

notre dame report

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the university

financial aid administered

The University administered almost \$50 million in financial aid to students during the 1987-88 academic year. This total includes the value of scholarships, grants, loans and employment provided to students by the University, government agencies, banks, the military, and private organizations.

More than 6,500 students, 68 percent of the student body, received some form of financial aid. Non-federal sources, principally scholarships and grants, fellowships, and assistantships, provided more than \$26 million, or 53 percent of the aid administered by the University. Federal assistance programs contributed \$18 million, principally in the form of guaranteed loans. R.O.T.C. awards provided almost \$6 million of the total.

Scholarships, federal loan programs, and R.O.T.C. awards were the principal sources of aid to undergraduate students, and more than 65 percent of the undergraduates received aid in some form. More than three-fourths of the students in the graduate and advanced studies programs received some form of aid. Graduate assistantships, research assistantships, fellowships, and tuition scholarships accounted for almost two-thirds of all aid.

increased contributions raised in 1988

The Development Department raised \$44.7 million in cash contributions--the third highest total in the University's history--during fiscal 1988. This is the third consecutive year that cash contributions have exceeded \$40 million, almost doubling the level of four years ago. The totals do not include pledges of future gifts.

In specific contribution categories, foundation and corporate support totaled a record \$20.7 million, a 27 percent increase; the Annual Fund attracted \$6.9 million, a 6 percent increase and a fourth consecutive record total for the Fund; direct mail yielded a record \$2.5 million, an 8.4 percent increase; and planned giving totaled \$4.9 million. The Sorin Society, whose members each contribute a minimum of \$1,000 annually in unrestricted funds, achieved its eighth consecutive increase in both membership and revenues. With a record 634 new members among its total of 2,900, the society contributed \$2.7 million, a 15 percent increase.

Also in fiscal 1988, commitments to the "Strategic Moment" fund raising campaign reached \$289 million, 96 percent of the campaign's original goal of \$300 million. That goal has since been met, but due to underfunded and new priorities, an additional \$117 million is being sought as the campaign enters its national phase in 1989.

Multiyear commitments of support to the University increased 329 percent during fiscal 1988, due in part to special campaign functions held in 40 cities and featuring appearances by University officers and trustees.

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sullivan scholarship established

The University has received a gift of \$50,000 from the family and friends of the late Todd Sullivan of Germantown, Tenn., to establish an undergraduate scholarship in his memory.

Todd Sullivan, who died early in his career at Christian Brothers' High School in Memphis, Tenn., was the son of Steve and Kathy (Huisking) Sullivan of Germantown. Steve Sullivan was graduated from Notre Dame in 1968 and Kathy Huisking from Saint Mary's College in the same year. Their son would have been graduated from Christian Brothers' in June 1989 and might have been a member of next fall's incoming freshman class at Notre Dame, the first class to which the Todd Sullivan Memorial Scholarship will be made available. Preference will be given to outstanding freshman students who have attended Christian Brothers' High School in Memphis and who meet the additional criteria established by the University and the family.

band facility to be constructed

The University will construct a band facility on the east side of the campus near the Loftus Sports Center. The Building will provide rehearsal space for the 226 members of the marching band, the 60-member concert band, the three smaller varsity bands, the two jazz bands, and woodwind, brass and other ensemble bands. The building will also contain storage areas, a sheet music library, and offices for student band officers and band directors.

relief campaign under way

As part of its 15th annual campaign, Notre Dame's Third World Relief Fund Committee is appealing to faculty and administrative staff to contribute to agencies which provide direct services and assistance for self-help projects to people in Africa, Asia, and Latin America.

Contributions to the 1989 campaign may be targeted for one or more of the following agencies: Caritas/Bangladesh; Catholic Relief Services; Church World Service/CROP; CARE; IDEX (International Development Exchange); Missionaries of Charity (formerly Co-Workers of Mother Teresa in America); Oxfam-America; and UNICEF (The United Nations Children's Fund).

Pledge cards and a report on last year's campaign are being mailed to faculty members and administrative staff. Pledge cards should be returned to the Department of Human Resources by February 15.

During 1988 the agencies received the following amounts:

Caritas/Bangladesh	\$3,770.73
Catholic Relief Services	6,855.88
Church World Service/CROP	2,742.35
CARE	3,770.74
IDEX	3,085.16
Missionaries of Charity	5,484.71
Oxfam-America	6,170.31
UNICEF	2,399.57

faculty notes

appointments

Mario Borelli, associate professor of mathematics, has been appointed director of special instructional projects and activities at the University. In this role, he actively will seek outside sources of funding for projects relating to instruction at the undergraduate, graduate and pre-college levels, particularly as they relate to teacher training. He is also charged with seeking ways to improve the educational experiences and potentials of minorities and other underserved groups.

Col. Howard T. Hanson, chairperson and professor of aerospace studies, has been appointed commander of the Air Force Reserve Officer Training Corps Detachment 225.

honors

Jay P. Dolan, professor of history and director of the Cushwa Center for the Study of American Catholicism, has received the Emily M. Schossberger Award. The award is presented annually by the University of Notre Dame Press to a member of the Notre Dame community who has made significant contributions to the cause of scholarly publishing. It memorializes a woman who directed the Press from 1960 to 1972.

Rev. Edward A. Malloy, C.S.C., president and professor of theology, will be elected a trustee of the National Citizens Commission on Alcoholism March 3. The Commission, part of the Chicago-based National Council on Alcoholism, Inc., is chaired by Robert L. Raclin.

Eduardo E. Wolf, professor of chemical engineering, was elected co-chairman of the Area 1b Kinetics and Catalysis of the AIChE Program Committee.

activities

Manju Basu, associate faculty fellow in chemistry, presented a paper on "Studies on Fucolipid Biosynthesis in Mouse Lymphoma and Human Colon Carcinoma" at the Complex Carbohydrate Meeting held in San Antonio, Tex., Nov. 5.

Subhash C. Basu, professor of chemistry, presented "Biosynthesis of Cytolipin-R Type Glycolipid by GalNAcT-2 from Embryonic Chicken Brain and Guinea Pig Tumor Cells 104C1" at the International Conference Biochemistry Lipids held in Tokyo, Japan, Sept. 19-21. He gave "Specificities of the Solubilized Glycosyltransferases Involved in Ganglioside Biosynthesis at the Ganglioside Satellite Symposium in Sapporo, Japan, Sept. 24. He presented "Solubilization of Glycosyltransferases Involved in Glucuronyl- and Fucosyl-Glycolipid Biosynthesis" at the Third Rinsho-Ken International Conference held in Tokyo, Japan, Sept. 26-28. Basu gave a seminar on "DNA Chain Initiation by DNA Pol- α /Primase Complex from Embryonic Chicken Brain" at the Yamaguchi University Medical School, Department of Biochemistry, Ube, Japan, Sept. 30. He gave a seminar "Biosynthesis *in vitro* of Glycosphingolipids of Gg- and Gb- families by Solubilized GalNAcTs" at the Mitsubishi-Kasei Institute of Life Sciences in Tokyo, Japan, Oct. 7. He presented a seminar on "Serendipity in Ganglioside: Glycosyltransferase Research" at the University of Tokyo, Department of Biochemistry, Tokyo, Japan, Oct. 8. He gave the seminar "DNA Chain Initiation by DNA pol- α /Primase Complex from Developing Brain and Tumor Cells" at the Indian Medical School, Department of Biochemistry Indianapolis, Ind., Nov. 14.

Maria Bohorquez, research associate in the Radiation Laboratory, gave the "Pyrene-Bearing Probes-Lipid Interactions at the Nitrogen-Water Interface in Spread Monolayers. A Fluorescence Study" at Bowling Green State University, Bowling Green, Ohio, Dec. 7.

Rev. Austin I. Collins, C.S.C., assistant professor of art, art history and design, has a solo sculpture exhibition of his new works at the Dittmar Gallery, Northwestern University, Evanston, Ill., Nov. 30-Dec. 21.

Charles Craypo, chairman and professor of economics, gave a seminar on "Job Restructuring in the American Steel Industry" to the Labor Seminar of the Faculty of Economics and Politics at Cambridge University, United Kingdom, Nov. 9. He was the guest speaker of the Joan Robinson Society, Cambridge University, Nov. 11. He also participated in the Inaugural Conference of the Joint Research Group of Researchers and Trade Unionists sponsored by the European Economic Community, the International Institute for Labor Studies of the ILO and the European Trade Union Institute held in Brussels, Belgium, Nov. 15-16.

Norman A. Crowe, associate professor of architecture, presented a paper titled "Change Versus Constancy in the Teaching of History to Architects" at the Associated Collegiate Schools of Architecture East Central Regional Meeting in Lexington, Ky., Oct. 20.

Fred R. Dallmayr, Dee professor of government and international studies, presented the paper "Polis and Cosmopolis: Can There Be a Global Political Theory?" at the 14th world congress of the International Political Science Association, Washington, D.C., Aug. 31. He presented a talk "Modernity and Postmodernity" at the 84th annual meeting of the American Political Science Association, Washington, D.C., Sept. 3. He gave an invited lecture "Critical Theory and Reconciliation" at a conference on Critical Theory and a Theology of the Public Realm held at the Divinity School of the University of Chicago, Chicago, Ill., Oct. 7-8. He presented "Order at Twilight: On Bernhard Waldenfels" at the annual meeting of the Society for Phenomenology and Existential Philosophy at Northwestern University, Evanston, Ill., Oct. 13-15. Dallmayr lectured on "Hegel and Weber on the State" at a conference on

Max Weber held at York University, Toronto, Canada, Oct. 28-30. He presented a lecture "Rethinking the Hegelian State" at a Political Science Colloquium at York University in Toronto, Canada, Oct. 31. He also presented a talk at a panel "Honoring Fred Dallmayr" at the annual meeting of the Southern Political Science Association in Atlanta, Ga., Nov. 5. He gave "Modernity and Postmodernity" in a lecture series on philosophy and social science at Northeast Missouri State University in Kirksville, Mo., Dec. 5.

Mohamed Gad-el-Hak, professor of aerospace and mechanical engineering, participated as a panelist in the workshop "New Directions in Turbulent Wall Layer Research" at the University of Michigan, Ann Arbor, Mich., Nov. 18-19. He was a session chairman and presented a paper titled "Common Features of Techniques for Boundary Layer Control" at the American Physical Society/Division of Fluid Dynamics Meeting in Buffalo, N.Y., Nov. 20-22. He also attended a meeting for the editors of the Applied Mechanics Review held during the winter annual meeting of the American Society of Mechanical Engineers, Chicago, Ill., Nov. 27-Dec. 2.

Edward A. Goerner, professor of government and international studies, was chairman and commentator for the panel "The Medieval Course of Constitutionalism: Greek or Roman" at the annual convention of the American Political Science Association held in Washington, D.C., Sept. 2.

Patrick Horsbrugh, professor emeritus of architecture, addressed the Louisville Riverfront Development Corporation, a not-for-profit organization, on the prospects for urban waterfront investments by means of dramatic emphasis on structural features, and proposed the creation of the nation's first Museum of Bridges, Louisville, Ky., Nov. 22. He addressed the fifth-year competitors on the international competition for Thames River Redevelopment, City of London, College of Architecture, University of North Carolina at Charlotte, N.C., Dec. 1.

Thomas J. Jemielity, associate professor of English, delivered a two-part presentation "Satire and Hebrew Prophecy" for the Indiana Committee for the Humanities for the advanced senior-level elective in scripture at St. Joseph's High School, South Bend, Ind., Dec. 12-13.

Jeffrey C. Kantor, associate professor of chemical engineering, presented a paper titled "Nonlinear Output Feedback Control of an Exothermic Reactor" at the 1988 annual meeting of the American Institute of Chemical Engineers in Washington, D.C., Nov. 30.

Albert H. LeMay, associate professional specialist in the Kellogg Institute and adjunct associate professor of English, organized and chaired a panel on "Fiction in the North-South Equation" for the annual meeting of the Midwest Association of Latin American Studies held at Indiana University, Bloomington, Ind., Oct. 21-23. He also presented a paper titled "Structure Myth and Vision in Tirano Banderas" at that meeting.

John E. Matthias, professor of English, gave a reading from his poetry at the Indiana University Art Museum, Bloomington, Ind., Dec. 9.

Mark J. McCready, assistant professor of chemical engineering, presented "Waves on Thin, Gas-Sheared Liquid Films" co-authored with L.A. Jurman at the annual meeting of the Division of Fluid Dynamics of the American Physical Society, Buffalo, N.Y., Nov. 20-22. He chaired a session titled "Fundamental Research in Multiphase Flows" and presented "Effect of Hydrodynamics and Schmidt Number on Turbulent Mass Transfer to a Solid Boundary" co-authored with D.D. Back, "An Alternative to the Process Design Course," and "Spectral Behavior of Waves in Gas-Liquid Flows" co-authored with Ken Bruno at the annual meeting of the AIChE, Washington, D.C., Nov. 27-Dec. 2.

Anthony N. Michel, McCloskey dean and Freimann professor of electrical and computer engineering, and J.A. Farrell, graduate student of electrical engineering, co-authored two presentations titled "Quantizer Effects on Steady-State Error Specifications of Feedback Control Systems" and "Estimates of Asymptotic Trajectory Bounds in Digital Implementations of Linear Feedback Control Systems" at the 1988 IEEE Conference on Decision and Control held in Austin, Tex., Dec. 7-9. Michel, Wolfgang Porod, associate professor of electrical and computer engineering, and D. Gray, graduate student of electric and computer engineering, co-authored a presentation titled "Analysis and Synthesis of a Class of Neural Networks with Lower Block Triangular Interconnecting Structure" in an invited session at that conference. Michel and Panagiotis J. Antsaklis, associate professor of electrical and computer engineering, organized and chaired an invited technical session titled "Analysis Design and Implementation of Neural Networks" at that same conference.

Leonard E. Munstermann, associate faculty fellow in biological sciences, presented the invited address

"Current Trends in Studies of the Genetic Structure of Vector Populations" at the symposium "Recent Approaches to the Study of Systematics and Evolution of Arthropod Vectors and Arthropod-Transmitted Pathogens" at the American Society of Tropical Medicine and Hygiene, Washington, D.C., Dec. 8.

Karamjit S. Rai, professor of biological sciences, presented a paper titled "Nuclear Genome Size and Cytology of *Aedes albopictus* Populations in Continental United States" at the annual meeting of Entomological Society of America at Louisville, Ky., Dec. 5-7.

Kenneth F. Ripple, professor of law, presided at the John Marshall National Moot Court Competition in Information Law and Privacy at the John Marshall Law School, Chicago, Ill., Oct. 29.

James H. Seckinger, director of the National Institute for Trial Advocacy and professor of law, gave an invited lecture on Expert Testimony in Business Litigation and was a faculty member for the NITA/Price Waterhouse Expert Witness Program, San Francisco, Calif., Nov. 2-4. He was program coordinator and a faculty member for the NITA/Alzheimer & Gray Law Firm Deposition Program, San Francisco, Calif., Nov. 2-4. He also served as program coordinator and a faculty member for the NITA/Skadden, Arps, Slate, Meagher & Flom Deposition Program, New York, N.Y., Nov. 30-Dec. 2.

Janet E. Smith, assistant professor in the Program of Liberal Studies, gave a talk "The Christian View of Sex: A Time for Apologetics not Apologies" to the Allies for Faith and Renewal Conference, 1988, Wheaton, Ill., June 1-4. She gave a talk "Humanae Vitae: Twenty Years Later" at the Florida Catholic Conference on Human Sexuality in Orlando, Fla., Sept. 29-Oct. 1. She presented "The Vocation of Marriage as an Approach to the Bioethics of Human Reproduction" at "The Gift of Life: A Conference on the Vatican Instruction on the Respect for Humanlife" for the Pope Paul VI Institute for the Study of Reproduction, Omaha, Neb., Oct. 28-30. She gave a talk on "The Concept of Munus in Humanae Vitae" and moderated a session at the second international congress of Moral Theology: Humanae Vitae: Twenty Years Later, sponsored by the Roman Academic Centre of the Holy Cross and the John Paul II Institute for Studies on Marriage and the Family in Rome held in Rome, Italy, Nov. 9-12.

Donald E. Sporleder, professor of architecture, met with the Examination Planning Council and the Architects Registration Examination preparation group to review the pretesting and final preparations for the June 1989 Architects Registration Examination and to make final preparations for the computer administered registration exam to be given by State Boards in February 1989 at Hilton Head, S.C., Nov. 17-19. He served as Administrative Law Judge for the Indiana Board of Registration at Examination Appeal Hearings held in Indianapolis, Ind., Dec. 13. He also served as Administrative Law Judge at Appeal Hearings held in Indianapolis on April 19, June 14, and Aug. 24.

William Strieder, professor of chemical engineering, presented two coauthored papers "Radiation Heat Transfer Coefficients for a Random Void--Solid Medium With Diffusely Reflecting Surfaces" and "Upper and Lower Bounding Solutions for Nonlinear Diffusion-Reaction Equations" at the 1988 annual meeting of the American Institute of Chemical Engineers, Washington, D.C., Nov. 27-Dec. 2.

J. Kerry Thomas, Nieuwland professor of chemistry, gave a seminar "Photophysical and Photochemical Studies in Polyelectrolytes and Hydrophobically Modified Polymers" at the Shell Oil Co. Research Center at Sittingbourne Kent, England, Nov. 28.

Kern R. Trembath, visiting assistant professor of theology, was appointed member of the steering committee to seek consultation status for American Biblical Hermeneutics group at the American Academy of Religion, Chicago, Ill., Nov. 20. He addressed "One Nation Under God" to the Lafayette Exchange Club, Lafayette, Ind., Nov. 2. He gave the guest lecture "Current Issues and Concerns of the American Catholic Church" to the American Sociology class at Purdue University, West Lafayette, Ind., Nov. 12.

Arvind Varma, Schmitt professor of chemical engineering, served as co-chairman of the session "Chemical Reactor Stability and Dynamics" at the 1988 annual meeting of the American Institute of Chemical Engineers held in Washington, D.C., Nov. 27-Dec. 2. He presented the paper "Self-Propagating Solid-Solid Noncatalytic Reactions in Finite Pellets" at that meeting. He was co-author of two

other papers presented at the meeting "An Isothermal Fixed-Bed Reactor With Nonuniformly Active Catalysts" presented by Cassian K. Lee and "Upper and Lower Bounding Solutions for Nonlinear Diffusion-Reaction Equations" presented by Monica C. Regalbuto and co-authored with William C. Strieder, professor of chemical engineering.

Eduardo E. Wolf, professor of chemical engineering, presented two papers titled "Monte Carlo Simulation of CO Oxidation on Pt" co-authored with P. Araya and Wolfgang Porod, associate professor of electrical and computer engineering, and "Kinetics of Chemical Vapor Deposition of Pyrolytic Carbon on Carbon Composites" co-authored with P. McAllister and J. Hendricks at the annual AIChE Meeting held in Washington, D.C., Nov. 27-Dec. 2. He also co-chaired two sessions on Fundamentals of Catalysis at that same meeting.

Kwang-Tzu Yang, Hank professor of aerospace and mechanical engineering, served as program chairman for the Heat Transfer Division of the 50th anniversary winter meeting of the American Society Mechanical Engineers held in Chicago, Ill., Nov. 29-Dec. 2.

Michael Zalkin, assistant professor of economics, presented the paper "The Class Structure of the Nicaraguan Peasantry, 1980: A New Interpretation" at the seventh congress of the Nicaraguan Social Science Association, Managua, Nicaragua, Aug. 25-27. He also presented the same paper at the 1988 congress of the Central American Sociology Association held in Guatemala City, Guatemala, Oct. 10-14.

documen- tation

minutes of the 225th graduate council meeting november 9, 1988

Dr. James H. Powell, Assistant Vice President for Advanced Studies and Director of the Summer Session, opened the meeting at 3:30 p.m. in the Hayes-Healy Center Board Room. He explained that Dr. Robert E. Gordon was not well enough to attend and chair the meeting following his recent eye surgery. Dr. Powell had been asked to stand in for Dr. Gordon. Other members absent with excuse were: Dean Francis J. Castellino, represented by Dr. John G. Duman; Dean Yusaku Furuhashi, represented by Dr. C. Joseph Sequin; Dr. David K. O'Connor, on leave; Dr. Thomas J. Schlereth, on leave; Dr. David M. Klein; Dr. Paul P. Weinstein. Attending at the invitation of the Council were Dr. Michael J. Crowe and Dr. James E. Robinson.

I. Minutes of the 224th Meeting

The minutes of the 224th meeting were approved as circulated.

II. Review of the University Libraries

Dr. Powell opened by noting that the review of the University Libraries had been carried out in a different context than academic department reviews. He called on Dr. James Robinson, a member of the internal review team and co-author of the final review report, to present the highlights of the report. Dr. Robinson agreed with Dr. Powell that the context of this review differed from that of reviews of departments. Libraries are an intrinsic part of graduate and undergraduate programs, he observed, and the review of the libraries touches all academic programs in the University. Dr. Robinson commended the Library self-study report as a "marvelous" review document and also as a significant archive for further study of the Libraries. The final review report, of which he was co-author, is a "distillation" of the external reviewers' report and of the University Libraries' response, as well as a summary of the internal reviewers' own views. Dr. Robinson said that the external reviewers had pointed to the Libraries' "significant challenges" in dealing with various needs, which are summarized at the bottom of page 2 of the final report. Particular recommendations of the external review panel are listed on page 3 of the same report. These include consolidation of branch libraries into a Science library, establishment of a Library Development Office, and raising the position of Director of Libraries to Dean or Associate Provost as one way to enhance the role of the Libraries in University planning. Dr. Robinson then referred the Council to page 5 of the final report. He noted that the internal reviewers were concerned that two overriding considerations had not been sufficiently emphasized, namely the need for enhancement of the position and stature of the libraries and librarians "in the developing destiny of the University," and the need to increase funding for the Libraries. He called these needs "urgencies." Dr. Robinson felt that our library still has some way to go to become a first-rate library of a major research university.

Dr. Robinson next referred the Council to page 7 of the final report. The internal reviewers support the recommendation for the new position of Library Development Officer to work full time with the University Development Office on all Library development projects.

Two other items on page 8 of the report were highlighted by Dr. Robinson. The first was the external reviewers' suggestion for a consolidated Science-Engineering Library. The internal reviewers believe this suggestion should be given serious study. The second was the proposal for a five-year program of retrospective purchases. The internal reviewers support this proposal which they believe to be especially crucial in the humanities. They, however, disagree with the suggestion that certain collections be targeted at the expense of others. Dr. Robinson believed that this kind of targeted purchases would be "disastrous" for our libraries.

The Council was next referred to page 9 of the final report. Dr. Robinson enumerated a number of recommendations that could enhance the role of the Libraries in the University and strengthen the stature and effectiveness of librarians in the Notre Dame academic community. These recommendations include: elevation of the Director of Libraries to the rank of Dean; salary increases for the Library faculty and professional staff; increased funding for professional development of the Library faculty; and enlargement of the Library faculty. Dr. Robinson said that there was a feeling among the Library faculty that they are viewed as "second class" citizens in the University community.

Dr. Powell next invited Dr. Crowe, the other member of the internal reviewers' team and co-author of the final report, to make additional comments. Dr. Crowe called the attention of the Council to pages 3 and 4 of the final report. He cautioned the Council that the list of recommendations (numbers 1 to 13) on these pages does not reflect any order of priority. He also stressed that the internal reviewers do not actually recommend a consolidated Science-Engineering Library as a solution for our space problem, but only that they believe this suggestion should be given careful consideration.

Dr. Robinson followed Dr. Crowe by adding that the internal reviewers support the view of the Director of Libraries that the University Committee on Libraries should continue as a policy-making, not advisory, body. They also would like to see a library faculty added to the membership of the Committee.

Dr. Powell then called on Mr. Miller to respond. Mr. Miller praised the internal reviewers for having done a good job in pulling together the Libraries' self-study and "response" documents and the external reviewers' recommendations into a coherent final report. He agreed with the internal reviewers' recommendation of keeping the University Committee on Libraries as a policy-making committee. He also agreed with the external reviewers' recommendation to add a Library faculty and a student representative to this Committee. He said that space had been a serious problem and that, for many years, he had

highlighted this problem in his annual reports. However, he was not sure whether the addition of a Science-Engineering Library building would be the best solution for the problem. The space problem, he said, will continue to be a matter of serious concern for the University and the Libraries in the next few years. In principle, branch libraries should hold only current literatures; older materials should be shipped to the Hesburgh Library. But this operation had, on occasions, been delayed through lack of immediately available space in the Hesburgh Library. Concerning retrospective purchasing, Mr. Miller recognized the difficulty of, on the one hand, avoiding "targeting of selected collection areas if such targeting is at the expense of other areas" and, on the other, dividing the acquisition budget evenly among all areas. "We simply cannot have good collections in all areas," he said. Mr. Miller disagreed with both external and internal reviewers concerning their proposal for creating a new development officer position for the libraries. He said that there were good working relations with the University Development Office, that one of that staff was particularly devoting much attention to the libraries, and that he was satisfied with this arrangement. Mr. Miller concluded his response by noting that the Library faculty and staff are hard-working and dedicated, and that the external reviewers were surprised to see how much we could achieve with the personnel we have. He said he was proud and pleased by this recognition.

Dr. Powell opened the floor for questions and discussion. Dr. Arvind Varma asked whether there was any consideration for a degree program in library science at Notre Dame. Mr. Miller said this is not the time for such a program; several existing programs, even some of the best, are struggling for survival; there is great difficulty in drawing research funds for such programs. He would prefer to see more of our graduate and undergraduate students recruited for library service. Dr. Varma asked what would then be the justification for raising the salaries of our library faculty to the level of those at other institutions where library faculty is also required to teach and do research. Mr. Miller said that teaching librarians and practicing librarians have different functions and are separate faculties. He believed that our budget for salaries should be improved and he was confident that it will be.

Dr. Nathan Hatch asked whether we had any problem in drawing adequate pools of applicants. Miller admitted that there had been problems in the past. Factors working against us included the perception that we only hired Catholics (although the truth is, we have hired as many non-Catholics as Catholics); there is also the perception that the area does not provide good job opportunities for spouses who wish to work. He doubted that salaries were a factor.

Dr. Kenney questioned the wisdom of a consolidated Science-Engineering library. He argued that, even if such a library were in place, departments would continue to have their own separate collections, because these would serve their needs better. He said we should seriously consider whether we wish to spend our resources on a new building or on improving our collections.

Mr. Miller said space will continue to be a serious problem. Many branch libraries do not have the space to hold both current and old materials. Microfilming was tried some years ago, but this did not help. He was not convinced that a consolidated Science-Engineering building would be the best solution. The Hesburgh Library basement could hold a million volumes, but is now occupied by "tenants." He said that the University is committed to return the basement to the full use of the Library, but this will not happen immediately. In answer to a question, Mr. Miller briefly described the various areas of responsibilities pertaining to the Library faculty. He added that there are 34 members of the Library faculty at present. In response to another question, he said the factors that help attract Library faculty to Notre Dame include: the Notre Dame environment, our small size (as compared to, e.g. Ohio State or Michigan), competitive salaries (in "living" dollars, if not in absolute number of dollars earned) and the fact that our library faculty is relatively free of clerical duties. He bemoaned the present physical condition of the Architecture Library. Dean Anthony Michel agreed with this assessment, but said that remodeling of the facility would be attended to in time.

Mr. Miller said that the space problem can only be solved by the University, not by the Library or the departments alone.

Dr. Kwan Kim asked how the Libraries decide on what collections to expand. Mr. Miller responded that funding should go where there are the greatest needs; that the Libraries need to have a candid understanding where programs are going; that this is the reason why he agrees with the reviewers in their recommendation to elevate the position of Director of Libraries, and not because of the title; that collections cannot be improved without the cooperation of the teaching-and-research faculty who should communicate to the Library what their needs, and those of their students, are.

Dr. Powell conveyed Dr. Gordon's thanks to Dr. Robinson and Dr. Crowe for their participation in the review and, in particular, for their excellent final report. He called for a motion to accept the report with thanks from the Graduate Council. The motion was made and unanimously accepted.

Dr. Robinson and Dr. Crowe left the meeting.

III. Chairman's Remarks

1. Confidentiality of Review Materials: Dr. Powell reminded the Council that review materials are confidential, in particular the list of currently enrolled students providing students' names, their GRE scores and grades. External reviewers have been asked to return these materials on completion of the site visit.

2. Graduate School Grading System: Dr. Powell referred the Council to page 7 of the last meeting's minutes. Dr. Gordon had proposed the grade of "C" as lowest passing grade and no grade of "D" for the Graduate School. Questions arose as to the treatment of the grade of "C-" (point value of 1.67) for graduate students. Following some exchanges on this point, it was moved that the Council postpone the discussion of this item until the next meeting. The motion was accepted.

There was no further business. Dr. Powell closed the meeting at 4:40 p.m.

faculty senate journal september 13, 1988

Chair Ellen Weaver called the meeting to order at 7:30 p.m. in room 202 of the Center for Continuing Education, and asked co-secretary Rev. Eugene Gorski, C.S.C., to lead the members in a prayer. After this, she welcomed the new members, especially the ones who are assuming positions for those who are on leave, and our student representative, Christopher Devron.

The next item on the agenda was a presentation by Associate Provost Rev. Oliver F. Williams, C.S.C., on the University's observance of "The Year of Cultural Diversity." He explained that it was one recommendation out of a special provost's task force on minority affairs to do all we can to celebrate and promote cultural diversity on campus, and to make minority students feel more at ease. There has been a tremendous response from all over the University, and he was simply seeking more and more ideas, especially from the Faculty, to expand the program. Two of the special events planned are appearances by Miriam Makeba (October 9) and the Beijing Opera (December 4 and 5). One encouraging sign is the increase in the number of minority students enrolled in the class of 1992: 96 Blacks, 94 Hispanics, 54 Asian Americans, and 10 American Indians. This represents 13% of the freshman class. The goal is to have 15% of the undergraduates minority students by 1992. Prof. Kathleen Biddick offered two suggestions: The University still needs to seek more women scholars in a wide variety of disciplines, and during this year there should be more opportunities for student interaction with the visiting scholars.

Weaver next moved to the business meeting portion of the agenda. She reported that Professor Mario Borelli had resigned as chair of the Student Affairs Committee because he is on leave this spring, and she extended the thanks of the senate to Prof. Mohamed Gad-el-Hak for his report on the benefits survey. The Executive Committee, she continued, had met with the president, Rev. Edward A. Malloy, C.S.C., and the provost, Prof. Timothy O'Meara, to discuss several pending matters. Both advised us that the Board of Trustees would probably not be disposed to act on the issue of the faculty electing members to the Board, especially since the senate maintains a route for faculty input and representation through two seats on the Board's Academic and Faculty Affairs Committee; that committee will discuss the issue in November. The provost's Advisory Committee is not likely to be expanded in the near future. The provost indicated a willingness to publish well in advance the date on which renewal, promotion and tenure decision letters will be mailed. This will be done, generally in the fall of each year through the Notre Dame Report #5. For 1988-89 the mailing date is May 5, 1989.

The senate roster was circulated for correction, and a new one will be issued shortly. Prof. JoAnn Della Neva has resigned as chair of the Benefits Committee in preparation for her added responsibilities as chair of the new Romance Languages and Literatures Department; this left the chair of the senate Benefits Committee vacant. Prof. Pamela Falkenberg had been named acting chair, and she asked for a co-chair; Prof. Frank Bonello was nominated by the Executive Committee to take this position. From the floor Borelli nominated Gad-el-Hak, seconded by Gorski. The results of the vote, tabulated by Borelli and Lombardo:

	<u>Chair</u>	<u>Co-Chair</u>	<u>Total</u>
Falkenberg	25	1	26
Bonello	0	21	21
Gad-el-Hak	15	14	29

Prof. James McCarthy moved that the two receiving the highest totals should serve as chair and co-chair. After a second by Prof. Philip Quinn, a voice vote in the affirmative named Gad-el-Hak and Falkenberg.

The Chair of the Student Affairs Committee was declared vacant. Nominations are being accepted by the Chair of the Senate.

The remainder of the meeting was devoted to a presentation on the proposed revision in University benefits by the senate's guests for the evening. Roger Mullins (director of Human Resources, chair of the University Task Force on Benefits), Prof. Nathan Hatch (acting dean of the College of Arts and Letters, co-chair of the Benefits Task Force), James Frain (associate director of Human Resources), and Rita Gautier (Benefits and Compensation Coordinator in the Human Resources Department). Their comments sparked extensive discussion. Mullins thanked the senate for another opportunity to discuss these issues, and commended the work of the senate's Benefits Committee over the last 10 months. He indicated the changes to come would not be entirely welcome. Hatch reviewed the work of the Task Force and stressed several University assumptions:

- benefits are important to everyone, but direct compensation is more so;
- the recommendations must be realistic in the University's framework;
- any plan must recognize the diversity of the University's work force;
- a move toward a more flexible style of benefits package must be done conservatively.

The Tax Reform Act of 1986 and major increases in Blue Cross/Blue Shield premiums prompted a vigorous re-examination of the whole benefits question.

Mullins, to begin his presentation, explained that effective September 1, 1989, the University was paying Blue Cross 54% more than in the previous year because claims exceeded premiums by 123%; by contrast the previous year had seen only a 13% rise. Bonello asked if the increase was due to the level of service and/or use by individuals. Mullins replied that both affected the increase along with general increases in hospital and medical costs. For instance, the old plan had incentives to use cheaper out-patient services when practical; but now hospitals are shifting costs there, thus negating any possible cost saving. McCarthy worried that retirees, who need adequate protection but have limited means, should be hit with huge increases, and Mullins explained that he will meet with them to explain the situation and special arrangement the University will make for them.

On HMOs, the University made a bad decision in assuming that people who needed strong coverage and were heavy users of the medical system would opt for HMOs. This was wrong--the healthy people took HMOs, which skewed the cost of premiums. In effect the University was subsidizing HMO costs and this needs to be changed to bring claims into line with premiums. This is a common national problem, not only ours. In addition HMOs will not provide adequate claims information to make fair comparisons possible and to adjust premiums. The University may be decreasing its contribution to HMO coverage. Prof. Paul Conway asked if this would not mean a loss in customers for the HMOs; Mullins said this was probable and good for the base plan, indicating a move toward equity for all based on claims and premiums. Prof. Robert Miller asked how many were actually in each plan. Mullins said 256 were in Key Health, 235 were in Health Plus, and 240 in Maxicare.

The University, Mullins continued, will absorb the entire 54% medical insurance increase until such time (probably April of 1989) when a new plan and procedure will take over.

Borelli commented that the Human Resources Department had been under great pressure to do something about this huge increase and the prospects of more to come. Mullins appreciated his understanding and stated that the University Officers had been very supportive through these difficult months.

The Benefits Task Force went to the marketplace for competitive bids, under the assumption that prices would be lower. Of four companies who quoted on the University's bid (Aetna, Equinox, Travelers, and Metropolitan) only the last came in lower than Blue Cross's new figure probably because their chief executive officer is a graduate of the University and wanted to count Notre Dame as a client. Gad-el-Hak reminded the senate that Blue Cross is a non-profit organization. Mullins explained the "trending factor" -- "the generally anticipated increase" for this year was 21%, but in actuality the Blue Cross increase was 54%. On the topic of self-insurance there was only a limited advantage and a far larger risk factor which made it not a feasible option. Miller asked if HMO pricing was overstated, and Mullins answered perhaps. McCarthy wanted to know if it would be better to put everyone under an identical plan, and Mullins responded affirmatively on the financial side, but negatively for the individuals involved. In 1983 when there was only one plan, Blue Cross hit us with a whopping 32% increase. Prof. Leo Despres asked if the bid would be less if there were no HMO option, and Mullins replied that he was not sure; HMO information is not supplied to us for comparison. The feeling is that it may be less, even substantially so. But Key Health lost \$1 million on its South Bend operations, and Maxicare was also in the red here.

Weaver interjected that it seemed Blue Cross premiums go for hospital care, but HMO people make use especially of the annual check-up. Borelli corroborated that, saying people go to HMOs for preventive medicine. Hatch reminded senators that one factor to be borne in mind was that Notre Dame by paying the full rate for family coverage had a very good plan, and not all companies pay so high a share.

Mullins continued. The University needed to base its payment this year on what was budgeted: last year's cost (\$3.2 million) + 21%. One way would be to raise the deductible to \$1,800 (\$3,600 for a family), and this was discarded immediately. One senator asked if Notre Dame was hiring hypochondriacs, and Mullins answered that there was no abuse of the system here; several large claims were put in legitimately. The University's one reasonable solution was to respond to total compensation, choice and a redirection of benefits dollars.

The first step will be to implement individual "spending accounts" in which each employee will allocate dollars on a pre-tax basis plus the University contribution to distribute to a variety of health-care expenses (medical, dental, vision, day-care, child-care, elderly-care, life insurance). Each account would be monitored by Human Resources, each person would make an annual allocation, and any funds not used would be lost to the individual. Borelli and Prof. Maria Rosa Olivera-Williams wanted to know if Human Resources would help in setting up such accounts. Mullins replied that his department was preparing to help each employee and faculty member create a properly balanced account. Although new to Notre Dame, this is a fairly old concept. Prof. William Petersen asked if it were to be a totally individual contribution, but Mullins stressed that the University would continue to make its fair contribution to employee benefits. Miller pointed out that the IRS Code mandates an equal University contribution rate for each employee. McCarthy asked if retirees are excluded, and Mullins indicated a separate plan was being formulated to meet their needs.

Next, the University is moving toward the "cafeteria style" benefits package whereby the individual assesses his or her needs and picks the coverages most suitable to his or her situation from an array available from the University: a variety of health insurances (HMOs, various deductible plans, no coverage), etc. The University cost will substantially increase in order to fund the \$300 deductible Blue Cross/Blue Shield plan to be offered. This is a benefits decrease, and the exact figures are not yet set. Each individual will have the opportunity to choose the plan he or she wants (if no plan, the University will put its contribution into the individual's spending account for use in other benefits areas). Mullins again stressed that exact monthly figures are not yet available. Falkenberg asked if the general area would not be \$15 per month for single, \$50-60 for family coverage. Mullins thought that was approximately correct. Despres estimated that Notre Dame was in effect picking up the 21% "trending factor" increase, and Mullins agreed, adding that this was also a philosophical shift, where now benefits are to be based on choice. The University is looking toward implementation by April 1, 1989, with election of choices and spending accounts beginning February 1, 1989.

Prof. Steven Bell inquired about the pattern of reducing the University's contribution in the benefits package. Mullins said Notre Dame will continue to absorb as much as it can, usually the so-called "trending factor." Borelli wondered why the University does not use its leverage, as the largest employer in the community and thus largest user of health care, to hold down costs. Mullins explained that we really do not have leverage. Blue Cross/Blue Shield negotiates preferred rates with hospitals, so other carriers pay higher rates (15% more) to them for their plans. A recent consortium of employers in the area failed, and playing one hospital against another would not work in our situation.

On the matter of retirees, the University will allow current ones the option of maintaining their current arrangement. Future retirees may opt for the basic plan or for "Blue Cross/Blue Shield Retirement Plus."

The new procedures will change some previously held benefits. For example, TMJ coverage will be reduced, there will be severe limits on payments for mental and nervous disorders, and certain pre-admissions testing will be subject to the deductible and co-pay provisions, and so will out-patient surgery (both facilities and physician costs).

In conclusion, the April 1 date appears to be realistic, and a very comprehensive strategy is being planned to announce and explain the new proposals and procedures to everyone.

Borelli praised the Department of Human Resources for its work; while we may not necessarily agree, he said, with all their points, they have been very forthcoming and cooperative with the senate and its Benefits Committee. A round of applause broke out in response.

Weaver then thanked Mullins, Hatch, Frain, and Gautier for their work and their excellent presentation. She called for new business. Prof. Jacqueline Brogan asked for some consideration toward changing the time of the senate's meetings to 4:30 p.m. Weaver promised to provide time in the next meeting for discussion. Prof. Patrick Murphy moved for adjournment; it was seconded and passed unanimously.

The meeting adjourned at 9:45 p.m.

Members present:

- Bandyopadhyay	- Devron	- Herro	- Pilkinton
- Bell	- Dewhirst	- Krieger	- Porter
- Biddick	- Etzel	- Lombardo	- Powell
- Bonello	- Falkenberg	- MacKenzie	- Power
- Borelli	- Fessenden	- McCarthy	- Quinn
- Brogan	- Gad-el Hak	- Miller	- Rai
- Bunker	- Goddu	- Moran	- Rice
- Collins	- Gorski	- Murphy	- Rigby
- Conway	- Halloran	- Olivera-Williams	- Sporleder
- Della Neva	- Harmatiuk	- Petersen	- Weaver
- Despres	- Hayes	- Pien	

Members excused:

- Anderson
- Bender
- Parnell

Members absent:

- Fairley
- Flint
- Huang
- Kerby
- Kolettis

Respectfully submitted,

Peter J. Lombardo, Jr.

In accordance with standing senate policy, this Journal has been edited in mutual agreement with our guest speaker.

By unanimous vote of the Faculty Senate, the following benefits survey is appended to the minutes of this meeting.

APPENDIX

Tabulated Results of the Faculty Survey on Benefits (Conducted during Spring 1987/88)

Total number of responses was 341. On some questions, few faculty members choose not to answer or to write a lengthy essay instead of giving the required 1-5 rating. These were invalidated; however, valid responses exceeded 93% for all questions. The percentages indicated below may not always add up to 100 because of rounding errors.

Question A: Rate the present fringe benefits situation.

(Total number of valid responses = 323)

1 (Very poor)	:	3%
2	:	12%
3	:	49%
4	:	31%
5 (Very satisfactory)	:	5%

Question B: Indicate the two fringe benefits you consider to be the most desirable to have added to current benefits.

(Total number of valid responses = 482)

1. Better medical insurance (e.g., dental, eye exams, etc.)	:	300 responses (62%)
2. Better retirement benefit (e.g., larger Univ. contribution, summer contribution, etc.)	:	64 responses (13%)
3. Child care; parental leave	:	50 responses (10%)
4. Improved benefit when children go to other colleges	:	23 responses (5%)
5. Better life insurance	:	13 responses (3%)
6. More uniform sabbatical policy	:	11 responses (2%)
7. Spouse tuition at Notre Dame	:	10 responses (2%)
8. All others	:	11 responses (2%)

Question C: University should have clearly defined procedural and policy guidelines for early retirement.

(Total number of valid responses = 332)

1 (Strongly disagree)	:	3%
2	:	3%
3	:	10%
4	:	20%
5 (Strongly agree)	:	64%

Question D: Likelihood of taking early retirement within the next 5 years.

(Total number of valid responses = 319)

1 (Very unlikely)	:	81%
2	:	5%
3	:	5%
4	:	3%
5 (Very likely)	:	7%

Question E: Extending children tuition benefit to spouses.

(Total number of valid responses = 327)

1 (Strongly disagree)	:	15%
2	:	12%
3	:	25%
4	:	11%
5 (Strongly agree)	:	37%

Question F: Likelihood of using spouses' tuition benefit in the next 5 years.

(Total number of valid responses = 317)

1 (Very unlikely)	:	69%
2	:	7%
3	:	11%
4	:	5%
5 (Very likely)	:	8%

Question G: Modular approach to fringe benefits.

(Total number of valid responses = 318)

1 (Very unsupportive)	:	15%
2	:	10%
3	:	29%
4	:	21%
5 (Very supportive)	:	24%

Question H: Cafeteria style benefits

(Total number of valid responses = 322)

1 (Very unsupportive)	:	14%
2	:	10%
3	:	28%
4	:	21%
5 (Very supportive)	:	27%

Question I: Using an escrow account to withhold a certain amount of salary for a specific kind of benefit-related expenses. This amount would be withheld on a pre-tax basis.

(Total number of valid responses = 317)

1 (Strongly disagree)	:	56%
2	:	12%
3	:	13%
4	:	9%
5 (Strongly agree)	:	10%

sexual harassment policy

The University's policy on sexual harassment, although operative since the mid-1970's, has recently been codified for publication and approved by the Officers of the University.

I POLICY

The University of Notre Dame prohibits sexual harassment by all faculty, staff and students. Sexual harassment by any faculty, staff or student is a barrier to the educational, scholarly and research purposes of the University of Notre Dame and is a violation of law and University policy. The University of Notre Dame affirms its commitment to maintaining a learning and working environment which is fair, respectful and free from sexual harassment. To these ends, the following sexual harassment policy has been adopted.

II DEFINITION

The determination of what constitutes sexual harassment will vary with the particular circumstances, but may be described generally as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: 1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other University activity; 2) submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual; or 3) such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive University environment.

III ADMINISTRATION

A. Students

Any incident of sexual harassment by a student toward any other student or faculty or staff member should be reported to the Vice President of Student Affairs and shall be handled by the Office of Residence Life in the same manner as any other violation of University rules and regulations as outlined in the University Rules and Procedures in "Du Lac, A Guide to Student Life at Notre Dame".

B. Faculty

Any incident of sexual harassment by a faculty member toward any student, staff personnel or other faculty member shall be reported to the Provost's Office, and shall be handled by the Academic Council in the same manner as a charge for Serious Cause for Dismissal as outlined in the Academic Articles.

C. Staff

Any incident of sexual harassment by a staff member toward a student, faculty member or other staff member, shall be reported to the Director of Human Resources, and shall be handled by the Human Resources Office in the same manner as any other violation of the University Rules and Regulations as outlined in the University Human Resources Manual.

D. Confidentiality

Sexual harassment is a particularly sensitive issue which may affect any member of the University community. The right to confidentiality of all parties involved in a sexual harassment charge shall be strictly adhered to insofar as it does not interfere with the University's legal obligation to investigate allegations of sexual harassment when brought to the University's attention, and to take corrective action.

E. Resolution

A sexual harassment charge may result in a finding that no action is warranted, or may be handled by:

- 1) informal resolution,
- 2) reprimand,
- 3) disciplinary sanctions, or
- 4) termination or expulsion

F. Non-Retaliation

Any attempt by a member of the student body, staff, or faculty to penalize, in any way, a person bringing a sexual harassment charge, or any other form of retaliation, is prohibited and will be treated as a separate incident to be reviewed in its own right.

G. Protection of the Accused

(a) During the investigation and before formal charges, the accused will be informed of the allegations, the identity of the complainant, the facts surrounding the allegations, and given the opportunity to respond.

(b) In the event the allegations are not substantiated, all reasonable steps will be taken to restore the reputation of the accused if it was damaged by the proceeding.

(c) A complainant found to have been intentionally dishonest in making the allegations or to have made them maliciously is subject to University discipline.

IV CONSENSUAL RELATIONSHIPS

Because of the unique relationships between students and faculty members, with the faculty member serving as educator, counselor and evaluator, and the possibility of abuse of this relationship or the appearance of abuse, the University will view it as unacceptable if faculty members (including all those who teach at the University, graduate students with teaching responsibilities and other instructional personnel) engage in amorous relations with students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

revised bookstore policies

CRITERIA FOR USE AND MAINTENANCE OF BOOKSTORE CHARGE ACCOUNT

Revised 12/1/88

1. Charge accounts are allowed for Faculty, Administrators, and Staff employees at the start of their appointment.
2. To charge, it is necessary to present the University employee identification card, which is issued by the Human Resources Department.
3. Bookstore charges may be used only by the Faculty, Administrator, or Staff employee or spouse.
4. Charge accounts will be continued for those maintained according to the following guidelines.
 - a. University policy is that the balance appearing on each statement of account issued is due upon receipt of that statement.
 - b. Accounts with a delinquent balance of \$100 or more will be asked by special letter for payment or a payment plan. Fifteen days will be allowed for a response after which the account will be subject to suspension.
 - c. Where no payment or reply is received within the 15 days, a reminder will be issued. After ten days and no reply, the charge privilege will be suspended.

BOOKSTORE DISCOUNT POLICY

Revised 12/1/88

1. Faculty and staff will be granted a 10 percent discount on most items. Employee identification cards must be presented at the time of purchase in order to obtain the discount.
2. Employee identification cards are non-transferable, except the card may be used by the employee's spouse. Faculty and staff children are not allowed to use the card for Bookstore discount purchases.
3. The discount opportunity is offered only for merchandise which will be used by the employee or spouse. Employees may not utilize the discount where other persons are reimbursing them for the purchase price.
4. Discounts will not be processed on Saturdays of home football games. This is prompted by the large volume of people patronizing the Bookstore on football Saturdays and the many temporary workers necessary to deal with the increased volume.
5. Abuse of the discount policy may result in the cancellation of the discount privilege.

erratum

The following honor was reported incorrectly in Notre Dame Report #8.

Erhard M. Winkler, professor of earth sciences, was bestowed with a medal in recognition of materials protection of historic monuments by Le Comite International Permanent pour l'Organisation des Congres on Deterioration and Conservation of Stone.

advanced studies

current publications and other scholarly works

Current publications should be mailed to the
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