

'75-'76

notre dame report

March 12, 1976

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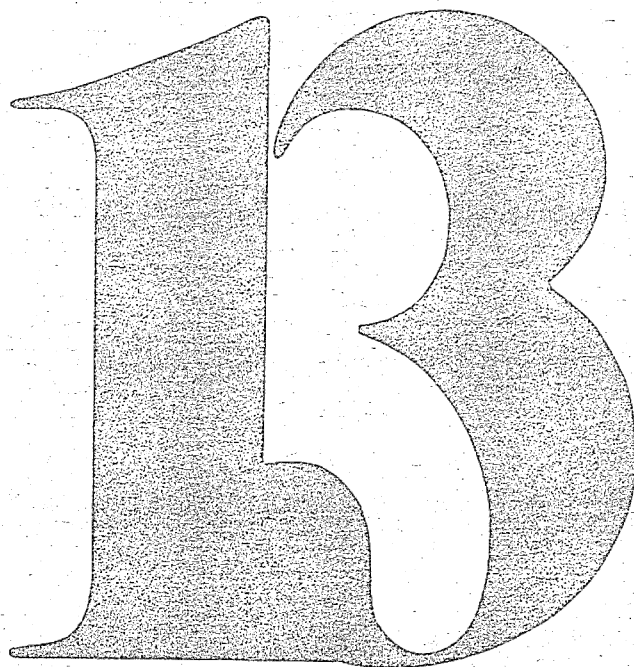
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the university

Music and Liturgy Workshops

The University of Notre Dame's Department of Music, in cooperation with the campus-based Murphy Center for Liturgical Research, plans two workshops this summer for persons involved in the contemporary celebration of Mass and other services. The five-day workshops, June 27-July 3 and July 18-24, will focus on new musical liturgies, hymn festivals, recitals by professional artists, and classes directed to evaluation of current publications, choral reading, parish liturgical commissions, folk liturgy and rehearsal techniques.

Workshop leaders will include Rev. John Gallen, S.J., director of the Murphy Center; Sue Henderson Seid, University organist and director of liturgical music; Rev. Charles Faso, O.F.M., specialist in developing programs of music and liturgy in parishes and dioceses, and Rev. Daniel Coughlin, editor of *Liturgy 70* and president of the Federation of Diocesan Liturgical Commissions since 1975. David Clark Isele, director of choral activities at Notre Dame, is directing workshop arrangements.

Memorial Library Vacation Hours

Memorial Library Hours for the Mid-semester Holiday, March 12-20 will be:

First and Second Floors

Open: Monday-Saturday, 8 a.m.-5 p.m.

Closed: Sunday, March 14

Tower

Open: Monday-Saturday, 8 a.m.-10 p.m.

Sunday, 1 p.m.-10 p.m.

The Research Libraries will be open Monday through Friday, 8 a.m.-Noon and 1-5 p.m. They will be closed on Saturdays and Sundays.

All Libraries will return to their regular schedules on Sunday, March 21.

S&H Lecture Series

The College of Business Administration has announced the following schedule for the continuation of its lecture series on "The Design of Humanistic Work." The series, made possible by a grant from the S&H foundation, has two basic objectives: to raise the issue of "work life quality" within the greater Michiana area, and to provide a forum for an examination of the range of social alternatives available in the design of work and work organizations.

Speakers for this semester and the dates of their appearance are as follows:

- Mar. 2 -- Francis Fiorenza, assistant professor of theology, Notre Dame: "Critical Theology and Work."
- Mar. 24 -- William Sexton, associate professor of management at Notre Dame: "The Design of Humanistic Work: What Can Business Do?"
- Apr. 6 -- David Bowers, program director, Institute for Social Research, University of Michigan: "The Design of Humanistic Work: What Is Business Doing?"
- Apr. 28 -- Irving Bluestone, vice president, United Auto Workers International: "The Design of Humanistic Work: What Can Labor Do?"

All lectures will be at 3:30 p.m. in Room 122, Hayes-Healy Center. They are open to the public without charge. Professors William Heisler and John Houck are co-directors of the series.

Alumni Summer Hotel

The University will open its campus between June 14 and July 31 this year to alumni and their families planning a summer vacation in the area. Sponsored by the Alumni Association, the plan includes use of Lewis Hall, a four-story undergraduate residence hall located on the edge of St. Joseph's Lake, for stays of a day or longer.

The "Summer Hotel" plan was inaugurated to provide for former students the opportunity to return to the campus for a quiet visit at a time other than class reunions or a major athletic event. Rates are \$10 per day for couples and \$3 for two children in an adjacent room. For a family of four planning to occupy two rooms for a week, the rate is \$60.

Two Summer Workshops have also been scheduled for alumni. The first workshop, July 11-17, will focus on such topics as the plight of the cities, presidential election and America in an era of ecological restraint. The second workshop, July 18-24, will be concerned with global tensions, the food crisis, foreign policy, and the influence of multinational corporations. Reservations are presently being accepted by the Alumni Office.

Hofman Resigns Deanship

Emil T. Hofman, professor of chemistry and dean of the Freshman Year of Studies Program at the University of Notre Dame, will relinquish his deanship July 1 and return to fulltime teaching activities. Hofman said he wanted to devote his full time to developing new teaching methods and techniques and to prepare two chemistry textbooks for publication.

Rev. James T. Burtchae II, C.S.C., provost, cited Hofman for his continued accomplishments in the dual appointments as professor and as dean since 1971. During his tenure as dean of the Freshman Year Program Hofman supervised a revision of the freshman curriculum and placed new emphasis on a counseling program that is establishing new records for the University in low attrition rates.

Finance Forum

A group of business leaders, including Dr. O.C. Carmichael, Jr., chairman of the board of Associates Corporation, will present talks during the 1976 Finance Forum sponsored by the University of Notre Dame's Finance Club. Talks beginning at 9:30 a.m. March 2 and continuing through March 3 in Hayes-Healy Center are open to the public.

Winston S. McAdoo, executive vice president of Prudential Funds, Inc., will open the discussions with a talk on "Case Study in Natural Gas Resources" at 9:30 a.m. Tuesday. This will be followed at 11 a.m. by William J. Weisz, president of Motorola, Inc., who will discuss "Inflation's Impact on Business and its Finance."

Samuel W. Sax, chairman of the board of Exchange National Bank of Chicago, will speak on the topic, "Banking Today," at 10:15 a.m. Wednesday. Carmichael's talk, "The Citizen Executive: Last Best Hope for Business," will be at 11:15 a.m. Wednesday, and Daniel A. Miley, treasurer of John Hancock Mutual Funds, will speak on "Financial Disclosure, the Media, and the Regulators" at 1:15 p.m.

Paul F. Conway, associate professor of finance in the College of Business Administration, is the Finance Club moderator.

faculty notes

Activities

William E. Biles, associate professor of aerospace and mechanical engineering, presented a seminar entitled "Optimization and Simulation" at the School of Industrial Engineering, Purdue University, Feb. 12.

A. Murty Kanury, associate professor of aerospace and mechanical engineering, served Feb. 4-8, at the University of California, Berkeley, as an external reviewer of their research program on Fire Safety at the invitation of the National Science Foundation - RANN program.

Lloyd H. Ketchum, Jr., assistant professor of civil engineering, attended the 48th Annual Meeting of the New York Water Pollution Control Association in New York, Jan. 19-20, at which a paper he co-authored on "Precipitation and Coagulation of Phosphate by Ferric Chloride" was presented. Ketchum also presented a talk on "The History of Wastewater Treatment" Jan. 22 to the Fourth Grade class at Holy Cross School in South Bend.

Stuart T. McComas, professor of aerospace and mechanical engineering, presented a paper entitled "Experimental Investigation of Combined Convection Heat Transfer to Turbulent Air Flow in a Uniformly Heated Tube" at the First National Symposium on Thermal Sciences Feb. 9-11 in Mexico City.

William B. Roberts, assistant professor of aerospace and mechanical engineering, presented a paper on "A Transonic Smoke Tunnel for the Investigation of Cascade Loss Models" at the SQUID Workshop on Transonic Flow Problems in Turbomachinery held at the Naval Postgraduate School, Monterey, California Feb. 11-13.

Brother Leo V. Ryan, C.S.V., dean of the College of Business Administration joined a U.S. State Department-U.S. Information Agency group in Cairo, Egypt in February for a cultural and educational study of the United Arab Republic. He participated in meetings at American University in Cairo concerned with the utilization of professional management personnel from American Collegiate Schools of Business in the Arab nations.

Don Vogl, associate professor of art, was awarded a grant by the Indiana Arts Commission to produce a painting for the Indiana-Illinois Bicentennial Exhibition organized by the Northern Indiana Arts Association of Hammond, Indiana. His work "American Door (Keep on Truckin')" painted on a truck door, will be part of the exhibition on show for a year in Indiana and Illinois.

Honors

Rudolph S. Bottei, professor of chemistry, has been reelected treasurer of the division of Analytical Chemistry of the American Chemical Society and reappointed chairman of its Membership Committee.

Robert E. Gordon, vice president for advanced studies, has been elected for a second term (1976-78) to the Board of Trustees of Biological Abstracts in Philadelphia.

office of advanced studies

Notes for Principal Investigators

Revised Schedule of Due Dates for Proposals to NIH

In Notre Dame Report No. 10, 1975-76, a March 1 due date was listed for proposals for NIH Research Project Grants. Considerable confusion has been caused by this listing because proposal kits indicate a February 1 due date. The March 1 date is correct.

The revised schedule for receipt of proposals by NIH is as follows (effective January 1, 1976):

New and supplemental research project grant applications:
March 1
July 1
November 1

Renewals (all competing renewals) and new applications for institutional and individual National Research Service Awards, Research Career Development Awards, program projects, and centers:
February 1
June 1
October 1

Information Circulars

The Rockefeller Foundation and the Ford Foundation A Research Program on Population and Development Policy

No. FY76-63

The Rockefeller Foundation and the Ford Foundation have announced the sixth year of a worldwide program of awards in support of social science research relevant to the formulation and implementation of population policy. In this year's program, the foundations wish to emphasize projects focused on the reciprocal relationships between popula-

tion policy and social and economic development. Increasingly, scholars and policy analysts have become aware that policies intended to improve human welfare -- such as those in the areas of education, employment, housing, social security, health, nutrition, or rural development -- are influenced by and in turn influence population trends. The research challenge remains that of specifying these interrelationships more concretely in order to assess the relative effectiveness of alternative population and development policies.

Proposals should focus on: a) empirical relationships between development processes and population trends; b) reciprocal effects of development and population policies; and c) means of modifying development processes and population trends to achieve improvements in human welfare.

Eligibility:

There are no specific eligibility criteria, but demonstrated research ability, knowledge of population and development issues, and previous experience in these or closely related fields are likely to be minimally necessary for individuals to be competitive. The program is open to researchers at various points in their career development, including junior scholars and graduate students; however, this is not a graduate fellowship program and tuition support will not be provided.

Duration and Budget:

The proposed research should begin in 1977 (on or after January 1) and be fully completed within two years. In no case will an award exceed \$35,000, and a grant approaching this magnitude will be rare. This program is primarily interested in supporting small- and moderate-sized grants. No overhead will be provided.

Deadline:

Proposals must be received by July 1, 1976.

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

National Science Foundation Decision-Related Research in the Field of Urban Technology

No. FY76-64

The Division of Advanced Productivity Research and Technology of the Research Applications Directorate, National Science Foundation, intends to provide approximately \$2,000,000 for the purpose of supporting applied research in the field of urban technology. Urban technology as used herein is defined as the application of scientific or technological methodology to the problems of local government.

Research proposals must be addressed to one of five service categories: 1)Solid Waste Management, 2)Urban Water Resources, 3) Fire Protection, 4)Urban Recreation, and 5)Financial Management. Specific topics listed under Proposal Scope are given priority within each category; however, proposals on other topics in the service category may also be considered. Each proposal must be limited to one topic. An organization may submit proposals on more than one topic and note any relationship between them, but each proposal must be capable of being evaluated and executed independently. A number of 12-15 month awards requiring between 1/2 and 5 equivalent person-years of effort each are planned under this program.

The closing date for receipt of proposals is March 29, 1976.

National Endowment for the Arts Research Division Program Solicitation

No. FY76-65

The Research Division of the National Endowment for the Arts intends to support research in 9 project categories aimed at providing knowledge needed to improve the accomplishment of agency goals. The project categories are:

1. Feasibility Study for an Economic Data Program on the Condition of Arts and Cultural Institutions, deadline - April 6, 1976.
2. Model Study for an Economic Data Program on the Condition of Arts and Cultural Institutions, deadline - April 6, 1976.
3. Consumer Demand Analysis for Arts and Cultural Services for the South, deadline - May 4, 1976.

4. Analysis of Economic Impacts of Arts Activities and Cultural Institutions on Their Communities, deadline - May 4, 1976.

5. Planning Study for a National Survey of the Craft Arts, deadline - March 9, 1976.

6. Planning Study for a National Survey of Arts and Cultural Programming on Commercial and Public Radio and Television, deadline - March 9, 1976.

7. Critical Review and Evaluation of Audience Studies of Museums and Performing Arts Organizations, deadline - May 4, 1976.

8. Pilot Study of Education, Training, and Careers of Symphony Orchestra Musicians, deadline - April 6, 1976.

9. Estimate of Needs for Musical Directors and Managing Directors for American Orchestras, deadline - April 6, 1976.

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

Current Publications And Other Scholarly Works

ARTS AND LETTERS
HUMANISTIC AND SOCIAL STUDIES

English

- Kline, Edward A.
E.A. Kline. 1976. Review of Walker Percy's *The Message in the Bottle: How Queer Man Is, How Queer Language Is, and What One Has To Do With The Other*. Review of Politics 38:139-141.

History

- Kerby, Robert L.
R.L. Kerby. 1976. Review of Manus I. Midlarsky, *On War: Political Violence in the International System*. Review of Politics 38(1):128-131.
O'Connell, Marvin R.
M.R. O'Connell. 1976. *Clio and Aggioramento: The misuses of history*. Communio 2(4):400-412.

Modern and Classical Languages

- Rubulis, Aleksis
A. Rubulis. 1975. *Literaturas Vajasasa Padojmu Savieniba*. Daugavas Vanagu Menesraksts 6:44-48.

Philosophy

Chroust, Anton-Hermann

- A.-H. Chroust. 1975. Inspiration in Ancient Greece. Pages 37-54 in, Rev. E.D. O'Conner, CSC, ed. Perspectives on Charismatic Renewal. University of Notre Dame Press, Notre Dame, Indiana.

SCIENCE

Biology

Craig, Jr., George B.

- S.H. Saul, P. Guptavanij, and G.B. Craig, Jr. 1976. Genetic variability at an esterase locus in *Aedes aegypti*. Annals of the Entomological Society of America 69(1):73-79.

Chemistry

Bretthauer, Roger K.

- M.L. Hayes, R.K. Bretthauer, and F.J. Castellino. 1975. Carbohydrate compositions of the rabbit plasminogen isozymes. Archives of Biochemistry and Biophysics 171:651-655.
- Castellino, Francis J.
M.L. Hayes, R.K. Bretthauer, and F.J. Castellino. 1975. Carbohydrate compositions of the rabbit plasminogen isozymes. Archives of Biochemistry and Biophysics 171:651-655.
- Fehlner, Thomas P.
D.J. Pasto, T.P. Fehlner, M.E. Schwartz, and H.F. Baney. 1976. On the orbital interactions of three-membered rings with π systems. Electronic structure of alkenylidenecyclopropanes. Journal of the American Chemical Society 98: 530-543.
- D.J. Pasto, J.K. Borchardt, T.P. Fehlner, H.F. Baney, and M.E. Schwartz. 1976. Analysis of the reactivity of alkenylidenecyclopropanes in cycloaddition reactions. Journal of the American Chemical Society 98:526-529.
- Pasto, Daniel J.
D.J. Pasto, T.P. Fehlner, M.E. Schwartz, and H.F. Baney. 1976. On the orbital interactions of three-membered rings with π systems. Electronic structure of alkenylidenecyclopropanes. Journal of the American Chemical Society 98: 530-543.
- D.J. Pasto, J.K. Borchardt, T.P. Fehlner, H.F. Baney, and M.E. Schwartz. 1976. Analysis of the reactivity of alkenylidenecyclopropanes in cycloaddition reactions. Journal of the American Chemical Society 98:526-529.
- Schwartz, Maurice E.
D.J. Pasto, T.P. Fehlner, M.E. Schwartz, and H.F. Baney. 1976. On the orbital interactions of three-membered rings with π systems. Electronic structure of alkenylidenecyclopropanes. Journal of the American Chemical Society 98: 530-543.

- D.J. Pasto, J.K. Borchardt, T.P. Fehlner, H.F. Baney, and M.E. Schwartz. 1976. Analysis of the reactivity of alkenylidenecyclopropanes in cycloaddition reactions. Journal of the American Chemical Society 98:526-529.

Mathematics

Mast, Cecil B.

- A.G. Strandhagen and C.B. Mast. 1975. Regional stability of differential equations governing ship motion. Proceedings of the 4th Ship Control Systems Symposium 3:1-15.

Microbiology

Pollard, Morris

- R.L. Truitt and M. Pollard. 1976. Allogeneic bone marrow chimerism in germ-free mice. Transplantation 21(1):12-16.
- C.J. Bellone and M. Pollard. 1976. In vivo host immune response to a tumor-specific transplantation antigen induced by Rous sarcoma virus. Journal of the National Cancer Institute 56(1):79-82.

Physics

Browne, Cornelius P.

- H.R. Hiddleston and C.P. Browne. 1976. Nuclear data sheets for A=132. Nuclear Data Sheets 17:225.
- P.L. Jolivet, J.D. Goss, and C.P. Browne. 1975. Level structure of ^{60}Co . Physical Review C12:2121-2124.
- J.F. Mateja, G.F. Neal, P.R. Chagnon, and C.P. Browne. 1976. Low-lying levels of ^{57}Mn from the $^{54}\text{Cr}(a,p)$ reaction. Physical Review C13:118-123.
- P.L. Jolivet, J.P. Goss, J.A. Bieszk, R.D. Hichwa, and C.P. Browne. 1976. Charged particle Q-value measurements in the iron region. Physical Review C13: 439.
- J.D. Goss, P.L. Jolivet, C.P. Browne, S.E. Darden, H.R. Weller, and R.A. Blue. 1975. Angular distribution measurements for $^{14}\text{C}(d,p)^{15}\text{C}$ and the level structure of ^{15}C . Physical Review C12:1730-1738.
- Chagnon, Paul R.
J.F. Mateja, G.F. Neal, P.R. Chagnon, and C.P. Browne. 1976. Low-lying levels of ^{57}Mn from the $^{54}\text{Cr}(a,p)$ reaction. Physical Review C13:118-123.
- Darden, Sperry E.
J.D. Goss, P.L. Jolivet, C.P. Browne, S.E. Darden, H.R. Weller, and R.A. Blue. 1975. Angular distribution measurements for $^{14}\text{C}(d,p)^{15}\text{C}$ and the level structure of ^{15}C . Physical Review C12:1730-1738.

ENGINEERING

Aerospace and Mechanical Engineering

Lee, Lawrence H.N.

R.W. Snyder and L.H.N. Lee. 1975. Experimental study of biological tissue subjected to pure shear. Journal of Biomechanics 8:415-419.

Strandhagen, Adolph G.

A.G. Strandhagen and C.B. Mast. 1975. Regional stability of differential equations governing ship motion. Proceedings of the 4th Ship Control Systems Symposium 3:1-15.

Chemical Engineering

Carberry, James J.

J.J. Carberry. 1975. On the relative importance of external-internal-temperature gradients in catalysis. Industrial and Engineering Chemistry 14:129.

J.J. Carberry. 1975. On the status of catalytic reaction engineering. Catalysis Reviews 10:221.

J.J. Carberry. 1975. On the use of partially impregnated catalysts for yield enhancement in non-adiabatic, non-isothermal fixed bed reactors. Canadian Journal of Chemical Engineering 53:347.

J.J. Carberry. 1975. Optimization of a tubular wall catalytic reactor. Chemical Engineering Science 30:221.

J.J. Carberry, J. Zahradnik, and T.G. Smith. 1975. Non-isothermal inter-intraphase effectiveness for negative order kinetics. Chemical Engineering Science 30:763.

J.J. Carberry, M. Sylvester, and A. Kul-karni. 1975. Slurry and tricklebed reactor effectiveness. Canadian Journal of Chemical Engineering 53:313.

J.J. Carberry, E. McCarthy, J. Zahradnik, and G.C. Kuczynski. 1975. Some unique aspects of CO oxidation over supported Pt. Journal of Catalysis 39:29.

BUSINESS ADMINISTRATION

Management

Chang, Yu-Chi

Y.C. Chang. 1975. Notes on Variances and Covariances of Linear Function of a Random Matrix. Technical Report #416. Department of Statistics, University of Wisconsin - Madison. 6 pp.

Y.C. Chang and K.S. Kim. 1975. Comparison of Zellner's estimator with the maximum likelihood estimator on a constrained multivariate regression model. Pages 275-277 in, Proceedings of American Statistical Association.

Y.C. Chang, K.S. Kim, and L.C. Suen. 1975. A simulation modeling of dynamic demand: An application of U.S. oil consumption data. Modeling and Simulation 6(2): 1021-1026.

Ryan, CSV, Leo V.

L.V. Ryan, CSV. 1976. Reading circles and parish librarians: The earliest American Catholic effort in adult education? Catholic Library World 47(7):313-314.

LAW

Chroust, Anton-Hermann

A.-H. Chroust. 1975. Some comments to Cicero, De Natura Deorum II. 37. 95-96: A fragment of Aristotle's On Philosophy. Emerita (Spain) 43(1):197-205.

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.

<u>Agency</u>	<u>Programs</u>	<u>Application Closing Dates</u>
International Research and Exchanges Board	Grants for Collaborative Projects	April 30, 1976

documentation

Minutes of the Academic Council Meeting January 20, 1976

The Academic Council met at 3 p.m. on Tuesday, Jan. 20, and considered these items.

Item I: A Calendar Resolution

The following resolution, signed by ten members of the Academic Council, was presented:

Resolved:

The Friday after Thanksgiving be a school holiday, and that instead, a Saturday class be included to account for the necessary number of days in the fall semester.

The members of the council who signed this resolution requesting it be put on the agenda were:

Michael Gassman
Robert L. Phebus
Paul F. Conway
Palmer E. Cone
Joseph H. Huebner
Albin A. Szewczyk
Donald Roy
John Brosious
William J. Bula
Joseph M. Fiorella

Discussion:

The council agreed to limit discussion to five minutes for each side.

The resolution is of interest to the students, the faculty and the staff. It is important to have a break shortly before the examinations. The request at the previous meeting was not to drop a course day but to shift to a Saturday class day. Parents should be able to decide if the student can afford to go home. Thanksgiving is a family holiday. Student Government will do what it can to prevent "erosion" at the time of the break. The students speak as students on this matter and come to the council for this consideration and support.--One vacation is sufficient and the October break fills that need. Other universities do attend classes the day after Thanksgiving.--There is no such thing as a four day holiday.

The council accepted as a friendly amendment the insertion of the words "when required" after the word "included."

The resolution as amended therefore read:

The Friday after Thanksgiving be a school holiday, and that instead, a Saturday class be included when required to account for the necessary number of days in the fall semester.

The vote on the resolution as amended:

23 - in favor
22 - opposed
1 - abstained

Item II: Faculty Senate recommendations for revision of the Faculty Manual.

The council continued from the previous meeting the consideration of recommendations for revision of the Academic Manual.

To be considered at this time is the proposal to add to Article III, Section 4, Subsection (a) the following:

In each case where a negative decision concerning reappointment, promotion, or tenure is made, the chairman of the department shall upon request of the faculty member concerned, convey the reasons for this negative decision to the faculty member.

Prior to the beginning of the discussion on this item the following motion was made and seconded:

Motion:

That on this issue before the house the decision be made by roll call vote; the roll call vote not to be publicized.

The vote on this motion:

17 - in favor
28 - opposed

Discussion:

In favor of the proposal it was stated that it was the hope of those who formulated and presented the proposal to require some accountability of the Committees on Appointments and Promotions. They should be accountable to someone and should give an account to the person whose fate is being decided. It seems morally wrong to say to a person who has been here three years, or even one year, "we don't want to keep you." He should be informed all along the way if he is fulfilling expectations.

Against the proposal it was noted that the "administrative position" was said to be incredible and that it implied that the chief reason for opposing this is fear of "increased litigation." Objections to the proposal rather are based on the following: 1. It fails in its purpose. There should be two concerns; first to see that all and only proper things have been done and that something is done to help the faculty member. These are not achieved by this proposed procedure. Faculty members at that time are not disposed to hear what is being said. 2. It has been the experience of some who give reasons that there is a fixation about the explanation that is given. Disappointment is often turned into argument. It is not realistic to assume that reasons can be given without having to defend them. The AAUP statement of 1964 is far from meaning that a university has to give reasons for not granting tenure. 3. The faculty member is not disposed to accept reasons. Anytime but this is the time to evaluate faculty. It should be done year by year.--Every present faculty member can make a presentation on his own behalf at the beginning of the process. The minutes of the meetings of the Committee on Appointments and Promotions must be approved and initialed.--The purpose of this proposal is good but the motion would not achieve that purpose. Giving the right to an explanation enables the faculty person the right to assume there is a fault. The responsibility of those involved is of providing the students with the best possible faculty and of loyalty to colleagues.--The implementation of this proposal is likely to increase litigation. In every case where there has been litigation explanations have been given and the objectives of this proposal have not been achieved.

The chief argument against this at the last meeting was "increased litigation." It seems that giving of reasons does not require further procedure, i.e., there is no further constitutional requirement.--There are reasons for giving reasons other than those given above: it would increase the credibility of the process. The giving of reasons gives a chance for the correction of errors in fact.

What constitute adequate reasons? If in most cases fault finding is not involved but the judgment that the department can do better, is it adequate to report that the faculty member does not rank high enough to be retained? If this is the case how can this judgment be justified.

If the council does today what is proposed and only that it will not achieve what those favoring the proposal are attempting to achieve and there will be further pressure to take the next step.

It may not be possible to go beyond reasons because of confidentiality.

Often there is no finding of fault. All the facts have been considered and the judgment is made that the department can do better. Is that a satisfactory reason. Some say no. This implies the department must then construct reasons.--The goals of this proposal are excellent; the procedure proposed thwarts the goal and does not help the faculty colleague.--It is a moral issue. The question is what is morally best.

Motion:

It was moved and seconded to add the following as an amendment:

Implementation of the policy on "giving reasons, when requested, in cases of negative decisions on reappointment, promotion, or tenure."

The Academic Council affirms that the explanation, made under this policy upon request by the faculty member concerned, is entirely for informational purposes and confers upon the faculty member concerned no right of any kind to a reconsideration of the decision or to a contestation of the reasons given. The Academic Council directs the administration to effect whatever contractual changes or supplements are needed to assure that the policy is so construed and administered.

This motion was approved by voice vote.

Vote on the proposal.

28 - in favor
21 - opposed

Item III. Policy on Appointments and Family Relationships.

A proposed new statement of policy on appointment and family relationship had been presented to the Executive Committee from Committee W of the Notre Dame Chapter of the American Association of University Professors. The proposal to adopt this new policy was presented as a motion on behalf of the Executive Committee.

Motion:

To adopt this policy on Appointment and Family Relationship.

It is the policy of the University to consider all qualified persons for employment. There is no prejudice against the employment of two or more closely related persons within the University, in the same department, or in different departments. However, a University member may neither initiate nor participate in any decisions involving matters which affect the appointment, retention, promotion, salary, or other professional interest or status of a close relative.

Discussion:

Alberta Ross, Chairperson of Committee W, when this proposal was generated spoke in favor of the proposal: Policies against nepotism have come under fire because they were thought to discriminate against women. With its statement of policy in 1973 the University removed most of the problems. A prejudice was retained against appointments in the same department. Committee W and the Executive Committee of the AAUP thought this should be removed. They believe there should be rules to prevent difficulties. A faculty member should not be permitted to make decisions affecting his or her own family. The reformulation of the policy coming from the Executive Committee of the Academic Council is essentially different. The

AAUP says there should be no prejudice against such appointments; the Executive Committee says there should be a prejudice. A policy without prejudice should be adopted.

The Academic Manual says nothing on this matter. Something should be done. It is desirable to have a clear wording to permit departments to take family relationships into account. There will be cases that will be academically undesirable. The policy that the Executive Committee presents would leave it up to the departments to take into account.

To single out family relationship is prejudice. That the question has been prejudiced is verified by the fact it is being considered. Past practice tells departments they can hire members of the same family. Past practice also shows that close family relationships in a department have caused serious trouble. This must be called to the attention of departments.

The vote on the motion:

14 - in favor
31 - opposed

It was then moved and seconded to adopt the proposed statement of policy from the Executive Committee of the Academic Council.

Motion:

To adopt this statement of policy on Appointments and Family Relationships.

It is the policy of the University to consider all qualified persons for employment. Since a family relationship between two members of the same academic department may adversely affect normal professional relationships within the department, everyone involved in appointment and promotion decisions ought to address this issue in their recommendations. A faculty member may neither initiate nor participate in any decisions involving matters which affect the appointment, retention, promotion, salary or other professional interest of a close relative.

Discussion:

Motion to amend:

It was moved and seconded to remove the word "adversely,"
Discussion on proposed amendment:

"Adversely" is the whole point. If there were not occasionally adverse effects there would be no need for the statement.--Rhetorically it is needless. The statement shows there could be adverse effects.--There may be a true family relationship that could affect the academic endeavor in a good advantageous sense.

Vote on the motion to amend:

Approved by voice vote.

Vote on the motion as amended:

Approved by voice vote.

Respectfully submitted,

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

Minutes of the Academic Council Meeting

February 23, 1976

The Academic Council met on Monday, Feb. 23 and took these actions:

Item I: Election of a search committee for the dean of the Freshman Year of Studies.

Emil T. Hofman, dean of the Freshman Year of Studies, has asked to leave that position at the end of the present academic year. Since a new appointment must therefore be made, the Council in accord with the prescription of Article II, Section 7, of the Academic Manual elected a committee to study qualifications of possible candidates and to submit recommendations to the President.

Members elected to this committee are:

Rev. Thomas Blantz, C.S.C.,
History
William Bula,
Engineering Student
Leslie Martin,
English
Rev. Michael Murphy, C.S.C.,
Earth Sciences
Walter Nicgorski,
General Program of Liberal Studies
Robert Williamson,
Accountancy

Item II: The Council continued the discussion of the proposals from the Faculty Senate for revision of the Academic Manual:

1. The Council approved by voice vote without dissent this revision of the first paragraph of Article III, Section 4, Subsection (a) of the Academic Manual:

Appointments to and promotions in the Teaching-and-Research Faculty are made by the President of the University after the following procedures have been carried out. The formal procedure for determining recommendations is initiated by the chairman of the department, acting with his departmental Committee on Appointments and Promotions. The chairman of the department submits his written recommendations, along with a written report of the deliberations and recommendations of the committee, to the dean of the college, who then submits these recommendations to the provost along with his own. If the dean anticipates disagreeing with the recommendation of a departmental committee or a departmental chairman, or both, he consults formally with the chairman and the committee jointly before submitting his recommendations to the provost. The results of any such consultations are forwarded to the provost along with the recommendations. The provost after consultation with such advisors as he may choose submits all recommendations including his own, to the President for final action.

Note:

The paragraph as approved was amended during discussion prior to the vote of approval.

- a) The sentence beginning, "If the dean anticipates disagreeing..." was changed from, "If the dean is in disagreement..." This change was approved by voice vote.
- b) In the last sentence the phrase "...submits all recommendations, including his own..." was amended from, "...submits all recommendations both positive and negative, and including his own..." This change was approved by voice vote.
- c) The motion to replace "the chairman and the committee jointly" by "the parties in question" was defeated by a 23 to 25 vote.
- d) The motion to name the vice president for advanced studies as a person the provost must consult was defeated by voice vote.

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 will be transmitted directly to the President of the University.

The whole process amended as proposed will reduce the number of disagreements that now exist. To make the faculty and administration share equally in the final decision some such body as proposed here is required. This would make it harder for an administrative officer to act in an arbitrary manner. This will also reduce the number of irresponsible recommendations from the departmental committees

The proposal creates an adversary attitude.--There would be no consistency in the proceedings since there would be a different committee each time.--The proposal provides only for communication to the President and not to the committee on appointments and promotions.--There is a need for appeal procedures but they should be those open to the individual and not to the committee on appointments and promotions.

The council tables until the next meeting a proposal from the Executive Committee of the Academic Council to establish a standing committee of the council on the Academic Manual.

The provost gave his annual report to the Academic Council. The text of that report appears as an attachment of these minutes.

The fact that these and other educational ventures were supported by income on athletics is, I hope, one more justification of the integration of athletics in Notre Dame's academic enterprise.

Discussion:

The discussion on this item was brief. The purpose of the proposed change in the manual is to assure communication between all persons involved in the process of promotions and tenure. The remainder of the brief discussion was concerned chiefly with amendments noted above.

2. The council then approved by voice vote the proposal to add the following statement to Article III, Section 4, Subsection (a) of the Academic Manual:

In each case where a recommendation made by a departmental committee is not accepted by the provost or the President, the reasons for non-acceptances are conveyed to the committee through the dean.

Note:

This statement was originally presented as the first sentence of the first paragraph of the two to be considered in the following action. The motions to separate it and to approve it as a separate proposal were both approved by voice vote.

3. The council then moved to consider the proposal to add two paragraphs to the Academic Manual. The first of these two paragraphs was proposed as an addition to Article III, Section 4, Subsection (a) and the second of these would be a new Subsection (i) to Article IV, Section 3 of the Academic Manual.

These two paragraphs are:

a) An addition to Article III, Section 4, Subsection (a):

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 findings and recommendations (see Article IV, Section 3, Subsection (i)).

b) Subsection (i) for Article IV, Section 3:

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 will be transmitted directly to the President of the University.

The motion to approve these additions to the Academic Manual was made and seconded.

Discussion:

The whole process amended as proposed will reduce the number of disagreements that now exist. To make the faculty and administration share equally in the final decision some such body as proposed here is required. This would make it harder for an administrative officer to act in an arbitrary manner. This will also reduce the number of irresponsible recommendations from the departmental committees.

It was questioned whether the AAUP statements of 1966 and 1971 directly supported the creation of such an appeals committee as is here proposed.--The proposal is ambiguous. If it grants the appeals committee the power to override the President it contradicts the presidential powers admitted in the 1966 AAUP statement. If it does not grant this power this should be made clear.--For the most part this is unnecessary. Appeals procedures for individuals already exist.--The proposal gives undue power to the committee on appointments and promotions.--In the proposal there is an absence of checks thus the susceptibility to being used as an instrument of harassment.

The proposal creates an adversary attitude.--There would be no consistency in the proceedings since there would be a different committee each time.--The proposal provides only for communication to the President and not to the committee on appointments and promotions.--There is a need for appeal procedures but they should be those open to the individual and not to the committee on appointments and promotions.

An important part of the proposal is the notion that the departmental committee on appointments and promotions would have a committee to which to appeal. The idea the proposal speaks to is the responsibility of the faculty to the standards of the institution on a university-wide basis. This would provide a mechanism whereby this responsibility could be shared by the faculty. The proposal does not take from the administration the power to do any single thing; it does provide some inhibition on the use of that power. No matter how you look at the situation the primary responsibility for judging colleagues is in the department. If they are not applying proper standards the whole faculty should be responsible.

To be a member of such a committee would require much time-consuming work and the procedure would be slow. A member of the committee would come on the scene and have to make an extremely important decision for a department with which he is not familiar. Much is expected from the chairmen and the deans, especially academic excellence. If a depart-

ment is operating on standards not the highest, something must be done about it. If the ability to make these necessary decisions is taken from the chairman and the deans and put in the hands of three people removed from the department this is not an improvement of the process. It does tell the chairmen and deans they are relieved of this basic responsibility. The questions of more faculty participation and an appeals process are different.

The vote:

The motion was defeated by this vote:

15 - in favor
35 - opposed
3 - abstained

Item III: A Standing Committee

The council tabled until the next meeting a proposal from the Executive Committee of the Academic Council to establish a standing committee of the council on the Academic Manual.

Item IV: Annual Report of the Provost.

The provost gave his annual report to the Academic Council. The text of that report appears as an attachment to these minutes.

Respectfully submitted,

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

Attachment

Report from the Academic Administration

(Adapted from remarks made at a meeting of the Academic Council on Feb. 23, 1976.)

Once again I assume that it is a proper responsibility of the provost to give a report on the academic situation of the University. Among the many features and components of our academic enterprise, I have tried to choose for comment those which will be of most timely interest or to which our attention has to be drawn if we are to make significant improvements in what we do here at Notre Dame.

I. The Economic Situation of the Faculty

One can hardly imagine a year in which this would not be a subject of sharp interest, but it is especially so in a season when financial resources are harder to come by, and yet more easily consumed by accelerated inflation. According to the report filed with the national office of the American Association of University Professors, the average nine-month salary for full-time members of the Teaching-and-Research Faculty here this year is reported at \$17,839. This represents a salary increase of 7.7 per cent over the last year. The average faculty member received, in addition, fringe benefits of \$2,742, representing a supplement of 15.4 per cent over salary. The total reported average nine-month compensation, then, amounts to \$20,581, a 7.8 per cent increase over last year's compensation. The average salary increase for continuing faculty (faculty members who were here last year and remain here this year) is reported at exactly 8 per cent. The average total annual compensation including salary and fringe benefits for the academic year and for teaching or research during the summer amounts this year to \$22,477.

I should add, however, that these figures do not easily disclose all that one would or should wish to know regarding faculty compensation at Notre Dame. Statistics such as this need amplifying with other perspective-giving data to help us to construe them as best possible.

For example, the regular annual reports on faculty salaries from the local AAUP Chapter and the Faculty Senate have compared salaries at Notre Dame with those at the Big Ten universities. These are research universities which are located, like ourselves, in the Midwest and with whom we not infrequently find ourselves competing for faculty members. What needs to be pointed out, however, in order to make such comparisons more useful is that the Big Ten universities, while offering higher salaries, provide no educational benefits for faculty children. I would like to point out briefly what this amounts to. The national AAUP compensation report forbids us to include all moneys actually spent for the education of faculty children. We are allowed to report for each such child only the amount that we would be paying if the child went to college elsewhere. Our policy allows \$1,000 annually for this purpose, and thus we are allowed to report only \$1,000 in fringe benefits for each faculty child enrolled here at Notre Dame, although the cost to the University may be three times that amount. Thus we reported only \$116,000 in educational benefits. In fact, this figure understates actual expenditures by \$142,000. It should be emphasized also that these are real dollars: every faculty child who is educated at the University without tuition payments is replacing a student who could have been admitted and would be paying tuition and fees. In order to balance our budget we have to find \$258,000 annually to cover these costs. In fact the total expenditure this year for faculty and staff educational benefits will amount to more than \$450,000. Thus if permitted to report true and full compensation on the AAUP report, we would be reporting the average total nine-month compensation as \$20,893. In comparing Notre Dame compensation to that at Big Ten universities one should calculate this important difference, remembering always that this fringe benefit represents untaxed dollars worth more than their equivalent in salary.

One notes also that the average salary increase at Big Ten universities this year amounted to 8.3 per cent. Closer scrutiny reveals that there was an abrupt and abnormal increase of 14 per cent at one of these universities (Ohio State). If one sets aside this one school, the average rate of increase throughout the Big Ten was 7.5 per cent, less than what we were able to do here at Notre Dame.

Let me offer another similar comparison. I was recently on a campus of the university system which reports the second highest salaries in America. Faculty salaries on that college campus are reported at a rate 10 per cent higher than Notre Dame salaries. Yet, because of budgetary stringency this year, there are no funds available for professional travel by the faculty. Any faculty member who wishes to attend a professional meeting must cover all expenses from his own salary. Another comparison, not covered in the published salary figures, is as follows: these faculty who are paid 10 per cent more than their peers at Notre Dame have, on average, a teaching burden of 14.6 contact hours per week, compared to about half that burden here at Notre Dame. An Ivy League university which reports salaries 5.3 per cent higher than ours, is facing a 35 per cent reduction in operations within the next three years. A Big Ten university that reports salaries 15.8 per cent higher than ours at Notre Dame, faces a 10 per cent cutback in operations next year. The fact that Notre Dame is not facing such severe retrenchment is due in large part to the very frugal financial management the University has benefited from in the past years.

It is not my intention in presenting these caveats to argue that Notre Dame faculty compensation is what it should be. It is far from that. But if we are to evaluate our own situation by comparisons, those comparisons ought be presented and interpreted with some measure of perspective. We need to improve both salaries and fringe benefits here. Over the past years we have tried to devise the best possible mixture of salary with fringe benefits. This configuration is always subject to review, but at the moment I think that by frequent consultation with colleagues on the AAUP fringe benefits committee we have devised a formula that is serving quite well.

The results of the national AAUP survey are to be published only next summer. An interim study, however, has been done by the National Center for Education Statistics. This survey reports that faculty throughout the country received pay increase of 6.1 per cent over last year. If this be an accurate report, then Notre Dame's relative position has been modestly strengthened this year.

In summary, this year the University has been able to afford higher rates of increase in faculty compensation than was possible in recent years. I am pleased to tell you that we anticipate doing slightly better than this next year, should our budget forecasts prove valid. (See charts, pages 312-315.)

One of the reasons we have been able to increase faculty compensation this year has been the inauguration of a number of endowed chairs. If we are ever able to improve our relative economic standing compared to other universities, it will be due to our ability to endow all of our professorships. This has a double effect. First of all, the largest salaries, those of our senior faculty, need no longer be supported by operating funds. Secondly, budget moneys no longer needed to pay senior members are now free to raise the entire level of compensation of the junior faculty. For the meanwhile, when there are relatively few endowed chairs occupied at Notre Dame, there can, in individual cases, be an awkward disproportion between the compensation of academic colleagues, one of whom occupies a chair and the other not. It is clear, however, that any alternative plan whereby the University solicited funds for faculty support without memorializing large benefactions in the form of endowed chairs would not provide even a fraction of the support that we may anticipate receiving for chairs.

II. Endowed Chairs

This year four new professors were inaugurated in endowed chairs: Prof. Jeffrey B. Russell, who came from the University of California to the Michael P. Grace Chair of Medieval Studies; Prof. Anthony M. Trozzolo, who came from the Bell Laboratories to the Charles L. Huisking Chair in Chemistry; Prof. Frederick J. Crosson of our own faculty, who holds the John Cardinal O'Hara Chair in Philosophy; and Prof. Edward J. Murphy, also of our own faculty, who holds the Thomas J. White Chair in Law. Next year Prof. Joan Aldous of the University of Georgia will assume the William R. Kenan Chair in Sociology and Prof. Lee A. Tavis will come from the University of Texas to the C.R. Smith Chair in Business Administration. Before much longer we hope to announce appointments to the Packey J. Dee Chair in Government and International Studies, the Howard J. Kenna Chair in Mathematics, the Andrew V. Tackes Chair in History, and the William White Chair in English.

III. Retired Emeriti Faculty

Most of you are, I am sure, familiar with the report prepared for the Faculty Senate by a committee chaired by Prof. James Danehy. This report dealt with a subject previously somewhat neglected at Notre Dame, the retired faculty. As a result of the report, the senate endorsed and forwarded to the administration a series of recommendations intended to improve the University's relationships with and support of its retired emeriti. In the meanwhile, Emeritus Prof. James Corbett has taken an energetic and timely initiative in organizing a club for these colleagues.

After the senate's recommendations were received, the Officers of the University devoted a great deal of time and study to them. Some of them carried heavy financial implications. Eventually the officers decided upon some policy changes which were informally communicated to the Senate. It is now a great pleasure for me to be able to announce them publicly. A copy of the full text of my letter to Professor Conway, chairman of the Faculty Senate, is appended to this report. (Appendix A)

IV. Incoming Students

Turning now from the oldest to the youngest members of the Notre Dame family, let us consider the young people who will be joining us next year in the freshman class of 1980. John Goldrick, director of admissions, reports that next fall we shall enroll a freshman class of 1,625 persons: 1,250 men and 375 women. Applicants for admission will total about 6,500, a ratio of applicants to matriculants of 4:1. Goldrick has noted a number of trends in the admissions process:

"1. An increase in female applicants. Since 1973 the number of women applying for admission has increased significantly, i.e., 933 in 1973; 1342 in 1974; and 1584 in 1975. This year's pool will probably total 1700, an 8.2 per cent increase over a 4-year period. (For those who might find the comparison interesting, the ration of female applicants to matriculants stands at 4.5:1 as compared with that at Harvard-Radcliffe of 6.7:1)

"2. A stabilization of the number of male applicants. As with women, the number of men applying for admission increased from 1973 to 1975 (from 3640 to 4172, and 4641). However, we anticipate between 4500 and 4600 male applicants, or a maximum decrease of 3 per cent.

"3. A decrease in ethnic minority applicants. Actually, we expect increases in applicants of Spanish, American Indian, and oriental heritage. The anticipated decrease will occur among black Americans seeking admission. The decline is presently inexplicable, since recruiting efforts to attract qualified black students have increased this year. Our goal is to increase the acceptance/enrollment ratio (45 per cent in 1975) in order to offset the application decline.

"4. A stabilization of academic quality as reflected by class ranking and Scholastic Aptitude Test (SAT) scores. We expect 25 per cent of the 1976 Freshman Class to be graduated from their high schools ranking number 1, 2, 3, 4, or 5 in their classes. At least 80 per cent of the freshmen will have graduated in the top 20 per cent, the remainder entering Notre Dame from high schools whose raw ranking does not reflect the quality of the student enrollment and the intensity of the academic program, or possessing truly outstanding personal and creative talents desirable among Notre Dame's student body. There should be no significant change in our average SAT scores of 1171 (551 verbal, 620 math). Nevertheless continuing national decline of average scores seems to predict an inevitable change for coming years, unless basic restructuring of high school curricula occurs by the end of this decade.

"5. A continued loss of quality academic students as a result of inadequate scholarship resources. This year, as in the past we will find that approximately 42 per cent of applicants accepted for admission will decide not to enroll at the University. Of this group, about 70 per cent, or 840 prospective students, will choose not to enter Notre Dame because limited resources will preclude our offering them scholarship aid.

"In summary, the admissions picture is both encouraging and discouraging. We seem to have reached a plateau that is defined by the limits of our resources, e.g., available places for women, scholarship moneys, etc. On the other hand, in light of the bleak student market predictions of two years ago and the more recent economic realities facing parents of prospective Notre Dame students, we are encouraged by adequate retention of three-year increases in Notre Dame's desirability as an institution of higher education."

A recent study of our present freshman class yields some interesting comparisons with their classmates nationally. Sixty per cent of our freshmen attended independent secondary schools, whereas only 16 per cent in the national group did so. Notre Dame freshmen indicated satisfactory preparation in most academic areas, especially in that of mathematical skills, but noted deficiencies in their preparation in the fine arts.

Black students comprise 5.4 per cent of the freshman class nationally but only 3.3 per cent here. Hispano-American students comprise only .7 per cent in the national group and 1.4 per cent at Notre Dame. American Indian students number .6 per cent in the national group and .7 per cent in the Notre Dame freshman class. Despite vigorous efforts to increase the proportion of minority students in our student body, these proportions have not noticeably increased in the last few years. Of the 208 minority students admitted to the University last fall, 105 (51 per cent) actually enrolled at the beginning of the year. The University did a survey of the 103 minority students who were admitted but did not come to the University. One-fourth of them attended Ivy League schools instead. Although their average cost at these schools amounted to \$5,340, they received financial aid amounting to \$4,000 apiece. At Notre Dame, where total expenses would amount to \$3,952, we were able to provide an average of only \$2,310 in financial aid. Thus the balance of \$1,642 appeared to them to be a sharper financial burden than the Ivy League differential: \$1,340. A number of the students attended colleges in the South, where the room, board, and tuition costs were considerably lower than at Notre Dame. The difference between those costs and the financial aid package offered was still less than it would have been here. Of all the students who chose not to come to Notre Dame, 85 per cent indicated that the necessity of financial assistance was either extremely important or important.

This reminds us of the critical need we have to increase that part of our endowment which underwrites undergraduate scholarships and grants. A report from Goldrick brings the point home with clarity:

"The practice of luring minority students to matriculate by offering gift aid is becoming widespread among colleges and universities. We suspect that this practice plays a role in the student's decision and negatively affects our own confirmation ratio since we do not subscribe to such a practice.

"I personally believe that an aid package which includes loan money is a cause for apprehension to a minority student, more so than to the average middle class person. I have no documentation to support that gut feeling, and Notre Dame may never be in a position to meet large needs without including loans (and perhaps we shouldn't even if we had unlimited scholarship resources). Nevertheless, I think we will lose some minority students when we include loans with our aid and other schools do not."

Five years ago the University surveyed the economic circumstances of the families of incoming freshmen. This year the same study was repeated, with interesting findings. Five years ago the total family income of the average Notre Dame student's family was only slightly in excess of the total calculated income of the average Notre Dame faculty family. This represented a considerable change from the past when faculty lagged far behind parents in comparable affluence. This year students' families showed that they had emerged from the intervening years in a relatively stronger financial position. This seems to be a growing inability on the part of Notre Dame to enroll students from families of modest means. Five years ago 35 per cent of all student families received a total annual income of less than \$15,000. Now less than 13 per cent do.

It should be clear to all of us that if we are to continue to have a student body recruited according to merit rather than affluence, we are going to have to dispose of considerably more financial aid support than is presently available. There are trends at work here which can move with astounding rapidity, and it may well be that we do not have the luxury of waiting very many years before acquiring these critically needed student aid funds.

V. The Graduate School

Applications to the Graduate School number at this date 1,313, about 200 more than were in hand one year ago at this time. The total applications in recent years have amounted to something between 1,700 and 1,800. Our Graduate School enrollment presently stands at 1,163, of whom two-thirds are full-time students. Compared to some of the large research universities in major cities, we have a high proportion of full-time students in the Graduate School. Enrollment is down by only about 2 per cent from last year.

You may know that we follow a different policy of financial aid for undergraduates and those in advanced studies. For more than a decade now all scholarships for undergraduates are provided by income on endowment. One day we hope to achieve this same possibility for our graduate students, and Prof. Robert Gordon has already been successful in attracting several major contributions to the University which have increased our endowment for the support of graduate students.

The Committee on University Priorities was of the mind that it was particularly on the level of graduate education that the University might take steps which would yield very great competitive advantage. The committee reported:

As concerns advanced studies, we believe that Notre Dame has a number of favorable opportunities. Compared to many graduate schools, our own is reasonably well provided with financial aid for students. Yet much more could be done to attract capable students. Our graduate studies could be more creatively designed than those at

most institutions, but they are not; nor are our graduate students in the mainstream of campus life. Those graduate students who intend to follow the teaching profession could well receive better preparation in the subtle art of imparting learning and the love of it. Our professional programs display the distinctive stamp of Notre Dame, yet they must be pressed to seek a higher degree of academic excellence. We recommend that financial aid be offered to attract better advanced students, rather than more advanced students.

Frankly, there continues to be very little creativity given to graduate schools throughout the country. At a time when everyone realizes that the nation is being overplentifully provided with Ph.D. holders it would behoove Notre Dame to provide its own graduate students with advantages in curriculum and teacher preparation which might stand them well when they must compete with peers from other institutions.

VI. The Advancement of Teaching

This leads me to delineate for you an idea which has been growing in my mind with regard to the advancement of the art of teaching at Notre Dame. At present it is, I suppose, little more than a dream, but it is a dream I should like to come true. I envision a panel of three or four dozen of our most widely acknowledged and capable teachers. Any faculty member would be free to approach the group and ask for its services. Three, say, of the panel would be assigned to the professor. They would, on occasion throughout the course of a semester or a year, sit in on his courses, sometimes unannounced and sometimes when the professor would be aware that they were coming. They would study all of his former teacher-course evaluations, would interview some of his current students, would look over the quality of written work submitted, the exams, etc., and would ask a staff member to prepare video tapes of several of his classes. At the end of the semester or of the year the three faculty members would sit down with their colleague and offer him a full critique of what they have seen in his teaching performance. This could be illustrated and reinforced by selections from the video tapes.

Such a critique would be available for the exclusive advantage and betterment of the faculty member who asks for it. No report would be available to anyone who shared in the decision-making process of appointments, tenure and promotions. The program would require some extra dedication on the part of teaching colleagues, but one can hardly think of a more worthy goal to be pursued than that of improved teaching.

It also occurs that such a critique, or possibly one in a modified form, ought be available to our graduate students, most of whom are looking forward to professional careers as teachers. Surely such a sustained critique in the days of one's apprenticeship would bear good fruit as one's career developed. I would hope that if there is adequate faculty support for this idea we could institute it in the not too distant future.

VII. Academic Leadership

This has been a year of much new leadership introduced into the various colleges. After seven years of very capable service at the head of the College of Arts and Letters, Dean Crosson has stepped down and assumed a professorship in the Department of Philosophy. His position is temporarily being held by Prof. Isabel Charles and we hope that the deanship will be filled in a permanent way in the very near future.

After twelve years of leadership in the College of Business Administration, Dean Thomas Murphy stepped down to return to teaching and after one year of interim deanship by Prof. Yusaku Furuhashi, Brother Leo V. Ryan, C.S.V., came to Notre Dame to assume the deanship this year. In the Law School, Dean David T. Link has succeeded Dean Thomas Shaffer who will be returning from leave of absence next year to resume his duties as professor in the Law School. Quite recently it was publicly announced that Prof. Emil Hofman will be ending his five years of service as Dean of the Freshman Year and has asked to be relieved of those administrative duties. As he prepares to return to the work of his Department of Chemistry, the University will be searching for a successor who can continue the excellent and creative work carried on by this most capable colleague.

VIII The Colleges of the University

It is, one supposes, always inevitable that the burdens of the faculty would be uneven from college to college. Of late, however, everyone has been alarmed to note that abrupt and massive student enrollments in the College of Business Administration have strained to the limit the ability of the faculty in that College to cope. Enrollment in the College is presently running about 50 per cent beyond what was anticipated it would be. Any shift in student enrollments must naturally be followed by a shift of resources to support faculty. Unfortunately, because faculty positions turn over at a much less rapid rate than those of students we have been able to augment the College faculty at a disappointingly slow rate. It is the commitment of the administration, however, to facilitate further growth in the College of Business Administration and it is the undertaking of the College that this will be not simply to increase the present operation there but indeed to enrich the entire curriculum and quality of education in business administration. Budgeting is a delicate responsibility in the best of times. When reallocation of resources becomes necessary one has to be reminded of the important recommendation of the Committee on University Priorities: "We recommend that the University recognize that it must apply its resources in such a way as to increase excellence in all its disciplines, including those which now enjoy academic distinction." While building up new areas of strength there should be no intention to dismantle others which have required many decades of effort in their establishment.

IX The University Libraries

For some years now we have been pursuing the goal of a substantial endowment to underwrite the increasing costs of acquisitions in the University Libraries. At the present time our endowments supporting our libraries are valued at \$1,815,000. We could easily, however, put to good use an endowment of more than \$10 million to support the needs of this learning resource which after the faculty is the most precious we have.

I was pleased to note last year that among the several appeals for contributions which went out to the alumni, parents and friends of the University, the most successful was a letter soliciting contributions for book purchases. It seems clear that our own graduates appreciate this as one of our needs that they find most appealing.

X Equal Employment Opportunity at the University

Last summer in Father Hesburgh's absence the University received a peremptory telegram from the Director of the Office of Civil Rights in the Department of Health, Education and Welfare. We were told that the research contract, in excess of \$1 million, for our Radiation-Research Laboratory would have to be withheld because we still had no approved affirmative action plan. To remedy this defect we were offered a blank plan which was recognized as that filed earlier by the University of California, Berkeley, thought to be perhaps the worst affirmative action plan ever published, let alone approved. More than two dozen other universities received similar telegrams and these universities made a concerted effort to persuade authorities in the federal government that these and some other procedures of enforcement in the area of civil rights were ill-suited to achieve their own stated goals.

Several results followed. Most importantly, perhaps, Notre Dame's affirmative action plan was approved at the end of the summer. Plans had been filed and re-filed for the space of five years and it was a considerable relief to find that we were one of the two or three dozen universities in the country whose plans had actually been approved. A second result was that the Office of Federal Contract Compliance was obliged to hold public hearings in Washington on affirmative action programs in institutions of higher education. I testified on behalf of the University on that occasion. Other testimony coincided with our own and quite recently the Secretary of Labor and the Secretary of HEW together appointed an advisory panel of which Father Hesburgh is a member. It is hoped that his work and that of his colleagues on this panel will lead to new and more reasonable regulations being published.

I now turn to a subject which is somewhat new in the annual report from the academic administration. I quote from a recent column published by C.C. Johnson Spink, editor and publisher of The Sporting News. It has to do with the academic destiny of the most capable athletes in the American colleges and universities.

"Richard M. Coleman, an attorney in Los Angeles, has made a study and his figures reveal the plain and simple truth that the best players at the foremost football schools have an overall graduation record of less than 50 per cent.

"Coleman took his figures from The Sporting News 1975 Football Register. The Register lists all the veteran players in pro football, the 1975 edition including World Football League players. It does not list rookies, so it is not subject to the criticism that perhaps players obtain their degree in the year following their last year of college eligibility.

"Those college players listed in the Football Register have been out of college over a year at least. The Register lists the player's college and, significantly, it also notes whether he obtained a degree or merely "attended." The statistics are startling.

"Given the financial rewards in pro football, there are very few college football players who, if good enough to play pro football, do not attempt to do so. Thus, the Football Register contains the best players from the teams involved.

"There are 51 schools with 10 or more players in pro football represented in the Register. Of this number, only 13 schools boasted a ratio higher than 50 percent obtaining a degree. Only one had all of its players obtain degrees. The school that batted 1.000 is Notre Dame - 24 players in the pros and 24 obtained degrees.

"Other schools with creditable records were Penn State, Michigan, Purdue, Utah State, California, Iowa, Wisconsin and Boston College.

"At the other end of the spectrum were Louisiana State, Oklahoma, Kansas State, Texas, Oklahoma, Kansas and Colorado. Indeed, all of the schools of the Bight Eight are represented and have a combined rating of 22 per cent (30 of 135). This figure leads to an interesting speculation as to whether there is a casual relationship between it and the Big Eight's predominance of recent years in college football.

"We are not arguing that a college degree is a measure of a man's worth. Nor do we suggest that a college degree is even proof that the recipient has learned anything. But it is a fact of life that in these times there are numerous jobs which are foreclosed to persons who do not have a college degree...

"Besides being an indictment of the present system, Mr. Coleman's statistics are an eloquent testimonial to the coaching abilities of Ara Parseghian, who somehow was able to put Notre Dame in the top 20 every year with genuine college students as players."

A harmonious and reasonable integration of athletic and academic programs in a University is something for which we have rightly been noted, yet is nothing that occurs automatically. What we have is something to be proud of, but we owe it to all of our students that no component of our educational offerings here at the University be allowed to enjoy any less excellence than we can provide it with.

One of the direct benefits of our recent academic successes has been the creation of Endowment C, composed of extraordinary income derived from bowl games and unexpected television appearances. This year income on that endowment has provided funding for a number of expenditures that we would have otherwise have been unable to afford. These have included:

1. A faculty research seed fund to help faculty initiate research projects which might later obtain outside sponsorship and funding.
2. The purchase of a new electron microscope well advanced beyond equipment in a half dozen American universities.
3. Recruitment visits by black students in the Law School interviewing prospective candidates.
4. Purchase of the largest collection on sports and games in the world. This augments one of the special collections in our Library and was a purchasing opportunity that is not likely ever again to be available.

5. Start-up costs for the Library to participate in an automated cataloging project sponsored by Consortium of Libraries in Ohio. Total cataloging information on volumes will be immediately and inexpensively available by computer.
6. Financing for a first continuing education program for clergy.
7. Purchase of a substantial and carefully constructed library on Africa at a price less than 10 per cent of original cost.
8. Initial costs for the Center for Studies in Philosophy and Religion located in our Philosophy Department. This program will invite participation by the most distinguished scholars in the country.

The fact that these and other educational ventures were supported by income on athletics is, I hope, one more justification of the integration of athletics in Notre Dame's academic enterprise.

I conclude by returning to the theme which gives all of this report and all of our work at Notre Dame the deepest meaning. We are here working together for the sake of academic excellence. Notre Dame is in my mind, as I hope in yours, an ongoing miracle. There is no simply reasonable explanation how with such good will and assiduity our colleagues struggle so singlemindedly to make this the finest University it can possibly be. Much remains to be done but there is hardly an enterprise one could have higher hopes in. I take it that we pledge ourselves each day to this good work with a vision that is never distracted by any of the details that I have put before you today without understanding the profound purpose for which all of this is worthwhile.

Appendix A

December 20, 1975

Mr. Paul F. Conway
Chairman
The Faculty Senate

Dear Paul:

On October 13 you sent me the Report of the Faculty Senate on the Retired, and on October 15 I replied that the Officers of the University would be discussing the recommendations directed to the administration. Those discussions have been extensive, and as I explained to the Senate on December 2 when I was your guest, the financial implications of these recommendations might require an expenditure of as much as \$270,000.

At the outset I want to say again that the Danehy committee and the senate as a whole are to be complimented for having directed everyone's attention to the welfare of very deserving colleagues (which is the best meaning of emeritus).

At this time I should like to convey to you, and through you to the senate, the response the University will make to the recommendations made to the administration. This will be made public after the New Year, but since this arose at the initiative of the senate, I believe I owe the senate a first, confidential knowledge of what is to be done. I shall present our responses to the recommendations as they were published:

"1. Assist the retired in organizing and operating a club. Make available to them a room in the University Club or in the CCE at stated hours or on special occasions as requested."

The University stands ready to offer assistance to the retired faculty should they wish to organize a club, or any other type of professional or interest-group. Father Riehle, chairman of the board of directors of the University Club assures me that meeting space will be made available there if requested; in any case, retired faculty are welcome as club members, and in virtue of their membership have access to room there. If an organization of retired faculty should desire to meet in the CCE, the administration will pay the rental fees.

"2. Continue the name of each emeritus, resident in St. Joseph County, Indiana, on the mailing list for:

- a. Notre Dame Report
- b. Notre Dame Magazine
- c. Notre Dame weekly calendar
- d. Faculty Manual and revisions thereof
- e. Applications for faculty football tickets"

This will all be done; indeed, any omissions in the past have been due to oversight rather than policy. Our policy will be, in fact, somewhat larger than suggested. The following categories will be provided the designated items:

Retired Faculty in the South Bend area: a, b, c, d, e.
Retired Faculty elsewhere: a, b, d, e.
Widows and widowers of faculty: b, e.

I should add that we shall provide, not the Faculty Manual, but the Faculty Handbook which is published each year and is more inclusive. Also, for all the above categories, football ticket privileges will be available at faculty rates.

"3. Notify each emeritus, not resident in St. Joseph County, Indiana, that he may receive any or all of the items listed in recommendation 2, by so indicating on a post-card provided. (Recommendations 2 and 3 imply that every effort be made to maintain an up-to-date directory of the retired.)"

This has mostly been responded to above. We shall indeed be maintaining an up-to-date roster of retired faculty. It is, I believe, well known that locally resident retired faculty have the option of being listed in the University Directory. They have also been issued parking decals and I.D. cards.

"4. Grant permission to each retired person and spouse to audit any course offered at Notre Dame."

Free auditing privileges will be so available, provided that the retired faculty member or spouse qualifies for the particular course.

"5. Afford retired faculty members the maximum possible opportunity for part-time teaching."

The opportunity for this already exists; the prime judgment for appointments in particular cases, of course, remains with the academic departments. Apropos of this I would make two comments. First, an academic appointment must never be made as a gesture of accommodation to the teacher. Teaching appointments can only be made for the benefit of the students, and of emeriti it must be as true as of all other faculty, that appointments can be offered only to the best person available. Second, last year I reminded all departmental chairmen of the federal law which permits recipients of Social Security benefits to earn very limited amounts of income without forfeiting part or all of their Social Security payments (the present legal maximum is \$2,760 per annum), and encouraged them to think of the possibility of offering to some retired colleagues part-time appointments for specific coursework. Several departments have already initiated such appointments.

"6. Guarantee that each person who has retired from the Notre Dame faculty will receive an annual income of not less than \$7,000, including social security and other retirement income, for the calendar year 1975, adjusted in subsequent years for increases in cost of living." (This is the resolution as voted upon; the final printed report, as you are aware, has altered the text.)

This recommendation, of course, has important costs implied, and we have taken time to research the facts of the finances of retired faculty, and have weighed the benefits of this recommendation against the other University claims for funds, especially the salary rates of active faculty.

The University presently guarantees to retired faculty who had served 25 years or longer a minimum retirement income (TIAA-CREF plus Social Security) of \$5,500. Commencing with calendar 1975 this is to be modified as follows. Retired faculty who had served the University of Notre Dame at least 25 years will be provided by the University with a supplementary payment to bring their annual income up to a minimum of \$7,000. This income figure will include income of any kind by the retiree and spouse. This guarantee will apply without the 25-year-service proviso to faculty who retire in 1976 or thereafter.

The senate recommended an escalator clause for future increases. The University cannot make such a commitment at this point, since the extent of even this financial commitment is still unknown. But the question will be reopened after a year or so to see if such a provision can be added. Also, the minimum service proviso was left intact for the past but removed for the future.

"7. Each November the administration should publish in ND Report: the number of faculty (65 or 66 years of age, with more than 20 years of service) who retired the past May; the average years of service of these persons; their average University retirement income (TIAA, CREF, and funded past service, corrected for tax shelter additions)."

The financial circumstances of retired faculty are not of public record. Even the University does not have access to them as we do to salaries of active faculty. If, however, we can obtain this information in reliable enough form, we shall be glad to publish summaries as requested. We shall also keep a much more complete record of the financial situation of retirees; Director of Personnel Joseph O'Brien has already begun to do this, continuing the very helpful initial survey done by the senate committee. This will be particularly helpful in assessing the experience colleagues are having with the various TIAA-CREF options available. The results of this survey will be available for future studies such as that you have just completed, even though it will not be entirely publishable.

"8. If any change in benefits is made by the University, the Personnel Office should immediately inform those retirees whom it affects."

This shall be done. Already we have begun to publish a summary of retirement benefits in the Faculty Handbook, and we shall endeavor to make this sort of information available also to widows and widowers. I believe that the committee members and emeriti are already aware of the prompt and helpful way in which Mr. O'Brien has been making information available. I am grateful to him for this long tradition of service.

After calendar 1975 and 1976 we shall review this policy to see if any changes seem appropriate. In the meantime, I thank the senate for having undertaken the project, and commend Professor Corbett for his announced intention to organize retired faculty. The administration stands ready to do all that it can for the welfare of those colleagues who have served so long at Notre Dame.

Faithfully yours

James T. Burtchaell, C.S.C.
Provost

Figure I

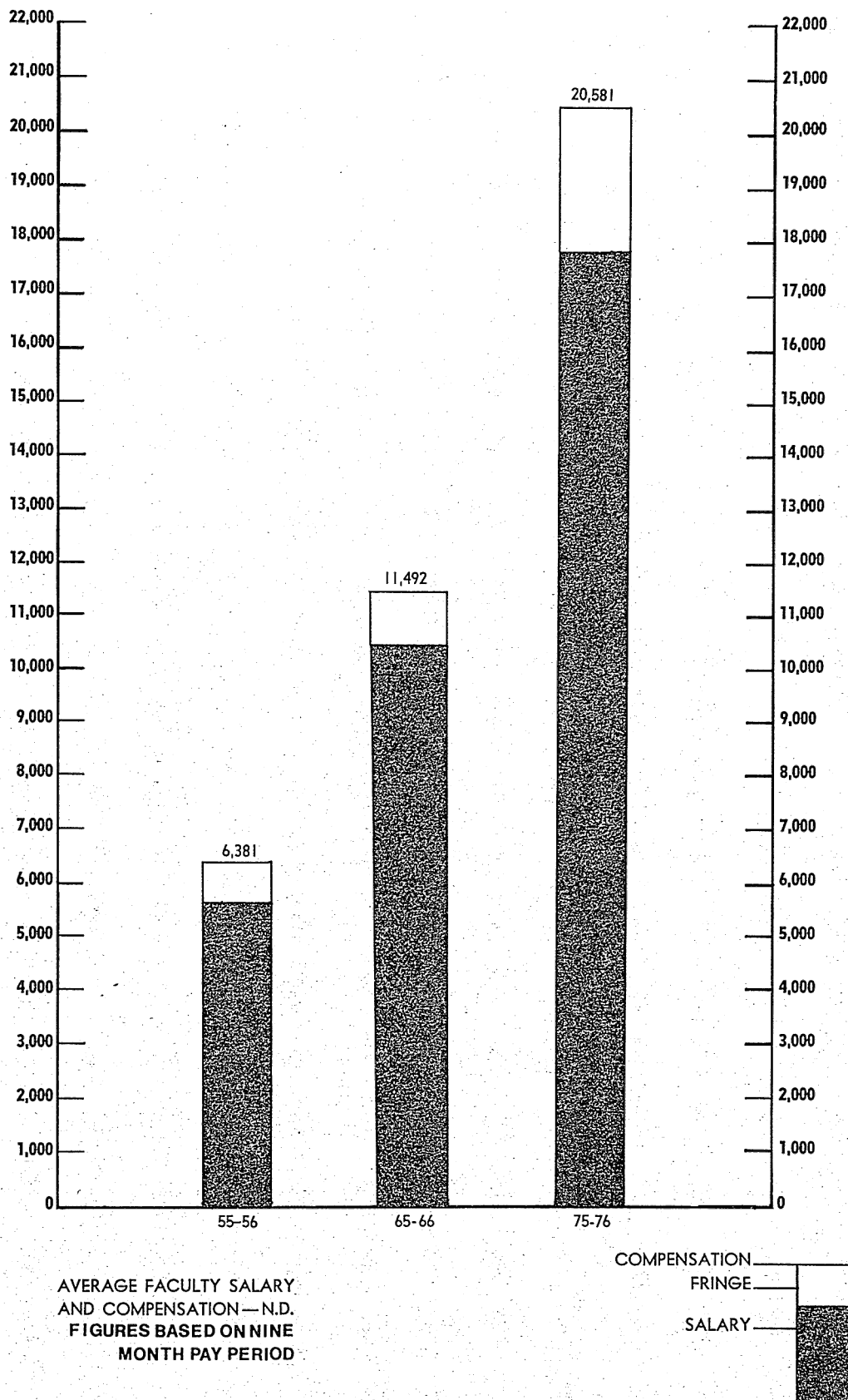


Figure II

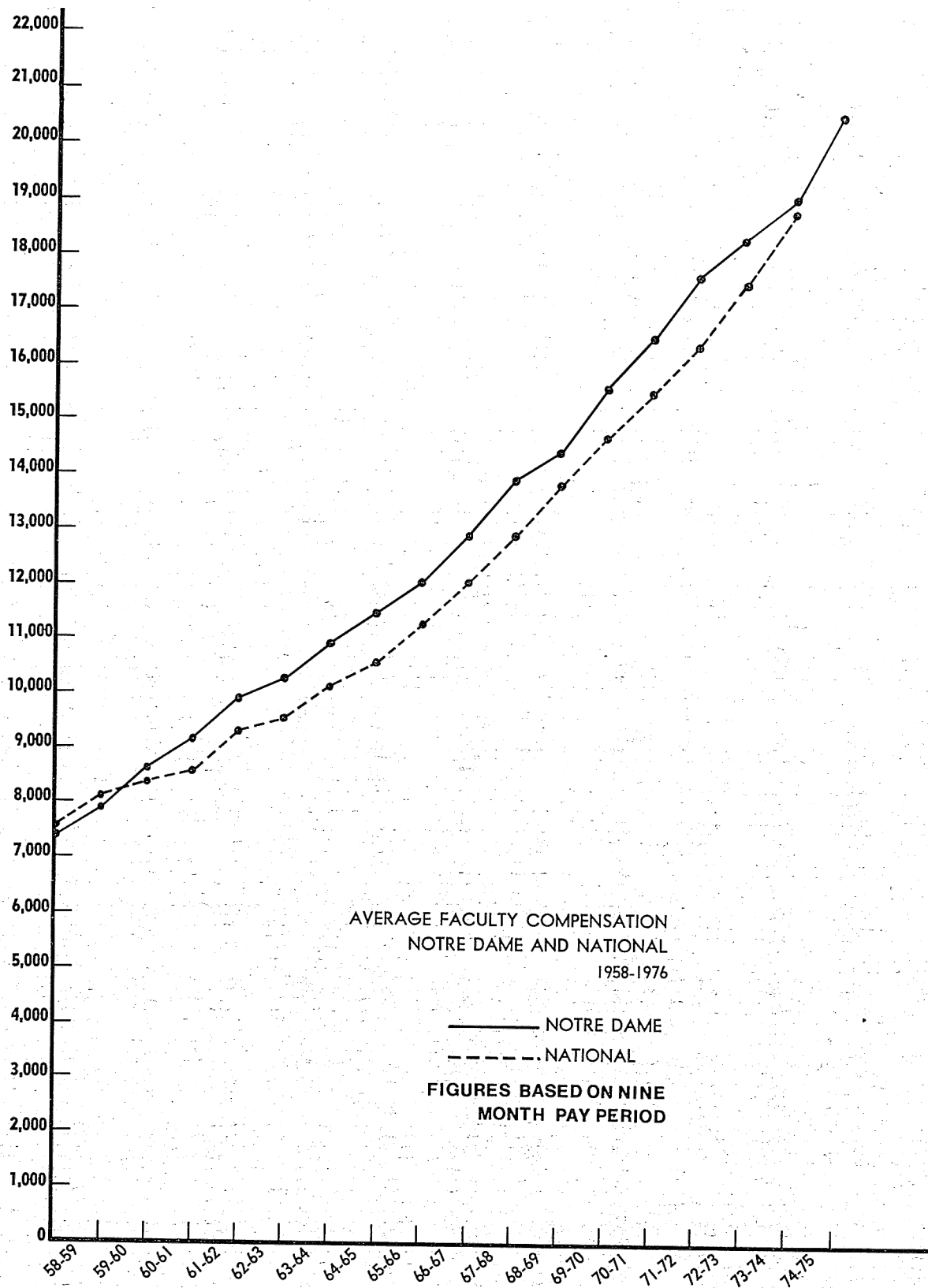
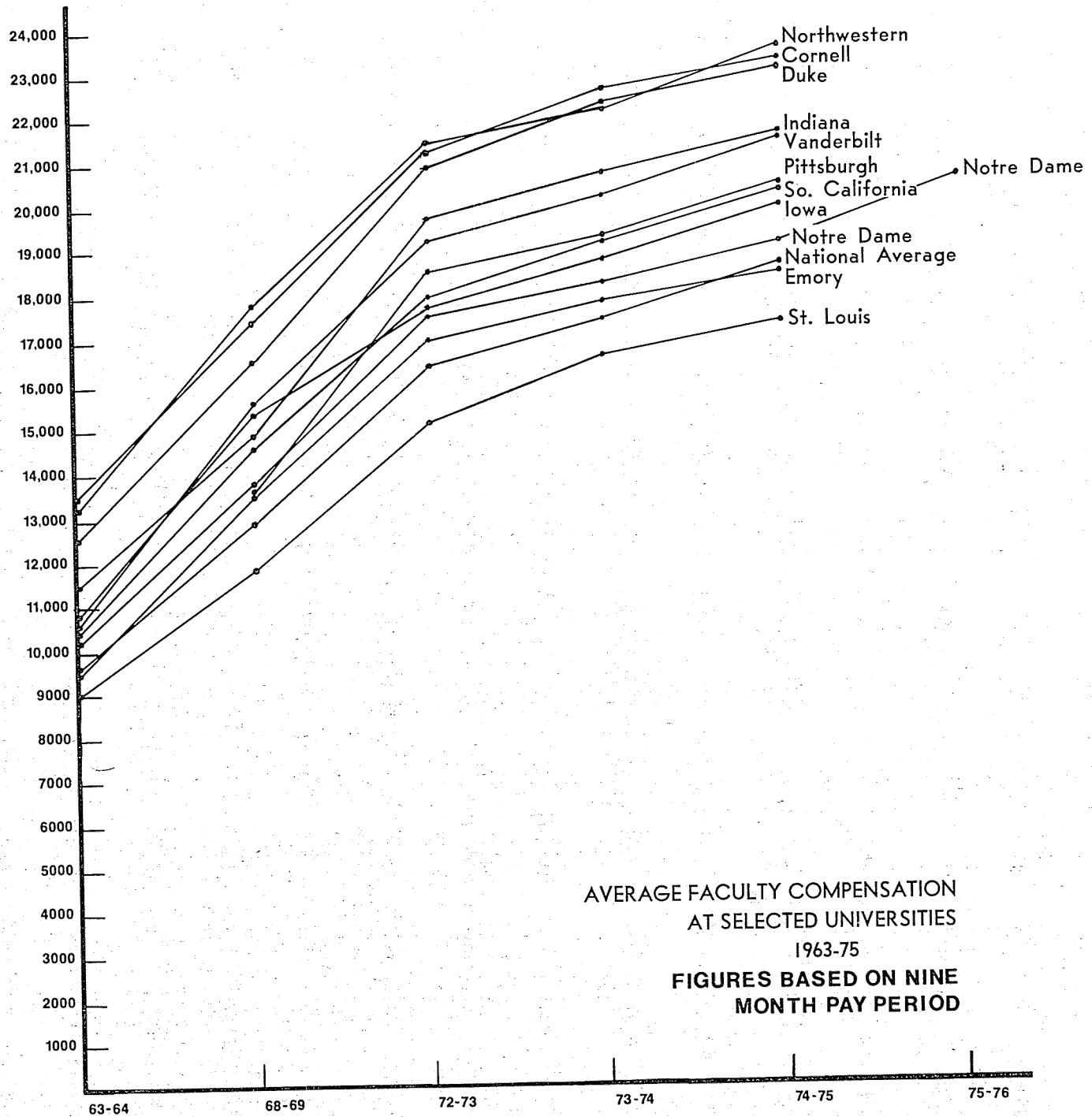
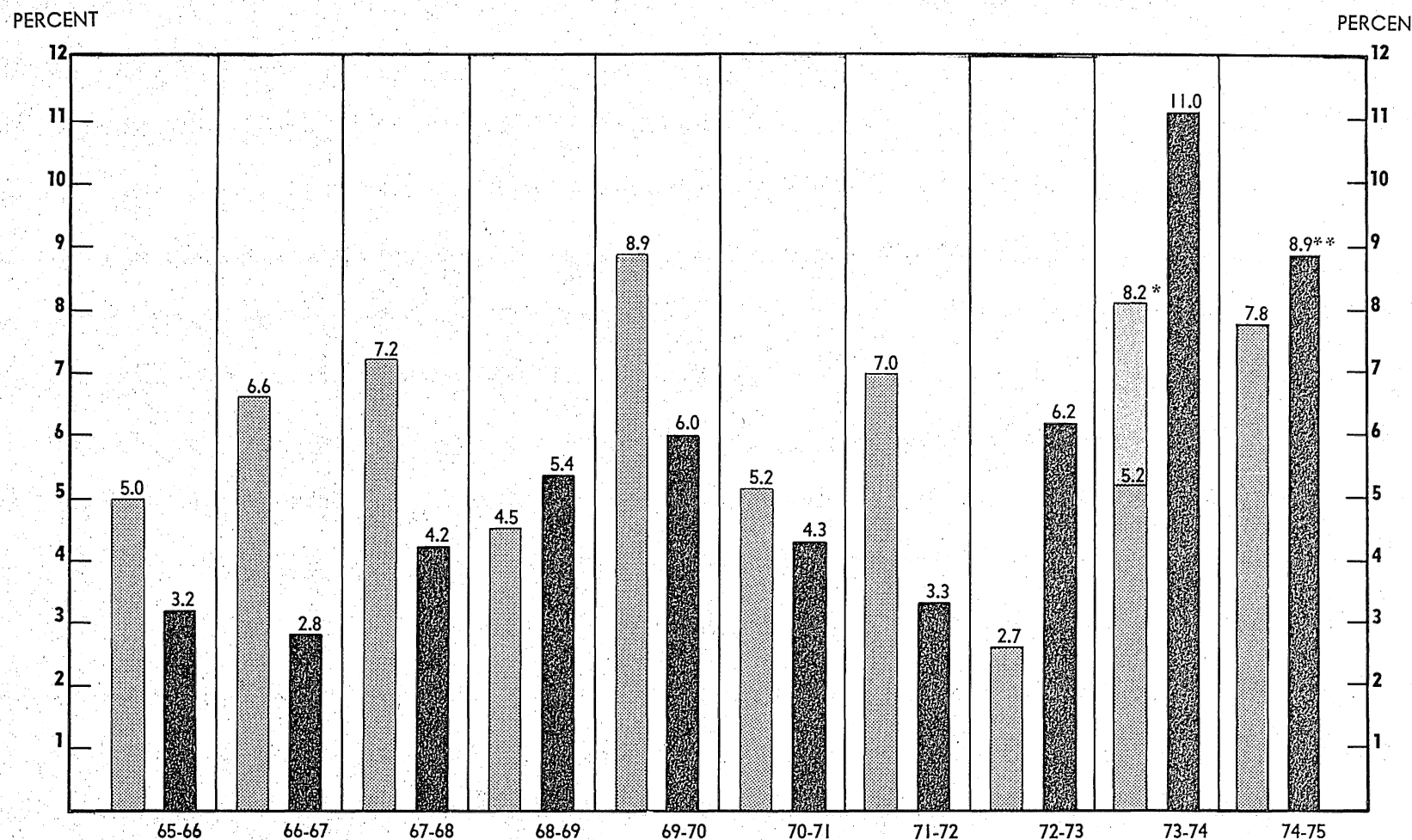


Figure III





1964-1965 to 1974-1975
COMPARISON OF NOTRE DAME FACULTY COMPENSATION
GROWTH AND CONSUMER PRICE INDEX

SOURCES-COMPENSATION: A.A.U.P. REPORTS TABLE I
CPI: BUREAU OF LABOR STATISTICS

COMPENSATION BASED ON NINE
MONTH PAY PERIOD

KEY

NOTRE DAME ANNUAL
COMPENSATION INCREASE

CONSUMER PRICE INDEX
ANNUAL INCREASE

* INCLUDES COST-OF-LIVING SUPPLEMENT

** ESTIMATED FIGURE

Figure IV

Search Committee

Dear Colleagues:

As you know Prof. Emil T. Hofman will relinquish his deanship of the Freshman Year of Studies at the end of this academic year. Following procedures outlined in the Academic Manual, the Academic Council at a recent meeting elected five members from its elected faculty representatives and one member from its student representatives to study the qualifications of the candidates and to submit their recommendations to the President. The members who will serve on this screening committee are:

Rev. Thomas Blantz, C.S.C. (History)
William Bula (Senior, Engineering College)
Leslie Martin (English)
Rev. Michael Murphy, C.S.C. (Earth Sciences)
Walter Nicgorski (General Program of Liberal Studies)
Robert Williamson (Accountancy)

At the request of the provost, I am inviting members of the faculty who may wish to suggest the names of candidates for the deanship of the Freshman Year of Studies to send in their nominations to the provost by Monday, March 29. The nominees may be members of our present faculty or may be from outside the University. Needless to say, the provost and the committee will welcome your recommendations. May I suggest that you briefly summarize reasons why you think that your candidate would qualify for the Dean of the Freshman Year of Studies.

Sincerely,

William M. Burke
Assistant Provost

notre dame report

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