



Notre Dame

R E P O R T

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Six Trustees Elected

Six people have been elected to the Board of Trustees. The four elected to regular trustee positions are Kathleen W. Andrews, Kansas City, Mo., vice president of Universal Press Syndicate and vice chairwoman and chief executive officer of its Andrews and McMeel publishing company; John W. Jordan II, founder of the New York City investment firm and the Chicago-based holding company bearing his name; Phillip B. Rooney, Hinsdale, Ill., president and chief operating officer of Waste Management, Inc.; and John F. Sandner, chairman of the board of governors of the Chicago Mercantile Exchange.

Two others were elected to three-year trustee positions reserved for recent graduates of the University. They are Catherine A. David, senior marketing assistant for Target Stores in Minneapolis, and Marty Rodgers, Washington, D.C., a legislative assistant in the office of Sen. Harris Wofford, D-Pa. David is a 1985 graduate in marketing, and Rodgers a 1988 graduate in economics.

Kathleen Andrews, who holds a 1963 master's degree from Notre Dame, was the first financial officer of Universal Press Syndicate, co-founded by her late husband, James, and became vice president of the syndicate in 1981. Since 1986 she also has held the position of chief executive officer and vice chair of Andrews and McMeel, the syndicate's publishing arm. With the syndicate's surviving co-founder, John McMeel, she established the Andrews Memorial Scholarship Fund at Notre Dame, which underwrites summer social service projects in conjunction with alumni clubs. She has been a member of the advisory council for the Institute for Church Life.

John "Jay" Jordan was graduated from Notre Dame with a business degree in 1969. After receiving an MBA from Columbia University, he was a pioneer in the business of acquiring companies for the Carl Marks partnership account. He left that firm in 1982 and founded the Jordan Company, a private investment firm that acquires, manages and builds companies for the Jordan Company partnership account. In 1988 he formed the Chicago-based holding company Jordan Industries, Inc. He resides in New York City and is involved in philanthropic work through his private trust, the Jordan Trust. He has been a member of the College of Business Administration advisory council.

Phillip Rooney joined Waste Management in 1969 and held several executive positions leading to his current post in 1984. In 1988 he was elected chairman of the board and chief executive officer of Wheelabrator Technologies, in which Waste Management has controlling interest. He is a director of several corporations as well as the Lyric Opera,

the National Audubon Society and other charitable organizations. He is a member of the finance council of the Archdiocese of Chicago and a trustee of Denison University and Nazareth Academy. He has served as a member of the advisory council for Notre Dame's College of Engineering.

Jack Sandner is serving a record seventh term as chairman of the Chicago Mercantile Exchange's board of governors, a position he first held in 1980 and to which he was re-elected in 1986 after serving three years as board-appointed legislative liaison. He assumed the chairmanship again in 1991 after two years as senior policy advisor. (Under exchange rules, a chairman is limited to three consecutive one-year terms.) He is a 1968 graduate and benefactor of the Law School and has served on its advisory council. He is president and chief operating officer of Rufenacht, Bromagen & Hertz and has been associated with the Chicago Mercantile Exchange since 1971.

The Board of Trustees is headed by Andrew J. McKenna, president and chief executive officer of the Schwarz Paper Company of Morton Grove, Ill. There are currently 52 members of the board, which has 60 seats.

"Services for Students with Disabilities" Brochure Available

The Office of the Provost has published a brochure on "Services for Students with Disabilities." It includes a 14" x 14" route mobility map indicating accessible buildings, access locations, disabled parking, curb-cut locations and major circulation routes.

The brochure also has information on the services available for the physically challenged. One new feature is a special office, 103 Brownson Hall, which is designated for the use of anyone who is in an inaccessible office and wishes to meet with a disabled student. To use this office or to obtain a brochure, please call Associate Provost, Father Oliver Williams, C.S.C. (1-6858).

Faculty Notes

Appointments

Cathleen M. Cowhey, a Saint Mary's College alumna, has been named the new director of the Innsbruck Program. Cowhey, of Lake Forest, Ill., and has been given a two-year appointment beginning in August. A former student in the Innsbruck Program, Cowhey received a master's degree in theatre and modern and medieval history from Ludwig-Maximilians-Universität in Munich, where she now is completing doctoral studies. She also holds an appointment as a visiting faculty member in the Department of German and Russian Languages and Literatures.

Alain Toumayan, associate professor of romance languages and literatures, has been named director of the Angers Program in France for two years beginning in August. A specialist in 19th and 20th century French literature, he received his undergraduate education at the University of Pennsylvania and his doctorate from Yale University in 1982. He joined the Notre Dame faculty in 1989 following appointments at Johns Hopkins and Princeton Universities.

Honors

Ian B. Duncanson, staff professional specialist in the Radiation Laboratory, has been appointed to the office of president-elect of the American Scientific Glassblowers Society for 1993-94 and as president for 1994-95.

Keith J. Egan, adjunct professor of theology, has been appointed to the advisory board for spirituality of *Concilium: Revue Internationale de Théologie*, Nijmegen, The Netherlands. He has been appointed by the Catholic Theological Society of America and the College Theological Society to serve on the Committee for Dialogue with the Commission of Doctrine on the National Council of Catholic Bishops.

Phillip J. Faccenda, vice president, general counsel and professor of law, has received the 1993 Award for Excellence in Legal Practice from St. Ignatius College Prep, Chicago's oldest preparatory school. Faccenda was a 1947 St. Ignatius graduate.

George A. Lopez, acting Regan director of the Kroc Institute and professor of government and international studies, has been appointed to a three-year term on the editorial board of *Peace Review*.

Rev. Edward A. Malloy, C.S.C., president and professor of theology, has assumed the chairmanship of the board of directors of the American Council on Education (ACE). Elected vice-chair and chair-elect in January 1992, Malloy will serve as board chairman for one year. ACE is the umbrella organization for the nation's accredited, degree-granting colleges and universities as well as national and regional higher education associations. Its membership includes some 1,600 schools and more than 200 associations.

Malloy was elected to a three-year term on the executive committee of the Business-Higher Education Forum, a group founded in 1978 in affiliation with the American Council on Education which unites leading corporate and academic chief executives to address issues of common concern.

Walter Nugent, Tackes professor of history, has been appointed to a three-year term on the fellowships panel of the Henry E. Huntington Library in San Marino, Calif.

Kern Trembath, assistant chairperson and professional specialist in theology, received a Jump Start grant from the Office of University Computing for collection of images, slides and maps to be used in the department's "Foundations of Theology" courses.

Activities

Hafiz M. Atassi, professor of aerospace and mechanical engineering and director of the Center for Applied Mathematics, presented the invited paper "Unsteady Turbomachine Flows: A Source of Noise and Vibrations" and chaired a session on "Flow in Blades and Seals" at the II Latin American Conference on Turbomachinery in Cuernavaca, Mexico, Feb. 15-18.

Stephen M. Batill, professor of aerospace and mechanical engineering, presented the following two presentations titled "Structural Design Space Definition Using Neural Networks and a Reduced Knowledge Base" co-authored with Richard Swift and "System Design Projects for Undergraduate Design Education" at the AIAA/AHS/ASME Aerospace Design Conference in Irvine, Calif., Feb. 16-19. He conducted a session at the NASA/USRA Advanced Design Program winter workshop in Newport Beach, Calif., Feb. 19-20.

Roberto DaMatta, Joyce professor of anthropology, presented the paper "On the Nation of Authoritarian Culture: Doubts, Reflections, Questions" at a seminar sponsored by UNESCO Institute of Education, Hamburg, Germany; Institute for the Study of Religion (of Rio de Janeiro, Brazil); National Institute for Studies and Research in Education (Ministry of Education, Brazil); Institute of Advanced Studies of the University of Sao Paulo, Brazil; Ford Foundation; Carlos Chagas Foundation; Getulio Vargas Foundation; and, Latin American Center for Studies in the Social Sciences, at the University of Sao Paulo, Brazil, Feb. 15-17. A book of essays will be the result of this meeting.

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Malgorzata Dobrowolska, assistant professor of physics, presented a solid state seminar titled "Application of Spin-Spin Exchange for Determining Spatial Localization of Wave Functions in Semiconductor Heterostructures" at Purdue University in West Lafayette, Ind., Feb. 19.

Stephen A. Fredman, associate professor of English, chaired the panel "Philosophical Approaches to Contemporary Poetry" and gave a paper titled "Olson/Gadamer: The Concept of Recognition in Projective Verse" for the Twentieth-Century Literature Conference at the University of Louisville in Louisville, Ky., Feb. 27.

Umesh Garg, associate professor of physics, gave the invited talk "Superdeformation in the A=190 Region: Recent Results for the Argonne-Notre Dame Gamma-Ray Facility" at the workshop on Nuclear Physics with Small Detector Arrays and Mass Analyzers in New Delhi, India, Dec. 17-19.

Mary Gerhart, visiting professor of theology, gave the lecture "Theology in the Post-Modern Era" at St. Thomas Aquinas Center at Purdue University in West Lafayette, Ind., Jan. 28.

Denis A. Goulet, O'Neill professor in education for justice, economics, served as an invited discussant at the conference on "Ethics, Security, and the New World Order" co-sponsored by the Carnegie Council on Ethics and International Affairs and the Ethics Training Roundtable held at the National Defense University in Washington, D.C., Feb. 11-12.

John D. Halfman, assistant professor of civil engineering and geological sciences, presented the invited paper "Lake Malawi Water Column Stability and Sedimentology Inferred from Recent CTD-transmissiometer Surveys" at the IDEAL symposium on the Limnology, Climatology and Paleoclimatology of the East African Lakes held in Jinja, Uganda, East Africa, Feb. 18-23.

Davide A. Hill, assistant professor of chemical engineering, gave the invited talk "Normal-Mode Micro-Dielectrometry: A New Tool to Probe Chain Relaxation in the Vicinity of a Solid Surface" at the symposium on Process Monitoring sponsored by Golden Gate Polymer Forum to the American Chemical Society in Palo Alto, Calif., Feb. 11.

Candace Howes, assistant professor of economics, presented the paper "Mix Matters and It Doesn't Just Happen" on a plenary panel at the Union for Radical Political Economics summer conference in Monticello, N.Y., Aug. 21, at the UAW Research Department in Detroit, Mich., Nov. 5, and at the Economic Policy Institute in Washington, D.C., Nov. 20. She presented a paper titled "A Truly Activist Trade Policy" to the Joint American Economics Association-Union for Radical Political Economics session at the ASSA

Convention in Anaheim, Calif., Jan. 6. She did a presentation titled, "GATT Should Be Dead," to the Knight Center for Specialized Journalism conference on "World Trade and U.S. Jobs" in College Park, Md., Feb. 16.

Douglas W. Kmiec, professor of law, delivered a lecture titled "Constitutional Interpretation and the Natural Law" to the First Friday Club of Cleveland, Ohio, Feb. 4.

Peter J. Lombardo Jr., director of continuing education, served as moderator and panelist for the discussion "Non-Accredited Liberal Adult Education" at the "United States/United Kingdom Comparative Continuing Education Workshop" at the University of Oxford in England, Jan. 26-29. The workshop was followed by a meeting of deans and directors of the centers for continuing education, originally funded by grants from the W.H. Kellogg Foundation of Battle Creek, Mich.

George A. Lopez, acting Regan director of the Kroc Institute and professor of government and international studies, delivered a short address to 70 invited guests for "History Emergent: A Symposium" at the University of Chicago in Chicago, Ill., Dec. 8. The symposium was a retirement tribute to Ruth Adams who directed the MacArthur Foundation's program in peace and international cooperation from 1984 to 1992.

Michael J. Loux, O'Shaughnessy professor of philosophy, served as commentator in a symposium on the Problem of Universals at the eastern division meeting of the American Philosophical Association in Washington, D.C., Dec. 29.

Michael Lykoudis, associate professor of architecture, gave a lecture on 19th-century architecture and urbanism in Greece to the general public at St. Andrews Greek Orthodox Church in South Bend, Ind., Jan. 24. He presented an introduction to an exhibition of student work in Madison, Ind., Feb. 27. The work of Lykoudis' students along with students of Norman A. Crowe, associate professor of architecture, and Nancy Chambers, assistant professor of architecture, was the result of the fall 1992 studio on Madison's architecture and urban design. An article on this exhibition was published in the *Madison Courier*.

Scott Mainwaring, senior fellow in the Kellogg Institute and associate professor of government and international studies, gave lectures on "The Rise and Demise of Radical Catholicism in Brazil" and "Clientelism, Patrimonialism, and Crisis: Brazil Since the 1980s" at the University of Toronto in Toronto, Canada, Feb. 23.

Edward Manier, professor of philosophy, co-chaired the business and planning meeting of the Section on History and Philosophy of Science of the American Association for the Advancement of Science at its 1993 meetings in Boston,

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Mass., Feb. 11-16. He is secretary of the section (1987-97) and the AAAS representative of the Philosophy of Science Association (1991-94). Manier will investigate ways in which current research in developmental biopsychology is translated into clinical applications in child psychiatry as a visiting resident tutor at Leverett House at Harvard College in 1993-94.

Rev. Richard P. McBrien, Crowley-O'Brien-Walter professor of theology, presented "Catholic Identity and the Future of the Church" to the Regional Adult Education/Formation Program at the Archdiocese of Milwaukee, Waukesha County Expo Center, in Waukesha, Wis., Jan. 23. He presented "The Future of the Church" to the Chicago Sunday Evening Club on WTTW (Channel 11) Chicago, Ill., Jan. 24. He gave the presentation "The Future of the Church and its Ministries: Imperatives for the 21st Century" at the 25th anniversary convocation of the Catholic Theological Union in Sinai Temple in Chicago, Ill., Feb. 13.

Paul McGinn, associate professor of electrical engineering, presented a poster titled "The Effect of $\text{PtO}_2 \cdot \text{H}_2\text{O}$ Additions on the Y_2BaCuO_5 Morphology in Melt Textured $\text{YBa}_2\text{Cu}_3\text{O}_{7-x}$ " and attended a meeting of the program committee at the Midwest Superconductivity Consortium group meeting at the University of Missouri in Columbia, Mo., Jan. 27-28.

Rev. Ernan McMullin, O'Hara professor of philosophy, lectured on "God and Cosmology" and "Galileo's Conception of Science" for the Lonergan College seminar at Concordia University in Montreal, Canada, Feb. 1. He gave the annual Don Shula Lecture on "The Relevance of Philosophy to Science" at John Carroll University in Cleveland, Ohio, Feb. 8.

Karen M. Morris, staff professional specialist in chemistry and biochemistry, presented "Boom! Is it a Reaction?" at the Science Alive! science technology fair at the St. Joseph County Public Library in South Bend, Ind., Feb. 20.

Rev. Edward D. O'Connor, C.S.C., associate professor of theology, presented "Poverty in the Religious Life" at Fatima Retreat House in Notre Dame, Ind., Feb. 11. He gave the lecture "St. Louis de Montfort's 'Total Consecration'" at Mary's Solitude at Saint Mary's College in Notre Dame, Ind., Feb. 14.

Erskine Peters, professor of English, presented the lecture "The Autobiography of Malcolm X: Its Literary and Historical Context" at Valparaiso University in Valparaiso, Ind., Feb. 25.

Irwin Press, professor of anthropology, chaired a Medical Anthropology Roundtable titled "Hospital Culture" at the annual meeting of the American Anthropological Association in San Francisco, Calif., Dec. 4.

James H. Seckinger, director of the National Institute for Trial Advocacy and professor of law, served as a faculty member for the Advocates Society Institute Teacher Training Program in Toronto, Ontario, Canada, Feb. 5-6. He gave a series of lectures to both the faculty and participants on Effective Teaching Techniques.

Mihir Sen, associate professor of aerospace and mechanical engineering, presented the paper "Stability of Flow in a Rotating Open Loop Thermosyphon" co-authored with M.A. Stremler and D.R. Sawyers and chaired the sessions "Hydraulic and Other Equipment" and "Fluid Mechanics and Heat Transfer" at the II Latin American Conference on Turbomachinery in Cuernavaca, Mexico, Feb. 15-18.

Steven B. Skaar, associate professor of aerospace and mechanical engineering, presented the paper titled "Effective Three-Dimensional Visually Guided Autonomy" at the weekly series sponsored by the Navy Center for Applied Research in Artificial Intelligence's AI Seminar Series at the Naval Research Laboratory in Washington, D.C., Jan. 25.

Nancy K. Stanton, professor of mathematics, gave a colloquium lecture on "Rigid Hypersurfaces in \mathbb{C}^n " at the University of Washington in Seattle, Wash., Jan. 28.

Lee A. Tavis, Smith professor of business, presented a paper on direct investment and development and served as a faculty member for the Salzburg seminar conference on Restructuring Economics for Growth in Salzburg, Austria, Feb. 6-12.

Arvind Varma, Schmitt professor of chemical engineering, presented an invited graduate seminar titled "Combustion Synthesis of Advanced Materials" jointly to the Department of Chemical Engineering and the Department of Engineering Sciences and Applied Mathematics at Northwestern University in Evanston, Ill., Feb. 11.

Eduardo E. Wolf, professor of chemical engineering, presented a seminar titled "STM Studies of Pt and Pd/Graphite Catalysts" at the Department of Chemical Engineering at the Universidad De Chile in Santiago, Chile, Jan. 7.

249th Graduate Council Minutes February 17, 1993

Members present: Nathan O. Hatch, chair; Harold W. Attridge; Jeanne D. Day; Kimberly A. Gray; Ethan T. Haimo; Maureen T. Hallinan; John W. Houghton; Gerald L. Jones; John G. Keane; Chau T.M. Le; Scott P. Mainwaring; Stuart T. McComas; Anthony N. Michel; Robert C. Miller; Wilson D. Miscamble, C.S.C.; Kathie E. Newman; Thomas L. Nowak; James H. Powell; Chris R. Vanden Bossche; Diane R. Wilson.

Members absent and excused: Francis J. Castellino, represented by John G. Duman; Gary M. Gutting, represented by Michael Detlefsen; Jeffrey C. Kantor; Michael L. Kelly; Barbara M. Turpin; John H. Van Engen.

Guest: Timothy O'Meara.

Dr. Nathan O. Hatch opened the meeting at 3:37 p.m. on February 17, 1993, in Room 210, Center for Continuing Education. He welcomed the University's provost, Timothy O'Meara, and turned the meeting over to him for discussion of the "Report of the Committee on Academic Life to the Colloquy for the Year 2000," noting that all Graduate Council business would be deferred until the next meeting.

The provost said that each of the four different component committees will report to the Colloquy Committee for the Whole, and that this special edition of the "Report of the Committee on Academic Life" was prepared for the purpose of this kind of discussion. The minutes of this and other meetings where the report is discussed will go to the committee with the report, so the provost asked that both favorable and critical comments be voiced and that omissions be noted as well.

In Chapter 1, the committee addressed "Our Academic Mission as a Catholic University" and called for "an unambiguous commitment to:

- educational excellence at all levels, undergraduate, graduate and professional;
- excellence in research, scholarship and artistic creativity across the board; and
- the animation of Catholic intellectual life.

Prof. Ethan Haimo asked if the order in which these three components of commitment were presented signifies priority. The provost responded that it does not.

Prof. Gerald Jones remarked that he thought these points were excellent, providing a succinct statement of what we're about, and that perhaps this should be the first statement presented in the document.

Prof. O'Meara said that there was general agreement on this document by members of the Academic Life Committee,

but one of the hardest issues addressed was that of Notre Dame's Catholic identity; it evoked the most vigorous discussion. Dean Hatch added that the discussion of the relation of teaching and research also was intense. The provost continued that discussion of the Catholic issue was heated but nothing was "given away" to attain unanimity. Recommendation 1, calling for "all who participate in hiring faculty" to "be cognizant of and responsive to the need for dedicated and committed Catholics to predominate in number among the faculty," was agreed to be an excellent resolution, Prof. O'Meara said. The point was that, ultimately, if all of the University's faculty subscribed to what we as Catholics believe but none were Catholic, would we have a Catholic university? Surely not. But we want to be open to and encourage the presence of teacher-scholars of all faiths, with everyone on an equal footing and all contributing to the University's Catholic character. In this report, like the PACE document of 1982, we reaffirm our commitment to Catholic identity, and we make it somewhat stronger, he said, by shifting more responsibility to the departments.

Prof. John Duman said he agreed wholeheartedly with the academic mission as a Catholic university articulated in Chapter 1, but he said that he and others on the faculty think that Recommendation 1 is overstated and could send the wrong signal to academics outside this university.

Prof. O'Meara asked Prof. Duman if he could agree with the idea of a "preponderance" of Catholics if we put aside the issue of mechanics for the moment. Prof. Duman responded that we can't separate them. Catholics are very underrepresented in the sciences, he said, and it would be very difficult to have a faculty of which 51 percent are Catholic. Fifty percent would be way above the national average of Catholics in science.

Prof. O'Meara said that the recommendation is not meant to be a formula. Rather, it is a statement of intent for the University as a whole and that its implementation will continue to be discussed at length after the Colloquy process has ended.

Prof. Michael Detlefsen said that Catholics would be a small number of the topnotch people in any discipline and that there is no reason to believe that this goal could be achieved in any department. He questioned the whole idea, saying that he doesn't think that having an active and stimulating intellectual community at a Catholic university depends on having some minimum number of Catholics on the faculty.

Prof. Kimberly Gray asked how we can measure "dedicated and committed" Catholics. How do we enforce or standardize? We can have objective measures for academic strength, she said, but she has problems with this idea, even though she herself is Catholic. She thinks it narrows the intellectual diversity, and we need diversity to have an intellectually stimulating environment.

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Fr. Wilson Miscamble referred to a paper on the secularization of American higher education which Prof. George Marsden presented at a recent meeting of faculty interested in the issue of Notre Dame's Catholic identity. Fr. Miscamble said that small, seemingly justifiable decisions during the last century eventually, bit by bit, changed the religious identity of some of our leading universities so that today they no longer have any religious identity at all. Fr. Miscamble said that we must confront this issue now, or we will be going down the same path toward secularization. We have to flesh this out here, he said. It is an incredible cop-out to say that there are not Catholics available, he continued, because it is our task to help identify and develop them. He said that this question is one that defines Notre Dame's identity and we must address this with great care. It is clearly crucial, he said. The great concern with diversity has produced universities which all look alike, Fr. Miscamble said, but true diversity would require that we retain our distinctive identity.

Prof. Duman said it seems that we're telling non-Catholics they are second-class citizens here. Prof. O'Meara said, "Strongly 'No.' We go to great lengths to say not." He said that similar statements in the PACE report, which he regularly gave to people coming to Notre Dame to consider tenure appointments, did not seem to put candidates off. He said that we are trying to be nuanced, and that this is one of many conundrums faced by the committee: How do you put conflicting values together?

Mr. John Houghton made the point that the proportion of graduate students who are Catholic is substantially less than for the rest of the student population, and that given the employment of graduate students as teachers, perhaps achieving a preponderance of Catholics in the graduate student population ought to be considered as well.

Prof. O'Meara said that the graduate student issue has not been specifically addressed. Continuing, he acknowledged that Catholics have not been represented in certain areas of our society and that part of what makes life as provost at Notre Dame very interesting is that we are engaged in trying to change a culture.

Prof. Jones said that part of the objection — "and I've heard a lot similar to Jack Duman's" — is always a question of what it means to be a Catholic university. It's a problem reducing it to a simple formula or percentage, and no one can be serious about that, he said. The second thing is that just like there are lots of different kinds of universities, there are lots of different kinds of Catholic universities. Should Notre Dame be the kind of Catholic college which attempts to protect itself from secular influence, but with a graduate school, he asked. The point is to develop Catholic leadership. He noted, for example, that Notre Dame's Laetare Medal winners apparently survived secular education.

Notre Dame might aspire to be a Catholic institution which could produce such Catholic leaders.

Mr. Robert Miller commented that 51 percent does not make a preponderance. He believes that we must have the spirit whatever the percent.

The provost asked for comments regarding Recommendation 2, which recognized the Congregation of Holy Cross's unique role at Notre Dame. There were none.

Prof. O'Meara then called attention to a sentence at the bottom of page 4 calling for faculty to maintain a high standard of personal and professional conduct, both inside and outside the University. He said that the extent to which personal behavior should be important is something which must be discussed, especially in light of what we reflect to our students.

Dean Harold Attridge agreed that we must be accountable for our personal behavior, but the problem is how to operationalize it. Prof. O'Meara said that such problems do not arise often at Notre Dame, but when they do, how do we handle it? Is it important? he asked Prof. Jeanne Day. Yes, it is important, she said; students and faculty should be on notice that they are accountable for personal behavior.

We cannot operationalize this, Prof. O'Meara said, but it is important. Another conundrum.

Dean Anthony Michel said it is important because most of our students are undergraduates. Not to be responsible for personal behavior can be a betrayal of the expectations of parents who send their children here thinking that certain values are honored.

Prof. Maureen Hallinan asked if we are talking about a code of ethics with a higher standard than that held at other universities. Most universities seem to hold people accountable for their personal behavior, she said.

The provost responded that while no one has a "secret formula" in mind, certain behavior should not be tolerated here, and we probably would agree when such cases arise. But we sometimes feel trapped because it's not teaching, it's not research, so on what basis can we act? However, to say that personal behavior is irrelevant because it does not affect one's teaching or scholarship surely is not an adequate response, he said.

We are unclear about certain issues, Dean Attridge said, and we need to discuss them, try to know what standards we hold in these general areas, such as sexual harassment and discrimination, and homosexuality. This language might be an invitation to meet a higher standard, he said.

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Pointing to another element of Recommendation 3, Prof. Detlefsen asked what a "Catholic intellectual community" means. Prof. O'Meara said that it has to do with the kinds of issues involved in a place where "the Church can do its thinking." We might tend to foster certain kinds of debate here, he said.

Moving on to Recommendation 4 on the components of the faculty's vocation, the provost noted that 15 or 20 years ago there was a lot of debate about asking all faculty to excel in both teaching and scholarship, but today there is little disagreement.

Recommendation 6 addresses the goal of increasing the size of the faculty by about 150 appointments. Prof. Scott Mainwaring said that frequently it is possible to make better hires at the associate and full professor levels than at the endowed chair level because there is a larger pool of highly qualified candidates at those levels and we are more likely to be able to attract them. He asked if there was much discussion of the strategy articulated, or if there was broad consensus about seeking such a large number of endowed chairholders.

Prof. O'Meara replied that to some extent, this recommendation is a continuation of a strategy developed during the last campaign, when it was thought that donors would more readily fund a named chair than a full professorship. The recommendation of 50 endowed junior positions in addition to 50 senior chairs is a scaling down of the earlier strategy.

Dean Hatch said he thought that Prof. Mainwaring had made an excellent point, one which wasn't discussed much in the committee, and it would be interesting to speculate on ways these junior chairs could be used.

Prof. O'Meara pointed to another conundrum: What happens to these junior chairholders at tenure decision time — do they carry the endowed chair over? Dean Michel quipped that perhaps this will cut down on early promotions.

Prof. Duman asked if this recommendation says that all of these chairs must go to faculty from outside the University. Prof. O'Meara replied that it does not. If a chair goes to someone inside, he said, a position is released to hire someone else.

Addressing section 2F on "Long-Range Prospects for Academic Leadership," the provost said we must assume that, generally speaking, future deans and chairs will come someday out of the junior faculty we hire today. We also want our leaders to be scholars, he said.

One of the problems with the scholar as administrator model, Prof. Haimo said, is that the administrative duties take away from scholarly activity. Prof. O'Meara agreed, and said that we should wait to make such appointments until a person is firmly established as a scholar. Secondly, he said, we must provide the opportunity for a person to rejuvenate after an administrative appointment has ended; we need a reward system that enables people to recover — but it's important to remain alive so that one can recover, he said.

The provost began discussion of the third chapter by saying that we need a really new, fundamental look at the undergraduate curriculum with "no holds barred." We need more support for architecture and the arts, he said, which is addressed in Recommendation 10, and we must stop enrollment creep, addressed in Recommendation 11. Managing enrollment probably will require re-evaluating the Freshman Year, he said, and while we won't completely lock students into their choices, we must find a better way to control enrollment shifts.

Prof. O'Meara said that Recommendation 14 to provide some merit scholarships might be of concern to many. He said the usual argument here against merit scholarships is that Notre Dame's financial aid is limited and therefore no more than is needed should go to any student.

Dean Hatch said merit scholarships are a marketing strategy which other universities use very effectively in recruiting the best undergraduates, and Prof. Haimo alluded to the importance of such scholarships in music.

Mr. Houghton drew on his personal experience of teaching at a prep school to describe a perception out there that Notre Dame actually makes money on its undergraduates, and that our tuition is very high.

Prof. O'Meara said it is important to distinguish between our "list price" and our "discount price;" when financial aid is considered, he said, our tuition cost is somewhat higher than at some other institutions. On a somewhat related topic, he said we must ask why we don't attract more National Merit Scholars.

Referring back to Recommendation 11 about controlling enrollment, Prof. Nowak asked if enrollment would not be used to generate tuition. Prof. O'Meara replied that while occasionally this has been done, generally it is not.

Prof. Nowak said that merit scholarships can be a way to attract the really creative students here. We have good all-round students, he said, but we need the "nerds," the unusual, really bright, creative students.

Documentation

Prof. O'Meara said that Section 3B underlines Notre Dame's serious commitment to graduate education.

Prof. Detlefsen asked why the estimated funding needed to begin doctoral studies in business was higher than the recommended endowment to fund the whole Graduate School. Because it would be starting from scratch, Prof. O'Meara replied; also, he said, the doctorate in business would be under the Graduate School.

The provost commented briefly about the sections on international studies and the areas addressed under "Environment for Learning, then moved to Chapter 4, Research, Scholarship and Infrastructure. He said that much discussion went into this section of the report, especially the goal that Notre Dame should be a premier research university. Recommendation 19 articulates some signs by which a premier institution might be known.

Prof. Detlefsen said it's indefensible that something as specific as GRE scores should be mentioned in this list of indicators, which deals in appropriate generalities up to this point. Trying to maximize GRE scores can "get us burned big time," he said.

Prof. O'Meara said that to aim simply at high levels of research funding would change the character of this institution. Instead, the committee looked for different measures, and this list suggests the kind of things one might look at.

Dean Attridge said that GREs are one indicator, and that a GRE average of 2200 in a department such as philosophy certainly would indicate a higher quality of student than an average of 1500. Prof. Detlefsen did not disagree.

Mr. Miller asked if it is possible for Notre Dame to get into the AAU. Prof. O'Meara replied that while the AAU has used levels of federal research support as a barrier to entry, there have been occasional exceptions. Notre Dame has argued that as a national Catholic university, we would have a lot to offer to the AAU.

Dean Hatch noted that faculty member by faculty member, in science and engineering we would compare well with AAU institutions, but we have a large humanities faculty and a social sciences faculty with a humanistic bent as well as a large undergraduate business faculty which does not go after federal research money.

The provost commented briefly on needs addressed under research infrastructure, the library and facilities for academic programs. He noted that specific use of the recommended funding for a London facility will be flexible, but that it is important to look ahead now to the year 2005 when the current lease will expire. He explained that a

Graduate Center received lowest priority in this facilities listing because the real need is for graduate students to be close to the faculty, not segregated from them.

Dean Hatch agreed, emphasizing the critical need for graduate students in arts and letters to have office space. Ideally, they would be interspersed with faculty in new office space, he said, but if that doesn't happen, the call for a Graduate Center is a reminder of that need.

Mr. Houghton said that, in either case, the need for a graduate student placement office should not be overlooked. There was some discussion about this point, with Dean Hatch noting that graduate students now use the undergraduate placement office but they require separate support geared to their needs. Prof. Detlefsen questioned the need, saying that his department tends to be put off by "placement-office packages" from job seekers, but Dean Attridge noted that some very good schools such as Stanford, Chicago and others, have placement offices for graduate students. Mr. Houghton said such an office could be a source of information about the academic job search process rather than a producer of packages.

Expressing concern about the loss of Jesse Jones research support, Prof. Gray asked if the report addressed the need for research start-up funds to replace it. Prof. O'Meara referred her back to Recommendation 21, which cites research initiation and development.

The provost spent the remainder of the meeting explaining the various components of the budget presented in the appendix. He said that the committee tried to define a reasonable goal that makes good sense, and that there will be a greater emphasis on "sticking to the program" in fund-raising efforts. He concluded that we have pushed the vision as far as we could for the next round of growth and development.

The meeting was adjourned at 5:21 p.m.

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The meeting was called to order by the chair, Richard Sheehan, at 7:05 p.m.

The opening prayer was offered by Clark Power.

Sheehan thanked Peter Lombardo, senate secretary, for the excellent job he did on the executive summary of the last senate meeting. Sheehan reported on the meetings he has attended since the last meeting. First was the Academic and Faculty Affairs Committee of the Board of Trustees in which a new chair, Patrick McCartan, was appointed. The first meeting was held to establish the committee's agenda for the year. The main issue discussed at the meeting was teaching/research at Notre Dame. Two topics were discussed indicating that: 1) initiative for resolving this issue must come from the faculty, and 2) teaching vs. research, discussing if these are complementary or dichotomous. Discussions on this topic will continue during the year. The second meeting Sheehan attended was the Academic Council meeting. The major items discussed were: 1) recommendation for three standing committees, Faculty Affairs, Graduate Studies and Undergraduate Studies. Sheehan indicated that each committee will be composed of 10 members assigned by the Executive Committee, six elected faculty members from the council, three ex officio members of the council, and one student member from the council. Each committee will elect its own chair from the faculty representatives. The senate would maintain its right of agenda; 2) presentations were given on teaching/research as a response to the student report "Back to Basics"; and 3) the "Mission" statement was discussed and the College of Engineering's reaction to the draft was discussed. The senate was requested to provide input to the council.

Mario Borelli moved that the senate meetings start at 7 p.m., with the whole senate meeting from 7 to 8 p.m., Standing Committees meeting from 8 to 8:45 p.m., and the whole senate convening from 8:45 p.m. until adjournment. Philip Quinn seconded the motion. There was no discussion and the motion passed unanimously. Sheehan suggested that this format be tried during the fall semester meetings and then discussed again during spring semester.

Standing Committee Reports

A. Student Affairs - George Lopez was out of town and sent his report. There are two items on the agenda of this committee: 1) Vice President O'Hara's rejection of GLND/SMC request to be recognized as an official student group by the University and what impact the senate's recommendation that the organization be recognized (passed at the May 1992, senate meeting) has on her deliberations. The Student Affairs Committee was also concerned about the lack

of consistency and fairness in the treatment given this group by Student Affairs. The committee plans to address these issues with Professor O'Hara when she visits the senate. The committee will also discuss the "Back to Basics" report.

B. Academic Affairs - There was no report since this committee has not met.

C. Administrative Affairs - Clark Power reported several agenda items were being discussed: 1) senate bylaws revisions, 2) develop a procedure to monitor the 12 or more committees for which the senate supervises their election procedures and to determine if these committees are meeting and their activities, 3) prepare a motion for the senate regarding membership of administrators on the Faculty Senate, 4) Ed Vasta's recommendation for changing textbook distribution from the bookstore to the JACC at the beginning of each semester, and 5) make recommendations to improve the quality of the bookstore.

David O'Connor asked when Professor O'Hara was going to meet with the senate and was told that no meeting date had been established. O'Connor also requested that each senator be given a copy of the constitution of GLND/SMC or at least the critical parts of the constitution that she finds problematic.

D. Benefits - John Affleck-Graves reported the the Benefits Committee has identified four items to review this year: 1) the annual Faculty Compensation Report, 2) health care insurance structure, 3) emeriti professors' benefits, 4) Day Care/Parental Leave policy, and 5) an invitation to comment on the "Statement of Human Resources at University of Notre Dame" draft. Some concerns have been expressed about the draft being vague and did not include issues that should be considered or not considered at tenure decision time. For example, a person's sexual orientation. Ed Vasta has submitted a revision to the draft.

Sheehan requested that the senators should inform him or other members of the Executive Committee about possible speakers for future meetings. Those mentioned are Kevin Rooney, director of Admissions; Patricia O'Hara, vice president of Student Affairs; Roger Mullins, director of Department of Human Resources; and Tim O'Meara, provost.

Old Business

A. O'Connor requested that the motion he made at the last meeting which was tabled stating that the senate organize meetings in each college to discuss the proposals of the summer committee be addressed at the next meeting.

B. Sheehan stated that a letter the senate received from John Yoder concerning senate accountability in representing faculty concerns has been referred to the Administrative Affairs Committee.

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New Business - none.

Announcement - Quinn announced that the next meeting of the summer working committee on establishing an advisory committee to the Provost's Academic Planning Committee will be November 18.

Fr. Malloy's Comments to the Senate - The first item discussed by the president was priorities as the Colloquy 2000 process concludes. One word which describes the collective wisdom which came out of this experience is the term balance. Notre Dame needs balance within its resource base to preserve the excellence it has with regard to undergraduate instruction while improving the quality of education at the graduate level, recognizing that Notre Dame will remain a predominantly undergraduate university with regard to enrollment. Currently, Notre Dame is underfunded because the financial base is too low when compared to comparable institutions. The Colloquy will produce a list of needs throughout the campus and then identify what can be achieved and in what order. There is a need for additional faculty, yet this is the single most expensive item the University has. Significant progress in the computerization of the campus has been made. Malloy addressed the issue of faculty accountability and the need to do a more effective job in evaluating faculty activities. Faculty should be actively involved in teaching and research with some time devoted to service. Notre Dame does not have a Nobel Prize winner. It has some faculty which are recognized at the international level, more with a national reputation. Progress in improving the quality of the faculty has occurred, yet we should not fool ourselves that we are better than we are. Outside evaluators do not say this department or that department is in the top 10. They do state that some parts of a department are in the top 10. There are many elements of a meritocracy in a university setting. The reward structure reflects this. There are a few departments that are outstanding across the board and others that are less outstanding and some that are struggling. The challenge is how to provide sufficient resources to those academic units who have already displayed the ability to use those well and how to bring along other units who are not yet there because they might lack senior leadership or because of retirements.

The University has been well served by its commitment to a core curriculum at the undergraduate level. It puts pressure on colleges in different ways. The College of Arts and Letters and College of Science are the only two units that service the core curriculum. There have been proposals to include engineering and business, but this is difficult to implement within a four-year degree program. The extent to which the core curriculum should be carried by only two colleges needs to be reviewed. There are pressures in some colleges to move to a five-year program. This needs closer review. One way to address the issue is through reallocation of core curriculum course distribution to all colleges. Malloy expressed concern about large lecture classes

depersonalizing the educational process at Notre Dame. It would be a disaster for Notre Dame to lose its reputation for doing excellent undergraduate instruction.

Notre Dame has a rare opportunity to become a University where high quality research takes place in at least some of its units. The quality of the faculty has improved as has the research environment of the University. This is, however, less reflected in the library. The holdings of the library have increased and more staff hired, but this unit needs to be brought up to level. This has been difficult since obtaining funding for the library has been difficult. The endowed professorships have been helpful. Up to now, all have been at the senior level. More junior-level chairs need to be established. Also there is a need to increase the number of stipends for graduate students and make graduate students feel more comfortable at Notre Dame. There has been an attempt to obtain a large grant to support the Graduate School and if this happens, it will place graduate education at Notre Dame at the next level. Fund-raising will be one of the answers to Notre Dame's financial concerns. There is tremendous loyalty to Notre Dame and if our needs are clearly described, a new fund-raising campaign should be successful. The budget cannot be increased through increases in undergraduate tuition and room and board fees. Can Notre Dame live within its means? What are those means for the future?

The second topic addressed by Malloy was what were the lessons learned from last year and what will the role of faculty participation be in University governance? With regard to governance, he reported there had been smoother years. What he was concerned about was that the level and forms of communication between administration and faculty was not what it needed to be. The outcome of last year's discussions has allowed the University to make progress and explore options which provide new approaches to governance. The restructuring of the Academic Council and the assignment of various responsibilities for evaluating the various dimensions of academic life have great promise. Adding members to the provost's committee will also be helpful. The conversations held over the summer were friendly and candid. Progress has been made, yet there is room for improvement. The letter sent to him by the chair of the senate trying to structure this meeting was very helpful. He stated that he had concerns about governance. By the end of the current semester, Malloy reported that he will have visited all academic departments and plans to visit all other units next semester. He noted that what constitutes a department at Notre Dame varies tremendously; they vary in size, in diversity and in the quality of their leadership. It was not clear to Malloy that a way for departmental conversations to take place has been found; about where the department is and the direction it should take. He does not believe that the administration can mandate this type of conversation. The same is true at the college level, but in a different manner. The tradition of gover-

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nance at Notre Dame has been a strong provost and strong deans. This has served Notre Dame well, yet the personality of the dean has had a big influence on to what extent the College Council functions at all or in any advisory fashion. Of concern is the trend that many qualified people are refusing to become departmental chairs and unless there are many good people who are willing to serve, the University as a whole will suffer. Malloy stated that his attempt at involving more people in governance was through the task forces he established early in his term as president. Overall, the task forces have had an important influence on decision making at the University, and continue to identify important issues. He stated that if he were to change anything, he would have taken more personal responsibility in the follow-up on implementation of the various recommendations of the various task forces. Progress has been made, but there is need for more improvement. The next step is to come to some type of agreement about an enhanced Provost Advisory Council.

Malloy concluded his remarks by strongly urging members of the senate to be well informed regarding the rapid changes that are taking place in higher education. He would like to have a collective fund of knowledge about what is going on in the academy at the national level and what type of decisions are being made by other institutions and why. He urged members of the senate to read the *Chronicle of Higher Education* since it is one of the most effective means of communication in the broader academy. He reported that he plans to publish a periodic statement from the president about important topics, plus information about issues he believes the faculty need to be considering. Needed is a discussion on what the critics are saying about higher education.

In conclusion, Malloy commented about his involvement with Vatican committees discussing Catholic higher education. He believes these conversations are important and that Notre Dame needs to participate in these meetings. Notre Dame has been doing several things in international outreach. He has visited many countries while president and has participated in several international conferences. He believes Notre Dame can increase its fund-raising level base at the international level. Progress has been made in regard to cultural diversity, yet more improvement is needed. He reported he was concerned about the decline of African-American applicants. The most positive factor is the increase in enrollment among Hispanics. The coeducational aspects of education at Notre Dame continue to require evaluation and the lifting of the quota for undergraduate women's admissions has been a significant improvement. Notre Dame is in fairly good shape with regard to brick and mortar. He stated he appreciated reflections from the senate on the Catholic identity of Notre Dame and its mission.

A question and answer session followed. David O'Connor asked how the Catholic identity of Notre Dame has influ-

enced the academic priorities. Malloy responded by stating that there were a range of opinions on this issue. One opinion is that if a particular college or department is viewed as being the source of our Catholic identity, then the faculty of that unit needs to be Catholic. The danger of that view is that it renders the world as somehow alien or secular. Malloy believes that a Catholic university should not settle for this limited view. He would like to see more sustained conversation across colleges questioning what do we do and why do we do this. What is presupposed in a certain point of view about the way we structure our education?

Ed Vasta asked if Malloy was feeling pressure that Notre Dame was becoming secularized? American culture has amazing residues of religious concerns. We have a surprising number of people who come to Notre Dame believing in God and interested in religious matters. Malloy stated that he perceives Notre Dame as a place where a good percentage of students are involved religiously and Notre Dame provides support structures to encourage that involvement. If the faculty does not want to commit itself to the religious purposes and identity of Notre Dame, the identity will erode.

Sophia Jordan commented that Malloy's diagnosis of the problems the library is having was accurate and asked that given that fund-raising for the library has been difficult, given the shortage of library faculty, given the pressure of that faculty to obtain external grants, how is he going to bring the library from this very low-level profile to a current standard of managing the academic needs of the University? Malloy responded that the most obvious solution was to make a case to a single benefactor to give us an increment of money to address some of the immediate problems the library is experiencing. The operating budget can then be used to add new library faculty. This has not happened in the past because this need was not perceived as a high priority, but now there is a much stronger consensus to place the library's needs high on the priority list. Jordan asked if some of the problem might be the absence of library faculty on various University committees. Malloy agreed and stated that the library faculty and all of us could do a better job talking about the library and what it means as a resource in the University.

Jean Porter asked Malloy to comment on the status of the recommendations made by the Task Force on Cultural Diversity at Notre Dame. Malloy stated that the administration has gone through the reports of the Task Force and responded to the various points and identified those individuals who would have responsibility for follow-up. There will be an on-going committee that will continue to address cultural diversity issues. Financial resources have been maximized in order to recruit students who have financial need. As long as Notre Dame is a need-based institution and there are other institutions that are buying students, Notre Dame will always be at a disadvantage. It was decided not to buy

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students but to target financial resources for minority students and Notre Dame scholars.

Gerald Bruns stated that he and many of his colleagues felt that the conflict between Malloy and the Faculty Senate last spring was a substitute to deal with a problem of faculty alienation; alienation of the faculty from the administration and alienation of the faculty from the senate. Decisions are made by the administration and not communicated to the faculty in a timely manner. For example, the English Department had an external review; the department requested feedback from the provost and the president and never received a response. Where is the English Department when compared to other departments? Where is the English Department in the president's view of the overall University? Malloy responded by saying he did respond to where English fits into the University at the departmental meeting. Faculty alienation may well be part of the concerns faculty have. He expressed the hope that the faculty did not feel alienated collectively and individually. Malloy stated that if an individual or a group of people were alienated, he would like this to not be the case and would be happy to be part of an effort to move away from that alienation. The University is struggling to find the most effective way to improve faculty involvement and communication and Malloy hoped all were willing to give this effort a chance.

John Affleck-Graves expressed a concern about alienation regarding the improvement of communication. In order for that to happen there has to be information communicated to the faculty. Many decisions are made at Notre Dame and one never knows where or why they were made. There is not an adequate feedback loop. Malloy responded that there is a way in that there is a collective sense within colleges where the strong departments are and where the problems are. He would be surprised if individuals did not have knowledge of this. He would prefer to build on the strengths of strong departments and improve the quality of the weaker departments. External reviews are a way to do this. In terms of salaries, Notre Dame does not reveal salaries for historical reasons. He agreed that the communication loop needed to be improved.

Fr. David Burrell commented that real steps have been taken to improve communications by adding faculty to the Provost's Advisory Committee and the new strategic planning committee. It is important that faculty be involved by providing feedback on follow-up of task forces' recommendations and include faculty in participating in decision making. Malloy pointed out the difficulty of who gets feedback and when. How many faculty came to his recent address and for what reasons? This is an annual event where he talks about what is happening at Notre Dame and only one-third of the faculty attend. What are the best ways of communication? No matter who we are the question of communication and representation is not going to go away.

Michael Detlefsen stated that there were 10,000 small ways in which this University speaks to faculty saying faculty do not matter or the administration does not want to consider the faculty's point of view. When he read about the people selected to serve on Colloquy 2000 committees, he felt these were the people representing him, yet he had no choice in selecting these people. Faculty like to speak for themselves. It seems like it is either a patronizing attitude on the part of the administration that the faculty are not competent enough to choose their own representation, or the administration only wants certain faculty involved. He asked that faculty be allowed to select their own representatives in the future. He also stated that he still wonders why anyone would want to sit on the senate because there is no guarantee that the advice the senate gives the administration will be taken seriously. The administration needs to be more responsible in taking the faculty's advice seriously. Also, the faculty need to have access to the budget making process. When the University accepted the NBC television contract, there were no faculty involved in how that money was going to be spent. Malloy stated that the money from previous TV contracts went to cover the athletic budget and additional funds were put into an endowment for financial aid for undergraduate and graduate students. The total for this latter purpose for last year was \$7.1 million. It will be approximately the same for the next four years.

Ed Vasta stated his concern about the issue of meritocracy vs. democracy at Notre Dame and how it was impossible to achieve equality on the one hand, yet merit is generally provided by taking away from somebody and giving to somebody else. Vasta suggested that the University develop a policy that is not either/or but a combination of meritocracy and democracy. Malloy stated he did not want to be identified with a particular camp, but the University is a meritocracy. He suggested that if Vasta had a radical proposal for everybody getting paid the same, Malloy would be interested in the senate's reaction to such a proposal. Vasta indicated he did have such a plan and for the senate to take note of Malloy's invitation to submit ideas.

Richard Sheehan stated that, having been a member of one of the Colloquy subcommittees on finances of athletic programs, he has been pleasantly surprised regarding the cooperation in obtaining all the information the subcommittee requested. It struck him as the subcommittee went through the process that, with the NBC contract and the wrestling program being discontinued, the control of the information and the control of the release of the information about these events caused some alienation on the part of the faculty. By only releasing information concerning one perspective of the issue in the strongest case possible, perhaps neglects other components. This produces alienation because all of the information was not released. Malloy indicated that he understood the general concern. Some decisions can only be made quickly, others take more time. An effort has been made to provide information to Colloquy groups

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and others. There are no particular secrets regarding athletic or other major areas. It is not that there is something hidden there, but what is the most effective way of presenting such material. In some cases there are issues of expediency and confidentiality that influence what and how information is released.

David Leighton stated that during the last year there has been a tremendous improvement in communication between the administration and faculty. The senate has obtained more information from Malloy during this year's meeting than at last year's meeting and that Malloy should be commended for this improvement. Malloy stated that he agreed that this year's meeting was more productive. He concluded by stating that he is a committee person and is willing to spend a lot of time on process. One of his dilemmas is the multiplicity of responsibility being the CEO of the University. How can he best serve the faculty and University? By raising money and attending national meetings and other activities that involve travel? Should he continue to teach, live in a dorm, spend a portion of every year going to every department? How many University committees should he oversee? He believes he has developed a comfortable style of being present on campus most of the time, being present off campus some of the time and maximizing the role he can play in representing the University. In addition to the theoretical dimension of communication and representation, Malloy asked that the senate think with him about how he views what he is and what he can be. He has tried to develop a style that balances an internal and external role which means he gives a lot of responsibility to the provost and vice presidents. He would like for the senate and himself to develop more comfortable and effective ways of working together.

Mario Borelli commended Fr. Malloy for his efforts in improving cultural diversity and encouraged him to not look at numbers but at the quality of the atmosphere in supporting cultural diversity.

Paul Conway moved to adjourn, Jean Porter seconded, and the senate agreed to adjourn at 9:30 p.m.

Present: Affleck-Graves, Bartlett, Bender, Borelli, A.C., Borelli, M., Borkowski, Bruns, Burrell, Cashore, Coll, Collins, Conway, Detlefsen, Goetz, Higgins, Jenkins, Jordan, S.K., Kantor, Leighton, Litzinger, McDonald, O'Brien, O'Connor, Parnell, Porter, Power, Powers, Quinn, Schorn, Serianni, Sheehan, Tidmarsh, Vasta, Yoder

Absent: Chang, Connolly, Fallon, Garg, Hayes, Herro, Martin, Miller, Plantinga, Sporleder, Tageson

Excused: Eagan, Jenkins, Lamberti, Lombardo, Lopez, Shephard, Sauer, Jordan, M.D., Vecchio

Faculty Senate Journal November 10, 1992

The chair professor Richard Sheehan called the meeting to order at 7 p.m. in room 202 of the Center for Continuing Education, and asked professor Thomas Cashore to offer a prayer. Sheehan reported that Fr. Malloy had been more pleased with this year's conversation with the senate than last year's: Communication seems to be proceeding in "fits and starts" but on balance the outlook is good. Vice President for Student Affairs Patricia O'Hara has agreed to send to the senate her decision and rationale in regard to recognition of "Gays and Lesbians at Notre Dame/Saint Mary's College" (GLND/SMC) and will meet with the senate's student affairs committee on this and other issues; she says she never received our May resolution on GLND/SMC, so another copy was sent to her. For our December meeting Sheehan has asked the directors of Admissions and Financial Aid (Kevin Rooney and Joseph Russo) to meet with us.

The senate spent some time on Colloquy 2000 issues. The chair reported some concerns among the faculty about the seemingly haphazard nature of the information-gathering process — some faculty have been solicited to provide information on one or more issues, while others have not been asked for anything, especially in areas of their interest or expertise. The executive committee presented a resolution (no second necessary) as an attempt to capture and preserve as much of the information gathered and reports generated as possible (printed as appendix A of this journal). Professor John Affleck-Graves saw the purpose of this motion as a way to save information and provide faculty with a further avenue of input. Professor Peter Lombardo asked if we had time to ask for the publication of preliminary reports and comment on them; Professor Paul Conway thought not, and Sheehan agreed. Professor David Burell, C.S.C., felt time was so short that little of useful purpose would be served by passing this resolution now; the expense of printing and paper costs would be great. Perhaps, said Professor Stephen Fallon, copies might simply be made available for pick-up in some central locale. Sheehan and Affleck-Graves commented that the issue was important; what the Colloquy decides will be Notre Dame's blueprint for a decade or more, and every opportunity must be tried for input. Professor Jeffrey Kantor suggested the reports be printed as a supplement to *The Observer*. However Professor Michael Detlefsen saw no reason for involvement in the Colloquy process; it is an unrepresentative body and its findings should simply be ignored. Professor David Leighton disagreed; the Colloquy reports and recommendations are going to be important documents and should be widely available for comment; he suggested electronic dissemination. The chair called the question. The senate voted in favor of the resolution with one negative.

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Next, the discussion turned to the mission statement. Senators had been provided with copies of the proposed statement as well as the response from the Engineering College Council. Professor Edward Vasta asked why the engineering response had been distributed; Sheehan replied only for information, and no formal action would be required. Professor George Lopez urged the senate not to critique the statement word by word; our just-passed resolution is important and for us it would be better to give a "sense of the senate" about the statement. Burrell announced that this would be the main topic of the academic affairs committee later in the evening. Professor Willis Bartlett asked if there is a deadline for comment on the statement; Sheehan said only a little time. Bartlett further asked what is the reason for the "prenote"? In response Burrell said it was a theological rationale for the University, which all at the University "need not buy into it." Fallon, while he believed its substance was good, thought the statement's writing was weak and embarrassing to the University.

Professor Jean Porter attempted to specify certain inadequacies with the statement. What good does the prenote serve if it can be applied to some but not all? The statement suggests Notre Dame is like a church; it is not — it is a university. Also it claims that Notre Dame conceives of itself as a family, which may lead to distortions, rationalizations and injustices.

These are inappropriate relationships to build into such a document. Detlefsen thought the Engineering College had it right: Scrap the statement and start again; as it stands it is useless and confusing. Sheehan asked the senate to try to give its academic affairs committee some direction on the way it should proceed with the document.

Kantor wanted to see the drafting committee working on the statement reconstituted to continue its work. The new group should be more representative of the community. Kantor so moved and Detlefsen seconded the motion. Connolly thought the resolution was unduly negative; the drafters have asked for comment. Lopez disagreed with the motion — it's too late to change the group, but our ideas can count and help the existing group. Vasta agreed; our own discussion has been short; it is not self-evident, for instance, that Notre Dame is not a family; we should not be unduly negative. Detlefsen believed there is on occasion a place for negativity. Vasta continued, saying the senate, in order to be taken seriously, must be seen as helpful; it would not be in this case. Would it be helpful, asked Connolly, for us to meet with the committee? Both Detlefsen and Fallon thought such a meeting would only get down to a line-by-line critique, and would also be unhelpful. Porter, while agreeing that it was late in the game to propose changes, pointed out that we were asked for comments, and many faculty members have serious problems with the document. Professor Umesh Garg proposed that a special subcommittee

be formed to redraft the statement or at least establish a set of ideas for a redrafting; the senate could then vote on this new work at its next meeting. Cashore wondered if a mission statement were necessary at all. Kantor withdrew his motion and asked the academic affairs committee to consider this and other options. Porter so moved, Fallon seconded and the senate agreed.

In other old business, Fallon asked the senate to remove the O'Connor motion from the table and Professor William Eagan seconded. The senate agreed. Professor Phil Quinn, reporting on the summer committee's work, said there were no motions or proposals as yet for the faculty to consider. Vasta suggested that it would be unwise to set up plans for proposals that don't exist. Quinn agreed such a procedure might be premature; perhaps the nature of the proposals would turn out to be such that the senate itself would want to consider them. Bartlett pointed out that the O'Connor proposal intended to involve the faculty; this is a vital part of governance, the goodwill of the April Accords. Kantor asked when the proposals we might consider would be presented. Quinn said the next meeting was to be November 18; something might come from that especially on a provost's advisory committee on academic planning.

Burrell moved to amend, and Porter seconded, the O'Connor resolution. In section A, he would insert "when" after "proposals"; in B after "Faculty" he would insert "Senate for deliberation and appropriate action"; section C would remain as is. Agreeing, Garg saw nothing premature in asking the administration to follow these procedures. Kantor moved to table the motion and Vasta seconded. The senate voted 13-12 to table the motion.

The chair asked for suggestions from senators about the procedures of the senate. The senate then recessed for 45 minutes for committee meetings.

Upon reconvening the chair welcomed Rev. Francis Gillespie, S.J., who is visiting Notre Dame for the academic year from Georgetown University to observe University workings. Bartlett moved to accept the September journal as distributed and corrected; Cashore seconded. The senate agreed, and proceeded to Standing Committee reports.

A. Benefits - Affleck-Graves reported some progress in the compensation report. Another Colloquy group, on human resources, asked the senate's aid in drafting a statement on human resources. Their redrafting was not entirely satisfactory, so Vasta for the senate committee wrote another one, which has been passed along with the Colloquy committee statement for consideration in the final editing. The senate wanted the University to consider a more open policy on compensation, benefits, etc. The key sentence was: To maintain the highest possible standards for the development of human resources, the University shall also, to the extent

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feasible and advisable, address matters of compensation, benefits and conditions of service through communally developed and publicly articulated policies. Bartlett asked about the letter from Professor Irene Leahy to the senate concerning fair compensation for adjunct faculty (printed as appendix B of this journal), the committee will request that the University provide same figures for adjunct faculty as it does for regular faculty, so these can be part of the annual compensation report; there is little consistency among our peer institutions in this, so comparisons will be difficult.

Eagan returned to the Colloquy statement on nondiscrimination, a laundry list that included many but not all commonly held categories of nondiscrimination. The Colloquy committee deleted this rather than include, as the senate committee had requested, sexual orientation as a category; it did include a general statement about equal employment opportunities and affirmative action goals. This was seen as a less strong statement. Professor Clark Power urged the senate to ask for the inclusion of the list with sexual orientation on it, simply as a way to fight the rampant discrimination that is alive in the Notre Dame community. Affleck-Graves said if the senate as a whole felt this way, the committee would reopen this issue. Vasta felt the current wording covered this kind of discrimination so grounds do exist for a complaint to be filed. Professor Jay Tidmarsh knew of no law banning discrimination on the grounds of sexual orientation. Professor Sophia Jordan pointed out the dichotomy that may exist between Catholic teaching and the law; a clear statement on Notre Dame's stance is needed. Connolly agreed that the Colloquy should address this, and the senate should urge it to do so, but he was unsure of the best procedure. The representative of the Graduate Student Union Timothy Schoen asked if the senate does not raise the issue, who will? The senate should call for accountability on this issue. Detlefsen wondered what the senate committee said to the Colloquy about their list; was the Colloquy seeking to define all discrimination issues or was it to highlight the most prominent? Sheehan interjected that the committee was primarily concerned with staff issues, not faculty concerns; thus their list was not meant to include or exclude any or all. Detlefsen still believed a clear statement was needed. Affleck-Graves agreed, and believed the Colloquy committee would not buck the system by pushing such an issue.

Porter moved, Eagan seconded, that the senate instruct the benefits committee to go to the Colloquy committee to express our concern about the statement as it stands and request that they clarify what they consider to be appropriate categories for nondiscrimination. Professor Abraham Goetz spoke in opposition to the motion, believing that a simple statement of nondiscrimination was sufficient. The question having been called without dissent, the senate passed the resolution unanimously. (The senate committee statement is presented as appendix C of this journal).

B. Student Affairs - Lopez reported that the remainder of the year would be spent primarily on the recent reports presented by various bodies on teaching and research at the University, with a particular emphasis on the role of the faculty member in advising students, especially in the era of DART. Also on the agenda: dialogue with the Registrar's Office on DART, advising students and deadlines for grades. The committee will meet with Vice-President O'Hara.

C. Administrative Affairs - Power said the committee has discussed adding the provost as a voting member of the senate, and they will continue this discussion. The committee presented a motion to the senate (no second necessary) on the bookstore (printed as appendix D of this journal). Connolly objected to the introduction of such a motion beforehand; it should be tabled to the next meeting. Quinn saw no harm in waiting a month to vote on it; the time would be well-spent in talking with colleagues about it. Connolly moved to table to the next meeting, and Burrell seconded. The senate agreed. The chair asked Power to look into current bookstore practices on faculty solicitation and report at the next meeting.

D. Academic Affairs - Burrell reported on the committee's discussion of the mission statement, which paralleled the senate's earlier discussion. The statement seemed to try to do too much without a clear idea of what they were doing; if its purpose was to give goals, it failed. The committee proposed to invite the drafting committee to meet with the senate committee to discuss the faculty's concerns and to clarify the drafting committee's aims; the meeting would be open and announced to all, so anyone would be free to attend to convey their concerns. Conway pointed out that the drafters had already received much input and had reworked some text; because of the concerns expressed, their deadline had been pushed back. The senate agreed with the committee, and the chair asked Burrell to take charge of setting up the meeting and announcing it. Burrell also said the committee will continue to monitor the outgoing discussion of Catholic character, and may have a resolution on this later in the year.

New Business

Bartlett supported Connolly's idea of asking that any major resolution that is to be voted upon should be presented in writing beforehand. Perhaps this should be put more strongly in the bylaws. Jordan, reading the bylaws, thought its statement might be stronger. Lopez agreed generally, but also believed that we could accomplish on the spot what we want even on the night of a motion's presentation. Leighton did not want to strengthen the bylaws and prevent a senator from offering what he or she considers an important and urgent resolution. A motion to table is always in order. Quinn said the administrative affairs committee was reviewing the senate's bylaws and suggestions

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can be made to that committee. The chair directed Bartlett's suggestion to committee.

Fallon presented a resolution on *The Observer* (printed as appendix E of this journal). Quinn seconded. Fallon said the publication of the letter on "Jewish slave law" prompted his motion. Vasta thought *The Observer* had learned from the incident, and further persecution was unnecessary. Connolly moved to table the motion until the next meeting; there was no second. Porter thought it was not harassment to express our dismay at the breach of decency. According to Lopez, a group of faculty had met this afternoon with the editors to discuss the issue; he offered that the student affairs committee might present a motion about hate speech at our next meeting. Fallon agreed to refer his motion to the committee for appropriate action at our next meeting. The senate concurred.

Conway moved to adjourn, Porter seconded, and the senate agreed. The meeting concluded at 9:40 p.m.

Present: Affleck-Graves, Bartlett, Burrell, Cashore, Chang, Connolly, Conway, Detlefsen, Eagan, Fallon, Garg, Goetz, Jordan, S., Kantor, Lamberti, Leighton, Litzinger, Lombardo, Lopez, McDonald, O'Brien, Parnell, Porter, Power, Quinn, Schorn, Sheehan, Sporleder, Tidmarsh, Vasta, Vecchio, Yoder

Absent: Borelli, A., Borelli, M., Collins, Hayes, Herro, Jenkins, Martin, Miller, O'Connor, Plantinga, Powers, Sauer, Shephard, Tageson

Excused: Bender, Borkowski, Bruns, Coll, Higgins, Serianni, Jordan, M.

Respectfully submitted,

Peter J. Lombardo Jr.
Secretary

Appendix A

MOTION ON COLLOQUY REPORTS

The Faculty Senate recommends that the Administrative Faculty Working Committee request the President and Provost of the University, in the spirit of communication and cooperation, to distribute the preliminary reports of the major committees of the Colloquy (i.e., academic life; mission, challenges, and opportunities; student life; and financial affairs) to the faculty and other interested parties, for discussion and comment, prior to the drafting of the final Colloquy report.

Appendix B

November 1, 1992

Dear Colleagues:

Social justice, academic integrity and high morale concern all those who care about Notre Dame. In part, this concern recognizes that only when faculty services are adequately compensated can these ideals be assured. But, as indicated in previous senate communications, the issue requires continued review to keep these important questions in line with Notre Dame's on-going pursuit of excellence.

To this end, the *1990-1991 Faculty Compensation Report* rightly addresses the question of faculty salaries. It stresses the PACE report's vision for Notre Dame to become "one of the best universities in America while maintaining our Catholic character." Since most Notre Dame faculty enjoy regular appointments, by examining compensation for these members, the Senate report recognizes some university progress towards the goals of the PACE report.

However, although the total consists primarily of members on regular appointment, recent statistics reveal that non-regular members represent a large portion of Notre Dame's instructional faculty. In fact, adjunct members comprise more than one-fourth of the Notre Dame teaching corps. The university's 1992-93 "Fact Sheet" indicates that "Regular Teaching-and-Research Faculty" number 627 and "Adjunct Faculty" number 226. Thus, the overall membership of the Notre Dame faculty includes *more than 26% who teach as adjuncts*.

Further, the 1992 Notre Dame Student Government Report to the Board of Trustees shows an even higher figure in the College of Arts and Letters. This report states that "the College of Arts and Letters employs 308 teaching and research faculty and 263 non-regular faculty." Therefore, non-regular members represent *almost 50%* of the College of Arts and Letters faculty. To this point, the report of the Colloquy 2000 Task Force on the Humanities observes that

... part-time, adjunct, and visiting faculty ... have done too much of the teaching in the last decade to be taken for granted. If they are retained ... they must receive fair compensation; this latter point is one of simple justice, to which a Catholic university should be especially sensitive.

In order to pay adjunct faculty for the work they do, stipend improvements can be easily made; but comprehensive figures are needed if "fair compensation" for adjunct faculty members is to be achieved over the long term as a matter of recognized university policy.

Yet without the facts that a Senate report provides, little can be known about the general compensation practices that govern other than regular teaching and research faculty. It

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is thought that most stipends for adjunct faculty differ from department to department; yet it might surprise some senators to learn, for instance, that regular adjunct faculty members who teach fully enrolled, required courses in the Freshman Writing Program, serve on committees and provide other contributions to the university are paid, on average, a total of \$2200 a course. Since the schedule does not include an annual increment, long-time faculty members carrying full teaching loads, i.e., two courses a semester, still receive \$8800 a year. But how this stipend and these services compare to those in other departments and to Notre Dame's peer institutions is generally unpublished.

However, I am not suggesting that the stipends of the adjunct faculty be absorbed in the same figures of a Senate report as the salaries and benefits of faculty members on regular appointment. Although the great disparity between the regular and the non-regular figures would make a comparison dramatic and important, actual absorption would distort the general compensation profile and would render the results deceptive and meaningless.

But in order to offer a full and just picture of faculty compensation at Notre Dame, I urge the Senate to examine the adjunct faculty stipend schedule *in addition* to the salary structure of regular faculty. Not only would such a document further support the university's aspirations for Catholic leadership and overall excellence, but this examination would reflect credit on the Senate for its willingness to make a complete, accurate and unbiased review available. By offering a fair and total picture of Notre Dame faculty compensation, this document would complement the important service the Senate's 1990-1991 report and its revisions already seek to provide.

Sincerely yours,

Irene P. Leahy
Adjunct Instructor

Appendix C

A Statement of Human Resources

Proposed by the Benefits Committee of the Faculty Senate.

The University of Notre Dame seeks to attract, develop, and retain the strongest possible staff, faculty, and administration. Toward this end, the University shall continue its commitments to equal employment opportunities and affirmative action goals.

The University shall develop and maintain an affordable compensation program that assigns wages and benefits equitable within the University and competitively with those of peer universities and institutions. Through community formulated policies, the University's program shall also main-

tain the flexibility necessary to meet changing conditions and diverse opportunities. In all respects, the University's program shall seek to sustain the professional development, economic security, and personal health and well-being of each member of its staff, faculty, and administration.

Because the University lives in the Catholic heritage in which it was founded, it remains faithful to its mission as a Catholic University. The University therefore depends upon the dedication, high performance, mutual concern, and ethical and moral responsibility of its members. Through open, equitable, and responsive policies and procedures that promote trust, understanding, and dedication at all levels of its calling, the University shall seek to promote, guided by the values and commitments of its ever-renewing Catholic tradition, a spirit of individual and communal achievement, growth, and aspiration toward excellence.

Appendix D

Resolution on the Bookstore from Student Affairs Committee

Whereas,
There has been a long-standing and substantial faculty concern about the scarcity of intellectual and scholarly books in the bookstore; and

whereas
Colloquy 2000 has surfaced recommendations for a new bookstore,

be it resolved that the Faculty Senate establish an ad-hoc committee to advise the present bookstore management about book purchasing and displays, and when the decision is made to build a new bookstore, to participate in its planning.

The chair of the Faculty Senate will be charged with the appointment of members of this committee.

proposed: November 10, 1992
action: tabled

Appendix E

Hate Speech Resolution

The Faculty Senate deplors the recent publication of a specimen of hate literature by Cheney in *The Observer*. A copy of this resolution is to be sent to *The Observer*.

proposed: November 10, 1992
sponsor: Fallon
second: Quinn
action: referred to Student Affairs Committee
until meeting of December 9, 1992

The Graduate School Research Division

Current Publications and Other Scholarly Works

Current publications should be mailed to the Office of Research of the Graduate School, Room 312, Main Building.

Errata: Correction on entry in *Notre Dame Report* Issue No. 11, citation listed under College of Arts and Letters, Ambrosiana Collection:

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