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# Notre Dame

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# R E P O R T

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November 3, 1989

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1989-90

## Promotion, Tenure, Renewal, and Salary Notification Letters to Be Mailed

Professor Timothy O'Meara, Provost, announces that letters to the faculty regarding promotion, tenure, renewal, and salary notification will be mailed this academic year on Friday, May 4, 1990.

## Miles-Bayer Makes Commitment to Science and Engineering

Notre Dame has received a \$2.5 million, multiyear commitment from the healthcare company Miles Inc., of Elkhart, Ind., in conjunction with Bayer AG, its West German parent company. \$450,000 of the gift is being used to provide Miles-Bayer undergraduate scholarships to Elkhart and St. Joseph County residents in the Colleges of Science and Engineering. Seven area students--two each from Elkhart and Mishawaka and three from South Bend--have received scholarships from the fund for the 1989-90 academic year. \$1 million will be used to establish the Miles Chair in bioengineering, \$800,000 will endow Miles-Bayer predoctoral and postdoctoral fellowships in bioengineering, and \$250,000 will create the Miles-Bayer Discretionary Fund, which will underwrite lectures and research in bioengineering.

## Matching Gifts Record Made Possible by IBM

Notre Dame has become the fourth university in history to receive more than \$2 million in corporate and foundation matching gifts during a single fiscal year. This record was made possible by a \$207,443 matching gift from the IBM Corporation, which offers its employees a 5 to 1 matching gift opportunity. IBM's matching gift is the largest the University has ever received. Notre Dame received a total \$2,034,093 in matching gifts during the 1989 fiscal year, which exceeded both last year's \$1.45 million total and the University's previous record total of \$1,578,185 reached in 1987. Before 1989, only three other universities--Harvard, Princeton and Yale--had reached the \$2 million matching gift mark. The IBM gift will enable the University to purchase selected IBM computer products.

## Committee Established to Review Ethical Dimension of Education

Provost Timothy O'Meara, announced a new University Committee to review the ethical dimension of university education at Notre Dame. The work of the Committee will focus on how, in each of the Colleges and in the Law School, at both the undergraduate and graduate levels, the University can more effectively prepare students in the area of professional responsibility, foster collegial discussion of these matters among faculty, identify appropriate areas for research and academic conferences, and better utilize the availability of the Institutes and Centers. The committee, to be chaired by Rev. Oliver F. Williams, C.S.C., associate provost, will include Alan Howard, professor of mathematics; David T. Link, Matson dean and professor of law; Alasdair MacIntyre, McMahon/Hank professor of philosophy; Rev. Richard McCormick, S.J., O'Brien professor of Christian Ethics; Patrick E. Murphy, professor of marketing; Robert P. Schmuhl, associate professor of American studies; Thomas Gordon Smith, professor and chairman of architecture; James I. Taylor, professor of civil engineering and associate dean of engineering; Maria Rosa Olivera-Williams, associate professor of romance languages and literature; Ricky Battistoni, MBA student, and David Kinkopf, undergraduate student body vice president.

## Decio and Kelly Receive Alumni Awards

Arthur J. Decio, chairman of the board and chief executive officer of Skyline Corporation received the Alumni Association's John J. Cavanaugh, C.S.C., Award, Sept. 22. Decio, who received an honorary doctor of laws degree from the University in 1975 and who sits on the University's board of trustees, attended DePaul University before going to work at Skyline and becoming its president in 1956. The Cavanaugh Award memorializes the University's 14th president and has since 1984 been given annually to a Notre Dame graduate for extraordinary public service.

The Alumni Association presented its Harvey G. Foster Award to George Kelly, assistant to Notre Dame's athletic director, Sept. 23. Kelly, a 1953 alumnus, is a native of Rockford, Ill., who joined the football coaching staff in 1969 before moving into athletic administration in 1986. The Foster Award memorializes a 1939 alumnus and former president of the Alumni Association and the Monogram Club. Established in 1982, it is given annually to a Notre Dame graduate involved in sports for distinguished service to the University and community.

# Faculty Notes

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## Honors

**Robert L. Amico**, director of the Notre Dame Chicago Architecture Center and professor of architecture, has been appointed to the architect's selection committee to the Boards of Directors of the Northern Indiana Historical Society and the County Commissioners of St. Joseph County for their proposed multi-million dollar museum complex in South Bend's West Washington National Historic District.

**Panos J. Antsaklis**, professor of electrical and computer engineering, has become editor of the Control Engineering Series books of the British Institute of Electrical Engineers.

**Peri E. Arnold**, chairman and professor of government and international studies, was appointed program chair of the section on Presidency Research for the 1990 annual meeting of the American Political Science Association to be held in San Francisco, Calif.

**William B. Berry**, professor of electrical and computer engineering, has been named to the State of Indiana's Corporation on Science and Technology--Microelectronics Committee.

**Katharina J. Blackstead**, associate librarian, has been appointed to membership on the Steering Committee of the Association of College and Research Libraries' Public Relations in Academic Libraries Discussion Group.

**Fernand N. Dutile**, associate dean for academic affairs and professor of law, has been appointed by Indiana Governor Evan Bayh to the Indiana Criminal Law Study Commission. The Commission makes recommendations to the governor and to the legislature.

**Astrik L. Gabriel**, director and professor emeritus in the Medieval Institute, and **Rev. Paul C. Beichner, C.S.C.**, professor emeritus of English, the editors of *Texts and Studies in the History of Medieval Education*, were complimented by Leo Tindemans, the former Prime Minister and later Minister of Foreign Affairs of Belgium, in his speech, Sept. 15. He delivered the address in English at the 200th anniversary celebration of St. Norbertusdrukkerij of Tongerlo which was founded in 1789 by Emperor Joseph II. The Prime Minister singled out the publication of *Texts and Studies* of the University of Notre Dame as an important link in the intellectual and cultural relations between the United States and Belgium.

**Rev. Theodore M. Hesburgh, C.S.C.**, president emeritus and professor emeritus of theology, has received the George W. Romney Citizen Volunteer Award. The award

is given annually by the board of directors of VOLUNTEER, a Washington based, non-for-profit organization dedicated to strengthening the nation's private sector. The Romney Award, named for the former Michigan governor and 1968 presidential candidate, recognizes Hesburgh's 30-year public service career, which has included voluntary service on ecclesial, governmental, and corporate boards.

**Lynn S. Joy**, associate professor of philosophy and associate professor of history, has been elected to the Council of the History of Science Society.

**John G. Keane**, Korth professor of strategic management and Gillen dean of business administration, has been elected to the board of directors of the American Productivity and Quality Center. The board, with members drawn from government, business, organized labor and higher education, undertakes long-range planning for the private, nonprofit organization engaged in research and education concerning productivity, quality, and the quality of work life.

**Edward A. Kline**, O'Malley director of the Freshman Writing Program and professor of English, was elected secretary-treasurer of the Indiana College English Association for 1989-90.

**Alan D. Krieger**, assistant librarian, was elected vice president for 1989-90 and president-elect for 1990-91 at the Chicago Area Theological Library Association meeting held at Loyola University, Chicago, Ill., April 21.

**Dennis W. Moran**, associate professional specialist in arts and letters and adjunct assistant professor in the Freshman Writing Program, was elected program chair for the caucus for a New Political Science for the APSA Convention to be held in 1990. He was named to the editorial board of the reconstituted *New Political Science* journal.

**Kenneth F. Ripple**, was named Distinguished Jurist In Residence at Valparaiso University. He will deliver a series of lectures in both fall and spring semesters.

**Mei-Chi Shaw**, associate professor of mathematics, was awarded the National Science Foundation Visiting Professorship for Women. The total amount of the award is \$115,000 and she will use the money to invite mathematicians to the University of Wisconsin where she will be spending the 1989-1990 academic year.

**Nancy K. Stanton**, professor of mathematics, has been appointed to serve as the American Mathematical Society representative on the AMS-IMS-SIAM Executive Committee of the Evaluation Panel for NSF Postdoctoral Fellowships in the Mathematical Sciences.

# Faculty Notes

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**Kern R. Trembeth**, visiting assistant professor of theology, was appointed chair of the University Ministers Organization Convocations Speakers Committee at Purdue University, West Lafayette, Ind.

**Anthony M. Trozzolo**, Huisking professor of chemistry, was re-elected chairman of the Chemical Sciences Selection and Screening Committee, Board of Trustees, Gordon Research Conferences, York Harbor, Maine, Oct. 12-15.

**Donald G. Vogl**, associate professor of art, art history and design, was given an award of distinction for the acrylic painting "Three Figures" at the Northern Indiana Arts Association Salon Show 46th Annual Exhibition in Munster, Ind., Oct. 1-30.

**William L. Wilkie**, Nathe professor of marketing, has been named to the editorial board of the *Handbook of Consumer Research*, been named chairman of the Public Policy Track for the 1990 National Educators meetings of the American Marketing Association, and has been named to the program committee for the American Marketing Association workshop on "Marketing and Public Policy: Issues for the 1990s" to be held in Washington, D.C.

## Activities

**Craig Adock**, associate professor of art, art history and design, gave the invited lecture "James Turrell's *Acton*" at the Indianapolis Museum of Art, Indianapolis, Ind., Oct. 4. He presented "Technological Metaphor in James Rosenquist's *F-111*" to the Society for the History of Technology annual meeting held in Sacramento, Calif., Oct. 13.

**Peri E. Arnold**, chairman and professor of government and international studies, presented a paper titled "Strategic Ambition and the Institutionalized Presidency" at the annual meeting of the American Political Science Association at Atlanta, Ga., Aug 31-Sept. 3.

**John B. Attanasio**, professor of law, presented "Free Speech in the United States Human Needs and Human Communications" in Dubrovnik, Yugoslavia, June 16-30.

**Supriyo Bandyopadhyay**, assistant professor of electrical and computer engineering, presented "Influence of Evanescent Modes on the Quantum Conductance of Disordered Quasi-ID MesoScopic Systems" co-authored with M. Cahay, M.A. Osman, and H.L. Grubin at the fourth international conference on Modulated Semiconductor Structures, Ann Arbor, Mich., July 17-21.

**Jeffrey H. Bergstrand**, assistant professor of finance and business economics, presented an invited paper titled "A Perspective on World Trade Modeling" at a symposium on Global Social Science Models at the National Center for Supercomputing Applications at the Beckman Institute for Advanced Science and Technology, University of Illinois at Urbana-Champaign, Ill., Sept. 26-28.

**Gary Bernstein**, assistant professor of electrical and computer engineering, presented a talk titled "Nanostructure Electronics at Notre Dame" to the Electronic Devices Research Division of the Army Research Laboratory, Fort Monmouth, N.J., Sept. 13. With six graduate students, he attended a seminar on Data Acquisition and Control, Chicago, Ill., Oct. 3.

**Ikaros I. Bigi**, professor of physics, gave the invited plenary talk "Flavour Mixing, Rare Decays and CP Violation and the Columbus Paradigm" at the International Europhysics Conference on High Energy Physics, Madrid, Spain, Sept. 6-13. He gave the invited talks "Why the *New York Times* is Wrong on Charm!" and "B Physics at Fixed Target and/or Hadronic Collider Experiments in a Competitive World" at the meeting on "Physics at Fermilab in the 1990s" held in Breckenridge, Colo., Aug., 15-24.

**Joseph Blenkinsopp**, O'Brien professor of New Testament Studies, read a paper titled "Temple and Society in Achaemenid Judah" at the meeting of the International Society of Biblical Literature held in Copenhagen, Denmark, Aug. 6-10. He gave the presidential address "A Jewish Sect of the Persian Period" at the annual meeting of the Catholic Biblical Association held at LeMoyne College, Syracuse, N.Y., Aug. 14-17.

**Frank J. Bonello**, associate professor of economics, discussed the "Current Economic Outlook" for the Northern Indiana Chapter of Robert Morris Associates, Notre Dame, Ind., Sept. 20. He also gave a presentation on "The Savings and Loan Crisis" to the Forever Learning Institute, South Bend, Ind., Sept. 27.

**Adela Yarbrow Collins**, professor of theology, presented "'Remove This Cup': Suffering and Healing in Mark" at the 22nd annual Theology Institute of Villanova University, Villanova, Pa., June 19-24. She participated in the seminar on the Aramaic background of the New Testament at the annual meeting of the Societas Novi Testamenti Studiorum, Trinity College, Dublin, Ireland, July 24-28. She was interviewed for a program on religious news and issues in Ireland (RTE 2), July 27. She served as one of three panelist in the discussion "The Humanity of Jesus" at the general meeting of the Catholic Biblical Association, LeMoyne College, Syracuse, N.Y., Aug. 14-17.

## Faculty Notes

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**Rev. Austin I. Collins**, assistant professor of art, art history and design, gave the one-person exhibition "Recent Sculpture" at Patrick King Contemporary Art, Indianapolis, Ind., June 2-30. He gave the one-person exhibition "Recent Wood Sculpture" at St. Xavier College, Chicago, Ill., Sept. 5-Oct. 4. He presented an invited slide lecture titled "Narrative Sculpture" at St. Xavier College, Chicago, Ill., Sept. 13. He gave the one-person sculpture exhibition to the Fine Arts Department at Loyola University, Chicago, Ill., Oct. 1-30. He gave the one-person exhibition "Recent Sculpture" at the Women's Art League Gallery, South Bend Art Center in Century Center, South Bend, Ind., Oct. 20-Nov. 26. **Collins, William Kremer**, associate professor of art, art history and design, and **James Flanigan, C.S.C.**, associate professor of art, art history and design, were among nine Indiana sculptors in an invitational exhibition "Images in Wood, Steel and Clay" at Indiana University Southeast, New Albany, Ind., Oct. 6-Nov. 3.

**Daniel J. Costello Jr.**, chairman and professor of electrical and computer engineering, presented "Bandwidth Efficient Concatenated Coding for Satellite Communications" and "An Introduction to Bandwidth Efficient Coding" at the CSL Research Seminar, University of Illinois, Urbana, Ill., July 21. He gave "Bandwidth Efficient Coding for Satellite Communications" at the Advanced Modulation and Coding Technology Conference, NASA Lewis Research Center, June 22. He gave "A General Parity Check Equation for Rotationally Invariant Trellis Codes" at the 1989 IEEE/CAM Information Theory Workshop at Cornell University, Ithaca, N.Y., June 26. He presented "On the Performance of Multi-Dimensional Phase Modulated Trellis Codes" at the 27th annual Allerton Conference on Communication, Control, and Computing held in Monticello, Ill., Sept. 27.

**Lawrence S. Cunningham**, professor of theology, attended the meeting of the Publications Committee of the American Academy of Religion in Syracuse, N.Y., Sept. 15-16. He participated in an invited seminar of editors associated with Scholars Press in Atlanta, Ga., Sept. 29.

**Fred R. Dallmayr**, Dee professor of government and international studies, presented a paper on "Heidegger and Psychotherapy" at the annual meeting of the International Society for Political Psychology held in Tel Aviv, Israel, June 19-22. He presented a paper on "Heidegger and Politics: Some Lessons" at the annual meeting of the American Political Science Association held in Atlanta, Ga., Aug. 31-Sept. 3. He also served as discussant on a panel on "Psychoanalysis and Rationality" at the same meeting. Dallmayr presented a paper on "Rethinking the Political: Some Heideggerian Contributions" at an Applied Heidegger Conference held at the University of California,

Berkeley, Calif., Sept. 8-10. He also presented a paper on "Hermeneutics and the Rule of Law" at a conference on "Deconstruction and the Possibility of Justice" held at the Cardozo Law School in New York, N.Y., Oct. 2-3.

**Robert A. DaMatta**, Joyce professor of anthropology, gave the lecture titled "Brazilos Nation and Society" at the University of Texas, San Antonio, Tex., Oct. 11. He presented "The Several Meanings of America: An Anthropological Viewpoint" at the International Conference Encounter of Two Worlds, organized by the Universidad Autonoma de Mexico in San Antonio, Tex., Oct. 11-12. He lectured on "Hierarchy and Vengeance" to the Brazilian Studies Student Group and the Center for Latin American Studies of the University of Texas, Austin, Tex., Oct. 13.

**Fabio B. Dasilva**, professor of sociology, presented a paper titled "Revisiting Ideal Types: Weber and Husserl" at the international meeting of the International Institute of Sociology held in Rome, Italy, June 12-16. He presented a paper titled "Alexander Scriabin and the Question of Being: The Sonata No. 5" at the joint meeting of the Society for Phenomenology and Existential Philosophy, and the Society for Phenomenology and The Human Sciences held at Duquesne University, Pittsburgh, Pa., Oct. 12-15.

**William G. Dwyer**, professor of mathematics, gave an invited colloquium talk titled "Lie Groups From a Homotopy Point of View" at the University of Illinois, Chicago, Ill., Oct. 4.

**Sr. Mary Ewens, O.P.**, adjunct professor in the arts and letters core course and part-time associate director of the Cushwa Center, spoke on "An Agenda for the Future" and was one of the organizers of a conference on the History of Women Religious which attracted 251 participants from 31 states, Canada, Australia, and the Philippines held in St. Paul, Minn., June 25-28.

**Fr. James Flanigan, C.S.C.**, associate professor of art, art history and design, has a drawing, "EGO (S)TRIP" in the 11th Elkhart juried Regional Exhibition, at the Midwest Museum of Art, Elkhart, Ind., Oct. 15-Nov. 26.

**Astrik L. Gabriel**, director and professor emeritus of the Medieval Institute and director for the Folsom Ambrosiana Microfilm and Photographic Collection, acted as substitute orator of the Medieval Academy of America during the 1989 62nd annual meeting of the society held at the University of Wisconsin at Madison, Wis., April 14.

# Faculty Notes

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**Mohamed Gad-el-Hak**, professor of aerospace and mechanical engineering, presented two short courses titled "What Does the Industrial Engineer Need to Know About Fluid Dynamics?" and "Flow Instabilities Encountered During Processing of Industrial Liquids" at the LIQUITEC Exposition and Conference held in Chicago, Ill., Sept. 25-28.

**Rev. Patrick D. Gaffney, C.S.C.**, associate professor of anthropology and acting director of Mediterranean/Middle East Studies Program, directed a study tour of the Malcolm H. Kerr Scholars to Jordan and the West Bank. The program, sponsored by the National Council on U.S.-Arab Relations, involved the presentation of lectures as well as various tasks of supervision and administration, June 24-July 11.

**Gregory I. Gellene**, assistant professor of chemistry and biochemistry, presented a seminar titled "Neutralized Ion Beam Techniques: What They Have Taught Us and What They Have Made Us Learn" at the Michigan Technological University in Houghton, Mich., Oct. 17.

**John J. Gilligan**, director of the Institute for International Peace Studies, Shuster University Professor, and professor of law, gave the keynote address "Creating a New Vision" at the Indiana Conference on Peacemaking held at Manchester College, Manchester, Ind., Sept. 16. He served as speaker of the opening session of the world congress on "Nuclear Weapons and the Law" at the International Association of Lawyers Against Nuclear Arms held in The Hague, The Netherlands, Sept. 23.

**Philip Gleason**, professor of history, presented a paper titled "Immigration, Religion, and Intergroup Relations: Historical Perspectives on the American Experience" at a conference on immigration in the United States and France, sponsored jointly by the American Academy of Arts and Sciences and the Mission Interministerielle held at L'Abbaye de Royaumont near Paris, France, Oct. 12-14.

**William G. Gray**, chairman and Massman professor of civil engineering, served as minisymposium organizer and chairman of Novel Computational Procedures for Water Resources, SIAM Conference on Mathematical and Computational Issues in Geophysical Fluid and Solid Mechanics, Houston, Tex., Sept. 28. He gave a seminar titled "Averaging of Multiphase Flow Equations Including Interfaces" to the Department of Chemical Engineering, University of Akron, Ohio, Oct. 12. He gave the seminar titled "Mathematical Description of Porous Media Flow: Averaged Equations, Thermodynamics and Constitutive Assumptions" to the Department of Mathematics at Purdue University, West Lafayette, Ind., Oct. 19.

**Paul J. Griffiths**, assistant professor of theology, attended the annual meeting of the Catholic Theological Society of America, St. Louis, Mo., June 7-10. He was an invited participant at the second U.S.-Japan Conference held at the University of Wisconsin, Madison, Wis., Aug. 8-12.

**Paul R. Grimstad**, associate professor of biological sciences, presented the invited paper "Vector Competence of *Aedes albopictus* for LaCrosse Virus" co-authored with graduate student Thomas G. Streit, C.S.C., at the annual meeting of the Ohio Mosquito Control Association held in Mansfield, Ohio.

**Alexander J. Hahn**, professor of mathematics, gave an invited lecture with the title "The Structure of Clifford Algebras Over Commutative Rings" at the International Algebra Conference in honor of A.I. Malcev held in Novosibirsk, U.S.S.R., Aug. 21-26. He also gave an invited lecture titled "Presentations of the Classical Groups" at the Institute for Applied Mathematics in Khabarovsk, U.S.S.R., Sept. 1.

**Qiu Huang**, assistant faculty fellow in electrical and computer engineering, presented "An Efficient Neural Network Realization of Nonlinear Functions" with Ruey-wen Liu, Freimann professor of electrical and computer engineering, at the 27th annual Allerton Conference on Communication, Control, and Computing, Allerton House, Monticello, Ill., Sept. 27-29.

**Joseph H. Huebner**, librarian, gave an invited talk "The Byways of Being a Bibliographer" to the Literature of the Humanities class in the Indiana University School of Library and Information Science's program on the South Bend, Ind., campus, Sept. 30.

**Carlos Jerez-Farran**, assistant professor of romance languages and literatures, presented "La Generacion del '98 y la Crisis Nacional Alemana de Comienzos de Siglo" at the Mountain Interstate Foreign Language Conference held at Clemson University, Clemson, S.C., Sept. 30.

**Carla Johnson**, adjunct assistant professor in the Freshman Writing Program, gave poetry readings at the Haggard Center, Saint Mary's College, Notre Dame, Ind., July 13 and 20.

**Prashant V. Kamat**, associate professional specialist in the Radiation Laboratory, gave the papers "Picosecond Charge Transfer Processes in Ultrasmall Semiconductor Particles" and "Photochemical Processes on Metal Oxide Surfaces" co-authored with K.R. Gopidas at the fourth international conference on Unconventional Photoactive Solids held in San Jose, Calif., Oct. 15-18.

# Faculty Notes

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**Charles Kannegiesser**, Huisking professor of theology, gave the paper "The Biography of Athanasius" at the fall meeting of the Society Culture Religion in Ancient Mediterranean group in Williamsburg, Va., Oct. 6-7.

**Jeffrey C. Kantor**, associate professor of chemical engineering, presented a seminar titled "Geometric Approaches to Nonlinear Process Control" to the Department of Chemical Engineering at Princeton University, Princeton, N.J., Oct. 4, and to Center for Process Modeling and Control at Lehigh University, Bethlehem, Pa., Oct. 5.

**Kwan S. Kim**, professor of economics and faculty fellow in the Kellogg Institute, was a guest lecturer at a symposium on "Stabilization, Trade Liberalization and Growth" organized by Facultad de Economia, Universidad Autonoma de Nuevo Leon, Monterrey, Mexico, Sept. 1. The topic of his speech was "The Korean Experience: Relevance to Latin American Countries."

**Edward A. Kline**, professor of English and O'Malley director of the Freshman Writing Program, presided at the annual business meeting of the Indiana Teachers of Writing as president and chaired the plenary session "Revision of Teaching: New Frontiers in the Teaching of Writing" and two other sessions "Learning from Literature—Reading-Writing Connections" and "Printed Collections of Student Essays" at the ninth annual conference held in Indianapolis, Ind., Sept. 28-30. He chaired the session on "The Literary Canon and the Profession of Scholarship in English" at the annual meeting of the Indiana College English Association, University of Indianapolis, Indianapolis, Ind., Oct. 6.

**Charles F. Kulpa**, associate professor of biological sciences, was appointed visiting scholar to collaborate with Dr. Akira Kimura at Kyoto University, Kyoto, Japan, Aug. 22-Sept. 21. He presented a paper "Degradation of a Complex Pthalic Acids Waste Stream by a Mixed Microbial Culture" at the fifth international Microbial Ecology Conference in Kyoto, Japan. He also presented a seminar titled "Genetics and Physiology of *Thiobacillus*" at Shinshu University, Nagano, Japan. He gave the seminar titled "Bioremediation Research in the Center for Bioengineering and Pollution Control at the University of Notre Dame" at Nishihara Environmental Corp., Tokyo, Japan.

**Catherine Mowry LaCugna**, associate professor of theology, attended the board of directors meeting of the Catholic Theological Society of America, St. Louis, Mo., June 7-10.

**Rev. Richard P. McBrien**, chairman and Crowley-O'Brien-Walter professor of theology, presented "The Church of the Future" at the Upper Midwest Catholic Education Congress held in Minneapolis, Minn., Aug. 30. He gave "VIVA! The Challenge for the Third Millennium" at the National Religious Vocations Conference--1989 Assembly West, San Antonio, Tex., Sept. 9.

**Rev. John Allyn Melloh, S.M.**, coordinator of the Marten Program in Homiletics and assistant professional specialist in theology, taught "Music in Catholic Worship" at St. Mary's University, San Antonio, Tex., June 5-16. He attended the North American Academy of Liturgy executive board meeting to plan the 1990 Academy meeting in Chicago, Ill., Sept. 15-16.

**Anthony N. Michel**, McCloskey dean and Freimann professor of electrical and computer engineering, and his graduate students D.L. Gray, J. Si, H.F. Sun, and G. Yen, presented several papers at the 27th annual Allerton Conference on Communications, Control and Computing which was held at the University of Illinois at Urbana-Champaign, Sept. 27-29. The papers "Some Applications of Interval Analysis Methods to Circuits and Systems" and "Periodic and Pulse Function Generation Using a Neural Network" were presented by Michel and Sun. "Analysis and Synthesis of a Class of Discrete-Time Neural Networks Described on Hypercubes" was presented by Michel, Si, and Yen.

**Dennis W. Moran**, associate professional specialist in arts and letters and adjunct assistant professor in the Freshman Writing Program, served as the program chair for the Caucus for a New Political Science at the American Political Science Association convention at Atlanta, Ga., Sept. 1-3. He was chair for a plenary session on "Recent Political Unrest in the People's Republic of China" at that convention.

**Asokendo Mozumder**, faculty fellow in chemistry and in the Radiation Laboratory, gave the seminar "Electron Thermalization in Organic Liquids" to the Chemistry Department at Marquette University, Milwaukee, Wis., Oct. 13.

**Thomas J. Mueller**, director of Engineering Research and Graduate Studies, chairman and Roth-Gibson professor of aerospace and mechanical engineering, presented a seminar titled "Low Reynolds Number Airfoil Aerodynamics--The Case of the Bubbly Boundary Layers" to the Aerospace Engineering and Engineering Mechanics Department and the Mechanical and Industrial Engineering Department at the University of Cincinnati, Cincinnati, Ohio, Sept. 29.



# Faculty Notes

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**Martin F. Murphy**, assistant professor of anthropology, gave the invited presentation "La Organizacion Socio-espacial de las Plantaciones Azucareras Dominicanas" at the Universidad de La Habana, Cuba, June 12.

**Walter J. Nicgorski**, associate professor in the Program of Liberal Studies, presented a paper on "The Focus of Cicero: From the Best Regime to the Model Statesman" at the annual meeting of the American Political Science Association, Atlanta, Ga., Sept. 2.

**Rev. Edward D. O'Connor, C.S.C.**, associate professor of theology, gave the lecture "Mary's Message to the Modern World" at St. Patrick's Parish, Fort Wayne, Ind., Sept. 13.

**Samuel Paolucci**, associate professor of aerospace and mechanical engineering, presented "Outflow Boundary Conditions for Incompressible Flows: Finite Difference Method vis-a-vis Finite Element Method" at the seventh international conference on FEM in Flow Problems held in Huntsville, Ala., April 3-7. He gave the videotape "Direct Numerical Simulation of Turbulent Convection in a Differentially Heated Cavity" at the eighth international Heated Transfer Conference in San Francisco, Calif., Aug. 17-22.

**Larry K. Patterson**, faculty fellow in chemistry and assistant director in the Radiation Laboratory, gave the seminar "Photophysics of Pyrene Probes in Lipid Monolayers at the Air-Water Interface" at the University of Wisconsin at Madison, Madison, Wis., Sept. 26.

**Kevin M. Passino**, visiting assistant professor of electrical and computer engineering, presented the paper "Near-Optimal Control of Discrete Event Systems" co-authored with **Panos J. Antaklis**, professor of electrical and computer engineering, at the Allerton Conference on Communication, Computing and Control held at the University of Illinois at Champaign-Urbana, Ill., Sept. 27-29.

**Mark C. Pilkinton**, professor of communication and theatre, presented "The Effect of the Reformation on the Antagonist in English Drama" to the Association for Theatre in Higher Education National Conference in New York, N.Y., Aug. 2-5.

**Karamjit S. Rai**, professor of biological sciences, presented an invited seminar titled "Genetics of a Colonizing Species: *Aedes aegypti* in the Continental United States" to the Department of Biology at Chicago State University, Chicago, Ill., Sept. 28.

**Howard J. Saz**, professor of biological sciences, received the first Bueding and von Brand award which included an honorarium, certificate, and major address at the 64th meeting of the American Society of Parasitologists in Vancouver, B.C., Aug. 9. He gave the talk titled "Parasitic Helminths: Primary Models for Comparative Biochemistry" in which he demonstrated through his 35 years of research (20 of them spent at Notre Dame) the differences between the biochemistry of parasites and their hosts and whereby suggested possible sites for the chemotherapeutic activity of anti-parasitic drugs.

**David L. Schindler**, associate professor in the Program of Liberal Studies, delivered a paper "Grace as the Form of Nature and Culture" at the 10th annual meeting for Friendship Among Peoples, Rimini, Italy, Aug. 23. He presented a lecture "Can the Humanities Survive on the Modern College Campus?" at a symposium around NEH director Lynne Cheney's report on "The State of the Humanities" at the Center for Constructive Alternatives, Hillsdale College, Hillsdale, Mich., Sept. 20.

**Rev. Timothy R. Scully, C.S.C.**, assistant professor of government and international studies and faculty fellow in the Kellogg Institute, delivered the paper "Cleavages, Critical Junctures, and Party Evolution in Chile: Early Patterns, Future Paths" at the annual meeting of the Canadian Association for Latin America and Caribbean Studies held at Carleton University, Ottawa, Ontario, Canada, Oct. 5-7.

**James H. Seckinger**, director of the National Institute for Trial Advocacy and professor of law, served as program coordinator and a faculty member for the NITA/Federal Election Commission Negotiation Program, Washington, D.C., Sept. 7-8. He gave a lecture to the faculty on Effective Teaching Techniques. He was program coordinator and a faculty member for the NITA/Jones, Day, Reavis & Pogue Law Firm Deposition Program, Cleveland, Ohio, Sept. 21. He gave a lecture to the faculty on Effective Teaching Techniques. He served as coordinator and a faculty member for the NITA/Federal Election Commission Deposition Program, Washington, D.C., Sept. 27-29. He also gave a lecture to the faculty on Effective Teaching Techniques.

**Billie F. Spencer Jr.**, assistant professor of civil engineering, presented a seminar titled "Active Structural Control for Earthquake Hazard Mitigation" at Washington University in St. Louis, Mo., Oct. 3, and at Bradley University in Peoria, Ill., Oct. 4.



# Faculty Notes

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**Stephan A. Stolz**, assistant professor of mathematics, was an invited participant at the Topology Conference in Oberwolfach, West Germany, Sept. 3-10. He gave a talk titled "Manifolds of Positive Scalar Curvature" at that conference.

**Lee A. Tavis**, Smith professor of business administration, presented the paper "The Developmental Responsibility of Multinational Managers" at the annual meeting of the Academy of Management, Washington, D.C., Aug. 14.

**M. Katherine Tillman**, associate professor in the Program of Liberal Studies, gave the opening dinner address titled "The Darkness Before Kindly Light: Newman's Classic Descent into Hades" at the seventh annual Newman Conference at St. Mary of the Lake, Mundelein, Ill, Aug. 11. She also gave the opening lecture of the academic year "Newman's Vision of Catholic Higher Education" to the faculty and students of the Program of Liberal Studies, University of Notre Dame, Notre Dame, Ind., Aug. 30.

**Kern R. Trembath**, visiting assistant professor of theology, presented "Religious Education and Vocations: A Necessary Marriage" to the Lafayette Serra Club, Lafayette, Ind., Sept. 18. He served as a panel participant in a dialogue on "Principles of Islam and Christianity" sponsored by the Muslim Students Association and Lutheran Campus Ministry at Purdue University, West Lafayette, Ind., Sept. 27. He gave "Catholics and Protestants: Historical Differences and Similarities" at the St. Thomas Aquinas Parish Interfaith Series, West Lafayette, Ind., Sept. 28.

**Arvind Varma**, Schmitt professor of chemical engineering, served as the chemical engineering observer during the College of Engineering accreditation visit at the University of Massachusetts, Amherst, Mass., Sept. 24-26.

**Andrzej Walicki**, O'Neill professor of history, gave the paper "The Captive Mind Revisited" at the international conference on "Totalitarianism and Liberty" in Toledo, Ohio, Sept. 21-24.

**Stephen H. Watson**, associate professor of philosophy, hosted the 23rd annual Heidegger Conference at Notre Dame, Ind., May 26-28. He delivered a lecture "Heidegger and the Hermeneutics of Suspicion" at the University of Heidelberg, West Germany, July 15. He gave the lecture "Heidegger and the Question of Ethics" at the Collegium Phaenomenologicum, Perugia, Italy, July 19.

**Joseph P. Wawrykow**, assistant professor of theology, was the invited respondent to a paper by J. Incandela "Divine Freedom and Human Freedom in the Context of Creation" at a conference celebrating David Burrell's installation as Hesburgh Chair at the University of Notre Dame, Notre

Dame, Ind., Sept. 8. He presented a paper on "Thomas Aquinas as 'Biblical Theologian'" to the first meeting of the TS Seminar, Department of Theology, University of Notre Dame, Notre Dame, Ind., Sept. 13. He presented a paper titled "Thomas Aquinas on the Book of Job" at the PMR Conference held in Philadelphia, Pa., Sept. 17.

**Kathleen Maas Weigert**, associate professional specialist, faculty liaison/academic coordinator in the Center for Social Concerns, talked about "Undertaking Community Service as Part of a Curriculum" at the North Regional meeting of the Campus Outreach Opportunity League at Notre Dame, Ind., Oct. 8.

**Rev. James F. White**, professor of theology, gave the lecture "Designing Space for the Worship of God" to the School of Architecture at Andrews University, Berrien Springs, Mich., Oct. 2.

**William L. Wilkie**, Nahe professor of marketing, delivered an invited faculty address on "Experimentation in Marketing Research" to the Annual Doctoral Consortium held at Harvard University, Cambridge, Mass., Aug. 3.

**Rev. Oliver F. Williams, C.S.C.**, associate provost and associate professor of management gave "An Up-date on the Catholic Bishops' Letter on the U.S. Economy" at the Forever Learning Institute, South Bend, Ind., Sept. 20. He presented "The Ethics of Prospect Research" to the American Prospect Research Association, Indiana Chapter at Notre Dame, Ind., Oct. 4. He gave "The Ethics of U.S. Investments in South Africa" to the Young Presidents' Organization, Montreal, Canada, Oct. 6.

**Daniel H. Winicur**, associate professor of chemistry and dean of administration and registrar, presented a workshop titled "Workshop for New Registrars" at the Indiana Association of College Admissions Counselors/Indiana Association of College Registrars and Admissions Officers and Newcomers Workshop, Indianapolis, Ind., Sept. 20.

**Eduardo E. Wolf**, professor of chemical engineering, presented a lecture at the France-U.S. symposium on "Oxidation Catalysts, Theoretical Chemical, and Engineering Aspects" at Lyon, France, Oct. 2-7.

## Deaths

**Patrick A. McCusker**, professor emeritus of chemistry, June 15.

**Walter C. Miller**, professor emeritus of physics, Sept. 1.

## President's Address to the Faculty October 2, 1989

Colleagues and Friends. I appreciate your presence at this assembly, for it provides me the opportunity both to report to you on the present state of the University (as I view it) and to reflect about some of the challenges and opportunities that we face together in the future.

I joined the faculty in the fall semester of 1974, some 15 years ago. In this auditorium are colleagues in various disciplines who possess a much more sweeping personal historical memory of the University and its development (back into the '60s, '50s and maybe even the '40s). Even you members of the junior faculty who have come quite recently can easily become aware (if only through the physical transformation of the campus) of the extraordinary and gratifying changes that have been taking place. I hope that your experience is the same as my own—that Notre Dame is an exciting environment in which to teach, to study and pursue the life of scholarship and learning. For my part, I feel privileged to have some small role in helping us collectively to realize our mission as an outstanding Catholic university.

Let me begin with a common frame of reference. In 1982, after widespread and thorough consultation of faculty, students and other constituencies of the University, Provost Timothy O'Meara and a committee submitted the PACE Report to the trustees of the University. The PACE Report was intended as a clear, forceful and visionary statement of the needs and opportunities faced by the University at a time of transition in the administration and at the initial stages of the next major fund-raising campaign. I am happy to report to you today that, with well over a full year remaining in the Strategic Moment Campaign, the vast majority of identified priorities have been realized (as well as many others that emerged in subsequent deliberations of various task forces and committees).

### I. ACADEMICS

In the first section of my comments I would like to focus on the academic side of Notre Dame, beginning first and rightfully with the faculty. Then I will discuss the academic infrastructure that provides the proper tools and context for the faculty's work. Finally, I will offer some reflections on our institutes and centers and our graduate and undergraduate programs.

(1) **Faculty**—In my opinion, the quality and productivity of our faculty have never been higher. I think that there is plentiful evidence to support this judgment. Clearly, standards for hiring and promotion have been raised progressively in all of our academic units. As a result, we are in a better position to compete for research grants, to gain high acceptance rates in refereed journals and scholarly presses, and to exercise leadership roles in national and international scholarly societies. And now that a momentum has been established, each new generation of faculty can benefit from the presence of more senior collaborators who provide both wisdom and stimulation. Notre Dame's faculty have become more visible, better respected and more influential in the world of academe.

One of the reasons that we have become more successful in our recruitment of faculty is that we have achieved a quantum leap in our total remuneration package. In all faculty ranks we have moved into the top 20 percent, and one national survey suggests that we stand second in the nation when cost of living and quality of life are computed by geographical area. This is no grounds for complacency or retrenchment, but it is, I believe, a matter for legitimate pride.

Since 1982 the regular teaching-and-research faculty have grown in size by approximately 100 new members. We have seen a steady improvement in the percentage of women on the faculty and I am reasonably confident that in this regard a change of culture is taking place, not without its wrenching moments. I am not as sanguine when it comes to the recruitment of minority faculty, since this is a national problem and, I might add, a national disgrace. Nevertheless, all of us must redouble our efforts in addressing this issue. The University has established for itself some specific goals in minority recruitment, and the administration will do all it can to see that these minimum numbers and higher are finally realized.

One of the pivotal changes in faculty composition has been the addition of some 60 endowed professorships (with 40 more at a lesser stage of funding). These faculty have readily assumed the mantle of academic leadership and have become a primary source of recruitment for junior colleagues and graduate students alike. They bring distinction and strength to our overall efforts.

Despite all of these positive dimensions of faculty composition and performance, we continue to struggle with certain dilemmas that afflict higher education in general. One, we have not yet arrived at a fully adequate system to prepare, monitor and reward graduate students and/or young faculty as teachers in the classroom and laboratory

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that is comparable to what prevails for their scholarly endeavors. Second, we have not achieved a parity in teaching loads across disciplines and Colleges. Third, we are too dependent on large class sizes and more impersonal pedagogical formats when we all recognize the desirability of name recognition and regular interaction between students and instructor. And finally, we need to talk among ourselves in some organized way about how we structure our courses, evaluate student learning, and tie into the rest of the curriculum. I might add that the excellent report from the Task Force on Teaching made a number of recommendations on these matters that, so far, we have only been able partially to realize.

**(2) Academic Infrastructure**—While the faculty are our greatest strength as a university, the PACE Report also turned our attention to the need for radical improvement in the physical and personal support services of the institution.

In the last 10 years this challenge has been responded to vigorously and with real enthusiasm by various benefactors of the University. Think, for example, of *new facilities*—the Life Science Resource Center, the Decio Faculty Building, Fitzpatrick Hall of Engineering, Stepan Chemistry Hall, the additions to Nieuwland and the Law School, the band practice building, ROTC, the Hesburgh Center for International Studies, the classroom building and the performing arts center. In addition, funding continues to be sought for buildings for the Business College, the theology department and the earth sciences department. Major *renovations* are under way or have been completed for Washington Hall, Riley Hall, The Snite Museum, LaFortune Student Center, Sacred Heart Church and the wind tunnels. And finally, funding has now been built into the budget for systematic renovation of all the classroom buildings.

Obviously, bricks and mortar, while important, may not be a proper or adequate gauge of the academic direction and vitality of the institution. With this limitation in mind, let me advert to other infrastructure priorities established by PACE. One of the perennial sources of embarrassment in a ranking-oriented institution like our own is the relatively low position accorded our libraries in national surveys. Bob Miller and his faculty and staff have done a fine job in recommending steps for improvement and in making good use of the additional resources that have been provided. The most noteworthy achievement of the past year was the implementation of the library automation system (UNLOC NOTIS) and the barcoding of more than 600,000 volumes. The acquisitions budget has been upgraded, specific library endowments have been obtained and area bibliographers have been hired. There will always be some tension between monies devoted to

acquisitions and hardware and that which covers the cost of personnel and services. While our main library is a grand and capacious facility, the branch libraries are severely overcrowded. We surely need more staff and a workable strategy to resolve the serials crisis and the proliferation of non-print media.

PACE projected a 10 million dollar target for library endowment. With 6 million dollars presently committed, further efforts must be expended to reach and to surpass this minimum goal. There is no other area on the academic side that can more profoundly affect the future quality of the University.

Looking back to PACE, a similar problem prevailed with regard to University computing. After some leadership role in the early days of academic computing, Notre Dame found itself falling quickly out of the mainstream. A sense of crisis prevailed. But fortunately, after a couple of false starts, we have been able to regain our sense of direction and begin the implementation of a five-year, 26 million dollar plan. Under the leadership of Roger Schmitz, and more recently of Don Spicer and his staff, a new burst of energy has been unleashed. Faculty personal computers, work station clusters for students, improved educational and support services, a fiber-optic network, new main-frame computers—all of this has helped to surmount the cynicism that had crept in.

But I wonder if we have really begun to appreciate as a community of scholars how this technological tool can facilitate our research and teaching. With breakthroughs in speed and storage capacity being announced seemingly every month, with video and audio enhancements, a whole new set of possibilities opens up. I hope that we at Notre Dame can be in the forefront of the humane and life-serving use of this intriguing instrument.

Having offered a few thoughts about buildings, library and computing, I would like to conclude this discussion of infrastructure by acknowledging the pending crisis in instrumentation for research and the concomitant problem of regularly upgrading laboratory space for teaching. In today's sophisticated research environment, the costs for one piece of equipment can range from several hundred thousand to over a million dollars. Multiplied from laboratory to laboratory, this capital investment is one of the most difficult issues facing higher education. We at Notre Dame will continue to solicit subsidization for this purpose from government, corporate and foundation sources. However, the resolution of the problem of funding is made even more confusing by the debate within the scientific and engineering communities over the value and urgency of mega-projects like the superconducting supercollider, proposals to map the human

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genome and further developments in space technology. Since the available resources both on and off campus are finite, the share of support for campus-based research will often be determined at the federal policy level. We must be part of this debate.

**(3) Institutes and Centers**—The central educational task of the University is rooted in the various departments, colleges and schools. These units cover the bulk of classes and bear primary responsibility in the awarding of degrees. That is why the major share of our operating budget is distributed to these units of the University.

However, Notre Dame, in line with its peer institutions in the academy, has established a number of institutes and centers. Our operative policy is that these entities be self-supportive, either through income on endowment given for that purpose or through grants from various public and private agencies. Our institutes and centers are one of the most effective vehicles we have for promoting interdisciplinary research and interaction, (as in the Radiation Laboratory and the Medieval Institute), for bringing an international perspective to bear on our work and for responding to debates about public policy alternatives. Furthermore, as a Catholic university, some of our institutes and centers (such as IPSM and the Cushwa Center) give us an explicit presence in the midst of Church discussions about ecclesial structures, liturgical practices, pastoral care strategies and social justice policy statements.

It must be admitted that some of our institutes and centers are underfunded or still searching for their proper place in the academic mission of the University. The greatest danger is that they will exist on the perimeter of things, without influence and resented by the mainstream of the faculty as rivals for precious resources.

For me, the completion of the Hesburgh Center for International Studies, bringing together as it will two of our most prominent institutes (Kellogg and Peace), will be a fitting symbol of the enhanced role that I expect such collaborative enterprises to play in the future.

**(4) Graduate Programs**—I never grow tired of espousing the view that the next decade will be the era when graduate studies at Notre Dame will come to full flower. Such progress can only be achieved organically. The faculty must be strong and committed to graduate education. The academic support structures and services must be in place. And the financial resources for recruitment of top quality graduate students must be in hand. I believe that these steps have been taken and we are well on the way. Now we will require the resolve and, I might add, the savvy to recognize this opportunity and to realize its promise in all our departments, colleges and the Law School.

From the vantage point of outside reviewers, Notre Dame is seen as an excellent undergraduate school with a few outstanding graduate programs and several that have made real strides in recent years. But we have not yet attained the visibility or influence that we correctly seek.

Nathan Hatch, our new vice president for advanced studies, brings a fresh vision to his position and will soon be making a number of proposals about specific steps to be taken in the pursuit of excellence in our graduate programs. I eagerly await his report.

My own starting point is that there is no other Catholic university with as good an opportunity to enter the ranks of the great research universities of the world. While there are surely risks in this endeavor, I believe that we can remain faithful to our identity and mission at the same time that we parlay the distinctive contributions that we, and perhaps only we, can make.

More concretely, we are continuing our departmental graduate reviews and must assure that there is proper follow-through. We need to increase the level of financial aid and stipends for graduate students. We need to provide for the human side of our graduate students so that they feel like full-fledged and welcomed members of our community. I am especially pleased by the more prominent role that the Graduate Student Union is playing in representing the needs and interests of its constituency. Our recently announced plan to construct further graduate housing on University property is one tangible result of this advocacy.

One last thought about graduate students. Depending on how you count them, Notre Dame has four or five professional degree programs at the graduate level—in law, business, ministry and architecture. These provide a unique opportunity for faculty to grapple with the interplay between practice and theory. They also call us to think through together what notions of professional responsibility and professional service are built into our curriculum. We all know from our own experience the temptations that any public professional person faces. I hope that our professional students can graduate with a heightened sense of how personal values should impact one's sense of commitment to, and involvement in, a given profession.

**(5) Undergraduate Programs**—A Notre Dame undergraduate degree is a highly recognized credential both in the work world and in the academy. As with so many matters of reputation, this is a result primarily of the success of our previous graduates (according to whatever measure) and of the dedicated faculty who entered so

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decisively into their lives. This is one of the most meaningful legacies that those of us enjoy who teach the present generation.

There are many aspects of our undergraduate programs that deserve further reinforcement. For example, our Freshman Year of Studies has provided a flexible format to smooth the transition into the college environment and to attain a retention rate that is rare in American higher education.

Despite the sometimes acrimonious debate of a decade or two ago, we have preserved a core curriculum for all of our undergraduate students. In fact, the academic council in its last formal review of the curriculum added two more required courses. We will be wise to respond positively to calls for more culturally-diverse and representative materials and orientations within this core. Discussions about "classic" texts and adequate interpretive methodologies will be with us for the foreseeable future. I am convinced that we can avoid the hyperspecialization and accreditation-driven narrowness that characterizes so much of undergraduate education while still being open to modifications in how we conceptualize what an educated person ought to know.

In the last three years we have seen our undergraduate student body become both more female and more "minority." This is the result of hard work by our admissions and financial aid offices and a growing institution-wide recognition that a more diverse student body can profoundly affect the learning environment both inside and outside the classroom. This change will require that all of us be sensitive in our use of language and examples and even more respectful in our ways of dealing with students and colleagues alike.

There are a number of other positive factors to mention as well. We have successfully introduced an honors program. Steps have been taken to revive and invigorate the faculty hall fellows program in the dorms. The physical education course has added a component segment on health, sexuality and substance abuse. New space has been created in the academic buildings for faculty-student exchange. And some money has been made available for faculty to serve as hosts for their students either in their own homes or in some other relaxed setting.

The problems that persist do not admit of easy resolution. The first I have previously mentioned; it has to do with motivation, recognition and reward. The University publicly proclaims that all of its regular faculty will teach undergraduates (hopefully with dedication and spirit). This is considered an essential part of professorial responsibilities. But the social networks into which new faculty

members are integrated sometimes provide messages that conflict with the official rhetoric. Why is one person promoted and not another? In what direction lies prestige, acclaim and professional reward? The issues here are complex. We at Notre Dame are not immune to the influence of standards and attitudes that prevail in other universities like our own. Who is to blame?

One suggestion I would make is that we identify and observe our very best teachers and scholars. How do they do both? What acumen in time distribution and human balance do they possess that enables them to carry on their tasks with skill? To what extent is teaching an art dependent on native endowment and pluck and to what extent is it a science to be mastered by instruction and experience? If we would keep our credibility among parents and potential students, we cannot long tolerate poor preparation, inept delivery or indifference to student interests and needs. I suggested last year on this occasion that I consider teaching a high calling, an opportunity for service of transcendental worth. Let us share the burden and also the rewards.

A second problem in undergraduate life that is sometimes referred to by faculty is the perceived absence of a real dedication to the intellectual life by our otherwise bright and talented student body. At times this is attributed to the relative homogeneity of the socioeconomic and racial backgrounds of our students. On other occasions, it is said to spring from the religious orientation of the University and its dampening effect on open and free discussion of ideas. In my experience of our students, both as a teacher and as a resident in a student dormitory, I have observed a significant change for the better with regard to this question of intellectual curiosity. I assure you that there is no absence of bull sessions, free-flowing debate, and even a few mavericks. However, I doubt that our students will ever be clones of the faculty in their intensity of intellectual resolve.

Perhaps the most effective vehicles we have for prodding our students to take the step of assuming personal responsibility for their own education are:

- (i) the foreign studies programs
- (ii) the service programs of the Center for Social Concerns, and
- (iii) the cultural activities sponsored by our various departments of fine and performing arts.

Furthermore, there is no substitute for quality time that faculty spend with individuals and groups of students. In such moments of comfortable interaction whole new worlds can open up for the young who come to us to

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learn. And, I might add, there is no better way to assure that a reasonable percentage of our students will choose to become part of the professoriate of the future.

## II. THE UNIVERSITY AS A WHOLE

Having offered some reflections about the explicitly academic side of the University, I would like to turn now to some related matters both on and off campus.

(1) **Catholicity**—As many of you may have read, the Vatican Congregation on Higher Education has been involved for some six or seven years in a worldwide consultation process toward the formulation of a document on Catholic higher education to be issued by Pope John Paul II. Within the last year I have journeyed to Rome on two occasions (the most recent in September) as an elected delegate to participate in two stages of this discussion. I have come away from these meetings cautiously optimistic. The issues that were taken up are critical to the self-definition of Notre Dame as a Catholic university.

One view that was expressed at our meetings (and almost a consensus opinion among the educators) pictures a Catholic university as essentially and primarily a "university," i.e., a human institution with its own structures, traditions and ways of proceeding. The adjective "Catholic" then qualifies and gives content to distinctive values which are intended to guide and inform the educational mission.

A second view stresses the Church origin and hierarchical ties of these institutions. In this understanding, a Catholic university is constitutively an "activity" of the Church, as such, like a parish, a retreat house or a monastery.

I believe that only the first view is compatible with the special role that Catholic universities like Notre Dame can play in the life of the Church. Because of the 1967 agreement between the Congregation of Holy Cross, Indiana Province, and the then established board of trustees, we are well situated both to maintain our Catholic identity as a palpable and real description of the place and its people as well as to retain an appropriate degree of autonomy as an educational institution with established traditions of academic freedom and tenure for faculty.

As a concluding footnote to these thoughts about the question of Catholicity, I want to thank Father Dick Warner, C.S.C., counselor to the president and the new director of campus ministry, and his committee on evangelization, pastoral care and social values for the very responsible way that they have begun their systematic evaluation of the religious life of the University in all of its ecumenical richness. I look forward to their eventual recommendations.

(2) **The Strategic Moment Campaign**—We all owe a debt to Bill Sexton, vice president of University relations, and his fine staff for the success we have seen in the Strategic Moment Campaign. We presently show over 390 million dollars in gifts and pledges toward our 417 million dollar goal (with over a year to go).

The DeBartolo benefaction received wide publicity, and it has been gratifying to be able to devote the whole sum to academic purposes. But the hard work goes on behind the scenes—in the travel, the people contact, the preparation of attractive materials, and the relentless telling of the story. By widening the circle of our benefactors, I am convinced that we can sustain and significantly improve upon this fund-raising success in future years.

(3) **Challenges**—We have much to celebrate and ponder in our common life here at Notre Dame. One useful rubric that has emerged is "The Year of \_\_\_\_," as in "The Year of Cultural Diversity" and "The Year of the Family." These programs, lectures and entertainments can never be exhaustive in their coverage, but they point us in a direction and remind us of our complexity and strength. Thanks to Father Ollie Williams, C.S.C., and Dr. Roland Smith and their committees, our lives have been brightened during these past two "Years." Now it is time to begin thinking about a year devoted to the theme of women (1990-91) and the "Sesquicentennial Year" (1991-1992).

With regard to a second matter, I want to emphasize that we must exercise prudent financial stewardship. Prestige institutions like Princeton, Stanford, Johns Hopkins and Chicago have all in the last two years had to face deficit budgets and a freeze on hiring and program development. Fortunately, we have enjoyed balanced budgets and reasonable growth. And Tom Mason, our vice president for business affairs, and his staff have helped us balance our resource base and our expenditures. Uncontrollable costs and unreliable sources of revenue are our twin perils. Only in a spirit of cooperation that crosses University boundaries will we be able to continue our proper and affordable development.

One particular problem that threatens the future of private higher education in this country is the increasing gap between ever higher charges for tuition and room and board (about 75 percent of the revenue for our operating budget) and the quantity of money available from internal and external sources for purposes of financial aid. We aspire to attract the very best combination of students at the undergraduate and graduate levels; yet the capacity of families and individuals who make up this pool to pay for private education is being called into question. The question of how Notre Dame can best respond to this



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challenge will receive full discussion at the next meeting of the board of trustees.

Finally, a word about parking. We have a problem. But so does every other urban university. Unlike most, we have no direct charge for parking. The real issues seem to revolve around convenience, access and security. We have more cars to park at the same time that previously available space is being used for other purposes. Thankfully, we do not lack for land. We need to forge a master plan and convince everyone of its fairness. Not an easy task but one that I am sure we can achieve.

(4) **Presidential Activity**--If you would pardon a few moments of personal reference, I would like to report in broad strokes how I spend my time and what roles I have tried to play outside of the Notre Dame context. On the home front, I continue to teach one section of freshman seminar each semester and to reside in Sorin Hall. Roland Smith, my executive assistant, Dick Warner and myself have tried to subdivide the direct responsibilities of the office of president. We meet regularly and have begun the practice of gathering at least weekly with groups of faculty, staff and students, often over a meal, to discuss issues of general concern. I have found these occasions to be stimulating and encouraging. In addition, there is a regular round of meetings with faculty, staff and student representative bodies and administrative units. The rest of the time on campus is spent speaking to local community groups, approving major policy decisions, consulting with the other officers, interacting with the advisory councils and trustees, dealing with the media, hosting visitors and responding to a voluminous quantity of mail. Finally, I try to sustain a regimen of professional and personal reading and, as a priest, I regularly lead the liturgy in various worship places on campus.

A certain amount of travel is integral to the job of president anywhere, and I am no exception. But I have tried to exercise prudential judgment about when and how often to be gone from the campus. Some trips are directly related to Notre Dame--fund raising, talks to local alumni clubs, and favors to special members of the family. Other trips are part of the cycle of participation in national and international academic associations. A third reason for travel is to accept invitations to lecture on topics related to my professional expertise. But the hardest decisions have to do with the invitations to serve on boards, panels, commissions and other such voluntary service or policy formulation groups.

For the present I have chosen to concentrate on four areas of activity:

- (i) Church-related organizations in higher education (International Federation of Catholic Universities; Association of Catholic Colleges and Universities; The Bishops/Presidents Committee; Notre Dame Australia)
- (ii) national and state-wide efforts to promote student volunteerism (Campus Compact; Indiana Compact)
- (iii) minorities in higher education (Sister Thea Bowman Foundation) and
- (iv) national and state-wide policy groups (Business-Higher Education Forum; Commission for a Drug-Free Indiana).

## III. CONCLUDING REMARKS

As I look back over the last 15 years, I see much to be grateful for. In my relatively short time as a faculty member, Notre Dame has gone through some dramatic and almost daunting changes. But the future looks even more promising and full of challenge.

We have benefitted immensely from a highly responsible faculty, from strong academic leadership in the provost, deans' and directors' offices and from a mobilization of our entire administrative structure so that priority can be given where it belongs--directed to our fundamental academic mission.

My personal thanks are due to Tim O'Meara (who combines mathematical vigor with a broad vision of the University, a ready wit and an endless capacity for work) and to Father Bill Beauchamp, C.S.C., our executive vice president (who assures that we both raise money effectively and spend it wisely and even enjoy a game or two). To all of our officers and administrators, I thank you for your dedication and selfless service. And to all of you faculty colleagues, thanks for your support. As we approach the celebration of our 150th anniversary as a university, may we each find our specially suited way to carry on this sacred trust.



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## The Faculty Senate Journal April 13, 1989

The chair, Dr. F. Ellen Weaver, called the Faculty Senate meeting to order shortly after 7:30 p.m., and Prof. JoAnn DellaNeva offered the prayer.

Weaver asked Prof. Patrick E. Murphy, chair of the Student Affairs Committee to present the resolution on the Judicial Review Board. Murphy, in turn, requested Prof. F. Clark Power to present the background of the resolution. After a brief discussion, Prof. Philip Quinn made a motion to accept the resolution; Prof. Leo Despres seconded it. The motion was passed unanimously by the senate. The introduction to the resolution and its recommendations follow immediately:

### The Judicial Review Board

After a review of recent changes made by the Office of Residence Life (ORL) in the structure, function, and procedures of the Judicial Review Board, the Student Affairs Committee of the Faculty Senate has concluded that certain of these changes compromise the fairness of the judicial process. Under the old rules, outlined in Du Lac 1986-1988, students could appeal *any decision* of the Office of Residence Life for any reason. Under the new rules, outlined in Du Lac 1988-1989, the grounds for appeal have been limited to procedural defect and new evidence for all cases except those involving dismissal. Severity of sanction is explicitly excluded as a reason for appeal, although in the past this was the most prevalent reason why most students appealed and why the Judicial Review Board upheld the appeals it upheld. (The length of time provided for students to file an appeal has also been reduced from 5 to 3 days.) The Judicial Review Board, which once reheard appeals cases and had the power to overturn Office of Residence Life decisions, now merely determines whether grounds for an appeal have been met. Cases in which an appeal is granted are either remanded to the ORL or referred to the president. The vice president for Student Affairs determines whether appeals of cases involving lesser sanctions should be granted and hears such appeals himself. The net effect of these changes is to exclude faculty, administrators, and students from significant participation in the judicial process and confine the entire process within a single administrative unit.

While members of the ORL and Student Affairs may themselves be above personal bias, a structure that makes the same individuals both prosecutor and judge is clearly flawed. Furthermore, the juridical process only exacerbates the suspicion and fear of the ORL common among students.

It is unfortunate that such significant revisions in the University's juridical procedures were made over the summer with no significant input from concerned students and faculty. Although the Judiciary Board touches the lives of relatively few students, the process by which members are severed from a community should be a matter of great import to all.

Weaver then asked Quinn, chair of the Committee on Administration, to speak for the revised resolution on Senatorial Accountability. After a few remarks, Quinn made a motion to accept the resolution, and the senate voted unanimously to accept it. The resolution follows immediately:

### Resolution: Committee on Administration

BE IT RESOLVED that the Faculty Senate adopt the following procedure during the academic year 1989-1990 on an experimental basis:

- 1) In order to promote interaction of senators with their constituencies, the senators of each constituency shall meet collectively with the members of their constituency at least once during the academic year. The senators of the constituency shall determine the time, place and format of meetings with their constituents. In cases in which a constituency is represented by more than one senator, the chair of the senate shall appoint one senator from the constituency to convene its senators for the purpose of making arrangements for such meetings.
- 2) The senators of each constituency shall report to the senate as a whole, no later than the March meeting, on what has taken place at such meetings with their constituents. On the basis of these reports, the senate's Committee on Administration shall, no later than the April meeting, present to the senate a recommendation about whether this experiment is to be terminated, continued or transformed into regular procedure by means of a bylaw amendment.

Weaver then moved to the resolution from the Committee on Administration on the Appeals Process, stating that the senate should be asked to vote on it during the May meeting. Quinn and Prof. Ray Powell made some brief remarks about the resolution. Weaver sent it back to the Committee on Administration to compose a final form for the May meeting.

Weaver went on, then, to the revised resolution on the review of the sexual harassment policy prepared by the Subcommittee on the Status of Women. This revised resolution reads as follows:

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## Resolution

WHEREAS "amorous relations . . . when both parties appear to have consented to the relationship" are, by definition, not situations of sexual harassment, i.e. "unwelcome sexual advances;" and

WHEREAS placing the prohibition against these consensual relations in the policy on sexual harassment reduces a relationship between persons whom we wish to protect from abuse to a form which is abuse; and

WHEREAS a prohibition of consensual relations between persons of unequal rank (in this case students and faculty members, whatever the rank of the faculty member may be, and whatever the ages of those involved) may set a precedent for prohibiting consensual relations between persons of unequal status be it rank, social position, economic status, age, etc.;

BE IT RESOLVED that the Faculty Senate recommends that Section IV - "Consensual Relations" be eliminated from the policy on Sexual Harassment at the University of Notre Dame.

Weaver called for a vote to pass the revised resolution. The motion was made by Prof. Eugene Gorski, C.S.C., and seconded by Quinn. After several elements of the resolution were discussed, Prof. Mohamed Gad-el-Hak called the question and suggested that the senate vote on the resolution. Prof. Charles Rice proposed that the vote be by role call; this was overruled. The senate then voted on the resolution with these results: 24 in favor; four opposed; one abstention.

Weaver then made a report on action taken regarding the resolution of the Faculty Senate asking for involvement in the planning of the Year of the Family. Her report is as follows:

I received a call from Dr. Roland Smith, who is chair of the Steering Committee on the "Year of the Family." Father Malloy, as soon as he received the resolution which I had forwarded to him, asked Dr. Smith to consult with me. Our conversation was pleasant and informative. Dr. Smith has formed a Steering Committee, which includes members of the faculties, as well as offices of administration. He said that the 15 members of the Steering Committee will divide off into subcommittees to work on various aspects of the planning. At that point he would be pleased to involve those who have ideas and interest as members of the subcommittees. What I ask of you is to forward to me, *at once*, your name if you are interested along with your ideas for the

"Year of the Family" (an example: JoAnn DellaNeva suggested open fora to give faculty and staff the opportunity to meet and discuss family issues which interface with their life and work at the University). If you have colleagues who would be interested, send their names also. I will forward these to Dr. Smith with copies to those whose names I send. Then, if they don't hear from him, they should be in touch with him. But, *please* act now. This year is running out.

Weaver moved on to Gad-el-Hak's revised report on the meeting of the Executive Committee with Father Edward Malloy, President of the University. The text of this report follows immediately:

## Report on a Meeting Between the Senate's Executive Committee and Father Edward A. Malloy

At our invitation, the president of the University, Father Edward A. Malloy, had a luncheon meeting with members of the Executive Committee of the Faculty Senate. The purpose of the meeting was to discuss issues concerning the role of the Senate. The meeting took place at Noon, Wednesday, April 5, 1989, and lasted for close to two hours.

In recent months, several senators as well as many of our colleagues on the faculty have been discussing the senate's role in the governance of our University. These concerns have been accentuated by several recent occurrences; including the recent *repassing* of the "Resolution on Parental Leave Policy" (originally passed on February 3, 1987), the University non-response to our "Resolution Concerning Health-Care Benefits" (passed December 7, 1988), as well as the administration's systematic failure to consult with the Faculty Senate when forming task forces, search committees, etc.

Father Malloy was both amiable and frank. He expressed his strong support for the present system of governance in the University, where a small group of administrators makes all the key decisions, and where representatives of the different constituents within the University have "ample" opportunities to make their views known to the administrators. He further made the analogy that a father may make family decisions without necessarily a vote from his "children."

Several members of the senate's Executive Committee countered that a system where there is even a modest amount of power sharing may be preferable. An elected senate that has roughly the same role as the present Academic Council would be a reasonable vehicle for

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exercising such power sharing (you may recall that the Academic Council is roughly half elected and half appointed). The issue of faculty (especially young faculty) morale and loyalty came up, but Father Malloy said that there is no evidence for the lack of either.

If one looks at the paragraph concerning the Faculty Senate on page 20 of the 1988 Faculty Handbook, one realizes that the only explicit role of the senate is to seek "... to formulate faculty opinion and for this purpose may, at its discretion, conduct faculty meetings and referenda." Although a very important role, many of us aspire to contribute more substantially to the governance of our University. Additionally, some of our colleagues outside the senate feel that their interests are perhaps better served with a different, albeit unspecified at present, form of organizing. These points were relayed to the president.

Again, to quote from the Faculty Handbook, "... the Senate may adopt rules and bylaws relating to the determination and election of members and officers, the establishment of committees, and other conduct of its business." A loose interpretation of this point indicates that we may, after consulting with the faculty at-large, opt to dissolve the senate and invite our colleagues to organize differently, if they so choose. This is, of course, an extreme position and should be done as a last recourse.

On a more positive note, Father Malloy suggested some issues on which he would welcome senate's initiatives. He proposed that the senators compose a list of responsibilities concerning women's issues for Sister John Miriam's successor; propose changes in the way the Faculty Affairs Committee of the Board of Trustees conducts its business; request a report from the Budget Priorities Committee regarding its work; and ask the provost about progress in the parental leave issue.

The round-table discussion with Father Malloy ended with the suggestion that a second meeting that may include some more officers of the University, as well as selected members of the Faculty Senate, may be a worthwhile endeavor. The senate chair, Dr. F. Ellen Weaver, will follow up with the necessary invitations to all concerned parties.

Reported by,

Mohamed Gad-el-Hak  
April 10, 1989

Weaver made her own comments on the meeting with Father Malloy, giving her impressions and reporting about what follow-up is planned. The text of her comments follows immediately:

I was impressed with the openness and friendliness of the meeting.

—We commented that we have had no response on the Parental Leave Resolution. Father Malloy said that he knows the provost is working on it, and further said that if we would write and ask for a progress report, it would be a good idea. I have written to the provost with this request.

—It was commented that it would help to have information on the Budget Priorities Committee. Again Father Malloy said: Ask. I have written to him with copy to the provost, noting that budget decisions directly impact on the faculty, personally and professionally, and on the primary role of the University and its faculty: teaching! For this reason, it would seem logical that the Faculty Senate be involved in some way with this important committee, and stating that we would very much appreciate a report from the Budget Priorities Committee which we could share with the Faculty Senate: How is the committee constituted at present? How often does it meet? What is on the agenda at present? Is there some way in which the Faculty Senate could be involved?

—We also discussed ways in which the Academic Affairs and Faculty Committee of the Board of Trustees could be strengthened. I have written to John Caron, chair of this committee making some suggestions. One suggestion was that the chair of the Faculty Senate be the faculty liaison with the chair of the Faculty and Academic Affairs Committee of the Board of Trustees. This, for several reasons:

- 1) The Faculty Senate has a budget, which makes it possible to call luncheon or supper meetings. (As a matter of fact, at present, when the faculty members meet, it is the Faculty Senate who picks up the check.)
- 2) The Faculty Senate has a secretary.
- 3) The Faculty Senate has standing committees who conduct serious studies on matters pertaining to faculty concerns. Very often the result of these studies and the resolutions resulting from them would be worthwhile agenda for the bi-annual meetings of the Faculty and Academic Affairs Committee of the Board of Trustees.

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Another proposal would be that the faculty membership of the committee should include at least one representative of each of the Colleges.

We also discussed the position opened by the retirement of Sister John Miriam, and the recommendations which the Committee on the Status of Women is making with regard to the need for a strong replacement with someone whose primary responsibility is affirmative action, minority hiring, with special attention to the hiring and retention of women in the faculty. Again Father Malloy urged us to write with our recommendations, and soon, since action will be taken in the near future concerning this matter.

After Weaver's comments, cited above, Prof. Robert Kerby requested the floor in order to read a statement for the record. He also asked that the statement be entered in the journal and attributed by name. The text of his statement follows immediately:

Senate Speech/Unionization 4/13/89  
17:56

(I request the senate's indulgence while I read a statement for the record. I request too, that the statement be entered into the minutes and attributed by name; for which purpose a copy has been provided to the chair):

I was a member of the senate something more than a decade ago, during a time when the senate and other representative faculty bodies—in particular, the AAUP Chapter at Notre Dame—may have influenced the evolution of University policy in some modest but respectable fashion. Three years ago, after neglecting my political career for some time, I was re-elected to this body. I returned with the hope that the senate's influence might have grown in some slight degree during the interim, or, at least, might not have diminished. I hoped, too, that the University's new administration might prove more amenable to a reasonable cultivation of academic democracy than the preceding regime had.

I have been disappointed in both hopes. If anything, the senate's—and the faculty's—corporate role in University governance has suffered measurable diminution through the last decade.

To recite another detailed bill of particulars before this assembly now seems both futile and redundant. It is enough to recollect: that proposals sent to the Academic Council have been ignored; that an important survey of faculty opinion concerning health and other benefits has recently been dismissed as unrepresentative, even though those who did the dismissing appear not to

have deigned to survey faculty opinion in any more representative fashion themselves; that officers and administrators of the University who condescend to appear before this body from time to time continue to speak of the administration as the "University," as if those faculty not fortunate or ambitious enough to be ordained administrators are peripheral appendages to the "University"; that whenever officers do appear here they vouchsafe only answers to questions, but avoid or deflect forms of reciprocal dialogue which might imply a mutuality of interest, competence, commitment, concern, or all of the above together; and that the administration's frequent—and sometimes shrill—protestations of the representative character of its own deliberative processes appear, at times, to be less than convincing.

It seems fitting to address the last point in particular, because the nature of representation is at issue. No one denies that some administrators who serve on various University councils and committees are also members of the faculty. But administrative appointments here are not accomplished by election: An administrator's faculty status does not make an administrator a faculty representative. To suggest otherwise is facetious.

No one denies—to paraphrase a portion of the University's president's remarks during his first appearance here—that somebody has to make decisions. Indeed, American universities traditionally lodge much greater authority in executive officers than do the older and more mellow universities of Western Europe. What is at question now is whether decisions here are being made by administrators employing the best, brightest, and broadest advice available.

Two senate sessions ago, the procedure described for us by the administrators who gathered opinions about Notre Dame's pending new "Flex" plan reminded me of the old "County Court" system used to govern Colonial Virginia: lots of folks could share in periodic electioneering binges, but 12 or 15 providentially fortunate first family gentry, chosen only by their equally fortunate peers, always made all the decisions worth making. My own notion of democratic representation is a little more modern, dating, roughly, from March 4th, 1861, when Abe Lincoln explained the idea of representative democracy. The other president at that time, Jeffy Davis, did things the 18th-Century way: He stuffed his cabinet full of "yes men," who agreed with him all the way to catastrophe. Abe chose the mighty men of his political age to advise him, including some who hated his eyeballs: but he chose them to be advisers, not pals. Year after year, every spring, I am hardly ever surprised that, no matter what I do in class, Abe always wins the Civil War.

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Last academic year, in a fit of whimsy, I volunteered four or five times to serve on various University committees and commissions and boards and whatever designated to deal with sundry matters about which I happen to know something. (I chose to do so upon the advice of an administrator who assured me that publishing blasts in the *Observer*—the tactic used the year before—was, perhaps, not the swiftest way to change things—that, indeed, Notre Dame's administration much preferred cozy, congenial, discreet, and suave "input" tendered in a family way.) It is not my impression that throngs of volunteers besiege the administration every time a new deliberative body is constituted; so, I volunteered. I volunteered a lot. I figured an evident shortage of volunteers and my own certified willingness to suffer might, in part, counterbalance the fact that I can sometimes act like a flake—that I can indeed be "eccentric," to use Field Marshal Helmut von Moltke's adjective describing the essential qualification for the ideal staff officer. Each application to volunteer was rejected. Most of the rejections were polite. This little guerrilla-warfare game left me wondering just how a faculty member's opinion gets to be adjudged an official component of truly representative faculty opinion around here.

Because I am not a masochist, I chose not to stand for re-election to the senate this time around. This shall be, for the nonce, my penultimate epiphany here. But before I evaporate, I hasten to come to the point of these remarks. If Washington and Eisenhower could bid farewell by speaking of present and future challenges, so can I.

The senate has three choices before it.

First, it can continue to do what it has been doing. It can continue to play the game according to the rules laid down years ago by a certain former provost whose name is now never uttered. It can survey up a storm. It can study things to death. It can juggle peer universities' peeriness until entropy snuffs out the cosmos. It can meet, and measure, and count, and examine, and deliberate, and discuss, and improve bylaws, and vote, and write minutes, and, now and again, birth an occasional molehill of a resolution from this mountain of labor. Administrators will, in turn, continue to dismiss the representative character of anything this senate does, and continue to file the senate's studies and resolutions in various administrative black holes, and continue to amend the certain nameless former provost's ground rules as it conveniences them—I am sure I heard the current president tell us, here, that the concept of "peer universities" seems not to be a useful construct—and continue to delude themselves about the

infallibility of their own infused omniscience. The senate, in turn, may continue to go to its betters, hat in hand, to beg a crumb or two from the table of governance; and may even come away, occasionally, with a pat on the head. I should be saddened to see this, any longer. For this arrangement, at root, forestalls any possibility that Notre Dame will ever evolve into a genuine University, a self-governed and self-defined community of scholars committed not only to the Platonic ideal of academic liberalism, but to its Aristotelian and Thomistic reality.

Second, the senate can chuck it and quit. We can adjourn sine die right now, and go down the road to Appomattox in company with the stragglers from the Second Congress of the Confederate States. The trouble is, that solution would make no difference—nobody really noticed the disappearance of the Confederacy's Congress, after four years during which its existence was also universally ignored. I imagine the senate's self-immolation would rate a small story on page five of next Wednesday's *Observer*, and, maybe, a one-sentence notation in next August's issue of the alumni magazine. Indeed, the administration's collective sigh of relief might elevate the Golden Dome even higher than it is, as the senate abandoned one of the few instruments the faculty has to advance the University's interests: the senate's collective power to annoy.

Or third, as I suggested in my maiden speech more than two years ago: The senate can take a leaf from the Continental Congress, and just start governing. Just do it. The Continental Congress's first task was to institutionalize itself as a governing body, no matter what Fred North and Fat George the Farmer thought about its upstart pretensions. If the crown will not concede the efficacy and wisdom—and, for that matter, the utility—of genuine representative participation in affairs, let the colonials take matters into their own hands. We have, at hand, one weapon the gentlemen of yore, wearing periwigs and silk knee-britches, lacked. That weapon is the National Labor Relations Act. We can renew and revive the movement toward faculty unionization inaugurated more than a decade ago, during the tenure of a certain nameless former provost.

Ten years ago, I was opposed to such an idea. I no longer am. If the administration must insist upon acting as if it is the "University," and that faculty are mere employees, it now seems appropriate to take the administration at its word. If representative participation in governance is, in fact, a goal to be both commended and achieved for the benefit of our common community, and if that benefit will not be conceded from on high, the good of the University demands that

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the faculty force an equitable resolution of the dilemma. Unionization offers the only real course of action open to the faculty now.

I am under no illusion that unionization may be achieved overnight. It took the Continental Congresses the better part of two years to fire their last king. The task I propose demands education, study, examination, deliberation, and organization. The senate—according to every mandate granted by the administration thus far—exists to do just such things. Pursuing these mandates, for the sake of unionization, as its principal project for the next few years would indeed give the senate some reason to exist, and something significant to do with its existence.

Robert L. Kerby  
History

After Kerby completed the reading of his statement, Prof. J. Keith Rigby moved that the senate formally send Kerby's statement to the *Observer*, requesting that it be published in its entirety. The motion was seconded and then passed by the senate.

Rice moved that the senate go on record, not with agreement in regards to all the elements of Kerby's statement, but with an overall commendation of the statement's excellent analysis and the significant issues it raises. The motion was seconded and then passed by the senate.

Rice then made a motion that the senate dissolve itself. After an extended discussion, Gad-el-Hak moved that Rice's motion be tabled. Gad-el-Hak's motion was seconded and then passed by the senate. Rice's motion was tabled.

Weaver then asked if there were any elements of new business. Christopher Devron, student liaison to the Faculty Senate, invited the senators to meet the new student leaders at a gathering scheduled for 5:30 p.m. on May 2 in the Student Government Office.

Weaver adjourned the meeting at 9:10 p.m.

Members in attendance: Biddick, Bonello, Borelli, Brogan, Bunker, Conway, DellaNeva, Despres, Dewhirst, Fallon, Gad-el-Hak, Goddu, Gorski, Halloran, Kerby, Krieger, Miller, Murphy, Olivera-Williams, Petersen, Pilkinton, Porter, Powell, Power, Quinn, Rai, Rice, Rigby, Weaver

Members excused: Bender, Falkenberg, Herro, Lombardo, Moran

Members absent: Anderson, Bandyopadhyay, Bell, Collins, Etzel, Fessenden, Harmatiuk, Hayes, Huang, Kolettis, McCarthy, Parnell, Pien, Sporleder

Respectfully submitted:

Eugene Gorski, C.S.C.  
Co-Secretary

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## The Faculty Senate Journal May 2, 1989

The chair, F. Ellen Weaver, called the meeting to order at 7:30 p.m. in room 202 of the Center for Continuing Education, and asked Professor Charles Parnell to offer the opening prayer. Journals for January, February, and March were approved as amended.

The Committee on Administration proposed a resolution on the revision of the Faculty Handbook, Article III, Section 4, Subsection (e). Professor Philip Quinn spoke for the committee, along with Professor Michael Etzel. At the previous meeting of the senate in April, the issue had been discussed, and the committee was asked to return with a resolution for senate action which it has for this meeting. Professor Charles Parnell thought one word was a biased word, and Quinn substituted "appellant" for it, as well as beginning section 2 with "neither." The chair asked to call the question on the Quinn/Etzel motion, it was, and the senate unanimously passed the resolution (copy is appendix A of this journal).

The Executive Committee unanimously proposed a resolution for senate action to investigate the prospects for faculty unionization. Quinn spoke for the Executive Committee. This again was an outgrowth of a discussion at the April meeting. The Executive Committee had already asked its successor body, the 1989-90 Executive Committee, to investigate the issue; now it seems prudent for this year's senate to do the same for next year's senate, in order not to lose momentum. Quinn motioned for acceptance, and Kerby seconded. Since, according to Quinn, the administration's attitude will make this a long struggle, and since the senate should not prejudge it but rather should have proper information and advice, prudence dictates that the senate at this time investigate the whole situation and all options. Professor Morton Fuchs asked who pays for any legal advice. Quinn said he did not know; perhaps collegiality will prompt our Law School colleagues to help; this is one area for Executive Committee work. Professor Leo Despres responded that various "bargaining units" (i.e., AFT, NEA, AAUP) provide free legal advice.

Professor Mohamed Gad-el-Hak thought perhaps it was inappropriate for the senate to do such a study, in view of the limitations of the senate's charter (as he saw it). Quinn said a study of an issue was well within our charter. Gad-el-Hak did not disagree with the idea, but wanted to speak to the issue. Professor Robert Kerby reminded the senate that the Handbook calls upon the senate "to formulate faculty opinion"; this study is well within our

charter. Gad-el-Hak asked if forming a union was also; Kerby thought the senate should leap into the gaps as the faculty voices its views. The chair read from the Manual, and thought the study was within its parameters. Professor Paul Conway brought up the precedent set 10 years ago when the senate polled the faculty on this very issue. Professor Joseph Blenkinsopp asked if a similar poll was contemplated this time, and the chair responded yes.

Conway called the question, and the result was 27 affirmative, six negative, two abstentions. The resolution is Appendix B of this journal.

Professor Charles Rice asked to make two motions germane to framing and contributing to the issue. First, he wanted to reaffirm a commendation to Kerby for his signal service to the University in framing this issue. It was seconded, and the motion passed unanimously. Rice's second motion was to remove from the table option two from the previous meeting (that is, to dissolve the senate). His reasoning was as follows: the other two options are unacceptable (unionization is irresponsible in light of our duty to our students, and to continue the present state is useless). Conway seconded, and the vote was three affirmative, 29 negative. The motion failed. Gad-el-Hak thought the vote was reflective of the senate's feeling of keeping its options open for the future.

The chair next moved to Professor Jacque Brogan for the ad-hoc Committee on the Status of Women. Brogan thanked the committee, the chair and the staff secretary, Harriet Flowers, for their help. Speaking for herself, she felt morale was good among staff women on campus, although that of the professional women on staff and faculty would not be as high as other staff. There is a serious deficiency in areas of retention that need to be addressed. Undergraduate women seem to have higher morale than women graduate students.

Brogan presented the first resolution, to declare 1990-91 the Year of the Woman. Professor Mario Borelli and Paul Conway asked for some stylistic clarifications on when a "year" begins. Professor Kathleen Biddick asked about the title of the year; Etzel and Borelli joined in the discussion on "woman" or "women" and the inclusion of "higher education" in the title. Despres felt the resolution's intention was clear, and this was a proposal that may well be changed in its workings. Blenkinsopp and Weaver thought wording like "the year of the woman to celebrate the contributions of women to higher education" might be appropriate.

Rice asked if the resolution was connected to the points made in the previously-submitted survey. Brogan replied in the negative, saying it was simply an idea to celebrate



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the 25th anniversary of women on the faculty at Notre Dame and more generally their contributions to higher education. Biddick reminded the senate that no women were included as speakers in the conference for the Year of Cultural Diversity. Conway called the question, and Gad-el-Hak seconded. The vote on the resolution was 27 affirmative, one negative, and three abstentions. The resolution is printed as appendix C of this journal.

Brogan read and presented the second motion/resolution. Professor Robert Miller asked about the number of women on the proposed committee; Brogan said she could not regulate the number. Professor Margaret Porter pointed out that Library Faculty and Special Professional Faculty are not represented on the committee. Brogan responded that it was already a large committee, and the objection simply pointed up the lack of real structures at the University to deal with these issues. The committee is not wedded to the exact make-up presented. Professor Keith Rigby and Borelli presented other ideas on the make-up of the committee. Despres agreed with Borelli, who offered the following: take representatives from the teaching and research faculty, library, special professional faculty, staff, graduate and undergraduate student bodies. Quinn thought that might work; it should be a small committee, "broadly representative of the constituencies of the University." Biddick thought perhaps representation by college would work, and Parnell noted the absence of the Law School faculty.

Borelli moved and Despres seconded the following amendment: "be it resolved that the Faculty Senate urges that there be established in the fall of 1989 a standing University Committee on the Status of Women with elected representatives from the following constituencies: the teaching and research faculty, the library faculty, the special professional faculty, staff, graduate students, undergraduate students, and an additional member from the administration appointed by the president preferably someone in the capacity suggested below."

Miller asked how such a committee would work operationally. Borelli said the senate carries out this kind of constituency election often. Weaver thought it would go to the administration for approval, and then back to the senate for the voting. Despres spoke in favor, saying in some given year a particular college may not be represented, but its interests would be. Quinn spoke in favor especially because of the retention and spousal employment issues. Professor Steven Bell asked if the majority of University committees were appointed, and the sense seemed to be yes. Bell thought there might be a problem with this. Despres thought an appointed committee would be less effective and have less support. Conway pointed out a longstanding senate complaint about too many appointed committees, and Kerby thought we

ought to be making precedents if none exists. He further pointed out his feeling that elections in his college were "fixed."

The question having been called, the senate voted to accept Borelli's amendment: 29 affirmative, three negative, three abstentions.

Debate resumed on the amended resolution. Rice asked about the survey/questionnaire talked about in the resolution. Brogan said the responses were included as answers given by the respondents. Despres said the survey was informational only. Rice was concerned about any implication that the resolution endorse abortion or other immoral forms of birth control. He so moved this as an amendment, and Professor William Fairley seconded. Despres opposed the amendment as not germane to the issue. Brogan would be happy to delete references to abortion. Borelli thought one person's responses should not be taken as endorsement. Rice thought any inclusion of the issue would imply some endorsement. Rigby would not want to delete comments; these are informational comments not endorsements.

The question was called by Gad-el-Hak, and Lombardo seconded. Rice's amendment did not pass.

Borelli then moved to amend the resolution by striking the parenthetical material in sentence two, and replacing it with the following: (see attached survey). Gad-el-Hak seconded. The question having been called, the amendment passed. The question on the resolution as amended having been called, the vote on the question failed and debate resumed.

Etzel asked what the charge of the committee was to be, and to whom it would report. Despres thought it would report to the provost, since an associate provost would be part of it. Quinn agreed with Etzel: A committee's effectiveness depends on many factors. But to write a charge or to specify too much may weaken it. We ought to work with the administration to do this and not be too specific ourselves. Parnell said we were only urging the administration to act; actually it gives the charge.

The question having been called, the vote was taken: 33 affirmative, one negative, one abstention. The amended resolution is printed as appendix D of this journal.

Brogan proceeded to read and present the third resolution, to disband the ad-hoc committee. Quinn seconded. Professor Clark Power objected, saying the ad-hoc committee should stay in business until the new committee is formed. But Weaver pointed out its term ends with the current senate. The vote was unanimous in favor. The resolution is Appendix E of this journal.

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The chair proceeded to the next item on the agenda, an amendment to revise the bylaws whereby the vice chair will succeed the chair to ensure leadership continuity. Conway thought it more appropriate to let the new senate take up this subject at its first meeting in September. He moved to table it at this time, and Miller seconded. The tabling motion passed.

The treasurer Conway reported as follows:

- a. budget: \$5,062
- b. projected expenses: 80 percent of budget
- c. expect a 5 percent increase for 1989-90

The chair submitted the following report:

Before we move to the elections, and I turn in my gavel, I would like to report on the actions taken subsequent to the meeting of the executive committee with Father Malloy, and on the resolutions passed in the recent meetings. It behooves the senate to know what happens to the things that they do.

1. A letter went to Father Edward Malloy requesting information on the Budget Priorities Committee, since budget decisions impact on faculty, personally and professionally, and on the primary role of the University and its faculty: teaching. We asked how the committee is constituted at present, how often it meets, what is the present agenda, and is there some way the Faculty Senate could be involved. To date I have received no reply, except in a meeting which the outgoing and incoming members of the Executive Committee will have shortly with the officers of the University, I was told in a telephone call by the provost that this will be one of the responses we will receive.

2. A letter went to provost Tim O'Meara asking about the present status of our resolution regarding the Parental Leave Policy. I received a telephone call from the provost advising that the matter is presently being studied by Roger Mullins and Jim Frain. They think that, since not a large number of persons would be requesting this benefit, it would not be very costly and could be put into effect right away. (This, by the way, was what Teresa Ghilarducci stated in the report of 1987.) However, they are making a study to back up the move to enact the policy.

3. With regard to strengthening the link between the Faculty Senate and the Academic and Faculty Affairs Committee of the Board of Trustees I wrote to John Caron, the present chair of this committee proposing that the chair of the Faculty Senate be the faculty liaison with this committee for the following reasons:

- the senate has a budget
- the senate has a Secretary
- and most importantly the senate has standing committees which study and prepare reports on matters of serious concern to the faculty, which could be prepared agenda items for the meeting of the Academic and Faculty Affairs Committee of the Board of Trustees.

I also proposed that the faculty membership of the committee should include at least one representative of each college. A third proposal was that some way be opened for faculty members of the committee to meet informally with the members of the Board of Trustees.

I also commented on the paucity of time we have to discuss with the committee, and noted that other trustee committees meet at times other than the biannual visits of the Board of Trustees to the campus, and I wonder if the Committee on Academic and Faculty Affairs could not do likewise.

4. I wrote to Father Malloy with a request that a meeting of the Executive Committee of the Faculty Senate with the officers of the University be arranged. I received a call from the provost setting a date. There will be a brief caucus of outgoing and newly elected officers immediately after this meeting to finalize details for this meeting, and to set a pre-meeting meeting.

5. The resolutions on revision of the Sexual Harassment Policy were forwarded to the provost. I noted that since this policy is, we would expect, to be published in the next edition of the Faculty Handbook, it may need to go before the Academic Council. If so, I added, we wish to exercise our right of agenda for consideration of the revisions at the next meeting of the council.

NOTE: Since there will be, it seems, no further meetings of the Academic Council this year, I strongly urge the incoming chair of the Faculty Senate to follow up on this matter early in the fall semester.

6. I forwarded Bob Kerby's address to Viewpoint with a preamble:

"Although not all senators agreed entirely with the following presentation by Robert Kerby, it is forwarded for publication in Viewpoint because the concerns are shared by the majority of the senate." The address, abbreviated by Senator Kerby, was subsequently published, but without our preamble. If any of you wish to write to Viewpoint on this matter, I leave it up to you.

7. The resolution from the Student Affairs Committee concerning the appeals process governing cases of student discipline was forwarded to Father David Tyson, just two days ago, with copies to the president of the student body,

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and to John Goldrick, associate vice president for Residence Life. I received a letter from Father Tyson stating that since the Campus Life Council has chosen to examine this issue, it would be inappropriate for him to comment on the facts and recommendations of the senate's proposal at this time. He further stated that it is his understanding that the chair of the Student Affairs Committee of the senate is a member of CLC, and that he or she should be involved in the deliberations on this issue. My recommendation to the incoming chair of Student Affairs is that he or she follow up on this early in the fall semester.

## 8. One final bit of business to finish as chair:

This year I, using my prerogative as chair, created two ad-hoc committees:

a) The Committee on the Status of Women at Notre Dame has accomplished its task, and very well indeed. We owe a vote of thanks to Jacque Brogan, who carried out the often difficult role of chair of the committee admirably, and also to the members. With that word of appreciation, this committee is dissolved.

b) The Committee on Special Professional Faculty, I strongly recommend, must continue. If it has to be re-established by the incoming chair, I recommend it strongly for this reason: The review of special professional faculty, begun by Sister John Miriam, is now on hold. I received from Sister John Miriam a letter only today, telling me she apologized that she was not able to continue this. She said the need continues for the provost's office to take leadership in this regard. Once her replacement is named, she will convey to that person her convictions that this review of all the matters concerning the special professional faculty must continue. I therefore strongly recommend that this ad-hoc committee on the special professional faculty continue next year, and I am willing to continue to chair it. It provides an official forum for the special professional faculty, and there is no other such forum on the campus. Therefore, I recommend that the committee continue, and I am willing to continue to chair it.

And now, I conclude with word of appreciation and a charge to the senate:

First, let me thank you sincerely for the support you have afforded me in the two years I have chaired this senate. I have enjoyed the work, although it has been heavy at times. My experience of the past two years has convinced me that, although to use a frankly chauvinist term the senate is often an emasculated body, it can speak out for the faculty in a voice which would not exist without it. To be a burr under the saddle is better than to be nothing more than the saddle blanket. At least it keeps the

rider aware of your presence, and makes the horse a less docile instrument of locomotion.

Which leads me to my charge to the senate: many serious issues are pending as I leave this post. Those you elect tonight have a responsibility to follow up on these issues, and to carry forward the work we have begun. Your vote tonight is important. Weigh it carefully.

And now— Is there any new business?

Conway asked if anyone was aware of a search committee appointed to find a replacement for the outgoing vice president of advanced studies. Have the procedures outlined in the Faculty Manual been bypassed and ignored? Rigby remembered an invitation to suggest nominees. Fuchs thought the Academic Council might have been involved. Conway thought the senate should ask about the procedures.

Biddick reported on the implementation of an alcohol policy. The committee on Academic Affairs will write a report for next year's senate for discussion and action.

Despres returned to Conway's point. He moved to ask the provost what steps he took to comply with the Faculty Manual, and Kerby seconded. Weaver thought it might be an item for our upcoming meeting with the officers. Borelli said it would be wise to make the motion official, not just have the question raised. Etzel agreed with the chair's reasoning, in the absence of real information. The question was called, and the motion did not pass.

The chair moved to the elections. She read the list of names of outgoing senators and asked for a standing salute of thanks for their often significant service to the faculty:

Arts and Letters: JoAnn DellaNeva

Thomas Flint  
Eugene Gorski  
William Petersen  
Robert Kerby  
Philip Quinn  
Jacque Brogan

Business: Michael Etzel  
Patrick Murphy

Science: William Fairley  
Ronald Fessenden  
George Kolettis

Engineering: Mark Herro

SPF: Dennis Moran

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ROTC: George Dewhirst

Next the chair welcomed the newly elected senators who were then seated:

Arts and Letters: Harold Attridge  
Joseph Blenkinsopp  
C. Lincoln Johnson  
Paul G. Johnson  
Daniel Lapsley  
Peter R. Moody

Business: Barry Keating  
Richard G. Sheehan

Science: Harald Esch  
Ronald Wasowski  
Morton Fuchs  
Francis Connolly

SPF: John Bentley  
Sandra Harmatiuk

ROTC: Howard Hanson

Then the chair moved on to the election of officers for the 1989-90 year. They are as follow:

Officers of the Faculty Senate for 1989-90

Chair - Paul Conway  
Vice Chair - Kathleen Biddick  
Secretary - Peter Lombardo  
Treasurer - Mario Borelli  
Chair, Academic Affairs - Robert Hayes  
Chair, Administration - Frank Connolly  
Chair, Student Affairs - Clark Power  
Chair, Benefits - Frank Bonello  
Mohamed Gad-el-Hak  
Past Chair - Ellen Weaver

Bender proposed a resolution of appreciation and thanks for the chair's service, it was seconded and passed unanimously

Despres moved to adjourn, Harmatiuk seconded, and it was passed. The senate adjourned for the year at 10:15.

Members present: Bell, Bender, Biddick, Borelli, Brogan, Collins, Conway, DellaNeva, Despres, Etzel, Fairley, Falkenberg, Fallon, Fessenden, Flint, Gad-el-Hak, Goddu, Harmatiuk, Hayes, Kerby, Kreiger, Lombardo, Miller, Moran, Murphy, Parnell, Petersen, Pilkinton, Porter, Powell, Power, Quinn, Rice, Rigby, Sporleder

Excused: Gorski, McKenzie, Olivera-Williams

Absent: Andersen, Bandyopadhyay, Bunker, Halloran, Herro, Huang, Kolettis, MacKenzie, McCarthy, Pien, Rai

Respectfully submitted,

Peter J. Lombardo Jr.  
Secretary

## APPENDIX A

WHEREAS significant doubts have been raised by faculty members about the appropriateness of the procedures (Article 3, Section 4, Subsection (2) of the Faculty Handbook, "Allegations Involving Academic Freedom, Personal Bias or Procedural Error") under which negative reappointment and tenure decisions are appealed; and

WHEREAS the following specific issues have been raised:

1. **Timetable for events.** There are no deadlines for filing an appeal, establishing an appeal committee, ruling on an appeal, reporting out the results, etc. It would seem desirable that all appeals be filed and heard in a timely and predictable fashion.

2. **Involvement in the appeal procedures.** Neither individuals directly involved in the initial reappointment or tenure decision (e.g., chairman, dean, CAP members) nor the appellant are excluded from participating in the College Council election process that selects an appeal committee (though no member of the appeal committee may be from the appellant department). This creates the possibility of an appeal committee being biased at the outset of an appeal process.

3. **Appeal committee selection for Library Faculty and Special Professional Faculty.** For cases involving regular faculty, an appeal committee is selected by the appropriate College Council. However, the provost appoints the review committees in cases of library faculty and special professional faculty. It would seem appropriate also for these faculties to have committees selected by peers.

4. **Evaluation of an appeal committee's report.** The provost reviews a committee's report and determines in consultation with the president whether or not a violation, bias or an error has occurred. Given the direct involvement of the provost in the initial decision, this appears inappropriate.

5. **Procedure following an appeal judged to be worthy.** If a case upon review is judged by the provost in consultation with the president to involve a violation, bias or error, the decision process is "begun anew." There is no

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specific provision for excluding from the rehearing individuals who participated in the initial decision. Thus, the possibility exists that the appealed case would be decided by some or all of the same parties who made the initial recommendations and ruling. In addition, there is no requirement that the findings of the appeal committee be considered in a rehearing. Thus, an appellant has no assurance that the appeal committee's judgment is accorded the substantial weight which it should receive.

**6. Appeal committee guidelines.** The appeal committee's internal structure and operating procedures are not standardized. In addition, the experience of prior appeal committees has not been utilized in any formal way to guide more recent appeals.

**7. Reporting requirements.** There is no requirement that the outcome of an appeal be reported to an appeal committee. Nor is there a requirement that the reasoning for the decision be reported to the appellant or the appeal committee.

**8. Provost Advisory Committee Minutes.** The only information available to an appeal committee from the PAC is the vote tally. In the absence of minutes from these meetings, it is impossible to determine if a violation of procedure, academic freedom or personal bias has occurred at the PAC level.

BE IT RESOLVED that the Faculty Senate recommends that the Academic Council undertake a revision of the procedure with input from and in cooperation with the senate.

Be it further resolved that, upon adoption by the senate, a copy of this resolution be sent to each member of the faculty.

## APPENDIX B

BE IT RESOLVED: that the 1988-89 Faculty Senate urges the 1989-90 Faculty Senate to instruct its Executive Committee to undertake promptly a preliminary investigation of the prospects for faculty unionization at Notre Dame and report to the senate no later than its October 1989 meeting the results of this investigation. The investigation should include, but need not be restricted to, the following steps: (1) seeking legal advice about the feasibility of faculty unionization at Notre Dame in light of the Yeshiva decision and subsequent case law; (2) gathering information about the actual costs and benefits of faculty unionization at comparable institutions of higher education such as the University of Minnesota; (3) making contact with potential bargaining agents, specifically, the AFT, NEA, and AAUP, in order to see what they have to offer the Notre Dame faculty; and (4) finding out from

NLRB the conditions under which the Notre Dame faculty could vote to unionize.

## APPENDIX C

Whereas the first women faculty were hired at Notre Dame in 1965, and whereas the academic year of 1990-91 is consequently the 25th anniversary of the presence of women on this campus in a faculty capacity, be it resolved that the Faculty Senate requests that the president declare the academic year of 1990-91 the Year of the Woman to celebrate the contribution of women to higher education.

## APPENDIX D

Whereas the ad hoc Committee on the Status of Women has concluded that there are significant problems in the recruitment and retention of women on this campus (Including students, graduate students, staff, and faculty);

whereas a survey of departmental chairs across the campus has revealed that there are serious problems concerning the status of women that need to be addressed (see attached survey);

whereas women constitute a small proportion of the membership of major University committees (see attached statistics), and

whereas Sister John Miriam Jones, S.C., who has formerly overseen the status of women on this campus, has recently resigned,

be it resolved that the Faculty Senate urges that there be established in the fall of 1989 a standing University Committee on the Status of Women with the following format: elected representatives from these constituencies:

Teaching and Research Faculty  
Special Professional Faculty  
Library Faculty  
Staff  
Graduate Students  
Undergraduate Students and  
one additional member to be appointed  
by the president from the administration  
(preferably someone in the capacity  
suggested below);

and be it further resolved that the senate urges the University to hire a person (preferably in a position at the level of associate provost) at this University whose specific duties include overseeing the recruitment and especially the retention of women on this campus.

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## APPENDIX E

Whereas the *ad hoc* Committee on the Status of Women has fulfilled its obligations in exploring the status of women on the campus of the University of Notre Dame,

be it resolved that the committee will be dissolved with the senate at the conclusion of the present academic year.

## Minutes of the University Committee on Libraries May 3, 1989

The meeting was called to order at 5:00 p.m. at the University Club by the chairman, Harvey Bender. Also in attendance were committee members JoAnn DellaNeva, John Lucey, Bill McDonald, Robert Miller, Robert Scheidt, and secretary Melodie Eiteljorge.

Robert Miller reported that there have been a few problems with the automated circulation system, but these are being resolved. One problem is that notices are sent to home addresses. John Lucey asked about the information included on recall cards. Miller offered to bring a sample card to the next meeting. He also reported that automated circulation should be available in Hesburgh the last week of June or the first week of July.

Miller next reported that the Academic Council had approved the committee's proposal to include a library faculty member on UCL. Along with this, the executive board of the council proposed that the method of selecting members be changed. This was also approved and, as a result, future elections will be conducted by whatever college has a vacancy, or in the case of at-large members, by the University Committee on Elections. Some concern was expressed about the council's failure to consult UCL members before proposing this change. Harvey Bender will inquire about this and report back to the committee.

JoAnn DellaNeva raised the question of security in Hesburgh Library. She asked if it would be feasible to provide lockers. Harvey Bender suggested that some existing group or committee within the library address this issue. DellaNeva also asked about the possibility of the library providing several step stools on each floor. This will also be considered.

The committee next addressed the question of what topics should be on next year's agenda. The most immediate problem is library space. Another item is options for UNLOC. Both these topics will be considered.

There being no further business, the meeting adjourned at 6:00 p.m. The next meeting will be held on Wednesday, June 7, at 3:30 p.m. at Hesburgh Library.

Respectfully submitted,

Melodie Eiteljorge  
Secretary

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## Minutes of the University Committee on Libraries September 19, 1989

The meeting was called to order at 7:30 a.m. at the Morris Inn by the chairman, Harvey Bender. Also in attendance were committee members Maureen Boulton, Maureen Gleason, John Lucey, Bill McDonald, Robert Miller, James Robinson, Robert Scheidt, and secretary Melodie Eiteljorge.

The minutes of May 3 were approved with a correction.

Harvey Bender began the meeting by welcoming the new Committee members, Maureen Boulton and Maureen Gleason. He then opened the meeting to nominations for a chairperson for the 1989-90 year. Robert Scheidt nominated John Lucey. This was seconded by Bill McDonald and approved unanimously.

The main agenda item was the meeting schedule for the academic year. After discussion the following times were agreed upon:

First semester meetings, Thursdays, Noon, South Dining Hall:

October 12  
November 9  
December 7

Second semester meetings, Wednesdays, 4:00 p.m., Hesburgh Library:

January 17  
February 7  
March 7  
April 4  
May 2  
June 6

The meeting was opened to suggestions on agenda items. It was agreed that the next meeting will address the topics of library automation and staffing. Other possible topics include preservation (in the spring), endowment, space, photocopying, collections in general, orientation and instruction, and library hours.

Robert Miller announced that the Advisory Council will visit on November 3 and 4. There will be a reception for library faculty and University Committee on Libraries members on Friday afternoon and a possible breakfast to dedicate a new permanent exhibit in the Hesburgh concourse on Saturday morning.

The meeting adjourned at 8:30 a.m.

Respectfully submitted,

Melodie Eiteljorge  
Secretary

## Erratum

*Notre Dame Report* #3 reported that Provost Timothy O'Meara preached the opening Mass homily in Sacred Heart Church. Both the Mass and the homily were in Stepan Center.



# Advanced Studies

## Special Notice: Publication Citations Listed in *Notre Dame Report*

Faculty members who submit publication citations to the Division of Sponsored Programs for listing in *Notre Dame Report* should note the following:

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## Current Publications and Other Scholarly Works

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

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# Advanced Studies

## Awards Received and Proposals Submitted

In the Period September 1, 1989, Through September 31, 1989

### AWARDS RECEIVED

<u>Category</u>	<u>Renewal</u>		<u>New</u>		<u>Total</u>	
	<u>No.</u>	<u>Amount</u>	<u>No.</u>	<u>Amount</u>	<u>No.</u>	<u>Amount</u>
Research	3	362,418	3	71,075	6	433,493
Facilities and Equipment	0	0	0	0	0	0
Instructional Programs	0	0	0	0	0	0
Service Programs	0	0	7	60,302	7	60,302
Other Programs	1	16,000	3	92,052	4	108,052
Total	4	378,418	13	223,429	17	601,847

### PROPOSALS SUBMITTED

<u>Category</u>	<u>Renewal</u>		<u>New</u>		<u>Total</u>	
	<u>No.</u>	<u>Amount</u>	<u>No.</u>	<u>Amount</u>	<u>No.</u>	<u>Amount</u>
Research	3	803,547	29	5,847,109	32	6,677,656
Facilities and Equipment	0	0	1	50,000	1	50,000
Instructional Programs	0	0	2	69,034	2	69,034
Service Programs	0	0	0	0	0	0
Other Programs	0	0	4	47,931	4	47,931
Total	3	803,547	36	6,041,074	39	6,844,621

## Awards Received

In the Period September 1, 1989, Through September 30, 1989

<u>Department or Office</u>	<u>Principal</u>	<u>Short Title</u>	<u>Sponsor</u>	<u>Dollars Months</u>
<b>Awards for Research</b>				
Biological Sciences	Bender	North Central Indiana Regional Genetics Center	Ind. St. Bd. Health	49,575 12
Cent. Bioeng. Pollution Cnt.	Irvine	GAANNP Scholarships in Environmental Research	Dept. Education	100,000 12
Chemistry and Biochemistry	Nowak	NMR Studies of Kinases and Related Enzymes	Natl. Inst. Health	254,418 12
Materials Sci. Eng.	Alcock	Study for Thermochemical Data- base for the Elements	Natl. Inst. Stds. & Tech.	17,500 3
Theology	Ulrich	Two Volumes of the Biblical Qumran (Dead Sea) Scrolls	Natl. Endow. Humanities	8,000 24

# Advanced Studies

Theology	Coll	Supervision of Students in R. Catholic Ministry Programs	Asscn. Theo. Schools	4,000 5
<b>Awards for Service Programs</b>				
Cent. Social Concerns	McNeill	Center for Social Concerns	Various Others	508 1
ND Cent. Past. Liturgy	Bernstein	Notre Dame Center for Pastoral Liturgy	Various Others	5,772 1
ND Cent. Past Liturgy	Bernstein	Notre Dame Center for Pastoral Liturgy-Publications	Various Others	2,191 1
Cent. Cont. Form. Min.	Pelton	Notre Dame Center for Continu- ing Formation in Ministry	Various Others	46,201 1
Inst. Past. Soc. Min.	Pelton	Institute for Pastoral and Social Ministry	Various Others	22 1
Inst. Past Soc. Min.	Pelton	IPSM Dynamic Parish	Various Others	1,458 1
Prog. Church Leaders	Kelly	Programs for Church Leaders	Various Others	4,150 1
<b>Awards for Other Programs</b>				
Cent. Cont. Educ.	Nelson	Project Mass Comm	WNDU Stations	2,880 10
Graduate School	Le	Jacob Javits Fellows Program	Dept. Education	16,000 12
Graduate School	Le	Jacob Javits Fellows Program	Dept. Education	32,000 9
Prog. Lib. Stud.	Nicgorski	Cicero's Moral and Political Aspirations	Natl. Endow. Humanities	57,172 12

# Advanced Studies

## Proposals Submitted

In the Period September 1, 1989, Through September 30, 1989

<u>Department or Office</u>	<u>Principal</u>	<u>Short Title</u>	<u>Sponsor</u>	<u>Dollars Months</u>
<b>Proposals for Research</b>				
Aerospace Mech. Eng.	Stanisic	Stable Grasping	Universal Energy Sys.	52,552 12
Aerospace Mech. Eng.	Powers	Detonation Physics	Natl. Sci. Fdn.	500,000 60
Aerospace Mech. Eng.	Gad-el-Hak	Relaminarization Using Surface Heating	Dept. Navy	95,869 36
Aerospace Mech. Eng.	Stanisic	Dextrous Machinery	Natl. Sci. Fdn.	0* 60
Aerospace Mech. Eng.	Atassi, Jumper	High Speed Research Nozzle Aeroacoustics	General Motors Corporation	132,819 18
Art, Art Hist. Design	Adock	Role of Perception in Radical Modes of Modern Abstraction	Amer. Council Learned Soc.	47,903 12
Chemical Eng.	Varma, Miller, McGinn	Design, Synthesis & Processing of Advanced Ceramic Materials	Dept. Air Force	794,730 36
Chemistry and Biochemistry	Basu	Glycolipid Metabolism in Normal and Pathological Tissues	Natl. Inst. Health	166,100 12
Chemistry and Biochemistry	Helquist	New Methods in Organometallic and Synthetic Organic Chemistry	Natl. Sci. Fdn.	450,079 48
Elec. Comp. Eng.	Cohn, Delaney	Distributed Computing Environ- ment for Heterogeneous Computer	Intl. Business Machines	460,541 12
Elect. Comp. Eng.	Sauer	Presidential Young Investigator Award	Natl.Sci. Fdn.	500,000 60
Elect. Comp. Eng.	Lent, Kirkner	Theory of Ballistic Quantum Devices	Dept. Navy	291,991 24
Elect. Comp. Eng.	Bernstein	Presidential Young Investigator Award	Natl. Sci. Fdn.	500,000 60
Elect. Comp. Eng.	Lent	Presidential Young Investigator Award	Natl. Sci. Fdn.	500,000 60

\*Dollar Amount to be Determined by Sponsor

## Advanced Studies

Elect. Comp. Eng.	Huang, Liu	Signal Decomposition and Wavelet Estimation	DARPA	666,852 36
Elect. Comp. Eng.	Bandyopadhyay	Presidential Young Investigator Award	Natl. Sci. Fdn.	500,000 60
English	Jemielity	Satire and the Hebrew Prophets	JS Guggenheim Mem. Fdn.	56,456 9
Government Intl. Stud.	Barber	Moral Inquiry/Political Science and the Study of Public Law	Amer. Council Learned Soc.	77,579 9
Government Intl. Stud.	Barber	Moral Inquiry/Political Science and the Study of Public Law	JS Guggenheim Mem. Fdn.	105,569 9
Government Intl. Stud.	Barber	Moral Inquiry/Political Science and the Study of Public Law	Woodrow Wilson Center	97,750 9
History	Burns	Irish Parliamentary Politics, 1691-1714	Natl. Endow. Humanities	3,500 2
German/Russian Lang./Lit.	Marullo	From Realism to Modernism: The Russian Decadence (1895-1910)	Natl. Endow. Humanities	5,114 3
Romance Lang./Lit.	Wellington	Beauties & Beasts: Character Transformation & Completion	Amer. Council Learned Soc.	38,855 12
Philosophy	Quinn	Original Sin and Moral Failure	JS Guggenheim Mem. Fdn.	108,451 12
Philosophy	Quinn	Original Sin and Moral Failure	Amer. Council Learned Soc.	71,926 12
Philosophy	Sterba	The Ethics of National Defense	U.S. Institute of Peace	105,899 12
Physics	Lundeen	Fast Beam	Natl. Sci. Fdn.	187,368 12
Sociology	Williams	Fertility Attitude-Behavior Consistency	Natl. Inst. Health	73,645 12
Theology	Burtchaell	A Study of Moral Consistency	Rockefeller Fdn.	2,000 2
Theology	Bradshaw	Search for the Origins of Christian Worship	JS Guggenheim Mem. Fdn.	59,642 6
Theology	Griffiths	On Being a Buddha: Development of Yogacara Buddhist Doctrine	Natl. Endow. Humanities	5,114 3
Theology	Coll	Supervision of Students in R. Catholic Ministry Programs	Asscn. Theo. Schools	19,352 5

# Advanced Studies

## Proposals for Facilities and Equipment

Materials Sci. Eng.	McGinn	Texture Processing of YBCO by RF Zone Melting	Ameritherm, Inc.	50,000 24
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## Proposals for Instructional Programs

Physics	Browne, Wiescher, Rettig	Supplement for 1989 REU Summer Program	Natl. Sci. Fdn.	900 1
Psychology	Santos, McCabe	Training for Work With the Homeless Elderly	Retirement Res Fdn	68,134 12

## Proposals for Other Programs

Cent. Cont. Educ.	Nelson	Project Mass Comm	WNDU Stations	2,900 10
Cent. Cont. Educ.	Nelson	Project Mass Comm	S.B.Tribune/ W.S.B.T.	5,800 10
Kellogg Inst. Intl. Studies	Mainwaring	The Conservative Church in Latin America	The Tinker Foundation	37,450 14
So. Bend Cent. Med. Educ.	Olson	Travel Award: NSF Division of International Programs	Natl. Sci. Fdn.	1,781 1

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# Notre Dame

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# R E P O R T

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