasons?

5 replies

3 Yes    2 No

20. Do you currently live in:

62 replies

<u>43</u>	Your own house or condominium
<u>1</u>	Rented house
<u>9</u>	Rented apartment
<u>1</u>	The home of a friend or relative
<u>0</u>	Nursing home
<u>8</u>	Other: SPECIFY _____

21. What type of community do you currently live in?

57 replies

<u>2</u>	Retirement community
<u>30</u>	Urban
<u>21</u>	Suburban
<u>4</u>	Rural

22. With whom do you live? (check more than one if appropriate)

51 replies

<u>37</u>	Spouse
<u>0</u>	Friend
<u>2</u>	Child/Children
<u>1</u>	Other relative(s)
<u>4</u>	I live alone
<u>4</u>	Communal arrangement (e.g., as in religious order; nursing home, etc.)
<u>3</u>	Other

23. Would you like to continue to be employed for compensation?

54 replies

28 Yes    25 No

24. The Academic Council has recently approved part-time appointments, which ostensibly include those just retired, that permits a "gradual retirement." If university policy had permitted it, would teaching half-time or one class a semester (say, at what social security allows without penalty) for two or three years after your retirement fulfill a psychological need?

51 replies

26 Yes    25 No

25. Would the proposition raised in Question 24 fulfill a financial need?

52 replies

27 Yes    25 No



26. If you were employed for compensation, which would you prefer?

46 replies

25 Teaching  
5 Research  
7 Administration  
9 Other: SUCH AS \_\_\_\_\_

27. If your answer to Question 23 is "No," are you happy in not having to keep a schedule, as far as a job is concerned?

24 replies

22 Yes      2 No

COMMENTS: \_\_\_\_\_

28. Would you be interested in doing informal teaching activity without compensation?

16 Yes      44 No

60 replies

29. Which of these types of uncompensated informal teaching are you now doing or would like to do?

	Now doing	Would like to do
Giving individual lectures in a course by invitation of the instructor	1	6
Acting as officially assigned advisor for undergraduates in my field	1	5
Directing scheduled question-and-answer sessions for a course in my field	1	6
Tutoring individual students for special reasons of need	3	5
Teaching all or part of a seminar-type course such as Collegiate Seminar or Non-Violence Program Seminar	2	3
Teaching a mini-course of several weeks (credit course)	1	5
Teaching in the Free University	1	2
Taking part in interdisciplinary seminars or panel discussions among faculty members on specific topics	2	3
Other: SPECIFY	9	

30. Do you carry on any research at Notre Dame?

58 replies

16 Yes      42 No

31. Would you like to do research or do more than you are doing?

52 replies

17 Yes      35 No

32. Generally, how is your physical health?

63 replies

19 Excellent  
26 Good  
15 Fair  
2 Poor

33. Do you have any chronic physical ailments?

62 replies

27 Yes      35 No

34. If your answer to Question 33 is "Yes," in what general areas? (answer more than one if necessary)

<u>8</u> Circulatory	<u>5</u> Respiratory	<u>7</u> Other: SPECIFY _____
<u>0</u> Cancer	<u>5</u> Diabetes	
<u>3</u> Paralysis	<u>3</u> Orthopedic	
<u>5</u> Arthritis	<u>4</u> Digestive	
<u>5</u> Auditory	<u>6</u> Visual	

35. Are you covered by (circle more than one if appropriate)
- 51 Medicare  
45 Blue-Cross/Blue Shield  
37 Major Medical Insurance  
11 Other. SPECIFY \_\_\_\_\_  
0 None of the above
36. How far in advance of retirement should presently employed university staff plan for retirement? 50 replies
- 15 more than 20 years in advance  
2 15-19 years  
9 10-14 years  
14 5-9 years  
10 Less than 5 years
37. How do you rate professors, in terms of adjustment to retirement, with other professionals? 60 replies
- 15 They adjust as well  
6 They do not adjust as well  
11 They adjust better than most groups  
28 I don't know  
 COMMENTS: \_\_\_\_\_
38. How should colleges aid present employees to prepare for retirement? (circle more than one if appropriate)
- 16 Regular seminars and discussions about retirement.  
15 Bring back retired professors to tell them how it is.  
9 Encourage them to attend classes to develop and awaken new interests.  
22 Bring in Social Security and other experts to give information.  
33 Work to improve the retirement benefits.  
2 Colleges should not engage in these activities.  
15 Provide for representation of the retired on Faculty Senate.  
7 Other: SPECIFY \_\_\_\_\_
39. How often does Notre Dame keep in touch with you? 60 replies
- 6 Never                      20 Seldom                      34 Regularly
40. How often do you return for university events? 60 replies
- 7 Never                      26 Seldom                      27 Regularly
41. Are you participating in any of the following at Notre Dame (circle more than one if appropriate)
- 17 Social hours  
26 Sports events as a spectator  
16 Attending educational events  
1 Attending classes without tuition charges  
33 Using the library  
16 Consultation with other professionals  
9 Other: SPECIFY \_\_\_\_\_
42. Do you still feel an interest in and loyalty for Notre Dame? 62 replies
- 52 Yes, very much so  
7 Yes, but very casual  
3 No, not much  
0 None
43. Do you feel that Notre Dame still has an interest in and loyalty to you? 58 replies
- 25 Yes, very much so  
16 Yes, but very casual  
14 No, not much  
3 None

44. Please check the activities that you engage in now:

<u>16</u> Community affairs	<u>26</u> Hobbies
<u>11</u> Professional meetings	<u>20</u> Church
<u>27</u> Travel in U.S.	<u>15</u> Travel abroad
<u>3</u> Political activities	<u>19</u> Professional writing or research
<u>16</u> Other: SPECIFY _____	

45. Please check activities in which your participation has increased since retirement:

<u>11</u> Community affairs	<u>28</u> Hobbies
<u>4</u> Professional meetings	<u>7</u> Church
<u>16</u> Travel in U.S.	<u>8</u> Travel abroad
<u>1</u> Political activities	<u>8</u> Professional writing or research
<u>8</u> Other: SPECIFY _____	

46. Please check activities in which your participation has decreased since retirement:

<u>8</u> Community affairs	<u>4</u> Hobbies
<u>32</u> Professional meetings	<u>2</u> Church
<u>16</u> Travel in U.S.	<u>12</u> Travel abroad
<u>8</u> Political activities	<u>19</u> Professional writing or research
<u>6</u> Other: SPECIFY _____	

47. Please check activities in which your participation would increase if the structure and/or opportunities for them were arranged through the auspices of Notre Dame:

<u>5</u> Community affairs	<u>8</u> Hobbies
<u>16</u> Professional meetings	<u>3</u> Church
<u>13</u> Travel in U.S.	<u>16</u> Travel abroad
<u>2</u> Political activities	<u>8</u> Professional writing or research
<u>4</u> Other: SPECIFY _____	

48. Do you engage regularly in any of these activities? (circle more than one if appropriate)

<u>12</u> Golf	<u>1</u> Tennis
<u>6</u> Swimming	<u>5</u> Bicycling
<u>39</u> Driving an auto	<u>22</u> Attending social functions
<u>14</u> Card games	<u>19</u> Going to movies, concerts, or the theatre
<u>28</u> Gardening	<u>11</u> Handicrafts
<u>12</u> Other: SPECIFY _____	

49. On the average, how many hours per day do you engage in any activity outside the home (including shopping, visiting, etc.)?

56 replies

<u>6</u> 8 or more hours
<u>9</u> 5-7 hours
<u>24</u> 2-4 hours
<u>13</u> 1-2 hours
<u>4</u> I seldom leave my home

50. How often do you see your children or other members of your immediate family?

55 replies

<u>14</u> Daily
<u>10</u> Weekly
<u>12</u> Monthly
<u>19</u> Annually (or less often)

51. Do you generally feel that you have a lot of time on your hands with very little to do?

60 replies

<u>4</u> Yes, very frequently
<u>8</u> Yes, sometimes
<u>48</u> No

52. Would you rate your present life as:

60 replies

<u>35</u> Quite fulfilling
<u>23</u> Moderately fulfilling
<u>1</u> Fairly empty and without meaning
<u>1</u> Other: SPECIFY _____

53. Would you like to receive the Notre Dame weekly calendar of events?  
     44 Yes      15 No      59 replies
54. Do you use the University Club?  
     10 Frequently  
     18 Rarely  
     35 No      63 replies
55. If your answer to Question 54 is "No," is the membership fee the main obstacle?  
     10 Yes      31 No      41 replies
56. Would you like to receive the Bulletins of Information about courses and the course schedules for each semester?  
     32 Yes      27 No      59 replies
57. Do you receive word from your Department about departmental picnics and parties?  
     33 Yes      28 No      61 replies
58. If your answer to Question 57 is "No," would you like to receive word of these events?  
     13 Yes      14 No      27 replies

#### Fringe Benefits and Services for Retired Faculty

All retired faculty are issued identification cards by the Personnel Department. The ID cards will be issued in September and will be helpful to continue to receive the advantage of campus facilities and services extended to all faculty members.

Listed below are the benefits and services that are available to retirees:

Parking - Decals for automobiles are issued by the Security Department.

Library - All facilities available.

Bookstore - Discounts continue to retirees.

Athletic and Convocation Center - All facilities available.

Golf Course - Retirees may play the course free of charge Monday through Friday. Normal charge on Saturday and Sunday.

Office space to the extent that space is available.

Life Insurance - At age 65 the life insurance policy will be reduced to an amount in accordance with the Master Policy. The cost will continue to be \$.60 per thousand per month.

Major Medical Insurance - Continues for retiree and spouse in retirement. The maximum coverage is reduced to \$10,000.

Blue Cross-Blue Shield - The policy is cancelled at age 65. Retirees must apply for the Blue Cross supplement and Medicare about three months prior to age 65. The University reimburses faculty members who have appointments beyond their 65th birthday for the cost of their Blue Cross supplement. Spouses who are under age 65 when a faculty member retires may continue the Blue Cross coverage through the University group policy.

Auto Insurance - Can be continued on a direct billing basis after retirement.

Homeowners Insurance - Can be continued on a direct billing basis after retirement.

Tuition - Benefits continue for children of retired faculty members who have completed 25 years of service at the University.

Credit Union - Persons eligible to become members of the University of Notre Dame Credit Union include all employees of the University of Notre Dame and retired employees.

## Notre Dame Mail Service Schedule

The following is a schedule of daily mail service from the Campus Mail Room and Notre Dame U.S. Post Office:

1. Mail leaves Campus Mail Room (Administration Building) for Notre Dame Post Office:  
10:30 a.m. by warehouse truck  
3:30 p.m. by warehouse truck
2. Mail leaves Notre Dame U.S. Post Office for central processing at South Bend Post Office:  
1:20 p.m. by U.S. Mail truck  
4:30 p.m. by U.S. Mail truck
3. Direct pickup by South Bend Post Office from "snorkel" box outside Notre Dame Post Office:  
5:15 p.m. (Campus mail room does not make deliveries to this box.)  
Note: Metered mail can be deposited, but if any metered mailing exceeds 25 pieces it must be "faced" and banded-  
i.e. all envelopes must face the same way and be banded  
with rubber bands.
4. Late deliveries by special messengers to Notre Dame Post Office:

The Notre Dame U.S. Post Office will accept deliveries up to 4:45 p.m. for processing the same day. This mail is picked up by the South Bend Post Office at 8:30 p.m.

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## 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. 7  
December 12, 1975



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Printing and Publications Office, 415 Administration Building  
Notre Dame, Indiana 46556  
219:283-1234

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