

# NOTRE DAME REPORT

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## Technical Review Wins Awards

Notre Dame *Technical Review* was recognized with awards for excellence at the 1995 Engineering College Magazines Association Convention held at Kansas State University in Manhattan, Kans., April 2. *Technical Review* received a first place award for Most Entertaining Feature, a second place award for Best Single Issue and a third place award for Best Covers (all issues). John W. Lucey, associate professor of aerospace and mechanical engineering, is the faculty advisor and Mike Finocketti, a mechanical engineering senior, was editor for the 1994-95 publication year. Coeditors for 1995-96 are Amy Schulte, a chemical engineering junior, and Jeremy Holland, a five-year English/chemical engineering major.

## Temple Named Notre Dame Magazine Editor

Kerry M. Temple, managing editor of *Notre Dame* magazine since 1985, has been named to succeed the publication's longtime editor, Walton R. Collins, who will retire June 30.

Temple, a 1974 Notre Dame graduate, joined the magazine staff as associate editor in 1981. He has been responsible for several innovations in the magazine's departments as well as contributing some of its best writing. The magazine consistently has been judged among the best university publications and Catholic periodicals in the nation by critics ranging from the Council for Advancement and Support of Education (CASE) to the Catholic Press Association. While sharing in six CASE staff writing awards to the magazine, Temple himself has received seven "Best Articles" awards since 1985.

Temple also is the author of *O'Hara's Heirs*, a history of the College of Business Administration, and a coeditor of *Reflections in the Dome*, a collection of personal essays spanning 60 years of campus life.

Before joining the magazine staff, Temple worked two years as an assistant director in the University's public relations and information office and two years as a writer in the development office. He has taught writing courses as an adjunct faculty member at Notre Dame, Indiana University at South Bend and Saint Mary's College.

After earning his bachelor's degree in English at Notre Dame, Temple received a master's degree in journalism from Louisiana State University in 1976. Before returning to Notre Dame, he was a reporter for The Sheridan (Wyo.) Press from 1976 to 1977.

## Civil and Human Rights Internship Program Created

The Center for Civil and Human Rights at the Law School has created an internship program to serve the prosecutor's office of the International Criminal Tribunal for the former Yugoslavia.

Established in May 1993 by the U.N. Security Council, the tribunal investigates war crimes associated with the conflict in what once was Yugoslavia. The prosecution, headed by Judge Richard Goldstone, has issued 21 indictments to date and is working to have the accused who are in custody extradited for trials in the Netherlands.

Notre Dame is the only university providing interns to the tribunal and will send six more later this year. Plans are in the works to include other colleges and universities in the near future.

Designed by Garth Meintjes, associate director of the Center for Civil and Human Rights, the program is supported in part by a grant from the John D. and Catherine T. MacArthur Foundation.

## Law and Engineering Form Dual Degree Program

Notre Dame will offer a new dual degree graduate program in law and engineering beginning in the 1995-96 academic year.

To be administered jointly by the Notre Dame Law School and the College of Engineering, the program is designed for students interested in environmental, patent, telecommunications and similar law specialties.

Students accepted into the program, which will require separate admissions by the Law School and the Graduate School's engineering division, will work toward both a Juris Doctor degree and a master's degree with a concentration in one of the engineering disciplines.

The new program is similar in structure to the Law School's dual degree programs in business and peace studies.

# FACULTY NOTES

## Honors

Jay W. Brandenberger, assistant professional specialist in the Center for Social Concerns and concurrent assistant professor of psychology, has received the O'Malley Undergraduate Teaching Award for 1995. The award was established in 1992 by the University's student government and alumni association and is given annually to a faculty member nominated by undergraduate students. The award memorializes Frank O'Malley, a famous and beloved professor of English who died in 1972 after a 42-year long teaching career at Notre Dame.

Rev. Theodore M. Hesburgh, C.S.C., president emeritus and professor of theology, has been reelected president of the Harvard University Board of Overseers for 1995-96. Elected to the board in 1990, he became president last June.

Rev. Edward A. Malloy, C.S.C., president and professor of theology, has been appointed chairman of the new Commission on Substance Abuse at High Schools established by the Center on Addiction and Substance Abuse at Columbia University. The commission will examine the extent and consequences of the use and abuse of all substances — including tobacco, alcohol, illicit drugs, inhalants, steroids and prescription medication — among the nation's high school students. He has been appointed to the National Advisory Council on Alcohol Abuse and Alcoholism by Health and Human Services Secretary Donna Shalala. Established under the auspices of the National Institutes for Health, the advisory council provides advice and recommendations on program and policy matters related to the prevention and treatment of alcohol abuse and alcoholism.

Billie F. Spencer Jr., associate professor of civil engineering and geological sciences, was appointed as a member of the Committee on Fatigue and Fracture Reliability, the Task Committee on Structural Damping Systems and the Technical Administrative Committee on Analysis and Computational, Structural Division, of the American Society of Civil Engineers. He has been appointed chair of the newly established Committee on Structural Control, Structural Division, of the American Society of Civil Engineers.

## Activities

Jeffrey H. Bergstrand, associate professor of finance and business economics and fellow in the Kroc Institute, presented the paper "Equilibrium Real Exchange Rates: Closed-Form Theoretical Solutions and Some Empirical Evidence" at the international Economics Workshop and was an invited speaker at the Dissertation Workshop, leading the workshop and discussing with graduate students the evolution of his 1981 dissertation from four-page proposal to published article, at the Economics Department at Syracuse University in Syracuse, N.Y., April 3.

Francis J. Castellino, dean of science and Kleiderer-Pezold professor of biochemistry, served as chairman of a special study group to review small business innovative research proposals for the National Institute of Diabetes and Digestive and Kidney Diseases in Washington, D.C., March 27. He served as a member of the parent committee for specialized center of research grants of the National Heart, Lung, and Blood Institute of the National Institutes of Health in Washington, D.C., March 29-31. He presented a seminar titled "Structure-function Relationships of the Anticoagulant Proteins, Protein C and Activated Protein C" at COR Therapeutics, Inc., in South San Francisco, Calif., April 3.

Peter Cholak, assistant professor of mathematics, gave a talk titled "Intervals Without Critical Triples" in the Logic Seminar at the University of Michigan in Ann Arbor, Mich., April 3.

Sr. Regina Coll, C.S.J., professional specialist in theology, presented "Women in the Church: Gift and Challenge" in Toledo, Ohio, Feb. 5. She presented "New Models of Ministry" at the Atheneum in Cincinnati, Ohio, Feb. 24. She gave the talk "New Models of Ministry" at the Bergamo Spirituality Center in Dayton, Ohio, Feb. 25. She presented "Feminist Theology" to the Sisters of Mercy Assembly in Charlotte, N.C., March 17-19. She gave the presentation "Vision of the Church and the Roles of Religious Women" to the Pittsburgh Diocese Convocation of Religious in Pittsburgh, Pa., March 25.

George B. Craig Jr., Clark professor of biological sciences, presented the paper "Is the NIH Failing its Responsibilities in Medical Entomology?" in the plenary symposium at the annual meeting of the American Mosquito Control Association in Portland, Oreg., March 19-23.

Fabio B. Dasilva, professor of sociology, was the discussant at the session titled "Durkeimian Social Theory Today" in the annual meeting of the Midwestern Sociological Society in Chicago, Ill., April 6-9.

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**John G. Duman**, chairperson and professor of biological sciences, delivered the seminar "Animal and Plant Thermal Hysteresis Proteins" at Acadia University in Nova Scotia, Canada, April 5-8.

**Keith J. Egan**, adjunct professor of theology, lectured on "Meals of Jesus" at St. Anthony Parish in South Bend, Ind., March 29.

**Elizabeth D. Eldon**, assistant professor of biological sciences, presented the poster "*The Drosophila 18-wheeler* Gene Is Involved in Embryonic Development and in the Larvae Immune Response" coauthored with Michael Williams and Molly Duman Sheel at the Midwest Development Meeting in Chicago, Ill., March 16-19. Eldon presented a poster of current work titled "*18-wheeler* Encodes a Gene that Is Involved in Embryonic Development and in the Larvae Immune Response" coauthored with Williams and Sheel at the 36th annual *Drosophila* Research Conference in Atlanta, Ga., April 5-9.

**Mohamed Gad-el-Hak**, professor of aerospace and mechanical engineering, delivered an invited seminar titled "Does a Turbulent Boundary Layer Ever Achieve Self-Preservation?" at the School of Aeronautics and Astronautics at Purdue University in West Lafayette, Ind., April 6.

**Rev. David A. Garrick, C.S.C.**, assistant professor of communication and theatre, presented the lecture "The Humor of Jesus: Like Father Like Son" in the Blessed Mother Lecture Series at the University of Notre Dame, Notre Dame, Ind., Feb. 18.

**Sonia G. Gernes**, professor of English, gave two presentations "A Conversation with Indiana Writer and Poet, Sonia Gernes" and "Making the Choice of Genres" with Roger Pfingston at the Writers' Center of Indianapolis, Ind., April 2. She gave the final fiction reading in the Allen and Helen Kellogg Writers Series at the University of Indianapolis in Indianapolis, Ind., April 3. She gave a poetry reading and presented the awards in the poetry contest which she judged at the University of Indianapolis, April 4.

**Jill Godmilow**, associate professor of communication and theatre, was invited to appear at the premiere of her feature film "Roy Cohn/Jack Smith" which was shown at the Toronto International Film Festival in Ontario, Canada, Sept. 20-24, at the Berlin Film Festival in Berlin, Germany, Feb. 11-19, and at the 10th Festival Internazionale di Film con Tematiche Omosessuali in Torino, Italy, April 1-8.

**Lloyd H. Ketchum Jr.**, associate professor of civil engineering and geological sciences, presented "Land Application of Biosolids: Review of IDEM and Federal 503 Regulations" at the spring meeting of the Northern Indiana Operations Association in South Bend, Ind., April 12.

**Douglas Kinsey**, professor of art, art history and design, delivered a slide lecture on his painting at Augustana College in Rock Island, Ill., March 11. He was an invited juror at the 19th annual Rock Island Fine Arts Exhibition sponsored by the Rock Island Art Guild and Augustana College in Rock Island, Ill., April 2-30.

**Rev. Robert A. Krieg, C.S.C.**, associate professor of theology, gave two invited presentations with slides on "Jesus Christ in History" and "Jesus Christ in Art" at the Institute of Catechetical Formation for Teachers of the Diocese of Fort Wayne-South Bend in Fort Wayne, Ind., March 24. He presented an invited paper "Nazism: An Attack on Personal Existence" at the spring meeting of the American Catholic Historical Association held at Marquette University in Milwaukee, Wis., April 8.

**Charles Kulpa**, associate dean of science and professor of biological sciences, coauthored a poster with Kaiguo Mo, postdoctoral fellow, titled "Biodegradation of Methyl-t-butyl Ether" at the Indiana Branch of the American Society of Microbiology meeting in Madison, Ind., April 7-9.

**Nicos Makris**, assistant professor of civil engineering and geological sciences, presented a seminar titled "Nonlinear Response of Pile Foundations Under Inertial and Seismic Loading" at the University of Southern California in Los Angeles, Calif., April 13. He gave the seminar titled "Analysis and Design of Fluid Dampers for Seismic Protection of Structures" at the California Institute of Technology in Pasadena, Calif., April 14.

**Alven M. Neiman**, assistant dean and concurrent associate professor in the arts and letters core course, served as program chair of the 51st annual meeting of the Philosophy of Education Society in San Francisco, Calif., March 30-April 3.

**Jean Porter**, associate professor of theology, delivered the paper "Self-Restraint, Courage and Practical Wisdom: Classical Paradigms for Person Growth and Social Change" at the Challenge 2000 Conference on Alcohol and Other Drug Issues in Higher Education at the University of Notre Dame, Notre Dame, Ind., April 9.

**Kathy Alexis Psomiades**, assistant professor of English, gave the paper titled "The Beauty of Art/The Art of Beauty: Women's Looks and the Circulation of Aestheticism" at the 21st annual meeting of the Northeast Victorian Studies Association at the Massachusetts Institute of Technology in Cambridge, Mass., April 9.

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**James E. Robinson**, professor of English, presented "Rhetoric and Representation: Shakespeare and the Theatre/World Metaphor" at the conference on Medieval and Renaissance Rhetoric at the Carleton University Centre for Rhetorical Studies in Ottawa, Canada, April 8.

**Leah Rutchick**, assistant professor of art, art history and design, delivered the papers "Thinking Through Ceremony/Ceremonial Thinking: The Work of Sculpture in a Ritual Space" for the conference "The Work of Culture in Ritual, Symbol and the Other" at the University of Western Ontario in Ontario, Canada, Feb. 9-10. She presented "Reading Out Loud: Images and Inscriptions in the Moissac Cloister" at the Medieval Academy of America annual conference in Boston, Mass., March 30-April 1.

**Thomas L. Shaffer**, Short professor of law, spoke on "Legal Issues for End of Life Decisions" in the program Issues at the End of Life: Pastoral, Ethical, and Legal held at the Life Stages Center in South Bend, Ind., April 7.

**Robert W. Shaffern**, visiting assistant professor of history, organized a panel on the "Writing of Church History in the Era of Counter-Reformation" and read a paper at the panel titled "Robert Bellarmine's Use of Church History in *De indulgentiis*" at the spring meeting of the American Catholic Historical Association in Milwaukee, Wis., April 8.

**Mei-Chi Shaw**, professor of mathematics, gave an invited talk titled "Boundary Regularity for the Tangential Cauchy-Reimann Complex" at the third Mathematical Society of Japan international research institute on Geometric Complex Analysis conference at the Shonan Village Center in Kanagawa, Japan, March 26.

**Roland B. Smith Jr.**, executive assistant to the president, concurrent associate professor of sociology, and director of the Urban Institute for Community and Educational Initiatives, conducted an invited workshop titled "Building Successful Educational Environments for African American Students" with Antoine Garibaldi at the 1995 national conference of the American Association for Higher Education in Washington, D.C., March 19. He chaired the AAHE Black Caucus Graduate Student Seminar titled "The Graduate Degree: Implications for Knowledge and Community Involvement" at that conference.

**A.L. Soens**, associate professor of English, presented "Lonesome Doves, Triple Goddesses and Blue Ducks: Life's Rich Serape on the Ogalala Trail" at the Popular Culture Association convention 1995 in Philadelphia, Pa., April 11.

**Andrew Sommese**, Duncan professor of mathematics, gave two talks "Bounding the Number of Nonsingular Solutions of Systems of Polynomials" and "Numerical Solution of Systems of Polynomials and Some Applications to Mechanical Engineering" in the Department of Mathematics at Oklahoma State University in Stillwater, Okla., April 14.

**Billie F. Spencer Jr.**, associate professor of civil engineering and geological sciences, was a visiting professor under the Maria Sklodowska-Curie Joint Fund II at the Center for Mechanics at the Polish Academy of Sciences in Warsaw, Poland, March 1-25. He chaired a meeting of the ASCE Committee on Structural Control held at the 1995 ASCE Structures Congress in Boston, Mass., April 1.

**Gregory E. Sterling**, assistant professor of theology, presented the public lecture "Jesus as Exorcist" at the University of Utrecht, The Netherlands, March 31, and at the University of Amsterdam, The Netherlands, April 3. He presented the public lecture "'Wisdom among the Perfect': Paul and his Corinthian Opponents" at Leiden University, The Netherlands, April 3.

**Arvind Varma**, Schmitt professor of chemical engineering, presented a paper titled "The Effect of Gravity on the Combustion Synthesis of Ni-Al and Ni<sub>3</sub>Al-TiB<sub>2</sub> Composites from Elements" coauthored by Hu Chun Yi, postdoctoral research associate, and **Paul J. McGinn**, associate professor of chemical engineering, at the third international Microgravity Combustion Workshop at the NASA Lewis Research Center in Cleveland, Ohio, April 11-13.

**Raimo Väyrynen**, Regan director of the Kroc Institute and professor of government and international studies, presented a paper "Structure, Culture, and Territory: Three Sets of Early-Warning Indicators" coauthored with **Janie Leatherman**, faculty fellow in the Kroc Institute and visiting assistant professor of government and international studies, to the 36th annual convention of the International Studies Association in Chicago, Ill., Feb. 21-25, and to the conference on Non-Governmental Organizations, Early Warning, and Preventive Diplomacy sponsored by the World Peace Foundation and the Harvard Institute for International Development at Harvard University in Cambridge, Mass., April 6-8. Väyrynen delivered an invited lecture on "Theories and Methods of Early-Warning and Conflict Prevention" for a symposium on New Approaches to Conflict Diagnostic and Instability in Russia which was organized by the Moscow Research Center FORUM in Moscow, Russia, March 18-20.

## Deaths

**Rev. John C. Gerber, C.S.C.**, adjunct assistant professor in the arts and letters core course, April 16. Gerber was born in Toledo, Ohio, Sept. 22, 1930. He attended Holy Cross Seminary at Notre Dame from 1944 to 1948 for his high school education, and then entered the novitiate Aug. 15, 1948. He pronounced his first vows Sept. 6, 1949, and made his perpetual profession Aug. 16, 1953. In 1953 he graduated from the University of Notre Dame and continued his theological education at Holy Cross College in Washington D.C. Gerber was ordained a priest at Sacred Heart Church, Notre Dame, June 5, 1957. He did advanced studies in English at Cambridge University in England and at Yale University. He taught at Notre Dame, Stonehill College and St. Michael's School, an Indian school in St. Michaels, Ariz. In 1974, he returned to Notre Dame from Stonehill College to become religious superior for the Holy Cross community at Notre Dame and in 1979 he was named assistant provincial. He served from 1984 to 1990 as religious superior and rector of Moreau Seminary at Notre Dame. Since 1991 he has served as chaplain at the Fischer-O'Hara-Grace Graduate residences and has served the Office of Campus Ministry especially in faculty relations.

**Tom T. Sasaki**, professor emeritus of sociology and anthropology, April 9. Sasaki was born April 3, 1916, in Los Angeles, Calif. He retired from Notre Dame in 1981 after serving as associate professor and professor in the departments of sociology and anthropology. His research interests included the Navajo Indian tribe and healthcare and disease issues. Prior to joining the University in 1972, he taught at Johns Hopkins University from 1965 to 1972 and the University of New Mexico from 1957 to 1965. He served as a research associate at Cornell University from 1950 through 1956. Sasaki was graduated from the University of California with an A.B. in psychology in 1939 and received his Ph.D. in sociology from Cornell University in 1950. He was the author of several books and numerous journal articles.

# ADMINISTRATORS' NOTES

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## Appointments

Richard R. Nugent Jr., director of employee and labor relations for Miles Inc., has been appointed assistant director of human resources. A 1977 alumnus of Notre Dame, Nugent will be responsible for the University's employee relations, training and development, and employment functions. He earned a law degree from Valparaiso University in 1980 and is a member of the American Bar Association and Indiana State Bar Association. For the past three years Nugent has directed employee and labor relations activities for all Miles locations in the United States. From 1986 to 1992 he handled employee relations at the Miles facility in Elkhart.

## Honors

Rev. Alfred F. D'Alonzo, C.S.C., chaplain for interfaith prayer groups and counselor in the office of academic services for student-athletes, has received the 1995 Distinguished American Award from the Essex County (N.J.) Chapter of the National Football Foundation and College Hall of Fame. The award honors D'Alonzo and his brother, Peter, both football players, for having "carried the lessons on the football field into a life of service for the community."

## Activities

Mary G. Edgington, assistant director of Student Activities, presented a session with the director of Student Activities from East Carolina University titled "Fire 'N' Ice — Programming and Operations" at the national Association of College Unions international conference held in San Antonio, Tex., March 18-22. The session focused on why communication and understanding between the programming aspect and operations aspect of Student Activities is critical for a fully functioning student activities office and to provide the students a positive developmental experience.

## Faculty Senate Journal March 7, 1995

The chair Professor Richard McBrien called the meeting to order at 7:03 p.m. in room 202 of the Center for Continuing Education and asked Professor Mario Borelli to give the opening prayer; he chose to read "The Prayer of St. Patrick." The journal for the meeting of February 9, 1995, having been distributed in advance and a few grammatical, spelling and other corrections having been noted to the secretary, its adoption was moved by Professor Jean Porter and seconded by M. Borelli. The senate agreed unanimously. The chair's monthly report is printed as appendix A of this journal, along with a letter from Rev. Richard Warner, C.S.C., director of campus ministry (appendix B).

The next item on the agenda was a progress report on the senate self-study committee, presented by the ad-hoc committee chair Professor Richard Sheehan. He spoke about the proposed outline of the report, which he had distributed prior to the meeting and which is printed as appendix C of this journal. He asked for comments and contributions, and stated that the final report would be ready for presentation late this semester.

Then the senate took up the executive committee's reworking of a letter to the president of the University in response to Fr. Malloy's comments to the senate in October. The chair presented the committee's text (no second needed). Professor Kathleen Biddick, who headed an ad hoc committee which drew up a first draft of such a response, accepted the executive committee's revisions as friendly and as enhancing to clarity. Professor David Burrell, C.S.C., objected to the use of the word "hierarchy" in the text and asked what it meant in the context of the letter. Biddick reminded Burrell that its use followed the rhetoric of Fr. Malloy himself in his remarks to the senate. The chair asked Burrell to think about proposing an amendment that he could present to rework the sentence. Professor Laura Bayard asked if the correct name for the Faculty/Student Committee on Women had been used; both Biddick and Professor Regina Coll, a member of the committee, said it was indeed correct.

Burrell proposed a clarifying amendment, which M. Borelli modified, and Professor Stephen Batill seconded. The discussion continued on the amendment. Professor David Ruccio said he was unsure a change was needed; as a member of the original ad hoc committee, he reported that they had picked up on what the president had said, that there was hierarchy and there was differential status on the campus. The president raised this issue, and the senate was addressing it in response. The senate in various ways over the years had tried to miti-

gate the pernicious effects of this. The Burrell amendment merely watered down the issue. Burrell in response asked to change the wording of his amendment to incorporate what Ruccio had just said. To some "hierarchy" was a shibboleth. Thus, the new wording was to be "ways of mitigating the perniciousness of certain hierarchical arrangements on campus." Porter pointed out that, under parliamentary procedure, a change such as this and a grammatical change which Burrell noticed could be seen as friendly amendments and not require a vote. The chair agreed, and accepted Burrell's changes. Professor Paul Conway moved adoption of the letter as amended in various friendly ways and asked that it be sent immediately to the president. Professor Patrick Sullivan, C.S.C., seconded, and the senate agreed to vote. The letter was approved without objection and with seven abstentions. It is printed as appendix D.

The senate then went into recess for one hour to engage in discussion with its guest, the vice president for student affairs, Professor Patricia O'Hara, who had accepted the chair's invitation to address the issue of the University's policy on gays and lesbians at Notre Dame. In introducing her, the chair said the usual parliamentary procedures which the senate followed would apply in this discussion. O'Hara asked that the statement, "An Open Letter in Response to the Campus Life Council Resolution Calling for Recognition of GLND/SMC," be printed in the journal; the senate agreed and it is appendix E. In her opening remarks to the senate, O'Hara welcomed the opportunity to discuss this issue with the senate again. The campus discussion, she said, over the last month had taken an unfortunate turn: she felt the refusal to recognize the group known as "Gays and Lesbians at Notre Dame/Saint Mary's College" (GLND/SMC) should not be taken as an attempt to devalue the gay and lesbian members of the Notre Dame/Saint Mary's community; to continue along these polarized lines, as some would frame the discussion, would only result in pain and damage. She saw it rather as a dispute about the appropriate means to an agreed-upon end: building an inclusive environment for gays and lesbians who are or ought to be valued members of the community. Some channels were more appropriate than others to accomplish this end, while at the same time keeping in mind another obligation, which is to remain faithful to church teaching. Recognition of GLND/SMC was not, for her, appropriate to the desired end. She stated that Notre Dame was different from other places, with higher articulated behavioral expectations for its students. The call of Notre Dame was to chastity; sexual relations were reserved for those who make a complete and total commitment to a member of the opposite sex in marriage; this was a difficult call in our society and was even countercultural, but it was consistent with church teaching. In accord with this concept, student groups were recognized at Notre Dame only if their aims were



philosophically consistent with the mission of Notre Dame and with the moral teachings of the church. Tied to recognition were these practical privileges: use of University facilities, funding and sponsoring of activities. As to GLND/SMC, in their last set of application papers in 1992 (10 pages in all), they discussed gay and lesbian behavior in a value-neutral context and called for Notre Dame to seize the opportunity to steer gays and lesbians into stable, monogamous relationships. The group's papers in 1992 were consistent with their earlier correspondence and discussions going back almost a decade, but in her view they were not consistent with church teachings and recognition with its accompanying privileges could not be granted. In the academic areas of the University, there was room for some debate on these questions, and that was proper. It would not be appropriate for the Office of Student Affairs (OSA) to recognize the group when its own chairs had voiced their opposition to traditional church teaching.

But she emphasized the obligation and her commitment to create a more welcoming environment on campus for gay and lesbian students. She noted existing services available to students through Campus Ministry, the University Counseling Center and hall staff. In mentioning the availability of these resources to gay and lesbian students, she emphasized that she was not drawing any conclusions on any individual's mental state or faith life, but stressed that these were the channels within Student Affairs with staff able to help all students — gay, lesbian or heterosexual — on issues relating to psychosexual development and personal integration of sexuality. She added that such individual services were not enough. There ought to be a way for the University to sponsor a facilitated forum for gay and lesbian members to come forward and feel secure, and she thought an initiative by Campus Ministry, only now being brought to public attention, would help. In closing, she said she had been slow to act on the broader issue of building a more supportive environment for gay and lesbian students and had presumed too much for too long about the adequacy of individual services. Since OSA would not recognize GLND/SMC or another student group, she has announced the formation of an ad hoc advisory committee to offer suggestions to her on how, other than recognition, OSA might better meet the needs of gay and lesbian students; how the University might sponsor a facilitated forum, respectful of church teaching, in which gay and lesbian students can come together; how OSA can better train its hall and professional staffs; and what OSA can do to create a better environment free of harassment based on sexual orientation. This response, she knew, was not what some wanted, but it was a way to get off dead center. Having concluded her opening remarks, she then took questions from the senate.

Sheehan recalled that O'Hara had met a couple of years ago with a senate committee, and he was happy that her prior black-and-white attitude now admitted to some movement on this issue. He asked questions in three areas. If Boston College and other Catholic colleges and universities had at least in a de facto way recognized such groups, how and why was Notre Dame so different? Since she had admitted and he admits also to not being a theologian, was church teaching so clear that the group can be seen as inconsistent with church teaching, and what were the sources of her knowledge of this? It seemed to him that the bylaws of the organization stressed that it was a support group for gays and lesbians. Was it the support structure or the orientation of the group that made her refuse to recognize it as a legitimate campus organization, or something else about the group? On his first point, O'Hara said each Catholic school had to respond in its own way to the particular group seeking recognition in its own particular surroundings and circumstances. In some cases, recognition by other Catholic universities was forced by litigation. In others some schools felt it was a legitimate pastoral response. But Catholic schools were pretty evenly divided between those that recognized student groups like GLND/SMC, and those which themselves offered support groups. Her concern was that what looks like philosophical consistency with church teaching on paper in a charter may not be borne out in operation. On his second point, OSA looked for consistency with official church teaching in determining to recognize or not to recognize GLND/SMC, and that teaching currently does not permit a lot of gray areas. But it was a different matter when it came to a pastoral response to individuals where you may take a person where he or she is at the time. Certainly moral theologians may differ, but OSA looked for consistency with the official church teaching in this matter. On the third point, she reviewed the application as a whole — the constitution and the 10 pages of commentary — which discussed the group's view of homosexual behavior. This raised a philosophical inconsistency and led to rejection.

Biddick expressed her appreciation for O'Hara's concern that much of the current debate centered on a rhetoric of blame, and congratulated her on attempting to modify and lessen this. But she was concerned as a historian with a GLND/SMC letter to O'Hara that went unanswered which asserted the group had no sexual purpose. Biddick asked what evidence O'Hara had of the group's promotion of illicit sexual activity. O'Hara responded that the cornerstone of her argument (as Biddick seemed to believe) was not sexual activity; it was along the lines of philosophical and conceptual inconsistency. She had never referred to GLND/SMC as a "dating service" nor did she care to think or talk about it in such terms. The reference to the University's expectation of chastity for all students as individuals was simply the context for the philo-

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sophical consistency asked of student groups. Biddick replied that it may be time to unpack the idea of chastity from this, and O'Hara stated that her concern was philosophical inconsistency not any actual activity. Biddick said their 1993 letter tried to clarify that issue for her (O'Hara) but since it went unanswered, there has been no opportunity for dialogue. Biddick regretted this lost opportunity, and asked if the new committee will try to address this issue. O'Hara stated the committee would not be permitted to take up the recognition issue, and the GLND/SMC letter of June 1993, to which Biddick referred, spoke clearly but did not add anything which O'Hara felt called upon to answer. That letter was consistent with their previous submissions.

Professor Michael Detlefsen asked to probe further the philosophical inconsistency O'Hara pointed to as her reason to reject the request for recognition. He read a portion of the GLND/SMC letter which O'Hara had said was inconsistent with the church's moral teaching:

On this issue, GLND/SMC believes that Notre Dame has a unique opportunity to influence young gays and lesbians, indeed, it has another chance to fulfill its mission, by steering young lesbians and gays in the direction of stable, monogamous relationships, the model of partnership which most approximates a Catholic sense of relating (in fact, this is the published view of the University's president).

Detlefsen said O'Hara had a right and a duty on the basis of this submission to reject recognition. But to him this submission was not determinative; in fact it was a blunder: GLND/SMC thought it had produced a reason for recognition, but it was not a compelling reason. The organization's constitution contained, to him, nothing at odds with church teaching or the mission of Notre Dame, and this constitution that was offered should be determinative. This bad reason they gave O'Hara was not a good reason for her to turn down recognition; she seemed to take them up on an unfortunate mistake they made. More properly, she should have said, "No, this is not a proper reason. Take it away and write another one." Detlefsen commented further that he was leery of people who say they "value" others, but won't allow those others to choose their own representatives to speak for them. This means either that those others are incompetent to choose who would represent their best interests or those others should not have their best interests represented. The more likely view is the former one, and that is consistent with the view of the administration in other matters: We'll tell you who represents you.

O'Hara responded to the first area of his question, saying GLND/SMC chose to submit certain papers which were not solicited by OSA, and their "value neutral" stance and statement on monogamous relationships she found in-

consistent with church teaching. As to Detlefsen's second point, recognition had to be balanced with church teaching. GLND/SMC may not represent the entire gay and lesbian population of Notre Dame. Her office was asked to pass on a particular organization with a particular set of papers. She was candid in admitting that in framing the mandate of the advisory committee, she did set parameters that would assure control so that any outcome would remain consonant with church teaching. She wanted to be sure church teaching was part of the conversation of any University-sponsored facilitated forum, and this was the reason she wanted to maintain some degree of control. That teaching might be debated in the committee's conversation, but at least it would be discussed.

M. Borelli was disturbed that recognition was off the table and out of the question for the new committee. He had read that at other institutions other groups had received administrative assistance in drafting a constitution. But the lack of recognition and the inability now even to discuss it bothered him, and he urged O'Hara to seek some common ground. The vice president said she had tried to be as honest and unambiguous as she could be in her response. If she had held out any hope publicly while knowing that GLND/SMC really would not gain recognition, that would be unfair, so she took it off the table. She could not be disingenuous or offer false hope. The group has been inconsistent with church teaching for 10 years; submitting new papers now to her office would only exacerbate her doubts about the papers' sincerity. This was not a question of trusting them, but simply a question of finding it hard to believe that they would change their views at this late date.

Jean Porter appreciated O'Hara's willingness to appoint a task force or advisory committee, but she was concerned that O'Hara had already ruled out recognition not only of GLND/SMC but also any student group similarly constituted. Were the ends of the committee already determined? Further, on the question of consistency with church teaching and value neutrality, there were two ways to see this: First, a group could say this is the Catholic teaching, we are not promoting a lifestyle contrary to it nor are we saying you must come down only there, and we have people who will support you; and second, this is the Catholic teaching, pray on it but this is the only acceptable place to come down. The first is not open dissent from the teaching. The second is more promulgation as the only acceptable standard. She feared the second way would not be helpful in serving a growing and maturing group of people, and she'd like to see OSA offer more openness. O'Hara said she had given the matter deep thought, and she was trying to be candid and honest about where she was. She could have left open the parameters of the committee, but that would

not have been fair, and the committee members in accepting her appointment knew the limits. Her control was aimed at keeping church teaching on the table. The committee would still have a great deal of work to do in attempting to resolve how the University-sponsored facilitated forum might work. Porter interjected by saying that, "Keep the church on the table," did not mean everything else had to be taken off. O'Hara disagreed with Porter's assessment of value neutrality, and GLND/SMC's set of papers prompted rejection of their request.

Professor John Borkowski spoke next, and his remarks follow. He said:

I am going to tell you a story about how I think homosexuality exists here at Notre Dame, and I'd like you to respond to it. Then I'd like to make some comments about what I think the faculty would like to see happen. Few students who are homosexual apply to Notre Dame, and the reasons are obvious. The parents who know of their child's sexuality would support that decision. But my guess is that a majority of undergraduate students come to Notre Dame not understanding their sexual orientation. In the process of living the life here and in talking with other students, they come to understand, and they do so in a very difficult environment, one made very difficult by an administration that does not support the students' coming to grips with their sexual preference. It's not only a problem here but it's a problem elsewhere too. If I may say so, the only place here which shows any understanding is the Counseling Psychology Department.

So, given what my perception is (that it is not easy to understand what one's sexual orientation is), where do these students turn for help? They don't turn to Campus Ministry, because Campus Ministry, as you said, espouses the traditional vision, a vision many of us believe is probably a somewhat natural, even Christian, vision; be that as it may, my guess is that they don't turn to Campus Ministry. They don't turn either to the Counseling Center because sometimes to do so is a recognition that this is a disorder or somehow abnormal. I don't think they turn to members of the hall staff or hall rectors. I think they turn to other students who have been through the process for support, comfort, care, understanding.

It seems ironic to me, if I'm right, that the position you hold denies the symbolic recognition of that support group. I think the first thing you ought to do tomorrow is change the position that your office has taken. You've come up with a document good in tone but short on substance because you asked Campus Ministry to come up with something over the last year. But in regard to Campus Ministry, given their position, what is being advocated is not going to be received well, I don't believe, by

the majority of homosexual students here, who are trying to find their Christian faith in the context of their homosexuality, and this includes both of the sexes.

And I don't think that this new committee is the answer. Mic points to its constitution, but I'm surprised that two students would want to be a part of this. It would be like studying the Faculty Senate with a committee of six administrators and two faculty members. It's unfortunate, and your committee won't work because right off the bat you've taken recognition off the table. If you do this, you'll perpetuate the problem. It won't go away until the University stops fearing sexuality, and until the University accepts people as individuals where they are in life. We just have to love one another, as the University should love them, as Christ loves us. I don't think he would buy into this position that the University of Notre Dame has taken, not the Christ I know.

I hope, and I think this is what the senate hopes too, that tomorrow you come together with the members of GLND/SMC and solve the problem to everyone's satisfaction. It seems to me all I've heard are a bunch of technicalities for preventing official recognition, not real reasons, just a search for denying recognition. This is the perception of the faculty here, and if not changed soon, it's going to prevent us from hiring good Catholic faculty in the future, who won't come to Notre Dame because we are an uncaring place. So if you are really serious about the tone of this document, I think your responsibility would be to solve the problem tomorrow, perhaps gradually and not overnight, but with a series of steps that the entire community can buy into, that will lead to recognition. If you don't, you will only postpone the confrontation until a later day with your very unjust position. [General applause.]

O'Hara appreciated the depth and candor of his statement but couldn't agree completely with him. Yes, we can help people in a better way to sort through their sexuality, and we can work to create a better atmosphere. But the University has taken some steps. Moreover, she would not take Campus Ministry completely out of the picture. They have worked consistently with undergraduates on this issue, although the majority of GLND/SMC appear to be graduate students. Campus Ministry continues in a pastoral way to minister to homosexual students through dialogue and its resources. She believed that they seek to expand these services, services which don't stop when someone declares that he or she can't live with the church's teachings. She didn't expect GLND/SMC to go away, nor could she see them being granted recognition. Borkowski asked why couldn't OSA tomorrow solve the problem. It could be done with goodwill and intense discussion, and that will involve recognition. O'Hara preferred to solve the problem in other ways.

# DOCUMENTATION

Batill expressed his appreciation for O'Hara's appearance at this meeting; it was a welcome effort to see her taking action on this issue. He asked if she foresaw any future possibility that a student organized group representing gays and lesbians would be recognized by her office. O'Hara would never say "never," but she held out no hope for such action, especially in the short term. Batill pressed, asking with no time frame to his question, whether she could ever foresee recognition of a student group. Her reply was simply to restate that she would never say "never."

Ruccio continued the questioning and said he found little basis on which to congratulate O'Hara, either for tone or substance. She had reduced the entire issue to a question of sexual orientation, to chastity, and this had the effect of stopping dialogue. He was not a theologian, but his knowledge of church teaching painted a picture of love, not sex. The initiative of Campus Ministry, given their traditional teaching and practices, will damage the students who try to participate in it, and/or swell the ranks of GLND/SMC. The problem remained, and her office continued to offer no solution, except to hope that these students will graduate and leave Notre Dame. Professor Henry Weinfield thought O'Hara was in a very difficult position. He had two questions; first, on administrative decision-making, did she have the final say or did someone higher up make the decision she had to implement; second, was part of the problem that GLND/SMC was partly an undergraduate organization and partly a group composed of graduate students? In other words, would the decision have been different if it were completely one or the other? To the first question, O'Hara responded that it was her decision, one made in consultation with OSA senior staff and reviewed by the officers' group; she was not a "straw person" and hers was the last voice on the issue. To his second question, the mix was an issue but not one on which the decision turned. She felt that older people, graduate-level students, were more confirmed in their orientation and have different needs than undergraduate students, who might be at a different stage in their journey. She stated that the committee could look into this to see if Notre Dame's services should be different for the two groups of students.

Professor James Collins recalled O'Hara's earlier visit to a senate committee on this issue, in which she had indicated in effect that she was not much concerned with what the Faculty Senate or faculty members in general thought about this issue; she would make the tough calls as necessary to maintain the traditional mission and view of the University, and that was the responsibility of her office. Today, the issue remained, more and more individual faculty and groups as well as students and their representative groups favored recognition, and virtually all of these were committed Catholics and loved Notre

Dame. He was concerned that none of these people counted, that the OSA view was a distinctly minority view. Does the senate voice count? Do faculty viewpoints matter to OSA? He had heard eloquent pleas at this meeting for movement, but had heard no alternatives from her. Reasonable people can differ on this. O'Hara replied that Collins' characterization of her earlier visit was certainly not what she intended. Faculty views do matter and she had listened over the years to many. She had gleaned from these conversations that offering individual services was not enough; that availability of group and space were necessary. She felt she was trying to achieve these ends — though admittedly in a manner different from the recognition that many faculty might want. She had a responsibility to uphold the mission of the institution. To grant recognition to a student group that expressed views philosophically inconsistent with official church teaching would violate this responsibility and carry consequences as to other student groups on different issues that might present themselves. Thus, she had tried to listen to faculty views and accommodate the articulated needs in a way other than recognition.

Professor Hillary Radner wanted to know if any care had been taken to appoint self-identified gays and lesbians, other than the two students, to the new committee? She asked this out of her concern that the committee would not understand, and thus not be able to meet, the needs of such people without such input. O'Hara said she had tried to get a good committee of a proper size with a definite life span, but apart from the two students there were no other gays and lesbians. This is why, however, she had made it clear that the committee could solicit input from people not on the committee. Professor William Eagan asked two questions. First, how does the administration determine which church doctrines it will enforce? Second, when will the University try to enforce the various encyclicals on labor matters, especially Leo XIII's "Rerum Novarum"? In her response O'Hara said her office sought philosophical consistency with church moral teaching from student groups in those same areas in which the University had articulated behavioral standards for individual students. Beyond that she had no comment on Eagan's questions.

Sullivan spoke next and thanked O'Hara both for appearing at this meeting and for being so candid especially in the section of her statement where she acknowledged past inadequacies on the part of OSA. He regretted that Fr. Warner was not able to be at this meeting to talk about this issue and the role of Campus Ministry. As Sullivan had said in the Campus Life Council meeting (where he represents the senate), this policy she was following was made in October and not announced until this week. In this meeting tonight, a variety of faculty members — a practicing psychologist, a moral theolo-

gian, a philosopher — had raised questions about the substance of her approach on this issue. Sullivan had been upset about the process. If the policy of Campus Ministry had been announced, for instance, at the time GLND/SMC had been told they were no longer welcome at the Counseling Center, that would have been a far more sensitive manner of acting on this issue. Way back in May of 1993, a proposed program of collaboration in regard to this issue was cut off, and Fr. Warner conveyed the news. The president would not address the issue in a forum in Stanford Hall last week; it was stated in *The Observer* that he didn't want to appear to be making University policy, but the policy had been in place since October. The campus has been disrupted and the University has been made to look like fools because of the way this issue has been handled. Again, he thanked her but regarded the University's efforts as unresponsive and confused. O'Hara answered that Fr. Warner did not come to this meeting because in his capacity as director of campus ministry he reports to her and has responsibility for the pastoral care of students. The invitation to speak to the senate was framed in terms of a discussion of University policy. University policy with respect to the recognition of student groups was her responsibility, and thus she determined that she would speak for OSA. The recognition decision was made by her and her OSA staff, and sent to the officers for review. The Campus Ministry initiative is independent of the recognition issue and came to her for review and approval up the departmental chain. She approved it and passed it along to the officers for review also. The Campus Ministry initiative was a separate issue from the Counseling Center decision which related to recognition and the two should not be connected. Sullivan said the University policy was blessed by the officers in October. O'Hara agreed that the officers approved the Campus Ministry initiative in October, as they do with all major programs in her office. Professor Wilson Miscamble, C.S.C., thanked O'Hara for coming to this meeting. She thanked the senate for its time and interest in this matter, and departed to applause. The chair thanked the vice president for her appearance. The senate then broke for committee meetings for 30 minutes.

When the senate resumed its meeting, the committees reported on their work.

**1. Benefits** — Conway on behalf of the committee said they were working on two issues: retirees and the preferred provider option (PPO); questionnaires were ready for discussion on both. They were seeking answers as to such questions as why can't retirees participate in CIGNA and why is there such a difference in retiree health care costs. They had been told also that a new benefit, long-term care, would soon be announced by the Department of Human Resources.

**2. Academic Affairs** — Detlefsen reported that the committee would present to the senate in April a proposal on the grievance/tenure process.

**3. Administrative Affairs** — Porter said there were no resolutions coming from the committee for this meeting, but shortly they will have proposals to include a representative of the libraries on PAC, one on recruitment of faculty, and on the appeals process.

**4. Student Affairs** — Sullivan said the committee will have a proposal next month on financial aid, and thanked the Admissions Office, Financial Aid, and Student Government for their excellent reports and cooperation. Also next month the committee will consider the North Central Association report. Later in this meeting the committee will report a resolution on GLND/SMC, and will soon take up recent instances of censorship on campus.

The next agenda item was a survey of the faculty of the College of Engineering, proposed by the executive committee (no second needed). Sheehan explained that the senate's mandate, to formulate faculty opinion, gave it the right and responsibility to survey the faculty; in this particular case the object was to gather information and not to swing opinion one way or the other, and the survey instrument as proposed was designed for this. The chair added that the survey could have been sent out by the executive committee on its own, but the members felt the full senate should see it first and comment on it. The survey concerned the performance in office of the dean of the college.

Burrell asked that the proposal for a survey be withdrawn voluntarily by the executive committee. One part of it was misleading, and another was disingenuous. These were both in the material distributed to the senate by the executive committee about the survey. The misleading statement concerned the "no-confidence in the dean" vote by the civil engineering and geological sciences faculty; it was in fact seven in favor of no-confidence, five against, six abstentions and one not voting — this was hardly overwhelming. Not reporting the actual results tended to mislead the senate. The disingenuous statement was in saying that such a survey was a neutral act; by its nature, it was a kangaroo court against the dean. Burrell believed the senate was being used by seven of 19 faculty in civil engineering and should not be drawn into any such confrontation. The chair replied that the results of the vote, as reported by Burrell, would be reflected in any material sent out by the senate, if the senate decided to go forward with the survey. M. Borelli said he was troubled that the senate was being drawn into this type of battle because one department has had trouble with one dean; he was not prepared to support the proposed survey.

Batill also encouraged the executive committee to withdraw this proposal. He knew the senate had the rightful authority to do this on behalf of the faculty. The senate had been effective in the past and will be in the future, but it should develop better procedures to assist faculty members. This case would hold no gain for the senate and especially none for the College of Engineering, his college. Many there would perceive it to be mean-spirited and wouldn't support it. He would not vote to send it, but would vote to establish procedures for the future so that the faculty voice in evaluating a dean in office would be strengthened.

Professor Supriyo Bandyopadhyay, also in engineering, remarked that several faculty members in engineering, outside of civil engineering, had asked the senate to undertake this survey. The senate should have some role in formulating and implementing faculty opinion. It was inappropriate for the administration to continue a dean in office in the face of overwhelming opposition, and the senate should say something about this. The survey was a way to gather information. Detlefsen wanted to know what the proper statistics were of the civil engineering vote, and the chair replied they were as reported by Burrell. Detlefsen continued by saying the proposed survey was not at all mean-spirited; if he were dean, he would like to know what his faculty thought of him and would welcome such a survey. There was no malicious intent to the survey; the senate would only be attempting to represent those faculty who came to it to seek assistance. Batill asked to respond and was granted the floor. He said to his knowledge it was unprecedented to single out an individual in this way; it had an air of mean-spiritedness, and to him it was inappropriate behavior for the senate to do this. Burrell too asked to respond, and repeated that it was disingenuous to believe that this particular action was simply information-gathering; actions have consequences, and senate action in this manner without full knowledge of perhaps unintended consequences would be harmful.

Ruccio did not see the proposed survey as necessarily mean-spirited, but it was inappropriate. The members of the civil engineering faculty should make their case to the senate, perhaps through their own survey to see if the dean was continued in a high-handed way or to see if the process did not lead to accountability. Sheehan defended the motion. The senate had received pleas from several engineering faculty to investigate a particular situation; information to research their claim was needed but could not be gotten from the administration, only by the senate's own information-gathering survey. There seemed to be a problem which the senate had the duty to investigate.

Professor Robert Stevenson, another engineering faculty member, thought the action was inappropriate and was surprised when he received the monthly meeting packet with this proposal on the agenda. He participated in the dean's review but did not know what the phrase "subject to improvement" meant or where it came from. He was glad the civil engineering vote had been indicated. The senate material says the college has a problem, but he disagrees with that. The facts did not support senate involvement.

Borkowski reminded the senate that the president had challenged it to play a role in University life. In major changes, we should have a role, and we should move with dispatch to develop questionnaires and procedures for evaluation, then present these to the administration. But this particular action was ill-timed; we should be involved earlier in the process of a dean's evaluation; he wished the senate had played some neutral role in the recent evaluation of the deans of engineering and business administration, where there were and are problems. He had conducted the civil engineering vote, and it was a contentious situation. That department was not the only one split on this issue, but this senate action will not help. The senate should assist the administration to do a better job in the selection of deans. He proposed that the senate may want to send a delegation to talk to the dean, express concern to him over problems that have been brought to the senate concerning his actions, and ask him to resolve them perhaps with senate assistance. A vote won't solve these, but a good faith effort might. However, we should put procedures in place for the future. This current plan ought to be tabled.

Porter was sympathetic both to the engineering faculty who approached the senate and to the reservations many senators had expressed at this meeting. It was extraordinary action that was being proposed, but Notre Dame had a long history of the breakdown in communication and accountability. Maybe the survey was not the best way to go about this, but the senate should be responsive to faculty colleagues. Weinfield found a disturbing tendency in this action and others that the senate has considered, and that was almost to go on witch hunts under a veneer of gathering information or of being in some vague way democratic. This action was extreme, and he was concerned and uncomfortable about it.

Professor Nai-Chien Huang, also of engineering, talked to some colleagues in mechanical engineering, and in an informal survey he found 60 percent of his colleagues against the survey and 40 percent in favor. M. Borelli felt the engineering faculty should not be asking the senate to do their homework; perhaps after they have set the foundation, then the senate might be involved.



Detlefsen thought Ruccio, Batill and Borkowski had made good points, about the need for a more global practice and procedure for faculty evaluation of deans and other administrators for the future. However, he expressed his personal outrage in the strongest terms that anyone on the senate would consider a simple request for information as a witch hunt. After the chair admonished him for his language, Detlefsen continued by asking the engineering faculty members present if they wanted the senate to ask the dean if it should send out a survey. He had no presumption as to what the answer might be. The chair asked the parliamentarian if this was proper procedure. Eagan said only in a committee of the whole could such a colloquy take place. The chair said the representatives of the engineering faculty could reply to him in private.

Bandyopadhyay repeated that the Faculty Senate was the only viable option for an aggrieved faculty member; it was mandated to undertake to represent the faculty. Batill had no objection to asking the dean, but he had no idea what the answer would be. He suggested again the senate should work toward a positive role in the evaluation of any dean, but on this issue with its lack of communication and interaction, there was no build-up to this proposal and he did not favor it.

Miscamble doubted that Detlefsen would welcome this kind of action on the part of the senate if he ever were a dean [Detlefsen appeared to smile in agreement]. He thought it was a negative act toward the dean, and he would not support it. However, there were wounds that had to be healed in that college and he would support a senate action that would help to mend them.

Sullivan moved to send the resolution back to the executive committee to reconsider it in light of this discussion. Professor Umesh Garg seconded, and the senate agreed to vote. On the motion to recommit, the senate voted to do so with two abstentions.

Detlefsen said he had noticed a faculty member (Professor Jeffrey Kantor) in engineering, present at the meeting but not a senator currently, who had raised his hand to speak on the proposal. Detlefsen said he would like to hear what this faculty member had to say. The chair ruled it would not be according to the procedures of the senate to allow a non-member to speak without suspending the rules.

**NEW BUSINESS** (addition to agenda approved by two-thirds vote)

The chair recognized Professor Umesh Garg for the purpose of introducing a resolution from the Student Affairs Committee (no second needed). Garg did so, saying the committee had unanimously agreed to present a resolu-

tion calling upon the officers of the University to recognize immediately the GLND/SMC to the senate. Conway asked how this motion differed from the one passed by the senate in 1992, and the chair said it was much the same. Porter pointed out that past resolutions were not binding on the senate nor should they prevent the senate from acting again; the motion may be redundant but not inappropriate. Sullivan pointed out that this resolution was directed to the University officers, while the prior one was directed to the vice president for student affairs. Borkowski said timing was important; the new advisory committee had been denied authority over recognition, and maybe senate action can push them. Miscamble wondered if perhaps the senate in a spirit of goodwill should give the committee a chance.

Burrell, who is a member of the new committee, told the senate why he agreed to serve. His sense was that there was gridlock on the issue on campus. He would try to create a wider environment of welcoming, of free assembly and so on. Because of this experience at Notre Dame, he felt that recognition could be revisited at some future time. O'Hara had made herself vulnerable by appointing a committee of independent people.

Eagan moved the previous question, but there was no second. Discussion continued.

Biddick, in answer to Miscamble and Burrell, said O'Hara was clear that recognition was off the table. But she felt it was the issue, and she supported the resolution. Conway too approved the resolution. Porter thought context and timing meant a great deal. It would send a bad message if we did not approve this resolution just after hearing from the vice president for student affairs. She urged immediate adoption. Professor Russell Pickett, USN, said O'Hara didn't leave room for recognition in the future; this concerned his fellow Student Affairs committee members and precipitated this motion.

Professor Jerry Wei spoke against the resolution; Notre Dame must be true to its mission. Although he did not agree with O'Hara's methods, it was proper to refuse recognition. Detlefsen repeated that GLND/SMC's constitution contained nothing contrary to the church or to Notre Dame. It was silly for OSA to refuse recognition. Wei repeated that the University has to stand for certain moral teachings.

Borkowski moved the previous question, Eagan seconded, and the senate agreed to vote. The resolution passed: 30 in favor, three opposed, four abstentions.

Weinfield asked that his vote be recorded as present; as a non-Catholic he did not feel qualified to vote on this issue. In a later communication, Professor Gerald Bradley

indicated that he would have opposed the resolution if he had been present.

The senate adjourned at 10:15 p.m.

**Present:** Bandyopadhyay, Batill, Bayard, Bender, Biddick, Borelli, A., Borelli, M., Borkowski, Bottei, Bradley, Brennecke, Burrell, Coll, Collins, A., Collins, J., Conway, Delaney, Detlefsen, Doordan, Eagan, Gaillard, Garg, Gundlach, Hartland, Huang, Jordan, Lombardo, Mason, McBrien, Miscamble, Munzel, Pickett, Porter, Radner, Ruccio, Sayers, Sommesse, Sheehan, Simon, Stevenson, Sullivan, Wei, Weinfield, Zachman, Orsagh, Student Government Representative

**Absent:** Brownstein, Callahan, Hamburg, Hyde, Rathburn, Tomasch, Vasta, Borer, Graduate Student Representative

**Excused:** Broderick, Esch, Rai

Respectfully submitted,

Peter J. Lombardo Jr.  
Secretary

## Appendix A

### Chair's Report March 7, 1995

1. The mother of Harriet Flowers, secretary to the Faculty Senate, died two weeks ago. The Faculty Senate Chair sent a special floral arrangement to the funeral home on behalf of the Senate. Harriet wishes to thank members of the Senate for their prayers and expressions of sympathy.

2. As you know, invitations to address this evening's Faculty Senate meeting were extended to both Prof. Patricia O'Hara, Vice President for Student Affairs, and Father Richard Warner, C.S.C., Director of Campus Ministry. Prof. O'Hara accepted our invitation; Father Warner declined. A copy of his letter follows: [text attached].

3. There are two matters of Senate business still pending before the Academic Council. *First*, the Senate resolution recommending that the Academic Council amend the Academic Articles "so that the appointments and reviews for both senior and junior Vice President and Associate Provost positions include formal faculty input." The resolution was discussed at the February 16th meeting of the Academic Council and then again at the Council's Executive Committee meeting of February 27. It was clear to me and to some other members of the Council

who are also members of the Senate that the Senate resolution would not be approved by the Academic Council if the Council understood our resolution to require a formal search process for the appointment of these two officers and an equally formal review process, separate from the five-year review of the Provost. A compromise was worked out within the Executive Committee of the Academic Council and was presented to the full Academic Council yesterday, March 6. The compromise authorizes the Council's Executive Committee to develop language for the Academic Articles that will require consultation with the Provost's Advisory Committee (PAC) before the *appointment* of a vice president and associate provost can be presented by the President to the Board of Trustees for approval. The *reviews* of the two vice presidents and associate provosts, on the other hand, will be folded into the five-year review of the Provost. The Senate resolution, with the understanding reflected in the compromise agreement, passed unanimously by voice vote. The proposed amendment of the Academic Articles will be presented to the Academic Council for its approval at the next meeting of the Council on April 4. *Second*, as you know, the Faculty Senate resolution on intercollegiate athletics, passed last September, was voluntarily placed "on hold" by the Senate Chair when informed that the Faculty Board in Control of Athletics was in the process of preparing its own report on the subject. The Faculty Board's report was promised for the first of the year. Unfortunately, the report is still not ready for presentation to the Academic Council. It will be presented by Executive Vice President William Beauchamp, C.S.C., at the Academic Council meeting of April 26 and an advance copy will be made available to the Council's Executive Committee in time for its April 18th meeting. It is the expectation that the Senate resolution on intercollegiate athletics will be discussed at the April 26th meeting of the Academic Council in conjunction with the report of the Faculty Board in Control of Athletics. If necessary, an additional meeting of the Academic Council will be held in early May in order to complete work on the Senate resolution.

4. The Senate Chair intends to turn his attention to his promised report on the principal achievements of the Faculty Senate since its inception more than 25 years ago. Former Senate chairs and former and current members of the Senate are invited this one last time to contribute whatever they deem appropriate to this project.

5. The final meeting of the Senate-sponsored Notre Dame Forum on Academic Life will meet on Tuesday evening, March 28, at 7:30 p.m. in the auditorium of the Center for Continuing Education. The topic will be "The Place of Theology in a Catholic University" and, unless other suggestions are forthcoming, the Senate Chair will make the presentation. A second speaker will be named in due course.



## Appendix B

February 27, 1995

The Reverend Richard P. McBrien, Chair  
The Faculty Senate  
University of Notre Dame  
Post Office Box 489  
Notre Dame, Indiana 46556

Dear Dick:

I write to acknowledge and thank you for your letter to me dated February 15, 1995, inviting me to join Professor Patricia O'Hara in addressing the Senate on March 7 about the University's policy regarding gays and lesbians at Notre Dame.

I have thought about your invitation and considered my response. The members of the staff of Campus Ministry and I have discussed this situation often over the course of the past four years, and many of us have dedicated quite a bit of time to counseling gay and lesbian students in a non-judgmental and confidential context which I believe they have appreciated. At the same time, each of us has had deep respect for the Church's position in this matter and its relationship to our mission as a Catholic University.

While your invitation would afford me an interesting opportunity to converse with you and your colleagues about a matter of significant pastoral importance, I believe that Professor O'Hara is the most qualified person to explain University policy within one hour or less. Hence, I respectfully decline your invitation at this time.

It is my most earnest desire that all of us may continue to search for solutions which effectively meet the needs of our gay and lesbian students while respecting the position of the Church and our responsibilities as members of a Catholic institution of higher education. I trust that the meeting on March 7 will assist us in achieving this goal.

Faternally in Notre Dame

Richard V. Warner, C.S.C.  
Director, Campus Ministry

## Appendix C

### MEMO

TO: Members of the Faculty Senate  
FROM: Richard G. Sheehan  
SUBJECT: The Senate's Ad Hoc Self-Study Committee  
DATE: February 18, 1995

Attached is a proposed outline of the Ad Hoc Committee's report. The Committee is very concerned about getting as much input as possible from the entire Faculty Senate. If you have any suggestions on the format or content, the Committee welcomes your input. Under the heading of alternatives, the Committee is particularly concerned about specific programmatic suggestions as well as identifying both problem areas and suggested remedies. As an example of each: a programmatic suggestion — requiring any motion passed by the Senate to be addressed in a timely fashion; a problem area — the appeals process for promotion and tenure cases. The other major area where the Committee particularly invites comments is on the proper role of the Faculty Senate. Do you believe that the Senate's current role is appropriate? If not, how should it be changed?

You can return your comments to me by campus mail or by E-mail at Richard G. Sheehan.1@nd.edu.

Thank you in advance for your comments.

### Senate Self-Study: Suggested Outline

(1) What format and functions of other faculty senate?  
Review the information gathered  
Wide range of roles and focus  
Generally limited autonomy  
General question: what is appropriate role of faculty in university governance and how does a faculty senate fit into the picture?

(2) What is done at Notre Dame?  
Review areas for faculty input  
e.g., PAC, Academic Councils . . .  
What questions addressed in each? What percentage of elected faculty representatives?  
What "culture" of each group?  
Review areas where the Senate has played a role  
Dick McBrien's update on Senate accomplishments

(3) What attitudes toward ND Faculty Senate?  
Administration attitude  
as stated by Malloy and as implicit in actions of administrators  
Of Senators themselves  
as stated on survey forms from last year  
Of general faculty

## (4) Define role of faculty senate

As stated in Faculty Manual - limits on scope

In practice - Malloy's view vs. our own

Possibilities - in particular as they relate to other councils and committees

## (5) Alternatives

Dissolve

Senate's functions covered by other committees

Fold into AAUP

Stay the course

Current status acceptable and appropriate

No viable alternatives

Alternatives - specifics

For modifying Senate procedures

For modifying issues addressed by Senate

## Appendix D

### Executive Committee Draft #2

Dear Father Malloy:

We wish to take this opportunity to respond to the five areas that you suggested, during your annual visit on October 10, 1994, as the appropriate focus of the business of the Faculty Senate. These matters concern: 1) Evaluation of Teaching, 2) Affirmative Action, 3) Faculty Status Systems, 4) Promotion of On-Campus Culture, and 5) Faculty Citizenship. As the only deliberative body on campus whose membership is entirely elected, we feel a special responsibility to respond in a serious vein to your suggestions.

Our view is that the first three areas — regarding teaching, affirmative action, and faculty status — have been historically and presently continue to be of regular concern to the Faculty Senate. Indeed, as noted below, we are concerned that many of the issues highlighted by previous task forces and committees in these areas have not yet received appropriate attention on the part of the Administration and the University as a whole. Thus, we look forward to working with you and the rest of the Notre Dame community to make considerably more progress in these areas in the near future. The other areas you suggested — campus culture and county citizenship — as such do not regularly concern the Faculty Senate, although each of us, as individual faculty members and citizens, places great value on matters that do pertain to these areas.

### 1) Evaluation of Teaching

Renewed efforts in this area can begin with assessments by each College Council of the execution of the recom-

mendations of the 1988 Task Force on the Quality of Teaching in a Research University (*Notre Dame Report*, April 8, 1988), especially those mandates for departmental initiatives. These reviews could then be considered, and further initiatives recommended, by a committee composed of faculty appointed to the Center for Teaching and joined by elected faculty representatives. The Faculty Senate would then be in a position, if appropriate, to receive and act on the committee's recommendations.

The Senate recommends that the issue of teaching be addressed more broadly than those involving Teacher/Course Evaluations and peer review. Our concerns include: 1) the relation of teaching to research, 2) the contribution to teaching by non-research faculty and graduate students, and 3) the responsibility of undergraduates in actively developing their own pedagogical ethics and active stakes in the curriculum.

### 2) Affirmative Action

Having acted on Affirmative Action matters in the past (regarding, for example, the Ad Hoc Committee on the Status of Women [1988-89] and the Faculty/Student Committee on Women [1993-94]), the Senate takes serious note of the finding of the Accreditation Report of the North Central Association of Colleges and Schools that the "increase of women faculty is quite uneven, at best, across the disciplines and faculty ranks. . . . The situation for faculty and administrators of color is much, much worse" (*Notre Dame Report* 1994: 234-35). The Senate continues its own agenda in this area.

For immediate action, the Senate recommends: 1) that each College Council assess the execution of mandates recommended by the University Affirmative Action Report — Spring 1990 (*Notre Dame Report* [1989-90]: 340-41); 2) that the Deans of Colleges lacking a college policy on Affirmative Action be advised to have their College Councils draw up such a document; 3) that department chairs be required to report annually on Affirmative Action in a College Council meeting; 4) that Deans report on Affirmative Action annually in the Academic Council; and 5) that the Faculty/Student Committee on the status of women engage in self-study and report to the faculty on the resources that it needs in order to realize its mandates.

### 3) Faculty Status Systems

The Faculty Senate may be regarded as the unique, historical response to faculty status systems at work within the University community. The Senate will unquestionably persist in its abiding and consistent concern for faculty status. As an elected body, we bring together faculty across ranks, colleges, and other units. The Senate re-

gards its origin, structure, mission, and activities as centering upon achieving and preserving for each faculty member, active and emeritus, conditions that foster personal opportunity, professional equity, democratic community, and academic freedom and autonomy. The work of the Faculty Senate has also kept before the University community the tensions between symbolic status and material status. We therefore actively work in three areas: 1) faculty/administration relations; 2) power as related to promotion and reappointment, and grievance; and 3) equity as related to salary and benefits.

The Faculty Senate's consistent concern to enhance the democratic participation of the faculty at the University (e.g., representation on PAC, enhanced representation on the Academic Council) has proven to be one of the most effective ways of mitigating the perniciousness of certain hierarchical arrangements on campus. The Faculty Senate will continue its work in this important area.

#### 4) Campus Culture

Promoting the kind of cultural activities suggested in your address could bog down the Faculty Senate in endless details more properly planned and administered by university offices and units such as the Office of Student Affairs, the Center for Continuing Education, the Joyce Athletic and Convocation Center, and the like. However, whenever the Faculty Senate deems it necessary or appropriate, it may constructively call such offices to account out of concern for the common good of the university community. Already the Faculty Senate has issued such calls with regard to discriminatory and sexual harassment on campus (resolution of December 1994) and the recognition of Gays and Lesbians of Notre Dame/Saint Mary's as an official student organization (May 1992).

#### 5) Faculty Citizenship

For the reason stated immediately above, the Faculty Senate as a university body will not become politically or socially involved in the public business of St. Joseph County. However, as individual faculty members and citizens, many of us have been in the past, and will continue to be in the future, very much involved in public issues locally and nationally. Also, the Faculty Senate, whenever it deems it appropriate or necessary, will constructively call to account such university offices as Public Relations and Information, Development, the Athletic Department, the Center for Social Concerns, and the like.

Please accept this letter as an attempt on our part to continue and deepen this dialogue. We look forward to working with you and the other members of this University to improve the relationship of Administration and

faculty on matters of governance, to enrich the quality of teaching, to improve the situation of women and minorities, and to enhance the sense of community among the faculty, students, and staff of Notre Dame.

Respectfully,  
The Faculty Senate

## Appendix E

### An Open Letter in Response to the Campus Life Council Resolution Calling for Recognition of GLND/SMC

#### A. Introduction

As you may know, the Campus Life Council (CLC) passed a resolution at its February 20th meeting that calls upon the Office of Student Affairs to grant full recognition to Gays and Lesbians at Notre Dame/Saint Mary's College (GLND/SMC). I received the resolution from David Hungeling, student body president and chair of the CLC, on February 22nd. The bylaws of the CLC require that I publicly respond to resolutions of the CLC within seven days of receipt. David Hungeling graciously agreed to extend my time to respond until March 6th so that I could have a few extra days to consult on this matter.

I would like to open this response by attempting to place discussion of recognition of GLND/SMC within a wider framework. I will then address the question of recognition directly. After describing our current outreach to gay and lesbian students, I will close with a discussion of how we hope to expand our efforts in the future.

There has been much discussion during the past month on campus and in the campus press regarding the issue of granting official University recognition to GLND/SMC. Frequently this discussion has proceeded along polarized lines that treat the discrete question of granting recognition to GLND/SMC as absolutely synonymous with much broader issues regarding the dignity and value of our gay and lesbian students. Cast in these terms, the decision of the Office of Student Affairs to deny recognition to GLND/SMC is sometimes equated with a desire on our part to disavow our gay and lesbian students as integral and valued members of the Notre Dame community. I want to state as strongly as possible that nothing could be further from our intent.

Thus, I welcome the opportunity to respond publicly to the recent CLC resolution. I hope that by placing discussion of the recognition issue within a wider context, I will be able to clarify the decision of the Office of Student Affairs in a way that will stop the damage and pain to our

community that results from equating our position on the recognition issue with prejudicial stereotypes and bigotry that we abhor.

The wider context of which I speak is the University's genuine desire to acknowledge and affirm the presence of the gay and lesbian students in our midst. We value our gay and lesbian students, as we value all students who are members of this community. We want the University to be a safe and inclusive environment in which every student can pursue the educational endeavor to which we are committed — free from harassment of any kind. As with all our students, we want to meet the needs of our gay and lesbian students. We seek to do so through appropriate channels — channels that we believe are best equipped to address the issues with which gay and lesbian students deal and channels that allow us to balance our desire to support our gay and lesbian students with our responsibility to remain faithful to the teachings of the Catholic Church.

We have a long-standing dispute with GLND/SMC regarding whether granting official University recognition to this organization is an appropriate means of meeting the needs of our gay and lesbian students in a manner consonant with our responsibility to be faithful to Church teaching. We do not believe that recognition of GLND/SMC is an appropriate means to this end.

The recognition issue, however, is just this — a dispute about the appropriate means to an agreed-upon end. There is no dispute as to our desire — indeed, our obligation — as a community of scholars and a community professing Christian values — to build an inclusive environment in which every member feels welcome and prized. Our refusal to grant recognition to GLND/SMC is not an attempt to ignore, deny or denigrate the presence of our gay and lesbian students and their value to this community.

## B. The Recognition Question

With this as a premise, let me turn my attention to the specific resolution of the Campus Life Council — a call to grant official University recognition to GLND/SMC. Let me begin in this regard by stating that in the area of student life, Notre Dame is different from many other universities in our articulated behavioral expectations of students. In particular, as you know, Notre Dame has an explicit policy that expresses our belief that a genuine and complete expression of love through sexual union requires a commitment to a total living and sharing together of a man and woman in marriage. This policy calls upon all our students to reserve sexual union for marriage.

Consistent with the moral teachings of the Catholic Church, Notre Dame explicitly all students — whatever their sexual orientation — to chastity. Chastity requires those who are single to refrain from sexual union. We recognize that this is a difficult call. It is a call for which there is sometimes little societal reinforcement in the media or elsewhere. But it is the clear call of the Gospels with respect to our sexual mores, and it is the ideal for which we strive.

What we ask of our students as individuals in this regard, we also ask philosophically and conceptually of student organizations that seek official University recognition. Thus, *du Lac* requires that to receive University recognition, a group's purpose must be consistent with the mission of the University and the moral teachings of the Catholic Church. Under the provisions of *du Lac*, only recognized groups enjoy the privileges of using campus facilities, receiving University funds and sponsoring activities.

It is against this backdrop that the Office of Student Affairs has twice considered requests from GLND/SMC for University recognition — first in 1986, when recognition was denied by my predecessor, Father David Tyson, C.S.C.; and again in Spring 1992, when I denied an appeal by GLND/SMC from a decision of the Office of Student Activities refusing recognition.

In the 1992 request for recognition, GLND/SMC submitted a constitution, together with approximately ten pages of commentary, arguing the group's case for recognition. Specifically, the group submitted a seven-page letter at the time of filing the application for recognition with the Office of Student Activities and another three-page letter in connection with the appeal to my office. At the February 20th meeting of the Campus Life Council, GLND/SMC distributed the three-page letter, together with some additional correspondence, to CLC members for review. The seven-page letter was not included in the material distributed to the CLC.

In these 1992 application materials, GLND/SMC addressed the issue of homosexual behavior. Taken as a whole, the application materials were cast in a framework that expressed a value-neutral approach toward a variety of ways in which gays and lesbians may live out their orientation. At another point in the application materials, GLND/SMC stated its belief that Notre Dame has a unique opportunity to influence young gays and lesbians by steering them in the direction of stable, monogamous relationships. Neither of these approaches, however, is consistent with official Church teaching.

It should be noted that GLND/SMC's 1992 application materials were consistent in this regard with prior correspondence and conversations between co-chairs of the organization and the Office of Student Affairs. At various times over the years, previous co-chairs have expressed dissent from the teaching of the Church.

It is for this reason, based both upon its application materials and history, that the Office of Student Affairs denied recognition to GLND/SMC. As an unrecognized group, GLND/SMC may not use campus facilities, receive University funds or sponsor activities. The decision communicated by Student Affairs to GLND/SMC regarding its regular and publicized use of a room in the Counseling Center for peer support group meetings was an application of this principle.

At the February 20th meeting of the Campus Life Council, several undergraduate members of the Council asked a number of questions regarding whether new papers from GLND/SMC, reorganization of GLND/SMC or formation of some new student organization might result in a favorable recognition decision. As I indicated at the meeting, I find it difficult to answer recognition questions in the abstract.

At the same time, I stated that it would be disingenuous of me to hide behind this answer because to do so might create false expectations. I do not believe that such organizational efforts would result in a favorable decision regarding recognition. The existence of GLND/SMC for over ten years with a consistent pattern of philosophical dissent from Church teaching makes our particular institutional milieu different from some other Catholic universities that have addressed recognition issues in this area.

Admittedly, our policy of tying official recognition standards for student groups to consistency with Church teaching makes Notre Dame different from state universities and many private universities. It is important to note, however, that there is ample room in other areas within the University — speakers, conferences, symposia and classes — for debate of Church teaching.

## C. Existing Outreach to Gay and Lesbian Students and a Recent Initiative

Let me begin to bring this response to a close on the same note with which I began. Although the Office of Student Affairs does not believe that recognition of GLND/SMC is appropriate, we have a sincere desire to affirm the presence of those students in our midst who are gay and lesbian and to meet their needs through appropriate channels. We frequently cite the services available to individual students through the Counseling Center, the Office of Campus Ministry and hall staff as valuable re-

sources in this regard. In stating this, we do not intend any negative inferences regarding the mental health or the committed nature of the faith lives of our gay and lesbian students — anymore than we intend such inferences as to the many heterosexual students whom we direct to these same channels. Rather, we see these members of the Office of Student Affairs as people with the expertise to help our students deal with issues related to psychosexual development, personal integration of sexuality and the many other matters that can touch on these processes.

At the same time, a number of members of the University community have voiced their concern that Student Affairs needs to do more than make services available to individual students — that there must be some way that Student Affairs can sponsor and provide facilitators for a forum in which gay and lesbian students can come together as a group to discuss issues that relate to their lives in a setting that is respectful of Church teaching.

With this in mind, after extensive discussion as a staff, the Office of Campus Ministry submitted a proposal to Student Affairs this past September. Campus Ministry's proposal outlined a new initiative to extend their existing services to undergraduate students who are gay or lesbian, or who are uncertain about their sexual orientation, beyond individual settings to a new group endeavor facilitated by the staff of Campus Ministry. Student Affairs approved this proposal and submitted it to the Officers of the University for final review. The Officers' Group approved this proposal in October.

Since that time Campus Ministry has been engaged in efforts to begin this group. Campus Ministry met in small settings with the rectors of our undergraduate residence halls to explain and seek support for this new initiative, as well as to make the availability of the group known. Campus Ministry chose not to publicize these efforts because the staff believed that at least at the outset a more discreet approach would reinforce the confidential nature of the group. Although this program is in its early stages, I have great hopes that Campus Ministry's new initiative may provide a University-sponsored forum in which gay and lesbian students can come together as a group to explore common issues and find mutual support.

## D. Planning for the Future

For the reasons outlined earlier, I am not approving the CLC resolution calling for recognition of GLND/SMC. I do, however, want to thank the members of the Campus Life Council for the free-flowing discussion at the February 20th meeting. I found the questions posed and the dialogue that ensued to be marked by honesty, candor, and most importantly by a genuine desire to create a

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more supportive and inclusive environment for our gay and lesbian students. I want to assure you that this desire is fully shared.

I have spent many hours since the CLC meeting reflecting on all that was said. I opened this response by alluding to my concerns about the polarization and negativity that has surrounded the recent debate over recognition of GLND/SMC. I believe, however, that the recent debate can also be transformed into a positive opportunity. The energy focused on the recognition question can serve to renew us with respect to the broader question of how — apart from recognition of GLND/SMC or another student group — we can enhance our efforts to meet the needs of our gay and lesbian students.

As to this broader question, I believe that I have acted too slowly and presumed too much about the adequacy of our efforts in prior years. If Student Affairs does not believe that recognition of GLND/SMC or another student organization is the appropriate means to the agreed-upon end of building a supportive environment for our gay and lesbian students, then it is Student Affairs' responsibility to develop meaningful alternatives beyond the services offered to individual students that we currently provide through Counseling Center, Campus Ministry and hall staff.

Toward this end, I have appointed an ad hoc committee to advise me on how, apart from recognition of GLND/SMC or another student organization, we can do a better job of meeting the needs of our gay and lesbian students. The following members of the University community have agreed to serve:

Sister Joris Binder, O.P.  
Rector of Pasquerilla East  
Member of the Campus Life Council

Rev. David Burrell, C.S.C.  
Hesburgh Professor of Theology and Philosophy

Rev. Robert Dowd, C.S.C.  
Assistant Director of Campus Ministry

Ms. Ann Firth  
Assistant to the Vice President for Student Affairs

Rev. Terence Linton, C.S.C.  
Rector of Grace Hall  
Member of the Campus Life Council

Professor Maura Ryan  
Assistant Professor of Theology

Dr. Susan Steibe-Pasalich  
Assistant Director of the University Counseling Center

Dr. Patrick Utz  
Director of the University Counseling Center

Rev. Richard V. Warner, C.S.C.  
Director of Campus Ministry

I intend to ask Jonathan Patrick and Dennis McCarthy, the incoming undergraduate student body president and vice president, to join the committee, together with two gay or lesbian students whom I will appoint. The committee will be chaired by my assistant, Ann Firth. The committee will be free to solicit and accept input on the matters within its charge from any interested member of the University community.

I will ask the committee to advise me on the following questions:

(i) How can the University through Student Affairs sponsor a facilitated setting respectful of Church teaching in which gay and lesbian students can come together as a group to explore common issues and find mutual support?

(ii) What types of programs should Student Affairs sponsor for rectors, hall staff and other Student Affairs professionals to better equip them to meet the needs of our gay and lesbian students?

(iii) What additional measures should Student Affairs take to promote an environment free of harassment based on sexual orientation?

The committee will submit a preliminary written report on May 1, 1995, summarizing the status of its conversations. The committee will submit a final report by October 23, 1995, if at all possible, but in no event later than December 6, 1995.

I realize that the rationales that I have advanced in this response will not be satisfactory to all members of the University community. I hope, however, that we can move beyond the painful polemics that have characterized the discussion in recent weeks. I ask you to join me in our continuing efforts to build a community in which each of us can realize our God-given potential — a community that is faithful to Gospel values that call us to chastity in a society that frequently settles for less, and a community that is faithful to the inclusive call of the Gospel both to see Christ in each other and be Christ to each other.

Professor Patricia A. O'Hara  
March 6, 1995

# THE GRADUATE SCHOOL 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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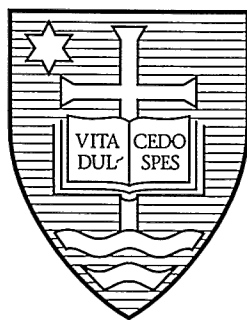
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