

NOTRE DAME REPORT

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Reynolds Named Commencement Speaker

Ireland's head of government, Albert Reynolds, will be the principal speaker and the recipient of an honorary doctor of laws degree at the 149th Commencement exercises, May 15.

Reynolds, whose Irish title is Taoiseach, recently agreed on a Joint Declaration with his British counterpart, John Major, which provides a framework for the establishment of lasting peace with justice in Northern Ireland.

Reynolds was elected leader of Ireland's Fianna Fail political party on February 6, 1992, and five days later was elected Taoiseach. In both posts, he succeeded Charles J. Haughey, the recipient of an honorary degree from Notre Dame at the 1991 Commencement exercises.

Reynolds is a native of Rooskey in County Roscommon and was educated at Summerhill College in County Sligo. His national government career began with his election to the Dail, the Irish parliament, in 1977. In the following years he occupied a succession of top ministerial posts, including the ministries of transport, posts and telegraphs, industry and energy, and industry and commerce. Immediately before his election as party and government leader, he had served as minister for finance.

Labrecque Elected to Trustees

Thomas G. Labrecque, chairman, chief executive officer and board member of the Chase Manhattan Corp. and its principal subsidiary, the Chase Manhattan Bank, N.A., has been elected to the Board of Trustees.

A 1960 alumnus of Villanova University, Labrecque joined Chase in 1964 and for 30 years has served in a variety of investment, treasury and management positions. He was named vice chairman and chief operating officer

of the corporation and bank in 1980 and took on the added titled of president a year later. He assumed his current responsibilities in 1990.

Labrecque is a director of the Federal Reserve Bank of New York and serves on the boards of directors of Alumax, Inc. and Pfizer, Inc. He is a member of the Business Roundtable and the Business Council, as well as the President's Advisory Committee on Trade Policy and Negotiations and the Council on Competitiveness. His civic activities include the Fund for New York City Public Education, the United Negro College Fund and the Tri-State United Way.

Labrecque was involved in the resolution of the New York City fiscal crisis of the mid-1970s, and in 1980 he was Chase's representative on the team that worked out financial arrangements associated with the release of American hostages from Iran.

Hoffmann, Heislars to Serve on Advisory Councils

Three new members have been added to Notre Dame advisory councils.

Carol Hank Hoffmann of Minnetonka, Minn., has been appointed to the College of Engineering council. A 1978 alumna of Notre Dame, Hoffmann is chair of the Hank Family Charitable Trust.

Dr. Michael and Jean Heisler of Loganville, Ga., will serve on the Advisory Council for the Institute for Church Life. Dr. Heisler, a 1971 graduate of the University, is director of programs of the Task Force for Child Survival and Development at the Carter Center in Atlanta.

Notre Dame-Australia Names Award for Link

The University of Notre Dame-Australia has named an institutional award in honor of David T. Link, Matson dean of law.

Link served from 1990-92 as the first president and vice chancellor of Notre Dame-Australia. As chief academic officer, he focused on establishing a long-range plan to ensure the fledgling university's academic quality and Catholic character.

In recognition of his work, UND-Australia will present the David T. Link Prize at the end of each semester to the outstanding Notre Dame student participating in its study abroad program.

Link was graduated from Notre Dame in 1958 and three years later received his law degree from the University. After serving in the Kennedy administration and later becoming a senior partner in the Chicago law firm of Winston & Strawn, Link joined the law school faculty in 1970 and was appointed dean in 1975.

An authority in the fields of computers and the law and the economics of law practice, Link is the co-author of three major works on taxation. His other areas of expertise include the ethics of the legal profession, international human rights, and the rights of the poor and homeless. He is a founder of South Bend's Center for the Homeless and a board member of Justlife, a national organization espousing a consistent life ethic.

Borkowski Appointed Ombudsperson

John G. Borkowski, McKenna family professor of psychology, has been appointed the first ombudsperson for discriminatory harassment complaints at the University.

As ombudsperson, Borkowski will provide one means by which students, faculty and staff can report allegations of discriminatory harassment. He will investigate all complaints brought to his attention and follow up with either informal conciliation or assistance in preparing a formal report to University officials.

Complaints also can be filed with the Office of Residence Life, the director of human resources or with appropriate supervisors.

Notre Dame defines harassment as "any physical conduct intentionally inflicting injury on the person or property of another, or any intentional threat of such conduct, or any hostile, intentional, and persistent badgering, addressed directly at another, or small group of others, that is intended to intimidate its victim(s) from any University activity, or any verbal attack, intended to provoke the victim(s) to immediate physical retaliation."

Such conduct would be discriminatory in nature if, in addition, it is "accompanied by intentionally demeaning expressions concerning the race, gender, religious, sexual orientation, or national origin of the victim(s)."

University policy prohibits all such behavior.

Under terms of the harassment policy as passed by the Academic Council, the ombudsperson is appointed by Rev. Edward A. Malloy, C.S.C., in consultation with other officers of the University. Borkowski's appointment is effective immediately.

FACULTY NOTES

Honors

Michael Detlefsen, professor of philosophy, has been named to the steering committee of the next International Congress in Logic Methodology and Philosophy of Science to be held in Florence, Italy, in 1995.

Jay P. Dolan, professor of history, has been elected vice president of the American Catholic Historical association and will become president of the organization in January 1995.

Keith J. Egan, adjunct professor of theology, has been named the senior fellow in the Lilly Fellows Program in the Humanities and the Arts at Valparaiso University for the 1994-95 academic year.

Teresa Ghilarducci, associate professor of economics, has been appointed a research associate to the Economic Policy Institute in Washington, D.C.

Jimmy Gurule, associate professor of law, has received the President's Award from the Hispanic National Bar Association. A past president of the association, Gurule was recognized for his contributions to the Hispanic legal community and the legal profession at large.

Scott P. Mainwaring, professor of government and international studies and senior fellow in the Kellogg Institute has been named to the editorial board of *Sociología y Política*.

Guillermo O'Donnell, academic director of the Kellogg Institute and Kellogg professor of government and international studies, has been appointed a member of the international advisory board of the journal *Sociología y Política*.

Dean A. Porter, director of the Snite Museum of Art and concurrent professor of art, art history and design, has been appointed to the advisory council of the Nicolai Fechin Institute in Taos, N.M.

Thomas Gordon Smith, chairperson and professor of architecture, has been named a Winterthur Research Fellow at the Henry Francis du Pont Winterthur Museum in Winterthur, Del., during July.

Eugene C. Ulrich, professor of theology, has been selected as a member of the editorial board for the *Encyclopedia of the Dead Sea Scrolls* to be published by Oxford University Press. He has also been appointed to the editorial board of the new journal *Dead Sea Discoveries* to be published by E.J. Brill in the Netherlands.

Activities

John H. Adams, assistant professor of biological sciences, presented an invited seminar titled "New Applications for Enhancing Mucosal Immunity against Helminth and Protozoan Parasites" at Animal Science Discovery Research, Lilly Research Laboratories in Greenfield, Ind., Feb. 8-9.

Mark S. Alber, assistant professor of mathematics, gave an invited colloquium talk titled "Complex Angle Representations for Soliton Equations" at the Department of Mathematics at the University of California in Santa Barbara, Calif., Feb. 10.

Ani Aprahamian, assistant professor of physics, presented a seminar "Vibrational Degrees of Freedom in Deformed Nuclei" at the Rutgers University Department of Physics and Astronomy in New Brunswick, N.J., Feb. 21.

Katharina J. Blackstead, associate librarian, presented "Extending the Reach of Library Advancement: The Bibliographer/Liaison Connection" at the annual conference of Development Officers of Research and Academic Libraries held at the University of California in San Diego, Calif., Feb. 11.

Joan F. Brennecke, assistant professor of chemical engineering, presented the invited seminar "Spectroscopic Studies of Local Compositions in Liquid Mixtures" at the Department of Chemical Engineering at Pennsylvania State University in University Park, Pa., Feb. 22. She presented "Solvation Kinetics in Supercritical Fluids" at the Department of Chemical Engineering at the University of Akron in Akron, Ohio, Feb. 24.

Ziyi Danny Chen, assistant professor of computer science and engineering, gave the invited talk "Solving Shortest Path Problems on Internal and Circular-Arc Graphs" to the Department of Computer Science and Department of Mathematics at Western Michigan University in Kalamazoo, Mich., Nov. 18. He gave the presentation "Optimal Parallel Hypercube Algorithms for Polygon Problems" at the fifth IEEE Symposium on Parallel and Distributed Processing in Dallas, Tex., Dec. 1-4.

Leonard F. Chrobot, adjunct professor of sociology, presented the paper "The Sociology of Cultural Diversity: You Can't Do Away with Prejudice!" to the 21st annual convention of the National Organization for the Continuing Education of Roman Catholic Clergy in San Diego, Calif., Feb. 8.

Sr. Regina A. Coll, C.S.J., professional specialist in theology, served as a panelist for a Jewish/Christian/Muslim conference titled "Teach a Woman, Teach a People" in Stoney Point, N.Y., Feb. 6-7.

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Xavier Creary, professor of chemistry and biochemistry, presented a seminar titled "Novel Reactive Intermediates and Mechanisms" to the Department of Chemistry at the University of St. Thomas in St. Paul, Minn., Feb. 10.

Lawrence S. Cunningham, chairperson and professor of theology, served as a member of External Review Committee for the Institute of Religious Education and Pastoral Ministry of Boston College in Chestnut Hill, Mass., Feb. 3-4. He represented Notre Dame at a meeting of chairs of Ph.D.-granting faculties of theology for North American Universities at Duquesne University in Pittsburgh, Pa., Feb. 5-6. He presented "The Nature of the Sacred" to the Northern Indiana Historical Association meeting in South Bend, Ind., Feb. 9. He gave a presentation on Vatican-Israeli Diplomatic Relations at Temple Beth-El in South Bend, Ind., Feb. 18.

Roberto DaMatta, professor of anthropology, participated as an expert on the meeting of the World Commission on Culture and Development of UNESCO organized by the Costa Rica Government in San Jose, Costa Rica, Feb. 22-23.

Michael Detlefsen, professor of philosophy, gave the talk "Constructive Existence Claims" to the Logic Group of Indiana University in Bloomington, Ind., Feb. 9.

Keith J. Egan, adjunct professor of theology, gave a seminar presentation to the History of Christianity colloquium on "Genesis 22 in the Glossa Ordinaria" to the Department of Theology at the University of Notre Dame, Notre Dame, Ind., Nov. 3. He lectured on "Spirituality of Ministry to the Dying" to Hospice Volunteers of St. Joseph County, Ind., Jan. 13. He gave the lecture "The Eucharist in the Carmelite Tradition" at the Washington Theological Union in Washington, D.C., Nov. 22. Egan gave the panel presentation "Gender Across the Curriculum: The Catholic Tradition" sponsored by the Center for Academic Innovation at Saint Mary's College, Notre Dame, Ind., Jan. 27. He presented "Prayer and Ministry" at Christ the King Parish in South Bend, Ind., Feb. 6. He lectured on "Teresa of Avila and John of the Cross as Collaborators" for the Lenten Lecture Series at St. John's Cathedral in Milwaukee, Wis., Feb. 20.

Jean-Francois Gaillard, assistant professor of civil engineering and geological sciences, gave the invited lecture "Biogeochemical Cycling in Sediments: From Data to Muddling" in the Environmental Geosciences Distinguished Lecture Series at Michigan State University in East Lansing, Mich., Feb. 17.

Denis A. Goulet, O'Neill professor in education for justice, economics, delivered a paper titled "Authentic Development: Is It Sustainable?" and spoke on "Curriculum Design and Interdisciplinary Methods in Global Studies

Programs" to the conference on Environment, Development and Peace held at Bethel College in North Newton, Kans., Feb. 19.

Teresa Ghilarducci, associate professor of economics, presented a paper "U.S. Pension Investment Policy and Perfect Capital Market Theory" at the American Economics Association Convention in Boston, Mass., Jan. 2-5. She presented the paper "The Many Faces of Union Pension Funds in the United States" at a conference in Paris, France, Jan. 25-27.

James A. Glazier, assistant professor of physics, gave the invited lecture "The Energetics of Cell Sorting" at the workshop on Interplay of Genetic and Physical Processes in the Development of Biological Form at Ecole de Physique Theorique in Les Houches, France, Feb. 21, and at the James Frank Institute of the University of Chicago in Chicago, Ill., Feb. 28.

Prashant V. Kamat, professional specialist in the Radiation Laboratory, presented the paper "Thin Semiconductor Particulate Films as Novel Electrode Materials" at the Pittsburgh Conference in Chicago, Ill., Feb. 28-March 4.

Jeffrey C. Kantor, professor of chemical engineering, presented "An l -Infinity Approach to Robust Control and Fault Detection" with A. Ajbar and "A Model Validation Approach to Fault Diagnosis" with I. Faitakis and S. Thapliyal at the AIChE 1993 annual meeting in St. Louis, Mo., Nov. 7-12.

Catherine Mowry LaCugna, professor of theology, presented a seminar discussion with faculty and doctoral students at Luther Northwestern Theological Seminary in St. Paul, Minn., Feb. 21. She lectured on "The Church: Icon of the Trinity" at the Newman Forum at the University of Minnesota in Minneapolis, Minn., Feb. 21. She served as chair for a session of the Crown Minnow conference at the University of Notre Dame, Notre Dame, Ind., March 22.

Louise Litzinger, associate professional specialist in the Freshman Year of Studies, made the two presentations "The Freshman Year of Studies at the University of Notre Dame" and "Peer Advising: A Service to First-Year Students" at the Freshman Year Experience national conference in Columbia, S.C., Feb. 20-21.

Keith P. Madden, associate professional specialist in the Radiation Laboratory, gave the invited lecture "In situ Radiolysis ESR Studies of Spin Trapping" at Memphis State University in Memphis, Tenn., Feb. 18.

Douglas D. McAbee, assistant professor of biological sciences, presented his recent work on the interaction of the iron-transport protein lactoferrin with liver cells as an invited speaker at the biochemistry section of the Southern

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Association of Agricultural Scientists in Nashville, Tenn., Feb. 7.

Rev. John Allyn Melloh, S.M., coordinator of the Marten Program and professional specialist in theology, gave the presentations "Preaching the Triduum" and "Preaching the Sundays of Easter" followed by workshop session dealing with Easter scriptures for the Notre Dame Center for Pastoral Liturgy program "The Three Days and the Fifty Days" held at Fatima Retreat House, Notre Dame, Ind., Jan. 31, Feb. 4. He delivered a presentation and led a discussion on the sacrament of reconciliation at "The Decline and Fall of the Sacrament of Reconciliation" sponsored by Little Flower Church, South Bend, Ind., Feb. 21.

Karen M. Morris, staff professional specialist in chemistry and biochemistry, presented "Chemistry Demonstrations: A Show of Chemistry" at the Expanding Your Horizons in Science and Mathematics conference at Purdue University in West Lafayette, Ind., Feb. 19. The conference was sponsored by Iota Sigma Pi, Women's Professional Chemistry Sorority.

Rev. Jerome H. Neyrey, S.J., professor of theology, presented "Luke's Social Location of Paul: Cultural Anthropology and the Status of Paul in Acts" to the Chicago Society of Biblical Research at Northwestern University in Evanston, Ill., Feb. 20.

Rev. Hugh R. Page Jr., assistant professor of theology, presented a two-part seminar titled "Ancient Near Eastern Resources for Contemporary Reflection" at St. Anne's Episcopal Church in Warsaw, Ind., Jan. 23, 30. He delivered a homily titled "The Stewardship of Vision: Toward an Integrative Theology of Evangelism" at that church, Jan. 30. He delivered the homily "Bow, Spirit and Wilderness: Some Reflections on Lent as Epic Journey" at St. Andrew's Episcopal Church in Kokomo, Ind., Feb. 20.

Dean A. Porter, director of the Snite Museum of Art and concurrent professor of art, art history and design, delivered the lecture "Victor Higgins: American Art — at Last!" to the Hilton Head Art Patrons at Hilton Head Island, S.C., Feb. 18. He lectured on "Marion Koogler McNay and Victor Higgins: The Marriage" at the McNay Art Museum in San Antonio, Tex., March 1.

Michael K. Sain, Freimann professor of electrical engineering, presented the talk "Inverses of Linear Sequential Circuits: On Beyond Poles and Zeros . . ." on the occasion of Professor James L. Massey's 60th birthday at the symposium on Communications, Coding and Cryptology held in Ascona, Switzerland, Feb. 10-13.

Rev. William D. Seetch, C.S.C., adjunct instructor in the Freshman Writing Program, conducted a day of recollec-

tion titled "Using One's Own Life-Experiences as a Source of Prayer and Reflection on the Goodness of God" for the Notre Dame Club of Dubuque, Iowa, at Sinsinawa, Wis., Feb. 12.

Ajit Singh, Scholl professor of economics, presented the paper "The Optimal Degree of Competition and Dynamic Efficiency in Japan and Korea" with Alice Amsden at the eighth congress of the European Economics Association held at Helsinki, Finland, Aug. 29. He presented the paper "Industrial Policy in Europe: Implications for the Developing Countries" at the University of Birmingham Workshop on Industrial Economic Strategies for Europe: Preparing for the Turn of the Century in Birmingham, England, Sept. 15. He gave the paper "Corporate Financial Structures in Industrializing Economies" at a seminar at the World Bank in Washington, D.C., Sept. 21. Singh presented a paper on the stockmarket and economic development at a seminar at the Jerome Levy Institute of Economics at Bard College in Annandale-upon-Hudson, N.Y., Sept. 27. He presented the paper "Global Economic Changes, Skills and International Competitiveness" held at the International Labour Organization workshop on New Trends in Training Policy in Geneva, Switzerland, Oct. 18.

Gregory E. Sterling, assistant professor of theology, served as a panelist for the Hellenistic Moral Philosophy and Early Christianity Group of the Society of Biblical Literature on Philodemus, *On Frank Criticism* at the annual meeting of the Society of Biblical Literature in Washington, D.C., Nov. 20-23. He was chair for the Philo of Alexandria seminar and presided at a session at that meeting. He gave the public lecture "Is Christian Faith Inclusive or Exclusive? St. Paul's View" at the Forever Learning Institute in South Bend, Ind., Dec. 1.

Rafael A. Tenorio, assistant professor of finance and business economics, presented the paper "Multiple Unit Auctions with Strategic Price-Quantity Decisions" at the 1994 winter meetings of the Econometric Society in Boston, Mass., Jan. 3-5.

Eugene Ulrich, professor of theology, was invited to display his Dead Sea Scrolls Exhibit at Macalester College, St. Paul, Minn., October-December. He delivered two lectures there titled "The Dead Sea Scrolls: Discoveries and Controversies" and "The Bible as Seen in the Dead Sea Scrolls," Nov. 7-8. He gave the keynote address titled "The Biblical Texts of Qumran: Implications for Biblical Interpretation and Research" at the ninth annual symposium on Exegetical Theology at Concordia Theological Seminary in Fort Wayne, Ind., Jan. 18.

James F. White, professor of theology, responded to a paper at the annual meeting of the North American Academy of Liturgy in Charleston, S.C., Jan. 3.

ADMINISTRATORS' NOTES

Honors

James Moriarity, M.D., lead physician, and Stephen Simons, M.D., physician, have successfully passed the inaugural Certificate of Added Qualification exam in Primary Care Sports Medicine. This exam was offered to qualified diplomats of the American Board of Family Practice, American Board of Internal Medicine, American Board of Pediatrics and the American Board of Emergency Medicine. Three-hundred sixty-nine of 567 examinees nationwide passed. The American Board of Medical Specialties now recognizes Sports Medicine as a subspecialty.

Activities

Michael Langthorne, associate director of Educational Media, published the article "DeBartolo Hall Technology Perspective" in the winter 1994 edition of *DEMM Perspective* published by Division of Educational Media Management, Association of Educational Communications and Technology.

Academic Affirmative Action Report on Faculty Diversity 1993-94

I. Overview

In last year's report, the committee concluded that somewhat greater progress was made in the previous year than in the prior 10 years in attempting to reach the University's goal of increasing the proportion of women and minorities on the various faculties. During this past year, progress was again made toward this goal. Table 1a gives an overall summary of all faculties according to gender and minority status for 1993-94, while Table 1b indicates the percentage of non-citizens included in each category.

To put these data in perspective, shown below is the percentage of women and minorities in selected faculties for this current year and the last two years.

	WOMEN			MINORITIES		
	93-94	92-93	91-92	93-94	92-93	91-92
Regular Teaching and Research	16.5%	15.5%	14.4%	12.8%	12.7%	11.6%
Total Teaching and Research	18.8%	17.5%	16.6%	11.1%	11.2%	10.3%
All Faculties	23.0%	22.0%	21.0%	11.5%	11.2%	10.7%

Progress has been made in all of the categories shown above except for a small decrease in the percentage of minorities on all teaching and research faculties combined. An indication of how these increases came about can be seen by examining the incremental changes over the past year. The *net* changes in the numbers of faculty in each of these three categories are shown below:

	1993-94 Compared with 1992-93		
	Total Increase	Increase in Women	Increase in Minorities
Regular Teaching and Research	+3	+7	+1
Total Teaching and Research	+6	+13	0
All Faculties	+25	+18	+6

It should be noted that these figures represent net changes; that is, they are the difference between gross additions to the faculty and the reductions caused by retirements, resignations, transfers, etc. In general, the percentage of women and minorities among the new hires is lower than in the net changes. For example, for the teaching and research faculty, there were 36 new hires, of whom 12 (33 percent) were women and 4 (11 percent) were minorities. This means, of course, that the departure rate among women and minorities was lower: 33 faculty left, of whom five (15 percent) were women and three (9 percent) were minorities.

Once again this year, viewing the University as a whole, the good news is that there has been a continuation of the movement toward reaching our diversity goals. The bad news is that we still have a long way to go. For example, consider the level of net additions to the regular teaching and research faculty achieved in the last two years, with 17 out of 20 being women. During this period, the percentage of women on that faculty increased from 14.4 percent to 16.5 percent. If this level could be sustained, it would still take nine years to have 25 percent women on that faculty, 21 years to have 33 percent (doubling the current percentage), and over 60 years to reach 50 percent. For minorities, the level of net additions has been 10 out of 20 over the past two years. At this level, it would take 32 years to reach 25 percent minorities on that faculty, doubling the current percentage.

Still, we are moving in the right direction, thanks to the efforts that individual departments and CAPs have made. We must continue this steady progress which will be attained by careful attention to each year's incremental hirings. Major steps should be planned when significant additions to the faculties are made, such as those envisioned by the Colloquy discussions now in progress.

II. Faculty by Rank

Table 2a lists the distribution of faculty by gender and minority status according to their ranks. All faculties who are citizens or resident aliens are included, but non-residents are excluded. Table 2b lists the percentages of these categories who are resident aliens. Details of these distributions by colleges can be found in "Analysis for the Affirmative Action Report" which has been distributed to all academic units of the University.

Once again the data can be viewed selectively and in comparative form, this year and last year and the change over that time period. Shown below are data for the regular teaching and research faculty, comparing numbers and percentages at the senior ranks (full and associate professors) and the junior ranks (assistant professors and instructors). This division of senior and junior ranks is roughly equivalent to tenured versus untenured categories.

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	1993-94		1992-93		CHANGE	
Regular Teaching and Research Faculty	Senior Ranks	Junior Ranks	Senior Ranks	Junior Ranks	Senior Ranks	Junior Ranks
Total Numbers	448	152	446	152	+2	0
Percent	75%	25%	75%	25%	100%	0%
Number of Men	406	94	406	99	0	-5
Percent of Men	81%	19%	80%	20%	0%	100%
Number of Women	42	58	40	53	+2	+5
Percent of Women	42%	58%	43%	57%	29%	71%
Number of Minorities	41	16	42	16	-1	0
Percent of Minorities	72%	28%	72%	28%	100%	0%

It is quite apparent that women are underrepresented in the senior ranks — that is, at the associate and full professor level — in the regular teaching and research faculty. Three-fourths of this faculty in total and almost that same ratio of minorities (72 percent) are in the senior ranks. Of the men, however, 81 percent are in the senior ranks, compared with only 42 percent of the women. The percent of men in the senior ranks edged up compared with last year, while that of women edged down. The number of minorities in the senior ranks decreased by one.

[Remember that Tables 2a and 2b do not include non-residents; therefore the numbers on net changes will not necessarily be the same as in Tables 1a and 1b, which included non-residents.]

This analysis leads to the conclusion that, while progress is being made in the overall diversity of the faculty, that progress is being made primarily at the entry level. The University is a long way from a faculty where the percent of senior women is approximately that of the total faculty. Major steps can and should be made by making a significant commitment to recruiting women and minorities in the tenured ranks. This would be especially important and dramatic when the Colloquy additions are made.

III. Availability by Departments

Table 3 provides data on the Regular Teaching and Research faculty by departments; faculty included in this table must have their primary appointment on the teaching and research faculty. In addition to the actual percentages, Table 3 also provides an availability index which can be used to evaluate the affirmative action status of academic departments. These availability indices are reflective of the national experience and were com-

plied by the University of Washington Equal Employment Office. This index reflects the availability of affirmative action appointments at all ranks; in many instances, the current availability of new women Ph.D.s is much higher.

Of the 30 academic units in Table 3 for which availability figures are known, eight have sufficient women on their regular faculty to be within one percentage point or better of the relevant availability figure. (Three departments in arts and letters, two each in business and engineering, and one in science.) Twelve units are within one percentage point or better of the availability figures for minorities. (Four in arts and letters, three in business, two in engineering and science, and the Law School.) Comparable figures from last year were eight out of 30 units meeting the availability figures for women and 10 out of 30 units meeting the availability figures for minorities. Thus, we have made some progress in the past year on this dimension.

IV. Conclusion

Diversity on our faculties, especially the regular teaching and research faculty, remains an elusive goal. Progress has been made, especially over the last two years, but we started from a base far below those of comparable institutions. Departments must continue the good work and steady progress which is shown in these data. The University should reaffirm its commitment to increase the proportion of women and minorities on the faculties. If and when the major additions envisioned by the Colloquy become reality and such a commitment is not fulfilled, the gains of the past few years could easily be erased. A more hopeful scenario is one in which all units of the University affirm our commitment to increased excellence and diversity through positive action in filling those new positions with a substantial number of qualified women and minorities.

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Table 1a
Women and Minority Composition for 1993-94 by Faculty Categories
Number of Faculty and Selected Percentages

Faculty Category	Women	Men	Total	African American	Asian	Hispanic	Total Minority
NUMBER OF FACULTY:							
REGULAR							
teaching/research	107	540	647	9	49	25	83
special professional	65	99	164	3	9	7	19
special research	3	18	21	0	8	0	8
librarian	23	20	43	1	1	1	3
other	14	41	55	3	3	0	6
Total Regular	212	718	930	16	70	33	119
NON-REGULAR							
teaching/research	64	200	264	3	11	4	18
special professional	2	5	7	0	0	0	0
special research	1	11	12	0	1	2	3
librarian	0	1	1	0	0	0	0
other	1	3	4	0	0	0	0
Total Non-regular	68	220	288	3	12	6	21
TOTAL FACULTY	280	938	1218	19	82	39	140
SELECTED PERCENTAGES:							
TEACHING AND RESEARCH FACULTY							
Regular	16.5%	83.5%	100%	1.4%	7.6%	3.9%	12.8%
Non-regular	24.2%	75.8%	100%	1.1%	4.2%	1.5%	6.8%
Total Teaching & Research	18.8%	81.2%	100%	1.3%	6.6%	3.2%	11.1%
OTHER REGULAR	37.1%	62.9%	100%	2.5%	7.4%	2.8%	12.7%
OTHER NON-REGULAR	16.7%	83.3%	100%	0.0%	4.2%	8%	12.5%
TOTAL FACULTY	23.0%	77.0%	100%	1.6%	6.7%	3.2%	11.5%

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Table 1b
Women and Minority Composition for 1993-94 by Faculty Categories
Percentage of Non-citizens

Faculty Category	Women	Men	Total	African American	Asian	Hispanic	Total Minority
REGULAR							
teaching/research	14%	11%	12%	0%	53%	52%	47%
special professional	12%	11%	12%	0%	78%	43%	53%
special research	33%	44%	43%	NA	75%	NA	75%
librarian	4%	0%	2%	0%	0%	0%	0%
other	0%	0%	0%	0%	0%	NA	0%
Total Regular	12%	11%	11%	0%	56%	48%	46%
NON-REGULAR							
teaching/research	17%	29%	26%	33%	73%	0%	50%
special professional	0%	40%	29%	NA	NA	NA	NA
special research	100%	36%	42%	NA	100%	100%	100%
librarian	NA	0%	0%	NA	NA	NA	NA
other	0%	0%	0%	NA	NA	NA	NA
Total Non-regular	18%	29%	26%	33%	75%	33%	57%
TOTAL FACULTY	13%	15%	15%	5%	59%	46%	48%

Notes for all Tables:

Caucasian assumed when ethnicity unknown.
Male assumed when gender unknown.
Foreign assumed when citizenship unknown.
Non-resident alien assumed when visa is unknown.
(Non-resident aliens excluded in Tables 2a and 2b.)
Includes fall only and spring only appointments.
NA indicates data are not available or percent is not applicable.

Source for all Tables:

"Analysis for the Affirmative Action Report"
Institutional Research Report #93-41

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Table 2a

**Women and Minority Composition for 1993-94 by Faculty Categories and by Rank
U.S. Citizens and Resident Aliens**

Number of Faculty and Selected Percentages

Regular Faculty								Non-Regular Faculty							
Women	Men	Total	African Amer.	Asian	Hispanic	Total Minority		Women	Men	Total	African Amer.	Asian	Hispanic	Total Minority	
Teaching/Research															
Full	17	249	266	2	19	7	28	2	31	33	1	1	0	2	
Associate	25	157	182	2	6	5	13	1	33	34	0	1	0	1	
Assistant	51	89	140	5	5	4	14	25	55	80	0	3	3	6	
Instructor	7	5	12	0	2	0	2	29	29	58	1	0	1	2	
Subtotal	100	500	600	9	32	16	57	57	148	205	2	5	4	11	
Special Professional															
Full	4	16	20	0	1	0	1	0	0	0	0	0	0	0	
Associate	13	34	47	1	1	2	4	2	1	3	0	0	0	0	
Assistant	40	36	76	2	3	4	9	0	2	2	0	0	0	0	
Staff	4	7	11	0	0	0	0	0	1	1	0	0	0	0	
Subtotal	61	93	154	3	5	6	14	2	4	6	0	0	0	0	
Special Research															
Full	1	6	7	0	1	0	1	0	5	5	0	0	0	0	
Associate	1	2	3	0	1	0	1	0	0	0	0	0	0	0	
Assistant	0	5	5	0	3	0	3	0	2	2	0	0	0	0	
Subtotal	2	13	15	0	5	0	5	0	7	7	0	0	0	0	
Library															
Full	5	3	8	1	1	0	2	0	1	1	0	0	0	0	
Associate	10	10	20	0	0	0	0	0	0	0	0	0	0	0	
Assistant	8	6	14	0	0	1	1	0	0	0	0	0	0	0	
Staff	0	1	1	0	0	0	0	0	0	0	0	0	0	0	
Subtotal	23	20	43	1	1	1	3	0	1	1	0	0	0	0	
Other	14	41	55	3	3	0	6	1	3	4	0	0	0	0	
Totals	200	667	867	16	46	23	85	60	163	223	2	5	4	11	
Percent	23.1%	76.9%	100%	1.8%	5.3%	2.7%	9.8%	26.9%	73.1%	100%	0.9%	2.2%	1.8%	4.9%	

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Table 2b

**Women and Minority Composition for 1993-94 by Faculty Categories and by Rank
U.S. Citizens and Resident Aliens**

Percentage of Resident Aliens

Regular Faculty								Non-Regular Faculty							
Women	Men	Total	African Amer.	Asian	Hispanic	Total Minority		Women	Men	Total	African Amer.	Asian	Hispanic	Total Minority	
Teaching/Research															
Full	6%	3%	3%	0%	16%	29%	18%	0%	3%	3%	0%	100%	NA	50%	
Associate	4%	1%	1%	0%	0%	20%	8%	0%	6%	6%	NA	0%	NA	0%	
Assistant	8%	13%	11%	0%	80%	25%	36%	0%	4%	3%	NA	33%	0%	17%	
Instructor	29%	20%	25%	NA	100%	NA	100%	14%	0%	7%	0%	NA	0%	0%	
Subtotal	8%	4%	5%	0%	28%	25%	23%	7%	3%	4%	0%	40%	0%	18%	
Special Professional															
Full	0%	6%	5%	NA	100%	NA	100%	NA	NA	NA	NA	NA	NA	NA	
Associate	15%	3%	6%	0%	0%	50%	25%	0%	0%	0%	NA	NA	NA	NA	
Assistant	5%	6%	5%	0%	67%	25%	33%	NA	50%	50%	NA	NA	NA	NA	
Staff	0%	14%	9%	NA	NA	NA	NA	NA	0%	0%	NA	NA	NA	NA	
Subtotal	7%	5%	6%	0%	60%	33%	36%	0%	25%	17%	NA	NA	NA	NA	
Special Research															
Full	0%	17%	14%	NA	100%	NA	100%	NA	0%	0%	NA	NA	NA	NA	
Associate	0%	0%	0%	NA	0%	NA	0%	NA	NA	NA	NA	NA	NA	NA	
Assistant	NA	40%	40%	NA	67%	NA	67%	NA	0%	0%	NA	NA	NA	NA	
Subtotal	0%	23%	20%	NA	60%	NA	60%	NA	0%	0%	NA	NA	NA	NA	
Library															
Full	0%	0%	0%	0%	0%	NA	0%	NA	0%	0%	NA	NA	NA	NA	
Associate	0%	0%	0%	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Assistant	13%	0%	7%	NA	NA	0%	0%	NA	NA	NA	NA	NA	NA	NA	
Staff	NA	0%	0%	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Subtotal	4%	0%	2%	0%	0%	0%	0%	NA	0%	0%	NA	NA	NA	NA	
Other	0%	0%	0%	0%	0%	NA	0%	0%	0%	0%	NA	NA	NA	NA	
Totals	7%	4%	5%	0%	33%	26%	25%	7%	4%	4%	0%	40%	0%	18%	

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Table 3
Women and Minority Availability and Composition
Regular Teaching and Research Faculty, 1993-94

	Women Availability	Women Actual	Minority Availability	African American Actual	Asian Actual	Hispanic Actual
Arts and Letters						
American Studies	NA	0.0%	NA	20.0%	0.0%	0.0%
Anthropology	41.5%	14.3%	7.4%	0.0%	0.0%	0.0%
Art, Art History and Design	52.9%	35.7%	5.5%	7.1%	0.0%	7.1%
Classical and Oriental Lang. and Lit.	32.3%	22.2%	16.1%	0.0%	11.1%	0.0%
Communication and Theatre	35.4%	37.5%	9.1%	0.0%	0.0%	0.0%
Economics	13.8%	11.1%	11.4%	0.0%	11.1%	0.0%
English	46.4%	35.1%	5.4%	8.1%	0.0%	0.0%
Freshman Writing Program	NA	0.0%	NA	0.0%	0.0%	0.0%
German and Russian Lang. and Lit.	45.0%	14.3%	1.6%	0.0%	0.0%	0.0%
Government and International Studies	19.8%	12.0%	11.7%	0.0%	0.0%	8.0%
History	23.5%	18.2%	7.9%	0.0%	0.0%	0.0%
Medieval Institute	NA	0.0%	NA	0.0%	0.0%	0.0%
Music	27.1%	37.5%	6.4%	0.0%	0.0%	0.0%
Philosophy	18.4%	9.1%	5.3%	0.0%	6.1%	0.0%
Program of Liberal Studies	NA	23.1%	NA	0.0%	0.0%	0.0%
Psychology	41.0%	39.1%	7.9%	0.0%	0.0%	0.0%
Romance Languages and Literatures	51.3%	53.8%	24.2%	0.0%	0.0%	7.7%
Sociology	35.8%	22.2%	13.1%	0.0%	0.0%	16.7%
Theology	NA	22.2%	NA	3.7%	0.0%	0.0%
Business						
Accountancy	14.9%	15.0%	10.1%	5.0%	15.0%	5.0%
Finance	14.9%	19.0%	10.1%	0.0%	0.0%	0.0%
Management	14.9%	9.5%	10.1%	0.0%	14.3%	4.8%
Marketing	14.9%	0.0%	10.1%	0.0%	18.2%	0.0%
Engineering						
Aerospace and Mechanical Engineering	2.3%	0.0%	18.2%	0.0%	11.5%	3.8%
Chemical Engineering	6.1%	9.1%	21.5%	0.0%	18.2%	9.1%
Civil Engineering and Geological Sciences	8.8%	12.5%	13.4%	0.0%	6.3%	0.0%
Computer Science and Engineering	12.1%	0.0%	11.8%	0.0%	25.0%	0.0%
Electrical Engineering	2.9%	0.0%	21.3%	0.0%	11.8%	0.0%
Science						
Biological Sciences	26.9%	12.0%	8.8%	0.0%	4.0%	0.0%
Chemistry and Biochemistry	14.5%	0.0%	11.3%	4.3%	4.3%	0.0%
Mathematics	13.1%	10.7%	10.9%	0.0%	10.7%	10.7%
Physics	6.5%	5.9%	9.3%	0.0%	8.8%	0.0%
Architecture	25.2%	16.7%	18.1%	0.0%	0.0%	8.3%
Law School	26.7%	24.0%	9.5%	4.0%	4.0%	4.0%
Freshman Year: Physical Education	36.4%	0.0%	7.1%	0.0%	0.0%	0.0%

255th Graduate Council Minutes February 9, 1994

Members present: Nathan O. Hatch, chair; Harold W. Attridge; Peter Diffley; Morton S. Fuchs; Kimberly A. Gray; Ethan T. Haimo; John W. Houghton; Scott P. Mainwaring; Robert C. Miller; Wilson D. Miscamble, C.S.C.; Thomas J. Mueller; Thomas L. Nowak; Sharon L. O'Brien; James H. Powell; Andrew J. Sommese; Chris R. Vanden Bossche; Diane R. Wilson.

Members absent and excused: Francis J. Castellino, represented by Charles F. Kulpa Jr.; JoAnn DellaNeva; Gregory E. Dowd; Rita P. Francis; Jeffrey C. Kantor; John G. Keane; Anthony N. Michel; Kathie E. Newman; Barbara M. Turpin; John H. Van Engen.

Guests: Paula M. Higgins; Edward A. Kline; Klaus Lanzinger; Konrad Schaum

Observer: Chau T.M. Le.

Dean Nathan O. Hatch opened the meeting at 3:40 p.m. on February 9, 1994, in Room 210, Center for Continuing Education. He welcomed the visitors, who were present to discuss the review of the Department of German and Russian Languages and Literatures: Klaus Lanzinger, department chair; Konrad Schaum, director of graduate studies; and Paula Higgins, associate professor of music; and Edward Kline, O'Malley director of the Freshman Writing Program, members of the internal review committee. The review committee was chaired by Graduate Council member Thomas Mueller.

Dean Hatch explained that the review of the Department of Communication and Theatre was rescheduled because of the recent death of the wife of Prof. Mark Pilkinton, the department's acting chair. He said the review will be discussed in April. He then asked for a moment of silence for Lucy Pilkinton.

I. Minutes of the 254th Graduate Council Meeting

After a motion to approve the minutes was made and seconded, Fr. Miscamble said that a panelist's remark was misstated in the minutes; Ms. VanBebber said that her record was as good as, not that it was better than, the record of the student who won a Department of Sociology award. The minutes were then approved by voice vote. The correction has been made for the record.

II. Review of the Department of German and Russian Languages and Literatures

Dean Hatch invited Prof. Mueller to present the report of the internal review committee. Prof. Mueller said the recommendations in the report were made with unanimous agreement between the internal and external review committees. Both praised the department's faculty for their dedication under difficult conditions, namely, heavy teaching loads and serious understaffing. The foreign studies program in Innsbruck, Austria, was considered to be the greatest asset of the German division, the larger of the department's two divisions. Prof. Mueller said it was the envy of the external reviewers, and that even larger universities don't have such a program. The undergraduate program in German was viewed as a strong program doing very well. The German division has a very small M.A. number of students in the undergraduate program and the need for additional faculty makes it difficult to offer a sufficient variety of graduate courses. The department wants to offer a small doctoral program in German literature but to do so, additional faculty would be necessary, especially since three senior professors are approaching retirement within a few years. The reviewers endorsed the department's vision with qualifications, and they unanimously recommended an immediate search for two senior-level appointees to guide the development of a Ph.D. program. They also recommended increasing the tenured faculty from five to seven positions. In order to find a niche in which the proposed doctoral program could be the best, the reviewers recommended that the department provide a focus allied to an established Notre Dame strength, such as theology, philosophy or medieval studies. They agreed that more resources are needed for library and teaching materials, and they also said that an adjunct should be assigned to direct the teaching laboratories.

The Russian division neither has nor envisions a graduate program. Its faculty is dedicated and hard-working but seriously understaffed. The reviewers said resources are inadequate, even for a smaller program, and recommended the immediate addition of two new positions and more resources for library and teaching materials.

In his response, Prof. Lanzinger said the review process helped the department to assess its strengths and weaknesses and, more importantly, to define its goals for future development. He said the department's assessment was in basic agreement with the findings of the external and internal evaluators. The review makes it clear that the department is not yet ready for a Ph.D. program in German, he said, but it also stresses that a doctoral program should remain the long-range goal of the department — within three to five years. A solid foundation has

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already been laid for a doctoral program, partly due to the success of the Innsbruck program, which has produced a strong corps of juniors and seniors. Among more than 40 first and second majors in German is a group of outstanding students who could participate in seminars with graduate students. Prof. Lanzinger emphasized that an improved graduate program would benefit both graduate and undergraduate students. He said that establishing a doctoral program in German literature here would fill a gap in the academic landscape because it would be the first at a major Catholic university. He reported that some of the reviewers' recommendations have already been implemented, including the formation of a search committee for a senior professor. He called this action a concrete step toward establishing a doctoral program, and said that all new hirings from now on will look carefully at the candidates' qualifications for an improved graduate program.

Prof. Schaum elaborated on the reasons for adding a doctoral program in German. The present M.A. program draws few applications because it lacks a clear and justifiable purpose, he said. The students who are admitted and perform well have difficulty being accepted in good doctoral programs at larger universities because they haven't proven themselves in a full range of graduate courses. There is no market for our products, he said, no matter how good our training may be. Furthermore, Prof. Schaum continued, the graduate students are not exposed to the rigor and quality which graduate seminars usually provide because their course work is shared with advanced undergraduates. However, he said, the most important reason to establish a doctoral program is to serve a definite and somewhat urgent need by helping to attract good faculty and producing young professionals for a large number of Catholic colleges and universities as well as Notre Dame's own program. He said the department's recent hiring activities have made it clear that candidates with expertise in authors who explore ethical and spiritual themes are urgently needed. None of the 150 or so applicants for the current opening could be trusted with our tradition of teaching Austrian literature, he said. Prof. Schaum said it is of primary importance to retain the current level of senior faculty positions and to add two junior positions. The department envisions a modest and gradual increase from two to five funded graduate positions, and anticipates that students might take up to six of 16 required courses in other departments. Interaction with other departments could also include advising and evaluating doctoral dissertations. The department also expects new funds to help build up the library's German collection, which contains an excellent base of primary literature and a sizable but uneven holding of secondary or critical literature. Holdings for the main periods compare favorably with Brown, Vanderbilt and other institutions with doctoral programs in German.

Prof. Fuchs asked if seven tenured faculty are enough to have a viable Ph.D. program, and why two senior people, presumably from Ph.D.-granting institutions, would come to Notre Dame. Prof. Lanzinger said that seven faculty would be enough for the very small, selective program the department envisions. He said faculty candidates would be drawn by the challenge of building a new program. Also, Notre Dame is an attractive place, he said; the department had nearly 150 applicants for one junior position. Prof. Schaum said the senior positions are needed both to support the current program and to build the doctoral program. The department teaches service courses for 400 students in German and 100 in Russian, and there are more than 40 first and second majors in German, a number other institutions would find enviable, Prof. Lanzinger said.

The specific areas of literature to be focused on would be determined by the new faculty coming in, Prof. Schaum said; the department is looking for the best people. In response to a question about the reviewers' recommendation to carve out a niche for the department, Prof. Schaum said that the current faculty chooses works with an ethical or spiritual perspective, which is a subtle and fragile kind of perspective. They would suggest that incoming faculty focus on the rich Christian heritage which was strong in Germany in the 17th and 18th centuries.

Prof. Kline asked if Notre Dame could find a natural market for its graduates at other Catholic colleges and universities, and Prof. Schaum said it could, although the department's first purpose would be to train good people for its own program with its special needs, even though such inbreeding ordinarily is not good. Dean Hatch asked if there is a market for Ph.D.s in German. Prof. Schaum said graduates from this program would not be competing with those from Ivy League schools; our product would be different, he said, because the program's selective focus would not duplicate the scholarship current at other universities. He also said that very small programs often produce superb students. Prof. Lanzinger said there is a lot of competition for the top candidates; if we can train a small group of highly qualified Ph.D.s, they would have a market.

Dean Attridge noted that the larger question is not size but whether Notre Dame can develop distinctive programs; he said that collaborating with other areas in the college will be important. He said he hoped that if we do develop a doctoral program, it would compete with the best in the country.

Fr. Miscamble asked how the department is addressing what seems like an emergency situation in the Russian division. Prof. Lanzinger responded that the department

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took immediate action after the review and will offer more courses next fall with the same staff; he also hopes to have another lecturer next year. A new requirement that courses in beginning Russian not count toward the major will increase depth in the program. Although student interest is increasing, one reviewer said the department should not consider an overseas program in Russian until the core program is solid.

III. Other Business

Dean Hatch said that the Graduate School did moderately well in budget negotiations this year. As a result, the number of Presidential Fellowships will be increased from six to nine, and stipends in science will become more competitive. He also said that a recent decision by the University's trustees to increase the pay-out rate on endowed funds will enable the Graduate School to increase fellowship stipends to more competitive levels and, in some cases, to provide multiple fellowships from a single endowed account. The trustees also have clearly endorsed the priority of graduate education in the next capital campaign, although they feel that it will not be easy to raise money for this purpose. Dean Hatch said he is encouraged by their support, especially in the current climate in education.

The University Committee on Research, Scholarship and Infrastructure chaired by Dean Hatch has established a subcommittee to address issues in graduate education. The subcommittee and its chair, Prof. Jennifer Warlick, will be surveying departments about placement and about office space needs for graduate students.

Dean Hatch also announced the membership of the Sommese Committee to examine the graduate program external review process, which is chaired by Prof. Andrew Sommese. The other members will include Graduate Council members Thomas Mueller, Sharon O'Brien and James Powell; Dr. Thomas Kselman, professor of history, and Peter Szymanski, a graduate student in electrical engineering. Dr. Powell has put together comparative information about how other universities conduct such reviews. Dean Hatch asked council members to give Prof. Sommese their ideas about issues which ought to be addressed.

Dean Hatch reminded the council that the final report of the Kantor Committee to review the *Graduate Bulletin* will be presented for adoption at the March meeting. He also distributed a job announcement for a new assistant dean position in the Graduate School which needs to be filled because of Associate Dean Chau Le's pending retirement. Finally, he noted that the Graduate School is experimenting with summer research programs to give minority students opportunities for academic enrichment, orientation and mentoring before their formal programs of study begin in the fall.

The meeting was adjourned at 5 p.m.

Faculty Senate Journal November 9, 1993

The chair professor Richard Sheehan called the senate to order at 7:07 p.m. in room 202 of the Center for Continuing Education, and asked professor Regina Coll to offer a prayer. Sheehan then turned to vice chair professor Donald Sporleder to update the senate on a request made to University President Edward A. Malloy, C.S.C., in October to look into improving the non-motorized access to campus. The president referred the matter to our facilities engineering staff who contacted representatives of Saint Mary's College, Holy Cross College, the Brothers' Province and Holy Cross Shared Services. This group is in the process of working with our local governmental units to provide these safe access routes to campus. The president thanked the senate for its initiative on this and promised full support in looking at alternatives for non-motorized pathways and safe access greenways to campus. Professor Thomas Cashore, co-secretary, clarified the status of the journal of September 28; it is forthcoming. Professor Paul Conway asked the senate for some time at its next meeting to report on the Faculty/Student Committee on Women, of which he is a member, and the senate agreed.

Committee Reports

1. Student Affairs — the chair professor James Collins announced that no meeting of this committee had taken place since his last report to the senate, but that later this evening the group will convene. At that time the two issues before it will be the status of the women's resource center and the way the senate can interact in a proactive way with the agenda of the Campus Life Council, on which the senate is represented.
2. Administrative Affairs — the chair professor Paula Higgins also announced that this group would meet later in the evening. She saw its major business for the year as a full study of the tenure/promotion and tenure appeals processes.
3. Academic Affairs — the chair professor David Burrell, C.S.C., reported that the committee has received 12 departmental responses to the question, "What does it mean to be a department of ___ in a Catholic university?" The committee will discuss them tonight and will begin to develop a faculty profile answer to the question.
4. Benefits — the chair professor John Affleck-Graves reported that the faculty compensation report is nearing completion and should be brought to the senate in December. Professor Daniel Simon and he are to present the tables to the committee tonight for final review along

with the text. The committee also will discuss the recent decision by the provost and the Provost's Advisory Committee against releasing salary information for faculty by rank, department and college. One suggestion has been for the senate to conduct a faculty survey to gain this information, and this idea will be discussed also. The committee will report its findings to the full senate in December. He asked for the senate's views on the questions and content of such a survey. Professor Hafiz Atassi asked the purpose of the survey. Affleck-Graves replied that the information, from *Academe* not directly from the administration, was incomplete in showing salary and compensation only by rank; in order to compare us with other institutions, the purpose of the survey in the first place, we should have numbers by rank, college and department.

Professor Edward Vasta noted that salary is what individual faculty members know, not total compensation; perhaps it would be best to stick to salary figures, and develop a profile from the pooled information. Professor Frank Connolly asked if the committee had approved the survey idea yet. Affleck-Graves said he was going to ask for approval later this evening. Connolly remembered a similar survey some years ago; the result was not really worth the effort. Affleck-Graves agreed that sending a survey was not sufficient; personal contact and follow-up were needed, and he would ask senators to encourage their colleagues to respond. Connolly asked if it might be possible to develop a survey that would also give us an average salary for endowed chairholders. Coll thought any further information would be helpful; she was interested especially in seeing the spread in all categories, high and low salaries. Affleck-Graves saw that as already part of the survey. The chair reported that part of the impetus for the survey, or at least the need for further information, was a request from several women faculty members, especially in economics; their informal survey on a limited basis was enlightening, and they believed a wider survey was in order. If the administration were unwilling to provide the information the senate should seek it on its own. Professor Charles Parnell asked to have the retired faculty surveyed also, seeking to learn what their salary was in their last full year of teaching and what it is now. Conway thought a question should be included that aimed at encouraging or permitting the administration to release this information. Affleck-Graves will clarify the survey to be sure such a question is there.

Old Business

Professor Jean Porter asked what the follow-up had been to the senate's action earlier in the year requesting a delay in the implementation of the final Colloquy report. The chair said the action had been reported to the president and the provost, but he had not had a clear and direct response from either. In the Academic Council,

some recommendations have been discussed. Action will come in due time, some by the Academic Council, some by administrative fiat, some by departments. But no clear answer has been provided to the senate in response to its request. Sheehan mentioned that at this day's faculty meeting of the College of Business Administration, associate provost Oliver Williams, C.S.C., had discussed the Colloquy not as a personal vision but as a statement that called upon various bodies and individuals for action. Porter said, given that implementation was to take place largely at the college and departmental level, perhaps the senate's request for delay should be communicated further around the campus, specifically to deans and department chairs. The senate chair agreed to do so right away.

New Business

The journal of September 9, 1993, having been presented and modifications requested, Porter moved approval and Sporleder seconded. The senate concurred by voice vote. The journal of October 13, 1993, having been presented and modifications requested, Sporleder moved approval and Simon seconded. The senate concurred by voice vote. Conway moved to adjourn the senate meeting in order to give its committees the remainder of the evening for their work, and Cashore seconded. The senate concurred by voice vote and adjourned to committee assignments at 7:40 p.m.

Present: Affleck-Graves, Atassi, Bottei, Bradley, Burrell, Callahan, Cashore, Coll, Collins, Connolly, Conway, Eagan, Hayes, Higgins, Lombardo, McBrien, Parnell, Porter, Serianni, Sheehan, Simon, Sporleder, Tomasch, Vasta, Wei, Weinfield, Yost

Absent: Bender, Borkowski, Esch, Hamburg, Litzinger, Lopez, Meyerson, Miscamble, Miller, Moe, Quinn, Ruccio, Sauer

Excused: Brennecke, Borelli, A., Borelli, M., Brownstein, Detlefsen, Garg, Goetz, Jenkins, Jordan, S., Kantor, Stevenson, Weithman

Respectfully submitted, .

Peter J. Lombardo Jr.
Secretary

Faculty Senate Journal December 8, 1993

The chair professor Richard Sheehan called the meeting to order at 7:05 p.m. in room 202 of the Center for Continuing Education, and asked professor Daniel Simon to offer a prayer. Professor Louise Litzinger gave a "Memorial Minute" for professor Anton Masin who had recently passed away; his tribute is printed as Appendix A of this journal, and will be sent to his family and the University Archives in his memory.

Sheehan reported on activities of the Academic Council:

1. The senate had asked last year that the Elections Committee be elected rather than appointed. This is now before the council's executive committee and may be presented to the floor at the council's next meeting.
2. The council discussed the concept of a teaching center for Notre Dame. There was widespread sentiment in its favor, especially as a centralized resource. Senators and other faculty should contact professors Frank Bonello and/or Neil Delaney with comments and reaction.
3. The council discussed the tenure period, especially in relation to someone appointed to the faculty at mid-year. The proposal was to regularize the procedure, in effect giving such a person 7 1/2 years to be tenured. The council approved this.

The chair brought up two other issues that had been presented to him. The first concerned the number of times faculty members meet with the Board of Trustees each year. It had been three, but currently is only two. The sense of many faculty members is that three was more appropriate, and Sheehan asked the Administrative Affairs Committee to prepare a resolution to this effect for the next meeting. The other issue involved the Faculty Board in Control of Athletics and those faculty members who compose it and who receive membership "perks" such as trips to bowl games. Sheehan asked Administrative Affairs to review this and make a recommendation. Professor Edward Vasta recommended an article in the current *Lingua Franca* on college athletic boards and their faculties.

The chair then asked vice chair professor Donald Sporleder to take on the responsibility of writing the executive summary of each meeting for distribution within 10 days of the date of the meeting.

DOCUMENTATION

Committee Reports

1. Student Affairs — the chair professor James Collins said the committee was to meet later this evening with a representative of the student publication, "The Guide," which seeks to be a major vehicle for student evaluation of courses and professors. The representative is looking for ways to encourage and involve faculty in the process. He had nothing to report on the women's resource center or Campus Life Council, whose latest meeting had been canceled.

1a. Collins also reported on the senate self-study committee, which he chairs. It had met twice and drawn up a questionnaire, which he asked senators to return promptly. A later one will go to the entire faculty, after which he will report to the senate, probably not until the next academic year. The committee foresees factfinding, comparative study of peer institutions, deliberation and evaluation of information gathered, and a discussion of alternatives. An external evaluator had been suggested, but this has not been researched as yet.

Parliamentarian professor William Eagan pointed out that the bylaws require standing committees to notify all senators of their meeting and agenda. At the chairs urging, ad-hoc committees are to be treated as standing committees, and they too should follow such procedure.

2. Administrative Affairs — chair professor Paula Higgins said her committee will review the tenure and promotion process, which an Academic Council committee is also reviewing, and will focus on the tenure appeals area. The two will work in tandem on this. The senate committee will also act as a "watchdog" on Colloquy recommendation #22, and would welcome input. The bylaws will be looked at, especially in regard to governance. The committee wanted to alert senators to bylaw 16 which requires senators to attend at least one meeting each semester, or forfeit membership.

3. Academic Affairs — chair professor David Burrell, C.S.C., asked permission for Sr. Rosemary Luvin to attend our meeting; she is a visitor from Australia, seeking ideas on the operation and effectiveness of Catholic universities. The committee is discussing departmental reports on Catholic identity, looking to develop a faculty profile on the issue.

4. Benefits — chair professor John Affleck-Graves distributed three documents to senators:

a. Faculty Compensation Report for 1992-93 — he asked senators to review it for discussion in January. Notre Dame ranks in about the middle of our peer institutions, lags in compensation for full professor, and medical benefits increased 13 1/2 percent. Average salaries in all

ranks increased more than inflation, but for the first time in a long time not as much as our peers. Women faculty are paid at 93 percent of peers at assistant level, but lag at higher levels. Table 8 figures for Notre Dame are estimates only. The committee welcomed discussion.

Eagan pointed out that emeriti health benefits costs went up 20 percent, but Notre Dame pays only about one-third of the cost. Affleck-Graves said the committee would look at this as a matter of equity, since for current faculty the University pays about 80 percent.

The report is printed as Appendix B of this journal.

Higgins congratulated the committee on the successful outcome of its negotiation with Human Resources to include the neo-natal unit of Memorial Hospital as part of our P.P.O. The senate responded with applause.

b. Faculty Salary Survey — the committee would like to distribute this survey to all faculty to get the information to complete Table 8 with real numbers not estimates. This would be for salary information by college and department as well as by rank. The Provost's Advisory Committee had earlier turned down the senate's request to release this information. The committee asked the senate to approve this survey of the faculty (committee resolution — no second needed). The chair opened discussion. Simon asked that the survey be sent in early January which Affleck-Graves agreed to do. Professor Charles Parnell asked if emeriti would be polled, and Affleck-Graves replied that the committee was developing a separate one for emeriti faculty. Sheehan asked if only Teaching and Research Faculty would get the survey. Affleck-Graves said yes, because this is the group for which the University reports salaries to *Academe*. Professor Sophia Jordan asked about library faculty, and Affleck-Graves said salary figures for librarians are reported to the American Library Association, so they will be included in the results but library faculty do not need to be polled. Vasta called the question, and the senate voted unanimously to poll the faculty for this information.

c. Affleck-Graves asked the senate to approve a draft of a letter to the provost in response to PAC's rejection of the senate's request to release salary information by department. As a committee resolution, no second was needed. Professor Paul Conway requested a clarification on the signer of the letter: "The Senate" or its chair? Sheehan thought one from the senate as a body would be stronger, to which he would add a letter of transmittal. Vasta urged that it be sent to every member of PAC, which will happen if approved. Higgins asked for a language modification, but yielded to English professor Vasta's interpretation. The senate voted unanimously to send the letter to the provost and all PAC members with a cover letter from the chair.

DOCUMENTATION

The chair reported that he was communicating to the deans and department heads on the senate's sentiments on the Colloquy.

The senate then recessed for committee meetings.

When the meeting resumed, the chair asked for further committee reports. Higgins, for Administrative Affairs, moved the following resolution (no second needed):

Whereas Paragraph 16B of the Bylaws of the Faculty Senate stipulates that "In order that each constituency be effectively represented in the Senate, members who are unable to attend at least one meeting per semester will forfeit their membership. Notice of forfeiture will be sent to the constituency that the member represents so that a new representative can be delegated," Be it resolved that the Executive Committee of the Faculty Senate shall now and henceforth strictly enforce Bylaw XVI B.

In the discussion professor George Lopez observed that, if passed, the executive committee would have to meet soon to take appropriate action for the first semester. Burrell pointed out that the chair has such authority without the involvement of the executive committee. Quinn thought the committee should be consulted and informed about action that might be undertaken through the secretary of the senate on the chair's authority. Professor Harvey Bender suggested that perhaps midway through a semester the committee or the chair or the secretary might gently remind senators who had not yet attended a meeting, if any fall into this category, of their responsibilities. Professor Wilson Miscamble, C.S.C., thought such encouragement would be effective, given the difficulty at times in getting people to stand for office. Higgins countered that a body that enforced its own rules would be seen as more effective in areas such as governance.

Professor Paul Conway called the question, and the senate voted unanimously in favor of the motion.

Quinn presented another motion from the same committee (no second needed):

Whereas it is the sense of the Faculty Senate that communication between the Faculty and the Trustees has been insufficiently frequent in the recent past, Be it resolved that the Faculty Senate's Executive Committee shall write to the Chair of the Trustee Committee on Academic and Faculty Affairs, requesting that the Faculty and Trustee members of that committee meet together at least three (3) times per year.

Quinn pointed out that time for such discussion has decreased in recent years. The trustees have been busy in

general session and committee time has been reduced; one meeting each year (February) has been taken to Florida rather than coming to campus. All in all the four hours for all of 1992-93 were insufficient to build good working relations to accomplish anything. Some faculty members have mentioned this failing, and the trustee committee chair has seemed receptive to these overtures for more meeting time. A resolution from the senate endorsing this would be helpful. The third meeting would be scheduled at any time of year at some convenient location, not necessarily campus. Burrell and professor Mario Borelli, who have served on this committee, supported Quinn's motion. Parnell asked if a third meeting was necessary or would more time in the two campus meetings be sufficient? Quinn responded that a third meeting would probably be a more relaxed session; the trustees would, of course, have the final say on how to react to this. Sheehan thought a third meeting was far more beneficial midway through the year. Borelli too supported a third meeting, since in the other two time is limited and the trustees are focused on their general session (usually Friday).

Conway called the question, and the senate voted in favor of the resolution unanimously.

OLD BUSINESS

None.

NEW BUSINESS

Higgins asked if a replacement for professor Mark Jordan had been selected for the seat in the College of Arts and Letters. The chair has consulted the dean of the college who was to inform the runner-up in the election that that person was to serve out the term. The chair will check to see that the procedure has been followed.

Conway moved to adjourn, Quinn seconded, and the senate adjourned at 8:55 p.m.

Present: Affleck-Graves, Bender, Borelli, A., Borelli, M., Bottei, Bradley, Brennecke, Burrell, Callahan, Collins, Conway, Detlefsen, Eagan, Goetz, Higgins, Jordan, Litzinger, Lombardo, Lopez, McBrien, Miscamble, Moe, Parnell, Quinn, Sauer, Sheehan, Simon, Sporleder, Stevenson, Vasta, Wei, Weinfield, Yost (Graduate Student Rep.)

Absent: Atassi, Borkowski, Brownstein, Connolly, Esch, Garg, Hamburg, Hayes, Jenkins, Kantor, Meyerson, Miller, Tomasch

Excused: Cashore, Ruccio, Porter, Serianni, Weithman

Appendix A

Memorial Minute Anton Masin

Anton Masin was a lover of learning and literature. In his twenty years at Notre Dame he served first as librarian and then as teacher of first-year students in the Humanities Seminar. An accomplished librarian, he once acted as a curator of the Hesburgh Library's Rare Book Room, where he was the primary force behind the cataloguing of several rare book collections and a strong promoter of the use of the room as a tool for learning. His devotion to the basic concepts of a liberal education helped to shape the Freshman Writing Program, where he was able to introduce first-year students to the books he cherished. A lover of literature, languages, philosophy and theology, Anton Masin enjoyed watching students learn.

We remember him tonight in gratitude for his contributions to the Notre Dame Community.

Presented by Louise Litzinger
December 8, 1993

Appendix B

The figures and tables referred to in this appendix are available upon request from the Faculty Senate office, 234 Decio Hall.

Notre Dame Faculty Compensation Report for the 1992-93 Academic Year A Report to the Faculty Senate

Summary

This year's Faculty Compensation Report documents that Notre Dame continues to maintain its median rank among peer institutions in terms of total compensation. TIAA-CREF contributions continue to grow at a higher rate than overall compensation, while the cost of medical benefits appears to have stabilized.

There are two new features to this year's report: First, a method of comparing actual and expected salary by rank and discipline is suggested. Second, information on the proportion of faculty members who are Catholic is presented. This information suggests a moderate decline in the proportion of Catholic faculty since 1983, but a significant decline in the number of new hires who are Catholic.

This report was prepared by John Affleck-Graves and Dan Simon for the Benefits Committee of the Faculty Senate.

Definition of Terms

1992: Throughout this report, 92 and 1992 refer to the 1992-93 academic year.

AAUP Ratings: The American Association of University Professors publishes annual salary information from approximately 1800 American colleges and universities. Each institution is placed in one of five categories — Notre Dame is in category I consisting of institutions having significant doctoral degree programs. For each category, salaries and total compensation are rated as follows:

Rating 1*:	the 95th percentile
Rating 1:	the 80th percentile
Rating 2:	the 60th percentile
Rating 3:	the 40th percentile
Rating 4:	the 20th percentile
Rating 5:	below 20th percentile

These data are published annually in the March-April issue of *Academe*, the Bulletin of the American Association of University Professors.

Peer Institutions: Brown, Duke, Fordham, Indiana, Johns Hopkins, Northwestern, Princeton, Southern California, Tulane, and Vanderbilt. This group of ten institutions was agreed upon by the Faculty Senate and the Provost to be broadly similar to Notre Dame, or to what Notre Dame aspires.

Regular Teaching and Research Faculty: Includes only instructional faculty on regular appointment and excludes part-time faculty, deans, and administrative officers.

Salary and Total Compensation: Excludes funds for summer teaching or from an outside funding source.

Notre Dame Faculty Compensation Report for the 1992-93 Academic Year A Report to the Faculty Senate

I. Summary

This report continues the policy of annual faculty compensation reports established by the Faculty Senate in 1990-91. As mentioned in last year's report, the purpose of this annual review is to provide an ongoing record of faculty compensation at Notre Dame, to highlight any dramatic changes that have occurred over the year, and to address persistent anomalies. Since there are no dramatic changes covered by the report over the previous academic year, the major purpose of this report is to fulfill the other objectives. Consequently, the report is relatively short.

The overall results of this year's report are encouraging, with Notre Dame continuing to maintain its median ranking relative to its peer institutions in most areas examined. In particular, average total compensation per faculty member continues to grow above the inflation rate and Notre Dame has maintained its median rank among its ten peer institutions. The cost of fringe benefits per faculty member was approximately 19% of the total compensation (24% as a percentage of salary).

Other aspects documented in the report include the continued increase in the size of the faculty and a continued decline in the student-to-faculty ratio. As before, there are significant differences in this ratio across the five colleges.

The report documents an increase in women as a percent of the teaching and research faculty, although considerable improvement is still required. This ratio continues to be lower at Notre Dame than at any of our peer institutions, especially at higher ranks. The report indicates that the status of the library faculty has remained unchanged since the previous report. We note, however, some limitations remain in interpreting the currently available data for library faculty. The report also indicates that the proportion of faculty who are Catholic has declined in recent years.

II. Faculty Compensation

Total compensation (salary plus fringe benefits) per faculty member at Notre Dame is contrasted with that of ten peer institutions in Table 1 and Figure 1 (*Copies of all figures and tables are available upon request from the Faculty Senate office, 234 Decio Hall*). Averages are given for each rank within the academic faculty and overall. In addition, Table 1 provides separate comparisons for salary and fringe benefits. The results show that compensation at Notre Dame is nominally below the median for our ten peer institutions (rank 6 out of 11) and substantially (17%) above the average for all category 1 institutions. The rankings are not substantially different across the salary and fringe benefit subdivisions. Similarly, there is little difference when separate analyses are performed across the academic ranks (i.e., full, associate, and assistant).

To examine patterns in salary increases over time, Table 2 displays the average increase in compensation on an annual basis from 1980 to 1992. (More detailed data are provided in Table 1A of the Appendix). The table also shows the annual average increases at the peer institution group and the annual inflation rate. Figures 2 and 3 provide a visual summary of the data. In every year since 1980, salary at Notre Dame has increased at a rate greater than inflation, both overall and within each academic rank. In 1981 through 1983 raises at Notre Dame were

substantially above peer averages (see Figure 2). The average increase across the 1980-1992 period is above peer averages, most notably for full professors (see Figure 3). Additional information on fringe benefits is contained in Table 3 and Tables 2A through 5A.

III. Faculty: Growth Rates and Composition

Table 4 provides summary statistics for the number of teaching and research faculty, the number of students, and the student-to-faculty ratio annually from 1974 to 1992. The table documents the continued growth in the teaching and research faculty and also shows that faculty growth has exceeded the growth in student numbers so that the student-to-faculty ratio has declined from 19.2 in 1974 to 15.8 in 1992.

Table 5 provides an analysis of faculty size and growth rates by college. Overall, the faculty grew by 19.9% over the period 1984-92 (an annual average of just over 2%). All colleges experienced positive growth in faculty size.

Table 5 also provides an analysis of the degrees awarded in each college in 1984 and 1992, in terms of the number of degrees awarded and as a percentage of the total number of degrees awarded by the University each year. While the total number of degrees awarded by the University over this period showed a slow growth, there were large differences across colleges. In particular, the number of undergraduate degrees awarded by the College of Engineering has declined and now represents about 13% of undergraduate degrees compared to almost 20% in 1984.

The final section of Table 5 contrasts the growth rates in degrees awarded by college with the growth rates in faculty size. Over all colleges this ratio has declined from 4.8 degrees per faculty member in 1984 to 4.3 in 1992. Within colleges, Engineering and Architecture have shown the largest decreases in this ratio. The differences across colleges are also documented in Figure 5.

Figure 6 provides a plot of the percentage of the teaching and research faculty that have the rank of Professor at Notre Dame and contrasts this with the average of our ten peer institutions. The figure shows that while there has been a small improvement over time, the ratio at Notre Dame is still only about 42% compared to the average of 48% at our peer institutions. [The actual numbers are available in Table 6A of the Appendix.]

IV. Status of Women and Library Faculty

As discussed in the previous Faculty Compensation Report, Notre Dame lags peer institutions with regard to the hiring, promotion, and retention of women faculty. Table 6 suggests a small improvement, with the percent-

age of women on the teaching and research faculty rising from 13% in 1990 to 15.6% in 1992. However, this ratio remains well below those of our peer institutions (average 22.2%). A more detailed examination of Table 6 (and Table 7A in the Appendix which provides additional details) reveals that most progress has been made at the assistant and associate levels. In 1980, women constituted 18.4% of the assistant professors at Notre Dame compared with 29.1% at our peer institutions. By 1990 this had improved to 26.8% at Notre Dame and last year it rose to 32.4% (compared to an average of 34.5% at our peer institution). In the associate category, the percentage of women faculty has trebled from 4.6% in 1986 to 13.9% in 1992. This compares to our peer institution averages of 22.7% in 1986 and 28.0% in 1992). While this does show improvement, Notre Dame continues to lag in its peer institutions by a substantial margin (see Table 7A).

With regard to the compensation for library faculty, the compensation figures in Table 7 show little relative change from those in last year's compensation report. Library salaries continue to fall well outside those in the upper 20% of American Research Libraries ranking. Also, library faculty remain untenured at Notre Dame, unlike those at many peer institutions. As in last year's report, however, these comparisons must be qualified by the fact that the data do not distinguish between universities offering degrees in Library Science from those that do not. Until this measurement problem can be resolved, it is difficult to draw substantive conclusions from the data.

Table 8 presents average salary by rank at all universities. Derived salary estimates by rank and discipline are presented for Notre Dame. This estimation procedure was necessary since the Administration would not provide direct information to us. The analysis is presented for 18 academic disciplines. We were restricted to these 18 disciplines or groupings because these are the divisions published in *Academe*. We compute "expected norms" for Notre Dame using the following procedure. Notre Dame provides average salary data across all disciplines by rank (full, associate and assistant). By comparing these to the averages over all 18 disciplines in *Academe*, we observe that, on average, full professors at Notre Dame earn 20% above their *Academe* counterparts, associate professors 17% above associates in the *Academe* survey and assistant professors 13% above assistants in the *Academe* survey. We use these figures to compute expected norms by discipline at Notre Dame by assuming full professors at Notre Dame in each discipline earn 20% above the *Academe* mean for that discipline. Similarly, we assume associate and assistant professors at Notre Dame in each discipline earn 17% and 13% respectively above the *Academe* means for that discipline. For example, since assistant professors in Engineering average \$44,860 in the *Academe* survey, we

multiply this by 1.13 (to reflect the 13% premium Notre Dame assistants earn on average across all disciplines) to obtain our "norm" of \$52,952 for assistants in Engineering at Notre Dame. Similarly, associate professors in Foreign Languages average \$40,920 in the *Academe* survey and multiplying this by 1.17 (to reflect the 17% premium paid on average to all associates at Notre Dame) yields our "norm" of \$47,876 for associates in Foreign Languages at Notre Dame.

While there are many problems with the ad hoc method used to compute the norms in Table 8, lack of better data precludes improvements. Despite the weakness in our approach, we believe Table 8 provides considerably more information to faculty than the simple averages across all departments in Table 1.

V. Catholic Faculty

Table 9 extends last year's report by summarizing the proportion of faculty who are Catholic by college from 1983-92. The overall proportion of Catholic faculty has declined from 62.8% in 1983 to 57.8% in 1992. This decrease was caused by a sharp decline in the proportion of new hires who were Catholic, especially in the last two years. For comparative purposes, the table also presents the proportion of new students who are Catholic. While this proportion has decreased over the ten-year period, it is still the case that a large majority (86%) of new students are Catholic.

Faculty Board in Control of Athletics

September 22, 1993

In attendance: Rev. E. William Beauchamp, C.S.C., chair; Professor JoAnn DellaNeva; Professor Fernand Dutile; Professor George Craig; Dr. Kathleen Halischak, recorder; Professor George Howard; Professor David Kirkner; Professor William Nichols; Professor Patricia O'Hara; Ms. Mary Quinn; Mr. Richard Rosenthal; Dr. Roland Smith.

1. The meeting was called to order at 4:17 p.m.
2. Father Beauchamp introduced the new members of the board: Professor George Craig from the College of Science replaces Professor David Hyde; Professor William Nichols of the College of Business Administration replaces Professor Paul Conway; and from the student body Mary Quinn replaces Thomas Gorman.
3. The minutes of the May 4, 1993, meeting were accepted.
4. Father Beauchamp presented for board consideration the following actions which he took during the summer as authorized by the board at its May 4, 1993, meeting: approval of monograms for Lacrosse, Men's Track and Baseball; approval of Robert Lisanti as captain for Baseball and Bryant Young for Football; approval of Bill Ahmuty, Randy Colley, Mike Iorio and Willie Sutton as captain candidates in Lacrosse. The board unanimously approved adding the above actions as an official part of the board minutes.
5. Father Beauchamp presented for board consideration the recommended schedules for the following sports: Men's Basketball, Women's Basketball, Football, Men's Golf, Women's Golf, Women's Tennis, Men's Tennis and Softball. The board unanimously recommended the approval of the schedules for the sports listed above. A complete list of these schedules is attached to these minutes and hereby incorporated by reference as an official part of the board minutes. Professor Craig noted that Tuesday/Thursday classes are longer and should not be counted the same as Monday/Wednesday/Friday classes. Professor Dutile expressed concern about teams participating on Good Friday.
6. Father Beauchamp presented for board consideration a recommendation for a service monogram award for Andrea Armento in Volleyball. She had been inadvertently omitted from the original list. The board unanimously recommended approval for the monogram.

7. Father Beauchamp indicated that in the next few months the University would again review its position on conference affiliation. Father Beauchamp explained that the present conference for olympic sports, the Midwestern Collegiate Conference, is undergoing numerous changes in membership and that its future is unsure. Father Beauchamp stated that he would present more information at future meetings.

8. Father Beauchamp brought to the board's attention the need to address Recommendations 30 and 34 in the Final Report of the Colloquy for the Year 2000. He stated that the board should consider seriously the recommendations and prepare a report for the Academic Council this year. He appointed Dr. Halischak, Professor Howard, Professor Kirkner and Mr. Rosenthal as members of a subcommittee to examine the recommendations, outline the issues, and report back to the Faculty Board for action. Father Beauchamp will chair the subcommittee.

The meeting was adjourned at 5:42 p.m.

October 20, 1993

In attendance: Rev. E. William Beauchamp, C.S.C., chair; Professor JoAnn DellaNeva; Professor Fernand Dutile; Professor George Craig; Dr. Kathleen Halischak, recorder; Professor George Howard; Professor David Kirkner; Professor William Nichols; Professor Patricia O'Hara; Ms. Mary Quinn; Mr. Richard Rosenthal.
Absent: Dr. Roland Smith.

1. The meeting was called to order at 4:37 p.m.
2. Dr. Halischak presented for board consideration a recommendation for a 1992-93 monogram award for Keith O'Brien in Men's Track. He had been inadvertently omitted from the original list. The board unanimously recommended approval for the monogram. The list is attached to these minutes and hereby incorporated by reference as an official part of the board minutes.
3. Dr. Halischak presented for board consideration the following captains for Women's Fencing: Marit Fisher and Dinamaria Garcia. The board approved the recommendations for captains.
4. The minutes of the September 22, 1993, meeting were accepted.
5. Father Beauchamp presented for board consideration the recommended schedules for the following sports: Men's Swimming, Women's Swimming, Men's Indoor Track, Women's Indoor Track, Men's Outdoor Track,

DOCUMENTATION

Women's Outdoor Track, Men's Fencing and Women's Fencing. The board unanimously recommended the approval of the schedules for the sports listed above. A complete list of these schedules is attached to these minutes and hereby incorporated by reference as an official part of the board minutes.

6. Father Beauchamp announced the main topic of the meeting to be a review of the board's work on Recommendations 34 and 30 from the Final Report of the Colloquy. He began the discussion with Recommendation 34 and asked the board members to address the following:

(a) the constituency of the board,
Father Beauchamp reminded the board of its recommendation for the constituency of the board: one elected member from each of the four undergraduate colleges and from the law school; two appointed faculty members from the regular R/T faculty; one student representative; and the chairman of the Faculty Board, the athletic director, the vice president for student affairs, and the director of academic services as *ex officio* members. Professor Craig raised the issue as to whether *ex officio* members should be voting members on a faculty board. Professor Della Neva stated that the athletic director and the director of academic services should not vote as they represent the interests of the athletic department. Professor O'Hara commented that the University has several committees, most notably the Academic Council, on which the *ex officio* members vote. Professor Craig countered that the Graduate Council is a different model, one in which departments being reviewed do not vote. Professor Dutile stated that the vice president for student affairs and the director of academic services see students from a different, but significant, perspective and that they should vote. Mr. Rosenthal pointed out that his is only one vote, but that it is important to contribute his voice. Professor DellaNeve stated that the athletic director has other ways to voice his opinion to the president; it does not have to be as a vote on a faculty board. Professor Dutile disagreed, restating that the athletic director should vote. Professor DellaNeve restated her position that voting members should be academics. Father Beauchamp stated that if the board narrowly defined itself as faculty only, then the issues brought to the board would be only academic issues — such issues as conference affiliation, bowl selections, off-campus housing would fall outside the expertise of the board. Professor Howard argued for the voting rights of all board members, stating that each perspective is valuable. Professor O'Hara agreed and noted that the faculty vote (a total of seven) is always a majority. Ms. Quinn also agreed to the voting rights of all members. Professor Kirkner asked the discussion be tabled until the November meeting. The board agreed to continue discussion at the next meeting.

(b) the name of the board,
Father Beauchamp reminded the board of its recommendation to title the board "Faculty Board on Athletics." Professor Nichols thought that the name of the board should be changed to reflect its broader scope and constituency. Professor Craig stated that it is important to keep the word **Faculty** in the title. Father Beauchamp and Professor Kirkner agreed. Professor Howard moved that the board recommend the name "Faculty Board on Athletics" as the new title. The board voted approval.

(c) the responsibilities of the board,
The board agreed with the recommendation that the board be an advisory committee as opposed to a sounding board.

(d) the scope of responsibilities of the board,
Professor Howard moved that the board recommend that its responsibilities be defined as "all matters pertaining to the academic components and implications of intercollegiate athletics and policies" with the executive vice president reserving the right to bring other issues to the board's attention.

(e) the propriety of free tickets and bowl trips for board members
Professor Nichols recommended that the Faculty Board not receive tickets and bowl trips. He stated that as a perk associated with committee work the tickets and bowl trips seem inappropriate. Father Beauchamp added that some faculty perceive a possible conflict of interest. Professor Kirkner spoke in support of Professor Nichols' recommendation. As to why the Faculty Board is invited to bowl games, Professor Craig pointed out that the original purpose was to have a faculty presence at these events and to follow precedence at other institutions. Professor O'Hara stated that some type of faculty presence, not necessarily the Faculty Board's presence, was important. Father Beauchamp noted that the deans are invited on the bowl trips. Mr. Rosenthal thought that all too infrequently does the faculty get to see teams as teams and the Faculty Board's presence is an asset to the celebration of the athletic teams. Professor Craig stated that the complementary tickets to the football and men's basketball banquets should be eliminated as well. In lieu of the tickets, bowls and revenue sports banquets, Professor Nichols proposed that board members be invited to olympic sports banquets as a way to see the teams as teams and help celebrate their accomplishments. The board agreed to table discussion until the November 29 meeting.

7. Father Beauchamp announced the committee formed at the last meeting to discuss Recommendation 30 met and divided the committees as follows: Subcommittee one will be chaired by Professor Kirkner. This subcom-

mittee will study course registration by student-athletes and faculty participation in the academic support systems for athletes. Other committee members are Professors Craig, DellaNeva, O'Hara; Dr. Halischak; and Mr. Rosenthal. Subcommittee two will study the analytical role of Academic Services for student-athletes; Professors Howard, Kirkner and Halischak will make up that subcommittee. Subcommittee three will be chaired by Professor Howard. This committee will study the process of developing academic policies for student-athletes. Other members are Professors Dutile and Nichols, Dr. Halischak, and Ms. Quinn. Last Dr. Halischak will report on the successful programs developed in Academic Services and how they might be used more widely throughout the University. Father Beauchamp asked the subcommittee to present information at the next meeting. The meeting was adjourned at 5:59 p.m.

November 29, 1993

In attendance: Rev. E. William Beauchamp, C.S.C., chair; Professor JoAnn DellaNeva; Professor Fernand Dutile; Professor George Craig; Dr. Kathleen Halischak, recorder; Professor George Howard; Professor David Kirkner; Professor William Nichols; Professor Patricia O'Hara; Ms. Mary Quinn; Mr. Richard Rosenthal; Dr. Roland Smith.

1. The meeting was called to order at 7:40 a.m.
2. Father Beauchamp distributed materials regarding upcoming NCAA legislation and the University's position on important proposals. He announced that these proposals would be the main topic for the December 9 meeting.
3. Father Beauchamp reopened discussion of the issues of: (a) the Faculty Board's name and (b) voting rights of the athletic director on the Faculty Board.

(a) Professor Kirkner spoke in favor of changing the board's name, comparing the Faculty Board to the Academic Council as opposed to the Faculty Senate. Professor Nichols also spoke in favor of renaming the board to reflect the wider constituency. Professor DellaNeva raised the question of which type of board — a faculty board or a board with wider representation — is preferable. Professor Nichols responded that a wider representation is better. Father Beauchamp suggested "University Board on Athletics." Professors Howard and Smith saw no need to alter the name. The point was made that the faculty predominate on the board, that the appointed members will come from the regular R/T faculty, and that the elected members are the largest block. Professor Dutile thought if the board's name were altered, the possibility might exist that the faculty's presence may become diluted. Professor O'Hara stated that if the name changes, it should be

made clear that the change is not intended to alter the composition of the board, but to clarify its present makeup. The board defeated the motion to change the name to "University Board on Athletics."

(b) Professor Dutile stated that all members should be voting; there should be no two-tier structure to this board. Professor Smith agreed, pointing out that there is a student on the committee as well and no issue has been made of her voting rights. Professor Craig briefly restated his reason for opposing the athletic director's voting on a faculty board. The board passed the motion that the athletic director should be a voting member. Board members asked that the minutes state the vote: Professors Craig and DellaNeva voted against the motion; Professor Kirkner abstained; all other members voted in favor.

4. Father Beauchamp asked chairs of the subcommittees to report on their findings to date. Professor Kirkner reported that his subcommittee had not met, but that he had talked to the registrar to gather information about the course registration procedures for student-athletes. Professor Kirkner also described his analysis of the percentages of student-athletes in various courses.
5. Father Beauchamp presented for board consideration the recommended schedule for the following sport: Lacrosse. The board unanimously recommended the approval of the schedule. A complete list of this schedule is attached to these minutes and hereby incorporated by reference as an official part of the board minutes.
6. Father Beauchamp presented for board consideration a recommendation for a fifth year of eligibility for Michael McWilliams in Track. The board unanimously recommended the approval of this petition.
7. Father Beauchamp presented for board consideration a recommendation for monogram awards for Women's Soccer, Football, Men's Soccer, Trainers and Men's Cross Country. The board recommended approval of all monograms. These lists are attached to these minutes and hereby incorporated by reference as an official part of the board minutes.
8. Father Beauchamp presented for board consideration a recommendation for Tiffany Thompson as a captain candidate for Women's Soccer. The board recommended approval of Tiffany Thompson pending approval from Student Affairs. She has received such approval.
9. Mr. Rosenthal discussed the bowl situation and the possibilities for Notre Dame's participation, outlining various scenarios. Mr. Rosenthal stated that the bowl invitations are not issued until December 5.

The meeting was adjourned at 9:05 a.m.

DOCUMENTATION

December 9, 1993

In attendance: Rev. E. William Beauchamp, C.S.C., chair; Professor Fernand Dutille; Professor George Craig; Dr. Kathleen Halischak, recorder; Professor George Howard; Professor David Kirkner; Professor William Nichols; Professor Patricia O'Hara; Mr. Richard Rosenthal; Dr. Roland Smith.

Absent: Ms. Mary Quinn; Professor JoAnn DellaNeva.

The meeting was called to order at 7:20 p.m.

1. The minutes of the November 29, 1993, meeting were accepted.
2. Father Beauchamp presented for board consideration a recommendation for monogram awards for Women's Cross Country and Women's Tennis. The board recommended approval of all monograms. These lists are attached to these minutes and hereby incorporated by reference as an official part of the board minutes.
3. Father Beauchamp presented for board consideration a recommendation for Kristine Kramer and Sarah Riley as captain candidates in Women's Cross Country and for Jill Matesic in Women's Soccer. The board recommended approval for all.
4. Father Beauchamp and Mr. Rosenthal presented information on the upcoming NCAA convention, the proposed legislation, and the University's position on various proposals. They discussed Proposals 11-53, known as the Presidents Commission Grouping. Board members asked questions of clarification throughout the discussion. Professor Craig voiced objection to the University's "yes" position on Proposal #47 which would move the start of basketball practice back to October 15. Professor Craig stated that the current November 1 date should be given a chance to see if it works. Mr. Rosenthal pointed out that basketball is the only sport that does not have a 22-week practice/play season; currently its season is 20 weeks. By moving the start date back to October 15, basketball would then have the same opportunity as all other sports. Mr. Rosenthal also stated that he did not feel strongly about this issue. The review of the legislation continued until the entire Presidents Commission Grouping was discussed and all questions had been answered.

The meeting was adjourned at 5:35 p.m.

University Libraries' Hours During Easter

March 31–April 4, 1994

HESBURGH LIBRARY

	Building	Public Services
Thursday, March 31	7:30 a.m.–2 a.m.	8 a.m.–10 p.m.
Friday, April 1	7:30 a.m.–2 a.m.	8 a.m.–noon 5 p.m.–10 p.m.
Saturday, April 2	9:00 a.m.–2 a.m.	9 a.m.–5 p.m.
Sunday, April 3	Closed for Easter	
Monday, April 4	Return to Regular Schedule	

Above hours are subject to change, check UNLOC (especially hours) for updated hours

Branch libraries' hours vary, call for specific hours:

Architecture	631-6654
Chemistry/Physics	631-7203
Engineering	631-6665
Life Science	631-7209
Mathematics	631-7278

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OFFICE OF RESEARCH

Current Publications and Other Scholarly Works

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

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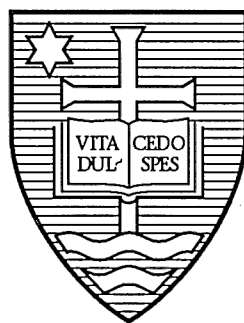
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