

# NOTRE DAME REPORT

---

## THE UNIVERSITY

---

293 *Kantor Elected Vice President and Associate Provost*  
293 *Liberace Foundation Funds Music Scholarship*  
293 *ACE Receives Grant from UPS Foundation*  
293 *Today's Life Choices Honored*

## ADMINISTRATORS' NOTES

---

297 *Appointments*

## FACULTY NOTES

---

294 *Honors*  
294 *Activities*  
296 *Deaths*

## DOCUMENTATION

---

298 *Faculty Senate Journal*  
*December 5, 1995*  
303 *January 17, 1996*

## THE GRADUATE SCHOOL

---

307 *Current Publications and Other Scholarly Works*

FEBRUARY 23, 1996 • NUMBER 11

## Kantor Elected Vice President and Associate Provost

Jeffrey C. Kantor, professor and chair of chemical engineering, has been elected vice president and associate provost of the University by the Board of Trustees.

The board also elected Rev. Timothy R. Scully, C.S.C., vice president and associate provost since 1994, as vice president and senior associate provost. Both appointments will become effective July 1, when Nathan O. Hatch succeeds Timothy O'Meara as provost.

Kantor's chief responsibilities in the provost's office will be University budgets, science and engineering concerns, and University computing. Chief among Scully's responsibilities will be a continued focus on the University's international programs and outreach and a major new undertaking of assessments and initiatives in undergraduate education.

## Liberace Foundation Funds Music Scholarships

Notre Dame has received a \$5,000 grant from the Liberace Foundation for the Performing and Creative Arts for scholarships supporting outstanding students in the music department.

Miriam C. Eckelhoef and Jeanine Mary Wynton will share the award. Eckelhoef, a senior, is a cellist from Fallbrook, Calif. She has returned to campus for the spring semester after studies at the d'Issy les Molinaux at the American University of Paris. Wynton, a junior, is a violinist from Berkeley, Calif.

Since 1990, the Liberace Foundation has given almost \$45,000 in scholarship grants to students in Notre Dame's music department. This is one of 49 awards totaling \$250,000 which the foundation has given to schools and creative arts organizations during the current academic year.

The late pianist and showman Liberace established the foundation in 1976 to provide scholarships for the arts. Since then, 66 schools and arts programs have received scholarship grants for their outstanding students and artists. Funds for the scholarships are generated by donations to the Liberace Museum, one of the three largest tourist attractions in Las Vegas.

## ACE Receives Grant from UPS Foundation

The Alliance for Catholic Education (ACE) has received a \$100,000 grant from the UPS Foundation.

ACE provides committed Catholic teachers for understaffed parochial schools and provides recent college graduates with intensive teacher training and opportunities for Christian community and personal growth. Participants in the two-year program take part in two summer training sessions conducted at Notre Dame by staff from the University of Portland's School of Education.

The UPS Foundation is the charitable arm of United Parcel Service and supports major initiatives focusing on adult literacy, prepared and perishable food distribution, education and general service programs.

## Today's Life Choices Honored

The University's weekly television series, *Today's Life Choices*, has been honored in the international television programming competition of the 1995 New York Festivals.

The series received a finalist award in the social issues and current events category for an episode titled "The World Summit for Social Development: Social Issues of Global Importance." The program highlighted efforts of participants at the 1995 World Summit for Social Development in Copenhagen to find ways to build international solidarity in eradicating worldwide poverty and unemployment.

Now in its seventh season, *Today's Life Choices* airs on 65 PBS stations nationwide as well as the Faith and Values network. The series has been honored twice previously by the New York Festivals and also has been recognized for outstanding programming by the Council for Advancement and Support of Education and the National Catholic Association for Broadcasters and Communicators.

# FACULTY NOTES

## Honors

**Louis J. Berzai**, assistant professional specialist in the Computer Applications Program, was elected president for 1996 of the Education Foundation, part of DPMA, the Association of Information Systems Professionals. The Education Foundation's mission is to do research and develop programs and projects dealing with information systems issues.

**Ronald A. Hellenthal**, professor of biological sciences and Gillen director of the Environmental Research Center, has been appointed by Governor Evan Bayh to a four-year term on the Pesticide Review Board for the state of Indiana.

**Anthony K. Hyder**, associate vice president for graduate studies and research and professor of aerospace and mechanical engineering, has received the Decoration for Exceptional Civilian Service for his contributions to the Air Force Scientific Advisory Board from 1990 to 1994, the highest civilian award bestowed by the Department of the Air Force. The Scientific Advisory Board is comprised of outstanding scholars who advise the Air Force on broad science policy and specific scientific goals.

**Ahsan Kareem**, professor of civil engineering and geological sciences, has been invited to join the international editorial board of *Engineering Structures*, the journal of earthquake, wind and ocean engineering, Elsevier.

**Robert P. Schmuhl**, chairperson and professor of American studies, has been chosen to participate in the U.S. Department of Education's "Democracy at Risk" project which is being coordinated by Harvard University's Kennedy School of Government, the University of Maryland's Center for Political Leadership and Participation, and Washington State University's Edward R. Murrow School of Communication. This project will examine how democracy in America is at risk because of a lack of citizenship, leadership and participation. Among other responsibilities, Schmuhl has been asked to contribute an essay to the book *The Public Voice in a Democracy at Risk: Citizenship for the 21st Century*, which will be published in late 1996.

**Billie F. Spencer Jr.**, professor of civil engineering and geological sciences, was appointed to the board of directors of the American Automatic Control Council as the representative of the American Society of Civil Engineers for 1996.

**Duncan Stroik**, assistant professor of architecture, has been elected by the board of officers of the Society for Catholic Liturgy as treasurer.

**Albin A. Szewczyk**, professor of aerospace and mechanical engineering, has been elected a fellow of the American Society of Mechanical Engineers, an honor reserved for less than 2 percent of the 100,000 members of this engineering professional association.

## Activities

**Ani Aprahamian**, associate professor of physics, gave an invited talk "Exotic Beams and Nuclear Structure in the A=80 Region of Nuclei" at the XIX symposium on Nuclear Physics in Oaxtepec, Morelos, Mexico, Jan. 3.

**William B. Berry**, professor of electrical engineering, chaired a session titled "Collaborations for the Enhancement of Undergraduate Engineering Education" and co-authored the presentation "An Electric Car as a Catalyst for Cooperative Development Involving Academe, Industry and Government" with **Peter H. Bauer**, associate professor of electrical engineering, at the American Society for Engineering Education, 1996, College Industry Conference "Cooperative Ventures: Industry and Education Respond to the Times" in San Jose, Calif., Jan. 24-29.

**Howard Blackstead**, professor of physics, presented a paper with J.D. Dow titled "Ni and Zn in High  $T_c$  Superconductors" at the MRS meeting in Boston, Mass., Nov. 27-Dec. 1.

**Paul F. Bradshaw**, professor of theology, presented a talk titled "A Word from the New Testament? A response to Anthony Harvey" to the Cheneygates Seminar at Westminster Abbey in London, England, Jan. 26. He gave a talk titled "The Origins of the Eucharistic Prayer: A Review of Enrico Mazza's New Study" to the Alcuin Club Seminar in London, England, Jan. 29. He presented a talk titled "Apostolicae Curae, 100 Years On: Anglican Orders in Relation to Rome" at Ripon College, Cuddesdon in Oxford, England, Feb. 6.

**Jacqueline Vaught Brogan**, professor of English, served as the co-convenor of the symposium on Women Poets of the Americas in Cancun, Mexico, Dec. 14-17.

**Peter Cholak**, assistant professor of mathematics, gave a talk titled "Permitting, Forcing and Copies of Recursive Structures" at the special session in Recursive and Feasible Mathematics at the American Mathematical Society meeting in Orlando, Fla., Jan. 10. He gave an invited address "Definability, Automorphisms and the Computably Enumerable Sets" at the winter meeting of the Association for Symbolic Logic in Orlando, Fla., Jan. 13. He gave an invited talk titled "Automorphisms of the Computably Enumerable Sets," at the Recursion Theory meeting held at the Mathematics Institute in Oberwolfach, Germany, Jan. 29-Feb. 3.

# FACULTY NOTES

**Olivia Remie Constable**, associate professor of history, presented a paper on "Travel and Comparative Institutions of Hospitality in the Medieval Mediterranean World" at the 18th international congress of Historical Sciences in Montreal, Canada, Sept. 28. She gave the paper titled "From Pandocheion to Fondaco: Tracking an Itinerant Institution" at the Centre for Medieval Studies at the University of Toronto in Toronto, Canada, Oct. 21. She presented a paper on "Trade in the Muslim West" at a seminar on "Bateaux, navigation et commerce maritime en al-Andalus" at the Casa de Velázquez in Madrid, Spain, Dec. 18.

**Leonid Faybusovich**, associate professor of mathematics, presented a paper with John Moore titled "A Long-step Path-following Algorithm for the Convex Quadratic Programming Problem in a Hilbert Space" and chaired the session on Numerical Methods in the 34th IEEE conference on Decision and Control in New Orleans, La., Dec. 13-15.

**Stephen Fredman**, professor of English, delivered a talk titled "'And all now is war': Charles Olson, George Oppen, and the Problem of Literary Generations" at the Modern Language Association Convention in Chicago, Ill., Dec. 29.

**Umesh Garg**, professor of physics, gave an invited talk titled "Shell Model at Gammasphere: Studies in the A=95 Region" at the workshop on Gammasphere Physics in Berkeley, Calif., Dec. 1-2. He gave the invited talk titled "Lifetime Measurements and Shape Coexistence: From Small Arrays to Gammasphere" at the international Nuclear Physics symposium in Bombay, India, Dec. 18-22.

**Paul R. Grimstad**, assistant chairperson and associate professor of biological sciences, coauthored the poster "Experimental Bunyavirus Infections of White-tailed Deer (*Odocoileus virginianus*)" presented by Carina G. Blackmore, graduate student, at the 44th annual meeting of the American Society of Tropical Medicine and Hygiene in San Antonio, Tex., Nov. 17-21.

**Gyula Klima**, associate professor of philosophy, presented the paper "Buridan's Logic and the Ontology of Modes" at an international meeting on "The Copenhagen School of Medieval Philosophy" in Copenhagen, Denmark, Jan. 11-13. The paper will be published in the proceedings of that meeting.

**Edward A. Kline**, professor of English and O'Malley director of the Freshman Writing Program, served as chief judge for the C. Henry Smith Peace Oratorical Contest at Goshen College in Goshen, Ind., Jan. 16.

**Donald P. Kommers**, Robbie professor of government and international studies and concurrent professor of law, delivered the address "Procedures for the Protection of Human Rights in Diffuse Systems of Judicial Review" at a meeting cosponsored by Croatia's Constitutional Court in Brioni, Croatia, Sept. 24. He was one of eight speakers invited by the Council of Europe's European Commission for Democracy Through Law to speak at the conference attended by the presidents and judges of 10 Eastern European constitutional courts. Kommers presented "Judicial Review and the German Rechtsstaat" at a conference on the Post-War Transformation of Germany: Democracy, Prosperity and Nationhood sponsored by the Center for German and European Studies at the University of California in Berkeley, Calif., Nov. 29-Dec. 1.

**Nicos Makris**, assistant professor of civil engineering and geological sciences, presented an invited lecture titled "Liquid Dampers for Seismic Protection Applications" at the workshop on Applications of Various Protective Systems to Bridges Structures sponsored by the National Center for Research on Earthquake Engineering in Taiwan, the Taiwan area National Expressway Engineering Bureau and the U.S. National Center for Earthquake Engineering Research held in Taipei, Taiwan, Jan. 15-16.

**Kevin Misiewicz**, associate professor of accountancy, presented a talk titled "1996 Estate Planning" at a meeting of the Southwest Michigan Estate Planning Council in St. Joseph, Mich., Jan. 16.

**Jean Porter**, associate professor of theology, served as a facilitator in a faculty seminar on Interdisciplinary Teaching, which focused on ethical issues in gene therapy and sponsored by the NEH at William Jewell College in Liberty, Md., Jan. 11.

**Karamjit S. Rai**, professor of biological sciences, delivered an invited lecture titled "Molecular Genetic Approaches for Control of Vector Transmitted Diseases" at the international symposium on Genetics, Health, and Disease held at Guru Nanak Dev University in Amritsar, India, Dec. 3. He was an invited participant in panel discussions on "International Collaboration in Genetics Research" and "Future Direction of Human Genetics Research at Amritsar: Recommendations" at that symposium.

**Uri Sarid**, assistant professor of physics, gave an invited seminar titled, "Disoriented Sleptons" at the Weizmann Institute in Rehovot, Israel, Jan. 9.

**Patrick J. Schiltz**, associate professor of law, addressed the newly elected bishops of the Evangelical Lutheran Church in America regarding sexual misconduct litigation against religious organizations in Chicago, Ill., Jan. 6.

# FACULTY NOTES

Billie F. Spencer Jr., professor of civil engineering and geological sciences, gave the invited lecture titled "Passive and Semiactive Energy Dissipation Systems" at the workshop on Applications of Various Protective Systems to Bridges and Structures sponsored by the National Center for Research on Earthquake Engineering of Taiwan, the Taiwan Area National Expressway Engineering Bureau and the U.S. National Center for Earthquake Engineering Research in Taipei, Taiwan, Jan. 15-16. He presented an invited lecture titled "Overview of Magnetorheological Damper Research at the University of Notre Dame and at the Lord Corporation" at the Mechanical Industry Research Laboratories, Industrial Technology Research Institute, in Hsinshu, Taiwan, R.O.C., Jan. 17. He presented an invited lecture titled "Semiactive Protective Systems for Civil Structures" in the Department of Civil Engineering at the National Central University in Chung-li, Taiwan, Jan. 18.

Duncan Stroik, assistant professor of architecture, delivered a lecture titled "Contemporary Sacred Architecture" and co-organized the conference Catholic Liturgy Thirty Years after Vatican II held at the Cathedral of the Madeleine in Salt Lake City, Utah, Sept. 23. He gave the lecture titled "Villa Prima: Variations on a Theme" at the Yale University School of Architecture in New Haven, Conn., Oct. 16. The lecture accompanied the exhibition "Ten Years Out" in which Stroik's "Villa Indiana" was exhibited. He delivered the lecture "Tradition and Innovation in Sacred Architecture" at Sacred Heart Church in Atlanta, Ga., Dec. 3.

Raimo Väyrynen, professor of government and international studies and the Regan director of the Kroc Institute, delivered a lecture on "Environmental Dimensions of Conflict and Security" at the Environmental Research Division of the Argonne National Laboratory in Argonne, Ill., Jan. 16.

## Deaths

Julian Samora, professor emeritus of sociology, Feb. 2. A specialist in discrimination, civil rights, public health and rural poverty, Samora taught at Notre Dame from 1959 until his retirement in 1985. He chaired the Department of Sociology from 1963 to 1966. Samora cofounded the National Council of La Raza, one of the nation's leading Hispanic organizations, and served on numerous governmental and private boards and commissions, including the U.S. Commission on Civil Rights, the National Institute of Mental Health, and the President's Commission on Rural Poverty. At Notre Dame, he directed the Mexican Border Studies Project sponsored by the Ford Foundation. Samora's numerous books and publications include *La Raza: Forgotten Americans and Mexican-Americans* (1966), *Los Mojados: The Wetback Story* (1971), *A History of the Mexican-American People* (1977), and *Gunpowder Justice: A Reassessment of the Texas Rangers* (1979), all published by the University of Notre Dame Press. Among the many honors bestowed upon him were the White House Hispanic Heritage Award in 1985 and the Aguila Azteca (Aztec Eagle) Medal in 1991 from the government of Mexico. Samora earned a bachelor's degree from Adams State College of Colorado in 1942 and a master's degree from Colorado State University in 1947. He received his doctorate in sociology from Washington University in St. Louis in 1952. Prior to joining the Notre Dame faculty, Samora taught at Adams State College, the University of Wisconsin, Washington University, the University of Colorado School of Medicine and Michigan State University.

Brian S. Schuster, adjunct associate professor of law, Jan. 28. Appointed to the Notre Dame faculty in 1987, Schuster taught a course in food, drug and cosmetic law. He was an attorney and international counsel for Zimmer Inc. of Warsaw, Ind., after previously serving in a similar capacity with Miles Inc. of Elkhart. He was a member of the St. Joseph County and Indiana Bar Associations. Schuster earned his bachelor's and law degrees from Indiana University in Bloomington and served as a law clerk for U.S. District Court Judge Robert Grant.

# ADMINISTRATORS' NOTES

---

## Appointments

Indira Hogan, a specialist in race relations and prejudice reduction, has been appointed to the staff of the University Counseling Center. Her counseling focus is on working with African-American and Hispanic-American students, and her research involves the development of prejudice reduction programs for college students. She also specializes in empowerment and abuse issues. A doctoral candidate in counseling psychology from the University of Texas, Hogan holds a bachelor's degree in psychology from Jackson State University and a master's degree in general psychology from Vanderbilt University. Hogan has completed a predoctoral internship at Texas A&M University and has worked in the counseling center at St. Edward's University and in the Women's Counseling and Resource Center in Austin, Tex.

Tracy Maginn, a specialist in labor and employment law, has been appointed assistant vice president and counsel. Maginn graduated Phi Beta Kappa from Iowa State University with a bachelor's degree in English and speech communication. She earned her law degree from the University of Iowa, graduating in the top 4 percent of her class. She most recently practiced law in the San Francisco firm of Brobeck, Phleger and Harrison.

## Faculty Senate Journal December 5, 1995

The chair Professor Richard McBrien called the Faculty Senate to order in room 202 of the Center for Continuing Education at 7:02 p.m. and asked co-secretary Ava Preacher to offer the opening prayer. The journal for the meeting of November 8 having been previously distributed, the chair asked for any corrections, etc. Several were offered and were to be included in the final version. The senate then approved the November journal.

The chair's report followed. It is printed as appendix A of this journal, including an exchange of correspondence regarding voting procedures in the various colleges and units represented in the senate and eligibility for election to the senate. The chair called attention, among other items, to upcoming action in the Academic Council on the Faculty Board on Athletics' "Statement of Principles of Collegiate Athletics." He asked members of the senate to review this document to see if it reflected the concerns of the senate's September 1994, resolution on this issue. Also he asked the senate to consider the president's invitation in his November 1995, remarks in the senate to dialogue on two pressing issues: affirmative action and staff salaries. In discussion, Professor Wilson Miscamble, C.S.C., asked if the dean of the College of Arts and Letters had clarified the question of who on the faculty can vote for senate representatives, the original point he had raised. McBrien said he had not, but that he would continue to seek clarification on this. Professor Daniel Simon wondered how the question was raised in the first place. The chair explained that it arose from an inquiry by Professor Miscamble. In Dean Attridge's response, the specific case of Professor Patrick Sullivan, C.S.C., was mentioned. Professor Sullivan is not considered regular faculty. This is an ambiguous feature of the Academic Articles and should be straightened out by the Academic Council. Attridge will push for this in the council's next periodic review of the articles. Professor Mario Borelli strongly endorsed attendance at the senate's Forum on Academic Life; he found the presentations well-prepared and discussion at a high level, but was disappointed so few faculty attended. He urged everyone to try to make the next one on February 15. The entire series in 1995-96 is devoted to a discussion of graduate studies at Notre Dame in preparation for faculty recommendations to the Board of Trustees in May 1996.

The senate then recessed for 45 minutes of committee work. Upon resuming its session, the chair asked for committee reports.

**Academic Affairs** — The chair Professor Michael Detlefsen reported that the committee discussed two of its three topics for the year. They will meet shortly with

the Director of Libraries Robert Miller to talk about the provision of electronic services in the libraries. Second, Detlefsen has been gathering information for a response to the proposed cutbacks in government research funding (i.e., NEA, NEH, NSF), but it has been a difficult process due to the federal government shutdown; messages and requests for information were not being returned.

**Administration** — The chair Professor Jean Porter followed up on the committee's request of the Director of Human Resources Roger Mullins to provide written confirmation of certain salary information and data he had given to the committee orally. He was reluctant because such a written communication would be published since what the senate does is a matter of record; he would share data only on the understanding they would not be published, but Porter could not agree to this. The committee unanimously voted to request the senate chair's intervention with Mullins to provide the data. McBrien agreed to do so, but asked Porter for guidance in what the committee wanted. Porter said the committee had two resolutions to introduce under "New Business."

**Benefits** — In his report Borelli, the chair, told the senate he had requested from Mullins a Project Future report on salaries throughout the county and where Notre Dame stood in relation to them. Mullins had provided those data and Borelli will share them with the Administration Committee. McBrien thought some of this may alleviate the situation which Porter had earlier reported; he asked both committees to work closely on the issue of staff salaries. On another matter, Mullins had given some data to the committee on Notre Dame retirees which will be helpful in formulating a survey which the committee may want to send out at a later date; this will be further discussed and presented to the senate. The committee has a motion to present under "New Business" and an exhortation to the chair.

**Student Affairs** — Sullivan, the chair, reported on three items. The committee had decided not to respond to a recent Peter Steinfelds article in *Notre Dame Magazine* because it would no longer be timely and would simply give the original article greater attention. The committee has had access to two videos on sexual harassment, one from the University of Virginia and the other from Brown; the issue is addressed at Freshmen Orientation, and both the vice president for student affairs and the dean of the Freshman Year of Studies have agreed to meet with senate members to consider suggestions for improvement. The third matter dealt with the committee's response to the remarks on the Office of Student Affairs in the recent NCA report. Preacher, one of the senate's representatives on the Campus Life Council, told the committee that the CLC is discussing the issue of co-residentiality. Paying closer attention to CLC matters is one way for the Office

# DOCUMENTATION

of Student Affairs to counteract its portrayal in the NCA report. The senate also should tap faculty and staff resources and knowledge to bring attention to this issue, in preparation for a possible report to the trustees; toward this end the committee will discuss at its next meeting a questionnaire that has been done on campus on this issue.

## NEW BUSINESS

The Administration Committee proposed a resolution on staff salaries (no second needed). It is printed as appendix B of this journal. Porter in introducing the resolution made several points: the figures in it are accurate and were confirmed by Mullins; it was intended as an immediate response to the president's remarks to the senate in November, when he invited the senate to a conversation in this issue, but it was not intended to be the only or final senate word on the topic; the committee voted for it unanimously, to put the senate on record in favor of this minimal goal. Professor Sonja Jordan noted that the resolution as phrased specifically excluded certain sectors of the staff (such as library technical personnel) who were not paid at the 99 percent level, and she asked if a friendly amendment might be in order to include them. Jordan said she supported the resolution. Porter replied that in spirit she agreed with Jordan's point, but the technical staff comparisons with "local market average" were difficult to determine, and she would prefer a separate resolution rather than a change in this one. The chair said his letter of transmittal could include those others not specifically covered in the resolution, but certainly included in the spirit. Professor Clive Neal asked if the resolution could say "raise the salaries of all staff." Porter said this again raises the question of comparative market; if the senate had full data from Human Resources, we might be able to do this. The chair saw two courses of action: His letter could convey the spirit of the discussion to include all staff, or another resolution at a later meeting could specifically cover other sectors of staff.

The discussion continued. Professor David Ruccio asked if staff people had been consulted in the preparation of this resolution. He noted that the president's remarks had implied trade-offs if not threats on this issue of raising staff salaries. What are the consequences of passing this resolution? Porter replied that several secretarial staff had been involved in the early work of preparation. The committee was concerned with the delicate issue of tradeoffs too, and would like time to work on it. She referred the senate to the president's remarks (November journal, p.18) where he favored the 110 percent goal, and said only going beyond 110 percent would mean tradeoffs. Ruccio said one way to raise an average is to get rid of the lowest paid; this was a possible consequence the senate must consider. Porter noted the president had said there was no plan at this time to lay off staff.

Professor Grant Matthews wondered if further study were needed before we passed this resolution. Porter said the committee's sense was that an immediate response was needed, as the president had asked, and nothing precluded later refinement or a further statement from the senate. Professor Philip Quinn, a committee member, supported the resolution as a necessary first step. Professor Valerie Sayers asked Porter to explain what kind of input the committee had had from the secretaries. Several members of the committee, including the chair, had individual conversations with secretaries over this issue, and three secretaries attended the committee meeting prior to this discussion. None had expressed reservations on this resolution, and all appreciated the senate's support. Sullivan added that he too had talked with a number of secretaries and they seemed thrilled with senate support. Professor Jill Godmilow asked why this issue was coming up now. She agreed we should respond to the president, but was it really a faculty issue? Porter didn't know the full history of the issue, but she knew it was an issue before the College of Arts and Letters Council. More needed to be done other than achieving the 110 percent goal. This was a first step. Professor Kathleen Biddick responded to Godmilow that the issue was important now because there was a review of the classifications going on now within Human Resources. She knew that the senate and the secretarial staff had a long shared interest in the issue. Professor Richard Lamanna pointed out that the dean of arts and letters several years ago had appointed a committee to look into the wages/classifications system in the college.

Professor William Eagan moved the previous question and the senate agreed to vote. The senate voted unanimously in favor of the resolution, although with three abstentions.

The Administration Committee presented a second resolution for senate consideration (no second needed). Porter said this one, too, came with a unanimous committee vote in its favor. This one asked the Human Resources Department to accede to the request of several groups of secretaries to have elected representation on any committee set up in connection with the Towers Perrin review process to study the hours, wages and compensation needs of Notre Dame employees. Porter noted that various categories of the staff had expressed strong feeling about elected representation to the committees now being set up, especially the secretarial staff of the College of Arts and Letters. The senate should say it shared their desire for this representation and that non-faculty representation on these committees should be chosen by the relevant groups themselves.

Professor Michael Hemler asked which colleges had elected representatives already. Porter said arts and let-



# DOCUMENTATION

ters, science, engineering and the Law School had a process for election, to the committee's knowledge; if other groups had a process in place, the committee would like to know. At this time, the "be it further resolved" clause in the resolution was intended to cover them.

The senate voted unanimously in favor of the resolution, but with one abstention. It is printed as appendix C of this journal.

The Benefits Committee offered a resolution in connection with Retiree 2000, a health plan for Notre Dame retirees (no second needed). Borelli explained that the Benefits Committee had requested written confirmation from Mullins of a one-year grace period should the University decide to make any changes in the program; although Mullins expressed a willingness to do so, he had not yet come through with a written confirmation despite numerous requests. Now, the committee wanted the senate chair to make such a request formally. The senate voted unanimously in favor of the resolution. It is printed as appendix D of this journal.

Borelli then reported on a committee desire to survey all Notre Dame personnel, faculty and staff, in regard to the University's medical plans and their treatment of claims. Anecdotal evidence indicated that many people have complaints about their treatment by the representatives of the various plans. The senate has the right to survey the faculty, and Borelli believed that Human Resources would help on the staff side. He asked for the senate's guidance on the proper way to proceed and was prepared to offer a resolution if this were proper.

The chair pointed out the committee should first devise the survey instrument, present it to the executive committee for approval, and then ask the senate for permission to send it out. While this was being done, the committee and the senate could talk about resolving the way to survey the staff; as the Benefits chair pointed out, it is unclear whether this was a senate prerogative. Borelli agreed with the senate chair's proposal.

Quinn proposed an informal "straw vote" to see if the senate thought the survey idea in principle met with the approval of the senate. Borelli seconded. Borelli pointed out that within the past three days he had heard four "horror stories" about treatment by the medical plans. Godmilow asked if these were stories about medical care or reimbursement. Borelli responded positively on both counts. The chair asked the parliamentarian what a "straw vote" would mean. Eagan replied that it was simply advisory, both for the senate and for the committee. The senate then voted unanimously to encourage the Benefits Committee to proceed with constructing a survey instrument.

The chair reminded the senate that there would be two senate meetings in January:

January 17 — for conduct of regular business

January 30 — the annual visit of the provost

The senate agreed to adjourn at 8:58 p.m.

**Present:** Bayard, Biddick, Borelli, Bottei, Bradley, Broderick, Bunker, Buttigieg, Coll, Collins, DeLanghe, Detlefsen, Eagan, Godmilow, Hemler, Hyde, Jordan, Lamanna, Lombardo, Mason, Mathews, McBrien, Miscamble, Neal, Meyrey, Porter, Preacher, Quinn, Ruccio, Sayers, Schmid, Sheerin, Simon, Stevenson, Sullivan, Taylor, Kuhn (Graduate Student Representative)

**Absent:** Conlon, Doordan, Esch, Gundlach, Gutting, Hamburg, Mayer, Miller, Pillay, Rai, Rathburn, Zachman, McCarthy (Student Government Representative)

**Excused:** Atassi, Garg, Huang, O'Brien, Wei, Weinfield

Respectfully submitted,

Peter J. Lombardo Jr.

## Appendix A

Chair's Report  
December 5, 1995

1. The Academic Council will consider at its meeting a week from tomorrow, December 13, the Faculty Senate's proposal of February 1994 to establish a new committee to be called the University Committee on Women Faculty and Students. For details of the proposal, as modified by the Academic Council's Executive Committee, please consult my Chair's Report for November 8, 1995, item #2. I will report on the discussion and outcome at our next Senate meeting on January 17.

2. The Faculty Senate's Executive Committee will meet with the academic officers of the University this Friday afternoon. I will report on that meeting as well on January 17.

3. Thirty-two members of the faculty submitted their names as candidates for the two new at-large positions on the Faculty Board on Athletics. Those names have been forwarded to Father Tim Scully, C.S.C., Vice President and Associate Provost, for the consideration and action of the University Elections Committee, which is responsible for constituting the final slate of candidates and for conduct-

# DOCUMENTATION

ing the election. It is our hope that the election will be held before the semester break so that the two new members can begin to participate in the meetings of the Faculty Board on Athletics upon the start of the new calendar year.

4. I remind you that the third and fourth sessions of the Senate-sponsored Notre Dame Forum on Academic Life, whose theme this year is graduate programs at Notre Dame, will be held on February 15 and March 26 respectively. The panel for the third session will consist of the five deans and the panel for the fourth session will consist of the elected faculty representatives on the Board of Trustees' Academic and Faculty Affairs Committee. The papers and discussion for the first session are available on the Web. The papers for the second session will soon be placed there as well. (Access to the material is through Netscape, then Academics, then Faculty Senate, then, after a double-click, the Faculty Senate home-page. Scan down to #4, Notre Dame Forum on Academic Life.) Thus far, the presentations and discussion have been of a very high order; the attendance, however, has been disappointing.

5. On November 15, in response to a formal request from the floor by professor Bill Miscamble, C.S.C., I wrote to the five deans and the Director of Libraries to inquire about elections procedures in their respective academic units. As of today, I have received four responses. Robert Miller, Director of Libraries, reports that "only individuals holding regular appointments, as defined by the *Faculty Handbook* and the University (i.e. status forms) are considered full members of the Library faculty and hence eligible for standing for election to any body, either within the Libraries or elsewhere in the University." Prof. Stuart McComas, chair of the Elections Committee in the College of Engineering, writing on behalf of the Dean of the College, reports that eligibility for voting for candidates for election to the Faculty Senate is limited to teaching-and-research faculty. The college Elections Committee certifies only regular members of the faculty as candidates for election. Frank Castellino, Dean of the College of Science, reports that, in addition to regular faculty as defined in the *Faculty Handbook*, the college also allows professional specialists "who perform functions similar to faculty" to vote and run for certain offices within the college, but not in the case of the Faculty Senate. Although "the voting for the Faculty Senate will include votes from a number of professional specialists, which might not fit the category of 'regular faculty' to which you [meaning the Faculty Senate chair] allude," only teaching-and-research, tenure-track faculty are eligible to run for the Faculty Senate. The response from Harold Attridge, Dean of the College of Arts and Letters, needs to be read in full:

November 28, 1995

Dear Dick,

Thank you for your letter of November 15, 1995 with inquiries about election procedures to the Faculty Senate.

It has been the practice of the College to send ballots for Arts and Letters Collegiate elections to members of the "regular faculty" as defined in the Academic Articles, Art. III, sect. 1.

It has been the practice of the Arts and Letters Collegiate elections committee to accept as nominees for the Senate the list of names provided by the Senate as faculty interested in serving on the Senate.

The only instance that I can recall in which a non-regular faculty member has been elected to the Senate is that of Fr. Patrick Sullivan, C.S.C. When first elected to the Senate, the Senate had provided his name to the College as a colleague interested in serving. His status as a non-regular faculty member was not noted by the election committee. When he was a candidate for reelection to the Senate I did note his status and called it to the attention of the collegiate committee after nominations had been completed but before balloting had begun. The committee determined that, since Fr. Sullivan had already served without question on the Senate, he could continue to stand for election to the body. He was elected, as I recall, by a very large vote.

The episode of Fr. Sullivan's election to the Senate exposes an ambiguity in the Academic Articles. It would be my assumption that only regular faculty are eligible to serve on the Senate, unless otherwise indicated. The provision that emeritus faculty are eligible to serve and to elect would tend to confirm that assumption. If this assumption is correct, it would be desirable to have the second sentence of the relevant article (IV.3.b) read: "Fifty-one members are elected by and from the members of the regular faculties of the Colleges, etc."

I would appreciate hearing from the Senate its construal of the relevant articles, and, would be happy to convey the sense of the Senate to the Academic Council's committee that is reviewing the consistency of the Articles.

Be assured that I shall convey to the Arts and Letters Collegiate Election Committee the Senate's construal of the relevant articles and, until the matter is clarified by the Academic Council's review of the Articles, I suspect that the Committee will be guided by the Senate's understanding of the Articles.

Sincerely yours,

Harold W. Attridge, Dean

# DOCUMENTATION

Although we have not yet heard from the Dean of the Law School and the Dean of the College of Business Administration, the question raised in Dean Attridge's letter deserves the Senate's immediate attention so that there can be a clear and consistent understanding across the University to govern the spring elections to the Faculty Senate. Unless there is objection from the members, I shall refer the matter to the Committee on the Administration of the University with a recommendation that the committee report back to the full Senate on January 17 if possible, and otherwise no later than the meeting of March 7.

6. Pursuant to a request from the Academic Council which, in turn, was acting on the Faculty Senate resolution of September 1994, the Faculty Board on Athletics has prepared a draft "Statement of Principles for Intercollegiate Athletics" to be incorporated in the Policy Section of the *Faculty Handbook*, if approved by the Academic Council. The proposed Statement of Principles is intended to meet the concerns embodied in the Senate's resolution of September 1994; namely, "That the Faculty Senate recommend that the Academic Council join the effort of reform in intercollegiate athletics by insuring the University's full compliance with the principles defined by the Knight Commission and the AAUP"; and "That the Faculty Senate recommend that the Academic Council confirm and sustain such compliance by publishing the following combined and integrated statement of these principles in the *Faculty Handbook* . . ." There followed in the Senate resolution a number of specific items for inclusion in the University's Statement of Principles on intercollegiate athletics. The draft document from the Faculty Board on Athletics will be considered by the Academic Council at its meeting next week, on December 13. In the meantime, the Chair would welcome assistance from the Senate in the form of analysis and advice regarding the draft document. Does it sufficiently address the concerns of the Faculty Senate's resolution of September 1994? If not, how might the draft document be amended? I have copies of the draft document and of the original Senate resolution and will make them available to whomever volunteers to provide a comparative analysis of the two documents in time for the December 13th meeting of the Academic Council.

7. One final point: In his remarks to the Faculty Senate last month, Father Malloy made at least two specific requests of us: (1) to "speak [our] mind" about affirmative action; and (2) to offer an opinion about the possibility of raising "staff salaries at a higher rate than faculty salaries in order to get the base salary for staff to a higher level." On the second point, the President asserted that something has to give if the University is going to hold down tuition increases and raise staff salaries. In his view, what has to give are faculty salary increases, Collo-

quy priorities, or something else. The Faculty Senate should be thinking about both these items — affirmative action and finances — in order to provide advice to the President in due course.

## Appendix B

Whereas, Notre Dame's secretarial and clerical staff are paid at about 99% of the local market average, and

Whereas, other non-academic staff are paid at about 110% of local market average, and

Whereas, both Mr. Roger Mullins and President Edward Malloy have expressed their support for raising the wages of our secretarial and clerical staff to 110% of local market average,

Be it resolved that the Faculty Senate urges the Administration to raise the salaries of all its full-time secretarial and clerical staff to at least 110% of local market value, beginning in the next fiscal year.

## Appendix C

Whereas, the Towers-Perrin Review process currently being conducted by the Department of Human Resources will require participation by members of the non-academic staff on various committees, and

Whereas, secretaries from the College of Arts and Letters, the College of Science, the Law School and the College of Engineering have elected representatives to serve on these committees, and

Whereas, sixty secretaries from the College of Arts and Letters signed a petition to Mr. Roger Mullins, Director of Human Resources, requesting him to appoint its elected representatives to any "committees appointed to study the hours, wages, and compensation needs of the employees of Notre Dame," appointed in connection with this process.

Be it resolved that the Faculty Senate requests Mr. Roger Mullins to accede to the request of the secretarial staff of the College of Arts and Letters, the Law School, the College of Science and the College of Engineering.

Be it further resolved that it requests him to ensure that non-faculty representatives on these committees from other colleges and other constituency groups also be chosen by election by the relevant groups themselves.

# DOCUMENTATION

## Appendix D

Whereas the letter by Mr. Roger Mullins of 11/7/95 to the Faculty Senate's Chair reiterates the University's right to make no guarantees concerning coverages for retirees

and

Whereas Mr. Roger Mullins has verbally expressed to the Chair of the Benefits Committee his willingness to guarantee in writing a one year grace period of coverage from the day of notification, should the plan 2000 be discontinued,

Be it resolved that the Faculty Senate instruct its Chair to formally request of Mr. Mullins a written confirmation of his verbal agreement, and

Furthermore, the Faculty Senate goes on record as intending to continue pursuing a written guarantee of continued coverage for retirees, which guarantee the Faculty Senate has been unable to obtain from the University for the past three years.

## Faculty Senate Journal January 17, 1996

The chair Professor Richard McBrien called the meeting to order at 7 p.m. in room 202 of the Center for Continuing Education and asked Professor James O'Brien to offer the opening prayer. The journal for the meeting of December 5, 1995, having been previously distributed, the chair asked for corrections and/or changes. None having been made, Professor Jean Porter moved adoption. After a second, the senate approved the December journal unanimously.

The chair's report, with accompanying correspondence, is printed as appendix A of this journal. In discussion Professor Mario Borelli pointed out that on January 30 Provost Timothy O'Meara will make his final visit to the senate as provost and wondered if anything special had been planned to mark this occasion. The chair responded that he had thought a resolution honoring O'Meara's exemplary service might be in order that evening and welcomed any other ideas senators might have. The co-secretary Peter Lombardo asked if the salary survey McBrien mentioned in his report was to be part of the journal. The chair said it was not to be; however, the Committee on Administration which will review the survey and other documentation may refer to it at some later date. Borelli thought the letter from Director of Human Resources Roger Mullins, making a commitment to Notre

Dame retirees on the health plan's future, ought to be included, and it was so ordered.

The senate then recessed for 30 minutes for committee meetings. Upon reconvening the committees reported.

1) **Academic Affairs** — The chair Professor Michael Detlefsen said that earlier in the evening the committee had met for an hour with Director of Libraries Robert Miller to talk about the quality, variety and extent of electronic services provided by the libraries. While it was important to hear Miller's views, the committee will still formulate a resolution for presentation soon for further and faster improvement in these services.

2) **Administration** — The chair Porter reported that the committee had voted six to one against endorsing the suggestion made by Dean of Arts and Letters Harold Attridge on revamping the Academic Articles to remove certain ambiguities over eligibility to vote in senate elections as well as eligibility to serve. The group wondered if it were fair to exclude adjunct faculty completely; also the increasing member of non-regular academics here and elsewhere was a cause for concern. Thus they could not endorse the specific suggestion which Attridge had made on this topic. However, the committee had only his suggestion to endorse or not; there were no alternatives at this time. It may have some suggestions for this review at some future meeting. McBrien asked if the committee then favored amending the articles at all, to make clear who may serve and/or vote. Porter responded that the committee at this point had not had time to delve beyond the Attridge idea, and reserved the right to do so.

3) **Benefits** — The chair Borelli distributed a survey which the committee had drawn up based on the straw vote conducted at the December meeting, to poll the faculty to get their views on the handling of health insurance claims by the various Notre Dame providers. It was the committee's hope that the survey was short and non-controversial enough for the senate to approve it for distribution; Borelli would ask Mullins to distribute the same survey to all staff. The resolution to have the senate agree to send this survey to faculty did not need a second. The senate chair said that the committee had agreed with his suggestion that in the interests of time the discussion and/or vote could be delayed to the next meeting. This would happen because this was the first time senators had seen the completed document. However, the discussion was brief and conclusive. As a friendly amendment, Professor Valerie Sayers, agreeing with a point made by Professor Jill Godmilow, clarified question 7 and added question 8, and Borelli agreed. After a further point on question 6, the senate agreed to vote. The resolution was unanimously passed, and the Benefits Committee will proceed with the amended survey, printed as appendix B of this journal.

# DOCUMENTATION

4) **Student Affairs** — The chair Patrick Sullivan, C.S.C., said that the committee had prioritized its discussion of student issues in the NCA report. It has decided that the Office of Student Affairs — not only its policies and procedures but the climate it has and fosters — should be looked at. Other issues would include a review of the Honor Code and the general student/faculty academic culture and interaction. It has already under way good discussions on sexual harassment issues with CARE and Freshman Year.

## NEW BUSINESS

The executive committee (no second needed) presented a resolution honoring Professor George B. Craig Jr. on his recent passing. The chair asked Professor Karamjit Rai, a faculty colleague of Craig's for 35 years, to read the resolution in its entirety, which he did. The senate agreed unanimously to the resolution. In keeping with the resolution, the senate observed a moment of silence in honor of Professor Craig. The resolution is printed as appendix C of this journal.

There being no further business, Borelli, seconded by Bayard, moved adjournment. The senate agreed to adjourn at 8:10 p.m., until its next meeting on January 30 with Provost O'Meara.

**Present:** Bayard, Borelli, Broderick, Bunker, Collins, Conlon, DeLanghe, Detlefsen, Doordan, Eagan, Godmilow, Gundlach, Gutting, Hamburg, Hemler, Huang, Lombardo, Mason, Mayer, McBrien, Neyrey, O'Brien, Pillay, Porter, Preacher, Quinn, Rai, Ruccio, Sayers, Sheerin, Simon, Sullivan, Taylor, Wei, Weinfield, McCarthy (Student Government Rep.), Kuhn (Graduate Student Rep.)

**Absent:** Atassi, Biddick, Bradley, Coll, Mathews, Miscamble, Rathburn, Stevenson

**Excused:** Bottei, Buttigieg, Esch, Garg, Hyde, Jordan, Lamanna, Neal, Schmid, Zachman

Respectfully submitted,

Peter J. Lombardo Jr.

## Appendix A

Chair's Report  
January 17, 1996

1. Pursuant to a directive from the Faculty Senate's Committee on the Administration of the University and an exhortation from the Committee on Benefits, both given at the Faculty Senate meeting of December 5, I wrote to

Roger Mullins, Director of Human Resources, to request data regarding staff salaries in relation to the local market and a written confirmation of his assurance, given verbally to the Benefits Committee, that participants in the Retiree 2000 medical plan will be informed one year in advance if that plan should ever be terminated. I also spoke with him by phone about these other and related matters yesterday. Today I have received by fax (with the originals to follow) the requested data concerning staff salaries and the written assurance regarding the Retiree 2000 plan. He would prefer that the discussion of the data be done in executive session and that the data not be distributed beyond the Senate, although he did not make these a condition of his making that data available. I assured him that we would try to be as discreet as possible, but that some of the material will likely be included in a report of the Committee on Administration of the University and eventually in the Minutes of the Senate. Roger Mullins also touched upon the matters of achieving a 110% market position for staff (indicating that, while it is a "realistic goal," it is "not financially feasible to achieve that goal for all staff by July of this year"), and of including elected staff representatives in the Towers-Perrin review process (these representatives, he said, would be members of the new Staff Advisory Council, all of whom will be elected by their fellow employees). I have handed all of this material over to Professor Jean Porter, the chair of the Committee on Administration, for review.

2. There are two matters currently before the Academic Council at the initiative of the Faculty Senate. (1) The proposal for the establishment of a University Committee on Women Faculty and Students was discussed at the Academic Council meeting of December 13. Because two new issues were raised during that discussion, the proposal has been remanded to the ad hoc subcommittee of the Academic Council's Executive Committee for further consideration, but with the understanding that the subcommittee would report back to the Academic Council at its next meeting on January 23. President Malloy raised the first issue. He proposed that the new committee on women be chaired by the Provost rather than by a committee member elected by the committee itself. The second issue concerns representation on the committee for the Law School and the School of Architecture. (2) A first draft of the "Statement of Principles on Intercollegiate Athletics," submitted by the Faculty Board on Athletics, was also discussed at the Academic Council meeting of December 13. The draft will be revised by the Faculty Board on Athletics and resubmitted for further discussion in the Academic Council at its meeting of February 15. In the meantime, written suggestions are to be submitted by members of the Academic Council to Executive Vice President Beauchamp, chair of the Faculty Board on Athletics. On December 19 I submitted suggestions on behalf of the Faculty Senate, after consultation with various

# DOCUMENTATION

parties, including a former member of the Senate, Professor Edward Vasta, who had formulated and presented the original Senate resolution on intercollegiate athletics in September 1994.

3. The Faculty Senate's Executive Committee met at Oakdale on December 8 with the academic officers of the University. The discussion focussed on two issues: (1) the removal of the Provost as an ex officio member of the University's Board of Fellows; and (2) staff salary increases and their linkage with faculty salary increases, tuition increases, and the implementation of the Colloquy recommendations. The Oakdale discussions, held once per semester, are informal and confidential in nature. They have also been constructive and useful. This latest meeting was no exception. We wish to express our appreciation once again to Father Malloy for his initiative in reviving this tradition.

4. A result of the same Faculty Senate resolution on intercollegiate athletics, the first round of elections for two new at-large slots on the Faculty Board on Athletics is currently being conducted. Ballots are to be returned to the office of Father Tim Scully, Vice President and Associate Provost, by tomorrow, January 18.

5. A member of the Faculty Senate, Father Bill Miscamble, asked the Senate Chair at the December 5 meeting of the Senate to inquire further of Dean Harry Attridge about who is eligible to vote in Faculty Senate elections. Dean Attridge had written in his letter to the Chair of November 28 that "It has been the practice of the College to send ballots for Arts and Letters Collegiate elections to members of the 'regular faculty' as defined in the Academic Articles, Art. III, sect.1." I telephoned Dean Attridge soon after our December meeting and he confirmed that the College practice has been that only regular members of the College faculty are eligible to vote in Faculty Senate elections. He had pointed out in his letter (which is contained in the Journal for December 5, as part of the report of the Senate Chair) that the question regarding eligibility to vote in Senate elections and to serve on the Senate "exposes an ambiguity in the Academic Articles." Since Dean Attridge currently chairs a subcommittee of the Academic Council's Executive Committee charged with a review of the Academic Articles, he asked the Senate in the same letter for direction on the rewording of the pertinent text. The matter was referred to the Administration Committee, which is expected to submit a report and recommendation later in this evening's meeting.

6. A minor point, but one that is necessary for the sake of maintaining an accurate record of the Faculty Senate's work: At last month's Senate meeting, I noted in the Chair's Report (item #7) that, in response to one of Father Malloy's two requests during his annual visit to the Sen-

ate in November, the Faculty Senate "should be thinking about . . . affirmative action . . . in order to provide advice to the President in due course." It was pointed out subsequently by a member of the Senate that the Senate had already done so in the case of affirmative action. That is true. On March 8, 1995, I wrote to Father Malloy on behalf of the Senate with five specific recommendations regarding affirmative action. The full text of the letter is published in *Notre Dame Report*, No. 16, May 5, 1995, pp. 489-90. Moreover, as a follow-up to those recommendations, I also wrote to each of the five deans on September 20, 1995, informing them of the Senate's recommendations and asking that each of their college or school councils assess the execution of mandates recommended by the spring, 1990, University Affirmative Action Report and that, if no college or school policy on affirmative action exists, their respective councils draw up such a document, their departmental chairs report annually to their respective councils, and the deans also report annually to the Academic Council. To date, I have not received any replies to this letter from any of the deans. Members of the Faculty Senate who are also members of college councils or of the Academic Council may wish to pursue this matter in those fora.

7. Provost O'Meara will be making his final annual visit to the Faculty Senate as Provost on Tuesday, January 30. Our custom has been to submit questions in advance, without prejudice to the right of any member of the Senate to pose questions from the floor. The Executive Committee welcomes any advance questions members of the Faculty Senate might wish to submit for consideration. However, these questions would have to be submitted immediately, since the Executive Committee meets early next Monday morning.

## Appendix B

January 19, 1996

Dear Colleague,

In order to continue promoting the best possible health insurance coverage, the Faculty Senate would appreciate receiving information from its constituents regarding the quality of coverage provided by the University.

Please give us a few minutes of your time answering this (brief!!!) questionnaire. Please do so by February 6. The survey is pre-addressed for your convenience.

Your help and cooperation in this matter are greatly appreciated.

# DOCUMENTATION

1. Please indicate the health insurance plan in which you are currently enrolled.

NO COVERAGE      CIGNA PPO      PARTNERS HMO

2. Have you had any claims against your policy?

YES      NO

3. If your answer to #2 is "YES", were your claims primarily

LESS THAN \$100      BETWEEN \$100 AND \$500      MORE THAN \$500

4. Have you ever contacted your insurer's Customer Services?

YES      NO

5. If your answer to #4 is "YES", did you receive satisfactory service?

YES      NO

6. Does the CIGNA update of November 30, 1995, listing the additions to and deletions from the CIGNA PPO provider network, affect your insurance situation?

NOT AT ALL      ADVERSELY      FAVORABLY

7. Have you had any problems with your insurance carrier?

YES      NO

8. Do you find the coverage provided by your carrier not satisfactory?

YES      NO

9. If your answer to #7 and/or #8 is "YES" and you feel comfortable elaborating on your answer in writing here, please feel free to do so.

Alternatively, if you would prefer discussing your situation in person with one of the members of the Faculty Senate Benefits Committee (listed below), feel free to contact one of your choice by February 6. Rest assured that the contents of your conversation will be treated with the degree of confidentiality you will determine.

Thank you again!

Prof. Mario Borelli (chair) (Science) 1-7514, 236 Security  
Prof. John Broderick (Law, Emeritus) 1-8842, 341B Law  
M. Kathleen De Langhe (Science) 1-5089, 209 Nieuwland  
Prof. Karamjit Rai (Science) 1-8045, 312 Galvin  
Prof. Rudolph Bottei (Science) 1-7275, 265 Stepan  
Chemistry  
Prof. Joseph Buttigieg (Arts & Letters) 1-7781, 206 Decio  
Prof. Michael Hemler (Business) 1-6766, 306 Bus. Adm.  
Prof. Jerry Wei (Business) 1-5460, 355 Bus. Adm. Complex

## Appendix C

Whereas George B. Craig, Jr., was the George and Winifred Clark Professor of Entomology in the Department of Biological Sciences at the University of Notre Dame; and

Whereas Professor Craig was a member of the faculty at the University of Notre Dame since 1957; and

Whereas Professor Craig was a fellow of the National Academy of Sciences and a recipient of the National Institutes of Health Merit Award for the superior competence and productivity of his research; and

Whereas Professor Craig was one of the world's foremost experts on mosquitoes; and

Whereas Professor Craig generously and tirelessly placed his scholarly expertise at the service of the health needs of countless communities and nations afflicted with mosquito-borne diseases and epidemics; and

Whereas Professor Craig was outstanding in his commitment to the well-being and formation of students, particularly student-athletes at all levels of the University, from the intramural to the intercollegiate;

Be it therefore resolved that the Faculty Senate acknowledge with profound sadness the death of our colleague George B. Craig, Jr., on December 21, 1995; and

Be it further resolved that the Faculty Senate extend this expression of respect and sympathy to Professor Craig's widow, Elizabeth Pflum Craig, and his son and daughters; and

Be it further resolved that the Faculty Senate extend this expression of respect and sympathy to Professor Craig's faculty colleagues and students in the Department of Biological Sciences and the College of Science; and

Be it further resolved that the Faculty Senate observe a moment of silence as an expression of profound respect and affection for Professor George B. Craig, Jr., not only for his extraordinary and enduring professional achievements but also for his personal witness of integrity and commitment to the service of others.

Passed by unanimous vote  
January 17, 1996



# 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.

### COLLEGE OF ARTS AND LETTERS

#### English

Robinson, James E.

- J. E. Robinson. 1995. Writing towards zero: Beckett at the ending. *Irish University Review: A Journal of Irish Studies* 25 (2): 215-231.

#### History

Nugent, Walter

- W. Nugent. 1995. Społeczeństwo Amerykańskie w Latach 1850-1920. In *Historia Stanów Zjednoczonych Ameryki, Tom 3, 1848-1917 [History of the United States of America, vol. 3, 1848-1917]*, eds. W. Nugent and H. Parafianowicz, 343-369. Warsaw, Poland: Wydawnictwo Naukowe PWN.
- W. Nugent and H. Parafianowicz, eds. 1995. *Historia Stanów Zjednoczonych Ameryki, Tom 3, 1848-1917 [History of the United States of America, vol. 3, 1848-1917]*. Warsaw, Poland: Wydawnictwo Naukowe PWN. 386 pp.

#### Philosophy

Burrell, David B, C.S.C.

- D. B. Burrell. 1996. Critical comment. *Rethinking metaphysics*, eds. L. G. Jones and S. E. Fowl. *Modern Theology* 12:109-112.
- D. B. Burrell. 1995. Philosophy and religion: Attention to language and the role of reason. In *Reason and religions: New essays in the philosophy of religion*, ed. E. T. Long, 109-125. Amsterdam: Kluwer.
- D. B. Burrell. 1995. Response to Wyschogrod's letter. *Modern Theology* 11:181-187.

Loux, Michael J.

- M. J. Loux. 1995. Aristotle's *metaphysics*. *Ancient Philosophy* 15:495-510.

McInerny, Ralph M.

- R. McInerny (using pseudonym Monica Quill). 1996. Intent to kill. *Ellery Queen Mystery Magazine* (January):134-141.
- R. McInerny. 1995. On Yves R. Simon as moral philosopher. In *Freedom, virtue, and the common good*, eds. C. L. Hancock and A. O. Simon, 76-88. Notre Dame, Ind.: University of Notre Dame Press for American Maritain Association.

#### Theology

Bradshaw, Paul F.

- P. Bradshaw. 1996. *Early Christian worship: An introduction to ideas and practice*. London: SPCK.
- P. Bradshaw. 1995. L'uniformisation de la liturgie chrétienne au IV<sup>e</sup> et au XX<sup>e</sup> siècle. *La Maison-Dieu* 204:9-30.
- P. Bradshaw. 1995. Ordination IV: Kirchengeschichte. *Theologische Realenzyklopadie* 25:343-362.

Poorman, Mark L., C.S.C.

- J. J. Paris and M. L. Poorman. 1995. "Playing God" and the removal of life-prolonging therapy. *Journal of Medicine and Philosophy* 20:403-418.

Porter, Jean

- J. Porter. 1995. Individuality, personal identity, and the moral status of the preembryo: A response to Mark Johnson. *Theological Studies* 56 (4): 763-770.

### COLLEGE OF SCIENCE

#### Biological Sciences

Fishkind, Douglas J.

- E. M. Bonder and D. J. Fishkind. 1995. Actin-membrane cytoskeletal dynamics in early sea urchin development. In *Cytoskeletal mechanisms during animal development*, vol. 31, ed. D. G. Capco, 101-137. San Diego, Calif.: Academic Press.

#### Chemistry and Biochemistry

Scheidt, W. Robert

- M. Veyrat, R. Ramasseul, J.-C. Marchon, I. Turowska-Tyrk and W. R. Scheidt. 1995. Nickel(II) and zinc(II) complexes of *meso*-tetrakis(cyclohexyl)porphyrin: Distinct types of porphyrin distortion in response to steric crowding. *New Journal of Chemistry* 19:1199-1202.

#### Mathematics

Connolly, Francis X.

- F. Connolly, L. H. Văn and K. Ono. 1995. Almost complex structures which are compatible with Kähler structure. *Max-Planck-Institut für Mathematik, Bonn, Germany* 95 (139): 1-8.

Hu, Bei

- B. Hu and J. M. Yong. 1995. Pontryagin maximum principle for semilinear and quasilinear parabolic equations with pointwise state constraint. *SIAM Journal on Control and Optimization* 33 (6): 1857-1880.



# THE GRADUATE SCHOOL OFFICE OF RESEARCH

Rosenthal, Joachim J.

- M. S. Ravi, J. Rosenthal and X. Wang. 1995. Dynamic pole assignment for systems in generalized first order form: A report on results derived by algebro-geometric techniques. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 1900-1904. New Orleans, La.
- J. Rosenthal and X. Wang. 1995. Eigenvalue assignment by dynamic output feedback: A new sufficiency criterion in the real case. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 2710-2715. New Orleans, La.
- J. Rosenthal, J. M. Schumacher, X. Wang and J. C. Willems. 1995. Generic eigenvalue assignment for generalized linear first order systems using memoryless real output feedback. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 492-497. New Orleans, La.
- E. V. York, J. Rosenthal and J. M. Schumacher. 1995. On the relationship between algebraic systems theory and coding theory: Representations of codes. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 3271-3276. New Orleans, La.
- M. S. Ravi, J. Rosenthal and J. M. Schumacher. 1995. System equivalences and canonical forms from a behavioral point of view. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 484-489. New Orleans, La.

## Physics

Bishop, James M.

- P. L. Frabetti et al., Notre Dame (J. M. Bishop, N. M. Cason, R. C. Ruchti and W. D. Shephard). 1995. Doubly and singly Cabibbo suppressed charm decays into the  $K\pi\pi\pi$  final state. *Physics Letters B* 359:403-410.

Blackstead, Howard A.

- H. A. Blackstead and J. D. Dow. 1996. Evidence of the direct role of dopant oxygen in high temperature superconductivity. *Philosophical Magazine B* 73:223-230.
- H. A. Blackstead and J. D. Dow. 1995. Anomalous charge-transfer in  $\text{La}_{2-x}\text{Sr}_x\text{CuO}_4$  and in  $\text{Nd}_{2-x}\text{Ce}_x\text{CuO}_4$ . *Journal of Applied Physics* 78:7175-7180.
- H. A. Blackstead, D. B. Pulling and P. J. McGinn. 1995. Catastrophic quenching of superconductivity in melt-textured  $\text{YBa}_2\text{Cu}_3\text{O}_{8-7}$  with second phase additions. *Journal of Applied Physics* 78:1866-1995.
- H. A. Blackstead and J. D. Dow. 1995. Charge transfer and the location of superconducting holes in  $\text{LaSrCuO}$ . *Journal of Physics and Chemistry of Solids* 56:1697-1698.
- H. A. Blackstead and J. D. Dow. 1995. Constraints imposed by the data on a successful theory of high-temperature superconductivity. In *Proceedings of SPIE*

2397, *Optoelectronic Integrated Circuit Materials - Physics and Devices*, ed. M. Razeghi, 617-732. Bellingham, Wash.: International Society for Optical Engineering.

- H. A. Blackstead and J. D. Dow. 1995. Contribution to the discussion of exchange scattering in high temperature superconductivity. *Superlattices and Microstructures* 17:315-320.
- H. A. Blackstead, D. B. Pulling, M. Paranthaman and J. Brynestad. 1995. Field and temperature dependent surface resistance of superconducting polycrystalline two-phase Hg-Ba-Ca-Cu-O. *Physical Review B* 51:3783-3790.
- H. A. Blackstead and J. D. Dow. 1995. Implications of Abrikosov-Gor'kov exchange scattering for theories of high temperature superconductivity. *Physics Letters A* 206:107-110.
- H. A. Blackstead and J. D. Dow. 1995. Incompatibility of hole-filling and pair-breaking in  $\text{RBa}_2\text{Cu}_3\text{O}_{7-8}$ , superlattices and microstructures. *Superlattices and Microstructures* 17:473-475.
- H. A. Blackstead and J. D. Dow. 1995. Interstitial and substitutional oxide superconductors. *Journal of Superconductivity* 8:613-614.
- H. A. Blackstead and J. D. Dow. 1995. Location of the root of superconductivity in  $\text{La}_{2-x}\text{Sr}_x\text{CuO}_x$  and  $\text{Nd}_{2-x}\text{Ce}_x\text{CuO}_x$ . *Philosophy Magazine B* 72:529-536.
- H. A. Blackstead and J. D. Dow. 1995. Pair breaking by Ba-site magnetic dopants in superconducting  $\text{Nd}_{1+u}\text{Ba}_u\text{Cu}_3\text{O}_x$ . *Solid State Communications* 96:313-316.
- J. D. Dow, W. E. Packard, H. A. Blackstead and D. W. Jenkins. 1995. Phonons in semiconductor alloys. In *Dynamical properties of solids VII*, eds. G. K. Horton and A. A. Maradudin, 341-415. Amsterdam, The Netherlands: Elsevier.
- H. A. Blackstead and J. D. Dow. 1995.  $\text{PrBa}_2\text{Cu}_3\text{O}_7$ : A new superconductor. *Journal of Superconductivity* 8:653-654.
- H. A. Blackstead and J. D. Dow. 1995. Role of Ba-site Pr in quenching superconductivity of  $\text{Y}_{1-y}\text{Pr}_y\text{Ba}_2\text{Cu}_3\text{O}_x$  and related materials. *Physical Review B* 51:11830-11837.
- H. A. Blackstead, D. B. Chrisey, J. D. Dow, J. S. Horwitz, A. E. Klunzinger and D. B. Pulling. 1995. Superconductivity in  $\text{PrBa}_2\text{Cu}_3\text{O}_7$ . *Physics Letters A* 207:109-112.
- Cason, Neal M.  
See under Bishop, James M. 1995. *Physics Letters B* 359:403-410.
- García, Alejandro  
A. García and B. A. Brown. 1995. Shape of the  $\beta$  spectra in the A=14 system. *Physical Review C* 52 (6): 3416-3427.
- Pulling, David B.  
See under Blackstead, Howard A. 1995. *Journal of Applied Physics* 78:1866-1995.

# THE GRADUATE SCHOOL OFFICE OF RESEARCH

- See under Blackstead, Howard A. 1995. *Physical Review B* 51:3783-3790.
- See under Blackstead, Howard A. 1995. *Physics Letters A* 207:109-112.
- Ruchti, Randal C.  
See under Bishop, James M. 1995. *Physics Letters B* 359:403-410.
- Schiffer, Peter  
P. Schiffer, D. D. Osheroff and A. J. Leggett. 1995. Nucleation of the AB transition in superfluid  $^3\text{He}$ : Experimental and theoretical considerations. In *Progress in low temperature physics*, Vol. 14, ed. W. P. Halperin, 159-211. Amsterdam, The Netherlands: Elsevier Science B.V.
- Shephard, William D.  
See under Bishop, James M. 1995. *Physics Letters B* 359:403-410.

## COLLEGE OF ENGINEERING

### Aerospace and Mechanical Engineering

- Batill, Stephen M.  
R. S. Sellar, S. M. Batill and J. E. Renaud. 1996. Response surface based, concurrent subspace optimization for multidisciplinary system design, In *Proceedings of the 34th Aerospace Sciences Meeting and Exhibit*, AIAA-96-0714. Washington, D.C.: AIAA.
- See under Renaud, John E. 1996. *Proceedings of the 34th Aerospace Sciences Meeting and Exhibit*, AIAA-96-0713.
- Renaud, John E.  
J. E. Renaud. 1996. Accounting for uncertainty in multidisciplinary design and manufacturing optimization. In *Proceedings of the 1996 NSF Design and Manufacturing Grantees Conference*, 63-64. Dearborn, Mich.: Society of Manufacturing Engineers.
- J. E. Renaud. 1996. A design advisor for integrated plastic snap fasteners. In *Proceedings of the 1996 NSF Design and Manufacturing Grantees Conference*, 65-66. Dearborn, Mich.: Society of Manufacturing Engineers.
- B. A. Wujek, J. E. Renaud, S. M. Batill, E. W. Johnson and J. B. Brockman. 1996. Design flow management and multidisciplinary design optimization in application to aircraft concept sizing. In *Proceedings of the 34th Aerospace Sciences Meeting and Exhibit*, AIAA-96-0713. Washington, D.C.: AIAA.
- See under Batill, Stephen M. 1996. *Proceedings of the 34th Aerospace Sciences Meeting and Exhibit*, AIAA-96-0714.

### Chemical Engineering

- McGinn, Paul J.  
See under College of Science; Physics; Blackstead, Howard A. 1995. *Journal of Applied Physics* 78:1866-1995.

### Civil Engineering and Geological Sciences

- Makris, Nicos  
D. Badoni and N. Makris. 1996. Nonlinear response of single piles under lateral inertial and seismic loads. *Soil Dynamics and Earthquake Engineering* 15:29-43.

### Computer Science and Engineering

- Brockman, Jay B.  
See under Aerospace and Mechanical Engineering;  
Renaud, John E. 1996. *Proceedings of the 34th Aerospace Sciences Meeting and Exhibit*, AIAA-96-0713.
- Chen, Danny Z.  
D. Z. Chen, R. J. Szczerba and J. J. Uhran, Jr. 1995. Determining conditional shortest paths in an unknown 3-D environment using framed-octrees. In *Proceedings of the 1995 IEEE International Conference on Systems, Man, and Cybernetics*, 4101-4106. Vancouver, Canada.
- Uhran, John J., Jr.  
See under Chen, Danny Z. 1995. *Proceedings of the 1995 IEEE International Conference on Systems, Man, and Cybernetics*, 4101-4106.

### Electrical Engineering

- Antsaklis, Panagiotis J.  
J. O. Moody and P. J. Antsaklis. 1996. The dependence identification neural network construction algorithm. *IEEE Transactions on Neural Networks* 7 (1): 3-15.
- J. O. Moody, P. J. Antsaklis and M. D. Lemmon. 1995. Feedback petri net control design in the presence of uncontrollable transitions. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 905-906. New Orleans, La.
- J. A. Stiver, P. J. Antsaklis and M. D. Lemmon. 1995. Hybrid control system design based on natural invariants. In *Proceedings of the 34th IEEE Conference on Decision and Control*, 1455-1460. New Orleans, La.
- P. Antsaklis, W. Kohn, A. Nerode and S. Sastry, eds. 1995. *Hybrid systems II*. Springer-Verlag.
- J. A. Stiver, P. J. Antsaklis and M. D. Lemmon. 1995. Interface and controller design for hybrid control systems. In *Hybrid systems II*, eds. P. Antsaklis et al., 462-492. Springer-Verlag.
- I. K. Konstantopoulos and P. J. Antsaklis. 1995. New bounds for robust stability of continuous and discrete-time systems under parametric uncertainty. *Kybernetika* 31 (6): 621-634.
- X. Yang, P. J. Antsaklis and M. D. Lemmon. 1995. On the supremal controllable sublanguage in the discrete event model of nondeterministic hybrid control systems. *IEEE Transactions on Automatic Control* 40 (12): 2098-2103.
- See under Lemmon, Michael D. 1996. *Automatica* 32 (1): 15-28.

# THE GRADUATE SCHOOL OFFICE OF RESEARCH

See under Lemmon, Michael D. 1995. *Hybrid systems II*, 322-343.

See under Lemmon, Michael D. 1995. *Proceedings of the 10th International Symposium on Intelligent Control*, 585-590.

Bauer, Peter H.

See under Berry, William B. 1996. *Proceedings of the 1996 College Industry Education Conference*, 106-109.

Berry, William B.

W. B. Berry and P. H. Bauer. 1996. An electric car as a catalyst for cooperative development involving academe, industry and government. In *Proceedings of the 1996 College Industry Education Conference*, 106-109.

Lemmon, Michael D.

K. Yamalidou, J. Moody, M. D. Lemmon and P. J. Antsaklis. 1996. Feedback control of petri nets based on place invariants. *Automatica* 32 (1): 15-28.

M. D. Lemmon, C. Bett, P. Szymanski and P. J. Antsaklis. 1995. Constructing hybrid control systems from robust linear control agents. In *Hybrid systems II*, eds. P. Antsaklis et al., 322-343. Springer-Verlag.

X. Yang, M. D. Lemmon and P. J. Antsaklis. 1995. Inductive inference of optimal controllers for uncertain logical discrete event systems. In *Proceedings of the 10th International Symposium on Intelligent Control*, 585-590. Monterey, Calif.

See under Antsaklis, Panagiotis J. 1995. *Hybrid systems II*, 462-492.

See under Antsaklis, Panagiotis J. 1995. *IEEE Transactions on Automatic Control* 40 (12): 2098-2103.

See under Antsaklis, Panagiotis J. 1995. *Proceedings of the 34th IEEE Conference on Decision and Control*, 905-906.

See under Antsaklis, Panagiotis J. 1995. *Proceedings of the 34th IEEE Conference on Decision and Control*, 1455-1460.

## SCHOOL OF ARCHITECTURE

Doordan, Dennis P.

D. P. Doordan. 1995. Political things: Design in Fascist Italy. In *Designing modernity. The arts of reform and persuasion 1885-1945*, ed. W. Kaplan, 225-256. New York: Thames and Hudson.

## COLLEGE OF BUSINESS ADMINISTRATION

### Accountancy

Simon, Daniel T.

D. T. Simon. 1995. The market for audit services in South Africa. *International Journal of Accounting* 30 (4): 356-365.

## Management

Vecchio, Robert P.

R. P. Vecchio. 1995. A cross-national comparison of the influence of span of control. *International Journal of Management* 72:261-270.

## Marketing

Gaski, John F.

J. F. Gaski. 1996. Some observations on the imprecise usage of "brand" in marketing language. In *Great ideas for teaching marketing*, eds. J. F. Hair et al., 21-23. Cincinnati, Ohio: South-Western College Publishing.

## LAW SCHOOL

Kommers, Donald P.

D. P. Kommers. 1995. The basic law and reunification. In *The federal republic of Germany at forty-five*, ed. P. Merkl, 187-205. New York: New York University Press.

## INSTITUTE FOR INTERNATIONAL PEACE STUDIES

Väyrynen, Raimo

R. Väyrynen. 1995. Towards a stable peace in the former Yugoslavia. *Croatian International Relations Review* 1 (1): 9-13.

## RADIATION LABORATORY

Bobrowski, Krzysztof

K. Bobrowski and C. Schoeneich. 1996. Decarboxylation mechanism of the N-terminal glutamyl moiety in  $\gamma$ -glutamic acid and methionine containing peptides. *Radiation Physics and Chemistry* 47 (3): 507-510.

LaVerne, Jay A.

J. A. LaVerne and L. Wojnarovits. 1996. Contribution of excited states in the heavy ion radiolysis of cyclooctane. *Radiation Physics and Chemistry* 47 (3): 353-355.

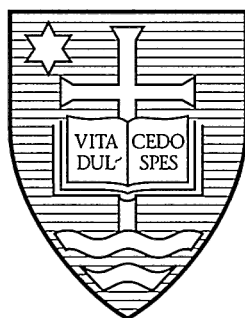
L. Wojnarovits and J. A. LaVerne. 1996. Iodine as a radical scavenger in the radiolysis of cyclopentane. *Radiation Physics and Chemistry* 47 (3): 361-363.

Mezyk, Stephen P.

S. P. Mezyk. 1996. Determination of the rate constant for the reaction of hydroxyl and oxide radicals with cysteine in aqueous solution. *Radiation Research* 145 (1): 102-106.

Mozumder, Asokendu

A. Mozumder. 1996. The quasi-Ballistic model of electron mobility in liquid hydrocarbons. *Radiation Physics and Chemistry* 47 (3): 349-351.



# NOTRE DAME REPORT

---

Volume 25, Number 11

February 23, 1996

**Notre Dame Report (USPS 7070-8000)** is an official publication published fortnightly during the school year, monthly in the summer, by the University of Notre Dame, Office of the Provost. Second-class postage paid at Notre Dame, Indiana. *Postmaster:* Please send address corrections to: Records Clerk, Department of Human Resources, Security Building, University of Notre Dame, Notre Dame, IN 46556.

Linda M. Diltz, Editor  
Marten Schalm, Designer  
Julie E. Rogers, Publication Assistant  
Gerard Jacobitz, Indexer  
Publications and Graphic Services  
415 Main Building  
Notre Dame, IN 46556  
(219) 631-5337  
e-mail: Diltz.1@nd.edu

© 1996 by the University of Notre Dame, Notre Dame, IN 46556. All rights reserved.

---