

NOTRE DAME REPORT

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Scholarship Aid to Increase

Notre Dame will increase expendable funds for student scholarship aid by \$5 million over the next four academic years.

A projected 425 undergraduate students will be recipients of the new scholarship money over the four-year period. Scholarship awards will be made to first-year students in each of the four entering classes beginning in the fall of 1996. In accordance with University policy, awards will be based on students' academic and personal qualities as well as demonstrated financial need. The awards will carry over from year to year with adjustments for increased University costs and any changes in students' need.

The sources of the \$5 million in new expendable money will include proceeds from bowl appearances by the football team, revenues from the television contract with NBC and income from its product licensing program. These same sources already have generated more than \$30 million in increased financial aid endowment in the past three years alone.

 Under the new plan, \$5 million that would have gone into financial aid endowment instead will be made immediately available for scholarship awards.

Falco Wins Sullivan Prize

Acid, a collection of short stories by Edward Falco, has been selected as the first winner of the Sullivan Prize for short fiction.

The prize, which will be awarded biennially by the Creative Writing Program to authors of short stories, honors a distinguished member of Notre Dame's English faculty, the late novelist and short story writer Richard Sullivan. The Sullivan Prize includes a \$500 cash award and publication of the winning work by the University of Notre Dame Press.

Falco, whose short stories have appeared in the *Atlantic Monthly*, *TriQuarterly*, *The Southern Review* and the *Virginia Quarterly Review*, is the author of an earlier collection, *Plato at Scratch Daniels*, and a novel, *Winter in Florida*. He also has a collection of hypertext poetry on the Internet. His short story, "The Artist," has been selected by Pulitzer prize-winning novelist Jane Smiley for inclusion in *Best American Short Stories 1995*.

Allen Supports Irish Studies

Herbert Allen, chief executive officer of the investment banking firm Allen & Company, has made two gifts totaling \$700,000 to the Keough Center for Irish Studies in honor of the center's founder, Donald R. Keough. Keough, chairman of the board of Allen & Company, is a member and former chair of the Board of Trustees.

One \$350,000 gift will be used to support lecturers in Irish studies at Notre Dame, while, with the other \$350,000 gift, the University will purchase a microfilm collection of some 200,000 18th-century books, broadsides and other printed materials including all editions of the works of Edmund Burke, Henry Fielding, Benjamin Franklin, Thomas Paine, Alexander Pope and Jonathan Swift, among others. Acquisition of the collection will substantially enhance the Notre Dame library's holdings in Irish literature, religion, history, government, culture and other topics.

Alliance for Catholic Education Receives Award

Notre Dame's Alliance for Catholic Education (ACE) has received the Exemplary Program Award from the Western Association of Summer Session Administrators (WASSA).

Participants in the two-year program take part in two teacher training sessions conducted during the summer at Notre Dame by staff from the University of Portland's School of Education.

The WASSA award is the second such honor to be given to ACE, which earlier this year was named recipient of the National Education Association's C. Albert Koob Merit Award for significant contributions to Catholic education.

Under the direction of Sister Lourdes Sheehan, R.S.M., ACE this year has sent 80 teachers to disadvantaged parochial schools in urban and rural communities throughout the southeastern United States.

ACE was founded in 1994 by Rev. Timothy Scully, C.S.C., vice president and associate provost, to provide committed Catholic teachers for understaffed parochial schools and to provide recent college graduates with intensive teacher training and opportunities for Christian community and personal growth. After two years in the ACE program, participants receive a Master of Arts in Teaching degree from the University of Portland.

Self-study of Athletics Begins

Notre Dame has formed a committee of faculty, staff and students to conduct a yearlong self-study of its athletic department as the first step in complying with the NCAA's new Division I certification program. All Division I colleges and universities are required to complete a self-study of athletics by 1998.

The 47-member committee will examine all aspects of the athletic program, with emphasis on governance and commitment to rules compliance, academic integrity, fiscal integrity and commitment to equity. Upon completion of the self-study, the committee will submit a report to a peer-review panel made up of members from other Division I colleges and universities. That panel will evaluate the self-study and make a recommendation to the NCAA's Committee on Athletics Certification, which will determine whether to certify the University's athletic program. A decision is expected by early 1997.

Notre Dame's committee is chaired by Nathan O. Hatch, vice president for graduate studies and research and professor of history. Subcommittees on governance, academic integrity, fiscal integrity and equity are chaired, respectively, by Patricia O'Hara, vice president for student affairs and professor of law; A. James McAdams, associate professor of government and international studies, William Nichols, associate dean for M.B.A. programs and professor of accountancy; and Carol Kaesebier, vice president and general counsel.

Strategic Planning for Information Technologies Announced

In a letter dated November 29, 1995, Steven Buechler, associate provost and professor of mathematics, announced commencement of a strategic planning effort for information technologies. This letter was sent to some 1500 faculty and staff. Its text follows:

In 1987 the Task Force on Computing at the University of Notre Dame issued its full report. The ensuing development of computing at the University was guided by the recommendations of this report. To fully utilize present and future resources a continuing plan for information technologies must be developed.

Today audio and video materials are often stored and edited on computers, and computer output can be projected onto a screen in the classroom. This growing interdependence of audio-visual media and computing tools resulted in the move of Educational Media into the Office of University Computing. An increasing number of holdings in the University Libraries are in electronic form and spe-

cialized tools have been developed to access them. Similarly, the gap between communication via computers and telephone communication is narrowing. This evolution led to the recent name change of the Office of University Computing to the Office of Information Technologies, and creates new opportunities and challenges for information technologies on campus.

The Office of Information Technologies, in partnership with the University Libraries and the Office of Telecommunications, is embarking on a strategic planning effort. The goal of this joint activity is to develop a program for the use of information technology in supporting the objectives of the *Colloquy for the Year 2000*, and additional needs of the University community.

Understanding the information technology needs of an individual or a specialized unit is most effectively done with a thorough interview. Since technology touches nearly every function on campus the scope of this planning process is formidable. To accomplish the task in a timely fashion the Office of Information Technologies has contracted the services of EDUTECH, International, a company with 10 years of experience in higher education consulting.

The executive committee of the University Committee on Computing and Information Services, whose membership is listed below, will schedule interviews between EDUTECH consultants and small groups of information technology users. Specialized task forces, with members from units across campus, will be formed as the planning process evolves.

This planning effort is scheduled for completion by June 30, 1996. Additional information (to be updated regularly) is available on-line at <http://www.nd.edu/~nditsp/>.

The primary concern is that this planning process is driven by the needs of the Notre Dame community. It is through your participation that the outcome will be the University's plan for information technology. Your involvement will be appreciated.

Executive Committee of UCCIS

Co-chairs: Steven Buechler, associate provost and professor of mathematics; Nazareno L. Rapagnani, assistant provost for information technologies

Members: James J. Lyphout, associate vice president for business affairs; Robert C. Miller, director of University Libraries; Roger F. Jacobs, director of the Law Library, professor and associate dean of law; Bill D. McDonald, professor of finance and business economics; Kathie E. Newman, professor of physics and associate dean of science; Roger B. Skurski, professor of economics and associate dean of arts and letters; Joannes Westerink, associate professor of civil engineering and geological sciences; Edward F. Hums, director of special projects, vice president for business affairs; Harold L. Pace, University registrar; Jeffrey M. Squyres, graduate student representative; Charles J. Catalina, undergraduate student representative


FACULTY NOTES

Honors

Panos J. Antsaklis, professor of electrical engineering, has been named to the editorial boards of the *Journal of Discrete Event Dynamic Systems* published by Kluwer Academic Publishers, *The International Journal of Intelligent Control and Systems* published by World Scientific and *International Journal of Intelligent Control Systems* published by Wiley Eastern in New Delhi, India. He has been selected to serve as the IEEE director in the American Automatic Control Council, the U.S. National Member Organization of the International Federation of Automatic Control, and he has been named honorary chair of the fourth IEEE Mediterranean symposium on Control and Automation in Crete, Greece, June 10-14.

Peri E. Arnold, professor of government and international studies and director of the Hesburgh Program in Public Service, has been invited to join the six member advisory editorial board for a book series on the presidency and leadership to be published by Texas A&M University Press in association with Texas A&M's Center for Presidential Studies.

James T. Cushing, professor of physics, was appointed to the editorial committee of the journal *Science & Education*.

 **Peter Diffley**, associate dean in the Graduate School and concurrent assistant professor of biological sciences, was elected to the executive committee of the Association of Graduate Schools in Catholic Colleges and Universities.

John M. LoSecco, professor of physics, has been elected chairman of the BaBar Speakers Bureau. BaBar is a physics experiment at the Stanford Linear Accelerator Center B meson factory in Stanford, Calif.

Rev. Edward A. Malloy, C.S.C., president and professor of theology, has received an honorary doctorate of humane letters during a convocation marking the installation of Rev. Martin R. Bartel, O.S.B., the 14th president of Saint Vincent College in Latrobe, Pa., Dec. 5. The citation praised Father Malloy as "a distinguished Catholic educator and a great moral leader" for whom "a truly Catholic philosophy of education must combine both academic achievement and a strong moral sensibility."

Lawrence C. Marsh, associate professor of economics, has been nominated by the board of officers of the Midwest Economics Association as vice president for 1996-97.

A. James McAdams, associate professor of government and international studies, has been awarded a fellowship from the John D. and Catherine T. MacArthur Foundation which he will use during the 1996-97 academic year to write a book titled "Retrospective Justice in the Spirit

of Liberalism: German Democracy and the History of the GDR."

Anthony N. Michel, McCloskey dean of engineering and Freimann professor of electrical engineering, was appointed vice president of conference activities and was re-appointed associate editor at large of the IEEE Control Systems Society for 1996.

Rev. Thomas F. O'Meara, O.P., Warren professor of theology, was the first recipient of the Yves Congar Award for excellence in the field of theology. This award, named in honor of the Dominican historian and ecclesiologist so influential at Vatican II, was established by Barry University, North Miami, Fla., Dec. 11, 1995.

Rev. Robert S. Pelton, C.S.C., concurrent professor in the Kellogg Institute, was named coordinator of the USCC National Research Project, Churches of the Americas from the Perspective of the United States.

Patrick J. Schiltz, associate professor of law, received the Presidential Alumni Award from the College of St. Scholastica at the college's fall commencement exercises in Duluth, Minn., Nov. 18. The award recognizes outstanding alumni whose professional and personal lives best exemplify the Benedictine tradition.

Michael Waldstein, assistant professor in the program of liberal studies, was elected to serve on the steering committee of the "Nag Hammadi and Gnosticism" section of the Society of Biblical Literature.

Activities

Scott Appleby, associate professor of history and director of the Cushwa Center, delivered the 1995 Msgr. William D. Steele lecture "Fundamentalisms in Dialogue with the World: Implications for Ecumenical Relations" at St. Mary's Seminary in Houston, Tex., Nov. 9. He participated in a panel discussion on "Cultural, Ethnic, and Religious Factors in International Affairs" at the inaugural conference of the James A. Baker III Institute for Public Policy at Rice University in Houston, Tex., Nov. 13-14. Appleby delivered the 1995 Sister Mary Josetta Butler lecture "Public Religion in the Year 2000" at Saint Xavier University in Chicago, Ill., Nov. 30.

Panos J. Antsaklis, professor of electrical engineering, presented a paper titled "Hybrid Control System Design Based on Natural Invariants" at the 34th IEEE conference on Decision and Control in New Orleans, La., Dec. 13-15. He organized and chaired an invited session on Hybrid Systems and was the general chair of that conference.

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William B. Berry, associate chairperson and professor of electrical engineering, presented "The Propulsion System for a Race Car as an Engineering Education Platform in Design" coauthored with **Peter H. Bauer**, associate professor of electrical engineering, and "The Energy Analysis and Diagnostic Center Program" coauthored with **John W. Lucey**, associate professor of aerospace and mechanical engineering, at the fourth world conference on Engineering Education in Minneapolis, Minn., Oct. 15-20. Berry presented a discussion on the activities of the University of Notre Dame's Industrial Assessment Center titled "Energy Analysis Diagnostic Evaluation" at the Forging Industry Association Conference "Making Cent\$ with Plant Engineering" in South Bend, Ind., Nov. 17.

George B. Craig Jr., Clark professor of biology, presented the invited paper "Aedes-transmitted Arboviruses — Current Status" at the annual meeting of the Illinois Mosquito and Vector Control Association in Champaign, Ill., Nov. 15-17. He gave the invited paper "Fraud in Marketing Mosquito Protection Devices" at the annual meeting of the Entomological Society of America in Las Vegas, Nev., Dec. 15-21.

Frederick J. Crosson, Cavanaugh professor in the program of liberal studies, presented the invited paper "Reflections on Catholic Social Teaching" at the centennial conference of the School of Philosophy at the Catholic University of America in Washington, D.C., Oct. 7. He gave the paper "Spiritual Life in the Thomistic Tradition" at the annual meeting of the Catholic Commission on Intellectual and Cultural Affairs at New York University in New York, N.Y., Oct. 28. He presented "Academic Freedom and the Religious University" at the annual meeting of the American Maritain Association in Charleston, S.C., Dec. 2.

Fred R. Dallmayr, chairperson and Dee professor of government and international studies, presented a paper on "Gandhi's Truth Revisited" at a conference on Gandhi's Legacy held at the School of Oriental and African Studies at the University of London in London, England, Oct. 5-7. He chaired an evening plenary session at the annual meeting of the Society for Phenomenology and Existential Philosophy at DePaul University in Chicago, Ill., Oct. 12-14. He presented a paper on "Nationalism and Post-Colonial Discourse" at a meeting of the Greater Philadelphia Consortium of Philosophy held in Newark, Del., Oct. 21. He presented a paper on "Culture and Global Development" at a conference on Development Ethics held in Santiago, Chile, Oct. 25-28.

Roberto A. DaMatta, Joyce professor of anthropology, commented on the section "Corruption and Public Culture" at the conference Corruption and Society in Mexico which was organized and sponsored by the Mexican Stud-

ies Program at the University of Chicago in Chicago, Ill., Nov. 30-Dec. 1.

William G. Dwyer, Hank professor of mathematics, delivered a plenary lecture titled "Homotopy Theory of Compact Lie Groups" to the winter meeting of the Canadian Mathematical Society held at Simon Fraser University in Vancouver, B.C., Dec. 11.

Douglas J. Fishkind, assistant professor of biological sciences, gave the invited seminar titled "Actin-Myosin Organization in Cell Division: A Role for Spindle Microtubules during Cytokinesis" at the Indiana University Medical Center Department of Medicine in Indianapolis, Ind., Nov. 14.

Abbot Astrik L. Gabriel, director and professor emeritus of the Medieval Institute, gave the key and principal address at the 600th anniversary celebration of the University of Obuda founded in 1395 by emperor Sigismund of Luxemburg in Hungary. The solemnities were sponsored by the Cardinal-Archbishop Primate of Hungary, L. Paskai; Archbishop Angelo Acerbi, apostolic nuncio who greeted the assembly in English, and President of the Republic of Hungary, A. Göncz, in Budapest, Hungary, Oct. 24. Gabriel spoke at the University of Budapest on Benedict of Makra, a most distinguished professor in the 1395-founded *Studium Generale*, who was doctor of four universities: Prague, Vienna (in arts), Paris (canon law), Padua (civil law). The most important Budapest daily *Nemzeti Ujság* (*National News*) complimented Gabriel by name.

Mohamed Gad-el-Hak, professor of aerospace and mechanical engineering, delivered the talks "One Last Chance for Compliant Coatings?" and "A Novel Pump for Low-Reynolds Number Flows" coauthored with Daniel Wajerski, Alain Texier and **Mihir Sen**, professor of aerospace and mechanical engineering, at the 48th annual meeting of the Division of Fluid Dynamics of the American Physical Society in Irvine, Calif., Nov. 19-21. He chaired the session on "Control of Instabilities" at that meeting.

Denis Goulet, O'Neill professor of education for justice, economics, delivered the invitational visiting scholars lecture titled "Wisdom to Match our Sciences: Education for Justice" to the Education Seminar Series at Indiana University in Bloomington, Ind., Dec. 11.

Christine Jensen Hogan, adjunct instructor in the Freshman Writing Program, chaired the session "Merton at St. Bonaventure" at the fourth general meeting of the International Thomas Merton Society at St. Bonaventure University in Olean, N.Y., June 17.

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Ruthann K. Johansen, associate professional specialist and concurrent professor in the arts and letters core course, presented the keynote address "The Craft and Poetry of Education" for the opening faculty workshop at Rosary College in River Forest, Ill., Sept. 1. She chaired the Flannery O'Connor Section of the South Central Modern Language Association meeting in Houston, Tex., Oct. 26.

Ahsan Kareem, professor of civil engineering and geological sciences, presented a paper titled "Stochastic Response of Coupled Platform-Tether System Under Multi-Directional Seas" and chaired a session on "Stochastic Linearization and Averaging" at the international union of Theoretical and Applied Mechanics '95 symposium on Advances in Nonlinear Stochastic Mechanics in Trondheim, Norway, July 3-7. He made a presentation on "Gust Loading Factors for Design of Structures" at the annual American Society of Civil Engineers (ASCE) meeting on ASCE-7 Minimum Design Loads Standard in Dallas, Tex., July 15-16. He presented a lecture titled "On the Nonlinear Stochastic Dynamics of Ocean Systems" at the ONR workshop on Reliability of Nonlinear Ocean Structures Under Stochastic Excitation in Arlington, Va., July 24-25.



Jeanne Halgren Kilde, assistant professor of American studies, delivered a paper titled "Worshiping in the Theatre: Commercial Performance Space and the Religious Audience" at the annual conference of the American Studies Association in Pittsburgh, Pa., Nov. 11.

Lee J. Krajewski, Daley professor of manufacturing strategy, chaired the Operations Planning and Scheduling track and presented "The Strategic Importance of Operations Planning and Scheduling" at the Production and Operations Management Society national conference in Pittsburgh, Pa., Oct. 7-10. He gave the invited presentation "Publishing Your Dissertation Research" to the doctoral consortium and gave the address "How to Provide Balance in Your Personal and Professional Lives" to the new faculty consortium at the Decision Sciences Institute national conference in Boston, Mass., Nov. 18-22.

John M. LoSecco, professor of physics, gave the invited talk "Pointers and Structures in HEP" at the BaBar Software Workshop at the Stanford Linear Accelerator Center at Stanford University in Stanford, Calif., Dec. 8.

Nicos Makris, assistant professor of civil engineering and geological sciences, presented an invited lecture titled "Analysis and Design of an Electrorheological Damper for Seismic Protection of Structures" at the Department of Civil Engineering at the Rensselaer Polytechnic Institute in Troy, N.Y., Dec. 1.

James J. Mason, assistant professor of aerospace and mechanical engineering, presented a paper titled "The Effects of Loading and Material Microstructures upon Shear Localization in C-300" at the ASME 1995 international Mechanical Engineering congress and exposition in San Francisco, Calif., Nov. 12-17.

Mark J. McCready, associate professor of chemical engineering, presented the papers "Onset of Transverse in Cocurrent Gas-liquid Flow" coauthored with W.C. Kuru and M. Sangalli and "Examination of Stability Models for Gas-liquid Flow Regime Transitions" coauthored with D.D. Uphold and W. McKee at the AIChE annual meeting in Miami, Fla., Nov. 13-17. McCready and **Arvind Varma**, Schmitt professor of chemical engineering, coauthored a paper presented by R. Wu titled "Enhancement of Three-phase Packed Bed Reactor Performance by Tuning the Pulsing Frequency in Pulse Flow Regime" at that meeting.

Martha Merritt, assistant professor of government and international studies, gave the invited talk "Borders, Boundaries and the Meaning of Russia in Estonia" at the University of Michigan in Ann Arbor, Mich., Nov. 15.

Anthony N. Michel, McCloskey dean of engineering and Freimann professor of electrical engineering, gave a seminar titled "Analysis and Applications of Recurrent Artificial Neural Networks" in the Department of Mathematics at the University of Auckland, New Zealand, Nov. 20. He gave a seminar titled "A Stability Theory for a Class of Hybrid Dynamical Systems" in the Department of Mathematics at the University of West Australia in Perth, Australia, Nov. 27. He chaired two invited technical sessions titled "Design of Neural Networks I" and "Design of Neural Networks II" at the 1995 IEEE international conference on Evolutionary Computation and in conjunction with the third Australian and New Zealand conference on Intelligent Information Systems. Michel presented with Derong Liu an invited paper titled "Theory and Applications of Sparsely Interconnected Feedback Neural Networks" at the 1995 IEEE international conference on Neural Networks in Perth, Australia, Nov. 27-Dec. 1. Michel presented with Hui Ye, Ling Hou, Kaining Wang, and **Panos J. Antsaklis**, professor of electrical engineering, the papers "A General Model for the Qualitative Analysis of Hybrid Dynamical Systems," "Stability Theory for Hybrid Dynamical Systems" and "Qualitative Analysis of Artificial Neural Networks with Multiple Delays" at the 34th IEEE conference on Decision and Control in New Orleans, La., Dec. 13-15. Michel chaired a technical session titled "Nonlinear Control" at that conference.

Rev. Thomas F. O'Meara, O.P., Warren professor of theology, taught a brief course "The Theology of Ministry" to the lay ministers, educators and priests of the Archdio-



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cese of St. John's in Newfoundland, Canada, Oct. 16-20. He gave the Yves Congar lecture titled "Fundamentalism: Cultural, Psychological and Theological Expressions" at Barry University in Miami Shores, Fla., Dec. 11.

Alvin Plantinga, O'Brien professor of philosophy, gave the lectures "On Christian Scholarship" and "An Evolutionary Argument Against Naturalism" at St. Norbert College in DePere, Wis., Nov. 8-9.

Jean Porter, associate professor of theology, served as a panelist in a workshop on women in graduate studies sponsored by the Graduate School at the University of Notre Dame, Notre Dame, Ind., Aug. 22.

Stephen B. Scharper, adjunct instructor in theology, presented "Faith and Ecological Awareness" to the Forever Learning Institute in South Bend, Ind., Oct. 18. He presented "The Global Economy as a Moral Economy: Locating Religious Voices within Globalization Discourse" with **Hilary Cunningham**, assistant professor of anthropology, at the American Academy of Religion annual meeting in Philadelphia, Pa., Nov. 21.

Patrick J. Schiltz, associate professor of law, gave the address "The Death of a Mentor — and of 'Mentoring'" at the fall commencement exercises of the College of St. Scholastica in Duluth, Minn., Nov. 18.

Rev. Timothy R. Scully, C.S.C., vice president and associate provost, associate professor of government and international studies, senior fellow in the Kellogg Institute and fellow in the Urban Institute, presented the Hesburgh lecture "What's Catholic About a Catholic University?" at the College of the Holy Cross in Worcester, Mass., Nov. 16.

James H. Seckinger, professor of law, served as program director and a faculty member for the Slaughter and May Trial Advocacy Skills Programme in London, England, July 30-Aug. 5. He conducted a workshop for the faculty on effective teaching techniques and gave a series of lectures to students and faculty on trial advocacy techniques. He was program director and a faculty member for the Gunster, Yoakley, Valdes-Fauli & Stewart Trial Advocacy Skills Program in Fort Lauderdale, Fla., Sept. 21-23. He spoke on effective teaching techniques and trial advocacy techniques. Seckinger conducted a workshop on effective teaching techniques as a faculty member for the Lyon and Lyon Deposition Skills Program in San Diego, Calif., Oct. 6-7. He served as a program director and a faculty member for the OCAT Canadian Advanced Advocacy Program in Toronto, Ontario, Canada, Oct. 18-21. He conducted a workshop on effective teaching techniques and gave a series of lectures on trial advocacy techniques.

Nancy K. Stanton, professor of mathematics, gave an invited lecture on "Real Hypersurfaces in \mathbb{C}^n " at the workshop in Analytic and PDE Methods in Several Complex Variables at the Mathematical Sciences Research Institute in Berkeley, Calif., Nov. 6. She gave the invited lecture "Real Hypersurfaces in \mathbb{C}^n " at the symposium on Geometric Methods in Complex Analysis at the Canadian Mathematical Society winter meeting in Vancouver, British Columbia, Dec. 9.

Gregory E. Sterling, associate professor of theology, presented the paper "Recluse or Representative? Philo of Alexandria and Greek-Speaking Judaism Beyond Alexandria" and presided over the session "The Influence of Philo's Mysticism on Christianity and Judaism" of the Philo of Alexandria Seminar at the annual meeting of the American Academy of Religion and Society of Biblical Literature in Philadelphia, Pa., Nov. 18-21. He was a panelist on "Philedemus, *On Frank Speaking*" for the Hellenistic Moral Philosophy and Early Christianity Group at that meeting.


Lee A. Tavis, Smith professor of business administration, finance, conducted a seminar on international ethics for the Department of Theology at the University of Notre Dame-Australia in Fremantle, Australia, Nov. 28. He presented an executive seminar paper titled "The Global Competitive Shakeout: Will Corporate Ethics Be an Early Casualty?" at the University of Notre Dame-Australia, Dec. 4. He served as one of three panelists for the Australian Broadcasting Company national call-in program on "The Ethics of Economic Rationalism" in Perth, Australia, Dec. 10.

Rafael A. Tenorio, assistant professor of finance and business economics, presented the paper "Immigrant-Native Wage Differentials and Immigration Reform" with G. Bucci at the Western Economics Association international meetings in San Diego, Calif., July 7, and at the Department of Economics of the University of Miami in Coral Gables, Fla., Nov. 27. He presented the paper "Strategic Trading in a Two-sided Foreign Exchange Auction" at the summer workshop on Game Theory at SUNY in Stonybrook, N.Y., July 28, and at the conference on New Directions in the Theories of Games and Markets organized by the Field Institute in Toronto, Canada, Oct. 20.

Kern R. Trembath, assistant chairperson and associate professional specialist in theology, gave the address "The Use of the World Wide Web as a Teaching Tool" to the University of Notre Dame Hesburgh Library staff in Notre Dame, Ind., Nov. 28.

Raimo Väyrynen, professor of government and international studies and Regan director of the Kroc Institute, presented a paper on "Multilateral Security: Common,


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 Cooperative, or Collective?" in a conference on Multilateralism and the United Nations System in San Jose, Costa Rica, Dec. 17-19.


Christine Mary Venter, associate professional specialist in law, presented a paper titled "Community, Culture and Tradition — The Maintenance of Male Bias in Conservative Institutions" at the *Journal of Law and Religion* annual conference held at Hamline Law School in St. Paul, Minn., Oct. 4-5.

Kathleen Maas Weigert, faculty liaison/academic coordinator at the Center for Social Concerns, concurrent associate professor of American studies and fellow in the Kroc Institute, gave the address "Attitudes and Upbringing: The Formative Years or Growing Up Catholic" at the conference on Faith and Morals in Today's Church: Indiana and U.S. Catholics in Indianapolis, Ind., Dec. 15.

Erhard M. Winkler, professor emeritus of civil engineering and geological sciences, gave a lecture titled "Assessing Stone Damage" at the Association Preservation Technology annual meeting in Washington, D.C., Nov. 17. He presented a poster session titled "Buttressed Expansion of Granitic Rocks" at a meeting of the Geophysical Union in San Francisco, Calif., Dec. 15.

 John H. Yoder, professor of theology, presented "The Power of Nonviolence" to the American Academy of Religion's Religion, Peace and War Group in Philadelphia, Pa., Nov. 18. He lectured on "The Conversation Between Peace Churches and Mainstream Churches" at Swarthmore College in Swarthmore, Pa., Nov. 20.

Deaths

 Wesley C. Bender, professor emeritus of marketing, Dec. 14. Bender joined the Notre Dame faculty in 1931 and taught for 42 years before his retirement in 1973. He was a former member of American Institute of Banking, Association of Credit Men, former manager of Northern Indiana Adjustment Bureau, serving as secretary of St. Joseph Valley Chapter, former member of American Economic Association, American Marketing Association and director of the Michiana Chapter, American Association of University Professors, Michigan World Trade Club, past president and vice president of Indiana Academy of Social Sciences, former director of South Bend Civic Music Association, former editor of *Credito*, a monthly publication of St. Joseph Valley Chapter of the National Association of Credit Men, and founder and former editor of the *Notre Dame World Trade Conference Papers*. He received a bachelor's degree from Cornell University in 1929 and a master's degree from the University of Pittsburgh in 1931.

George B. Craig Jr., Clark professor of biology, Dec. 21. A fellow of the National Academy of Sciences, Craig was one of the world's foremost experts on mosquitoes, particularly of the genus *Aedes*, whose more than 800 species can transmit diseases including yellow and dengue fever and encephalitis. Recipient of the National Institutes of Health Merit Award for the superior competence and outstanding productivity of his research, he had received 35 years of continuous funding for his investigations of mosquitoes and their disease-carrying capabilities. Most recently, Craig had been directing research investigating the dengue hemorrhagic fever epidemic that began in Mexico in August and has spilled over the border into the United States. Also this year, his researchers had investigated an equine encephalitis epidemic in Michigan and a LaCrosse encephalitis outbreak in West Virginia. Craig spent his entire academic career at Notre Dame, joining the faculty in 1957 as an assistant professor and director of the Vector Biology Laboratory. In November Craig was awarded the Gold Medal for Career Achievement by the International Society of Vector Ecology. He received the medal for excellence in teaching from the Entomological Society of America in 1975 and was named director of the World Health Organization's Notre Dame-based International Reference Centre for *Aedes* mosquitoes in 1969. Craig completed his undergraduate work in zoology at Indiana University in 1951 and received his master's and doctoral degrees in entomology from the University of Illinois in 1952 and 1956 respectively.

Ambrose M. Richardson Jr., professor emeritus of architecture, architect and designer of the Snite Museum of Art and the Indianapolis Museum of Art, Dec. 11. Richardson retired in 1985 from Notre Dame as chairman of the School of Architecture, was a former professor in the graduate architecture program at the University of Illinois, Champaign-Urbana, and former owner of an architectural firm in Champaign. In his career, he designed more than 100 buildings, including more than 20 structures for the University of Illinois. Richardson was a member of the American Institute of Architects, serving as state president of the Illinois Council; national director for the Illinois Region of the Indiana Society of Architects; and past president of National Architectural Accreditation Board. He was elected to the College of Fellows of the American Institute of Architects. He received awards from the Cowboy Hall of Fame, Crane Competition, National Association of Home Builders, Chicago Tribune Room Award and National Design Award for Undergraduate Library, Urbana, and was Teacher of the Year in 1980 for the College of Engineering at Notre Dame. He was a graduate of Armour Institute of Technology in Chicago in 1939 and a veteran of World War II, receiving the Bronze Star.

ADMINISTRATORS' NOTES

Honors

Kerry Temple, editor of *Notre Dame Magazine*, has an essay, "Last Call of the Wild," which appeared in the autumn 1994 issue of *Notre Dame Magazine*, listed as a "notable essay of 1995" in the annual series "The Best American Essays" edited by Robert Atwan for Houghton Mifflin.

Timothy Truesdell, director of development research, has been elected to the board of directors of the Indiana chapter of the Association of Professional Researchers in Advancement.

Activities

J. Elaine Cripe, editor of alumni publications, moderated the session "The Challenges of Student Advising" at the district 5 conference of the Council for Advancement and Support of Education in Chicago, Ill., Dec. 10-12.

D'Juan D. Francisco, director of alumni clubs, presented "Constituency and Affinity Groups: Where Do We Go From Here" with Sabrina White of Bowling Green State University and served on the panel "The Diversity Show: A Celebration of Differences" at the district 5 conference of the Council for Advancement and Support of Education in Chicago, Ill., Dec. 10-12.

Charles Lennon, executive director of the alumni association and assistant vice president for University relations, led a roundtable discussion on "Alumni Recruitment of Athletics" and presented "Corporate Sponsorship and Your Alumni Programs" with Fred Williams of Kansas University at the district 5 conference of the Council for Advancement and Support of Education in Chicago, Ill., Dec. 10-12.

Dennis K. Moore, director of public relations and information, led a roundtable discussion on "Athletics: When Sports Is on the Front Page" at the district 5 conference of the Council for Advancement and Support of Education in Chicago, Ill., Dec. 10-12.

Frances L. Shavers, director of alumni clubs and student programs, coordinated the hospitality/information center and served on the panel for Premiers Only! at the district 5 conference of the Council for Advancement and Support of Education in Chicago, Ill., Dec. 10-12. She presented "The Challenges of Student Advising" with Ann Groves Lloyd of the University of Wisconsin and Scott Williams of the University of Illinois at that conference.

Kerry Temple, editor of *Notre Dame Magazine*, presented "Articles by Design" with Sandra Bate of Indiana University-Purdue University Indianapolis at the district 5 conference of the Council for Advancement and Support of Education in Chicago, Ill., Dec. 10-12.

Publications

Alan S. Bigger, director of building services, wrote "Charging Up Your Floor Care Program" published in the November/December issue of *Maintenance Solutions*. Bigger and Linda B. Thomson, assistant director of purchasing, wrote "Can You Afford Not to Recycle?" published in the January issue of *Executive Housekeeping Today*.

Board of Trustees Executive Summary October 20, 1995

The board met in executive session and subsequently announced that Fathers Malloy and Beauchamp had been reelected as president and executive vice president of the University, respectively, for terms ending in 2002, and that Vice President for Graduate Studies and Research Nathan O. Hatch had been elected provost of the University, succeeding Timothy O'Meara next June 30. Andrew J. McKenna was also reelected to a new two-year term as chair of the board beginning in May 1996, and the Honorable Ann Williams was reelected secretary of the board.

Father Malloy made his report to the trustees, referencing his annual address to the faculty in covering budgetary enhancements for the Notre Dame libraries and the Graduate School; student aid as the top fund-raising priority of the University; the wiring of residence halls as the last phase of the improvement of computing infrastructure; Notre Dame's ranking in *U.S. News and World Report* surveys; the increasing attention paid to teaching at the University, evident in the establishment of the Kaneb Center for Teaching and Learning; the leasing of larger quarters in London in the near future to provide a home for the University's educational programs based in that city, and Notre Dame's reaffirmation of affirmative action as a strategy to attain diversity on campus.

Father Malloy reported on the meeting of the fellows. The fellows made the following changes in the by-laws of the University: ex-officio status on the fellows for the provost and for the executive vice president was eliminated; the executive vice president was given ex-officio status on the Board of Trustees; and the provision that "any officer may be elected by the Board of Trustees for a fixed term of office, which shall not exceed five (5) years . . ." was changed to "which shall not exceed seven (7) years." Provost O'Meara was elected a fellow of the University, with a term expiring on June 30, 1996. Father Beauchamp was elected a fellow of the University, his terms to be determined later in accord with the staggered-terms makeup of the fellows as outlined in the statutes of the University.

Prof. James L. Merz of the Department of Electrical Engineering and Prof. Jacek K. Furdyna of the Department of Physics described a proposal to the National Science Foundation to establish a Materials Research Science and Engineering Center at Notre Dame, involving three departments (electrical engineering, physics and chemistry) and 13 faculty members.

Prof. William Sexton briefed the board on the leadership phase of the "Generations" campaign, which he termed ahead of schedule.

The provost reported on the state of the M.B.A. program and on how the recent National Research Council rankings of graduate programs reflected on Notre Dame. Trustee Patrick McCarten gave a report on the Notre Dame Law School's need for additional resources.

Trustee John Kaneb reported on Student Affairs Committee discussions on married students' housing and affordable life insurance for graduate students. He also said the issue of responsible use of alcohol on campus is being revisited.

Trustees watched a video, "Learning Through Service: Notre Dame's Summer Service Project," which described the Center for Social Concerns-Alumni Association sponsored summer social service opportunities, including the Andrews Fellows program.

A report on Notre Dame athletics by the Athletic Affairs Committee was presented by Trustees Arthur Decio and Robert Welsh. Father Beauchamp then reviewed amendments to the Academic Articles affecting the Faculty Board in Control of Athletics, chief among them being a name change; the addition of the director of academic services for athletes ex-officio to the committee; the addition as members of four more faculty members and renewed emphasis on academic oversight. The amendments were passed.

Father Beauchamp reviewed campus construction plans.

Father Beauchamp reported on the results of operations in the budget year ending June 30, 1995.

Trustee Robert Wilmouth gave the report of the Investment and Finance Committee, noting that Notre Dame's endowment was at \$1.065 billion at the end of September.

Father Malloy reviewed candidates invited to receive honorary degrees in May.

262nd Graduate Council Minutes September 13, 1995

Members present: Nathan O. Hatch, chair; Terrence J. Akai; Joan Aldous; Panos J. Anstsaklis; John C. Cavadini; Michael Detlefson; Peter Diffley; Malgorzata Dobrowolska-Furdyna; Gregory E. Dowd; Christopher S. Hamlin; John G. Keane; Joseph Manak; Scott E. Maxwell; Robert C. Miller; Thomas L. Nowak; Sharon L. O'Brien; James H. Powell; Arvind Varma; James H. Walton

Members absent and excused: Harold W. Attridge, represented by Dian Murray; Francis J. Castellino, represented by Charles F. Kulpa; Morton S. Fuchs; Anthony N. Michel, represented by John Uhran; Thomas J. Mueller; Barbara M. Turpin; Stephen H. Watson

Guests: Thomas J. Frecka (College of Business Administration), for Item II on the agenda; Jan Poorman (Graduate School)

Observers: Edward J. Conlon; Anthony K. Hyder; Diane R. Wilson

Dr. Nathan O. Hatch, vice president for graduate studies and research and dean of the Graduate School, opened the meeting at 3:30 p.m. He welcomed members at the beginning of a new academic year, and asked all present to introduce themselves.

I. Minutes of the 261st Graduate Council Meeting

The minutes of the 261st meeting were approved without change.

II. Update on Plans for the Ph.D. Degree in Business

Dr. Hatch stated that the Colloquy for the Year 2000 had endorsed the idea of establishing a Ph.D. program in the College of Business. Such a program will not begin, he noted, until the University secures major new funding to support it. A college committee is now defining the program. Two members of that committee, Professors Edward Conlon and Thomas Frecka, had come to the council to present the result of their work so far.

Dr. Hatch then introduced the dean of the college, John G. Keane, who offered the following remarks:

1. An earlier college committee had recommended the establishment of a Ph.D. program, but their effort was preliminary and their proposal was never carried forward in the University.
2. The current committee has been asked to update information and write a more detailed proposal. They have also been asked to invite discussion of their ideas outside

the college, which is why Professors Conlon and Frecka have come to the present meeting.

Dr. Hatch called next on Professor Conlon, who made the following major points:

1. Today's comments are a preview of the proposal the college will present formally to the Graduate Council later in the year.
2. The program will be small, with well defined areas of excellence in each department. Ten to 12 new students will be admitted each year for four years in residence. There will be five tracks of study — accounting, decision science, organizational behavior, finance and marketing — surrounding a common core.
3. Students will do some of their coursework outside the college. The college/program faculty will look for ways to interact with departments outside the college in specific areas. Applied mathematics would be an example of the former, organization theory as it relates to psychology of the latter.
4. The program will be driven by an emphasis on quality: Admissions standards will be high (superior undergraduate background, GMAT scores of 650 and above). There will be intensive mentoring of students, with strong encouragement to publish. The program will seek to place students in the top 40 business schools in the country.
5. Funding for the program will be new money — i.e., income from new endowments and increases in M.B.A. tuition. The committee is still working to determine the amount needed, but it will include 1) salaries for as many as 15 new faculty and 2) stipends for 40 students in residence.

Dr. Hatch then called on Professor Thomas Frecka, who offered the following reasons why a Ph.D. program in business would be good for Notre Dame:

1. There is a strong market demand for graduates of good programs.
2. A Ph.D. program would build on very good undergraduate majors and a rising M.B.A. program.
3. The program would help support social science research at Notre Dame.
4. Benefactors for a Ph.D. in business would probably not support other academic programs.
5. The College of Business Administration is the only college without a doctoral program.

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After Professors Conlon and Frecka finished their remarks, Dr. Hatch opened the meeting for discussion. Questions and comments included the following major points:

1. The usual time to degree will be five or six years, but stronger students may be able to finish in four.
2. The master's degree will be available for students who cannot finish the Ph.D. program.
3. The number of faculty involved in the Ph.D. program will vary from department to department, but overall approximately half the college faculty (40 of 80) will participate.
4. Students will have a limited opportunity for teaching — probably one year late in their studies — and they will receive some formal training beforehand. Teaching experience is necessary for good placement.
5. The nature of research in business will be discussed fully in the college's formal proposal for a Ph.D. program. Business is an applied discipline which makes use of basic research elsewhere. Its problems are an avenue or vehicle leading to research in other areas of social science.
6. One form of interaction with other departments will be business students taking courses outside the program in appropriate areas (e.g., psychology or mathematics). The possibility of additional links will be explored in both the social sciences and the humanities.
7. The principal uniqueness or niche of the Ph.D. program will be a reputation as one of the relatively small number of programs known for high quality. Another uniqueness will be the program's focus on international business. Business ethics will be a component of the program, not a niche.
8. Graduates of the program will go to academic positions. Some will find jobs elsewhere (e.g., Wall Street). There are currently three applicants for every available position. Graduates of high quality programs are certain to receive offers.
9. Faculty hiring in the college now seeks to recruit research scholars. Thus nearly all regular faculty will eventually be of the kind appropriate to a Ph.D. program. As the Ph.D. program is established, faculty who will not participate (approximately 50 percent) will teach in the undergraduate and M.B.A. programs.
10. Of the 15 new faculty positions needed to support the Ph.D. program, those assigned to management will have to be in place for the program to begin. Whether this is the case in other areas is not yet clear.



11. The \$40 million endowment needed to support the Ph.D. program will be raised without impacting the rest of the University. It is likely that a small number of donors interested primarily in business education will give major gifts. Raising this money is one of two parallel tracks on which the project to establish a Ph.D. program will run. The other is academic planning and approval.

III. Summary Report on the Survey of Practices for Training Graduate Student Instructors Who Have Primary Course Responsibilities

Dr. Hatch called on Dr. Terrence Akai, assistant dean of the Graduate School, to summarize the report he had prepared for the council. Dr. Akai distributed copies of the report to council members. He then offered the following major points from the report:

1. Of 26 academic units to which the survey was sent, 15 used fewer than three graduate student instructors from fall 1994 through summer 1995. Nine of these did not use any.
2. Of 17 units using graduate instructors, an averaging of responses indicated that the following was the order of importance of selection criteria: 1) depth of subject knowledge; 2) previous experience as a graduate instructor, other teaching experience and ABD or senior status; 3) financial need; and 4) need for a new course in the graduate instructor's area of expertise.
3. Of 17 units using graduate instructors, 13 require some sort of training. Of these, nine rely on their own training program. The remainder (four) rely on a variety of approaches, including 1) prescribed reading material, 2) seminars and workshops sponsored by the college, the Graduate School or the Graduate Student Union and 3) miscellaneous tools (e.g., one-on-one training by an experienced member of the faculty).
4. Of 17 units using graduate instructors, 13 used the standard TCE for evaluation. The TCE was not applicable in the four units which did not use it.
5. TCE results for graduate instructors are comparable to those for regular faculty. The fact remains, however, that there are more complaints about graduate instructors than about faculty. This suggests that perhaps formal training should be required.
6. Some universities provide for formal training of instructors on an institution-wide basis. As it defines the role of its new teaching center, Notre Dame might consider adopting a centralized model of this kind.

Dr. Hatch then opened the meeting for questions and comments. The following were the major points:

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1. Graduate student instructors are mostly ABD.
2. Since the Academic Council voted to require departments to provide some form of training for all graduate instructors, the Graduate Council should devise a plan to be recommended to departments which do not now offer training.
3. Since TOEFL scores are often not high enough to guarantee English language skills sufficient for teaching, perhaps the Graduate Council should recommend to the Academic Council training that seeks to assure such skills.
4. Training of graduate instructors should address both the ability to communicate in English and the ability to communicate (i.e., teach) the subject matter of a particular discipline.
5. The Graduate Council should consider the problem of effective teaching by graduate students at all levels, not just those responsible for their own course. There are probably more problems with lower level T.A.s than with graduate instructors.
6. The University of Iowa has a faculty member who assesses language skills before students are given teaching assignments. If necessary, students can be required to enter appropriate ESL courses.

IV. Chair's Remarks

Noting the lateness of the hour, Dr. Hatch stated that he would delay most of the comments he had planned until the next meeting. He then spoke briefly on the following topics:

1. The University plans to add \$2 million in new money to the Graduate School budget over five years. This is being done at the rate of \$400,000 per year. The academic/fiscal year 1995-96 is the first year; the allocation of the first \$400,000 is as follows: 1) \$60,000 to help fund Presidential Fellowships, including raising the stipend from \$12,000 to \$14,000; 2) \$240,000 to create 23 new graduate positions; and 3) \$100,000 to raise the stipend levels of current graduate positions — in the humanities and social sciences to \$9400, in the natural sciences to \$11,000; in engineering to \$10,000.
2. The Graduate School is now meeting with each department to discuss strategies and goals for its graduate program. These discussions will have a bearing on the allocation of resources. There is a possibility for contraction as well as expansion of programs.

Dr. Hatch adjourned the meeting at 5:15 p.m.

Faculty Senate Journal November 8, 1995

The chair Professor Richard McBrien called the meeting to order at 7 p.m. and asked Professor Jerome Neyrey, S.J., to offer an opening prayer. The journal having been mailed to all senators, Professor James Collins (seconded by Professor Jean Porter) moved approval. The co-secretary Peter Lombardo noted that a few corrections had been offered and incorporated, and the senate approved the revised journal for October. McBrien proceeded to the chair's report, which is printed as appendix A of this journal, along with several pieces of correspondence mentioned in the report.

Professor Wilson Miscamble, C.S.C., asked about voting eligibility policies for election to the senate. The chair replied that the colleges determined eligibility, but the policies appeared to be ambiguous. He agreed to work with the co-secretaries to determine how each college determined eligibility and report to the senate on this.

COMMITTEES

Student Affairs — the chair Professor Patrick Sullivan, C.S.C., reported that the committee is continuing its review of the North Central Accreditation document, and the issue of sexual harassment. It may have a fuller report for the senate ready soon.

Benefits — the chair Professor Mario Borelli reported on the continuing discussion between his committee and the Director of Human Resources Roger Mullins over Retiree 2000. Mullins said the University will not guarantee that the policy will not be changed or scrapped, but he will ask the officers of the University to allow a one year's notice before any such changes are implemented. Mullins has also promised the committee the results of a county-wide salary survey to see where Notre Dame stands in its pay schedules in relation to other employers in the community.

Academic Affairs — the chair Professor Michael Detlefsen reported that the committee is reviewing with other concerned parties the impact of funding cuts in the budgets of the National Endowments for the Humanities and for the arts at Notre Dame; news reports indicate little by way of cuts for the National Science Foundation. If there are cuts, however, they seem most likely to occur in funding for research in the social sciences and theoretical research in the sciences.

Administration — the chair Professor Jean Porter indicated that the committee had held several meetings on the salary issue, and will continue its work on this and other topics.

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The senate then recessed to hear remarks by the president of the University, Rev. Edward A. Malloy, C.S.C. The questions for Fr. Malloy are printed as appendix B of this journal. The chair, Professor Richard McBrien, introduced and welcomed Fr. Malloy for his annual visit to the Faculty Senate. The following transcript was prepared in conjunction with the president.

Fr. Malloy: Thank you, Dick. What I would like to do this evening before I get to the questions that you sent to me is to offer some general comments picking up on some of the topics that I covered in my annual address to the faculty.

I would like to begin by highlighting those areas of progress that have been made since last year. I thank you faculty members for your cooperation and for the hard work and time consuming planning that have brought us to the relatively fortuitous situation that we presently enjoy.

One of my concerns at this time last year was how we were doing in the libraries. Comparative peer indicators suggested that we were lagging behind. We know that we had to take some dramatic action. One challenge was how to make the needs of the libraries more attractive to potential benefactors. The fact that we were able to celebrate earlier this fall 15 new endowed library collections, both in the Hesburgh Library and in the Law School Library, was a sign of real progress. A beautiful new commemorative booklet displays in one place all of our endowed collections from this year as well as the past.

The conversion of Flanner Tower responds to the second imperative for the libraries which is more space. We want to be able to avoid building a new library facility anytime in the immediate future. But we must have some place for the library faculty and staff that we plan to add in the next several years. By moving non-library personnel and functions out of Hesburgh into Flanner we will be able to achieve this goal.

Finally, with regard to the library budget we have been able for the 1995-96 budget year to add \$850,000 to the base for the library and almost \$100,000 for the base for the law library.

A second goal that I have tried to have us pursue with greater rapidity than would otherwise have been possible is graduate education. We have built into the budget for the 1995-96 budget year \$400,000 beyond the normal increases and we hope to be able to do the same for each of the next four years. This will be the equivalent in this five year cycle of the earnings from an endowment of approximately \$40 million. This new money will be used primarily to enhance our attractiveness and competitiveness in seeking out the very best graduate students. If we do a good job in graduate admissions, then our graduates

will have a greater chance for success in a highly competitive job market.

In addition to the commitment to the Graduate School, we were also able to take monies left over after a very disciplined budget year last year and put \$500,000 into M.B.A. scholarship endowment and \$500,000 into law scholarship endowment. The case has been made (including our decline in the *U.S. News and World Report* survey of professional degree programs) that we needed to do a lot more with regard to scholarship assistance for our professional students, especially because a higher percentage of students come to us with significant debt from their undergraduate experience (many more than in the past). In addition to these monies distributed at the end of last year, two other steps were taken. We added \$100,000 to the base budget of the law school for 1995-96 and hope to add comparable amounts in each of the next four years. In the business school budget for 1995-96 there was an \$800,000 base supplement counting both the \$500,000 in additional funds and a reduction of \$250,000 in the tuition revenue that was expected (that being achieved by reducing the number of M.B.A. students overall).

A third major issue which looms large for the healthiness of the institution is undergraduate financial aid. We put \$2 million from unrestricted gifts as expendable money to meet the target that had been set for the mix of Notre Dame scholars and Holy Cross scholars. We were able to take \$10.6 million from TV revenue, post-season money and marketing and put it into undergraduate financial aid endowment. Over the last several years from the same sources we have increased the endowment by \$30 million. It is just a beginning, but if we had not had these resources, we would be even further behind than we are.

At a recent officers meeting we received a report analyzing our competitive financial aid situation. On the basis of this evidence, the officers decided to add a new portion of expendable money (approximately \$1 million a year for four years) from fairly reliable extra budgetary sources. This will significantly improve our chances of gaining admission from some students that we presently lose.

We now have a dual strategy. We will continue as aggressively as we can to solicit funds for the purpose of building the endowment for undergraduate financial aid. This will be the number one priority of the next fund-raising campaign. But we will also look for reliable sources of expendable money to improve our short-range competitive position.

A fourth goal related to the Colloquy was additional faculty positions. Fortunately, this year we were able to include 12 new faculty slots in the budget. Most of these are in arts and letters. We will continue to look for benefactors for senior and junior chairs.

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A fifth piece of good news was the gift for a new bookstore. It will also include a visitor center and offices for the alumni association. The quality of the bookstore itself will be comparable to the new Barnes and Noble on Grape Road. This will enable us to present ourselves as an academic institution in the very best light. The paraphernalia section which brings a lot of money to our operating budget will also be expanded.

The dedication of the new Business Administration Complex was a very important pivotal moment in the history of the college and University. It is, I think, the most attractive building we have constructed in recent years. The business complex will allow this major unit of the University to move to the next level of excellence.

We will be seeing in this academic year the renovation and expansion of the School of Architecture building. It will give architecture attractive space near the oldest developed part of the campus.

The planned expansion of the Galvin Life Science Building is related to two needs. The first is the need for space for faculty in the department of biology and microbiology. The funding for this priority has been provided by one of our trustees — Jerry Hank. The second need is for new space for the medical school program offered in conjunction with the Indiana University School of Medicine and presently housed in the basement of Haggard Hall. A proposal was discussed to have a joint M.D./Ph.D. program between Notre Dame and Indiana. But this could only be undertaken if monies were made available from private donors and the State of Indiana and this second arrangement has not yet been finalized.

This past summer in Land O'Lakes, Wisconsin, we dedicated a new laboratory facility for the UNDERC program. This wonderful property in the north woods on the Michigan/Wisconsin border is an exciting research environment with a combination of faculty from a number of Big Ten Schools and Notre Dame, along with graduate and undergraduate students.

A search committee is presently at work looking for the first director of the Kaneb Teaching Center. This will be located physically in DeBartolo. We hope to appoint the first director sometime soon. The high evaluation that we received from the *U.S. News and World Report* for the quality of undergraduate teaching at Notre Dame should be a source of pride to all of us. Now we need to help each other to become better and more effective teachers. We in the future should be able to share what our experience has taught us here and take greater responsibility for what we do to prepare our graduate students to enter an academic career as competent and committed teachers.

The additional funding for the Dante Collection is a great example of how hard we have to work to get support for certain kinds of scholarly activity. In this particular case faculty in both the library and in the Romance language department produced an exhibition to which potential benefactors could be brought. This is a good model for comparable efforts in the future.

Since last year, we have put in place a new administrative structure for international education. I hope that we can not only double the number of students who go abroad but I can imagine a future in which all our undergraduates would be at least bilingual at the time of graduation. A school that offered that kind of education would really be preparing its graduates for service in a multiplicity of ways. It is exciting that an institution in our geographical location can have made such strides as a center of international education.

There are a couple of recent developments (since my address to the faculty) which I would like to bring to your attention. First, we have been fortunate enough to identify a site in London to replace our present 7 Albermarle Street location. The new facility will almost triple our present space. It is a block off of Trafalgar Square, right in the middle of one of the most historic parts of London. We are in the last stages of negotiation for the property and we are seeking a benefactor at the present time. A new London property was listed in the *Colloquy* as a high priority.

A second development is with regard to the science teaching facility. This is a large scale, expensive project. We have moved closer to a workable strategy for getting the money sooner rather than later. This building was the top facilities priority in the *Colloquy*. When this facility is finally completed, it will give us a degree of flexibility for additional faculty positions in the College of Science. The DeBartolo performing arts center is still being pursued. The circumstances of the DeBartolo family have held us back up to now. The family estate is being settled. But the performing arts center is a multiple donor project. We hope to complete the funding for this within a reasonable period of time.

The third development concerns the maintenance of our high standards relative to the computing environment. Larry Rapagnani has joined us as assistant provost for computing. We are in the process of trying to bring all of the dorms on-line by the end of this academic year. For a number of years we have had an energetic plan for computing and it is leading to fine results.

Now I would like to turn to several areas where I have concerns.

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First, Affirmative Action lingers as an unresolved issue in the academy and in the political life of the nation. For myself, I continue to be persuaded of the significance of affirmative action as a strategy to build a greater university. I would be more than happy to have the senate speak its mind about affirmative action as well.

Secondly, I am very worried about tuition increases. We are presently making every effort in building the budget for next year to reduce our tuition increases as much as possible. Northwestern University, for example, now has a lower tuition than we do because the former president was convinced that to remain competitive and healthy they had to reduce their growth in the operating budget. I am convinced that we need to do the same. If we do not bring down our tuition increases, we eat away at the impact of our additional resources that have been made available for financial aid. With proper internal discipline can we not bring down our salary increases to cost of living rates?

A third concern has to do with the size of our work force relative to the size of our student body. We do not want to become a dinosaur. Presently, we have 10,000 students and approximately 3,500 employees, that is, for every three students we have one employee. When I talk to the presidents of other universities and I describe our relatively positive situation, they tell me it is just a matter of time. You will be next in the need to restructure.



During the last two years we have completed a study of employment trends here at Notre Dame. We tried to find out where there had been increases or decreases and why. Furthermore, we asked each person who oversees a major unit to justify the trends over a five-year period. This has allowed us to establish a baseline for future comparison. The two areas where we have seen significant increases in the last five years were the office of University computing and the development office. Both of these had been expected. The computing staff has grown almost exponentially because of our aggressive efforts to improve the quality of service in this area. With the development staff there is a direct correlation between the size and dollar figures of the campaign and the support necessary.

I do not think that we can sustain indefinitely the level of employment patterns (especially the growth) that we have in recent years. Every other major university that I know of is downsizing or restructuring. Fifty percent of our costs are salary and benefits. Most of these costs in the operating budget are carried on the backs of undergraduate tuition and room and board as well as professional school tuition. In crises elsewhere, when schools downsize, it is the staff that gets laid off, not the faculty. The faculty are the last to go. Such a process, when it happens, is very destructive to morale. In the public sys-

tem it has been driven by the imperatives of the budget process — you have to live within your yearly budget.

I have a long-range concern about the number of employees that can be sustained by the income available to us. I also worry about complacency. IBM, AT&T, Harvard, Yale, Chicago and Columbia, they all said that it could not happen to them but it did. Schools that have medical schools and hospitals are selling them because what was a source of large annual profits has become a multi-million dollar drain on the budget.

There are some economic realities that we face just as much as our peer institutions do. When people see dollars that have been made available by our benefactors for specific purposes, like building a business school complex or a new bookstore, they wonder why that money could not be available for some other purpose. That is simply not the way it works, either here or anywhere else. You cannot compare money given for building projects or endowment with money in the operating budget. These sums have a relationship but you cannot move money around to show all needs simultaneously. We cannot allow a kind of acquisitive instinct to reign supreme and complacency to prevail. We need to avoid what happened at so many other fine institutions of higher education.

Now I will attempt to respond to the questions that the senate sent me ahead of time.

I am glad that I was asked about the provost search process because I have some very positive things to report to you. It was an excellent committee, one of the best I have ever worked with under any circumstances. The members were elected by the Academic Council. The committee members worked hard, were willing to change their minds, and always kept in the forefront of the conversation the best interest of the University as a whole. There was excellent participation in the search process by, for example, Dick McBrien representing this group, by the elected members of the Academic Council, by the officers of the University, and by leaders of student government. All the interviewers wrote letters evaluating the strengths and weaknesses of the finalists and indicating a ranking of some kind. The members of the committee had these letters when it began the last stages of deliberation.

There was clear recognition at every stage of the process of the Catholic character and mission of the institution. This concern was on the table all the way through. Every effort was made to maximize the pool of Catholics because of the particular nature of the responsibility and the leadership role that the provost plays. There was appropriate questioning in the interview process related to the Catholic character. In the end in my judgment (I was the one who made the final recommendation to the



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trustees with the unanimous consent of the committee) I felt that the best candidate available was chosen, that is, Nathan Hatch. My assessment included a commitment to the Catholic character of the institution.

Our new provost happens not to be a Catholic. Some might use this selection to try to undermine affirmative action for Catholics in the hiring of faculty. To the contrary, I believe that if all of our searches for regular faculty members included all of the elements that the provost search process did, then the issue would become a non-issue. I think that our success in attracting and recruiting Catholic faculty would go way beyond what we see presently.

With regard to the second question, I regret that the NEA and the NEH funding is clearly declining and is out of favor with Congress. John Brademas, one of our trustees, was instrumental in getting the funding for these purposes in the first place when he was in Congress. The result of the decline in funding (or even the elimination of NEA and NEH) is that a national problem has been created that was unexpected. It was not foreseen in the Colloquy. There is no immediate fix. Insofar as some part of our faculty will see a significant decline in available funding, we will have to find a strategy for dealing with it. I hope that the Provost Advisory Committee and the Academic Council can help us to think through what the future is going to look like for subsidized research in these areas of the University.

The third question was about graduate program development. I am more and more convinced that in the graduate area we need to target and to focus. We do not have the resources to excel in every academic discipline. When we talk about targeting, focusing and developing distinctive academic strengths, some welcome the conversation and some fear it. The last period of Notre Dame history has been devoted to trying to build up the quality of just about every area of the University as well as the supporting infrastructure. We have made considerable progress. But once a university gets to a certain level of quality, it has to begin to set priorities and to make hard decisions. Any academic area that has a good plan, especially one that has a particular connection to what we think our strengths are as a University, should have a chance to win higher levels of support.

We are fortunate to have been in a growth mode, but our capacity for further growth is limited. The growth needs to be selective. Future conversations about academic priorities need to be realistic. I believe that every college/school deserves its share of resources. We should not tolerate having a major academic unit out of the mainstream, under-funded and under-resourced. It should not simply be a function of size or clout or influence in the

present scheme of things. We are not building Notre Dame from scratch.

I believe that the College of Business Administration has been under-subsidized at the graduate level over the last 30 years. Think for example of the money that has been put into capitalization for faculty in science and engineering. A number of years ago an effort was made in the College of Arts and Letters to ratchet up the support structures for grant seeking and travel and other purposes. All of these efforts have borne good fruit.

Money is not fungible when it comes to outside benefactors being interested in supporting different sides of the University. We have long conversations with them about priorities and needs across the University. In the end they choose to support what interests them the most. We will only do a Ph.D. in business, which is an expensive proposition, if we have commitments of funds sufficient to make it happen. That has been very clear to the faculty and the leadership of the college from the very beginning. I am confident that we will find the requisite resources and not to the loss of other graduate programs in the University.

The fourth question is about the role of the deans in the setting of budget priorities. I am not sure what the reference point is since there are no deans here. The deans participate in PAC and Academic Council. They were involved heavily in the process that led to the Colloquy document. They have regular input to the provost. I am sure that Nathan Hatch will want to have a close working relationship with the deans.

The fifth question was about fund raising. The formal announcement of the new campaign will be in the spring of 1997 but the quiet phase is well under way. The dollar amount was determined by adding up all the needs identified in the Colloquy and then refining that sum to a realistic level. I am confident that we will go over the top but it will take a lot of hard work. We need to expand our pool of available benefactors at a time when everybody is raising money.

When the competition is stiff, you have to offer some special quality that attracts support. People believe in what we are trying to achieve here. We need to refine that general interest so that it is connected with endowed professorships or financial aid. We have had a difficult time getting the multi-million dollar benefactor to give money to financial aid despite endless efforts. But we are finding ways of attracting multiple gifts at a somewhat reduced level for this purpose.

Until very recently, the professional schools have received less money through fund raising than the rest of

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the University. In fact, the primary interest of our benefactor pool is undergraduate education, overwhelmingly undergraduate education. It requires constant repetition of the theme of the importance of graduate and professional education in our future development as a University to receive a fair hearing from this constituency.

The sixth question had to do with salary discrepancies. Salaries are driven by market conditions in the academy as in the broader society. The same applies to teaching loads, research grants and other realities. There seem to be wide variances between professional entertainers and grade school teachers. Full professors make more money than assistant professors in the same discipline.

The Provost Advisory Committee has discussed the question of salary discrepancies among faculty here at Notre Dame. I have not participated in this conversation. Let me suggest that you take up the matter with Tim O'Meara.

The seventh question is about the success of post-Colloquy committee recommendations. The trustees and officers review our progress regularly. The committees of the Academic Council and council itself are supposed to make periodic assessments. Both the provost and myself provide periodic updates in our talks and letters to the faculty. I am confident that this will continue in the future.

The eighth question is about areas that need to catch up before they can progress to the next level. I think that we are fortunate indeed to be moving ahead in an era when most institutions are not. Further growth will depend on the availability of resources beyond what we can presently guarantee.

The ninth question is about the North Central Accreditation Report. The report did raise a question about the process and the final authorship but not really about the final recommendations. I presume that the next time we do a report, we will have to take their concerns into account.

Long-term academic planning has been entrusted to the Provost Advisory Committee. It then makes recommendations to the officers and the trustees. Last year PAC helped develop a strategy for dealing with perceived financial difficulties in the M.B.A. program and in the Law School.

Ongoing academic review and policy changes are appropriately done in the Academic Council. Overall planning for the University has been entrusted statutorily to the officers and trustees.

The 10th question is about staff salaries. I would like to applaud the work of Roger Mullins and the Human Re-

sources office. I think they do a great job in representing the staff in the broader University community.

Notre Dame's goal with regards to staff is: to pay fair wages and benefits, to have safe working conditions, to have opportunity for advancement, to enjoy educational benefits for children and insofar as possible, to have long-term job security. We are the largest employer in our community. I feel a personal responsibility to create a climate of job security, knowing the trauma that comes with layoffs.

Our Notre Dame standard for wages and benefits is: for faculty (national or international), for some levels of administration (national or regional), and for staff (local). There were historical reasons why our standards evolved in this way.

Sixty-five percent of our staff are female. We are a major opportunity center for female workers in the area. Some have raised the question in the press whether it is a good thing to have a majority female staff. Should we seek to increase the percentage of males on the staff? I am concerned personally for all of our staff, male and female, female and male, wherever within the University they may be employed. The question of gender and its connection to job opportunities and patterns of remuneration is a broader issue for the whole American culture. It is not unique to Notre Dame.

Pegging faculty salaries at the top quintal nationally and staff salaries at 100 percent of the local average has created a wide gap in salaries. The present conversation is the first time that the two group levels remuneration have been compared so closely.

With regard to office/clerical staff members I asked Roger Mullins to give me some statistics. The entry level rate in this category is \$14,088 per year, or \$6.77 an hour, when the new employee has limited experience. As of November 1, 1995, there were nine staff employees at the entry level rate. The average mean earnings in this category is \$19,323. The local average (our standard of comparison) is \$18,740. The median or mid-point for office/clerical staff members is \$18,761. Seventy-six percent office/clerical earn more than \$16,646 per year or \$8 per hour.

I do not particularly want to comment on these statistics. We need to remedy as quickly as possible any inequities relative to what it costs to raise a family or live an independent existence. I have been a teacher of Catholic social doctrine as a theologian and I think these ethical principles provide a very important set of values and guidelines.

There are some steps that we can take. For example, we need to continue the reclassification project begun last

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August. We need faculty and administrative cooperation in performance reviews. At present only 20 percent of our office/clerical staff are reviewed in this fashion. They deserve better. There needs to be a sense of reward for a job well done. Performance review, quality work and merit advances all belong together. We need to avoid special interest pleading which has more to do with clout than fairness. It breeds jealousy since the information is quickly shared.

We need to deal with the 12-month calendar questions. The academic community is strange relative to administrative demand. Faculty are often gone in the summer for purposes of research or travel but our employees usually work on a 12-month schedule.

By heresay there is a wide discrepancy in the amount of work demanded and the level of responsibility exercised by office/clerical staff. If people are carrying a workload that requires high levels of competency and training, they ought to get rewarded for it. We need to deal with the role of computerization and technology both in skills demanded by office/clerical staff but also in the growing sufficiency of faculty and administrators to work on their own. The advent of e-mail and internet opens up new possibilities.

My financial starting point is that tuition increases need to be reduced from where we have been in recent years. There are three major areas that put the greatest pressure on the operating budget relative to increases in tuition. They are: (i) faculty salary increases, (ii) staff salary increases and (iii) realizing the goals of the Colloquy. From year to year there are other one shot problems but these tend not to recur.

One step that we could take is to raise staff salaries at a higher rate than faculty salaries in order to get the base salary for staff to a higher level. I would be interested to hear what you think of that option.

Another possibility is to move slower in meeting the goals of the Colloquy. Some of the positive plans that I mentioned at the start of my talk would be put on hold.

A second area of concern relative to discrepancies between faculty and staff comes under the rubric of benefits. A good example is football tickets. Faculty, graduate students and undergraduate students all have access to football tickets, but the staff do not. With the expansion of the football stadium, it is our intention to remedy this as far we can. Some concern has been expressed in the past about differences in the retirement plan, not so much in the intention to be equitable, but in perceptions about how much flexibility is available. That surely can be looked at and negotiated.

A third way of improving the situation of our staff would be to move toward a goal of 110 percent of the local average for all categories of staff. Since we are the largest employer in the area, this might have a positive impact for staff employees elsewhere.

In the end we need to exercise prudent judgment about what we can achieve within our available resource base. I am confident that we can progress in staff salaries and benefits across the board.

The 11th and final question is about staff reclassification. This is a subject with which I have little experience or expertise. In a recent meeting I learned how complicated the reclassification project already under way will be. If it is seen as a zero sum game, then some will win and some will lose. The variables could be skill level, gender, experience or whatever. Reclassification goes in the face of societal and cultural realities. We educate our students, females and males, to have high aspirations for themselves. At the same time we know that descriptively men and women in the work force tend to be concentrated in certain types of jobs.

Our goal here at Notre Dame is to be as fair as possible in the judgment about the level of skill, training and responsibility connected to various job classifications so that good work can be properly rewarded.

Question and Answer Session

Q Broderick: One of the problems I'm sure you face in leading this University is choosing the right people to assist you in your responsibilities. "No man is an island." Here you have great people to assist you and that's a large part of your success. One of them is Father Beauchamp, one of my former students in the Law School; he was brilliant, and he's also a CPA. These qualities have helped him to do the tremendous job he's doing in assisting you. I could mention others, but I won't. Would you comment briefly on how much help you get from them and how important it is to you to have the right people in place to assist you?

A Father Malloy: I appreciate your words about Father Beauchamp because we've worked closely together for a long time and I have a high regard for him and all of the efforts that he has made. I've also enjoyed working with Tim O'Meara, Patty O'Hara and the other officers. I see my role as trying to facilitate the conversation among that group of people as well as between them and the broader University community. As we bring new people into the administration, with their energy and enthusiasm, I will draw upon their advice and counsel also. I am very happy that Nathan Hatch is willing to take on the sometimes onerous responsibility of provost. We have

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been and will continue to be, I believe, fortunate in attracting dedicated and committed individuals to serve our common life through their administrative roles in the life of the University.

Q Quinn: I was pleased with the emergence of Nathan Hatch as provost, and I was also pleased as you were with the process as well as the outcome. When Tim O'Meara leaves and Nathan Hatch begins, what changes do you see or have you discussed in Nathan's responsibilities as provost?

A Father Malloy: I do not know how to answer that. I expect Nathan and his assistants in the office to carry on the traditional responsibilities. As provost, he will oversee all of our academic units, play a critical role in hiring and in the promotion process for faculty, and work with the colleges, centers and institutes. Nathan himself has some creative ideas both how he would like to organize the office and to best utilize the skill of the people who will serve with him. I do not expect any loss of clout or influence for the provost. However, a new person will always have his or her own style and personality. I am fairly different from Ted Hesburgh as he was from John Cavanaugh. I expect that Nathan Hatch will have his own unique way of managing the decision-making process including all the steps of consultation.

Q Quinn: May I follow up? Can we assume from what you've said that Nathan as the new provost will continue to be an ex-officio member of the Board of Trustees as well as an ex-officio member of the board of fellows of the University?

A Father Malloy: No, a change was made in the statutes by the board of fellows so that he is not a member of the board of fellows, but he is an ex-officio trustee.

Q Quinn: Will you share with us why the change was made?

A Father Malloy: The board of fellows, because of the special responsibilities they have within the life of the University, wanted to free the connection between the provost and the executive vice president on the one hand and automatic membership on the board of fellows. The change was made with both officers so that both Tim O'Meara and Bill Beauchamp are ex-officio trustees, but they are no longer ex-officio fellows.

Q Quinn: Can you offer us the assurance that this change was not made because Nathan Hatch is a non-Catholic?

A Father Malloy: That decision was made before we got to the last stages of the selection process. It was done independently of that.

Q Porter: I appreciate very much the decision to begin the reclassification process, but I was a little bit concerned about your comments on the possibility of downsizing staff. I have heard you on probably six or so prior occasions, before this body or the Academic Council, speak, as I recall, about the overall health of the University. You've said the overall financial health is good. This is the first time I've heard you or anyone mention the possibility of downsizing. So, let me ask you, is this a possibility, is it under active consideration? And second, are there some special circumstances which have raised this possibility at this time?

A Father Malloy: Two years ago I asked the officers to undertake a thorough review of our personnel situation. One of the reasons was that at just about every trustee or advisory council meeting, somebody wanted to know why the tuition was going up considerably over the rate of inflation. We were asked what were we doing to take on the question of overall cost. Because a high percentage of the budget was driven by personnel costs, those questioning us were claiming that something needed to be done. I was hearing a similar refrain in meetings of university and college presidents, of whom had been through some degree of personnel downsizing.

In the face of all of this, I have a great commitment to the employment security of those who are here. The last thing that I want to see happen is for people to be laid off if that can be avoided. However, we can move in the direction of having to justify replacing people who return or leave. There should be no presumption that additional faculty positions will necessarily lead to a comparable expansion in the size of the staff.

When higher education institutions have budget problems and downsizing, it is the staff that gets laid off and not the faculty (except in extreme circumstances). This is because of the unique role that faculty play in an educational institution. I am not trying to create unnecessary fear or induce paranoia. It is simply that we need to realize in this time of relative plenty for Notre Dame that we simply cannot keep getting bigger. We cannot continue the path of continual growth in faculty and staff when it is financed by growth in undergraduate tuition.

Q Porter: Can we take what you are saying as this: There are no current plans to downsize the non-academic staff of the University, if by that we mean lay offs?

A Father Malloy: That is true. That is an accurate description of what I said.

Q Pillay: This is a question in regard to the search for a replacement for Nathan Hatch in the Graduate School. Will Tim O'Meara organize and chair the committee at the start with Hatch taking over as chair?

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A Father Malloy: The search process for a replacement for Nathan Hatch as vice president for graduate studies and research is laid out in the Academic Articles and that will begin soon. Tim O'Meara will oversee the selection of the committee and get it started and then Nathan will take it over next semester. In a joint session, the Graduate Council and the University Committee on Research and Sponsored Programs elect five members from among the faculty and one member from among the advanced students. I expect the process to begin earlier rather than later.

Q Ruccio: I will gladly chime in with my praise for the selection of Nathan Hatch. I heard the process went well. But I do have one worry, and this is something that has been a special concern of the Faculty Senate over the years. I have heard about outside interference in the process, that a member of the Board of Trustees went to the local bishop because one of the finalists (at that time, not the finalist) was a non-Catholic to find out whether this would be a problem. Whether he went on his own or on behalf of others, I do not know. I've only heard that he went. This is worrisome, and in the senate we've expressed this kind of worry in the past. Will you speak to this? Is there any truth to it?

A Father Malloy: There was at no stage ever any interference from anybody outside the University community. Those individuals in the deliberations were internal to the University, except when references were sought from colleagues of those on the finalists list. I never had a conversation with anybody outside the University nor was there any direct or indirect influence from the outside on me or on the committee. That is all that I can speak of from my own information.

Q Rai: This is a question about the regional medical school. Did you say that the IUSB commitment to the project was still on? I had heard that they were no longer interested and were pulling out.

A Father Malloy: There were two separate funding components for the proposed expansion. One source was the commitment of a University trustee to find additional space for the department. With regard to the medical school program, we expected monies from people in the local area plus funds from the state government. We can go ahead with the expansion of the departmental facilities on the basis of the present commitment. The second sources of funding are still unresolved as far as I know. Tim O'Meara knows more about this matter than I do.

Q Bayard: What advice would you give to the libraries as we go about yet another transition? And further, would you describe your vision for the role of the libraries at the University?

A Father Malloy: There is going to be a lot more money available for the needs of the libraries. In order to use it well, it will require strong leadership and shrewd implementation of the recommendations of the post-Colloquy committee. Our decision making has been positively influenced by high quality comparative studies at the material level. We appear lowest in comparative terms in the size of the library faculty and staff. But to add faculty and staff in any great numbers requires more space than is presently available. Only when Flanner Tower has been converted will we have flexibility in this regard. In the short run other needs might warrant greater attention — collection development, preservation of materials, and needs in computerization. The law library already has a problem with space, so we have to begin to plan accordingly. Overall, with good leadership and the proper setting of priorities we should make rapid progress.

Q Sullivan: Monk, a comment and then a question. I'm glad to hear you respond to the first question on Catholic character and Nathan Hatch. I would hope that the kinds of questions and insights you got can be handed on to deans and chairs so that the same kind of discernment can go on there.

My question is in regard to the staff and any kind of non-faculty. In our meeting on last Friday with the director of human resources, Roger Mullins, concern was expressed about two things: the interests of the secretaries in disability insurance and the possibility of interest of the secretaries in a labor union. I'd like you to give your attitudes toward those two things.

A Father Malloy: In my earlier comments I deliberately tried to talk about the staff as a whole. I think that we need to make every effort to develop a context so that we can review and look at our circumstances for the whole staff and not just the office/clerical staff.

I believe that if we have effective forms of communication, if we can create a reasonably good work environment, then the perceived need by the staff to form some kind of representative unit is more limited than if that kind of climate is not available. Pat, I know from your experience that you have strong feelings about this matter so the question is not neutral. Working people have a right to organize in civil law and in church teaching if they choose to do so. The form that takes will vary. I have no opposition to people exercising their prerogatives. But there is a downside when that happens. There is a whole literature about the pluses and minuses of various styles of representation. I think that, if we can maintain a healthy sense of communication and integration between those who work here and the various levels of administration, then the need for formal organization will be more limited. I remain open-minded about the various possibilities. If we need to have mechanisms for

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people to bring to the surface their concerns, then what form they might take is up to the people involved.

Sullivan: May I make just one comment? My question was not value-neutral. It was about social justice and it concerned Catholic social teaching.

Q Weinfield: You mentioned two areas where staff numbers have grown: development and computing. I'm concerned about the latter because there has seemed to me to be a built-in planned obsolescence and a burgeoning technology. I understand this as a problem all across the country. To what extent do you understand the need for growth in computing and what are the budgetary considerations concerned with this? How is the University handling this?

A Father Malloy: In some ways what we did with computing was like starting a new department. A lot of growth happened within a relatively short span of time, but it was all built into the budget to implement a five- to seven-year plan. One of the complications was that, as DeBartolo came on-line, the level of faculty utilization was so intense that we had to make more support staff available. We did that to the extent that the funds were available. In the Development Office the growth that was expected is already in place. It was directly correlated with preparing for our new campaign.

Nobody seems to know what is going to happen to the computer as a tool for technology and for instruction. The individual user has more and more computer power available all the time. One future concern is the planned reduction in government subsidies for things like the Internet. The appetites of users have been whetted by the sense that all of this is free or at most low cost. Now costs will have to be built into the operating budget or the availability will have to be curtailed. There is a further concern suggested in a recent article in the *New York Times Sunday Magazine* where questions were raised about whether Bill Gates' Microsoft Corporation was moving toward a position of monopoly.

Q Lombardo: Monk, we've all seen the National Research Council rankings, and I'm frankly confused. In our recent forum we heard about one department that was ranked 183rd out of 194, yet that same department in another survey was 19th out of 200. How do you make sense out of these surveys? How are they used by the University?

A Father Malloy: I am meeting presently with faculty in three different departments. Invariably they tell me that their graduate program is much better than the rankings in the National Research Council evaluation showed. They usually give me several reasons why they were under-evaluated.

As a University, our graduate programs moved up in almost every department over the last 10 years. Some of the programs reviewed constitute only part of our departmental structure here. They also did not rank some of the departments or specialties that we have.

It is my judgment that the National Research Council evaluation has the most influence in the relative pecking order of graduate programs. At the undergraduate level the *U.S. News and World Report* survey has a major influence. *U.S. News* is also important in the rankings of law school and M.B.A. programs. We tend to react to unfavorable evaluations by arguing for the inadequacy of the criteria.

Q Godmilow: I'm relatively new at the University and brand-new in the senate. On the staff issue, I have a dilemma, or perhaps it's only in your phrasing of the issue. It felt a little threatening to me to hear your thoughts. Must the faculty sacrifice a raise or a portion of it to bring up staff salaries? I wonder if the faculty is ever asked its opinion or feeling on issues like this.

A Father Malloy: I tossed it out here so that you could mull it over and tell me what you think.

Q Godmilow: Is the faculty ever asked for its input? Where does the dialogue happen?

A Father Malloy: The dialogue up to now between this body and the administration over salaries has been almost entirely focused on faculty salaries.

Q Porter: Nobody has ever asked about staff salaries?

A Father Malloy: I am not claiming that nobody has. However, the focus between myself or the provost and the senate has been on getting (and keeping) faculty salaries in the top quintal. That we have been able to achieve this high level is one of the ways we have improved as a university. This priority has had a very strong influence in our budget-making deliberations at the officer's level. These gains have been achieved largely through increases in undergraduate tuition. That is where we are covering the cost of salaries and benefits as well as many other things. It is easy to advocate that the salaries should continue to go upward for both faculty and staff if you can identify where the money should come from to achieve this goal. If you accept my fundamental premise that we need to reduce the tuition increases, then something will have to give. I hope that we can get the staff salary base up, for example, by establishing a 110 percent goal relative to the local average. If more is to be achieved in this regard, the faculty salary increases or Colloquy priorities or something else will have to give.

Q Godmilow: I think we all heard you, but what I'm asking now is: How do we as a group respond to what you've said?

McBrien: Last year when Father Malloy was here he gave in his remarks a five-point agenda proposal for the senate and we had an ad-hoc committee that reflected on those five points, that drafted a response letter, discussed it with the senate, the letter was sent to Monk and he responded to it very positively. I've since followed up as I announced tonight in my report by writing to the deans on three of the items which are pertinent to the work of the Faculty Senate, so anything that Father Malloy says here tonight or Tim O'Meara says in January can elicit from us constructive discussion, and it can be considered in various standing committees and so forth. As a new member of both the faculty and the Faculty Senate [referring to Professor Godmilow], I would say to you that the Faculty Senate is obviously one forum, and I would like to think the primary forum, for the faculty to discuss matters of common interest

A Father Malloy: I do welcome a response. I posed the question in a certain way in order to elicit a reaction. I am sure that there are other perspectives on the matter. I do thank the senate for responding to my five suggestions from my talk last year. I believe that the conversation has been productive.

Q McBrien: We're almost finished, Pat. Do you have a short question?

Sullivan: Maybe this is more a question or homework for Tim O'Meara. One source of income that hasn't been touched is endowment. Maybe there is a formula for tapping that in a certain way to a certain degree so that more of these funds would be available to do some of the things we want and need to do. I don't expect you to answer that tonight.

A Father Malloy: Oh, I won't.

McBrien called the senate back into session and Porter (seconded by Miscamble) moved adjournment. The senate agreed and did so at 9:15 p.m.

Respectfully submitted,

Peter J. Lombardo Jr.
Secretary

Appendix A

Chair's Report
November 8, 1995

1. A formal word of welcome, first of all, to our two newest members: Richard Taylor, of the department of Chemistry and Biochemistry, and Hafiz Atassi, of the department of Aerospace & Mechanical Engineering, an elected member of the Academic Council, serving this year as *ex officio* member of the Faculty Senate from the College of Engineering.

2. The Academic Council's Executive Committee, upon recommendation of an ad hoc subcommittee of the Executive Committee, has approved, with some modification, the Faculty Senate's proposal of February 24, 1994, regarding the establishment of a University Committee on Women for consideration by the Academic Council at its December 13 meeting. The tentative name for the new committee is the University Committee on Women Faculty and Students. Laura Bayard and Regina Coll, members of the Faculty Senate when the original proposal was made, were consulted by the ad hoc subcommittee, upon the recommendation of the Faculty Senate Chair.

If approved by the Academic Council, the committee will consist of 16 members: 8 elected faculty, 4 students (2 undergraduates and 2 graduates) selected by the Student Government and Graduate Union respectively, and 4 members appointed by the President. The committee's chair will be elected by the members of the committee. One of the appointed members will serve as liaison to the University's academic administration, and the chair and one other member of the committee will serve as liaison to a University Committee on Women Staff. The committee will report directly to the President, and a record of its deliberations will be published in *Notre Dame Report*. I hasten to add, however, that this is only the proposal of the Academic Council's Executive Committee. The Academic Council will have to discuss and approve it, in its present or amended form, at its December 13 meeting.

3. As you may recall, the President last year reactivated the practice of holding meetings between the Executive Committee of the Faculty Senate and the academic officers of the University. Two meetings were held during the 1994-95 academic year: one in December and a second in May. The Executive Committee of the Faculty Senate will meet again with the academic officers of the University on December 8.

4. The Provost's Advisory Committee (PAC) continued earlier today to discuss the Faculty Senate's proposal on appeals and grievances. Having completed its consideration of the first part of the proposal regarding proce-

dures, PAC will move next to a consideration of the matter of appeals. Early in the spring semester, the Senate's proposal will be brought before the Academic Council for its consideration.

5. I would remind the Senate and all other interested faculty, staff, and students of the University that the Faculty Senate has a home-page on World Wide Web that has the following information on it: Faculty Senate By-laws, Executive Summaries, Journals, Notre Dame Forum on Academic Life presentation texts, miscellaneous texts of interest (e.g., Father Malloy's annual address to faculty), links to faculty senate home-pages at other colleges and universities, plus an e-mail bulletin board. Until yesterday, the Faculty Senate home-page could be accessed from the Notre Dame home-page by pressing "Quick Info", then "Groups and Organizations", then "Faculty Senate". But thanks to Kevin Berry in the Office of University Computing, at the suggestion of Dennis Moore, Director of Public Relations and Information, the Faculty Senate home-page can now be accessed from the Notre Dame home-page by simply pressing "Academics" and then "Faculty Senate".

6. I received a fax yesterday from the Director of Human Resources, Roger Mullins, in reply to my third letter to him regarding the Faculty Senate resolution of last May on the Retiree 2000 plan. "The University has every intention," he writes, "of offering the 2000 plan for retirees on a continuing basis. There are no plans to amend, modify or terminate the health care options provided to retirees. Notre Dame recognizes the importance of retirees and is committed to providing health insurance on a continuing basis. The University must retain the right to make appropriate changes in retiree health care options and, therefore, can make no guarantees concerning the coverage. Notre Dame will certainly commit to open and full discussions with the retirees prior to any changes in the plan. Given the many unknown variables the future holds, I am confident the Senate will understand why a guarantee is not possible." Roger Mullins makes reference in his fax to an exchange of correspondence last spring with the former chair of the Senate's Benefits Committee, Professor Supriyo Bandyopadhyay, before the Senate resolution was passed. The fax to me, plus the exchange of letters with Professor Bandyopadhyay, will be included in the Journal for this evening's meeting.

7. Members of last year's Faculty Senate will recall that an ad hoc committee formulated a reply to Father Malloy's five-point agenda for the Faculty Senate, which he proposed during his annual visit to the Senate last October. The five points are contained in the President's opening remarks which were published in the Journal of the October meeting (see *Notre Dame Report*, no. 7, December 2, 1994, p. 271). The Senate discussed and modified the

committee's draft on March 7 (see *Notre Dame Report*, no. 16, May 5, 1995, p. 489), and I sent a copy of the finally approved letter to the President on March 8, which Father Malloy acknowledged on March 30 (copy of his reply is published as an appendix to the Journal in *Notre Dame Report*, no. 17, May 19, 1995, p. 507). On September 20 of this year I wrote letters to each of the five deans of the University regarding the first three items of the five-point agenda, since the Senate agreed that only these three items pertained directly to the work of the Senate. I submit for the appendix to the Journal of this evening's meeting, by way of example, a copy of the letter I sent to Dean David Link of the Law School. Identical copies were sent to the other four deans.

8. If the Faculty Senate is to continue its custom of opening each session with a brief prayer that is religiously inclusive, the Chair needs to have a backlist of members who are ready and willing to offer such prayers, if asked by the Chair. Please mark the roster that has been circulated, indicating your availability for this service to the Senate.

9. Elections of two at-large faculty members for membership on the Faculty Board on Athletics will be conducted sometime before the end of the current semester. This election will implement the resolution approved a year ago September by the Faculty Senate and approved last May by the Academic Council; namely, that elected faculty members should constitute the majority of the Faculty Board on Athletics. Since the terms of Board members are staggered, the two slots to be filled at this time will be for three-year and two-year terms respectively.

10. The panels and dates of the second, third, and fourth sessions of this year's Senate-sponsored Notre Dame Forum on Academic Life have now been set. The second session, previously scheduled for November 29 at 7:30, will discuss Masters-level and professional graduate programs. The panel will include Profs. John Affleck-Graves (Finance), Stephen Batill (Aerospace & Mechanical Engineering), Joseph Bauer (Law), Maureen Boulton (Romance Languages and Literatures), Norman Crowe (Architecture), and Kathie Newman (Physics). The third session is scheduled for February 15 and will include a panel of the five deans: Harold Attridge (Arts and Letters), Francis Castellino (Science), John Keane (Business Administration), David Link (Law), and Anthony Michel (Engineering). The fourth session is scheduled for March 26 and will include a panel of the elected faculty representatives on the Board of Trustees' Academic and Faculty Affairs Committee. They are Harvey Bender (Biological Sciences), David Burrell (Philosophy and Theology), Maureen Gleason (Library), Naomi Meara (Psychology), Kenneth Milani (Accountancy), and Arvind Varma (Chemical Engineering).

DOCUMENTATION

The first session of the Forum met on October 25. The turnout was low, but the quality of the panel presentations and subsequent discussion were of a high order. The Provost and Provost-designate were in attendance, as well as three deans, several department heads, and a cross-section of senior and junior faculty and other administrators.

I encourage you all to attend the next and subsequent sessions of the Forum. The sessions are held in the CCE Auditorium beginning at 7:30 and ending no later than 9:15.

Appendix B

Questions for Father Malloy
Faculty Senate Meeting
November 8, 1995

1. In light of your insistence that the Mission Statement of "Colloquy for the Year 2000" retain the necessity of numerical dominance of Roman Catholics on the faculty, did you discover in your selection of Nathan Hatch as Provost a process and formula for determining whether one would be faithful to the Catholic character of Notre Dame? If so, is such a process and formula applicable in the choice of people seeking faculty and staff positions at Notre Dame?

2. It looks as if external funding sources for research in the humanities and social sciences is going to be reduced by approximately 40%. (This is because NEH is by far the major funding source for such research and its budget is being cut by 40% . . . and perhaps more, if longer-term 'phase-out' proposals are adopted.) What changes in internal funding of research do you plan in response to these losses of external sources?

3. Given that there are not the resources necessary to improve all graduate programs at Notre Dame to the same extent and/or to add new ones in every department that would like to have them, which particular improvements and additions do you think would do most to enhance the quality and reputation of graduate studies at Notre Dame . . . and why do you think this? Specifically, do you think that adding a Ph.D. program in the College of Business, with its estimated annual cost of \$2.5 million, would do more to enhance the quality and reputation of graduate studies at Notre Dame than would spending that money to improve various departments in the other colleges?

4. As concerns the setting of budgetary priorities, what, specifically, is the level of involvement of the collegiate deans? Do you think that this is as it should be, or do you think there ought to be more consistent and direct involvement of the deans?

5. As regards the matter of monies given to the university: What proportion of these come with strings attached? What is being done to try to reduce this? Are the activities of the development office more successful in raising money for the professional schools than for the others? Do you think that the backgrounds in business and law of so many of those involved in fund-raising efforts at Notre Dame has created a development environment which 'favors' fund-raising in business and law at Notre Dame?

6. Given that salary discrepancies exist within departments and among colleges, what document exists or should exist that explains the basis upon which salaries (excluding merit) are allocated? What appeal is there when inequities are discovered?

7. How do you plan to measure the success of implementing your post-Colloquy recommendations?

8. For many departments and colleges, the post-Colloquy recommendations are merely an opportunity to catch up (e.g., in the case of the University Libraries). What is planned not only for new maintenance levels, but also for growth?

9. In light of the fact that the North Central Accreditation report questioned the adequacy of the Colloquy document as a long-term planning document, what plans do you have for on-going long-term strategic planning?

10. According to Human Resources, Notre Dame's starting salary for a secretary working full time is \$14,144. According to the Indiana Coalition for Human Resources of United Way, a family of three which includes one worker needs at least \$17,360 to lift itself out of poverty in Indiana. Given our institutional commitment to Roman Catholic principles of social justice, what are your views on the low wages which the University pays to some of its clerical staff?

11. What goals should be attained in the Human Resources reclassification initiative in order to be successful as far as you are concerned?

Faculty/Student Committee on Women

October 27, 1995

Present: Kathleen Cannon, Carmen Chapin, Paul Conway, Kathie Newman, James Taylor, Barbara Turpin

Absent: Regina Coll, Dian Murray, Ava Preacher

Barbara Turpin distributed copies of the survey developed by the Graduate Student subcommittee and copies of some of the data that emerged from the survey. A total of 1200 surveys were sent to graduate students and 454 (35 percent) responded. Some time was spent reviewing the tabulation for those items where chi-squares are significant; i.e., college, marital status and gender of advisor. The group also looked at those survey items where there is no statistical difference in the results but the information might be useful; e.g., questions 13-18 on advising. Carmen Chapin pointed out the need to look at the overall difference in male and female responses before going into subcategories. So once there is a comparison of the percentage of females and males who have submitted a paper for publication it would be necessary to have a breakdown by college of who is publishing and who is not. Paul Conway concurred and used Question 29b (Did you pass your Ph.D. candidacy exams on the first attempt?) as an example.

Following some questions about the meaning of specific items, Kathie Newman asked what response the Graduate School had to the survey. Turpin indicated that the response was general since there has not been adequate analysis and interpretation of the data. Kathleen Cannon offered to identify someone to assist with the analysis. Newman suggested since there is a need for another graduate student on the committee we might search for someone in the social sciences.

The next item for discussion was the agenda for the year. Cannon recalled for the committee that in its first years of existence, the committee interviewed individuals from various units of the University. This served two purposes: It kept the committee informed and it enabled the committee to make appropriate recommendations. There was agreement that it would be worthwhile to renew this practice. Newman suggested that it would be helpful to hear from the entities in Student Affairs since they are a major influence on campus and see undergraduates in a way that faculty do not. She proposed we invite Health Services, the Counselling Center, Career Placement, rec-tors and someone from the Student Affairs staff to meet

with the committee. Jim Taylor endorsed Newman's proposal and suggested that since it has been almost three years since the committee met with the deans and the composition of the committee has changed in that time, it would be important to interview them to see what progress has been made. The group endorsed both suggestions. They also agreed that Student Affairs representatives would be asked to present what they see in terms of gender issues and what they think the committee should be aware of. For the deans' interviews, the committee will pose some questions to serve as the starting point for discussion.

Paul Conway invited the group to meet in the new Business Administration Complex in November and to tour the building at that time.

The meeting adjourned at 2:30 p.m.

Submitted by Sr. Kathleen Cannon, O.P.

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.

Errata: Correction on entry in *Notre Dame Report* Issue No. 7, citation listed under Romance Languages and Literatures should have been listed under Sociology:

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THE GRADUATE SCHOOL OFFICE OF RESEARCH

Awards Received and Proposals Submitted

In the period November 1, 1995, through November 30, 1995

AWARDS RECEIVED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	10	667,882	5	286,397	15	954,279
Facilities and Equipment	0	0	1	15,000	1	15,000
Instructional Programs	0	0	1	1,500	1	1,500
Service Programs	0	0	4	16,089	4	16,089
Other Programs	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	10	667,882	11	318,986	21	986,868

PROPOSALS SUBMITTED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	4	1,087,644	20	4,651,727	24	5,739,371
Facilities and Equipment	0	0	0	0	0	0
Instructional Programs	0	0	0	0	0	0
Service Programs	0	0	0	0	0	0
Other Programs	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	4	1,087,644	20	4,651,727	24	5,739,371

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Awards Received

In the period November 1, 1995, through November 30, 1995

AWARDS FOR RESEARCH

Aerospace and Mechanical Engineering

Renaud, J., Batill, S., et al.
Multidisciplinary Design Technology Development
NASA - Langley Research Center
\$18,827 12 months

Biological Sciences

Kulpa, C.
Microbial Desulfurization of Petroleum
Energy Biosys Corporation
\$55,850 12 months
Development of Bioreactors. Phase 2. Nitrification
Chevron Oil Company
\$105,083 12 months
Grimstad, P.
Arbovirus Surveillance Laboratory Service
Indiana State Department of Health
\$27,989 12 months

Chemical Engineering

Varma, A.
FSU Infrastructural Supplement
National Science Foundation
\$5,000 60 months
Foreign Travel Supplement
National Science Foundation
\$3,000 60 months
Leighton, D.
Oscillatory Cross-Flow Electrophoresis
National Aeronautics and Space Administration
\$50,000 12 months

Chemistry and Biochemistry

Jacobs, D.
Dynamics of Molecular Ion Scattering on Surfaces
National Science Foundation
\$85,000 47 months
Tannor, D.
Control of Photochemical Reactions
Department of the Navy
\$106,959 78 months

Cushwa Center for the Study of American Catholicism

Appleby, R.
Mapping American Catholicism
Lilly Endowment, Inc.
\$81,900 14 months

Computer Science and Engineering

Cohn, D.
Distributed Computing Using Workstations/Personal
Systems
International Business Machines
\$150,000 12 months

Electrical Engineering

Stevenson, R.
Enhancement of Compressed Images
Intel Corp.
\$21,000
Lent, C., Porod, W., et al.
Architectures Compatible with Novel Quantum Devices
Department of the Navy
\$129,670 36 months

Physics

Mathews, G.
Gamma-Ray Bursts and Relativistic MHD at Coalescing
Neutron Stars
National Aeronautics and Space Administration
\$35,000 12 months
Livingston, A.
Atomic Structure of Highly-Charged Ions
Department of Energy
\$79,001 12 months

AWARDS FOR FACILITIES AND EQUIPMENT

Chemical Engineering

Miller, A.
Corrosive Testing Equipment
Department of the Navy
\$15,000 12 months

AWARDS FOR INSTRUCTIONAL PROGRAMS

Anthropology

Cunningham, M.
Faculty Curriculum Development Program
Indiana Campus Compact
\$1,500 8 months

THE GRADUATE SCHOOL OFFICE OF RESEARCH

AWARDS FOR SERVICE PROGRAMS

Center for Continuing Formation in Ministry

Lauer, E.

Center for Continuing Formation in Ministry
Various Others
\$2,617 1 month

Center for Social Concerns

McNeill, D., Royer, K.

Service Learning Coordinator Chapin Street Clinic
Indiana Campus Compact
\$8,612 11 months

Notre Dame Center for Pastoral Liturgy

Bernstein, E.

Center for Pastoral Liturgy
Various Others
\$3,150 1 month

Center for Pastoral Liturgy
Various Others
\$1,710 1 month

Proposals Submitted

In the period November 1, 1995, through November 30, 1995

PROPOSALS FOR RESEARCH

Biological Sciences

Saz, H.

Intermediary Metabolism of Helminths
National Institutes of Health
\$232,822 12 months

Craig, G.

Vector Competence for La Crosse Virus in Aedes
National Institutes of Health
\$407,745 12 months

Civil Engineering and Geological Sciences

Neal, C.

Origins of Ontong Java Plateau, Part 2
National Science Foundation
\$102,959 24 months

Kareem, A.

Reliability of Ocean Systems
Department of the Navy
\$99,837 36 months

Dynamic Response of Structures
National Science Foundation
\$12,250 12 months

Pyrak-Nolte, L.

NSF Presidential Faculty Fellow
National Science Foundation
\$500,000 60 months

Spencer, B.

Smart Material Concepts
Purdue University
\$3,000 12 months

Ketchum, L.

Recovering Nutrients from Wastewater
National Science Foundation
\$178,262 36 months

Chemical Engineering

Varma, A.

Combustion Synthesis of Nonmetallic Nitrides
Department of Energy
\$333,845 36 months

Miller, A.

Water Based Chromate Free Corrosion Protection
Advanced Res. Projects Agency
\$1,140,259 36 months

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Chemistry and Biochemistry

Smith, B.
Molecular Recognition Using Organoboron Acids
National Science Foundation
\$330,221 36 months

Computer Science and Engineering

Uhran, J., Henry, E.
Curriculum Enhancement and Distance Learning
National Science Foundation
\$420,012 36 months

Electrical Engineering

Huang, Y.
SMI for Multiuser Digital Communications
National Science Foundation
\$196,994 36 months

Bauer, P.
Design and Implementation of High Speed Digital
Filters
National Science Foundation
\$93,225 24 months

Lemmon, M., Antsaklis, P.
Algorithm Development for Synthesis of Hybrid
Control
Department of the Army
\$164,386 36 months

Snider, G., Merz, J.
Scanning Probe Microscopy for Silicon Nanostructures
Advanced Res. Projects Agency
\$140,711 36 months

Mathematics

Alber, M., Luther, G.
Perturbed Evolution Equations and Applications
National Science Foundation
\$95,223 36 months

Misiolek, G.
Geometry of Manifolds of Maps and Nonlinear PDE's
National Science Foundation
\$81,142 36 months

Herzog, I.
Model Theory of Modules
National Science Foundation
\$57,955 36 months

Wong, P.
Hyperbolic Geometry and Nevanlinna Theory
National Science Foundation
\$113,168 36 months

Philosophy

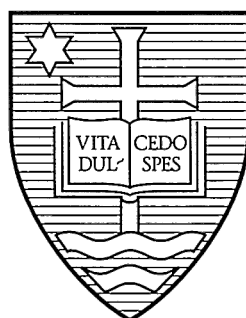
Flint, T.
Divine Providence: The Molinist Account
Lynde & Harry Bradley Foundation
\$30,094 12 months

Physics

Glazier, J.
NSF Presidential Faculty Fellow
National Science Foundation
\$500,000 60 months

Biswas, N., Ruchti, R., et al.
Colliding Beam Experiment
National Science Foundation
\$434,827 12 months

Tanner, C., Berry, H., et al.
Lasers and Modern Optics for Undergraduates
National Science Foundation
\$70,434 24 months



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