

notre dame report

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freimann chair professor named

Anthony N. Michel, chairman of the Department of Electrical and Computer Engineering at the University, has been named Frank M. Freimann Professor of Engineering, by Provost Timothy O'Meara.

A native of Romania, Michel came to the United States by way of Austria in 1952. He has a bachelor's degree in electrical engineering, a master's degree in mathematics, and a doctorate in electrical engineering, all from Marquette University. In 1973, he received a doctorate in applied mathematics from the Technical University of Graz, Austria.

With several years experience in the aerospace industry, he taught and conducted research at Iowa State University from 1968 until 1984, when he came to Notre Dame as professor and chairman of the department of electrical engineering.

He is a fellow and a medalist of the Institute of Electrical and Electronics Engineers (IEEE), recipient of the Guillemin-Cauer Award of the IEEE Circuits and Systems Society, former editor of the IEEE Transactions on Circuits and Systems, and recipient of the 1984 Engineering Distinguished Professional Achievement Award from Marquette University.

new name for division of research and sponsored programs

The Division of Research and Sponsored Programs at Notre Dame has had a name change. It is now called the Division of Sponsored Programs.

The change was made to avoid the implication that research sponsored by an external organization differs from sponsored programs. Despite the change, the division remains the administrative office that formally represents Notre Dame to sponsors or potential sponsors of research, training, service, and equipment projects, assisting faculty and administrators in obtaining project funding from agencies outside the University.

In addition, Janine S. Andrysiak, Ellen D. Rogers, and King W. Pfeiffer, formerly sponsored programs administrators, have the new title of assistant director.

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commencement exercises—faculty instructions

BACCALAUREATE MASS -- SATURDAY, MAY 16, 1987

4:00 p.m. FACULTY ASSEMBLY. Enter Gate 1 or 2 of the A.C.C. and go to the Auxiliary Gymnasium. Academic robes MUST be worn by all those in the academic procession, including members of the clergy who are not concelebrating the Mass.

4:20 p.m. ACADEMIC PROCESSION STARTS.

5:00 p.m. BACCALAUREATE MASS. Father Hesburgh will be the Presiding Celebrant and Homilist. Except for the Ministers of the Mass, there will be no recessional of the procession participants.

COMMENCEMENT AND CONFERRING OF DEGREES -- SUNDAY, MAY 17, 1987

12:30 p.m. DISTRIBUTION OF BACHELOR'S AND MASTER'S DIPLOMAS. Those faculty assisting with the distribution of diplomas should enter Gate 3 of the A.C.C. and go directly to the departmental tables set up in the center of the North Dome.

FACULTY ASSEMBLY. All other faculty should enter Gate 3 of the A.C.C. and assemble along the south perimeter of the hockey rink. Faculty who are advisors of doctoral degree recipients will receive additional instructions.

1:15 p.m. ACADEMIC PROCESSION STARTS. The faculty will follow the graduates into the South Dome of the A.C.C. and will go to the seats behind the stage.

2:00 p.m. COMMENCEMENT AND CONFERRING OF DEGREES CEREMONY.

campus telephone directory notice

The Department of Publications and Graphic Services is currently compiling information from staff, faculty, and departments for the 1987-88 University of Notre Dame/Saint Mary's College preliminary telephone directory, scheduled for distribution sometime in August. Instructions from their office will be mailed out campuswide shortly, along with directory change cards for use in reporting any additions, deletions, or changes that should be made in the listing of staff and faculty members in the Staff/Faculty Listing and Departmental Listing sections of the directory. There are four different color-coded cards with instructions included on each. If this notification is not received, please call their office at 239-5337 to request a set of instructions and the appropriate card(s) for the type of change being made.

Please Note: The deadline for receipt of all cards at the Publications and Graphic Services office, for inclusion in the preliminary directory, is June 10, 1987. A correctly completed card must be on file there in order for necessary changes to be made. Cards received after this date will be held for publication in the permanent directory. (No card is necessary if current entry is correct.) All information must be on a card (no other form of written changes or telephone calls will be accepted) and should be typed or printed legibly.

faculty notes

appointments

Alexander J. Hahn, professor of mathematics, has been named director of the University's Foreign Study Program at Innsbruck, Austria, for the 1987-88 academic year, according to Isabel Charles, associate provost and director of foreign study programs. Hahn replaces Norlin G. Reuschhoff, professor of accountancy, who will return to campus for the fall semester.

Hahn, a 1970 graduate of Notre Dame's doctoral program and a specialist in group theory and quadratic forms, joined the faculty in 1972.

honors

Arthur M. Grubert, director of international student affairs, has been appointed chairman of the Council of Advisors to Foreign Students and Faculty (CAFSS). This is a section of the National Association of Foreign Student Affairs (NAFSA).

Roger F. Jacobs, director of the law library and professor of law, has been appointed to the Special Committee on Organizational Structure of the American Association of Law Libraries.

Kenneth R. Lauer, professor of civil engineering, has been appointed to the International Union of Testing and Research Laboratories for Materials and Structures Committee 104 DCC on "Damage Classification of Concrete Structures."

David C. Leege, professor of government and international studies, has been elected to a three-year term on the Council of the Midwest Political Science Association.

Paul A. Rathburn, associate professor of English, was elected secretary-chairman of the 1988 session "Shakespeare on Film and Television" of the Northeast Modern Languages Association.

Thomas J. Schlereth, professor of American Studies, has been selected as the Roger D. Branigin Senior Faculty Scholar by Franklin College, Franklin, Ind.

activities

Manju Basu, associate faculty fellow in chemistry, gave an invited talk titled "Biosynthesis of Transformed and Tumor Cell Surface Glycosphingolipids" at the international symposium on "Biochemical Role of Eukaryotic Cell Surface Macromolecules," New Delhi, Jan. 14.

Subhash C. Basu, professor of chemistry, organized an international symposium on "Biochemical Role of Eukaryotic Cell Surface Macromolecules" at the International Center, New Delhi, Jan. 12-16. The symposium was arranged as a U.S.-India exchange program supported by grants from NSF (USA) and CSIR (India). He presented invited talks, titled "Resolution of Glycosyltransferases involved in the Biosynthesis *in vitro* of cell Surface Glycolipids," Jan. 15, in New Delhi; "Post-translational Modification of Glycosyltransferases," Jan. 20, at the international symposium on "Trans-Membrane Signals and Cellular Recognition Processes" in Calcutta; and "Replication Initiation by DNA Polymerase/Primase Complex of Human Neuroblastoma Cells," Jan. 22, at the Bose Research Institute in Calcutta. He was also an invited participant at the Gordon Research Conference on Glycoprotein and Glycolipid, Santa Barbara, Calif., Feb. 12-16.

Joseph P. Bauer, associate dean of the law school and professor of law, was the moderator of a meeting of the Antitrust and Economic Regulation Section of the Association of American Law Schools at the annual meeting, Los Angeles, Calif., Jan. 5.

Kathleen Biddick, assistant professor of history, gave an invited talk titled "The State and the Countryside: Some Problems in Interpreting Agricultural Development in Medieval England" to the Macrosociology Colloquium, Department of Sociology, University of California, Los Angeles, April 1. She also gave an invited talk titled "What's In a Question: Historians and the Ethics of Interrogation" to the Humanities Society, San Diego State University, April 6.

John J. Collins, professor of theology, presented a paper on "Prophecy and Fulfillment in the Dead Sea Scrolls" to the Evangelical Theology Society at Moody Bible Institute, Chicago, Ill., March 20.

George B. Craig, Jr., Clark professor of biological sciences, attended the American Mosquito Control Association annual meeting to be inaugurated as president, 1987-88, Seattle, Wash., March 28-April 3.

Peter Diffley, assistant professor of biological sciences, attended the Midwest Tropical Disease Research meeting and presented a symposium titled "The Role of Macrophages in Polyclonal Activation of Lymphocytes," along with three posters titled "Fluctuations in the Cell Cycle of Trypanosoma Gambiense," "Nucleoside Uptake and Incorporation in Fast and Slow Growing Trypanosoma gambiense," and "Comparative Analysis of Glucose Metabolism in Fast and Slow Growing Trypanosomes," Rockford, Ill., March 27-28. He also presented a poster titled "VSG-pulsed Macrophages Induce a Polyclonal Activation of Lymphocytes" at the 71st FASEB meeting, Washington, D.C., March 29 - April 5.

Keith J. Egan, adjunct professor of theology, presented a paper on "The Call of the Laity to a Spirituality of Discipleship" and participated in the deliberations of "The Symposium on Laity," sponsored by the Canon Law Society of America, Chicago, Ill., April 4-6.

Andre Goddu, assistant professor in the program of liberal studies, presented a paper titled "A Statistical Analysis of Exorcism Accounts in the Acta Sanctorum" at the 17th Annual Popular Culture Association meeting, Montreal, Canada, March 25-28.

Denis Goulet, O'Neill professor of education for justice and in the Kellogg Institute, lectured on "Populorum Progressio: Twenty Years Later" at the Center for International Studies, University of Dayton, Ohio, April 2. He also delivered an address titled "Education for Wisdom, Justice, and Global Understanding" as part of the Willey Colloquium Series at Indiana State University, Terre Haute, April 6.

Nicholas J. Green, assistant professional specialist in the Radiation Laboratory, gave a paper titled "Simulation Methods for Diffusion-Controlled Reaction Kinetics" to the Royal Society of Chemistry Faraday Discussion No. 83, Cambridge, England, April 7-9.

Leslie Griffin, assistant professor of theology, participated in a Communi discussion on dissent in the church, University of Notre Dame, Feb. 14. She also served as a consultant to the Medical Ethics Conference, University of Notre Dame, March 6-8.

Paul R. Grimstad, associate professor of biological sciences, presented an symposium paper titled "Vector-Virus-Host Relationships in the Midwestern Jamestown Canyon Virus Cycle" at the annual meeting of the American Mosquito Control Association, Seattle, Wash., March 29 - April 2. He also presented a second invited paper titled "Vector Competence of U.S. Aedes Albopictus for Four California Serogroup Viruses" at the same meeting.

Christopher Hamlin, assistant professor of history, presented "Images of Agricultural Sustainability in Contemporary American Agricultural Policy Literature" at the annual meeting of the Society for Economic Anthropology, University of California, Riverside, April 3-4. He also presented "Ignoring John Murray's Problem: British Mineral Water Analysts and the Problem of Certainty, 1800-1850" at the Midwest Junto in the History of Science, DeKalb, Ill., April 10.

Patrick Horsbrugh, professor emeritus of architecture, delivered an address on "Synecology, the Basis of Design for the Use of Vegetation for Interiors" to the department of architecture at Andrews University, Berrien Springs, Mich., April 14.

Roger F. Jacobs, director of the law library and professor of law, participated in the American Bar Association site visitation of Southern University Law Center, Baton Rouge, La., April 1-4.

Robert C. Johansen, professor of government and international studies and senior fellow in the Institute for International Peace Studies, delivered an address titled "Toward National Security Without Nuclear Deterrence" as part of the series, "Steps Toward Stable Peace: Policies for the Next Two Decades," sponsored by the Humanities Council and the Peace and Global Policy Studies Program at New York University, New York City, early March. He also attended the meeting of the Board of Directors of the Arms Control Association to discuss the U.S.-Soviet negotiations on intermediate-range nuclear forces in Europe and the impact of the Strategic Defense Initiative on the Anti-Ballistic Missile Treaty, Washington, D.C., March 16.

Martin R. Kleinman, visiting associate professor of architecture, presented a paper titled "Res Civitas: Designing Buildings With a Civic Conscience" at the annual meeting of the Association of Collegiate Schools of Architecture, Los Angeles, Calif., March 13-18.

William Kremer, Jr., associate professor of art, art history and design, presented an invited lecture and workshop on his ceramic sculpture at Wayne State University, Detroit, Mich., March 4. The presentation was co-hosted by Detroit's Center for Creative Studies. He also delivered a lecture on his recent work to the Art Department of the University of Wisconsin, Madison, March 25.

Charles F. Kulpa, Jr., associate professor of biological sciences, presented a seminar titled "Using Microbiology in Hazardous Waste Degradation" at Canisius College, Buffalo, N.Y., March 25.

Kenneth R. Lauer, professor of civil engineering, presented an invited paper titled "The State of the Art of Nondestructive Testing of Concrete for Properties Other Than Strength" at a meeting of the American Concrete Institute, San Antonio, Texas, March 26.

David M. Lodge, assistant professor of biological sciences, was an invited participant and rapporteur of a National Science Foundation workshop titled "Complex Interactions in Lake Communities" at the University of Notre Dame, March 22-26.

Lawrence C. Marsh, associate professor of economics, presented a paper titled "The Role of Principal Components in Econometric Analysis" at the Midwest Economics Association meeting, St. Louis, Missouri, March 27.

Ralph McInerney, Grace professor of medieval studies, director of the Jacques Maritain Center, and professor of philosophy, gave a presentation titled "Christian Philosophy Revisited" for the Society for Philosophy and Theology, Buffalo, N.Y., March 27.

Rev. Ernan McMullin, O'Hara professor of philosophy, was the principal speaker at the annual Philosophy Day at Indiana University, South Bend, and delivered two lectures, "The Shaping of Scientific Rationality," and "Science and Values," March 11. He was the Phi Beta Kappa lecturer at Colorado College on March 16-17, San Francisco State Univer-

sity on March 19-20, and Villanova University on March 27-28. Among his topics were: "How Do Scientists Decide What is 'Real'?" "Galileo's Astronomical Discoveries," "Paradoxes in Quantum Mechanics," "The Newtonian Revolution," "Do We Have to Choose Between Evolution and Creation?" "The Changing Notion of Science," "Challenges to Scientific Realism," and "The Relevance of Hermeneutics to the Philosophy of Science."

Anthony M. Messina, assistant professor of government and international studies, served as a discussant on a panel titled "Current Research on Black Representation" at the Midwest Political Science Association Convention, Chicago, Ill., April 9-11.

Leonard E. Munstermann, associate faculty fellow in biological sciences, served as chairman of the American Mosquito Control Association Photo Salon. He participated in photo salon judging at the department of biological sciences, University of Notre Dame, March 7. He was also involved with two photo salon showings of the American Mosquito Control Association meetings in Seattle, Wash., March 29 and 31. At the same meeting he presented "Intra-specific Genetic Differentiation Among Isolated Populations of *Aedes* Mosquitoes," March 31.

Martin F. Murphy, assistant professor of anthropology, chaired a session, "The Dominican Republic and Haiti: Uneasy Neighbors" at the 34th annual meeting of the Southeastern Council of Latin American Studies Association, Merida, Yucatan, Mexico, April 2-4. He presented a paper titled "Haitian Laborers in Dominican Agriculture" at the same meeting.

Alven Neiman, assistant professional specialist and assistant dean of the College of Arts and Letters, delivered a paper, "Rationality and Indoctrination: A Response to Kazepideo," at the annual meeting of the Philosophy of Education Society, Cambridge, Mass., April 3-6.

Daniel J. Pasto, professor of chemistry, presented "Radical Stabilization Energies and the Captodative Effect" for the Organic Division of the American Chemical Society national meeting, Denver, Colo., April 7.

Paul A. Rathburn, associate professor of English, designed an eight-week syllabus for five Indiana communities as part of "An Elizabethan Kaleidoscope" in June and July of this year, sponsored by the Indiana Committee for the Humanities. He also presented an invited paper titled "Witchcraft and the Diabolical in Welles' and Polanski's *Macbeth*" at the annual convention of the Northeast Modern Language Association, Boston, Mass., April 2.

Juan M. Rivera, assistant professor of accountancy, presented a paper titled "Accounting Education in Panama. Influential Factors and Professional Developments" at the international seminar on accounting, University of Illinois, Champaign-Urbana, Ill., April 4.

Thomas J. Schlereth, professor of American Studies, represented the United States at the conference on "Material Culture Research: An International Perspective" hosted by the University of Leicester,

England, March 24-28. He presented a paper, "Material Culture Studies and North American Social History Research." Schlereth also presented research papers at seminars at the Victoria and Albert Museum March 23 in London and at the Louvre March 31 in Paris. He gave the Academic Honors Convocation address, "Scholarship as Craftsmanship," at Franklin College, Franklin, Ind., April 15.

Robert P. Schmuhl, assistant professor of American Studies, served as a judge of the Pacific Northwest "Excellence in Journalism Competition" sponsored by Sigma Delta Chi, the Society of Professional Journalists, March 16.

James H. Seckinger, director of the National Institute for Trial Advocacy and professor of law, gave a presentation on the training of trial advocates to the law firm of Hogan and Hartson, Washington, D.C., Feb. 23. He gave another presentation, "Discovery Depositions," to the law firm of Pierson, Ball & Dowd, Washington, D.C., March 8. He delivered a series of lectures on expert testimony at the Arthur Anderson & Co., Courtroom Presentation Program in Melbourne and Sydney, Australia, March 16-21. He reviewed and evaluated the New Zealand Law Society's trial advocacy program at a series of meetings in Auckland, New Zealand, March 23-24.

J. Eric Smithburn, professor of law, presented a lecture, "Teaching Family Law," at the faculty training and curriculum development seminar at the National Judicial College, University of Nevada, Reno, April 5.

Sompong Sucharitkul, visiting Short professor in the law school and faculty fellow of the Institute for International Peace Studies, spoke on "The Problem of Jurisdiction" in a symposium on international terrorism at Syracuse University, New York, April 4.

John J. Ubran, Jr., professor of electrical and computer engineering, presented a paper titled "Multi-Sampled Detection Problems in a Multiplicative Noise Environment" at the 1987 Conference on Information Sciences and Systems, Johns-Hopkins University, Baltimore, Md., March 25-27.

Chris R. Vanden Bossche, assistant professor of English, presented a paper "The Epic of Failure and the Failure of Epic: Carlyle's The French Revolution and Frederick the Great," at the international conference on narrative literature, University of Michigan, Ann Arbor, April 3.

John P. Welle, assistant professor of modern and classical languages, gave an invited talk, "Bicycle Thief in the Light of Italian Neorealism," for the Terre Haute Community Theatre International Film Series, Terre Haute, Ind., March 28.

Kwang-Tzu Yang, Hank professor of aerospace and mechanical engineering, attended the international symposium on cooling of electronic equipment and presented a paper titled "Three-Dimensional Natural Convection Cooling of an Array of Heated Protrusions in an Enclosure Filled with a Dielectric Fluid," (co-authored with V.K. Liu and M.D. Kelleher), Honolulu, Hawaii, March 17-20. He also attended the ASME-JSME Joint Thermal Engineering Conference and presented two papers titled "Laminar Natural Convection in a Rectangular Enclosure due to a Heated Protrusion on One Vertical Wall. Part I: Experimental Investigation" (co-authored with M.D. Kelleher and R.H. Knock) and "Laminar Natural Convection in a Rectangular Enclosure due to a Heated Protrusion on One Vertical Wall. Part II: Numerical Simulation" (co-authored with J.J. Lee, V.K. Liu, and M.D. Kelleher), Honolulu, Hawaii, March 23-27. At the same conference, Dr. Yang chaired three technical sessions on heat transfer in manufacturing and materials processing. He also presented an invited lecture titled "Numerical Simulation of Complex Physical Phenomena - Does it Always Work?" at the University of Miami, Coral Gables, Fla., April 8.

John H. Yoder, professor of theology, delivered a lecture on "Liturgy as Social Ethics" at Iliff Seminary, Denver, Colo., March 9.

administrators' notes

honors

Howard Adams, executive director of the National Consortium for Graduate Degree for Minorities in Engineering, Inc. (GEM), has been selected to receive a "Black Engineer of the Year" award given by the "U.S. Black Engineer Magazine" and Morgan State University. He was recognized for his efforts in promoting engineering education opportunities for minorities.

Carol Schaal, assistant editor of Notre Dame Magazine, received a first place award in a contest sponsored by Women in Communications, Inc. for an article she wrote for Courier, Saint Mary's College alumnae magazine.

activities

Douglas E. Bradley, curator of Ethnographic Arts in The Smithe Museum of Art, made a presentation titled "White Swan: An Evolving Painter," at the Midwest Art History Society's 14th annual meeting, University of Michigan, Ann Arbor, Mich., March 26-28.

William J. Hickey, Jr., director of university food services, hosted the 1987 Region IV National Association of College and University Food Services (NACUFS) Conference titled "Blueprints for Career Success" held at Notre Dame, March 17-19.

Adele M. Lanan, assistant director of media and programming, presented "Broadening the Scope of the General Feature Magazine" at the 9th College Press Convention sponsored by College Media Advisers and the Columbia Scholastic Press Association, New York City, March 13.

document- tation

minutes of the 219th graduate council meeting february 4, 1987

The 219th meeting was opened by the Chairman at 3:30 p.m. on Feb. 4, 1987.

Absent: Mr. Robert C. Miller replaced by Dr. George E. Sereiko; Dean Frank K. Reilly, replaced by Prof. C. Joseph Sequin; Profs. Thomas J. Schlereth (on leave), Nancy K. Stanton (on leave), and Albin A. Szewczyk (excused).

I. Minutes of the 218th Meeting

The minutes of the 218th meeting were approved as circulated.

II. Academic Program Review Documents

The following review documents were distributed to members for comments and suggestions:

- * Review of Academic Programs: Background and Structure
- * Outline of Self-Appraisal Phase
- * Outline for Review Panel Report and Recommendations
- * Categories of Graduate Council Program Review Recommendations
- * Appendices

The chairman briefly reviewed these documents with the Council. Looking back to the first round of reviews at Notre Dame, he recalled that there was a widespread notion accompanying the first round of reviews that the University would immediately address any identified areas of need with new resources. Aside from the fact that areas of need may often be addressed by reprogramming existing resources (and this was a viable solution in many instances), new resources are not often readily available. However, in time, the review results did have a later effect on resource distribution to departments. The review presents an occasion to inform everyone on the status of the departments and programs. This in itself often has a marked effect on resource distribution.

The chairman next presented the list of appendices, i.e., materials that the Office of Advanced Studies and the department will provide to accompany the department's self-appraisal document for the use of external reviewers. The materials marked by an * will be supplied by the department, all the others by the Office of Advanced Studies:

- *1. Curriculum Vitae of Each Faculty in Alpha Order
- *2. Current Graduate Bulletin Program Descriptions
- *3. Departmental Guide or Manual for Graduate Students

- *4. List of Theses and Dissertations Completed in the Past Five Years
- *5. Example of Departmental Brochure or Poster
6. Graduate Enrollment, Fall Semester, Last Five Years
7. Graduate Qualitative Profile, Last Five Years
8. Graduate Degrees Awarded, Last Five Years
9. Time to Degree, Doctorate
10. Attrition, Doctoral Students, Last Decade
11. Academic Year Support for Graduate Students, Last Five Years
12. Research and Sponsored Programs Activity, Last Five Years
 - a. Total University
 - b. Division of Graduate School
 - c. Department
13. Current Enrollment, Graduate Students
14. Summary of Last Outside Review Report

The chairman asked the Council's advice whether Appendix 14 ('Summary of Last Outside Review Report') should be included. Several members expressed support for the inclusion. Another question was whether reviewers of the first round should be invited back. One member said this could depend on whether they had been good the first time. Another suggestion was to invite people who have served as lecturers in the past. There was a caution, however, against inviting reviewers who might be "too friendly." The discussion moved on to the level of fees for outside reviewers. Some members thought \$200 a day may be too low.

The next document examined by the Council was the 'Outline for Review Panel Report and Recommendations.' This document provides guidelines for outside reviewers' site visit and final report. The last document the Council considered was 'Categories of Graduate Council Program Review Recommendations,' listing recommendations ranging from approval of the program to discontinuance. The chairman next described a typical site visit schedule, providing for two full days of visits and meetings with the appropriate dean, chairman, various groups of faculty, and graduate students and closing with an exit interview with the Provost, the Vice President, and the Dean.

One member pointed out that if the focus of program review is on doctoral programs, departments with a large master's enrollment may be disadvantaged by having qualitative statistics pertaining to this group mixed with those of the Ph.D. population. Another member suggested that the visitors also meet with undergraduate students and that their final report include some statement concerning this group. Some members from Engineering and Business colleges noted that their undergraduate programs already receive professional accreditations. One member thought that undergraduate programs have already received enough attention and that it is appropriate that reviews now provide the opportunity to concentrate attention on graduate programs. Another member agreed that we need not review undergraduate programs, but suggested that the review documents should provide some information on undergraduate programs, e.g., enrollment, number of majors, credit hours, a statement concerning the relationship between undergraduate and graduate programs, etc. It was also noted that some visitors in the first round had met with undergraduate students. One member suggested that visitors talk to undergraduates, although the focus of the review continues to be on graduate programs. Another suggestion was that departmental materials include a description of TA duties.

One member expressed preference for a unified report rather than three separate reports from outside reviewers. He related this experience with a NIH review and NIH insistence that the visitors complete their report before leaving the site. Another member thought we would get more from three separate reports. A third member suggested that this could be left as an option to the visitors -- i.e., to write one or three separate reports.

The chairman concluded the discussion with thanks to members for their suggestions and with the announcement that some departments would be put in motion in preparation for the first reviews to begin this fall.

III. Nominating Committee for the Graduate Council Election

The chairman announced the composition of the Nominating Committee for the next Graduate Council election: Profs. John G. Duman, Thomas A. Werge, and Albin A. Szewczyk (chair). This committee will submit nominations to fill up four vacant positions: one each in Engineering and the Social Sciences, and two in the Humanities. The election by mail ballot will be held in March.

IV. Proposed Master of Arts Degree in Peace Studies

The chairman briefly introduced a preliminary proposal of the Institute for International Peace Studies for a Master of Arts degree program in Peace Studies. The proposal envisions a multidisciplinary program involving nine or ten departments in the University and funds to support the program are at hand. The chairman invited the Council to read the proposal carefully for discussion at the next meeting in April.

V. Chairman's Remarks

1. Support Budget of 1987-88. The chairman communicated the good news of a 5% increase in GA stipend next year. He noted however, that the value of this increase will be diminished by the effect of the new tax laws, namely, taxation of all stipends regardless of sources or conditions.

2. Letters of Support Offer. Departments were urged to prepare letters of offers for all supported appointments in 1986-87. These letters must be in the hands of students, and placed in departmental and graduate school files, as soon as possible.

3. Research Funds. The Jesse H. Jones Faculty Research Fund Committee would meet on Feb. 6 to evaluate 17 proposals (five from Engineering, five from Science, five from Arts and Letters, two from Business). The total amount requested was \$148,266.

The Jesse H. Jones Faculty Equipment Fund Committee would meet on Feb. 17. The number of proposals was 14 (five from Arts and Letters, four from Engineering, three from Science, one from Business, one from Law) and the total amount requested was \$143,420.

To date, seven proposals to the Jesse H. Jones Faculty Research Travel Fund had been received (five from Arts and Letters, one from Science, and one from Engineering) for a total of \$10,547 requested. Of those proposals, one from Engineering had been funded, three from Arts and Letters were currently under review.

There were 15 proposals to the Zahm Travel Fund for Graduate Students, requesting a total of \$23,480. Of those, 13 proposals received funding totalling \$11,017 (seven from Arts and Letters, four from Science, two from Engineering). The balance in this fund to date was \$2,700.

The chairman reminded the Council that this would be the last year of Jesse H. Jones support (all the three above mentioned JHJ funds included). Efforts had been made for a renewal of the grant but recession in the Houston oil-dependent area had severely reduced the activities of the Jesse H. Jones Foundation. Another piece of bad news was that the annual contribution from the Arthur J. Schmitt Foundation this year would be cut by 30%, due to lower interest.

VI. Any Other Business

There was no other business. The chairman reminded members that he would welcome suggestions for discussion topics. They can write or call the Office of Advanced Studies or the Graduate School Office if they have any suggestions.

The meeting was adjourned at 4:45 p.m.

faculty senate journal march 4, 1987

Prof. Jean Pec, Chair of the Faculty Senate, called the meeting to order at 7:34 p.m. Rev. David Burrell, C.S.C., offered the prayer. Then the minutes from the January and February meeting of the Faculty Senate were corrected and approved.

At this point, Pec introduced Danny Harrison, who made an announcement about the third annual Third World Charity Relief Ball. Harrison announced that this event raised \$10,500 in its first year, \$18,700 in its second year, and this hopes to raise between \$25,000 to

\$30,000 for Catholic Relief Services in Washington, D.C. Harrison urged faculty to attend and appealed for contributions. Pec commended Harrison for his efforts, wished him luck in meeting his goal, and urged members of the Faculty Senate to attend and to encourage their colleagues to attend.

Pec then turned to the next item on the agenda, balloting for several University committees: the Judicial Review Board, the Traffic and Parking Violations Board, the Campus Life Council, and the Academic and Faculty Affairs Committee of the Board of Trustees. Before ballots were distributed, Prof. Robert Kerby inquired as to the constitutional warrant for the Faculty Senate's procedure. Pec responded that the procedure had been customary for some time. Prof. Paul Conway added that the Manual contains directives authorizing the Faculty Senate to provide candidates for University committees. Kerby objected that the Manual only authorizes the senate to forward names, and not to make any selection from among them. Burrell replied that there was no reason to raise this question, as a long standing custom takes precedence. Balloting then proceeded.

Meanwhile, Pec turned to the remainder of the agenda, beginning with her report to the Faculty Senate. First Pec noted that she had written a letter to the Provost asking that the senate's parental leave policy be included on the agenda for the Academic Council. Next, Pec announced that she has invited Father Malloy to speak with the Faculty Senate, and that he will do so at the May meeting. Then Pec drew the senate's attention to the C.S.C.'s Draft Policy Statement on Higher Education, which had been sent out to members. She urged senators to write Father Bartell with their views on this draft by May 1. Pec followed by summarizing the results of the senate's poll of all the faculty regarding participation on University committees. She announced that 158 responses had been received out of a total of approximately 900 that had been sent out, although this total does include adjunct and visiting faculty. She noted that this year's response was a bit lower than the usual response of approximately 200. Pec expressed her disappointment with these figures, and urged senators to encourage their colleagues to take a greater interest next year. Pec then announced statistics by college: 64 out of 365 from Arts and Letters; 7 out of 91 for Business; 21 out of 89 for Engineering; 26 out of 115 for Science; 22 out of 34 from the Library; 9 out of 74 for Special Professional Faculty; 8 out of 22 for Law, and 1 out of 12 for ROTC. Pec concluded by stating that letters have gone out to deans and committee chairs providing the names of faculty interested in serving on the various committees, and that faculty soon should be receiving their letters as well.

Next, Pec named the members of the nominating committee for next year's senate officers: Prof. Andre Goddu, Arts and Letters; Prof. Paul Conway, Business; Prof. Eugene Henry, Engineering; Prof. John Attanasio, Law; Prof. Katharina Blackstead, Library; Capt. John Rohrbough, ROTC; Prof. Mario Borelli, Science; and Prof. Ellen Weaver, Special Professional Faculty. Borelli will chair the committee, which will meet soon to provide the names of at least two candidates for each office. These names should be announced at the April meeting, so that senators can inform themselves about the candidates before the vote at the May meeting. Finally, Pec asked to meet with John Goldrick, Associate Vice President, Residential Life, and Prof. Katherine Tillman about the problems of drunk driving by Notre Dame students. Senators with any thoughts on this matter should convey them to the Chair of the Student Affairs Committee.

Prof. Katharina Blackstead, Chair of the Student Affairs Committee, reported that the Executive Committee had discussed at their Feb. 19 meeting space allocation for social interaction between students and faculty in the new classroom building. As a result of that meeting, Blackstead was charged with contacting Daniel Winicur, Dean of Administration/Registrar, for further dialogue. After having met with Winicur, Blackstead reported that he does indeed understand the seriousness of the Senate's concern about this issue. Blackstead then enumerated Winicur's own concerns and invited responses. Space in the new classroom building has not been definitely allocated, so that a precise figure for the building as a whole and for social space cannot be quoted. The problem Winicur is wrestling with is the nature of the space. Winicur believes that if social spaces are too structured they will end up as seminar rooms scheduled for instruction. Winicur has been traveling, and has seen the use of open cubicle carved into building space into which soft furniture has been placed. Such spaces seem to end up being used by students and faculty together. What Winicur is looking for is something that is less open and more private, but which is not a formal room. Winicur will be doing more traveling, and he has asked for the names of institutions known to senators where the social space is well designed. Winicur has also asked for specific suggestions from the senate regarding classrooms. Blackstead urged the senators to get specific suggestions to the Student Affairs Committee as soon as possible promising another report on this topic at the April meeting. Burrell commented that social space in Decio is a workable model, providing a place where one can sit down with students, have a cup of coffee, and talk informally. Burrell also suggested

that imaginative designs be solicited from students in Notre Dame's architecture program. The new Huddle was also named as a space that facilitates improved interaction between students and faculty.

In addition, Blackstead reported that Winicur has asked for Faculty Senate input on another issue, student misuse of classroom space at night, especially in Washington Hall and Cushing Hall, where there has been alcohol consumption to the point of sickness, and the maintenance staff can scarcely keep up. Kerby responded that he teaches an early morning class in Cushing, and that the problem is indeed serious. The suggestion was made that perhaps a monitored place for late night studying should be considered -- for instance, the North or South Dining Halls.

Blackstead then introduced a guest to the Faculty Senate, Doug Wurth, academic commissioner, who made a presentation about the student government's plan to fund faculty organized interaction with students. Wurth began by reading a letter from the Vice President of the student body, Don Montanaro, on the subject of Wurth's visit to the Faculty Senate. This letter detailed the overwhelming support of the student senate for the plan, which has been funded, and expressed the importance of securing faculty support in ensuring its success. Wurth announced the \$5,000 has been allocated for this purpose, but that the money need not be spent if the program is successful, student government intends to go to the administration and ask that endowment funds be sought to continue the program. Wurth then asked for faculty comments, and wondered whether the senate would consider providing funding of its own. Prof. Jay Dolan responded that he found the proposal to be unimaginative and that throwing money at a problem is not always the best solution. Prof. Pamela Falkenberg disagreed, stating that the proposal would allow her to plan a variety of activities with her students that would not be possible otherwise. Blackstead also spoke very strongly in favor of the plan and made the motion that

BEFORE December 1987, the Senate approach the Provost's office with a request that a sum of money be allocated from the faculty side toward this enterprise, to be budgeted for 1988-89, and that this request be accompanied by a statement defining appropriate uses for this allocation.

Prof. Frank Connolly seconded the motion, which carried.

Prof. John Yoder, Chair of the Administrative Affairs Committee, reported that his committee did not have anything to announce, but that he would have a report for the April meeting.

Prof. Paul Conway, Chair of the Administrative Affairs Committee, reported that a letter has been sent to the Provost, and that a six-page survey concerning benefits has been agreed upon with personnel and will soon be underway. Conway noted that the direction that the University is pursuing seems to be toward menu or flexible benefits.

Prof. Frank Connolly, Chair of the Faculty Affairs Committee, then reported on the completed draft of the faculty compensation report. He divided his comments into four major categories. First, he detailed the dramatic improvements in faculty salaries over the past eight to ten years. This is true at all ranks, where Notre Dame is in at least the top 20%. At the associate professor rank, Notre Dame is now close to the top 5%. Connolly commended Provost Timothy O'Meara for this dramatic improvement.

Unlike salaries, however, Connolly next noted that fringe benefits for Notre Dame faculty are only average, especially retirements benefits. In this area, Notre Dame is 17% below the norm, which amounts to approximately \$640 less in benefits for each faculty member. Then Connolly pointed out Notre Dame's poor performance, compared with AAUP figures, in increasing the number of women on the faculty. In this area, Notre Dame is doing very badly. Notre Dame also fares badly in comparison with its peer group, ranking eleven out of eleven, after even Princeton.

Finally, Connolly made a few remarks about the question of differences in pay between Notre Dame's different colleges. Connolly described a survey that he has conducted on this subject, using a random sample of 21 faculty from each college, seven in each of the three ranks. The results of this survey do not support the claim that there are large pay differentials between the colleges. In dollars, Connolly's survey found the differential to be no more than 11% or \$4,500. Connolly concluded that these results did not warrant the attempt to secure more complete figures for a comparison of faculty salaries by college.

In discussion of the report, Conway drew the attention of the senate to another area in which Notre Dame has performed poorly, the library faculty. In 1979, Notre Dame was in

the bottom 10%; since then, Notre Dame has only climbed to the bottom 40%. Pec commented that there are several places in the report where proposals seem in order but are not included. A discussion ensued about whether proposals should be included in the report itself or should be made as separate proposals.

Connolly noted that, even in the area of salaries, Notre Dame's overabundance of associate professors, with 46% of the faculty at that rank compared with 38% nationwide, makes the figures look better than they are. It would take \$800,000 to level that out. Pec suggested that a proposal should be included that would urge the administration to work to raise the level of benefits at least to the average level. Conway suggested that O'Meara be congratulated for what he has achieved in the area of faculty salaries, but pointing out that the benefits need to be increased to at least an average level. Others suggested that the proposal should urge the administration to bring benefits as well as salaries to the first rank of AAUP scales. Conway said that the proposal should first be considered in the light of Notre Dame's performance in terms of total compensation. Connolly replied that Notre Dame had reached the top level for all ranks as of the last faculty compensation report, and that this ranking is the result of Notre Dame salaries. If there were a separate ranking for fringe benefits alone, Notre Dame would be very low.

Conway then asked whether chairs and deans were included in the figures for the report and whether that skewed the results. Conway replied that chairs and deans were usually included. Dolan suggested that the senate approve a proposal asking the administration to undertake a five-year plan to bring Notre Dame to the top AAUP ranking for fringe benefits. Discussion mentioned that IUSB and Saint Mary's College both have better benefits programs than Notre Dame. On the other hand, it was suggested that the administration might not be very sympathetic to the proposal, since Notre Dame does have the top rank in total compensation. It was also suggested that Notre Dame might not have the resources for both high salaries and high fringe benefits. Connolly responded that he did not believe that it was correct that Notre Dame simply could not afford an improved benefits package. He noted that compensation amounted to 15% of Notre Dame's total revenues in 1977, and that the figure was still 15% in 1986. As a percentage of revenues from student tuition, the figure was 39% in 1977 and 37% in 1986.

Conway suggested that perhaps proposals based on the report should be made separately rather than included in the report itself. Connolly moved that:

O'Meara be recognized for what he has accomplished in the area of faculty salaries, but noting that retirement benefits are not competitive and should be brought to the level of salaries.

Questions were then raised about whether the number of part-time and adjunct instructors and TA's teaching classes had risen as a result of improved faculty salaries. Connolly responded that he did compare total faculty to full time teaching and research faculty, and that no upward trend is apparent from these figures, referring to Table 1 in his report. Following this discussion the motion was carried.

The senate then turned to new business. A letter that Phil Quinn had asked to be read before the senate about freedom of speech was the first item to be addressed. This letter concerned the Scholastic's suspension from publication. Kerby began discussion by noting that he had spoken very strongly against taking up the issue the last time it had been raised, because that concerned the editorial policy of the Observer. This occasion he saw as quite different and deserving of the senate's attention. Connolly suggested that the senate ask the student affairs administrators involved to explain their actions. Dolan suggested that a committee be formed to investigate the matter and make recommendations. Yoder moved that a committee of interested senators be formed to take up the issue and come back to the senate with recommendations. This motion was carried unanimously.

Pec reminded the senate that the next meeting was scheduled for April 1. Dolan then moved and Katharina Blackstead seconded a motion to adjourn. This motion was passed, and the meeting was adjourned at 9:35 p.m.

The results of the senate elections are as follows with Prof. Robert Kerby abstaining from voting:

Board of Traffic and Parking Appeals

William Eagan
John F. Gaski, Designated Alternate

Campus Life Council

Katharina J. Blackstead

(The second position will go to the chair of the senate's Student Affairs Committee ex officio, to be elected at the May 4 meeting.)

Judicial Review Board

Salvatore J. Bella
Katharina J. Blackstead
Joseph H. Huebner
Jeffrey C. Kantor
Suzanne Kelly
John Lucey
Dennis Moran
Sharon O'Brien
Jean A. Pec
James H. Powell
Clark Power
Sompong Sucharitkul

Academic and Faculty Affairs Committee of Board of Trustees

James Bellis
Katharina Blackstead
David Burrell, C.S.C.
Paul F. Conway
Irwin Press

PRESENT: Gerald Arnold, physics; John Attanasio, law; Katharina Blackstead, library; Paul Bosco, emeritus; David Burrell, C.S.C., philosophy/theology; Francis Connolly, math; Paul Conway, finance and business economics; John Croteau, emeritus; JoAnn DellaNeva, modern and classical languages; John Derwent, math; David Dodge, sociology; Jay Dolan, history; William Fairley, earth science; Pam Falkenberg, communication and theatre; Thomas Flint, philosophy; Eugene F. Gorski, C.S.C., theology; Nai-Chien Huang, aerospace and mechanical engineering; Robert Kerby, history; Thomas Kosel, metallurgical engineering; Gilbert D. Loesch, government and international studies; Bill McDonald, finance and business economics; Dennis Moran, Review of Politics; Michael Morris, accountancy; Patrick Murphy, marketing; Jean A. Pec, library; John Rohrbough, naval science; Donald Sporleder, architecture; Robert W. Williamson, Jr., accounting; John H. Yoder, theology.

ABSENT: Panos Antsaklis (on leave), electrical engineering; Joseph Blenkinsopp, theology; Mario Borelli, math; Dino Cervigni, modern and classical languages; Richard Fessenden, chemistry; James F. Flanigan, C.S.C., art, art history and design; Teresa Ghilarducci, economics; Andre Goddu, program of liberal studies; Abraham Goetz, math; Sandra Harmatiuk, freshman year of studies; Eugene Henry, electrical engineering; Mark A. Herro, electrical engineering; Alan Howard, math; Suzanne Kelly, institute for pastoral and social ministry; Robert Lordi, English; Maria R. Olivera-Williams (on leave), modern and classical languages; Philip Quinn, philosophy; Howard J. Saz, biological sciences; James I. Taylor, college of engineering; Anthony M. Trozzolo, chemistry; Robert Vacca, modern and classical languages; F. Ellen Weaver, theology; James Wittenbach, accounting.

Respectfully submitted,
Pamela Falkenberg, secretary

the 1986-87 notre dame faculty compensation report: a report to the faculty senate

1. A note on the Hesburgh years.

Notre Dame's view of its place in America has changed greatly since World War II. This has paralleled an even greater change in the American Catholic subculture from which it

springs. The ghetto spirit seems largely to have vanished. Instead one sees a Catholic middle class determined that its children make their way in, and their mark on, American life. One could almost say, it is a class of upstarts. If so, then we at Notre Dame are the upstart university, in which this class most nearly finds expression for its intellectual aspirations.

The Hesburgh years at Notre Dame were marked by this upstart notion that we would be, must be somehow, the peer of the best universities in America. It is the achievement of Hesburgh, and those around him, that they were able to focus Catholic ambitions and energies on the task of building a group of scholars here, who could claim the best as peers. While this task is far from complete, the progress toward its accomplishment is unmistakable.

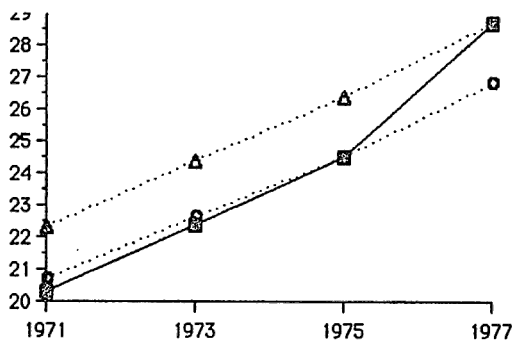
The report below is influenced by this upstart spirit. In one sense it is a catalog of benefits to a class of employees of a corporation. But perhaps more, it is a report on our University's success in marshalling resources to continue the task which should define its life.

2. Salaries of teaching and research faculty in recent years.

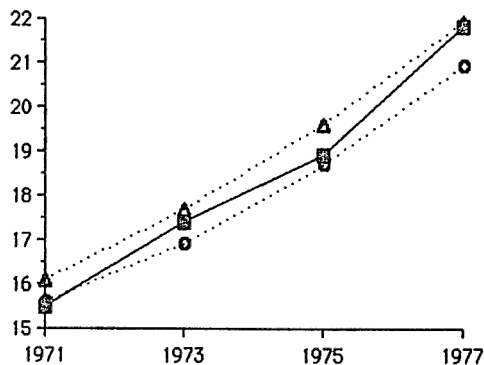
[See the final page for definitions of terms used]

In 1982, in the PACE report, the administration committed itself to the goal of raising Notre Dame faculty salaries at all professional ranks, to the level of AAUP Ranking "1." Given the University's aspirations, this seemed highly appropriate and, one might say, overdue. But the past record did not necessarily offer reassurance that this goal was realistic. For example, throughout the years 1971-1977, our total compensation, at every professional rank, languished in the bottom 50% of all universities comparable to us by AAUP standards. Exhibit A shows just how mediocre was our record during that period.

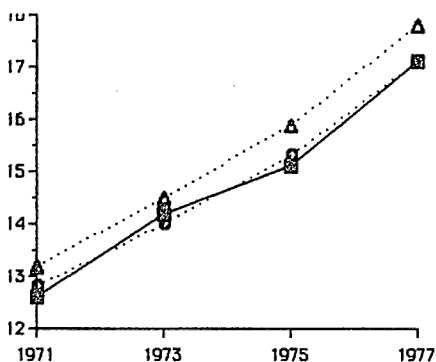
TOTAL COMPENSATION: FULL PROFESSORS 1971-77



TOTAL COMPENSATION, ASSOC. PROFESSORS 1971-77



TOTAL COMPENSATION, ASST. PROFESSORS 1971-77



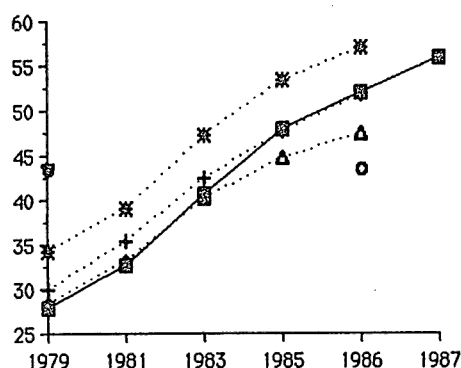
■ NOTRE DAME
 ▲ 60TH PERCENTILE
 ○ 40TH PERCENTILE

Exhibit A

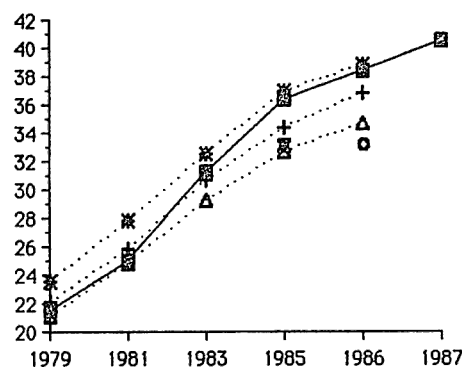
Therefore the record of the last ten years is especially noteworthy. The rise in Notre Dame salaries during this time has been swift, and can only be described as a historic accomplishment. For the first time Notre Dame finds itself competing on equal financial terms with the best universities in America. This achievement, if it is maintained, cannot fail to have an important impact on the University's development in the years ahead. It is necessary precondition if Notre Dame is to be a place where human arts and sciences will flourish.

The present provost, by all accounts, has been the principal architect of this accomplishment. We congratulate him, and the administration, for their persistence and farsightedness in this regard. We strongly urge the administration to continue the outstanding progress of recent years. As Exhibit B will show, Notre Dame is already beginning to get good value for the added money expended.

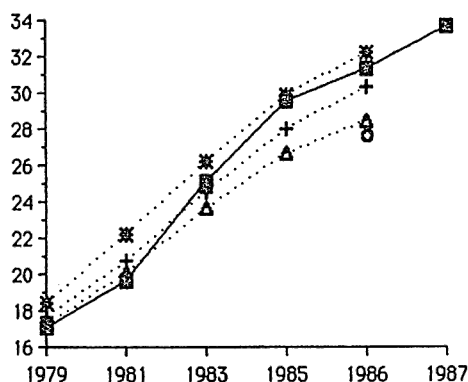
SALARIES, FULL PROFESSORS, 1979-87



SALARIES, ASSOCIATE PROFESSORS, 1979-87



SALARIES, ASSISTANT PROFESSORS, 1979-87



- NOTRE DAME
- ✱ 95TH PERCENTILE
- + 80TH PERCENTILE
- △ 60TH PERCENTILE
- 40TH PERCENTILE

Exhibit B

Exhibit B shows that the goal set in 1982 has been reached. At every rank, our salaries now are in the 18-19 percentile. This means Notre Dame's salaries now have an AAUP rating of 1 at the full, associate, and assistant professor ranks. At the instructor rank our rating is actually 1*, the 95th percentile. But this is of limited significance, since we employ so few instructors. Our rating for total compensation is also a "1" for all ranks but instructor, where it is 1*.

From Exhibit B one can see that we are narrowly maintaining our rating of 1 at the full professor rank. At the associate professor rank we are actually within striking distance of the rarefield 1* rating. Our salaries for assistant professors are in the middle of the range of universities with a "1" rating.

Tables 2 to 5, in the Statistical Summary give a detailed picture of compensation for each of the four professional ranks. The average salary increase for all continuing faculty in 1987 was 7.84%. In 1986 it was 9.12%. The average salary for all regular teaching and research faculty in 1986-87 is \$44,395. The average monetary value of total compensation for all regular teaching and research faculty in 1986-87 is \$53,956.

Currently, faculty compensation is surviving the ravages of inflation rather well. The average Notre Dame full professor in 1987 receives a total compensation package which is 26% greater, after adjustment for inflation, than did the average full professor of 1976. For associate professors, the comparable increase is 17%. Assistant professors now receive 22% more.

Another useful benchmark of our performance is a comparison of Notre Dame against ten "Peer Universities." This is a list, agreed upon jointly some years ago, by the Faculty Senate and the provost. These ten universities were chosen because they were seen as similar, in broad terms, to what we are, or what we aspire to be. Progress is less easily made in this rather select company. Nevertheless a glance at Table 6 in the Statistical Summary shows that between 1976 and 1986, we have moved from ninth place into a virtual tie for fifth place in the list of average faculty salaries (all ranks combined) at these 11 universities. This confirms the view that we are now competing in a quite equal way with most of the best universities in the country.

Has the recent progress on faculty salaries put an unsustainable strain on the University's finances? This question seems apt since faculty commitment to the University is typically one of considerable duration and intensity. Its long term financial health is a most appropriate concern to us.

Two good measures suggested themselves in testing the burden of improved salaries on the University's finances. We computed first the recent trend of the faculty compensation budget as a percentage of the University's total operating budget. We next computed the compensation budget as a percentage of student tuition and fees received. The results are in Exhibit C.

| Year ending: | 1977 | 1980 | 1983 | 1986 |
|--|-------|-------|--------|--------|
| (Dollar figures are in millions) | | | | |
| Total Regular T&R Faculty Compensation | 10.62 | 13.34 | 19.80 | 26.72 |
| Current Revenues of Operating Budget | 70.78 | 96.52 | 138.05 | 174.97 |
| Total Student Tuition and Fees | 27.27 | 34.73 | 53.17 | 73.00 |
| Faculty Compensation/Current Revenues | 15% | 14% | 14% | 15% |
| Faculty Compensation/Student Tuition | 39% | 38% | 37% | 37% |

(Source: Financial Statements, University of Notre Dame du lac, 1977, 1980, 1983, 1986.)

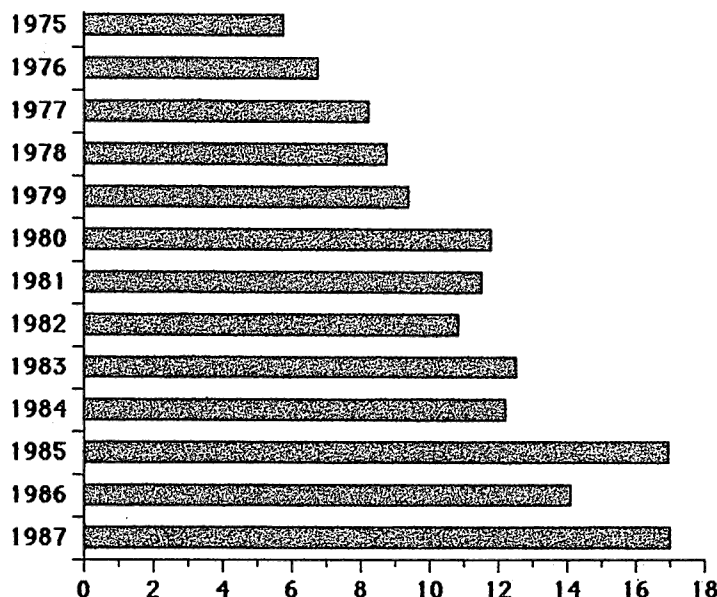
Exhibit C

It is quite surprising to discover that the rise in salaries has been accomplished with absolutely no deterioration in these financial ratios. Indeed, compensation costs now consume a smaller fraction of tuition revenues than they did in 1977. (An important caveat: The figures in Exhibit C do not count salaries of deans, part time faculty, and nonteaching faculty. So they systematically understate compensation costs, but they do give a reliable picture of the trend of costs.)

Therefore it would appear that Notre Dame has, in the last ten years, dramatically improved its competitive position in the search for scholars with no harm whatsoever to its traditional financial strength.

It also seems appropriate to ask whether Notre Dame is getting good value for the faculty salary increases of recent years. Has Notre Dame's reputation as a center of learning improved? To answer this we can offer two measures. First, we seem to have become a more selective university in recent years. The total SAT score of the average incoming freshman has risen from 1202 in 1978 to 1220 in 1986, in spite of a considerable drop in the pool of available high school seniors nationwide. The Admissions office also points out that 93% of this year's class were in the top fifth of their high school graduating class; 20 years ago the comparable percentage of 68%. But a far more spectacular rise has occurred in the total of funds received for research and sponsored programs. That total was \$5.7 million in 1975, but it tripled to \$16.9 million in 1985, and will almost certainly exceed that in this year. This sum represents about \$24,000 for each teaching and research faculty member. Exhibit D illustrates this growth. These statistics buttress the view that our reputation is on the rise.

AC. YEAR ENDING TOTAL FUNDS RECEIVED FOR RESEARCH AND SPONSORED PROGRAMS, 1975- 1987 (IN MILLIONS)



(1987 figure is an estimate, based on funds received through March 1)

Source: Research and Other Scholarly Works, Annual Report, University of Notre Dame, 1977-1986.

Exhibit D

There are, however, some negative things to point out in an otherwise bright picture. Promotion is an important non-monetary form of compensation for a faculty member. But Notre Dame has followed a policy of promoting unusually few of its faculty to the rank of full professor. This is most strikingly shown when the proportion of full professors on the faculty at Notre Dame is compared to that proportion at the ten peer universities (see Table 1 in the Statistical Summary). Only 38% of our faculty are full professors, in comparison to an average of 46% at the ten peer universities in the last year of available data.

This means that Notre Dame's high salary rankings in the AAUP survey somewhat overstate the case. If it promoted like its peers, it would need to spend about \$800,000 more to maintain its current ratings. It is far from clear that this savings is worth the increase in alienation it generates within the faculty.

3. Fringe Benefits

Fringe benefits amount to more than one fifth of a typical faculty member's salary. Because of their favorable tax treatment, this actually understates their value, which seems somewhat unrecognized. Table 7 in the Statistical Summary is devoted to an analysis of our fringe benefits.

Notre Dame's fringe benefits, in contrast to salaries, are only average. In brief, we have a good tuition plan for faculty children, a good, but weakening, medical benefits package, and a retirement package which is simply not competitive. The latest (1987) figures show a noteworthy deterioration in our non-mandatory fringe benefits. (Mandatory benefits are those required by law.)

Retirement contributions by the University form the largest of our benefits. But Notre Dame contributes far less than the norm. Specifically, in 1986, Notre Dame contributed \$640 less per faculty member (17% less) than the average doctoral level institution nationwide. This is the most serious weakness in our entire compensation package. We strongly urge the administration to give further attention to this matter.

Our medical benefits have historically been good. In 1986, Notre Dame spent \$1,630 per faculty member, as compared to an average figure of \$1,424 at doctoral level institutions nationwide. But in recent years the University has made only nominal increases in its total medical contribution. Indeed, the figure of \$1,615 per faculty member, for 1987, will most likely put us in the category of "just average" in national comparisons for this year. This is matter that should be monitored.

Our tuition benefit for faculty children appears to be quite good. At \$1,456 per faculty member in 1987, its monetary value approaches the medical benefit. It is far greater than is typical at doctoral level institutions. A study in 1982 showed it was better than what was available at eight of the ten peer universities. However, the recent restrictions on its use by new faculty will make it substantially less valuable to all future faculty.

A revealing measure of the quality of Notre Dame's fringe benefits package is provided by comparison with the ten peer universities. (See Table 6 in Statistical Summary). This shows that in 1986 we ranked eighth or ninth out of eleven in the dollar value of our fringe benefits. Just two years before we ranked sixth. The figures available for 1987 strongly suggest that we will drop further. AAUP data also show that our fringe benefits in 1986 lag those of the average private independent doctoral institution.

Clearly the general picture here is disquieting. We recommend that the Faculty Senate call on the administration for further attention to fringe benefits. The area of retirement contributions is in most urgent need of attention. Our program there cannot even be fairly termed mediocre. We urge the administration to bring this more in line with the rest of our compensation standards.

4. Library Faculty Salaries

Since 1983, the Faculty Compensation Report has reviewed the yearly progress in the salaries of library faculty. They constitute about five percent of all regular faculty. For the first time this year, we use data collected by the Association of Research Libraries (ARL) in its annual survey. A survey of library faculty has also been of use.

The median salary for all library faculty in 1985-86 was \$25,500. The beginning salary was \$17,000.

Table 8 in the Statistical Summary is devoted to library faculty salaries. A glance at that table will show that salaries are weak. Notre Dame's salaries for library faculty are in the bottom 40% of all universities reporting to the ARL. Perhaps the best that can be said is that the situation has improved since 1979, when Notre Dame salaries had sunk to the bottom 14% of all universities reporting. Library salary levels, as a percentage of teaching and research faculty salaries have deteriorated since 1981 when the ratio was 68%; in 1986 it was 61%. This relative drop is particularly hard to credit in the face of the University's commitment to make substantial improvements in the library. Moreover, the increasingly technical nature of the task of information gathering and preservation would seem to argue for higher relative salary levels rather than lower.

5. Women and Minority Faculty at Notre Dame

Historically, Notre Dame's faculty has been almost entirely male. As late as 1975 there were only 22 women on the regular teaching and research faculty (according to AAUP records). Clearly, even now, we do not hire women at a rate nearly equal to their proportion in the new Ph.D. crop, nor to their proportion in the American professoriate. In spite of widespread agreement that this is an undesirable situation, progress has been slow.

Table 9 of the Statistical Summary attempts to analyze the salary and promotion levels of women faculty here. It is encouraging to note that 1987 women's salaries are not significantly different from men's at the full and associate professor ranks. At the assistant professor level the gap has narrowed: women's salaries have risen to 96% of men's.

Part of the lag in women's salaries, both at Notre Dame and in the American professoriate generally, is explainable by the specialties in which they congregate. For example, fully two thirds of our women faculty are in the College of Arts and Letters. As a kind of nationwide counterpoint to this, one notes that among Ph.D.'s in Engineering, no more than 5% are women. Seen in this context, Notre Dame's salaries for women appear equitable.

The more sober side of the news is that we need to work harder at the task of hiring and maintaining women at Notre Dame. The figures in Table 8 show no significant increase since 1982-83, in the percentage of women on our regular teaching and research faculty.

It hovers a little over 10%, and this figure means we rank dead last in the comparison with our ten peer universities.

This is an area in which an individual professor can make an important contribution. New appointments frequently start with a suggestion from a single faculty member. The task of implementing our affirmative action policy toward women is definitely not an exclusive responsibility of the administration.

Only 1.5% of the teaching and research faculty and 6% of the library faculty are black. We are substantially below the national averages in this area. However, this is a much harder problem for us than the problem of women faculty. The pool of available black Ph.D.'s is still small. Moreover, it appears that over half of those Ph.D.'s are in the field of education. Progress here will require special efforts.

6. Differences in Compensation

During this year, suggestions were made by members of the faculty senate that we should determine whether there were large and systematic differences in average compensation levels between our various colleges. Many asked that a poll be taken on this matter. Bowing to this request, we conducted a random poll of the four undergraduate colleges. Twenty-one faculty were promised anonymity and surveyed in each of these: the Colleges of Arts and Letters, Business, Engineering, and Science (the order is alphabetical). The response rate was high (65%). While conclusions must be quite tentative, the results do not appear to support the hypothesis that large and systematic differences exist. Surprisingly, the results find no more than an 11% difference between the highest and the lowest of the four medians obtained. Those medians were (in numerical order): \$38,800, \$39,500, \$42,000, \$43,400. The fact that these are below the average salary at Notre Dame is easily explained: we deliberately avoided polling any full professors with endowed chairs.

Definitions

AAUP Ratings: The American Association of University Professors annually publishes salary information from about 1,800 American colleges and universities. Each institution is put in one of five categories (Notre Dame is in Category 1, which consists of institutions having significant doctoral degree programs). Then salaries and total compensation are ranked by percentiles. The 95th percentile means the top 5 percent; the 80th percentile means the top 20 percent. This data is then distilled to five ratings as follows.

Rating 1*: The 95th percentile
Rating 1 : The 80th percentile
Rating 2 : The 60th percentile
Rating 3 : The 40th percentile
Rating 4 : The 20th percentile
Rating 5 : The 0th percentile

This data is published annually in *Academe*, the Bulletin of the American Association of University Professors. It appears in the March-April issue.

Fringe Benefits: Principally, these consist of the University's contribution to Social Security, its contribution to the faculty member's retirement plan, and to the health insurance policy, the tuition benefit to faculty children, and life insurance paid by the University.

PACE Report: The report of 1982, issued by the provost to the president entitled: "Priorities and Commitments for Excellence at the University of Notre Dame." It is a long-range planning document.

Peer Institutions: See discussion under 2. Salaries of Teaching and Research Faculty in Recent Years, paragraph eight; a list can be found on Table 1 in the Statistical Summary.

Salary: For this report, this excludes funds received for summer teaching or for extra load, or from some outside funding source.

Regular Teaching and Research Faculty: This includes only instructional faculty on a regular appointment. It does not include deans, part-time faculty, or administrative officers.

Total Compensation: This is equal to salary plus monetary value of fringe benefits.

TABLE 1 : COMPOSITION OF THE NOTRE DAME FACULTY

| Academic Year Ending: | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| No. of Full Professors | 144 | 147 | 157 | 147 | 156 | 163 | 168 | 180 | 181 | 192 | 198 | 204 | 219 |
| No. of Associate Professors | 145 | 150 | 157 | 157 | 143 | 154 | 154 | 159 | 162 | 158 | 156 | 158 | 175 |
| No. of Assistant Professors | 152 | 143 | 147 | 125 | 130 | 136 | 125 | 120 | 138 | 135 | 144 | 158 | 162 |
| No. of Instructors | 18 | 16 | 12 | 12 | 11 | 15 | 17 | 18 | 19 | 25 | 10 | 6 | 13 |
| Total Regular T&R Faculty | 459 | 456 | 473 | 441 | 440 | 468 | 464 | 477 | 500 | 510 | 508 | 526 | 569 |
| Total Faculty | 734 | 747 | 775 | 798 | 795 | 811 | 814 | 851 | 896 | 921 | 923 | 913 | 951 |
| No. of Students | 8808 | 8750 | 8829 | 8682 | 8731 | 8666 | 8874 | 9023 | 9294 | 9480 | 9531 | 9676 | N.A. |
| No. of Undergraduate Students | 6820 | 6847 | 6894 | 6777 | 6846 | 6840 | 7048 | 7190 | 7408 | 7493 | 7507 | 7552 | N.A. |
| No. of Graduate Students | 1988 | 1903 | 1935 | 1905 | 1885 | 1826 | 1826 | 1833 | 1886 | 1987 | 2024 | 2124 | N.A. |
| Student/T&R Faculty Ratio | 19.2 | 19.2 | 18.7 | 19.7 | 19.8 | 18.5 | 19.1 | 18.9 | 18.6 | 18.6 | 18.8 | 18.4 | N.A. |
| Student/ Faculty Ratio | 12.0 | 11.7 | 11.4 | 10.9 | 11.0 | 10.7 | 10.9 | 10.6 | 10.4 | 10.3 | 10.3 | 10.6 | N.A. |
| Full Profs. as a % of our T&R Faculty | 31.4% | 32.2% | 33.2% | 33.3% | 35.5% | 34.8% | 36.2% | 37.7% | 36.2% | 37.6% | 39.0% | 38.8% | 38.5% |

| % of T&R Faculty who are Full Profs. at the ten peer universities, 1986 | | | |
|--|-------------------|-------|--|
| | Brown | 59.5% | |
| | Johns Hopkins | 55.2% | |
| | Princeton | 56.2% | |
| | Indiana | 51.0% | |
| | Duke | 51.3% | |
| | Northwestern | 49.2% | |
| | Vanderbilt | 41.7% | |
| | U. Southern Cal. | 35.0% | |
| | Tulane | 29.5% | |
| | Fordham | 28.2% | |
| | Average, 10 peers | 45.7% | |

(Sources: Faculty Compensation Reports, 1982, 1984, 1985;
Notre Dame Fact Sheets, 1979-1987; Academe, March-April 1986.)

TABLE 2: AVERAGE SALARY AND FRINGE BENEFITS, FULL PROFESSORS

| | Average Salary (in thousands) | % Increase per Continuing Faculty Member | Average Fringe Benefits (in thousands) | Fringe Benefits as a % of Salary | Average Total Compensation (in thousands) |
|--------|-------------------------------------|--|---|--|--|
| 1982-3 | 40.7 | 12.4% | 9.4 | 23.1% | 50.1 |
| 1983-4 | 44.2 | 8.6% | 10.4 | 23.5% | 54.6 |
| 1984-5 | 48.0 | 7.6% | 11.4 | 23.8% | 59.4 |
| 1985-6 | 52.0 | 9.8% | 12.3 | 23.7% | 64.3 |
| 1986-7 | 56.0 | 8.3% | 12.4 | 22.1% | 68.4 |
| | Average at Ten | Peer Universities | | | |
| 1985-6 | 51.5 | 6.6% | 12.1 | 23.5% | 63.6 |
| | Average at All | Private Independent Category 1 Universities | | | |
| 1985-6 | 53.2 | 6.2% | 12.1 | 22.7% | 65.3 |

TABLE 3: AVERAGE SALARY AND FRINGE BENEFITS, ASSOCIATE PROFESSORS

| | Average Salary (in thousands) | % Increase per Continuing Faculty Member | Average Fringe Benefits (in thousands) | Fringe Benefits as a % of Salary | Average Total Compensation (in thousands) |
|--------|-------------------------------------|--|---|--|--|
| 1982-3 | 31.3 | 12.8% | 6.6 | 21.1% | 37.9 |
| 1983-4 | 34.0 | 11.0% | 7.6 | 22.2% | 41.6 |
| 1984-5 | 36.4 | 7.4% | 8.4 | 23.1% | 44.8 |
| 1985-6 | 38.4 | 7.7% | 8.8 | 22.9% | 47.2 |
| 1986-7 | 40.6 | 7.3% | 9.2 | 22.7% | 49.8 |
| | Average at Ten | Peer Universities | | | |
| 1985-6 | 36.0 | 7.5% | 8.8 | 24.4% | 44.8 |
| | Average at All | Private Independent Category 1 Universities | | | |
| 1985-6 | 36.4 | 5.9% | 8.7 | 23.9% | 45.1 |

(Sources: Academe, March-April, 1983-86; Daniel J. Osberger,
Asst. Dean of Administration.)

TABLE 4: AVERAGE SALARY AND FRINGE BENEFITS, ASSISTANT PROFESSORS

| | Average Salary (in thousands) | % Increase per Continuing Faculty Member | Average Fringe Benefits (in thousands) | Fringe Benefits as a % of Salary | Average Total Compensation (in thousands) |
|--------|-------------------------------------|--|---|--|--|
| 1982-3 | 25.1 | 13.6% | 4.3 | 17.1% | 29.4 |
| 1983-4 | 27.7 | 10.4% | 5.3 | 19.1% | 33 |
| 1984-5 | 29.5 | 5.7% | 5.7 | 19.3% | 35.2 |
| 1985-6 | 31.3 | 9.6% | 6.1 | 19.5% | 37.4 |
| 1986-7 | 33.7 | 7.8% | 6.4 | 19.0% | 40.1 |
| | Average at Ten | Peer Universities | | | |
| 1985-6 | 29.3 | 7.1% | 6.4 | 21.9% | 35.7 |
| | Average at All | Private Independent Category 1 Universities | | | |
| 1985-6 | 29.9 | 6.3% | 6.5 | 21.7% | 36.4 |

TABLE 5 : AVERAGE SALARY AND FRINGE BENEFITS, INSTRUCTORS

| | Average Salary (in thousands) | Average Fringe Benefits (in thousands) | Fringe Benefits as a % of Salary | Average Total Compensation (in thousands) |
|--|-------------------------------------|---|--|--|
| 1982-3 | 25.1 | N.A. | N.A. | N.A. |
| 1983-4 | 26.8 | N.A. | N.A. | N.A. |
| 1984-5 | 26.0 | 3.5 | 13.5% | 29.5 |
| 1985-6 | 36.0 | 6.5 | 18.1% | 42.5 |
| 1986-7 | 32.2 | 6.0 | 18.6% | 38.2 |
| Average at All Private Independent Category 1 Universities | | | | |
| 1985-6 | 23.4 | 5.3 | 22.6% | 28.7 |

(Sources: Academe, March-April, 1983-86; Daniel J. Osberger,
Asst. Dean of Administration.)

TABLE 6 : AVERAGE SALARIES AND FRINGE BENEFITS
AT TEN PEER UNIVERSITIES (IN THOUSANDS)

| Academic Year Ending: | 1976 | 1981 | 1986 |
|---|------|------|------|
| Average Salary per faculty member | | | |
| Princeton | 17.3 | 28.7 | 46.2 |
| J. Hopkins | 19.8 | 31.2 | 44.1 |
| Northwestern | 19.3 | 30.4 | 44.0 |
| Duke | 18.9 | 29.0 | 43.6 |
| Brown | 18.8 | 29.1 | 41.6 |
| Notre Dame | 16.3 | 26.1 | 41.5 |
| U. Southern Cal. | 16.6 | 28.4 | 40.9 |
| Vanderbilt | 17.4 | 25.5 | 38.8 |
| Fordham | 16.0 | 26.0 | 38.6 |
| Indiana | 16.6 | 26.8 | 36.7 |
| Tulane | 15.5 | 23.5 | 36.4 |
| Average Fringe Benefits per faculty member | | | |
| Princeton | | | 10.2 |
| U. Southern Cal. | | | 10.3 |
| Indiana | | | 10.0 |
| Brown | | | 9.9 |
| J. Hopkins | | | 9.6 |
| Northwestern | | | 9.6 |
| Duke | | | 9.6 |
| Vanderbilt | | | 9.3 |
| Notre Dame | | | 9.3 |
| Tulane | | | 8.9 |
| Fordham | | | 8.0 |

(Sources: Academe, March-April, 1976, 1981, 1986)

TABLE 7 : FRINGE BENEFITS AT NOTRE DAME

| Academic Year Ending: | 1974 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 |
|---|------|-------|-------|-------|-------|-------|-------|-------|
| Average mandatory fringe benefits per faculty member (all ranks combined) | | | | | | | | |
| Social Security Insurance | 724 | 1643 | 1848 | 2032 | 2312 | 2469 | 2660 | 2827 |
| Unemployment Compensation Insurance | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Workmen's Compensation Insurance | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Average non-mandatory fringe benefits per faculty member (all ranks combined) | | | | | | | | |
| TIAA- CREF | 990 | 1621 | 1882 | 2104 | 2547 | 2846 | 3116 | 3409 |
| Medical Benefits (Blue Cross/ HMO) | 481 | 842 | 1139 | 1350 | 1556 | 1613 | 1627 | 1615 |
| Tuition Benefits | 146 | 982 | 1101 | 1125 | 1179 | 1468 | 1621 | 1456 |
| Disability Insurance | 68 | 144 | 144 | 159 | 210 | 221 | 213 | 178.5 |
| Life Insurance | 27 | 12 | 48 | 48 | 48 | 48 | 48 | 35 |
| Total Non-Mandatory Fringe Benefits | 1712 | 3601 | 4314 | 4786 | 5540 | 6196 | 6625 | 6694 |
| Total Fringe Benefits | 2476 | 5284 | 6202 | 6858 | 7892 | 8705 | 9325 | 9561 |
| Average Salary (in thousands) | N.A. | 26.1 | 29.4 | 32.8 | 35.8 | 38.8 | 41.5 | 44.4 |
| Fringe benefits as a % of salary | N.A. | 20.2% | 21.1% | 20.9% | 22.0% | 22.4% | 22.5% | 21.6% |
| Average Total Compensation (in thousands) | | 31.4 | 35.6 | 39.7 | 43.7 | 47.5 | 50.8 | 54.0 |

(Sources: Faculty Compensation Reports of the Faculty Senate, 1982, 1984, 1985; Daniel J. Osberger, Asst. Dean of Administration)

TABLE 8: LIBRARY FACULTY AND LIBRARY SALARIES

| Academic Year Ending: | 1984 | 1985 | 1986 | 1987 |
|-------------------------------------|-----------------|-----------------|-----------------|------|
| No. of Library Faculty | 37 | 31 | 31 | 32 |
| Women Librarians | 4 | 3 | 3 | 3 |
| Women Associate Librarians | 3 | 4 | 6 | 7 |
| Women Assistant Librarians | 9 | 7 | 6 | 6 |
| Women Staff Librarians | 2 | 1 | 2 | 1 |
| Men Librarians | 7 | 7 | 6 | 4 |
| Men Associate Librarians | 6 | 4 | 4 | 7 |
| Men Assistant Librarians | 5 | 5 | 4 | 3 |
| Men Staff Librarians | 1 | 0 | 0 | 1 |
| Median Salary (All ranks) | 22.2 | 24 | 25.5 | |
| A.R.L. rating of Median Salary | 78th out of 104 | 69th out of 105 | 64th out of 106 | |
| Beginning Salaries | 14.5 | 15.5 | 17 | |
| A.R.L. rating of Beginning Salaries | 86th out of 104 | 90th out of 105 | 63rd out of 106 | |

(Source: Faculty Compensation Reports, 1984, 1985; ARL Annual Salary Survey, 1981, 1983, 1985; Affirmative Action committee report- from Sr. John Miriam Jones, Associate Provost.)

9. WOMEN FACULTY AT NOTRE DAME AND TEN PEER UNIVERSITIES

| Academic Year Ending: | 1983 | 1984 | 1985 | 1986 | 1987 |
|-----------------------------------|------|------|------|------|------|
| No. of women faculty | 50 | 50 | 49 | 52 | 53 |
| % of faculty who are women | 10% | 10% | 10% | 10% | 9% |
| No. of women Full Professors | 5 | 4 | 5 | 7 | 9 |
| % of all Full Professors | 3% | 2% | 3% | 4% | 5% |
| No. of women Associate Professors | 7 | 8 | 8 | 8 | 8 |
| % of all Associate Professors | 5% | 5% | 5% | 5% | 4% |
| No. of women Assistant Professors | 31 | 28 | 33 | 36 | 34 |
| % of all Assistant Professors | 22% | 20% | 22% | 23% | 19% |
| No. of women Instructors | 7 | 10 | 3 | 1 | 2 |
| % of all Instructors | 37% | 40% | 30% | 17% | 15% |
| Women's salaries as a % of men's | | | | | |
| Full Professor | N.A. | N.A. | N.A. | 99% | 99% |
| Associate Professor | 90% | 96% | 97% | 102% | 101% |
| Assistant Professor | 88% | 90% | 92% | 93% | 96% |

(Sources: Academe, March-April, 1983-1986; Daniel J. Osberger, Asst. Dean of Administration). Note: In the above chart, faculty are defined as regular T&R faculty as reported to the AAUP annual survey. However, if all T&R faculty are tallied -including part time and temporary faculty, the percentage of women jumps to 13.7% (in 1985-86). If all faculty are totalled- including Library, Special Professional and Special Research faculty - women form 16.2% of this class. These figures come from an extensive and careful report by the university's Academic Affirmative Action Committee (ND Report, no. 19, July 11, 1986).

| Women as a % of faculty at N.D. and at Ten Peer Universities | 1983 | 1984 | 1986 |
|---|------|------|------|
| Fordham | 23% | 24% | 24% |
| Vanderbilt | 20% | 20% | 19% |
| Indiana | 18% | 16% | 18% |
| Tulane | 19% | 16% | 17% |
| Brown | 14% | 15% | 17% |
| U. Southern Cal. | 14% | 15% | 17% |
| J. Hopkins | 16% | 15% | 16% |
| Northwestern | 14% | 13% | 14% |
| Duke | 11% | 12% | 13% |
| Princeton | 10% | 10% | 11% |
| Notre Dame | 10% | 10% | 10% |

(Sources: Academe, March-April, 1983, 1984, 1986)

A Note On A Salary Data Base

This report was prepared by Prof. Frank Connolly using the Jazz microcomputer program. A considerable database of related information, including all data in this report has been gathered on a disk. This is available from him upon request. It should facilitate compensation reports of future years.

a.a.u.p. annual survey of faculty compensation, 1986-87

A.A.U.P. ANNUAL SURVEY OF FACULTY COMPENSATION, 1986-87

The Office of the Dean of Administration has prepared and filed with the American Association of University Professors the 1986-87 Annual Survey of Faculty Compensation.

The 1986-87 A.A.U.P. average salary and average compensation figures by rank for the University of Notre Dame, together with the respective percents of annual increase, are shown below with the comparable figures for the years 1980-81 through 1985-86.

TABLE ONE

UNIVERSITY OF NOTRE DAME AVERAGE SALARIES PER A.A.U.P. REPORTS 1980-81 THRU 1986-87

| | <u>1986-87</u> | <u>1985-86</u> | <u>1984-85</u> | <u>1983-84</u> | <u>1982-83</u> | <u>1981-82</u> | <u>1980-81</u> |
|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Professor | \$56,024 | \$51,954 | \$47,996 | \$44,230 | \$40,719 | \$36,204 | \$32,662 |
| % Increase | 7.8 | 8.3 | 8.5 | 8.6 | 12.5 | 10.8 | 8.7 |
| Assoc. Professor | 40,614 | 38,416 | 36,444 | 34,023 | 31,305 | 27,991 | 24,977 |
| % Increase | 5.7 | 5.4 | 7.1 | 8.7 | 11.8 | 12.1 | 7.1 |
| Asst. Professor | 33,736 | 31,304 | 29,525 | 27,740 | 25,090 | 22,107 | 19,700 |
| % Increase | 7.8 | 6.0 | 6.4 | 10.6 | 13.5 | 12.2 | 9.0 |
| Instructor | 32,192 | 36,000 | 26,010 | 26,780 | 25,147 | 21,355 | 17,394 |
| % Increase | (10.6) | 38.4 | (2.9) | 6.5 | 17.8 | 22.8 | 8.9 |
| All Ranks | \$44,395 | \$41,503 | \$38,780 | \$35,848 | \$32,763 | \$29,360 | \$26,060 |
| % Increase | 7.0 | 7.0 | 8.2 | 9.4 | 11.6 | 12.7 | 8.9 |

TABLE TWO

UNIVERSITY OF NOTRE DAME AVERAGE COMPENSATION PER A.A.U.P. REPORTS 1980-81 thru 1986-87

| | <u>1986-87</u> | <u>1985-86</u> | <u>1984-85</u> | <u>1983-84</u> | <u>1982-83</u> | <u>1981-82</u> | <u>1980-81</u> |
|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Professor | \$68,405 | \$64,252 | \$59,423 | \$54,666 | \$50,145 | \$44,730 | \$40,085 |
| % Increase | 6.5 | 8.1 | 8.7 | 9.0 | 12.1 | 11.6 | 10.0 |
| Assoc. Professor | 49,832 | 47,229 | 44,796 | 41,576 | 37,944 | 33,683 | 29,921 |
| % Increase | 5.5 | 5.4 | 7.7 | 9.6 | 12.7 | 12.6 | 7.5 |
| Asst. Professor | 40,141 | 37,415 | 35,234 | 33,031 | 29,352 | 26,027 | 22,981 |
| % Increase | 7.3 | 6.2 | 6.7 | 12.5 | 12.8 | 13.3 | 9.6 |
| Instructor | 38,178 | 42,504 | 29,455 | 31,336 | 28,264 | 24,045 | 19,364 |
| % Increase | (10.2) | 44.3 | (6.0) | 10.9 | 17.5 | 24.2 | 7.9 |
| All Ranks | \$52,955 | \$50,829 | \$47,485 | \$43,740 | \$39,621 | \$35,562 | \$31,344 |
| % Increase | 6.2 | 7.0 | 8.6 | 10.4 | 11.4 | 13.5 | 9.9 |

The Average Salary for Continuing Teaching and Research Members on Faculty in 1986-87 and 1985-86 follows:

TABLE THREE

AVERAGE SALARY
FOR CONTINUING TEACHING AND RESEARCH MEMBERS ON FACULTY
IN 1986-87 AND 1985-86

| | <u>Number</u> | <u>1986-87</u> | <u>1985-86</u> | <u>Increase</u> | <u>% Increase</u> |
|---------------------|---------------|----------------|----------------|-----------------|-------------------|
| Professor | 200 | \$56,293 | \$51,961 | \$4,332 | 8.3 |
| Associate Professor | 165 | 41,077 | 38,268 | 2,809 | 7.3 |
| Assistant Professor | 145 | 33,373 | 30,962 | 2,411 | 7.8 |
| Instructor | 6 | 40,250 | 37,500 | 2,750 | 7.3 |
| All Ranks | 516 | \$44,800 | \$41,513 | \$3,287 | 7.9 |

university libraries minutes february 12, 1987

The meeting was called to order at 4:15 p.m. by chairperson Harvey Bender in the Conference Room of the Administrative Offices of Memorial Library. Also present were Committee members Robert Miller, James Robinson, W. Robert Scheidt, and secretary Vicki Maachouk.

The minutes of the meeting of Jan. 14, 1987 were approved as written.

Prof. Robinson opened the meeting with a stirring reading of Abraham Lincoln's Gettysburg Address.

Prof. Bender proposed that discussion of the paper on the state of the library faculty be postponed until the March meeting since the full body of the committee was not present. The committee concurred.

Mr. Miller gave his report as Director of Libraries:

The wiring/cabling is finished in Memorial Library and work has begun on the branches.

Terminals in the training site have been hooked up and are operational. The remaining terminals will be hooked up as Mark Eggers, the telecommunications expert on campus, has the time to do so.

Initial training in the cataloguing mode of the NOTIS system was held last week for select members of the Memorial Library and Law Library technical services departments.

Version 4.4 of the NOTIS software is expected within two weeks. This version will have the capabilities for keyword and Boolean searching.

Mr. Miller then moved to the agenda item, budget update. It is projected that the current budget will go over in personnel costs by \$15,000-30,000. There is some difficulty with the serials budget, but it will come close. Most serials went up 10% while others went up 20-30-40% or more. Parts/sets will go over its projected budget. The approval plan will go over budget by \$10,000-20,000 principally because of increases in the German approval plan. This will be covered with NEH monies. The binding budget remains controllable.

Turning to the 1987-88 budget, Mr. Miller reported that initial negotiations had been held with the Provost. Budget priorities are NOTIS maintenance, the library assuming a larger share of the Medieval Institute librarian position, and the student budget. The operating budget has been reduced in the areas of travel, capital, and supplies.

Mr. Miller indicated that the general budget increases for 1987-88 will be very modest. In a worse case scenario cuts would have to be made in binding, serials (10%), and the approval plan. A review of the situation suggested that all department allocations would have to be frozen and there would be no allowance for new serials. However, Mr. Miller said if major additional funding is received from either University allocations or endowments, the libraries could continue to operate at current levels. The budget for new serials would continue to be tight. This budget will have a new line item -- electronic medium - which will cover, for example, data base searching and CD ROM products. Borrowing a phrase from Prof. Bender, Mr. Miller said he is apprehensive, but not pessimistic about the upcoming budget year.

Prof. Bender asked if it would be helpful if departments would review serials currently received and recommend titles which could be discontinued, given budget constraints. Miller replied that if the situation becomes bad enough, the libraries might consider doing that, but he suspected that it may prove to be counterproductive. Instead, some areas may be targeted for selected review.

Prof. Bender asked if there were any changes foreseen in the professional staff. Miller replied, no. Prof. Bender asked how the physical space requirements look. Miller replied that this is workable for the next few years. The next phase in Memorial Library would involve the freeing of space in the basement and on the 12th floor. The Institute for Pastoral and Social Ministry, currently resident on the 12th floor, has acknowledged its need for more space and for a more easily accessible location. The Task Force on Computing has recommended that a terminal cluster be located in Memorial Library, but what space needs that may entail is too early to say.

Turning to the videocassette collection, Miller reported that the libraries may have a small endowment for the collecting of videocassettes, but he doesn't foresee developing a permanent archival collection. PrTerminals in the training site have been hooked up and a terminals will be hooked up as Mark Eggers, the telecommunications expert on campus, has the time to do so.

In closing, Mr. Miller said he was reasonably optimistic about the coming year. There is a good spirit among the staff as they look forward to the NOTIS system coming up.

The next meeting of the committee will be on March 11 at 4:00 p.m. when the committee will tour the Law Library and retire to the Morris Inn for dinner to discuss the state of the library faculty paper.

Sincerely,

Vicki Maachouk
Secretary

university libraries minutes march 11, 1987

The meeting began informally at 4:00 p.m. with a tour of the Law Library by Roger Jacobs, the director, and brief comments by Dean Link. The formal meeting was called to order at 5:00 p.m. by chairperson Harvey Bender in the Morris Inn. Also present were committee members Joseph Blenkinsopp, John Lucey, Bill McDonald, Robert Miller, James Robinson, W. Robert Scheidt, secretary Vicki Maachouk, and guests Roger Jacobs, Director of the Law School Library and David Link, Dean of the Law School.

Prof. Bender opened the meeting by thanking Dr. Jacobs and Dean Link for their hospitality that afternoon, when the committee was given an introduction to the Law Library and a tour of the renovated facility.

The minutes of the meeting of Feb. 12 were approved with corrections.

Mr. Miller gave his report as Director of Libraries:

The Libraries will receive an overall increase of 7.2% which is very good, but still inadequate in the area of serials which have increased 15% and more because in part of the deflation of the dollar and the pricing policies of European publishers.

Mr. Miller asked for a special meeting of the committee to discuss the acquisitions budget. It was agreed to meet Monday, March 23 at 4:00 p.m. in the Administrative Offices of Memorial Library.

Mr. Miller invited members to the Irish Day celebration of the Friends of the Library of Notre Dame on Thursday, March 19 at 7:00 p.m.

Mr. Miller distributed copies of a report from the Council on Library Resources on the impact of technology on scholarly research and resources. He will send copies of the summary report of the Task Force on Computing to members.

Prof. Bender, as a member of the University Libraries Planning Committee invited all members to participate in the Planning Day for the 1988-89 fiscal year which will be held March 18 in the Memorial Library Faculty Lounge.

Prof. Bender opened discussion of the sole agenda item, the paper on the state of the Library Faculty, by noting that the issue was sparked by the revision of the faculty manual and was an attempt to get the library faculty to assess itself. Mr. Miller added that the document was drafted by a committee of librarians, including a law librarian, discussed at two library faculty meetings and voted on by mail ballot. The vote was near unanimous in favor of the document.

Prof. Bender commented that he was interested in the mission statement, "to serve the University," and had hoped to see a more scholarly component. Prof. Scheidt suggested that if librarians were more scholarly, their numbers would have to increase to insure that their library responsibilities were being met. Mr. Miller added that this happens at some universities. Librarians spend 15-20 hours on library work and the remainder on "faculty research." The library faculty contend that they cannot do research on top of their 52 week, 40 hour per week library work; more time and support is needed for research. Prof. Blenkinsopp asked what was needed for promotion in the library faculty. Mr. Miller said the faculty member must demonstrate very active professional activity (presentations at professional meetings, writing reports of professional committees) or research work. Prof. Robinson suggested that professional research cannot be expected without the presence of a library school on campus. Both Mr. Miller and Prof. Jacobs disagreed, and contended that a support structure is the more important factor. Prof. Jacobs cited the example of Southern Illinois University where there is no library school, librarians have full academic rank, and the major criteria is librarianship. Prof. Bender expressed the need to set realistic criteria for Notre Dame, and asked if the libraries are competitive when criteria for promotion are evaluated and compared to other academic institutions. Both Mr. Miller and Prof. Jacobs answered in the affirmative. Prof. Blenkinsopp asked how Notre Dame librarians compare in regards to background characteristics. Mr. Miller replied that there is much similarity, some libraries require a second masters and Notre Dame is now preferring that for its bibliographers. Prof. Jacobs added that the Law Library would require a J.D. for its research librarians, but not necessarily for its catalogers. Prof. Blenkinsopp then inquired as to whether the proportion of full librarians to associate and assistant librarians is appropriate. Mr. Miller replied that the proportion is seven full librarians to 15 associates, nine assistants, and one staff librarian is reasonably well balanced.

Prof. Bender asked whether there could be more efficient operations by interlocking some operations between the Law Library and the University Libraries. Both Miller and Jacobs responded that they could not foresee any real efficiency resulting from such an interlocking.

Prof. Robinson asked what is the status of the Law Library faculty librarians. Prof. Jacobs said that the librarians are considered neither Law School Faculty nor Library Faculty and are not included in the faculty manual.

Dean Link commented that a good library and library faculty can unleash the potential of teaching and research faculty and cited examples from the Law School. Prof. Robinson submitted that the problem is one of money. Mr. Miller commented that he feels the provosts and the new associate provost are supportive of the libraries and recognize the importance of the libraries, but are constrained by limited funds and campus-wide priorities.

Mr. Miller restated the concerns of the library faculty: salaries, support for development activities, greater presence on University committees, and closer working relationships with the teaching faculty to reach undergraduate and graduate students. Salaries for nonteaching faculty are lower than for teaching faculty as are the monies available for raises. Eight or nine library faculty members have had short term leaves in the last eight years and this has sometimes created difficulties for the remaining staff. In re-

sponse to Prof. Blenkinsopp's question as to what will be done to assist faculty and students with the automated system, Mr. Miller said that plans are to reach students in their dormitories and through the teaching faculty. Formal bibliographic instruction will be offered to University faculty.

Turning to the library faculty's concerns with the University Committee on Libraries (UCL), Prof. Bender noted that the Director of Libraries is responsible to both the provost and to the committee, and there is no linkage between the two. He also questioned the assumption that the committee "develops policy." He sees UCL as a sounding board for the director to try out new ideas, providing opinions on what will receive faculty support, and giving final approval to policies drafted by the University Libraries. Prof. Bender added that he did not believe that librarians should sit on UCL. Prof. Robinson disagreed with the library faculty's criticism of UCL, but believes UCL should respond to the important issues raised by the report. Mr. Miller asked whether the members would consider inviting the provost to sit on the committee as an ex officio member and official representatives of user groups (graduate and undergraduate students) as observers. Prof. Bender doubted that having students on the committee would be productive because graduate students are too busy and undergraduate students are here to receive knowledge.

Discussion ended on this topic because several members had to leave. It was decided that the matter will receive further attention at a future meeting. The meeting was adjourned at 5:45 p.m.

Respectfully Submitted,

Vicki Maachouk
Secretary

library hours/intersession may 11-june 15, 1987

| Date | <u>Memorial Library</u> | | <u>Science & Engineering</u> |
|--------------------------------|------------------------------------|------------------------|----------------------------------|
| | <u>Building</u> | <u>Public Services</u> | <u>Libraries</u> |
| Mon., May 11 through | 8 a.m.-10 p.m. | 8 a.m.- 5 p.m. | 8 a.m.- 5 p.m. |
| Fri., May 15 | | | |
| Sat., May 16 | 9 a.m.-10 p.m. | 9 a.m.- 5 p.m.* | Closed |
| Sun., May 17 | 1 p.m.-10 p.m. | Closed | Closed |
| Mon., May 18 through | 8 a.m.-10 p.m. | 8 a.m.- 5 p.m. | 8 a.m.- 5 p.m. |
| Fri., May 22 | | | |
| Sat., May 23 | 9 a.m.-10 p.m. | 9 a.m.- 5 p.m.* | Closed |
| Sun., May 24 | 1 p.m.-10 p.m. | Closed | Closed |
| Mon., May 25 (Memorial Day) | Closed | Closed | Closed |
| Tue., May 26 through | 8 a.m.-10 p.m. | 8 a.m.- 5 p.m. | 8 a.m.- 5 p.m. |
| Fri., May 29 | | | |
| Sat., May 30 | 9 a.m.-10 p.m. | 9 a.m.- 5 p.m.* | Closed |
| Sun., May 31 | 1 p.m.-10 p.m. | Closed | Closed |
| Mon., June 1 through | 8 a.m.-10 p.m. | 8 a.m.- 5 p.m. | 8 a.m.- 5 p.m. |
| Fri., June 5 | | | |
| Sat., June 6 | 9 a.m.-10 p.m. | 9 a.m.- 5 p.m.* | Closed |
| Sun., June 7 | 1 p.m.-10 p.m. | Closed | Closed |
| Mon., June 8 through | 8 a.m.-10 p.m. | 8 a.m.- 5 p.m. | 8 a.m.- 5 p.m. |
| Fri., June 12 | | | |
| Sat., June 13 | 9 a.m.-10 p.m. | 9 a.m.- 5 p.m.* | Closed |
| Sun., June 14 | 1 p.m.-10 p.m. | Closed | Closed |
| Mon., June 15 | 8 a.m.-10 p.m. | 8 a.m.-5 p.m. | 8 a.m.- 5 p.m. |
| Tue., June 16 | Summer Session Schedule In Effect. | | |

* The following public service areas will be open on this day: Circulation/Stacks, Current Periodicals, and Reference.

advanced studies

current publications and other scholarly works

Notice to Faculty on Current Publications

The Office of Advanced Studies/Division of Sponsored Programs realizes the importance of the listing of publication citations which appears in the Notre Dame Report. Recent delays in the appearance of the citations have caused frustration and inconvenience, for which we apologize.

A large number of citations have been coming into to the office, making the processing procedure longer. This fact, coupled with staff turnover and the rising volume of other priority work, has resulted in the delays. We ask for your patience.

Current publications should be mailed to the Division of Sponsored Programs, Room 314, Administration Building

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