

'75-'76

# notre dame report

December 26, 1975

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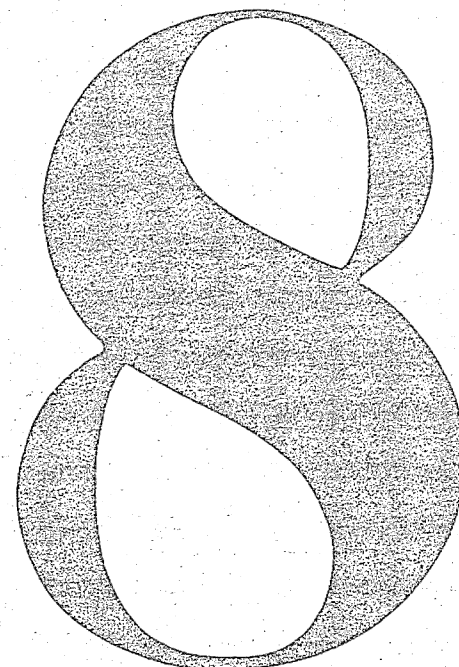
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# the university

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## Civil Rights Center To Study Clemency

The Center for Civil Rights has received a \$225,000 Ford Foundation grant to study the operation of the draft and military justice systems during the Vietnam period.

Among objectives of the study are examination of the causes which prompted demands for clemency or amnesty; identification of ways in which draft and military law might be made more responsive to such situations; the impact of President Ford's clemency program on applicants, and analysis of those eligible but not applying, as well as those precluded from participating. The study will also examine problems encountered by the Selective Service System in administering the alternative service part of the program. (The application phase of the clemency program ended last March 31, and it is estimated that 20 per cent of those eligible had participated. Notre Dame's president, Rev. Theodore M. Hesburgh, C.S.C., was a member of the Clemency Board, which finished its work Sept. 15.)

The year-long study will be conducted from a Washington office of Notre Dame's Center, which was established in 1973 by a Ford Foundation grant and is associated with the University's Law School. The director of the Center is Donald P. Kommers, and the director of the study is Lawrence M. Baskir, former general counsel and staff director of the Presidential Clemency Board.

## Church Symposium

A symposium to bring together American Catholic bishops, major religious superiors, college and university presidents and other scholars to find ways for increasing collaboration between the academic and other sectors of the American Church will be held at the Center for Continuing Education Jan. 11-13.

Entitled "Evangelization in the American Context: The Pastoral Presence in an Open Society," the meeting is sponsored by Notre Dame in collaboration with Most Rev. William D. Borders, D.D., Archbishop of Baltimore, and the United States Catholic Conference (USCC).

The symposium is funded by Lilly Endowment, Inc., the Raskob Foundation for Catholic Activities, Inc. and an anonymous donor.

## Metallurgy Honors

Three professors in the University of Notre Dame's Department of Metallurgical Engineering and Materials Science have been honored recently by professional organizations. Nicholas F. Fiore, department chairman, has been named president-elect of Alpha Sigma Mu, national metallurgical and materials engineering honor society.

Associate Professor Albert E. Miller has received the Adams Memorial Award from the American Welding Society for "outstanding performance in the teaching of welding."

The International Institute for the Science of Sintering has recognized the pioneering powder metallurgy research of Prof. George C. Kuczynski by establishing the Kuczynski Medal. The award will be presented quadrennially to the author of the best paper published in its journal, *Physics of Sintering*. A purpose of the Institute is to encourage scholarly interchange in the field of sintering between researchers in Eastern Europe and the West.

## Music Department Spring Semester Concerts

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

Wednesday, Jan. 21 -- Richard Morris, Piano. All Debussy Program. Library Auditorium  
Sunday, Feb. 1 -- Sue Henderson Seid, Organ. Sacred Heart Church  
Wednesday, Feb. 4 -- Becky Stauffer, Soprano. Library Auditorium  
Wednesday, Feb. 11 -- Woodwind Quintet. Sacred Heart Church  
Wednesday, Feb. 25 -- William Cerny, Piano. Library Auditorium  
Sunday, Feb. 29 -- David Isele, Organ. Sacred Heart Church  
Wednesday, March 3 -- Marjorie Hayward Madey, Soprano and Patrick Maloney, Tenor. Library Auditorium  
Wednesday, March 24 -- Notre Dame Glee Club. Washington Hall  
Friday, March 26 -- Notre Dame Concert Band. A.C.C.  
Wednesday, April 7 -- Notre Dame Chorale. Washington Hall  
Sunday, April 11 -- Lenten Choral Service. Sacred Heart Church  
Sunday, April 25 -- Notre Dame Chorus. Washington Hall  
Sunday, May 2 -- Notre Dame Orchestra. Washington Hall, 4 p.m.

## Day Care Center

The Early Childhood Development Center is in the process of registering children for the second semester. The Center offers both fulltime Day Care and part-time Developmental Programs for the Saint Mary's College/Notre Dame Community. For information regarding programs available and tuition please contact Terri Kosik at 284-4150.

# faculty notes

## Appointments

Fred H. Baumer, Jr., assistant comptroller since 1967, has been named comptroller of the University. Baumer succeeds Richard M. Lynch.

James H. Powell has been appointed assistant director of the Center for Continuing Education. Powell has served as conference coordinator since 1974.

## Honors

Henry Hare Carter, professor emeritus of modern and classical languages, has been elected corresponding member of the Academy of Sciences in Lisbon, Portugal.

Eugene W. Henry, professor of electrical engineering, was elected to the Steering Committee of the Midwest Regional Council of the Society for Computer Simulation at the meeting on "Simulation of Transients in Electrical Generation and Transmission" in Detroit Nov. 17.

Rev. Ernan McMullin, professor of philosophy, has been elected chairman of Section L (History and Philosophy of Science) of the American Association for the Advancement of Science.

Brother Leo V. Ryan, C.S.V., dean of the College of Business Administration, has been elected to the boards of Vilter International and Vilter Sales and Construction Company of Milwaukee.

Julian Samora, professor of sociology and anthropology, has been appointed a member of the Census Advisory Committee on the Spanish Origin Population for the 1980 Census.

## Activities

The following faculty of the Department of Aerospace and Mechanical Engineering presented papers at the American Physical Society meeting in College Park, Maryland, Nov. 23-26:

Hafiz Atassi, associate professor, "Aerodynamic Forces and Pressure Distribution of an Oscillating Air Foil of Arbitrary Shape,"

Victor W. Nee, professor, "A Simple Theory of Turbulent Heat Transfer;"

Albin A. Szewczyk, professor, "Flow Characteristics of a Bluff Body in a Low Turbulence Shear Flow;" and,

Robert Betchov and Albin A. Szewczyk, professors, "Numerical Experiments on Non-Gaussian Aspects of Turbulence."

J.J. Bernardo and W.J. Heisler, assistant professors of management, were participants in the first Inter-collegiate Case Development Workshop on "Management in Government" Dec. 4-6 in Washington, D.C. Professors Heisler and Bernardo co-authored and presented two cases: "Project Startup" and "Byrd Field."

George B. Craig, Jr., Clark Professor of Biology, was an invited speaker in the symposium on overseas entomological programs "Research on Medical Entomology in East Africa" at the Entomological Society of America meeting in New Orleans Nov. 30-Dec. 4.

Cornelius Delaney, associate professor and chairman of the Department of Philosophy gave a paper entitled "The Foundations of Empirical Knowledge - Again" on Dec. 4 at Georgetown University, and another entitled "Pragmatism and the Meaning of 'Truth'" on Dec. 5 at Catholic University in Washington, D.C.

Vincent P. DeSantis, professor of history, addressed the Fort Wayne Civil War Round Table on Dec. 1 on the topic, "The Civil War -- A View From the North."

Jay P. Dolan, assistant professor of history, delivered a talk on "Catholic Ethnic Past and Present" Dec. 4 in Newark, New Jersey at the Bicentennial Hearing of the National Conference of Catholic Bishops. He also delivered a paper entitled "German Americans and Philadelphia Catholicism" at the German-American Symposium Dec. 7 at St. Joseph's College in Philadelphia.

Patrick Horsbrugh, professor of architecture, spoke to the undergraduate and graduate students of the University of Waterloo, Canada, School of Architecture, College of Environmental Design on Nov. 13-15 on "Thalatecture: The concept and design discipline of littoral and maritime constructions."

N.C. Huang, associate professor of aerospace and mechanical engineering, attended the 96th Winter Annual Meeting of the American Society of Mechanical Engineering, Dec. 1-5, in Houston, Texas and presented a paper entitled "On the Extension of Elastic Two-Ply Filament Yarns."

Francis M. Kobayashi, assistant vice president for Advanced Studies, gave a talk on "Research and Sponsored Programs Activity at Notre Dame" to the Niles Rotary Club on Dec. 8.

John J. Kozak, associate professor of chemistry, gave an invited talk Sept. 25 on "Evolution of the Earth's Oxygen Atmosphere and Nonlinear Kinetics" at the Center for Statistical Mechanics and Thermodynamics, the University of Texas at Austin.

Thomas J. Mueller, professor of aerospace and mechanical engineering, attended the 96th Winter Annual Meeting of the American Society of Mechanical Engineers on Dec. 1-5 and presented a paper entitled "Fabrication and Evaluation of a Tri-Leaflet Prosthetic Heart Valve," co-authored with Associate Professor John R. Lloyd, Adjunct Associate Professor E.H. MacDonell and a graduate student in the department. Mueller spoke on "Numerical Studies on the Flow Through a Disc Type Prosthetic Heart Valve" in the Bioengineering Open Forum at the same meeting. He also led a seminar for the University of Texas (Austin) interdisciplinary Biomedical Engineering Group. His topic was "Numerical and Experimental Fluid Dynamics Studies Related to Prosthetic Heart Valve Flows."

Karamjit S. Rai, professor of biology, presented a seminar Nov. 25 on "Genetics and Insect Control" at Indiana University of South Bend.

Julian Samora, professor of sociology and anthropology, presented a seminar paper on U.S. Immigration Policy" at Colegio de Mexico, in Mexico City on Nov. 11.

Howard J. Saz, professor of biology, presented a seminar "Possible Role of Transhydrogenases in Hydride Ion Translocation" at Oklahoma State University, Stillwater, Oklahoma on Nov. 7, and presented two papers, "Acyl-CoA Condensing Enzyme Activity in *Ascaris* mitochondria" and "Studies of the Physiological Role of *Ascaris* mitochondrial NADH:NAD Transhydrogenase," at the annual meeting of the American Society for Parasitologists in New Orleans, Nov. 10-14.

Thomas J. Schlereth, assistant professor of American Studies, attended the American Studies Association National Meeting in San Antonio, Texas, Nov. 6-9, and delivered a paper entitled, "History on the Land, A Primer for Discovering the Past Through Above-Ground Archaeology."

Ralph E. Thorson, professor of biology, served on the Awards Committee of the Society of Sigma Xi in New Haven, Connecticut on Dec. 4-5.

Anthony M. Trozzolo, Huisking Professor of Chemistry, gave the following lectures during his term as American Chemical Society Visiting Lecturer Nov. 17-21 in Texas:

"Solid-State Photochromism", before the Wichita Falls-Duncan Section of the ACS in Wichita Falls, Texas; "Singlet Molecular Oxygen in Photobiology" for the Dallas-Fort Worth Section of the ACS at Texas Christian University in Fort Worth, the Heart O' Texas ACS Section at Baylor University in Waco and the San Antonio Section in San Antonio; and "Oxidation Photodegradation of Biomembranes" for the Texas A and M Section of the ACS.

He also delivered the following talks in October:

"Singlet Molecular Oxygen in Photobiology" at the Upjohn Laboratories in Kalamazoo, Michigan on Oct. 23;

"Solid-State Photochromism" at John Carroll University in Cleveland on Oct. 30; and

"Photochromism in Oxiranes and Aziridines" at the Chemical Division of PPG Industries in Barberton, Ohio, Oct. 31.

Evelyn Eaton Whitehead, assistant professor of theology, conducted a workshop, "Development During Human Maturity," at the Center for Human Development of Loras College in Dubuque on Nov. 22. Four sessions were included: "Images of Old Age," "Development in Mature Age," "Incentives and Obstacles to Maturity," and "Patterns of Successful Aging."

## Deaths

Willis D. Nutting, 75, professor emeritus in the General Program of Liberal Studies, died Dec. 5 in South Bend.

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# office of advanced studies

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## Information Circulars

### National Science Foundation Educational Program Restructuring

No. FY76-48

The purpose of Educational Program Restructuring (EPR) is to encourage the development, testing, and evaluation of new or unconventional approaches to all aspects of science instruction at the undergraduate level. EPR consists of two major program areas; Pre-Service Teacher Education (PSTEP), and Restructuring the Undergraduate Learning Environment (RULE). PSTEP is concerned with improving education of college students who plan to become science teachers; RULE seeks to encourage colleges and universities and their science faculties to attempt significant changes in their undergraduate instructional programs in the sciences.

A new focus under RULE is Faculty Oriented Projects for individual science faculty members or small groups of them. Awards will be made for projects aimed at bringing about innovative changes in existing courses or laboratory instruction, or in creating new ones in response to current needs. Deadline for submission of proposals under this component is January 26, 1976, with awards scheduled for May. Other than faculty Oriented Projects, proposals under EPR may be submitted at any time, with approximately five months needed to process a proposal. NSF has budgeted \$3 million for EPR for fiscal year 1976.

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

### National Science Foundation NATO Advanced Study Institutes

No. FY76-49

The National Science Foundation has announced that it plans to award international travel grants to about 90 young U.S. scientists to attend some 40 NATO Advanced Study Institutes in Europe during the summer of 1976.

The Institutes provide highly advanced instruction on specific topics in the physical, life, and social sciences and in engineering and mathematics. The institutes normally last from two to three weeks and are conducted in an atmosphere that will promote international scientific fellowship and cooperation. Junior faculty and advanced graduates and postdoctoral students who are citizens of the United States are eligible to apply.

Since NSF travel grants are made only upon nomination by a NATO Institute Director, interest in the grants should be expressed to the appropriate Director, not to NSF.

General information about these grants, and a list of NATO Institutes will be available for distribution in February, 1976. These may be requested from:

NATO Travel Grants  
Fellowships and Traineeships  
Division of Science Manpower Improvement  
National Science Foundation  
Washington, D.C. 20550

Telephone: AC 202/282-7595

# Current Publications And Other Scholarly Works

The list below includes works completed in Academic Year 1974-75 and not previously reported to the Notre Dame Report.

## ARTS AND LETTERS HUMANISTIC AND SOCIAL STUDIES

### American Studies

- Fischer, Edward A.  
E.A. Fischer. 1974. Design as worship. Worship 48(10):601-612.  
E.A. Fischer. 1974. Ritual as communication. Pages 161-184 in, The Roots of Ritual. Wm. B. Eerdmans, Grand Rapids, Michigan.  
Kolbensschlag, Madonna C.  
M.C. Kolbensschlag. 1974. Melville and the sexual mythology of Nineteenth-century America. Pages 91-99 in, University of Michigan Papers in Women's Studies Supplement, Proceedings of the Michigan Women's Studies Conference.  
M.C. Kolbensschlag. 1975. Working in America: A pacemaker gone crazy. Scholastic 116(114):14-16.  
Schlereth, Thomas J.  
T.J. Schlereth. 1974. Regional studies in America, the Chicago model. American Quarterly 30(1):20-34.  
T.J. Schlereth. 1974. The University of Notre Dame: Growth of a Campus, 1844-1879. Notre Dame Magazine 3(4):64-65.  
T.J. Schlereth. 1974. The University of Notre Dame: Growth of a Campus, 1844-1879. Notre Dame Magazine 3(5):70-71.  
T.J. Schlereth. 1974. The University of Notre Dame: Growth of a Campus, 1844-1879. Notre Dame Magazine 4(1):70-71.  
T.J. Schlereth. 1974. The University of Notre Dame: Growth of a Campus, 1844-1879. Notre Dame Magazine 4(2):70-71.  
T.J. Schlereth. 1974. Nathan Francis Barrett, Landscape Architect, 1848-1919. Pages 40-44 in, C. Gregersen, ed. The Town of Pullman. University of Chicago Press, Chicago.  
T.J. Schlereth. 1975. Benjamin Rush, 1746-1813, Republican reformer. The Elkhart Truth 14 June: 16.  
T.J. Schlereth. 1975. Influence of Daniel Burnham on Midwest architecture. Michigan Magazine 19 January: 18.  
T.J. Schlereth. 1975. Compulsive and monumental: A review essay. Frederick Jackson Turner: Historian, scholar, teacher. Pages 12-17 in, D.D. Anderson, ed. Mid America II. The Midwestern Press, East Lansing, Michigan.  
Weber, H. Ronald.  
H.R. Weber. 1974. Review of Criticism Does O'Connor Injustice. National Catholic Reporter 7 June: 13.  
H.R. Weber. 1974. Review of Papa Repackaged, for No Good Reason. Detroit Free Press 28 July:Sec. 5-6,1.

- H.R. Weber. 1974. Tom Wolfe's Happiness Explosion. Journal of Popular Culture 8(1):71-79.  
H.R. Weber. 1974. Review of the Enduring Hemingway. Detroit Free Press. 28 July: 5-C.  
H.R. Weber. 1975. Review of A Literature of Journalism. Review of Politics 37(2): 255-259.

### Art

- Geoffrion, Moira M.  
M.M. Geoffrion. 1974. Cosmic Womb (vinyls and woven natural and synthetic fibre sculpture); Consummation (vinyls and wood sculpture). Faculty Show. Notre Dame Art Gallery, Notre Dame, Indiana.  
M.M. Geoffrion. 1974. Green Earth and Grape Jam (vinyl and wood sculpture); Fallen Hammock (vinyl sculpture); In the Saddle Again (vinyl and woven fabric sculpture); Grey Pipe, Yellow Effluence. Craft Alliance Gallery, St. Louis Missouri.  
M.M. Geoffrion. 1975. Blue-Yellow Effluence (vinyls and aluminum sculpture); Blue and White Weave Fetish (vinyl and human and animal hair sculpture). One-woman show. First Unitarian Church, South Bend, Indiana.  
M.M. Geoffrion. 1975. Blue-Yellow Effluence (vinyls and aluminum sculpture); Blue and White Weave Fetish (vinyl, human, and animal hair sculpture); Silver Fuzz (metallic, mohair, and fiber optic sculpture); Green Flock (vinyl, velvet, and metallic fiber sculpture); Untitled (wall sculpture: woven form with vinyl and synthetic materials); Cosmic Womb (vinyls woven natural and synthetic fiber sculpture); Sidewalk I (vinyl sculpture); Sidewalk II (vinyl sculpture); Springthing I (vinyl and wood sculpture); Springthing II (vinyl sculpture). One-woman show. First Unitarian Church, South Bend, Indiana.  
M.M. Geoffrion. 1975. Hammock Form (vinyls and fur sculpture); Cosmic Womb (vinyls and woven natural and synthetic fiber sculpture). Fiber Invitational, St. Mary's College, Notre Dame, Indiana.  
M.M. Geoffrion. 1975. Narcissus I (vinyl and velvet sculpture). Group Show. Andrews University, Berrien Springs, Michigan.  
M.M. Geoffrion. 1975. Side Walk I (vinyl and velvet sculpture); Side Walk II (vinyl sculpture); Spring Thing II (vinyl sculpture); 5 drawings and 2 silk screen prints. One-woman show. Manchester College, Indiana.  
Kremer, William J.  
W.J. Kremer. 1974. Sculpture. One-man show. University of Notre Dame Gallery, Notre Dame, Indiana.  
W.J. Kremer. 1974. 2 untitled ceramic sculptures. Indiana Fire Show. Moreau Gallery, St. Mary's College, Notre Dame, Indiana.



- W.J. Kremer. 1975. Ceramic sculpture. Group show. Andrews University, Berrien Springs, Michigan.
- W.J. Kremer. 1975. Untitled. Tri-Kappa Regional Artists Exhibition. Fort Wayne Museum of Art, Fort Wayne, Indiana.
- W.J. Kremer. 1975. Venturi. Ninth Biennial Michiana Local Art Competition. South Bend Art Center, South Bend, Indiana.
- Lauck, CSC, Anthony J.
- A.J. Lauck, CSC. 1974. One man show. Gary Art Center, Gary Indiana.
- A.J. Lauck, CSC. 1974. Periodical group shows. Jackques Seligmann Galleries, New York, New York.
- A.J. Lauck, CSC. 1974. Visitation (faceted glass for the Church of the Visitation Rectory). Bricktown, New Jersey.
- A.J. Lauck, CSC. 1975. Bookplate for the W.B. Stevens Library. Notre Dame Memorial Library, Notre Dame, Indiana.
- A.J. Lauck, CSC. 1975. Is one worthy (preface to the exhibition catalogue). Vaclav Vytlačil Exhibition, Art Gallery, University of Notre Dame, Notre Dame, Indiana.
- A.J. Lauck, CSC. 1975. One man show. Notre Dame Memorial Library, Special Collections Lounge, Notre Dame, Indiana.
- A.J. Lauck, CSC. 1975. Paintings and sculpture. National exhibition, Audubon Artists, New York, New York.
- A.J. Lauck, CSC. 1975. Processional cross in bronze. St. Patrick's Church, South Bend, Indiana.
- Leader, Robert
- R. Leader. 1974. Design and execution of the Refedos mural; the tabernacle frontal and the stained glass; the design of the wall hangings, the altar furnishings and the chapel furniture. Chapel, St. Joseph Hospital, South Bend, Indiana.
- R. Leader. 1974. Liturgical design coordinator. New chapel. St. Joseph Hospital, South Bend, Indiana.
- R. Leader. 1974. Ship of Fools - Triptych (oil). Faculty exhibition. Art Gallery, University of Notre Dame, Notre Dame, Indiana.
- R. Leader. 1975. Design and execution of the narthex wall and the north portal wall in antique leaded stained glass. Church of St. Olaf, Minneapolis, Minnesota.
- Porter, Dean A.
- D.A. Porter. 1974. Exhibition catalogue. Loan exhibition to the Art Club of Chicago, Chicago, Illinois.
- D.A. Porter. 1975. For laymen only (exhibition catalogue). Art Gallery, University of Notre Dame, Notre Dame, Indiana.
- D.A. Porter. 1974. 25 woodcuts. Radecki Art Galleries, South Bend, Indiana.
- D.A. Porter. 1975. 25 woodcuts. YWCA, South Bend, Indiana.
- D.A. Porter. 1975. Vaclav Vytlačil (exhibition catalogue). Art Gallery, University of Notre Dame, Notre Dame, Indiana.
- Stevens, Richard
- R. Stevens. 1974. Assorted photographs. Notre Dame Magazine, Notre Dame, Indiana.
- R. Stevens. 1974. Schoolyards (35 photographs, black and white). YWCA Gallery, South Bend, Indiana.
- R. Stevens. 1974. 2 colorgraphs. Midwest Photographers Show. Cincinnati Art Museum, Cincinnati, Ohio.
- R. Stevens. 1974. 2 colorgraphs. Notre Dame Artists Group Show. Andrews University Gallery, Berrien Springs, Michigan.
- R. Stevens. 1974. 2 colorgraphs. Faculty show, Art Gallery, University of Notre Dame, Notre Dame, Indiana.
- Vogl, Don G.
- D.G. Vogl. 1974. At the Heart of Things (lithograph). Second prize. Second Annual Salamonie Regional Art Show. Judged by Steven Propokoff, Director of the Contemporary Art Museum.
- D.G. Vogl. 1974. Design for railroad bridge on Michigan Ave. at Bronson in South Bend, (solid colors). South Bend, Indiana.
- D.G. Vogl. 1974. Gateway (lithograph). Collectors' Showcase Inc. Chicago, Illinois.
- D.G. Vogl. 1974. Nativity (acrylic); At the Heart of Things (lithograph). Notre Dame Faculty Show. Art Gallery, University of Notre Dame, Notre Dame, Indiana.
- D.G. Vogl. 1974. 7 works. Forever Learning Institute, South Bend, Indiana.
- D.G. Vogl. 1974. 6 works. Counseling Department, University of Notre Dame, Notre Dame, Indiana.
- D.G. Vogl. 1974. Six works. Temple Beth El Show and Sale. South Bend Art Center, South Bend, Indiana.
- D.G. Vogl. 1974. 23 works (prints and watercolors). Rensselaer Polytechnical Institute, Newman Foundation, Troy New York.
- D.G. Vogl. 1975. Bird's Eye View (construction). Northern Indiana Art Association, Hammond Indiana Art Center Annual Exhibit. Hammond, Indiana.
- D.G. Vogl. 1975. Image of St. Thomas More (9 feet by 20 feet wall hanging for the Law Building Library). University of Notre Dame, Notre Dame, Indiana.
- D.G. Vogl. 1975. Night Vastness (enamel on metal); Grey Sea (painting); Christmas (wood). Notre Dame Artist Group Show. Andrews University Gallery, Berrien Springs, Michigan.
- D.G. Vogl. 1975. Night Vastness. Prima Vera. 1975 Tri-Kappa Regional Artists Exhibition. Fort Wayne Museum of Art, Fort Wayne, Indiana.
- D.G. Vogl. 1975. Open Door (lithograph). Van Straaten Gallery, Chicago, Illinois.
- D.G. Vogl. 1975. Plateau (polychrome); Vive (polychrome). Fourth Annual UWM Alumni Association Art Show. Milwaukee, Wisconsin.
- D.G. Vogl. 1975. Printmakers of Indiana (article). Art Education Association of Indiana.
- D.G. Vogl. 1975. The Chase (watercolor). Rental Gallery, Art Institute of Chicago, Chicago, Illinois.



- D.G. Vogl. 1975. 3 works. Public Welfare, Department of Housing and Urban Development, South Bend, Indiana.
- D.G. Vogl. 1975. 22 works. One-man show. Marycrest College, Davenport, Iowa.

### Economics

- Fitzgerald, CSC, Mark J.
- M.J. Fitzgerald, CSC. 1975. Act of God claim in arbitration: Weatherhead Company. Pages 1.1, 16.7 in, Vol. 6, Industrial Relations, Prentice-Hall, Englewood Cliffs, New Jersey.
- Jameson, Kenneth
- K. Jameson. 1975. An investment model for Indian manufacturing economics. Weltwirtschaftliches Archiv: Review of World Economics 110(4):663-679
- K. Jameson, F. Bonello, and W. Davisson. 1974. Teaching introductory economics with the computer as a laboratory. Proceedings of the Conference on Computers in the Undergraduate Curriculum 5:147-151.
- K. Jameson, F. Bonello, F. Navratil, and W. Davisson. 1974. Teaching economics as a lab science. Experiences of Enterprising Teachers 11:95-101.
- Kim, Kwan S.
- K.S. Kim. 1974. Foreign loan and capital formation. Indian Economic Review 9(1): 117-127.
- Y.C. Chang and K.S. Kim. 1975. Contemporaneously correlated regressions under a constrained condition: Theory and its application to estimation of U.S. petroleum demand. Pages 203-207 in, D. Frederick and J. Guiltinan, eds. New Challenges for the Decision Sciences. University of Massachusetts Press, Amherst, Massachusetts.
- Leahy, William H.
- W.H. Leahy and J.P. Walter. 1975. Education and the role of urban deprived youth in economic development. International Journal of Social Economics 2(1):2-16.
- Swartz, Thomas R.
- T.R. Swartz. 1975. Teaching students to apply microeconomic theory. Economic Education Experiences of Enterprising Teachers 12:93-102.
- Worland, Stephen T.
- S.T. Worland. 1975. Review of G.C. Harcourt, Some Cambridge Controversies in the Theory of Capital. Review of Social Economy 33:85-88.

### English

- Collins, Carvel
- C. Collins, ed. 1974. Erskine Caldwell's Men and Women. New American Library, New York. 192 pp.
- Davis, Walter R.
- W.R. Davis. 1974. Contexts in Surrey's poetry. English Literary Renaissance 4:40-55.
- W.R. Davis. 1974. Review of Russell Frazer's The Dark Ages and the Age of Gold. The Review of Politics 36:430-433.

- W.R. Davis. 1975. Recent studies in the English Renaissance. Studies in English Literature 15:169-202.
- Frese, Dolores W.
- D.W. Frese. 1975. Ariel Pinchpenny Press, Goshen College.
- D.W. Frese. 1975. Sonnet undone for the Pearl Poet: Late fourteenth century. Pinchpenny Press, Goshen College.
- Gutierrez, Donald
- D. Gutierrez. 1975. This discrimination of elegance: Anthony Powells' A Dance to the Music of Time. The Malahat Review 34:126-141.
- Hasley, Louis L.
- L.L. Hasley. 1974. Diary of a retired professor. Michiana 15 September: 12-13.
- L.L. Hasley. 1974. Senior citizens who walk with a golf ball. Michiana 8 September:1-5.
- L.L. Hasley. 1975. Annunciation Ballad. Our Sunday Visitor 63(47):1.
- Matthias, John E.
- J.E. Matthias. 1974. Alexander Kerensky at Stanford. Times Literary Supplement 13 September:976.
- J.E. Matthias. 1974. A reply. Encounter 43(5):23.
- J.E. Matthias. 1974. Free translation and recombination: Fragments from Octavio Paz. Partisan Review 41:247-249.
- J.E. Matthias. 1974. In memory of the American Fifties. Encounter 43(3):51.
- J.E. Matthias. 1974. Seven around a revolution. Poetry Nation 3:29-32.
- J.E. Matthias. 1974. Spokesman to Bailiff: 1349: Plague. Encounter 43(4):42.
- J.E. Matthias. 1975. Clarifications for Robert Jacoby: After many years. Poetry 125(5):276-279.
- J.E. Matthias. 1975. Sleeper. Poetry 125(4):233-241.
- J.E. Matthias. 1975. Fathers, Uncle, and Part of an Answer. Partisan Review 42:
- J.E. Matthias. 1975. Double Derivation, Association and Cliche: From the Great Tournament Roll of Westminster. The Wine Press, Chicago. 18 pp.
- J.E. Matthias. 1975. Having Heard How Great the Fame of Elfrida, Daughter of Ordgar, Duke of Devon, Had for Her Beauty. In J. Williams, ed. Jargon 66: A Festschrift for Basil Bunting. Jargon Books.
- J.E. Matthias. 1975. On Lake Michigan. In L. Stryk, ed. Heartland II. Northern Illinois University, De Kalb.
- McDonald, John J.
- J.J. McDonald. 1975. Vinnie Ream Hoxie at Iowa and elsewhere. Books at Iowa 22:20-34.
- Sandeen, Ernest
- E. Sandeen. 1974. Four poems: The Poem is Showing; The Poem Dresses Up Like Love; The Poem as a Private Persecutor; The Poem Out on a Night Mission. The Iowa Review 5(3):4-6.
- E. Sandeen. 1974. Poem: To Frank O'Malley. Scholastic 116(1):7.
- E. Sandeen. 1974. Two poems: Dog Drinking at Night; Designs for Sleep. The Ontario Review 1(1):31-32.

E. Sandeen. 1975. Three poems: Survival Against the Poem; The Poem as Baby-Sitter; Her Poem. Poetry 126(3):152-158.

Slabey, Robert M.

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Werge, Thomas

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## Monthly Summary

### Awards Received

IN THE MONTH OF NOVEMBER, 1975

| Department<br>or Office             | Principal       | Short title  | Sponsor                     | Dollars<br>Months |
|-------------------------------------|-----------------|--|-----------------------------|-------------------|
| AWARDS FOR RESEARCH                 |                 |  |                             |                   |
| Chemistry                           | Labinger        | Redox behavior of transition metal oxygen complexes            | Research Corp.              | 6,000<br>12       |
| American Studies                    | Schlereth       | Edward Frederick Sorin, 1814-1893, a biography                 | Our Sunday Visitor Fdtn.    | 9,000<br>8        |
| Chemistry                           | Creary          | Synthesis and reactivity of methylene cyclopropene             | Research Corp.              | 6,000<br>12       |
| Physics                             | Biswas, Kenney  | High energy elementary particle physics                        | Natl. Sci. Fdtn.            | 255,000<br>12     |
| Physics                             | Cason, Shephard | Elementary particle physics at high energy                     | Natl. Sci. Fdtn.            | 93,000<br>12      |
| Radiation Lab.                      | Magee           | Effects of radiation on matter                                 | Energy Res. Develop. Admin. | 151,000<br>3      |
| Metallurgy                          | Fiore           | Hydrogen embrittlement of austenitic stainless steel weldments | Welding Res. Council        | 2,250<br>12       |
| Microbiology-Lobund Lab.            | Pollard         | Experiments on therapy of prostate adenocarcinoma              | Marion Cty. Cancer Soc.     | 1,500<br>12       |
| Microbiology-Lobund Lab.            | Pollard         | Metastasis of neoplastic cells                                 | Marion Cty. Cancer Soc.     | 1,500<br>12       |
| AWARDS FOR FACILITIES AND EQUIPMENT |                 |  |                             |                   |
| Radiation Lab.                      | Magee           | Effects of radiation on matter                                 | Energy Res. Develop. Admin. | 17,000<br>3       |
| AWARDS FOR EDUCATIONAL PROGRAMS     |                 |  |                             |                   |
| College Engineering                 | Cohn            | Introducing minority students to a technological career        | Comm. Inst. Co-op.          | 47,215<br>8       |

# Proposals Submitted

IN THE MONTH OF NOVEMBER, 1975

| Department<br>or Office            | Principal             | Short title   | Sponsor                      | Dollars<br>Months |
|------------------------------------|-----------------------|---|------------------------------|-------------------|
| PROPOSALS FOR RESEARCH             |                       |   |                              |                   |
| Physics                            | Marshalek,<br>Shanley | Theoretical studies of nuclear<br>structure and reactions           | Natl. Sci.<br>Fdnt.          | 58,000<br>24      |
| Biology                            | Duman                 | Role of macromolecular solutes in<br>insect frost resistance        | Natl. Sci.<br>Fdtn.          | 91,234<br>36      |
| Aerospace<br>Mech. Eng.            | Ariman                | Pressure drop in dust collection<br>by frost resistance             | Dustex                       | 29,944<br>15      |
| Electrical<br>Eng.                 | Leake,<br>Cohn        | Signal processing capabilities of<br>digital and sampled-data sys.  | AFOSR                        | 101,303<br>24     |
| Metallurgical<br>Eng.              | Fiore                 | Hydrogen-dislocation interactions<br>in austenitic stainless steels | Natl. Sci.<br>Fdtn.          | 92,897<br>24      |
| Metallurgical<br>Eng.              | Fiore                 | Hydrogen-dislocation interactions<br>in austenitic stainless steels | ERDA                         | 92,897<br>24      |
| Chemistry                          | Creary                | Metal ion promoted cyclization<br>reactions                         | Amer. Chem.<br>Society       | 9,000<br>36       |
| Aerospace<br>Mech. Eng.            | Biles                 | Simulation exper. with multiple<br>response stochastic processes    | Natl. Sci.<br>Fdtn.          | 54,311<br>24      |
| Urban<br>Studies                   | Broden                | Notre Dame innovation implementa-<br>tion project                   | Natl. Inst.<br>Health        | 523,316<br>36     |
| Psychology                         | Ryan                  | Metalinguistic development and<br>reading acquisition               | Natl. Sci.<br>Fdtn.          | 102,243<br>36     |
| Chemistry                          | Castellino            | Structure-function studies on<br>plasminogen and plasmin            | Natl. Inst.<br>Health        | 56,445<br>12      |
| Black<br>Studies                   | Stewart               | Black American participation in<br>the bicentennial celebration     | Natl. Endow.<br>Human.       | 8,262<br>4        |
| Center<br>Civil Rights             | Baskir,<br>Kommers    | Implica. of draft and military<br>law violations during Viet. era   | Ford<br>Fdtn.                | 250,000<br>12     |
| Aerospace<br>Mech. Eng.            | Nelson                | Decay of trailing vortex in a<br>wind shear                         | Natl. Sci.<br>Fdtn.          | 21,034<br>17      |
| Physics,<br>Chemistry              | Khorana,<br>Basu      | Dielectric analysis of normal<br>and tumor cells                    | Technicon<br>Instruments     | 98,000<br>36      |
| Aerospace<br>Mech. Eng.            | Lee                   | Dynamic bifurcations and insta-<br>bilities in forming of metals    | Natl. Sci.<br>Fdtn.          | 106,641<br>24     |
| Electrical<br>Eng.                 | Gajda                 | Investigations of composite<br>insulators                           | Abcom                        | 2,366<br>6        |
| Biology                            | Weinstein             | Developments of parasitic<br>helminths in vitro                     | Natl. Inst.<br>Health        | 80,555<br>12      |
| Marketing                          | Mayo                  | Mode-choice theory and developing<br>public transit advertising     | Dept.<br>Trans.              | 34,966<br>7.5     |
| Civil<br>Eng.                      | Long                  | Multiple measures of system<br>characteristics                      | Dept.<br>Trans.              | 49,291<br>12      |
| Civil<br>Eng.                      | Long                  | Capacity restraint with multi-<br>path assignments                  | Dept.<br>Trans.              | 26,851<br>12      |
| PROPOSALS FOR EDUCATIONAL PROGRAMS |                       |   |                              |                   |
| Univ. Press                        | Langford              | Ethics and values, series   | Lilly Endow.,<br>Inc.        | 100,000<br>-      |
| Modern<br>Class. Lang.             | Minamiki              | Notre Dame, Japan Foundation<br>Program                             | Japan<br>Fdtn.               | 12,000<br>18      |
| Univ.<br>Libraries                 | Adams,<br>Baldwin     | Computer-assisted instruction for<br>engineering library patrons    | Natl. Sci.<br>Fdtn.          | 32,918<br>12      |
| PROPOSALS FOR SERVICE PROGRAMS     |                       |   |                              |                   |
| Center<br>Study Man                | Santos                | Mental health outreach<br>training program                          | Natl. Inst.<br>Mental Health | 58,044<br>12      |

# Summary of Awards Received and Proposals Submitted

IN THE MONTH OF NOVEMBER, 1975

## AWARDS RECEIVED

| Category                 | Renewal |            | New |           | Total |            |
|--------------------------|---------|------------|-----|-----------|-------|------------|
|                          | No.     | Amount     | No. | Amount    | No.   | Amount     |
| Research                 | 3       | \$ 499,000 | 6   | \$ 26,250 | 9     | \$ 525,250 |
| Facilities and Equipment | 1       | 17,000     | -   | -         | 1     | 17,000     |
| Educational Programs     | -       | -          | 1   | 47,215    | 1     | 47,215     |
| Service Programs         | -       | -          | -   | -         | -     | -          |
| Total                    | 4       | \$ 516,000 | 7   | \$ 73,465 | 11    | \$ 589,465 |

## PROPOSALS SUBMITTED

| Category                 | Renewal |            | New |              | Total |             |
|--------------------------|---------|------------|-----|--------------|-------|-------------|
|                          | No.     | Amount     | No. | Amount       | No.   | Amount      |
| Research                 | 6       | \$ 281,621 | 15  | \$ 1,607,935 | 21    | \$1,889,556 |
| Facilities and Equipment | -       | -          | -   | -            | -     | -           |
| Educational Programs     | -       | -          | 3   | 144,918      | 3     | 144,918     |
| Service Programs         | 1       | 58,044     | -   | -            | 1     | 58,044      |
| Total                    | 7       | \$ 339,665 | 18  | \$ 1,752,853 | 25    | \$2,092,518 |

## 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 |
|--|---|---------------------------|
| American Council of Learned Societies              | East European Travel Grants to International Conferences Abroad       | February 15, 1976         |
|  | Grants for Study of East European Languages                           | February 1, 1976          |
|  | Grants-In-Aid   | February 15, 1976         |
|  | Travel Grants to International Congresses and Conferences Abroad      | February 15, 1976         |
| Folger Shakespeare Library<br>Menninger Foundation | Fellowships   | February 1, 1976          |
|  | Postdoctoral Fellowships in Clinical Psychology                       | February 1, 1976          |
| National Science Foundation                        | Ethical and Human-Value Implications of Science and Technology        | February 15, 1976         |
| Office of Education                                | Domestic Mining and Mineral and Mineral Fuel Conservation Fellowships | February 1, 1976          |
|  | Research in Modern Foreign Language and area studies                  | February 1, 1976          |
| Princeton University                               | Doherty Fellowships for Latin American Study                          | February 1, 1976          |
| Smithsonian Institution                            | Foreign Currency Program (astrophysics and earth sciences)            | February 1, 1976          |
| Society of Sigma Xi                                | Grants-in-Aid   | February 1, 1976          |
| United Chapters of Phi Beta Kappa                  | Mary Isabel Sibley Fellowship   | February 1, 1976          |

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# documentation

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## Faculty Senate Journal November 6, 1975

At 7:33 p.m. the chairman, Prof. Paul F. Conway, called the meeting to order in Room 202 of the Center for Continuing Education and asked Prof. Kenneth Milani to offer a prayer. The minutes of the meeting of Oct. 7 were approved as circulated after incorporating one correction each, made by Alberta B. Ross and Prof. John Lyon, and deleting two sentences at the request of Prof. James T. Cushing.

Conway summarized the meeting of Oct. 10, 1975 in which he and Prof. Robert L. Kerby met with Rev. James T. Burtchaeil, C.S.C., to discuss the text of the second report of the Senate's Committee on Collective Bargaining before issuing the report (CB II) in accordance with the instructions of the senate. The administration does not wish to append written comments to the text of CB II, but reserves the right to comment on the report at a later date. Burtchaeil did question the factual accuracy of certain statements in Appendix I. The meeting also included a brief discussion on the upcoming honor code from a faculty committee.

Conway read a letter from Burtchaeil in which the writer expressed warmly his appreciation of the report of the Senate's Committee on the Retired (cf. Notre Dame Report, p. 175) and his resolve to press for the adoption of its recommendations.

Conway reported that, with reference to the resolution concerning circulation of abbreviated agenda which was passed at the meeting of Oct. 7, he had written to the editor of The Observer, suggesting that the Observer serve as the vehicle for the circulation.

Conway reminded the senators that about one year ago a post card had been sent to each member of the faculty with the request that they return the cards, appropriately marked, to provide information as to their willingness to be nominees for various elective offices. It was agreed informally that this survey be conducted again in the near future.

Prof. William D. McGlinn reported on the recent meeting of the Faculty Affairs Committee of the Board of Trustees. The meeting consisted essentially of reports: by Burtchaeil on the Budget Priorities Committee and on Affirmative Action; by David Sparks and Prof. Raymond Brach on library affairs; by Professors Robert Gordon, John FitzGerald, Cornelius Delaney, and Charles Wilber on graduate study programs.

The report of the ad hoc Committee on Appointments and Promotions was deferred since Prof. Joseph Tihen was unable to be present.

Cushing, Ross, and Prof. James E. Robinson reported on the Collective Bargaining Seminar at which Prof. Frederick Hueppe of St. John's University spoke. Cushing announced that the second seminar, on Nov. 18, will feature Prof. George Horton from Rutgers University, and that members of the University's administration have been asked to participate in the panel discussions.

Prof. Irwin Press passed out a revised version of the report of the Faculty Affairs Committee: "Faculty Salaries One Year Later: A Follow-Up." He stated that hard data had been added and speculation withdrawn. Press moved, seconded by Cushing, that the statement be endorsed by the senate. Prof. William E. Biles pointed out that the raises of 5.8% for 1974-75 and 7.75% for 1975-76 add up to almost 14%, not 12.8%. Press accepted the correction. Prof. Vincent P. DeSantis referred to footnote 3; he believes it is a weak argument to point out that seven Big Ten universities received an average raise of 8.2%, compared to Notre Dame's 7.75% since five of the seven actually received smaller percentage raises than Notre Dame. Press replied that each of the Big Ten universities receives a higher average salary than does Notre Dame, absolutely. After further discussion on this point the motion was passed without dissent. Press moved, seconded by Cushing, that the report be distributed to the faculty, administration, and Board of Trustees. Kerby offered, as a friendly amendment, that the report be published as an appendix to these minutes in Notre Dame Report. Prof. Robert L. Anthony questioned submitting the report to the administration, under the impression that this had already been done. The motion was passed without dissent.

Conway recessed the meeting at 8:30 p.m. and reconvened it at 8:40 p.m.

Prof. Sheridan P. McCabe, chairman of the Student Affairs Committee, moved approval of the questionnaire dealing with the problem of grade inflation. The motion was seconded by Kerby. Prof. Sarah Daugherty, referring to question 14, asked how such "concerted effort" might be achieved. McCabe thought it might be brought about through academic associations; however, he was not advocating this course of action, but simply asking if the faculty has a feeling for it. Prof. Vaughn R. McKim asked if the change of the structure of the grading system has had some influence on grade inflation. He moved, seconded by Prof. Arthur J. Quigley, to add a question to section 2, which would ask if the change in the University's grading system (adding A- and B- as assignable grades) has been a cause of grade inflation. Kerby offered, as a friendly amendment which was accepted, the addition of "...with B- designated as average..." McGlinn said he was confused as to what section 2 is trying to deal with. McCabe replied that he wants a rating from each member of the faculty of the factors bearing on assignment of grades. Prof. Paul Bosco said that since statistical data on the reality of grade inflation are now available from Academic Affairs, perhaps section 2 can be somewhat restructured. Kerby said that although it is established statistically that grades are rising, we lack a survey of the attitude of the faculty. Cushing, Biles, and Daugherty wondered if the questionnaire might be too long: will we discourage a high return? receive pure conjecture in some cases? McCabe replied that many members of the faculty adhere to a conservative, high standard of grading, but believe that others are inflating grades. However, he is open to the suggestion that it may not be worth asking. Prof. Morton S. Fuchs said that we should first find out if there is a problem: what are the grading practices of the faculty? McCabe then displayed the substantial statistical compendium which established beyond doubt the reality of grade inflation. Prof. Julian R. Pleasants offered a further friendly amendment which was accepted, that two questions rather than one be added: the one having to do with the effect of A- and B-, and the other having to do with the effect of designating B- as average. The motion was passed without dissent. Robert Strikwerda, the graduate student observer to the Faculty Senate, expressed the opinion that the problem is essentially an undergraduate one. Several persons, reacting strongly to this statement, insisted that it applies to graduate students as well. Pleasants asked if statistical data are available on the grades of graduate students. McCabe and McKim said that the statistical tables for the departments do not distinguish between undergraduate and graduate students. Milani, seconded by Kerby, moved to add a question which would elicit opinion as to the difference in level of grades for elective and required courses. Biles, Cushing, and Prof. Richard LaManna spoke against this addition for a variety of reasons and the motion was not passed. Fuchs said that the College of Science has many "science for the masses" courses and that these might contribute significantly to the grade inflation. Quigley, seconded by Daugherty, moved to amend by deleting part two of the second section. The motion to amend was passed. The main motion, as amended, to approve the questionnaire and distribute it to the faculty, was passed with one dissent and two abstentions.

Under "New Business," Lyon commented that, although he was impressed by Prof. Hueppe's presentation at the session on collective bargaining recently co-sponsored by the senate, he was distressed by the disparity between the "professional" credentials of the invited speakers who were "pro" unionization, and the necessarily "amateur" credentials of those on our own faculty who spoke against such action. He moved, seconded by Anthony, that the executive committee be instructed to invite someone who is unfavorable to unionization, and pay appropriate expenses for this individual to come to the campus to address the faculty. Cushing said that he had no objection in principle, but practically, how do you find someone who can make a substantial case against collective bargaining? Conway said that the



executive committee had already considered this course of action and does not know where to look. DeSantis suggested that the American Council on Education and the present president of the AAUP (Van Alstyne) could identify such persons. Danehy noted that the motion on the floor would bind the executive committee to find such a person and bring him here. The question was called by McGlinn and the motion was passed without dissent.

Cushing, seconded by Kerby, moved: Since the Notre Dame faculty, in the February, 1975, referendum on university governance (cf. Notre Dame Report 14, 1974-75, p. 308), overwhelmingly supported the principles set forth in the 1967 Statement on Government of Colleges and Universities of the American Association of University Professors, the Faculty Senate requests the Board of Trustees of the University of Notre Dame to endorse officially the AAUP statement. Lyon moved, seconded by Biles, to postpone consideration of the Cushing motion to the meeting of Dec. 2. The motion to postpone discussion was passed with five dissenting votes.

Kerby noted that last summer some faculty taught without contracts and that he understands that no contracts will be offered to those who may teach next summer. He asked that the matter be considered by the Faculty Senate Committee on Administration.

Lyon said that he believes that the COUL report (Committee on Undergraduate Life), so far as reported in The Observer, has not addressed itself to the quality of life on the campus.

The meeting was adjourned at 9:56 p.m.

Absent, and not excused, were: V. Paul Kenny (physics); Leslie H. Martin (English); Robert E. Rodes (Law School); Ronald Weber (American Studies); Robert W. Williamson (accountancy).

Respectfully submitted,

James P. Danehy  
Secretary

## Appendix A

### Faculty Salaries One Year Later: A Follow-up

Reacting to the burden of inflation and a low rate of pay increase (by nationwide university standards) over the past several years, the Faculty Senate last October appealed to the University for an immediate salary increase of \$1200--over and above the annual increase which had already taken effect for 1974-75.

Insofar as any additional amount requested in an era of unpredictable inflation would necessarily have been arbitrary, the Senate felt that parity with the average of Big Ten median salaries would be more justifiable than most other figures we could name. Choosing the Big Ten as a measuring stick was based upon two major considerations: (1) They are peer competitors for quality students and faculty; and (2) We share roughly the same mid-west costs of living.

How has our salary position fared since the Senate made its request?

Notre Dame faculty entered 74-75 with a reported pay increase averaging 5.8%. This raise followed three years of 4.9%, 3% and 2.2% raises respectively.<sup>1</sup> Although the 5.8% raise equalled the average raise for all colleges in 74-75, it could not overcome our recent history of poor increases. Based upon average compensation during 1974-75, the latest AAUP ratings place Notre Dame in the fortieth percentile of all four-year degree-granting ("Category I") institutions. Put another way, 60% of the nation's comparable universities paid more in salary and fringe benefits to their faculty in 74-75.

Early in the 1974-75 year--and following the senate's request, though not acknowledging it--President Hesburgh announced a bonus ("cost of living supplement") of \$600 for every faculty member. If the amount had been a permanent addition to the base, it would have cut the median salary distance between the Big Ten and Notre Dame by half. It would also have meant additional University contributions to retirement. However, the bonus was a one-shot non-salary sum. Unquestionably it helped in a year of considerable inflation. Unfortunately, it disappeared on June 1, 1975.

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<sup>1</sup>Notre Dame Report #9, 1974-75, p. 221

We entered 1975-76 with an average increase of 7-3/4% over last year's base.<sup>2</sup> The Big Ten, however, have received comparable raises for this year. Seven of the Big Ten received an average raise of 8.2%.<sup>3</sup> Therefore, we are no better off than we were at the start of 74-75 in comparison with peer schools. In point of fact, we are worse off. 5.8% or 7.75% of a lower salary means less additional dollars than 5.8% or 7.75% of a higher. Thus, whereas the average Big Ten median salary for 73-74 (the figure upon which we based our comparison and request last year) was \$1200 above Notre Dame's, we find that the difference grew to \$1400 in 74-75.<sup>4</sup> And this year, the Big Ten's 8.2% raise (compared with our 7.75% increase) puts them fully \$1600 ahead of Notre Dame's average median salary. The problem with simply matching the national average salary increase is that it keeps Notre Dame solidly locked in its poor position among the lowest fortieth percentile of degree granting universities. In the meanwhile, all schools with higher salary bases move continually ahead.

The Provost, in Notre Dame Report #9, suggested caution in utilization of the Big Ten as a salary peer group, and stated that:

The Big Ten, and the legislatures which fund them, are never going to allow their compensation scales to be matched by any but the best-endowed independent institutions, if for no other reason than that higher pay is the strongest and sometimes the sole advantage these state institutions have to offer in competition with institutions like Notre Dame, which are known to have other, non-fiscal attractions for scholars.

He goes on to claim that the salary gap between Notre Dame and the Big Ten "is never likely to disappear..." (p. 222). In the past, Father Burtchell has utilized a different group of peer institutions for salary comparisons (see Table 1). Even this peer group, however, posted 1974-75 median salaries an average \$600 above Notre Dame's. And once again, given comparable raises, we will fall ever farther behind even them.

We who are committed to the intellectual greatness of Notre Dame can only hope that the University's "non fiscal attractions" can continue to attract the very best scholars away from institutions who, in an age of economic hardship pay higher salaries and offer better retirement plans.

With the raises of last year and this year, Notre Dame salaries are, on the average, about 14% above their 73-74 level. During this same period, however, the cost of living has risen over 20%. Father Hesburgh himself admitted that, although last year's 5.8% increase compared reasonably well with what other schools were able to give, it compared "poorly in the face of rising prices."<sup>5</sup>

<sup>2</sup>Figure provided by the Assistant Dean of Administration.

<sup>3</sup>Big Ten raises for 1975-76 (7 schools answered our inquiry)

|                |       |
|----------------|-------|
| Wisconsin      | 6.5%  |
| Michigan State | 7.0%  |
| Indiana U.     | 9.0%  |
| U. of Illinois | 7.4%  |
| Michigan       | 6.0%  |
| Iowa           | 7.7%  |
| Ohio State     | 14.0% |
| Average        | 8.2%  |

<sup>4</sup>AAUP summer bulletin 1975

<sup>5</sup>ND Report #9, p. 221

We believe that matching the annual national average raise is not enough. In a recent report to the Academic Council, Father Edmund Joyce states that the University will now give "highest priority" (among all expenditures within a balanced budget) to the increase of faculty salaries. We believe that this "highest priority" should be met not merely with "keep up" increases (which actually serve to keep us further and further behind) but with a serious attempt to close permanently the gap between ourselves and those institutions with whom we must compete for the very best faculty and students.

The raises of 74-75 and 75-76 are an encouraging step in the right direction, contrasted with the very poor increases of the three previous years. We hope and trust that the trend for increasingly higher salary raises reflects a permanent change in University policy, and will continue at an accelerating pace until parity with our peer institutions--and a higher degree of faculty economic security--has been achieved.

Table 1

Comparison of Notre Dame with other Institutions (1974-75)  
(Source: AAUP Summer Bulletin, 1975)

|            | Average Compensation<br>(in thousands) |              |              |             | Fringe Benefits as %<br>of Average Salary |              |              |             | Median Salary<br>Distrib. (all<br>ranks) (thousands) |
|------------|--|--------------|--------------|-------------|---|--------------|--------------|-------------|--|
|            | <u>prof</u>                            | <u>assoc</u> | <u>assis</u> | <u>inst</u> | <u>prof</u>                               | <u>assoc</u> | <u>assis</u> | <u>inst</u> |  |
| Big Ten    | 27.3                                   | 20.1         | 16.5         | 13.1        | 16.2                                      | 17.3         | 18.0         | 17.9        | 17.7   |
| "Peer"     | 26.5                                   | 19.4         | 15.9         | 13.1        | 15.4                                      | 16.0         | 16.2         | 14.8        | 16.9   |
| Notre Dame | 24.5                                   | 18.9         | 15.1         | 12.2        | 15.7                                      | 16.0         | 14.2         | 12.2        | 16.3   |

Note: The "peer" institutions are those which Provost Burtchaeil utilizes as a base of comparison with Notre Dame. These include the following: Vanderbilt, Cornell, Duke, Northwestern, Indiana, Pitt, Southern California, Iowa, Emory and St. Louis U.

Respectfully submitted,

The Committee on Faculty Affairs

Hafiz Atassi  
Peter Brady  
James Cushing  
Sarah Daugherty  
Morton Fuchs  
Gary Gutting  
Norman Haaser  
Linda Hildebrand  
Richard Lamanna  
John Lyon  
William McGlinn  
Arthur Quigley  
Tom Theis  
Harold Moore  
Irwin Press (Chairman)

# Minutes of the 166th Meeting of the Graduate Council November 12, 1975

## I. Approval of the Minutes of the 165th Meeting

The 166th meeting of the Graduate Council was called to order by the chairman, Prof. Robert E. Gordon, at 3:30 p.m., Wednesday, Nov. 12, 1975, in the Donor's Room of the Hayes-Healy Center.

The chairman welcomed to the council the graduate student representatives for the 1975-76 academic year: Margaret Grounds (English), president of the Graduate Student Union, and Marilyn J. Lawson (Physics), representative of the Graduate Student Council.

The minutes of the 165th Graduate Council Meeting of April 29, 1975, were unanimously approved as distributed and published in the Notre Dame Report #18, May 30, 1975.

## II. Report of the Chairman

Gordon began his customary review of Advanced Studies affairs with a detailed account of the current Graduate School statistics and trends in enrollments, admissions and degrees.

1. As to enrollments, he noted first that discrepancies in the graduate enrollment figures reported by the Registrar and those reported by the Graduate Office arise out of the later date of the Graduate Office report which includes changes subsequent to the earlier reporting date of the Registrar's Office.

1.1 Total enrollment for Fall 1975 is 1163 of which 379 or 33% are part-time. In 1968 and 1969, by contrast, the part-time enrollment was some 20% of the total enrollment. In subsequent years, the part-time enrollment has continued to increase although the total enrollment has decreased by only 164 since 1968.

1.2 The Fall 1975 First Year enrollment of 396 is notably lower than last year's 541. This drop, however, is largely a consequence of the discontinuance of the NSF-Mathematics Program for in-service secondary teachers. Again, part-time enrollments in the first year continue to increase from 18% in 1970-71 to 47.5% in 1974. Though not encouraging, this phenomenon of expanding part-time enrollments parallels national trends where it is found to be even more pronounced for institutions in large urban centers.

At Notre Dame most of the expansion in part-time enrollments can be ascribed to the increase in the educational fringe benefits available to faculty and staff.

More significant, in Gordon's view, than the expansion in part-time enrollments is an absolute drop of some 270 in our full-time enrollments since 1968-69. This, together with the doubling of non-degree students from 60 in 1971-72 to 146 in 1975, deserves careful monitoring for their impact on the quality of graduate and undergraduate academic programs and research and scholarly activities.

1.3 As to sex ratios: Women currently constitute 35% of our graduate population.

1.4 Minority Enrollment. Though persistent, our efforts to increase graduate minority enrollment remain disappointingly unrewarding. Whereas in 1973-74 we were able to double the percentage of minority students in the first year from 3.2% to 6.7%, a similar effort in 1974-75 yielded only a 3.7% first year minority enrollment. Clearly beyond perseverance, additional initiatives are necessary.

2. Admissions. After distributing copies of available admissions statistics for this and the six preceding academic years, Gordon commented on the trends and problems which they disclose.

2.1 For 1975-76 a total of 1804 applications were initiated. Of these 1560 were completed. For the six year period (1970-75) the number of completed applications has fluctuated tightly around a mean of 1531. Rejection rates by department have varied from 52% to 40% with a 44% average for the University.

2.2 Decline Rates. Particularly distressing in the admission statistics is the high percentage of accepted applicants who either decline our acceptance or do not register. That percentage has varied from a low of 35 in 1972-73 to a high of 45 in 1971-72 and again in 1975-76.

Noting how difficult it is to get comparative data from other institutions as well as to identify those variables on which we might concentrate to reduce the rate of decline and no-shows among our accepted applicants, Gordon listed the following factors which departments have recently mentioned to him as influencing their declines and admissions rates:

The existence and advertising of a program.

The perceived general quality of the University and of each department in its discipline.

The visibility and reputation of the faculty among their peers in potential feeder institutions.

The reputation of the faculty among potential graduate students.

The Catholic character of the University: to some an attraction; to others a bar.

The housing situation - on and off campus.

The availability and competitive adequacy of stipend and tuition support.

Acknowledging that not all of these factors are equally manipulatable on a short-time basis, the chairman addressed some of those that probably are and suggested that:

We need to examine carefully the adequacy of our efforts to acquaint potential students with our actual programs in the several disciplines. Presently we are listed in the annual Graduate Programs and Admissions Manual (jointly sponsored by the Graduate Examinations Board and the Council of Graduate Schools) and the Peterson Guide. Beyond an exchange of Graduate Bulletins with other Graduate Schools, we have no pre-set mailing list for appropriate advertising. We depend on the individual departments to initiate and develop contacts with their counterparts in other universities. A few departments are known to cultivate and benefit from such contacts.

As to stipend support, Gordon observed that, provided the student is also able to obtain subsidized housing at the University, he could manage barely on the current stipend level. He noted further, however, that at present we can only house approximately 240-250 advanced single students and 130 married couples. Even this limited housing is shared among Law, MBA and Graduate Students as well as married undergraduates.

Our stipend support in terms of the prevailing academic market conditions is more competitive in some and less so in other disciplines. To provide a measure of flexibility to the departments for dealing with these academic market realities, the Advanced Studies Office has set a basic stipend and stipulated a range of minimum and maximum amounts that may be paid. Thus, a department may elect not to fill all its allotted basic or full time equivalent stipends and use its unused ones to increase the stipends it does award. Yet even this flexibility is admittedly insufficient in some few disciplines faced with a small qualified national applicant pool but requiring a heavy demand nationwide on that small pool. This is especially the case with some of the natural sciences.

Sharp increases in decline rates for some graduate divisions reported in national surveys suggest the need both to increase the basic stipend and to raise the permissible maximum in the critical disciplines. In his view, Gordon reported, our most pressing current problem is this need to raise stipends. Becoming competitive for full-time applicants will help to stabilize, if not reverse, the falling full-time enrollments in some of our strongest departments.

3. Graduate Degrees. In the 1974-75 calendar year, the University conferred 145 doctorates; one less than in the peak year of 1970-71. The number of Master's conferred, however, has dropped from a high of 622 in 1971 to 395 in 1974-75. This trend is expected to continue with the decline of degree-seeking students in the Summer School.

4. Other Matters.

4.1 New Graduate Fellowships.

4.1.1 Schmitt First and Dissertation Year Fellowships. The council chairman announced a change in the distribution and stipend for the Schmitt Fellowships in response to recommendations by the A.J. Schmitt Foundation. For the 1976-77 academic year there will be four or five First Year Schmitt Fellowships carrying a 9 months stipend of \$3600 and six or seven Dissertation Year Fellowships carrying a 12 months stipend of \$4800. All these Fellowships will be competitively available only to the most highly qualified applicants and graduates in the Natural Science, Social Science and Engineering Divisions of the Graduate School, again, in accordance with the stipulations of the A.J. Schmitt Foundation.

4.1.2 Fisher Interdisciplinary Fellowships. Gordon also announced three new fellowships for interdisciplinary studies in the International Studies, Medieval and Biochemistry Programs. These Fellowships are to be called the Fisher Interdisciplinary Fellowships after the donors Fred J. and Sally Fisher.

For both the Schmitt and Fisher Fellowships the University will, as at present, provide matching tuition grants to increase proportionately the stipend funds.

Whether these Fellows should, like the Afro-American Fellows, be chosen by a committee composed of the vice president for Advanced Studies, the assistant vice president for Graduate Instruction, the director of Graduate Admissions and an appointed graduate faculty member or by a committee composed of three appointed graduate faculty members and the assistant vice president for Graduate Studies as chairman was put to a council vote. Each alternative received an equal number of votes. The council chairman noted the absence of any overall council preference and proceeded to the next agenda item.

### III. Approval of Applications for Degree Candidacy

Applications for admission to candidacy for the Ph.D. and Master's degrees were unanimously approved as submitted by the graduate departments and programs up to Nov. 12, 1975

### IV. Appointments to the Graduate Faculty

The following regular faculty members, having been nominated by their chairmen, and approved by their deans, in accordance with the appointment procedures approved by the council in its 162nd meeting, April 8, 1974 (NDR #15, April 26, 1974, pp. 301-302), were admitted into the graduate faculty:

From aerospace-mechanical engineering:

A. Murty Kanury, associate professor  
Robert C. Nelson, assistant professor

From chemical engineering:

Arvind Varma, assistant professor  
Eduardo E. Wolf, assistant professor

From government and international studies

Alan K. Dowty, associate professor

From mathematics:

Mark E. Nadel, assistant professor  
E. Bruce Williams, assistant professor

The chairman will inform these members of the faculty of this action.

### V. Report of the Review Committee for the Graduate Program in Economics

Having received in advance copies of 1) the "External Review of the Graduate Economics Program" prepared by the external reviewers, Prof. Wilson Schmidt, Virginia Polytechnic Institute, and Dean Donald J. White, Boston College, after their April 22, 1975 site visit, as well as copies of 2) the Response to the External Reviewers' Report prepared by the Economics Department, the Council turned to the consideration of the Report of the University Review Committee for the Graduate Program in Economics. (see Appendix A).

Prof. John E. Derwent (mathematics), as the Graduate Council representative, chaired the University Economics Review Committee assisted by Prof. William E. Dawson (psychology) as Social Science Division representative and Prof. Frank J. Bonello (economics) as department liaison to the Review Committee.

Pursuant to its function of synthesizing both the external reviewers' account and the departmental response thereto for the deliberation of the council and, through publication in the Notre Dame Report, for the information of the entire faculty, Derwent and Dawson reported the background and development of the Economics Review from the department's initial review document, supplied in advance of the site visit to the external reviewers, through the external reviewers' report and the Economics Department's response to that report. They concluded their report with a general approbation of the positive approach by the first time external reviewers, of the department's candor and cooperation, and of the overall completeness and fairness of the review process.

They endorsed the consensus of the external reviewers and the department in their recommendations that improvement in the already promising quality and quantity of the program be stimulated. To this end, they recommended that:

- 1) Consideration be given by the University to the allocation of a chair to the department.
- 2) Sufficient funding be provided to sustain a distinguished speakers series.
- 3) The department, together with the Office for Advanced Studies, determine the size of the program that can be supported on a relatively long-time basis.
- 4) The Graduate Council review again the foreign language graduate requirement.

Derwent and Dawson closed this final report on the graduate economics review with some generally helpful comments on the overall review process noting, in particular, the consensus of internal and external reviewers that the site visit be extended to a two from the, at that time, one day visit.

A considerable discussion ensued and focused principally on two points:

1. The number of different fields within the discipline in which individuals may earn the doctorate. In its Review Literature, the department reported a consolidation of its doctoral concentration from 13 to 9 fields. The External Reviewers' Report noted that this was compatible with existing resources. It also noted that the department had decided that, two fields, namely, economic development and political economy, should be at the center of its concern. Finally, the department's response document cited three of its nine fields, namely, economic development, labor relations and political economy, as the focus of its program consolidation efforts. Whether these apparent differences were more semantical than substantive remained unclear. Accordingly, the issue was returned for resolution to the vice president for Advanced Studies and the chairman of the Department of Economics.
2. The question of publication in main-line economics journals as opposed to emerging speciality journals.

The chairman will report this concern of the council to the department.

#### VI. Report on Current Status of the Departmental Review Schedule

Copies of the external review schedules through the 1976-77 academic year were distributed by the council secretary. In commenting on the current status of the COUP mandated review process, he called attention to the increase of the external review team from two to three members and the extension of the site visit from one to two days, a change recommended by the first two-man one day review teams for the economics and philosophy reviews in the spring of 1975.

An open discussion of the external review structure and process, as tested in the completion of the economics review, raised a number of as yet unresolved difficulties.

One major area of difficulty appeared when some council members reported that they were unclear on their precise roles in the review process. The council secretary, in response, noted that as council members, each faculty council member would in turn be called to chair a University Review Committee. In the chairman's role, a council member would, like the graduate divisional representative and the department liaison to the review committee, be charged with receiving, guiding and being generally helpful to the external reviewers at the time of the site visit. Unlike one divisional member and departmental liaison member, however, the Review Committee chairman would additionally (as Derwent, in his role of committee chairman for the Economics Review, had done) have to prepare a written synopsis of the content and recommendations of all the principal reports generated in the review



process for delivery to the Graduate Council and publication in the Notre Dame Report. The secretary suggested further that the chairman's role alone provides the Graduate Council with the critical oversight of the review process necessary for any consideration that the council might give to the specific review.

With the council's unanimous acceptance of the Economics Review chairman's synoptic report, it became clear that the council's extensive discussion of the Economics Review chairman's report completed whatever it could reasonably be expected to contribute to the review process for a particular department. Final recommendations to the Academic Council on the basis of the completed graduate review process remain the responsibility of the vice president for Advanced Studies.

In view of the advanced hour, consideration of the chemistry and metallurgy recommendation to review the foreign language requirement for advanced degrees was deferred to a subsequent council meeting. The meeting adjourned at 5:40 p.m.

John J. FitzGerald  
Secretary

## Appendix A:

### REPORT OF THE REVIEW COMMITTEE FOR THE GRADUATE PROGRAM IN ECONOMICS

In the December, 1973, issue of Notre Dame Magazine the Committee on University Priorities recommended:

That within the next five years, every unit in Advanced Studies should do a self-study, according to a schedule set up by the vice president for Advanced Studies. This will be followed by a thorough review performed by an outside board reporting to the vice president and to the dean of the appropriate college. These reviews will continue periodically thereafter, the period to be at the discretion of the dean but in no case at more than ten-year intervals.

This policy was implemented in the spring of the 1974/75 academic year. The Economics Department was one of two departments initially reviewed. In this report we will briefly describe the department and the procedures followed in the review process, summarize the external reviewers' perceptions as well as the department's responses, make recommendations about the program, and, finally, add a few comments and suggestions concerning the review process itself.

#### The Economics Department and the Review Procedure

At the time of the review, the Economics Department had an acting chairman and 19 faculty members, of whom three were on leave. The 19 included three full professors (one emeritus) and nine associate professors. The department was searching for a chairman and had just completed a reorganization of its graduate program. The department had the third largest number of seniors in the College of Arts and Letters and a large undergraduate service load. The faculty conferred its first Ph.D. in economics in 1960. In all 48 Ph.D.'s had been given by the time of the review, 27 (56%) since January, 1970.

The Review Committee was composed of two external reviewers and three internal reviewers.

#### External:

Wilson E. Schmidt, head of the Department of Economics, Virginia Polytechnic Institute and State University

Donald J. White, professor of economics and dean of the Graduate School of Arts and Sciences, Boston College.

#### Internal:

Frank J. Bonello, economics, acting as liaison for the department

William E. Dawson, psychology, representing the College of Arts and Letters

John E. Derwent, mathematics, member of the Graduate Council and chairman of the Review Committee.

Prior to their visit in April, Professors Schmidt and White received extensive documentation about the program from both the Economics Department and the Office of Advanced Studies.

The 24 hour site visit began on April 20, 1975, with a dinner for the Review Committee, two graduate students and Prof. John Fitzgerald of the Office of Advanced Studies. There followed on the next day almost five hours of meetings with 12 members of the economics faculty in various groups, a 50-minute meeting with five undergraduate economics majors, a fifty minute meeting with five graduate students, and finally a one hour meeting with Rev. James T. Burtchae II, C.S.C., provost, Prof. Robert E. Gordon, vice-president for Advanced Studies, and Associate Dean Robert E. Burns.

After their visit Professors Schmidt and White submitted a single written evaluation. A response was written by Professors William Leahy, Frank Bonello, Roger Skurski, Thomas Swartz and Charles Wilber of the Economics Department and discussed at a faculty meeting before submission to the Office of Advanced Studies. Finally this report has been written by Professors Dawson and Derwent, with factual information and assistance at every stage from Professor Bonello.

### Perceptions and Responses

We refer here to perceptions of the (external) reviewers and responses from the department.

1. The reviewers saw the department in transition, searching for a chairman and reorganizing its program to focus on developmental economics (including labor) and political economy. They are enthusiastic about developmental economics as a "natural" for this faculty and this University. They caution that emphasis on political economy should not lead to abandonment of rigorous method, nor should political economy become a catchall for fields of specialization that are being cut back. They endorse the nominee for chairman as well-suited to the needs of the department.

The department responded that it will stress developmental economics. The nominee for chairman has been appointed and is seen as a contributor to both fields. The department is confident that it can also specialize in political economy while avoiding the dangers cited.

2. Turning from general goals to faculty concerns, the reviewers found a good relationship between the faculty and the University administration, with some need for improvement in communications. They were disturbed by the salary figures which are competitive at first appointment, but increasingly less so as time passes. They were emphatically against uniform salary scales across departments in the college. They found the teaching load policy reasonable, but wondered if the total load in the Economics Department did not take away much of the chairman's discretion in assigning lesser loads to productive researchers.

The department confirms all these observations as true and distressing.

3. The reviewers concluded that the teaching load has had an adverse effect on the research endeavors of the department. They judge the faculty to be good but not publishing enough in mainline journals. They see a need for greater concentration on research. Several ways are suggested to stimulate this concentration: University support of summer research; the future allocation of a chair in economics contingent on gains in quality; promotion opportunities for the large group of associate professors, based on clearcut guidelines of quality work; the resumption of funds for a distinguished speakers program.

The department was in basic agreement as to the quality of the faculty and the importance of fully realizing its research potential. They do not like the suggestion of "mainline journals" if this means the three or four high visibility journals that demand a certain traditional viewpoint and style. Rather, research suitable to the high quality journals dedicated to areas of interest of the faculty should be the stressed goal.

Although it is aware that the University does not have the resources to support summer research, the department nevertheless does hope to apply when possible for funds from the University endowment earnings designated for innovative projects. The department intends to put major effort into attracting sponsored research. Although service and teaching will still be recognized, there will be an increase in emphasis on research for appointments and promotions. The faculty will also be encouraged to apply for leaves of absence for research. The department will furthermore examine its curriculum and investigate new teaching methods in order to increase its efficiency in the use of the time of its members. The department feels itself to be a prime candidate for the future allocation of a chair.

Funds for a speakers program would bring a large return for a small investment if the department can involve the speakers with the graduate and undergraduate students of economics as well as the faculty.

4. The reviewers saw financial support as the major problem facing the graduate program. Their recommendations were mainly aimed at a sharp increase in stipend levels, to make them competitive, and in the number of students supported. (One of the recommendations was, however, based on a misconception. They thought that 72 credit hours of course work are required for the Ph.D. and recommended forty-eight - the actual requirement.) They suggest that a decision must be reached on the number of students admitted each year. Ten to 14 is about right, with an average of five Ph.D.'s a year. If the department can push its students to the Ph.D. in three to three and one-half years the cost per Ph.D. will drop and the stipend level can be advanced without increasing the total cost of the program.

The department agrees on the need to increase support but finds a three-year production cycle unrealistic for most students. This proposal will be studied, but in the meantime the best way to increase student support is to increase sponsored research by the faculty.

5. In another direction the reviewers suggested that the foreign language requirement should be reexamined.

The department strongly favors a language requirement only in those specific areas where it would add to the student's professional competence.

#### Assessment and Recommendations

We found the external reviewers to be very positive and constructive in their approach to an experience which was new to both of them. The department in turn was very open and cooperative. As Notre Dame's representatives on the review committee, we felt that our first duty was to make sure that the review was carried out in a spirit of open inquiry and fairness. We have seen the documentation and at least one of us was present at each of the meetings with the exception of breakfast, lunch and the visit to the Social Science Training Laboratory. We are satisfied that the overall review was open, thorough and fair.

Our second duty is to make recommendations based on the review. Since neither of us is an economist, our judgment must be formed from the extrinsic evidence we have gathered from the various meetings and reports. Because the department was in basic agreement with the appraisal of the external reviewers, there is no controversy to settle. The evidence indicates that this is a good department worthy of continued support from the University in general and the Office of Advanced Studies in particular. There is need for an increase in the quality and quantity of research as well as for the free time to do it. The University should give serious consideration to the allocation of a chair to the department and to the allocation of a chair to the department and to the allocation of funds for a distinguished speakers series. The Office of Advanced Studies should together with the department determine the size of the program that can be supported on a relatively long term basis. The Graduate Council should decide whether or not to review again the foreign language requirement.

#### Addendum: Comments on the Process

All five members of the review committee agreed that a two day site visit would be desirable.

The three internal members are in agreement that a Notre Dame representative should be present at each of the regular meetings during the visit. In our review the liaison man from the department was assigned only to attend a meeting with faculty members of his own rank. We think this is a good procedure and should be continued.

We believe it would help a department in its preparation for review if it knew exactly what documentation was being provided to the reviewers by the Office of Advanced Studies.

We were surprised that certain topics were not specifically mentioned in the report from the external reviewers, such as tenure policy in the department, the quality of the graduate courses offered and the quality of the Ph.D.'s produced. The absence of these topics suggests that the reviewers found no special reason to comment on these aspects of the program, but we suggest that in the future reviewers be given a list of topics that ought to be included in their reports.

Finally, there should be a decision made as to whether or not the Graduate Council members will receive copies of the report from the external reviewers as well as the response from the department. Obviously there are arguments for and against such distribution. Widespread distribution might limit candor. On the other hand, the council should not vote on any drastic recommendation without studying the documentation. A consistent policy should be formulated and made known to the reviewers and the departments.

Respectfully submitted,

William E. Dawson  
John E. Derwent, Chairman

## Minutes of the Academic Council Meeting December 4, 1975

The Academic Council met on Wednesday, Dec. 4, 1975 and took these actions:

### Item I: Executive Committee.

As a result of the voting and of Father Hesburgh's appointments, the Executive Committee of the Academic Council for 1975-76 is as follows:

#### Ex Officio:

Rev. James T. Burtchae11, C.S.C., Chairman  
Rev. Ferdinand L. Brown, C.S.C.

#### Elected:

Robert E. Gordon  
Gerald L. Jones  
James L. Massey  
Rev. Ernan McMullin  
Thomas R. Swartz

#### Appointed:

Michael J. Gassman  
O. Timothy O'Meara  
Robert W. Williamson

### Item II: The Provost Review Committee.

In accord with the Academic Manual, Article II, Section 1, the Academic Council elected the following members to the Provost Review Committee:

Gerald L. Jones  
Edward Manier  
James L. Massey  
Rev. Ernan McMullin  
O. Timothy O'Meara  
Robert Panoff

### Item III: The Academic Calendar.

Father Burtchae11 introduced the discussion of the academic calendar by moving on behalf of the Executive Committee that debate on this issue be limited to one-half hour. This motion was approved by voice vote.

Michael Gassman, the Student Government Academic Commissioner, distributed copies of and commented on a Notre Dame Student Government Calendar Survey. On this survey 92 per cent of the respondents thought a mid-semester break of greater importance than a post Labor Day start; 65 per cent thought a full week mid-semester break preferable to a long weekend break; in order to have a post-Labor Day start or a mid-semester break, 65 per cent said they would be willing to attend one Saturday of classes during the Fall Semester; 65 per cent were opposed to ending the semester as late as Dec. 22.

Asked to rate their first, second, and third choices among six possible calendars, the highest percentages, 37 per cent, made as first choice a calendar for the Fall Semester of 1976 that would start with Aug. 31 as the first class day, included a full week break in October, a Wednesday afternoon through Sunday break at Thanksgiving, with the last day of exams on Dec. 21.

In light of the material on the survey Gassman made this

Motion:

That the Calendar rules be amended to read:

- 1.a) the first class day of the Fall Semester be no earlier than the Tuesday preceding Labor Day.
- 1.b) The Fall Semester include a week-long mid-semester break in addition to the four and one-half day Thanksgiving break.

The motion was seconded.

Discussion:

What was voted last year, i.e., a break at Thanksgiving was not implemented. While it was not stated it was understood at that time that there would be a significant break at Thanksgiving and not just the long weekend. The issue is, need there be 72 class days as opposed to a nine-day vacation. The time free from the classroom is important to what goes on in the classroom. Recalling all the discussion of last year including the consideration of the expenses involved in two trips home, we should continue the present guidelines and implement them.--It was rebutted that after the calendar for the Fall Semester of 1975 was established and published, the Academic Council approved it as being in accord with its intentions when it established the guidelines.--Gassman said they had spoken to the halls about the financial burden on families caused by two breaks in a semester. A longer break gives students who live far away an opportunity to drive rather than fly thus cutting down on expenses. It is up to the students whether they go home or not.--There is no such thing as a four and one-half day break; it creates an unequal situation for students.

It was moved and the motion approved to vote on the first part of the motion separately and to split the second part into two parts. These three proposals therefore that were voted on and the results of the voting were:

- a) The first class day of the Fall Semester will be no earlier than the Tuesday preceding Labor Day.

The vote:

Approved by voice vote.

- b.1) The Fall Semester is to include a week-long mid-semester break.

The vote:

Approved by voice vote.

- b.2) The Fall Semester is to include a four and one-half day break at Thanksgiving.

The vote:

Disapproved by a vote of 33 opposed and 14 in favor.

The following motion was made and seconded:

Motion:

Thanksgiving will be a one day break.

The vote:

Approved without dissent.

It was suggested that the calendar should provide for a free day on Dec. 8, the Feast of the Immaculate Conception. It was noted that the calendar principles already provide the religious Holy Days are to be holidays when possible.

Item IV: Faculty Senate Recommendations to the Academic Council for Amendments to the Academic Manual Concerning the Appointments and Promotions Process.

(A copy of these recommendations follows as Attachment I to these Minutes.)

The council began consideration of recommendations to the Academic Council for amendments to the Academic Manual concerning the appointments and promotions process. These recommendations, approved by the Faculty Senate on April 2, 1975 were sent to the Academic Council from the Faculty Senate.

Prof. James T. Cushing, chairman of the Faculty Senate when these recommendations were approved by the senate, introduced these recommendations and moved their acceptance by the council and their adoption as amendments to the Academic Manual. The motion was seconded.

Prof. Joseph Tihen who had been the chairman of the committee in the senate in which these recommendations originated was present at this meeting along with Father Robert Kerby and Prof. Norman Haaser who were also among the members of that committee.

Tihen explained that these recommendations were motivated by three aims: 1) to give the Committee on Appointments and Promotions greater voice and greater responsibility; 2) to insure as far as possible communication among all parties in the process; 3) to have some sort of body to make the decision if there is disagreement in the above process. Tihen explained there was no attempt here to downgrade the chairman but rather an attempt to upgrade the Committee on Appointments and Promotions.

It is argued, he noted, the Committee does not have the perspective of the chairman; they do not unless they are given that perspective.

Discussion:

The changes will not increase the responsibility of the Committee on Appointments and Promotions; they will increase the power of that committee. The Committees on Appointments and Promotions vary about the campus; it is hard to pin the responsibility for irresponsible decisions on any one person. The discussion here is about power, not about responsibility.--In view of the recommendations it is impossible to maintain it is not the intention of the recommendations to downgrade the chairman. The departmental chairman with his long range plans, his broader perspective and his overall knowledge of the department gets one vote. The senate voted that the chairman's report would be a minority report; this means it is important to the senate that it be minor.--Approval of the recommendations could result in a possibly disastrous shift of authority.--Disagreement with most of previous statements. Power and responsibility: the faculty has responsibility; the people on the Committee for Appointments and Promotions live with their decisions the rest of their lives. It is invidious to imply the chairman has a vision and responsibility the faculty does not. The recommendation that the committee has the responsibility for collecting the material rather than the chairman is reasonable; if the faculty is to live with their responsibility they must be able to determine the input into that material.--(At this point it was agreed to consider Recommendation I, concerning Article IV, Section 6, Subsection (a), now and to consider Recommendations II and III together later on.) The chairman will of necessity try to convey what perspective he has as chairman; frequently it cannot be done because of the hours of doing the things a chairman does. He can only try. If this is approved it would deprive a person being considered for appointment, promotion, or tenure of someone to turn to for some authoritative judgment. There is great difficulty in finding good people to serve as chairmen; if the position is degraded the possibility of getting good chairmen will decrease.--There are different levels of responsibility in a department; the chairman cannot deny his different perspective. This recommendation gives no more responsibility to the committee than it has now; but changing the chairman's position is important.--In a weak department, strong leadership of a chairman is necessary; it may not be so necessary in a strong department. This recommendation closes off the chairman's leadership activities and capabilities. In a weak and/or overbalanced department more is needed from a chairman than this permits. This would doom a weak department to perpetual mediocrity.--Power and responsibility are inseparable. The more minds there are working, the less danger there is of tyranny.--Father Burtchaell noted that the report of the Committee on Appointments and Promotions can be authored by anyone on the committee; all that is required is that all on the committee see it and sign it. He further noted that the remarks in support of the proposal seem to suggest that a positive recommendation of the

committee will be overturned by the chairman. He noted that in a twelve month period for 1974-75, 297 recommendations were made by committees on appointments and promotions; 287 of these, 97 per cent, were decided in accord with the committees' recommendations; seven were turned down or reversed by contrary recommendations from chairmen; two by contrary recommendations from deans; one by the provost. The committees are increasing the stringency of their standards and there is a decreasing number of disagreements. But there is a larger issue: this would deprive the chairman of his ordinary and required ability to add strong support to the recommendations of the committee. Mostly the letters of chairmen are stronger than the statements of the committees. The chairmen should not be put in the position of always being a minority voice. Sometimes the committee needs some commenting on. There is concern that according to this proposal the chairmen would not have the ability to reinforce what the committee says.--Clearly this limits the power of the chairman. Is this a good thing or not? If there are even a few contexts in which the initiative of the chairmen are limited this is important to decide. We are supposedly looking not for responsibility but for academic excellence of the institution. Faculty responsibility for the decisions they make and the academic quality of the enterprise are interlocked. Will the academic quality of the institution be served by limiting the power of the chairmen? There is a feeling that chairmen are not sufficiently accountable to Committees on Appointments and Promotions in their departments. An alternative to the motion is to suggest that the chairmen be accountable to departmental committees on appointments and promotions.--The number of recommendations overturned is irrelevant. Do not

agree the initiative of the chairman is taken away. Anyone on the committees, including the chairman can submit anything he wants.--The present version of the Manual downgrades the committee.

Accepted as a friendly amendment was the motion to delete the sentence, "Any of the committee members, including the chairman, may submit a minority report" and replace it by, "The chairman should submit a separate recommendation; any other member of the committee may do so."

Discussion continued:--the only difference between this and what we have is a lot of sham. This revision does not account for the weight that is going to be given to the chairman's report.

A motion to refer the whole matter of the appointments, promotions, and tenure procedures to a committee was defeated by voice vote.

The vote was then taken on Recommendation I (about revision of Article IV, Section 6, Subsection (a)) as amended.

The vote (by written ballot):

28 opposed  
24 in favor

The council then spent a very short time on Recommendations II and III, with some suggested insertions and change of order. The discussion will begin with these at the next meeting.

This meeting was then adjourned.

Respectfully submitted,

(Rev.) Ferdinand L. Brown, C.S.C.  
Secretary to the Academic Council



## Appendix A

Faculty Senate Recommendations to the Academic Council for Amendments to the Academic Manual Concerning the Appointments and Promotions Process

Be it resolved that the Academic Manual be amended as follows:

Amend Article IV, Section 6, Subsection (a) to read:

"Each department of the various Colleges has a Committee on Appointments and Promotions. The Chairman of the Department is ex officio Chairman of the Committee, with full speaking and voting privileges. The other members of the Committee must have the rank of ... (continue as in the balance of the first paragraph of this subsection in the present manual.)

"The Committee acts on behalf of the Department concerning all recommendations for appointment, reappointment, promotions, and tenure. Recommendations are initiated by the Chairman, and individual members of the departmental faculty may propose recommendations to the Chairman for consideration by the Committee. Each Committee adopts the necessary principles and procedures to ensure the confidentiality of its proceedings. "The Chairman submits the recommendations of the Committee to the Dean of the College and, through the Dean, to the Provost, along with appropriate documentation in support of the recommendations. This documentation includes, specifically, initialed minutes of the proceedings of the Committee, including the total vote of the Committee on each recommendation submitted. Any of the Committee members, including the Chairman, may submit a minority report.

"Analogous committees exist in the Law School and the Library.

"Further procedures in the appointments and promotions process are set forth in Article III, Section 4, of this Manual."

Amend Article III, Section 4 Subsection (a), to read:

"Appointments to and Promotions in the Teaching and Research Faculty are made by the President of the University after the procedures outlined below have been followed. The formal procedure for determining recommendations for appointment or promotion is initiated by the Departmental Committee on Appointments and Promotions, which submits its recommendations to the Dean of the College as specified in Article IV, Section 6, Subsection (a). If the Dean is in disagreement with the recommendation of a departmental committee, he consults formally with that committee. The results of any such consultation are forwarded to the Provost along with the recommendations. Recommendations of the Departmental Committee and of the Dean are submitted to the Provost, who reviews them with such advisors as he may choose, and then submits all recommendations, both positive and negative, and including his own, to the President for final action."

"In each case where a recommendation made by a departmental committee is not accepted by the Provost or the President, the reasons for nonacceptance are conveyed to the Committee through the Dean. The Committee may request a formal consultation with the Provost or the Dean or both to discuss the disagreement. If a disagreement cannot be reconciled by such consultation, the Committee may refer the case to the University Appeals Committee on Appointments and Promotions for a hearing and for its findings and recommendations (see article IV, Section 3, Subsection (i)).

"In each case where a negative recommendation concerning reappointment, promotion, or tenure is made and accepted, the Chairman of the Department shall, upon request of the faculty member concerned, convey the reasons for this negative decision to that faculty member."

(The second paragraph of this subsection, and the remaining subsections of this section, remain unchanged.)

Amend Article IV, Section 3, by adding a new Subsection (i):

"Subsection (i) University Appeals Committee on Appointments and Promotions

"A University Appeals Committee on Appointments and Promotions is established in each case where a Departmental (or analogous) Committee on Appointments and Promotions requests a hearing by such a Committee, as provided for in Article III, Section 4, Subsection (a). A separate Committee is established for each such case. Each Committee consists of three persons. Two of these persons are selected by the Academic Council from among the members of the regular faculty who hold professorial or associate professorial rank or the equivalent. The third person is appointed by the President. No person having a vested interest in the case to be heard may serve on the Committee hearing that case; this specifically excludes the President, the Provost, any Dean-level (or equivalent) officer of the College or other unit involved, and any member of the faculty of the Department (or equivalent unit) concerned."

"Each such Committee considers and renders a decision on that particular case referred to it in which a disagreement between a Departmental (or analogous) Committee on Appointments and Promotions and the administration cannot be reconciled by the consultations prescribed in Article III, Section 4, Subsection (a). This Committee must provide an opportunity to be heard to the members and Chairman of the Departmental Committee, the Dean or Director of the academic unit involved, the Provost, and the President. It also obtains such other information as it deems appropriate or necessary to reach a proper resolution of, and decision on, the disagreement. The findings and recommendations of this Committee shall be transmitted directly to the President of the University."

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