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# Notre Dame

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# R E P O R T

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## Contents:

November 17, 1989

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### The University

---

- 153 *Coca-Cola to Establish Minority Faculty Development Program*
- 153 *Library Collections Dedicated*
- 153 *Minority Aid Increased*

### Faculty Notes

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- 154 *Faculty Honors*
- 154 *Faculty Activities*
- 156 *Faculty Deaths*

### Documentation

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- 157 *Sesquicentennial Celebration Letter From the President*
- 160 *Corrections to Notre Dame Report #4*
- 160 *Minutes of the 229th Graduate Council Meeting April 26, 1989*
- 163 *Minutes of the 230th Graduate Council Meeting September 27, 1989*
- 166 *The Faculty Senate Journal September 14, 1989*
- 171 *University Libraries' Hours During Thanksgiving Holiday November 22-25, 1989*

### Advanced Studies

---

- 172 *Current Publications and Other Scholarly Works*

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1989-90

# The University

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## Coca-Cola to Establish Minority Faculty Development Program

The University received a grant of \$1 million from the Coca-Cola Company to establish a minority faculty development program. The grant will fund University efforts to increase minority representation on its faculty, to establish faculty exchange agreements with traditionally black colleges and universities, to facilitate graduate education for minorities, and to provide research opportunities for minority undergraduates.

Specifically, the Notre Dame program will include exchanges of visiting professors each semester between the University and a traditionally black institution and will provide, on the basis of a national competition, two fellowships annually to bring minority graduate students to the University for their dissertation years and two fellowships annually for first-year minority graduate students. The program also will provide research scholarships each summer to two minority undergraduates at Notre Dame to stimulate their interest in graduate education and careers in teaching and research.

Of the \$1 million total grant, \$500,000 will be used to fund the first five years' operation of the program and the remaining \$500,000 will establish an endowment for the program's future operation. The grant will be made through the Coca-Cola Foundation, the philanthropic arm of The Coca-Cola Company.

## Library Collections Dedicated

Six University of Notre Dame Library collections have been dedicated. They are:

The Anthony J.F. O'Reilly Collection in Irish History and Society, endowed by the H.J. Heinz Co. Foundation in honor of the company's president, chairman and chief executive officer.

The Margaret Conway Collection in Medieval Studies, given by her son, Robert M. Conway, a Notre Dame alumnus and member of the advisory council of the College of Arts and Letters.

The Alice Wolohan Hohmann Collection in the Arts, established in her memory by members of her family, many of whom are alumni of Notre Dame.

The Jackoboice Family Collection in Journalism, endowed by the family of George A. Jackoboice.

The Fort Howard Corp. Collection in Western European History, given by the paper manufacturer of Green Bay, Wis.

The Miles Foundation Collection in Science, established by the foundation of Miles Laboratories Inc. of Elkhart, Ind.

Dedications in the Law School Library are:

The Robert J. Welsh Family Collection, established by the family of an alumnus who sits on the Law School Advisory Council.

The continuing support of Law School library development by the John P. Murphy Trust. Murphy was a 1912 graduate of Notre Dame's Law School who practiced law in Cleveland and was president of one of the city's leading department stores. In 1967, when Notre Dame came under lay leadership, he was elected to the University's board of trustees.

The underwriting of major computing resources for Law School teaching and research by the Robert W. Cox family. Cox, a Chicagoan, holds a bachelor's and law degree from Notre Dame and is a member of the Law School Advisory Council.

The underwriting of the Law School's video-audio system for training in advocacy, counseling and professional responsibility by the Thomas H. Corson family. Corson is chairman and chief executive officer of Coachman Industries in Elkhart, Ind., and is a member of the Law School Advisory Council.

## Minority Aid Increased

The University will provide an additional \$150,000 a year for minority student aid from income generated by its licensing program. The move is another step in increasing the number of minority group members in the student body. The 1989 freshman class has a 16 percent minority representation, the highest ever in University history and above the goal of 15 percent Notre Dame had set for 1991. Notre Dame implemented a licensing program in 1983, and there are now about 120 licensees who pay royalties to the University for the right to use its name and symbols in connection with commercial products.

# Faculty Notes

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## Honors

Steven M. Bell, assistant professor of romance languages and literatures, received the best paper award and an honorarium for "Latin American Fiction and its Audiences, North and South (Apropos of Carlos Fuente's *Gringo viejo* and *Cristobal Nonato*)" at the 1988 conference of the Midwest Association for Latin American Studies.

James J. Carberry, professor of chemical engineering, received the 1989 William H. Walker Award for Excellence in Contributions to Chemical Engineering Literature. The award, sponsored by Monsanto Co., was presented at the annual meeting of the American Institute of Chemical Engineers, Nov. 6-10.

Lauren E. McDermott, assistant professor of art, art history and design, received a "special commendation" in the National 1989 Unisys Design Competition for the entry titled "Image File Table," a family album storage system housed in a workstation for the home.

John F. O'Malley, adjunct associate professor of biological sciences, has been selected as "Most Outstanding Professor" by the class of 1989 at The Indiana University School of Medicine.

Karen J. White, assistant professor of psychology, has received the first Richard F. Schaeffer Award for Dissertation Excellence from Florida State University. She received a doctorate from Florida State in December 1988. Her dissertation is titled "The Influence of Teacher Feedback on Children's Peer Preferences and Perceptions."

## Activities

Barbara Allen, associate professor of American studies, delivered the paper "Family Photos and Family Structure" at the American Folklore Society meeting in Philadelphia, Pa., Oct. 18.

Willis E. Bartlett, associate professor of psychology, presented an invited paper titled "Values and Ethics of the Counseling Profession From a Leadership Perspective" at the Midwest Leadership Conference of the American Association of Counseling and Development in Indianapolis, Ind., Oct. 20.

Subhash C. Basu, professor of chemistry, gave the invited talk "Control of Glycosyltransferase Activities in Tumors and Cancer Cells" at the Coleman/Fannie May Candies Foundation Symposium on Cancer Research in Chicago, Ill., Oct. 30.

Gerald L. Bruns, professor of English, presented the paper "Poetry and the Philosophers: An Essay on Darkness" at the German-Israeli Workshop on the Institutions of Interpretation at the Hebrew University of Jerusalem, Jerusalem, Israel, Oct. 15-20.

Rev. Andrew J. Christiansen, S.J., associate professor of theology, served as a panelist on the U.S. Bishops Pastoral Letter "The Challenge of Peace" at the University of Notre Dame, Notre Dame, Ind., Sept. 6. He was a panelist on the U.S. Bishops Pastoral Letter "Economic Justice for All" at the University of Notre Dame, Notre Dame, Ind., Sept. 13. He gave the Hesburgh Lecture "A Theological Ethics of Caregiving to the Elderly" in Columbia, S.C., Sept. 19. Christiansen was a featured panelist for "The Family and Caring for the Aging" at Providence Hospital, Columbia, S.C., Sept. 20. He lectured on "Just War and the Catholic Tradition" at Goshen College, Goshen, Ind., Oct. 4.

Adela Yarbro Collins, professor of theology, presented "The Gospel and Women" to the Gender Studies Colloquium at the University of Notre Dame, Notre Dame, Ind., Oct. 18.

Daniel J. Costello Jr., chairman and professor of electrical and computer engineering, served on a peer review panel for the Digital Systems Technology Program at the NASA Lewis Research Center, Cleveland, Ohio, Oct. 17-18.

Lawrence Cunningham, professor of theology, gave the John Courtney Murray lecture "How Catholic is the Catholic Church?" at the University of Toledo, Toledo, Ohio, Oct. 29.

## Faculty Notes

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**James T. Cushing**, professor of physics, delivered the invited paper "Scientific Explanation vs. Scientific Worldviews" at the 1989 international conference of the Association for General and Liberal Studies held at Butler University in Indianapolis, Ind., Oct. 19-21.

**Jay P. Dolan**, professor of history and director of the Cushwa Center for the Study of American Catholicism, delivered a talk on the theme "American and Catholic" to the Texas Catholic Conference in Austin, Tex., Sept. 25.

**William G. Dwyer**, professor of mathematics, gave the talks "A Cohomology Decomposition Theorem" and "Centric Maps and Realizing Diagrams in the Homotopy Category" as an invited visitor to the Mathematical Science Research Institute in Berkeley, Calif., Oct. 21-27. He gave an invited lecture titled "Fracturing Lie Groups and Putting Them Back Together" at the Midwest Topology Conference at the University of Illinois at Chicago, Ill., Oct. 28.

**John D. Halfman**, assistant professor of earth sciences, presented "Global Climatic Change with the Example of the East African Desertification Problem" at the conference "The Heat is On: A Global Crisis of Instability" at the University of Notre Dame, Notre Dame, Ind., Nov. 8.

**Thomas J. Jemielity**, associate professor of English, delivered an invited paper "'Artful Infidelity' in Gibbon and Socrates" at the annual meeting of the Canadian Society for Eighteenth-Century Studies hosted by McGill University at the Canadian Centre for Architecture, Montreal, Quebec, Canada, Oct. 14.

**John M. LoSecco**, associate professor of physics, gave the invited talk "Neutrino Astrophysics: A Review of Observations of the 1987 Supernova" to the Joint Physics and Astronomy Colloquium at Indiana University, Bloomington, Ind., Sept. 27. He presented that same talk at the Physics Colloquium at the University of Louisville, Louisville, Ky., Oct. 6. He gave the invited talk "Neutrino Astronomy of Supernova 1987A" at the NIAG '89, Northern Indiana Astronomy Group annual meeting held at Indiana University at South Bend, Ind., Sept. 30.

**Rev. Richard P. McBrien**, chairman and Crowley-O'Brien-Walter professor of theology, presented "Catholicism in the Modern World" as part of the Visiting Scholars Series at James Madison University, Harrisonburg, Va., Sept. 27. He gave "The Future of the Church: Looking Toward the 21st Century" and "The Future of the Church's Ministries" during the Renewal Program for Ursuline Nuns at Ursuline College, Cleveland, Ohio, Sept. 30. He gave the presentation "Involvement and Non-Involvement: Religion and Politics in America" at St. Mark's University Parish at the University of California, Santa Barbara, Calif., Oct. 12.

**Rev. John Allyn Melloh, S.M.**, coordinator of the Marten Program in Homiletics and assistant professional specialist in theology, gave the keynote address "Sacramental Attitudes" for Liturgy Study Day at Sacred Heart Parish, Notre Dame, Ind., Oct. 1. He also led a workshop session on Environment and Art. He gave the presentation "Preaching at Funeral Liturgies" at the Center for Pastoral Liturgy Workshop on the New Order of Funerals at Fatima Retreat Center, Notre Dame, Ind., Oct. 4. He gave five presentations at the Workshop on Liturgy held at the University of Florida, St. Augustine Parish, Gainesville, Fla., Oct. 26-27. Three major presentations for the entire group were "The Assembly at Prayer," "Prayer and Mission," and "The Word Proclaimed and Preached." Two special sessions for musicians focused on "Spirituality for Musicians: The Psalms" and "Active Participation: Prayer or Performance."

**John F. O'Malley**, adjunct associate professor of biological sciences, presented a series of anatomical lectures to Head and Neck Surgeons and Otolaryngologists at the 73rd annual comprehensive course on Histopathology and Anatomy of the Head and Neck in Indianapolis, Ind., July 10-19.

**Morris Pollard**, Coleman director of the Lobund Laboratory and professor emeritus of biological sciences, gave the invited talk "Prevention and Treatment of Experimental Neoplastic Diseases: Intestine, Prostate and Liver" at the Coleman/Fannie May Candies Foundation Symposium on Cancer Research in Chicago, Ill., Oct. 30.

**Eugene W. Rochberg-Halton**, associate professor of sociology, presented "The Reality of Dreaming" at the American Sociological Association annual meeting held in San Francisco, Calif., Aug. 12. He gave the paper "The Transilluminated Vision of Charles Peirce" and served as moderator of the plenary session on "Peirce and Idealism" at The Charles Sanders Peirce Sesquicentennial International Congress, Harvard University, Cambridge, Mass., Sept. 9.

**Jonathan R. Sapirstein**, associate professor of physics, presented a talk "Many-Electron Atoms" at Franklin and Marshall College in Lancaster, Pa., Oct. 26.

**Daniel J. Sheerin**, professor of classical and Oriental languages, delivered the paper "Paul and Thecla: From Home-wrecker to Nymphagogos" at the 15th annual Byzantine Studies Conference held at the University of Massachusetts at Amherst, Mass., Oct. 26-29.

# Faculty Notes

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J. Eric Smithburn, professor of law, presented lectures at the program titled "Evidence Problems in Family Court" for family and juvenile court judges from throughout the United States and abroad at the National College of Juvenile and Family Law of the National Council of Juvenile and Family Court Judges in Reno, Nev., Oct. 16-20. He presented a lecture on the famous murder case of *Commonwealth v. Lizzie A. Borden* at the National Judicial College, Reno, Nev., Oct. 19.

James P. Sterba, professor of philosophy and faculty fellow in the Institute for International Peace Studies, participated in a panel discussion with Soviet philosophers on the topic of "New Thinking in the Soviet Union" at Stroudsburg University, Stroudsburg, Pa., Oct. 8-10. He presented a paper titled "Justice, Feminism and the Soviet Union" to the William James Forum at Washington College in Chestertown, Md., Oct. 11. He gave the paper "Peace Through Justice" at the annual meeting of concerned philosophers for peace held at Temple University, Philadelphia, Pa., Oct. 13-15.

Kern Trembath, visiting assistant professor of theology, served as president of a colloquium on William Tyndale, Conference in English Renaissance Prose, sponsored by the Department of English at Purdue University Communications and Lectures and University Ministers Organization in West Lafayette, Ind., Oct. 24.

Andrzej Walicki, O'Neill professor of history, gave the public lecture "The Changing Meaning of the Term 'Polish Nation'" at the Center for Russian and East European Studies of the University of Michigan, Ann Arbor, Mich., Oct. 24.

Rev. Oliver F. Williams, C.S.C., associate provost and associate professor of management, addressed "Professional Ethics" at the Internal Revenue Service Advanced Leadership Training held in Lisle, Ill., Oct. 18.

Daniel H. Winicur, associate professor of chemistry and dean of administration and registrar, gave the invited presentation "Introduction to BITNET" at the 1989 annual meeting of the Association for Collegiate Registrars and Admissions Officers held in Bloomington, Ind., Oct. 19-20.

Eduardo E. Wolf, professor of chemical engineering, presented two papers titled "Syngras and Propylene Conversion on SAPO Molecular Sieves" co-authored with B. Thomson, and "Steady State and Transient Studies of Methane Oxidative Coupling on Alkali Promoted Nickel Titanate Catalysts" co-authored with E. Miro and J. Santamaria at the national meeting of the American Chemical Society held in Miami Beach, Fla., Sept. 11-14.

## Deaths

James A. Corbett, professor emeritus in the Medieval Institute, Oct. 20.

Rev. Thomas C. Oddo, C.S.C., president of the University of Portland and a member of the board of trustees, Oct. 29.

# Documentation

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## Sesquicentennial Celebration Letter From the President

November 1, 1989

Dear Members of the Notre Dame Community:

The University will be 150 years old in 1992, and I should like to share with you some early planning for our Sesquicentennial celebration. In doing so I acknowledge the contribution of the History of the University Committee, which served as an initial Sesquicentennial planning body in advance of the appointment of a Sesquicentennial Committee by Provost Timothy O'Meara in November 1988. The Sesquicentennial Committee, the members of which are listed in an appendix, and its subcommittees, also listed in an appendix, now carry forward the complex task of creating an observance that meets the standards of quality associated with special events at Notre Dame.

The calendar of Sesquicentennial events will stretch from the fall of 1991 to the fall of 1992. Our opening events will likely be centered around the date of September 14, the arrival of Father Sorin in the New World, and our closing activities around October 13, Founder's Day. All entities of the University — colleges, departments, institutes, student organizations, administrative divisions — are asked first to consider reflecting the Sesquicentennial in their usual events. From regular colloquia through Junior Parents' Weekend to graduation exercises in 1992, it should be possible to focus on one or more of the deliberately broad themes the Sesquicentennial Committee had adopted. The five Sesquicentennial themes are as follows:

**Notre Dame and the understanding of its past**

**Notre Dame and Catholic education in the United States**

**Notre Dame and the life of the mind**

**Notre Dame and the creative imagination**

**Notre Dame and the social and ethical issues of an interdependent and technological world**

At the collegiate level, Arts and Letters, Science, Engineering, Law and Business Administration will each be asked to sponsor a Sesquicentennial event that involves as fully as possible their educational and scholarly endeavor. We shall attempt to ensure that these events are spaced out over the Sesquicentennial calendar.

The University itself will be most fully involved in the opening and closing activities of the Sesquicentennial, as well as in any regular academic-year events it normally sponsors, such as Commencement.

The Committee has adopted an official Sesquicentennial logo, and it is reproduced in an appendix. Starting with the start of the 1990-91 academic year, Publications and Graphic Services will be encouraging University entities to integrate this design into their official letterheads as they replenish their stationery stock.

The key to the success of any party is involvement, and I hope that we can achieve the widest possible participation. All groups — faculty, campus support staff, alumni, the local community, benefactors, students, parents, and so on — should feel ownership of the Sesquicentennial. I encourage any member of the community with ideas of how best we can celebrate our century-and-a-half as a University to write Associate Provost Eileen Kolman or Vice President and Associate Provost Roger Schmitz, co-chairpersons of the Sesquicentennial steering committee, or to the head of the appropriate subcommittee.

Let me treat last a matter which is first. What is it, one might ask, that we at Notre Dame celebrate after all these years? What ideas are at the core of the University as it approaches its 150th anniversary? The Sesquicentennial Committee's answer takes the form of a brief treatment of three seminal notions — inquiry, belief and community. Inquiry reflects our commitment to the mind as it seeks truth and understanding. Belief adds purpose to our search for knowledge, and it is in community that we nourish both intellect and will. These three words speak to what Father Sorin envisioned when he looked over the lakes in 1842 and to what we still aspire to be as we look forward to the 21st Century. The complete "Sesquicentennial Declaration" follows this letter, and I recommend it to your reading.

Cordially,

(Rev.) Edward A. Malloy, C.S.C.  
President

## APPENDICES

### Sesquicentennial Declaration

**Inquiry.** Notre Dame's first commitment is to freedom of inquiry and expression. As a University, it respects equally the discovery and dissemination of knowledge as parts of a continuum in the search for understanding. The Catholic vision is particularly compatible with intellectual curiosity in that it posits an intelligibility or coherence to all reality. It invites the exploration of the mind and the imagination because it prizes all truth, be it apprehended by art or science, as a reflection of God. Belief, then, should widen, not narrow, our purview, and a Catholic university should especially be open to all truth and human insight.

**Belief.** Notre Dame's pilgrimage of learning is a journey within a tradition where value has standing with fact, where faith has consequence in act, and where the difficult ethical as well as intellectual discussion is engaged. Its scholarly quest is marked by the moral witness of the Christian heritage; its teachers should profess and its research serve. As we seek knowledge and virtue, we acknowledge that our deeds often do not match our words, that we are not always the measure of our hope. Yet we desire that others see in our Catholic character a source for the wonderment of the mind and the commitment of the will that nourish us in community.

**Community.** The Catholic experience is communal, not individualistic, and so also is the ethos of Notre Dame. From its earliest days, the University has been a community bonded by learning and belief. Students have come to it not only to learn how to learn but to learn how to live and how to serve, lessons only conveyed in community. It strives to teach by example as well as by word, to discern standards as well as formulae. From the start of its educational apostolate, the Congregation of Holy Cross invited lay persons to join its endeavor, and the embrace of community has since widened, as more women and a wider diversity of ethnic and racial groups have been welcomed. An essential mark of Notre Dame's catholicism is the presence of intellectual confreres of other beliefs sharing the educational adventure inspired by our own.

### Committee on the Sesquicentennial of the University

Eileen Kolman, associate provost, *co-chair*  
Roger Schmitz, vice president and associate provost, *co-chair*  
Thomas Blantz, C.S.C., associate professor of history  
Dominic Campanella, class of 1992  
Angie Chamblee, assistant dean, Freshman Year of Studies  
Richard Conklin, assistant vice president, University Relations  
Ann Firth, director of Residence Life  
Jeremiah Freeman, associate dean, College of Science  
Maureen Gleason, librarian  
Michael Hamilton, graduate student  
Nathan Hatch, vice president for Graduate Studies  
Lloyd Ketchum Jr., associate professor of civil engineering  
Edward Kline, professor of English and director of the Freshman Writing Program  
Cristin McCarthy, class of 1992  
Patrick Murphy, associate professor of marketing  
Teresa Phelps, associate professor of law  
Wendy Clauson Schlereth, University archivist  
Richard Warner, C.S.C., counselor to the president

### Steering Committee

Eileen Kolman, *co-chair*  
Roger Schmitz, *co-chair*  
Richard Conklin  
Nathan Hatch  
Edward Kline  
Wendy Schlereth  
Richard Warner, C.S.C.

### Subcommittees

#### University and Community-wide Celebrations

Richard Warner, C.S.C., *chair*  
Angie Chamblee  
Archie Chaney, class of 1993  
Ann Firth  
Derek Gandy, admissions counselor  
Cristin McCarthy  
Carol Mooney, assistant dean, Law School  
Patrick Nash, class of 1993  
Cynthia Toomey, class of 1992

#### Concluding Events

Nathan Hatch, *chair*  
Dominic Campanella  
Lawrence Cunningham, professor of theology  
JoAnn DellaNeva, associate professor of romance languages and literatures  
Maureen Gleason

# Documentation

Michael Hamilton

David Lodge, assistant professor of biological sciences

Naomi Meara, professor of psychology

Walter Pratt Jr., associate professor of law

Maurice Schwartz, associate professor and director of general chemistry

Rev. Timothy Scully, C.S.C., assistant professor of government and international studies, senior fellow in the Kellogg Institute

James Taylor, associate dean, College of Engineering

William Wilkie, Nathe professor of marketing strategy

## Academic Programs

Edward Kline, *chair*

Jeremiah Freeman

Lloyd Ketchum Jr.

Patrick Murphy

Teresa Phelps

Helen Read, class of 1992

## Subcommittee for College of Arts and Letters

Edward Kline, *chair*

Barbara Allen, associate professor of American studies

Paul Johnson, associate professor of music

William Leahy, professor of economics

Helen Read

## Exhibitions and Legacy

Wendy Clauson Schlereth, *chair*

Thomas Blantz, C.S.C.

Douglas Bradley, curator, Snite Museum of Art

Norman Crowe, associate professor of architecture

Ronald Erichsen, assistant director of maintenance

Charles Lamb, curator, University Archives

Adele Lanan, assistant director, Student Activities

Thomas Schlereth, professor of American studies

Gary Shumaker, assistant director, Physical Plant

George Sereiko, associate director, University Libraries

## Public Relations and Communications

Richard Conklin, *chair*

J. Christopher Carlin, director of Planned Giving, Development

James Gibbons, director of Special Events and Protocol

Charles Huffman, producer, Golden Dome Productions

James E. Murphy, associate vice president, University Relations

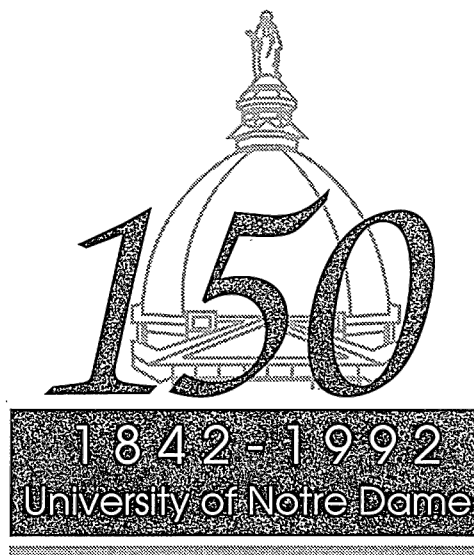
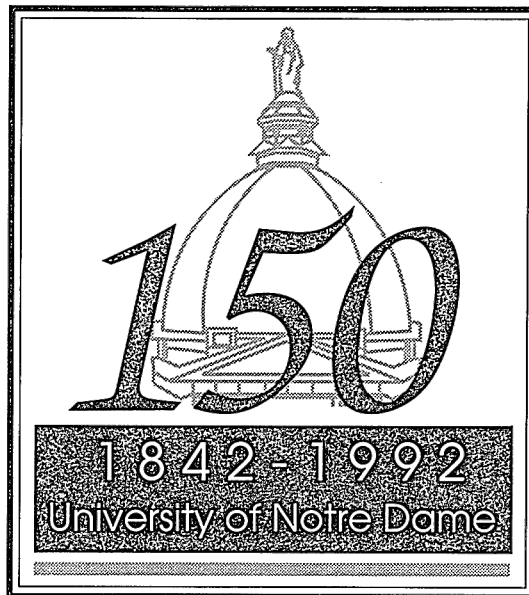
Joseph Sandman, director of Development

Kathleen Sullivan, director of Alumni Continuing Education

John Thurin, adjunct instructor in communications and theatre

## Logo

The official Sesquicentennial logo is shown here in two forms which differ only in the optional border. In colored versions, the number 150 and the rectangular area beneath it are blue. The lines on the dome, the stripe at the bottom of the figure, and the border are gold. The background areas and the lettering within the blue area are white.





# Documentation

## Corrections to Notre Dame Report #4

### PROVOST

Donald Z. Spicer, Ph.D.  
Assistant Provost for University Computing

### DEPARTMENT OF ATHLETICS

Richard Shafer, M.S.  
Head Hockey Coach

### GRADUATE COUNCIL

Graduate School Representative  
Ms. Ellen O. Schuck, M.A. (Economics)

CAPT. WILLIAM O. McLEAN, Assistant Dean of the Law School and Professor of Law. B.S., Univ. of New Mexico, 1957; M.S., George Washington Univ., 1969; M.A., Univ. of Notre Dame, 1975. (1972, 1979)

## Minutes of the 229th Graduate Council Meeting

April 26, 1989

Dr. Robert E. Gordon opened the meeting at 3:30 p.m. on April 26, 1989, in Room 210 of the Center for Continuing Education.

Members absent and excused: Dean Francis J. Castellino, represented by Dr. John G. Duman; Dr. Joseph A. Buttigieg; Dr. David K. O'Connor, on leave; Dr. Arvind Varma, on leave; Dr. John P. Welle, on leave; Dr. Albin A. Szewczyk; Dr. Paul P. Weinstein.

Guests of the Council: Rev. Ernest J. Bartell, C.S.C., Dr. Roger K. Bretthauer, Dr. George B. Craig Jr., Dr. Morton S. Fuchs, Dr. Frederick W. Goetz Jr., Dr. Paul M. Helquist, Dr. William D. McGlinn, and Dr. C. Joseph Sequin.

### I. Minutes of the 228th Meeting

The minutes of the 228th meeting were approved without change.

### II. Second Reading of the Proposals of the M.A. Program in Social Sciences

The chairman noted that at the first reading of the proposal on January 18, the council had requested Father Bartell to provide additional information. The revised proposal before the council today included the revisions that had been made following the first reading. He invited Father Bartell to present these changes. Father Bartell said that there had been three major changes:

1. Page 6 of the Revised Proposal: The program director and deputy director will be accountable to a board appointed by CIEPLAN and the University of Notre Dame. Membership of the board will consist of the program director (*ex officio*), the executive director of the Kellogg Institute (*ex officio*), two members to be appointed by the University of Notre Dame, and one member by CIEPLAN. Father Bartell added that the board will serve in an advisory capacity and will not control the program.
2. Page 7: The proposed budget has been revised to include an additional \$30,000 to cover the expenses of one visiting Notre Dame faculty member for one semester.
3. A faculty list has been added and everyone on the list is well known in Chile and has had some contact with Notre Dame.

Numerous points were made during the discussion that followed Father Bartell's presentation:

- The Ford Foundation in South America has indicated interest in the program. Another possible source of funding may be a Catholic (Dutch) foundation that has supported similar programs and activities in Chile.
- In light of the social and political changes in Chile, this program should be periodically evaluated.
- There was only one woman among the faculty listed.
- All the faculty participating in the program will be adjunct faculty.
- The library will be a teaching, not a research, library.
- To save time and avoid expenses, applications for admission will be sent to CIEPLAN in Chile, not to the Graduate Admissions Office at Notre Dame. These applications will be screened by CIEPLAN, and files will be sent to Notre Dame for approval. Grades will be sent to Notre Dame.

# Documentation

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Following the discussion, Dr. Gordon moved that the Graduate Council accept the proposal to be recommended to the Academic Council for final approval. The motion was carried. Father Bartell left at this point.

## III. Proposal for Graduate Degrees in Biochemistry

Dr. Gordon informed the members that the Academic Council had already approved the change of the department's name from Department of Chemistry to Department of Chemistry and Biochemistry. He noted that this change places a special mandate on the department to maintain Biochemistry as a field of study and research. Graduate Council approval would mean that Biochemistry is formally recognized as a field in which graduate programs are offered and graduate degrees granted.

Dr. Gordon invited Dr. Helquist to comment on the change. Dr. Helquist said that the change was to give formal recognition to the presence of Biochemistry that, in fact, has already existed at Notre Dame for two decades. Biochemistry has been a very popular area with the faculty, students and funding agencies. This is only a "minor cosmetic change." All the courses that are needed are already in place. To date, it has been difficult to recruit faculty and students in Biochemistry, because they felt uncomfortable in a Chemistry department.

Following a brief discussion, Dr. Gordon moved that the Graduate Council formally accept graduate degrees in Biochemistry. The motion was carried.

## IV. Review of the Department of Biological Sciences

Dr. Gordon asked Dr. W. Robert Scheidt, council member and also chairman of the Biological Sciences Internal Review Committee, to introduce his committee's report.

According to Dr. Scheidt, there is apparently no consensus in the department about what Biology is, and what should be done. There is also a long term planning issue. On the other hand, there is agreement that molecular biology and cell/developmental biology should be strengthened with the replacement of the three junior faculty members who had not received tenure. Dr. Scheidt concluded that the faculty on the whole is of high quality, with good publication record and significant external grant support.

Dr. Gordon next invited Dr. Fuchs to speak. Dr. Fuchs said that a plan for the development of the department would be ready for submission to the dean in the near future. Biology, by its nature, covers a wide variety of fields, and it is difficult to reach a consensus about what

areas should be represented at Notre Dame. The problem is compounded further by the needs of the undergraduate program and the preprofessional program.

Dr. Fuchs also reported that, at the graduate level, a departmental consensus has been reached consisting of five areas of concentration, or an average of four to five faculty members in each area. For future planning, to improve the graduate program, it will be necessary to add a substantial number of, not just a few, faculty members. It will also require additional resources and space to support these five areas. Up to now, we have hired faculty to fulfill undergraduate teaching needs. We hope to soon reach the point when we can think of the graduate program.

In answer to a question concerning external funding, Dr. Fuchs said that 75 percent of the faculty are funded.

Mr. Miller said he wished to express his dismay and dissent concerning the remark made by one reviewer that the branch library in the Biological Sciences Department is "an outstanding asset" (see Internal Review Report, page 3). He noted that, while the services and collections in the Life Sciences Library are reasonably good, the physical facilities there are grossly inadequate for both collections and users, as even a casual visit will quickly reveal.

Dr. Duman said that the dean had committed to increase the size of the faculty by four to five members. Any addition beyond that (e.g. more faculty members, a new building, etc.) would require major commitments by the University.

Dr. Fuchs said that we have not been competing well for faculty with some other good schools (e.g. the University of Virginia, Penn State, or the University of California at Irvine) because of teaching load, and not because of salary.

Dr. Gordon asked the council to consider what recommendation to make with regard to this review. He moved that the council accept recommendation B, i.e. approval of the program with special recommendation for the area of molecular and cell/developmental biology to be further developed. The motion was put to a voice vote and passed.

## V. Application for Admission to Degree Candidacy

The list of applicants for admission to degree candidacy in the spring semester of 1989 was approved.

# Documentation

## VI. Chairman's Remarks

1. CGS Resolution: The Council of Graduate Schools resolution regarding graduate scholars, fellows, trainees, and assistants requires a student, who accepts an offer of financial aid before April 15 and who later wishes to withdraw, to do so before April 15. An acceptance given or left in force after April 15 commits the student not to accept another offer without first obtaining written release from the institution to which a commitment has been made.

We have now received a letter from the CGS president to remind member institutions that the practice followed by some departments to make offers early and to insist that students respond quickly or lose the offer has led students to accept all offers and then, by April 15, to resign from all but one. According to the CGS president, this practice violates the spirit of the resolution, which is that acceptances should not be made casually.

The chairman wished to draw the attention of the council to this problem. He suggested that departments set April 15 as deadline for students to commit themselves, and that departments keep in touch with students after offers are made.

2. Results of the Graduate Council Election: Drs. Albert E. Miller (materials science and engineering), Francis X. Connolly (mathematics), and Edward A. Goerner (government and international studies) were elected for a three-year term beginning July 1, 1989. Appointments will be made to replace the four outgoing appointed members (Rosenberg, Szewczyk, Weinstein, and Whitman).

3. Graduate School Graduation Reception: The chairman reminded members that they were invited to attend the reception for Graduate School degree recipients on Friday, May 19. He hoped that all members would make an effort to attend this event.

4. Graduate Council Committee on Doctoral Student Teaching: The chairman said that Dr. Nathan O. Hatch would appoint a committee to develop a program for this purpose.

5. Housing for Short-Term Visitors: Dr. Scheidt informed the council of problems he had encountered earlier this year in attempting to find housing for two short-term visitors. He recommended that the University look into this problem.

## VII. Other Business

1. Proposal to Increase Credit Requirements of the MSA Program: Following a discussion of the proposal, the council decided to ask the College of Business Administration for additional information (e.g. typical time to complete the program, list of new courses to be required to justify the increase, etc.) before further discussion.

2. The chairman thanked all outgoing members for their contribution to the council. He said that he himself was leaving the council and expressed his appreciation to all members, past and present, for their cooperation.

Dr. Le informed Dr. Gordon that the council had unanimously passed a resolution to express its appreciation for what he had done for the council, and for graduate studies and research at Notre Dame. Members and guests were invited to move outside where the resolution was to be presented to Dr. Gordon (see text of the resolution, attached).

The chairman formally adjourned the meeting at 5:15 p.m.

(Members then moved outside the meeting room. The framed resolution was unveiled and presented to Dr. Gordon, and a reception followed.)

### Resolution

**Whereas** Robert Edward Gordon has served with distinction for 18 years as vice president for advanced studies and chairman of the Graduate Council, and

**Whereas** he has provided creative and determined leadership in the development of graduate studies and sponsored research at Notre Dame, and

**Whereas** he has served as chairman of the Council of Graduate Schools, and has taken an active role in other national organizations, and

**Whereas** he has been a wise counselor and generous friend to several generations of Notre Dame graduate students, and

**Whereas** he has shown himself always to be a gentle man of noble aspiration and the highest character,

Be it therefore resolved unanimously that the Graduate Council of the University of Notre Dame extends its deep

# Documentation

appreciation and warm best wishes to Robert Edward Gordon on the occasion of his retirement from the University.

At Notre Dame, Indiana, April 26, 1989

Joseph A. Buttigieg, Francis J. Castellino, Nathan O. Hatch, Richard A. Hilliard, John G. Keane, V. Paul Kenney, Lloyd H. Ketchum, Kwan S. Kim, David M. Klein, Victor J. Krebs, Chau T.M. Le, Anthony N. Michel, Robert C. Miller, James H. Powell, Charles M. Rosenberg, Brian J. Rosmaita, W. Robert Scheidt, Thomas J. Schlereth, Albin A. Szewczyk, Paul P. Weinstein, Thomas L. Whitman.

## Minutes of the 230th Graduate Council Meeting

September 27, 1989

Dr. Nathan O. Hatch opened the meeting at 3:30 p.m. on September 27, 1989, in Room 121, Hayes-Healy Center.

Members absent and excused: Dean Francis J. Castellino, represented by Dr. John G. Duman; Dr. John C. Keane, represented by Dr. Robert W. Williamson; Dr. Anthony N. Michel, represented by Dr. Jerry-J. Marley; and Mr. Richard J. Tighe.

Guests of the Council: Dr. JoAnn DellaNeva, Dr. Richard Foley, Dr. Philip Gleason, and Dr. Gary Gutting.

### I. Chairman's Opening Remarks

Dr. Hatch welcomed members to the first meeting of the year and the first of his term as vice president. Following introductions, he defined the council's mandate broadly to include all aspects of graduate studies at Notre Dame, and he invited members to take the initiative in suggesting matters for the council's attention. He also stated his intention to appoint committees to address areas of major concern. These areas will include the preparation of doctoral students as teachers, Graduate School priorities and the development of new graduate programs. There will be an ad hoc committee on the foreign language requirement.

### II. Minutes of the 229th Meeting

The minutes of the 229th meeting were approved without change.

### III. Review of the Department of Philosophy

Dr. Hatch called on Dr. Joseph A. Buttigieg, chairman of the Philosophy review committee, to comment on the committee's report.

Dr. Buttigieg indicated the different documents involved in the review, and noted it had been pleasant to find a large measure of agreement among the various stages of the process. Each seemed to confirm the one that had gone before on three points: 1) The department is among the best in the nation. 2) It has certain areas of great strength — notably philosophy of religion and medieval philosophy. 3) Other areas will require attention, including philosophy of language, philosophy of mind and advanced logic. These deserve improvement in their own right and to complement studies in the other fields.

Dr. Buttigieg then addressed two other issues considered in the review.

The first was faculty leaves. Department faculty are, and are expected to be, active in the profession. However, their absence on leave can cause difficulty in staffing courses. Efforts to solve this problem by restricting leaves could have the unfortunate effect of diminishing faculty involvement in the profession.

The second was the possibility of change in the structure of the graduate program. The external reviewers' home departments — Brown, Cornell and Princeton — are of a different, more homogeneous character than Notre Dame's. Any attempt simply to import their model would be ill-advised. The department should proceed carefully and at length to consider changes based on its particular strengths and mission.

Dr. Buttigieg ended his remarks by noting that the conclusions of the external reviewers were generally in agreement with the aims and priorities of the department. The internal reviewers concurred, with the qualification that caution be exercised in restructuring the graduate program.

Dr. Hatch asked Dr. Gleason if he wished to add to these remarks.

Dr. Gleason stated his agreement with what Dr. Buttigieg had said. He praised the department's efforts in preparing the self-study, and noted how positive and pleased the

# Documentation

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external reviewers had been. The most substantive issue raised was the structure of the graduate program. Decisions on this are in the hands of the department.

Dr. Hatch next asked Dr. Foley if he wished to respond to the internal reviewers' comments.

Dr. Foley praised the work of the review committee and those within the department who were responsible for preparing the self-study, particularly Dr. Gary Gutting. He went on to note the broad agreement between the department's assessment of itself and the conclusions of the reviewers. He also pointed to the clear progress the department had made since the previous review.

Of greatest interest to the council, he thought, would be the steps the department has already taken to implement the reviewers' recommendations. These include a new advising system for graduate students, new placement procedures, increased participation by graduate students in departmental meetings, and a new, department level procedure for orienting teaching assistants.

In regard to other recommendations, Dr. Foley said the department agreed that philosophy of language, philosophy of mind and advanced logic required attention. Faculty opinion is divided over the restructuring of the graduate program. Discussion will continue, principally through a committee headed by Dr. Gutting.

Dr. Hatch called for questions.

Dr. Kim said that faculty teaching loads and office space are problems in all departments. Was there something unique about Philosophy?

Dr. Foley responded that he agreed about teaching loads, but was not sure about office space. He noted that the number of students taught by the department is among the highest in the college.

Dr. Hatch raised the issue of office space for teaching assistants, and said the problem is serious, extremely so in some departments.

Dr. Foley said the department has depended on graduate students to bear a substantial portion of the teaching load, but now intends to reduce that portion. This will make the problem more difficult.

Dr. Buttigieg added that the University should not use the possibility of declining enrollment in the future as a reason for refusing to add needed faculty in the present. Some departments must teach required undergraduate courses. All good graduate programs need an adequate

number of faculty, a number which cannot be determined simply by enrollments.

Dr. Loux said he agreed with Dr. Buttigieg, but felt the more immediate problem is to assure that the college is able to compensate departments fully for faculty on leave. The departments should not have to rely on part-time faculty and teaching assistants. In Philosophy, he noted, the graduate students have generally taught more than their counterparts in other departments.

Dr. Varma asked Dr. Loux if unused salary for faculty on leave remained in the departments.

Dr. Loux said it did not. It is used to support immediate needs in other departments, because the budget provided by the University simply does not meet the teaching needs of the college.

Dr. Foley pointed out that not being sure what money the college will return makes long-range planning impossible. This includes missing opportunities to hire visiting senior faculty.

Dr. Loux said that in effect departments which are successful in attracting outside funding for faculty leaves are penalized.

Dr. Varma noted that in the College of Engineering unused salary from faculty on leave is returned to the departments.

Dr. Kenney asked and was told that 1) the number of undergraduate majors is approximately 200, 2) the number of graduate students in residence is approximately 45, and 3) that the most popular areas of study are philosophy of religion, philosophy of science and medieval philosophy.

Dr. Connolly asked about the number of graduate assistant positions. Dr. Gutting said there were 36, a number sufficient to support all students for four years. More are needed, however. The department would like to increase the number of graduate students, and a fifth year is ordinarily necessary to complete the Ph.D.

Dr. Varma asked and was told that support for graduate students in Philosophy and in the humanities generally comes from internal sources, and that the number of Philosophy Ph.D.'s completed each year is approximately six.

Dr. Hatch noted that part of the strength of the department's Ph.D. program is its breadth. He wondered, however, if students had sufficient opportunity to do the kind of specialized papers necessary to get good jobs.

# Documentation

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Dr. Foley replied that this is a controverted issue. In the past, the department attracted good students whose interest was primarily in teaching. Now, it has some of the best students in the country, and they are often frustrated by the breadth of current requirements. The department has already made changes to diminish breadth, and is considering others.

Dr. Duman said there are some students of each kind in most graduate programs. Perhaps the best solution is to have requirements which satisfy both.

Dr. Kenney warned against allowing requirements to be determined primarily by faculty interest in teaching specialized courses.

Dr. Loux said that subdisciplines in philosophy have more of an impact on each other, and philosophers feel more confident in making judgments about developments in these subdisciplines, than is perhaps the case in other fields. Therefore a certain breadth of preparation is required.

Since there were no further questions or comments, Dr. Hatch noted that the University was currently developing a procedure to determine what actions should be taken following the various departmental reviews. He then called for the council's recommendation on the graduate program in Philosophy. Dr. Varma moved that the program be approved without reservation. The motion was seconded and then passed unanimously.

## IV. Foreign Language Testing

Dr. Hatch introduced Dr. DellaNeva to discuss test procedures for the foreign language requirement.

Dr. DellaNeva began with a brief description of the current structure. The test for each language has two parts: 1) a passage of general interest selected by the language departments and 2) passages from the literature of special fields selected by the appropriate academic departments. The language departments are responsible for grading both parts of the test.

There are problems with this structure: 1) Some departments have not cooperated in supplying special passages, leaving the choices to the language faculties. 2) There is no assurance the special passages will be of uniform difficulty from year to year. 3) It cannot be assumed that the language faculties are always qualified to grade the special passages. 4) There is a shortage of clerical help in administering the tests. 5) Students do not appreciate the difficulty of administering the tests. They sometimes sign up, but then fail to appear or appear unprepared.

Dr. DellaNeva then made two recommendations: 1) A committee should be appointed to study the entire test procedure. 2) While the procedure is being studied, the language faculties should be required only to administer the general part of the test.

Dr. Hatch called for questions:

Dr. Kim asked if the Graduate School really takes the process seriously. Does anyone ever fail?

Dr. DellaNeva replied that the process is taken quite seriously, and that people do fail.

Mr. Miller suggested that the special part of the test could be optional.

Dr. DellaNeva agreed. Each department could decide if it wished to require such a test.

Dr. O'Connor said he believes students are more likely to know passages from the literature of their special fields. Is it true they pass the special more frequently than the general part of the test?

Dr. DellaNeva said it is true, partly because the language faculties are not really competent in the special fields.

Dr. Cohn asked if the special part of the test could not simply be cancelled now.

Dr. DellaNeva replied that she would not favor so abrupt a change for students facing the test this semester.

Dr. Klein and Dr. Connolly said they liked the present two-part test. The special part may be more beneficial to students. Abolishing it might send the wrong signal.

Dr. DellaNeva said that from the perspective of the language faculties, the fundamental question is whether they should really be choosing and grading the special passages.

At this point, the sense of the council was that the language faculties should administer the general part of the test, and that the special part should be at the option of each academic department. Dr. Hatch said the Graduate School will work out an interim solution with the language faculties. A long-term solution will be developed through further consideration by the council.

# Documentation

## V. Chairman's Comments

Dr. Hatch offered some reflections on the present and future state of graduate education at Notre Dame.

Graduate education, he noted, is important on two levels:  
1) It is the way great universities judge each other. In that context, Notre Dame has the unique challenge to become both a major university and a major *religious* university.  
2) It enhances the quality of undergraduate teaching.

At present, graduate education may be Notre Dame's weakest point. Evidence for this can be found in standard evaluations, in the perceptions of other universities, in the general lack of improvement in GRE scores during the last 10 years, and in the modest success of most departments in placing graduates. The University must invest in graduate education with the vision, planning and resources necessary to make long-term changes.

Dr. Hatch then proposed five goals: 1) a comprehensive University commitment to graduate education resulting in funds to raise the level of graduate support; 2) a better articulation of the role of graduate education at Notre Dame, especially through efforts by the Office of Advanced Studies; 3) the integration of the Graduate School into the overall life of the University; 4) a strong emphasis on higher quality in the applicant pool, among newly admitted students, and in the conduct of graduate programs generally; 5) the reorganization of the Office of Advanced Studies, including additional full-time staff, possible part-time participation by faculty members and a change of name to "The Graduate School."

Dr. Hatch also announced several projects now underway in the Office of Advanced Studies. These include 1) a new fellowship program for outstanding students involving a multi-year award of high, 12-month stipends; 2) a new emphasis on minority recruitment to double the number of minority graduate students; 3) the development of a larger fund for graduate student recruitment generally; 4) the initiation of a working group of directors of graduate studies; 5) the development of more creative publications by the Office of Advanced Studies and by the various graduate programs.

Dr. Hatch concluded by inviting members of the council to comment on any of the above goals or projects.

The meeting was adjourned at 5:00 p.m.

## The Faculty Senate Journal

September 14, 1989

The chair, Prof. Paul Conway, called the meeting to order at 7:30 p.m. in room 202 of the Center for Continuing Education. After Dr. F. Ellen Weaver offered the opening prayer, the chair welcomed all senators—those new and those returning—to the first meeting of the year and asked all to check the roster to be sure it was complete and correct. At that point he requested each senator to introduce himself or herself. The chair remarked on the similarity in the senate's business agenda for the year to that of his previous term as chair 12 years ago. Each senator having been previously assigned to a particular committee, a sign-up sheet was distributed to allow senators to request notification of meetings for other senate committees; the wide interests of each senator would indicate that more than one committee's business might be attractive. The chair reminded senators of the bylaws requirement to join a committee, and that membership on a particular committee does not preclude interest in and attendance at other committees.

Proceeding with his opening remarks, the chair reported on several events which occurred over the summer. On May 23, the 1988-89 and 1989-90 Executive Committees met with the president, provost and executive vice president of the University. The results of this meeting were:

- 1) The Faculty Senate will deal generally with the provost, and communication should be in writing. The provost and chair will meet on a regular basis to discuss a whole range of issues; others may be included in the meeting as the agenda evolves.
- 2) Re: Parental Leave Policy—this was a case where communication between the senate and the administration was not adequate; the provost will follow up on it soon, and the senate's Benefits Committee will also do so.
- 3) Re: Academic Council—the provost does not tamper with senate proposals.
- 4) Re: Status of Women Ad Hoc Committee—a topic for discussion among the officers, a priority issue in the Notre Dame community. The senate proposed a standing committee; the provost and president were receptive and wanted more information.
- 5) Re: Day Care Center—the provost was leery of operating one on campus (liability, 24 hour operation, worker training, expense). An outside consultant had



# Documentation

expressed reservations too, so it was decided to make the cost part of the "cafeteria-style benefits" package.

- 6) The provost brought up the issue of confidentiality, an area which troubled him and prevented him from involving more faculty (for instance) in tenure deliberations. But it was pointed out that faculty do sit on CAP committees where such matters are discussed. He was assured senators would respect the need for confidentiality and balance it with the requirement for accountability.
- 7) Re: Budget Priorities Committee—functioned as the group which approved the benefits package. The provost thought the senate would be the natural interface with this group.
- 8) Re: Sexual Harassment Policy—another topic for the officers to discuss. Later on June 10, the provost issued the University's policy which incorporated only one of the senate's recommendations.

The chair announced that his first meeting with the provost will take place on Monday, September 18. Conway reconstituted two ad-hoc committees (Status of Women and Special Professional Faculty) and one new one (Governance). The senate is part of a national network of faculty senates, and more information will be presented at a later date. The senate's two representatives to the Board of Trustees Committee on Academic and Faculty Affairs (Conway and vice chair Kathleen Biddick) will suggest at a meeting on September 21 that the trustees devote one of their committee meetings to the Status of Women at Notre Dame.

The chair moved along to the approval of the journals from April 13 and May 2. With amendments, each was accepted. The chair asked the secretary to be sure each meeting's journal was ready for approval by the next meeting or by a vote of the senators by mail before the next meeting.

## Committee Reports—

- 1) Academic Affairs—chair Robert Hayes talked about last year's agenda (faculty alcohol assistance program), and this year's (library correlation with curriculum plans), and he welcomed other suggestions.
- 2) Administration—chair Frank Connolly said the issue for his committee would be how best can the faculty participate in the governance of the University. He suggested a pamphlet for the faculty (especially new members) on how things are run at Notre Dame; further business would include facilitating and overseeing the process of constituency meetings.

- 3) Student Affairs—chair F. Clark Power suggested that this year's agenda would concentrate on course evaluation, and he welcomed suggestions.
- 4) Benefits—co-chairs Frank Bonello and Mohamed Gadel-Hak reported on a meeting with Human Resources Director Roger Mullins and his assistant, Rita Gautier who oversees the benefits area. There is to be an increase in Blue Cross/Blue Shield premiums, but they have no idea yet of how much. The flex plan is working well, and all should be aware of their individual spending accounts; this money has to be used by the end of the year or the person loses it. Section 89 of the Tax Reform Act of 1986 is now under review; this called for equalization of fringe benefits, and Notre Dame has complied with this. Nothing has yet been done on a parental leave policy. Some changes are coming in TIAA/CREF, so that they become more flexible; some new options for the University are alternative pension plans and the redeemability of CREF at the end of employment. The committee will study these and make recommendations at a later meeting.

Human Resources will be sponsoring a couple of educational programs (on financial planning and retirement planning) this year, and Mullins wishes to visit the senate again.

The chair moved to reports from the ad-hoc committees, whose membership has been made up of both senators and non-senators:

- 1) Special Professional Faculty (SPF)—chair Ellen Weaver has arranged a meeting for the committee with Vice President and Associate Provost Roger Schmitz and Associate Provost Eileen Kolman (who oversees the SPF) to discuss a permanent SPF structure and to try to participate in the provost's office's ongoing review of criteria for the SPF. There seems to be no other school which has such a faculty, but there needs to be further investigation of this. A discussion on some of the abuses in appointment and promotion procedures in the SPF ensued among Weaver, Conway, Prof. Mario Borelli and Prof. Morton Fuchs.
- 2) Status of Women—chair Kathleen Biddick reported that a report is due October 2 for the Board of Trustees, containing information from peer institutions on procedures and policies on a whole range of issues. There is still a proposal on the table for the administration to appoint a University Committee on the Status of Women. Associate Provost Kolman has been asked to join the senate's ad-hoc committee, and she is most welcome. The committee held a very successful workshop for untenured women faculty to try to gain their views on the quality of life for women on



# Documentation

campus. This meeting was attended also by Kolman and by Prof. Thomas Swartz, chair of the University's Affirmative Action Committee, a member of the Trustees' Academic Affairs Committee, and a former senator. Conway asked if the ad-hoc committee wants to have the senate approve its report before it is sent to the senate. Biddick responded positively, and the senate will act on it at its next meeting. Biddick asked for agenda items. Prof. Mario Borelli wanted to be sure the committee recommends that the new University committee the senate envisions is an elected committee.

- 3) Faculty Participation in University Governance—chair Mohamed Gad-el-Hak said its task was now to formulate a survey on governance issues; its preliminary report has been mailed to all faculty members, and it too called for a faculty survey. All members are welcome to suggest questions for inclusion. Conway indicated that the report recently sent to the faculty was one intended to generate discussion and reaction, in writing preferably. Gad-el-Hak said letters to the editor of both campus and local papers would also help to generate responses. Prof. Charles Parnell asked if emeriti faculty were sent copies; Conway indicated they were but the mailing went in stages, so perhaps not all have been delivered. The report went to all faculty (including administrators who were faculty members) and trustees. Fuchs wanted to know how many responses from non-faculty had been received. Gad-el-Hak answered none as yet. Conway pointed out that the date of the report was appropriate, September 4, 1989, was Labor Day.

Profs. Ronald Wasowski and Connolly asked if the report would be discussed at this or a future senate meeting. Conway said only as a matter of timing was it not on tonight's agenda; it could be brought up as new business, but it is intended for all faculty members to receive, read and discuss. Prof. Leo Despres thought it should be placed on the agenda for our meeting October 16; he so moved and Borelli seconded. The motion passed with one negative vote.

Under old business, Conway asked Hayes to present the Academic Affairs Committee's proposal for a faculty alcohol assistance program. The report of the committee is printed as Appendix A of this journal. One major issue was coercive referral, and how this would affect the faculty. The provost had asked members of the committee to report on its work to the college councils, but it had not as yet reported to the senate. Now this proposal for an FAAP is presented for senate action. Meanwhile the new faculty handbook (just distributed) makes reference to a University alcohol policy for the faculty, under the provost's office; it is printed under "Faculty Information"

in the handbook. Does this change the senate's role in this issue? Since a committee recommendation has the force of a seconded motion, the committee moved the adoption of its recommendation. The floor was thus open for debate on the recommendation.

The discussion centered on the wording of the University action in the handbook in relation to what the senate might propose. The sense of the senate appeared to be that the two were compatible, and that the senate should proceed with its recommendations along with a study by the Committee on Administration of the University's action in this regard. Fuchs asked if the AAUP had ever taken a stand on "coercive referral." Prof. Keith Rigby responded that there seemed to be none, and of the three sample programs studied, only one had this feature; staff can be forced to enter a rehabilitation program, and the key question is whether we want to recommend that faculty at Notre Dame be similarly forced to do so. This is part of the reason for recommending an "awareness week," so faculty can inform themselves on this issue. Biddick said the schools studied (Minnesota, Missouri and Michigan) have strong traditions of faculty governance. The question having been called, the senate moved to vote on the committee's recommendation. The results were: 32 affirmative, one opposed, and two abstentions.

The recommendation passed.

Under new business Prof. Panos Antsaklis asked if the senate has ever had any response to its inquiries two years ago about the parking problem on campus. The chair thought the executive committee might look into this and pass it along for proper committee consideration. Borelli moved to adjourn and Dr. Peter Lombardo seconded. The meeting adjourned at 9:35 p.m.

Members present: Anderson, Antsaklis, Bandyopadhyay, Bell, Bender, Bentley, Biddick, Blenkinsopp, Bonello, Borelli, Bunker, Connolly, Conway, Costigan, Despres, Esch, Fallon, Fuchs, Gad-el-Hak, Goddu, Halloran, Hanson, Hayes, Keating, Krieger, Lapsley, Lombardo, MacKenzie, Moody, Olivera-Williams, Parnell, Porter, Powell, Power, Pratt, Quinn, Rigby, Sheehan, Slaughter, Wasowski, Weaver

Members excused: Attridge, C. L. Johnson, Sporleder

Members absent: Collins, Falkenberg, Harmatiuk, Herro, P. Johnson, McCarthy, Miller, Pilkinton, Rai

Respectfully submitted,

Peter J. Lombardo Jr.

# Documentation

## Appendix A

### Report on Faculty Alcohol Assistance Program

Kathleen Biddick, chair  
May 17, 1989

#### BACKGROUND

In a conversation with Ellen Weaver in August 1988, President Malloy requested that the Faculty Senate discuss the possible implementation of a faculty alcohol assistance program at Notre Dame. He made this request in response to the Task Force on Whole Health and the Use and Abuse of Alcohol, recommendation 4 (page 27) which advised: "Establish a campus-wide assistance policy on alcohol use, abuse, and treatment which pertain to all members of the community including faculty. Current EAP (Employment Assistance Programs) services should be expanded to include faculty."

The Executive Board of the Faculty Senate recommended that Committee of Academic Affairs and a sub-committee from the Faculty Senate Benefits Committee work on this agenda. As it turned out the changes in the benefits programs so occupied the Benefits Committee in the autumn that such collaboration was not feasible.

#### ASSESSMENT OF DOCUMENTATION ON COMPARATIVE FACULTY AND STAFF ASSISTANCE PROGRAMS

The Committee on Academic Affairs began their study by requesting information from Human Resources on faculty Assistance Programs (hereafter called FAP) at other campuses. Human Resources sent us the following information upon which our report is based.

I. University of Michigan Referral Guide brochure—"Working with a Troubled Faculty or Staff Member through FASAP"

II. University of Minnesota mimeograph—"All-Campus Faculty Assistance Program Proposal"

III. University of Missouri-Columbia basic information packet and policy statement "Employee Assistance Program"

We noted the following basic features of Employee and Faculty Assistance Programs (EAP/FAP):

#### REFERRAL SERVICES

University staff and faculty and their family members experiencing personal problems, including but not limited to alcohol and substance abuse, which effect job performance and/or the quality of private life may use the cost-free referral service provided by EAP/FAP. The employee may voluntarily refer himself or herself. Family members, clergy, colleagues may urge an employee to use the referral service. Management can also recommend referral. Staff programs have procedures for coercive referral which obligate a staff member to report for referral. Only the brochure from the University of Michigan made it clear that coercive referral can apply to faculty as well (see copy of a sample written referral from that brochure).

The referral service of an EAP/FAP program coordinates a meeting with a mental health professional who evaluates the staff member or faculty's problem and recommends appropriate action. The referral service relies on service providers in the community who have been pre-screened for cost, competency and professional approaches. The service providers are not linked to services provided by University Counseling.

If medical treatment is elected by the staff or faculty member, the cost is covered according to the employee's health insurance plan. It is worth noting here that UND benefits for mental health seriously eroded with the new benefits package. UND packages now offer the following in-patient mental health coverage:

Blue Cross-Blue Shield: 80 percent of deductible subject to \$200,000 lifetime maximum for all mental health, alcoholism and drug treatment.

Health Plus: 80 percent of charges limited to 21 days per year.

Partners: 100 percent after \$250.00 co-payment per admission, limited to 30 days per year.

#### ADMINISTRATION

Literature from the University of Missouri-Columbia provided the most information on administration of its FAP program. It instituted a two-tier advisory council to approve all EAP/FAP activities. Deans and provosts compose the first advisory tier. An advisory council made up of representatives from various departments, and divisions, both academic and non-academic, ensures governance and communication among university constituencies. The University of Columbia-Missouri also integrated information about the EAP/FAP services into job orientation. They also developed a position for an alcohol educator on campus.

# Documentation

The University of Minnesota estimated a proposed start-up budget (based on 1987 figures with a faculty of 5,852 and an 8 percent faculty usage rate) of \$109,245.

## EVALUATION OF PROGRAMS

The committee recognizes the benefits of Alcohol Awareness programs and the availability of referral services for faculty suffering from alcohol abuse and other problems. Our review of the FAP literature did, however, leave us with serious questions about procedural issues and faculty governance involved in the implementation of such a program:

### (1) coercive referral

Faculty can be subject to coercive referral in the University of Michigan program. The literature for Missouri-Columbia and Minnesota were not clear whether faculty referral was strictly voluntary. Coercive referral by a department chair changes the power relationship between department members and raises serious questions about the integrity of tenure at the university.

### (2) relationships between referral and University disciplinary procedures.

The programs claim that the FAP procedures do not and will not alter or supersede the normal employment rules, policies and disciplinary procedures of the University. These programs do, however, involve subtle issues of evaluation of faculty job-performance and new relations of power between chairpersons and department members which are not adequately dealt with in the claims of the literature. We would like to hear personal testimony from faculty at Missouri-Columbia, the university with the oldest FAP program, concerning problems they have encountered with the administration of the program.

### (3) faculty governance

Michigan, Missouri-Columbia and Minnesota have strong faculty unions and a tradition of faculty governance. The Faculty Advisory Committee plays a central role in the administration of EAP/FAP at Missouri-Columbia. The definition of the role and constitution of such a Faculty Advisory Committee at the University of Notre Dame, a campus with a poor tradition of faculty governance, will require special attention, should a FAP program be considered.

## OPINIONS OF THE COMMITTEE ON A FAP PROGRAM AT NOTRE DAME

The Committee on Academic Affairs did not reach a consensus about adopting a FAP program at the University of Notre Dame. Three positions emerged among the committee members:

### I. opposition to a FAP program at Notre Dame

(a) Such a program cannot avoid intrusive procedures which seriously erode the integrity of tenure. Such risks outweigh benefits.

(b) Such a program duplicates services available in the community and funds to start and maintain such a program would be better spent on improving current mental health benefits in the Notre Dame benefits package.

### II. Adopt a FAP program based strictly on voluntary referral.

Under no circumstances should there be coercive referral. A faculty members' refusal to follow the suggestion of a department chair or dean to seek referral cannot result in an coercion to seek referral.

III. adopt a FAP program with a clearly stated policy for a Faculty Advisory Board which would oversee the development of the FAP program and deal with any disciplinary problems that might arise about referral and recidivism.

## RECOMMENDATIONS

The Committee on Academic Affairs urges that the Notre Dame faculty have the opportunity to inform themselves about FAP programs before they endorse such a program on campus. We recommend that an ad hoc Faculty Senate Committee on a Faculty Alcohol Assistance Program be instituted to organize a faculty alcohol awareness week which would involve faculty and administrative committees and Human Resources and an open forum with faculty from Michigan, Missouri-Columbia and Minnesota who have had experience with FAP Programs. After such an awareness week, the Faculty Senate should oversee a faculty referendum about the implementation of a FAP program at Notre Dame.

# Documentation

## University Libraries' Hours During Thanksgiving Holiday-- November 22-25, 1989

Date	Hesburgh Library		Engineering & Science Libraries
	Building	Public Services	
Wednesday, November 22	8 a.m.-10 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.
Thursday, November 23	Closed for Thanksgiving Day		
Friday, November 24 and Saturday, November 25	9 a.m.-10 p.m.	9 a.m.-5 p.m.	9 a.m.-5 p.m.
Sunday, November 26	All libraries return to their regular schedules		

The following public service units will be open on Friday and Saturday:

Audio Video Center  
Circulation Services  
Current Periodicals Center  
Microtext Center  
Reference Services  
Reserve Book Room

# Advanced Studies

## Current Publications and Other Scholarly Works

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

### COLLEGE OF ARTS AND LETTERS

#### American Studies

Schlereth, Thomas J.

T.J. Schlereth. 1989. History Museums and Material Culture. Pages 296-320 in, W. Leon and R. Rosenzweig, eds., History Museums in the United States: A Critical Assessment. University of Illinois Press, Urbana, Illinois.

T.J. Schlereth. 1989. Living History as Historical Process. Pages 204-214 in, P.K. Leffler and J. Brent, eds., Public and Academic History. Krieger Publishing Company, Melbourne, Florida.

#### English

Ziarek, Krzysztof

K. Ziarek. 1989. Poems (series). *Słowo* (Word) (in Polish). *Przegląd Polski* (a Polish literary review). October 5: 8.

#### History

Dolan, Jay P.

J.P. Dolan. 1989. Religion and the Immigrant Community: 1820-1920. Pages 27-50 in, J.F. Kelly, ed., American Catholics. Michael Glazier, Inc. Wilmington, Delaware.

#### German and Russian Languages and Literatures

Lanzinger, Klaus

K. Lanzinger. 1989. Jason's Voyage: The Search for the Old World in American Literature. A Study of Melville, Hawthorne, Henry James, and Thomas Wolfe. Peter Lang Publishing, New York, New York. xii + 243 pages.

#### Music

Stam, Carl L.

C.L. Stam. 1989. Conductor. Notre Dame Chorale Concert. Notre Dame Club of Indianapolis, St. Matthew's Catholic Church. Indianapolis, Indiana.

C.L. Stam. 1989. Conductor. Notre Dame Chorale Concert. St. Albert's Catholic Church, Kettering, Ohio.

#### Theology

Bradshaw, Paul F.

P.F. Bradshaw. 1989. Review of Aidan Kavanagh's *Confirmation: Origins and Reform*. *Journal of Theological Studies* 40:720-722.

Christiansen, SJ, Andrew J.

A.J. Christiansen, SJ. 1989. The Common Good and the Politics of Self-Interest: A Catholic Contribution to the Practice of Citizenship. Pages 54-86 in, D. Gelpi, SJ, ed., Beyond Individualism: Toward a Retrieval of Moral Discourse in America. University of Notre Dame Press, Notre Dame, Indiana.

Collins, Adela Y.

A.Y. Collins. 1989. Review of Marcus Borg's, *Jesus: A New Vision*. *Bible Review* 5(5):12,17.

R.E. Brown, SS, J.R. Donahue, SJ, Donald Senior, CP, and A.Y. Collins. 1989. Aspects of New Testament Thought. Pages 1354-1381 in R.E. Brown, SS, J.A. Fitzmyer, SJ, R.E. Murphy, and O. Carm. eds., The New Jerome Biblical Commentary. Prentice Hall, Englewood Cliffs, New Jersey.

A.Y. Collins. 1989. The Origin of Christian Baptism. *Studia Liturgica* 19:28-46.

A.Y. Collins. 1989. The Apocalypse (Revelation). Pages 996-1016 in, R.E. Brown, SS, J.A. Fitzmyer, SJ, R.E. Murphy and O. Carm, eds., The New Jerome Biblical Commentary. Prentice Hall, Englewood Cliffs, New Jersey.

Cunningham, Lawrence S.

L.S. Cunningham. 1989. Religious Booknotes: Practicing Ethics and Spirituality. *Commonweal* October 29:572-574.

L.S. Cunningham. 1989. The Monastic Charism: A Lay View. *Cistercian Studies* 24:243-251.

Ford, J. Massyngbaerde

J.M. Ford. 1989. The Biblical Understanding of the Spirit. Pages 33-61 in, F.A. Eigo, OSA, ed., The Spirit Moving in the Church. Villanova University, Villanova, Pennsylvania.

# Advanced Studies

McBrien, Richard P.

R.P. McBrien. 1989. Catholicism: The American Experience. Pages 7-25 in, J.F. Kelly, ed., American Catholics. Michael Glazier, Inc., Wilmington, Delaware.

Trembath, Kern R.

K.R. Trembath. 1989. Ideas and Illustrations for Christmas Midnight Mass. *Homily Service* 22(9):45-47.

## Institute for Scholarship in the Liberal Arts

Burke, Robert P.

R.P. Burke. 1989. Entrepreneur with a Vow of Poverty. *Notre Dame Magazine* 18(3):10-11.

## Medieval Institute

Jordan, III, Louis E.

L.E. Jordan, III. 1989. The Chapel of St. Kathrein at Castle Karneid: Iconography and Patronage of a Fourteenth Century Südtirolese Fresco Cycle. *Zeitschrift für Kunstgeschichte* 51:479-512.

## COLLEGE OF SCIENCE

### Biological Sciences

Hellenthal, Ronald A.

R.D. Price and R.A. Hellenthal. 1989. *Geomydoecus* (Mallophaga: Trichodectidae) from *Pappogeomys* and *Zygogeomys* Pocket Gophers (Rodentia: Geomyidae) in Central Mexico. *Journal of Medical Entomology* 26(5):385-401.

### Mathematics

Snow, Dennis M.

A. Bialynicki-Birula, J. Carrell, P. Russell and D.M. Snow. 1989. Editors. Group Actions and Invariant Theory (Canadian Mathematical Society Conference Proceedings, Volume 10). American Mathematical Society, Providence, Rhode Island. x + 228 pp.

## COLLEGE OF ENGINEERING

### Aerospace and Mechanical Engineering

Mueller, Thomas J.

G.S. Schmidt and T.J. Mueller. 1989. Analysis of Low Reynolds Number Separation Bubbles Using Semiempirical Methods. *AIAA Journal* 27(8):993-1001.

### Electrical and Computer Engineering

Bernstein, Gary H.

R.A. Puechner, A.M. Krizan, G.H. Bernstein, W.P. Liu, J. Ma, D.K. Ferry and G.N. Maracas. 1989. Conductance Oscillations in Lateral Surface Superlattices. Pages 581-586 in, GaAs and Related Compounds 1988, Institute of Physics Conference Series 96. IOP Publishing Ltd., Bristol, England.

Costello, Jr., Daniel J.

C. Schlegel and D.J. Costello, Jr. 1989. Bandwidth Efficient Coding on Channels Distributed by Jamming and Impulse Noise. Pages 279-293 in, G. Cohen and J. Wolfmann, eds., Lecture Notes in Computer Science Coding Theory and Applications. Springer-Verlag, Toulon, France.

R.H. Deng and D.J. Costello, Jr. 1989.

High Rate Concatenated Coding Systems Using Multidimensional Bandwidth-Efficient Trellis Inner Codes. *IEEE Transactions on Communications* 37(10):1091-1096.

## RADIATION LABORATORY

Chipman, Daniel M.

D.M. Chipman. 1989. Gaussian Basis Sets for Calculation of Spin Densities in First-Row Atoms. *Theoretica Chimica Acta* 76:73-84.

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# Notre Dame

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# R E P O R T

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