

NOTRE DAME REPORT

FACULTY NOTES

401 *Honors*
401 *Activities*
403 *Deaths*

ADMINISTRATORS' NOTES

404 *Appointments*
404 *Honors*
404 *Activities*
404 *Publications*

DOCUMENTATION

405 *263rd Graduate Council Minutes*
 November 29, 1995
407 *Faculty Senate Journal*
 March 7, 1996

THE GRADUATE SCHOOL

422 *Current Publications and Other Scholarly Works*
424 *Awards Received and Proposals Submitted*
425 *Awards Received*
426 *Proposals Submitted*

MAY 3, 1996 • NUMBER 16

FACULTY NOTES

Honors

Hsueh-Chia Chang, professor of chemical engineering, was elected chair of area 10 d: Applied Mathematics of the American Institute of Chemical Engineers. He was appointed to the Advisory Council of the College of Engineering at Princeton University. He was appointed to an NSF/EPA Partnership for Environmental Research, 1995.

Kenneth F. Ripple, professor of law, was appointed by the chief justice of the United States as chair of the Committee on Appellate Judge Education.

Roger Skurski, professor of economics, associate dean of arts and letters and director of the Center for the Study of Contemporary Society, has been appointed program co-chair of the National Association of Forensic Economics for the national meetings to be held in New Orleans, La., in January 1997 in conjunction with the Allied Social Science Associations. He also was cochair in 1991 and has been reappointed a member of the board of editors of the *Journal of Forensics Economics*.

Activities

John Adams, assistant professor of biological sciences, presented "Receptor-Mediated Erythrocyte Invasion by Malaria Parasites" at Dublin City University in Dublin, Ireland, March 20. He presented "The P. Vivax Malaria Duffy Factor and a New Homologous Protein Family" at University Lausanne, Institute de Biochemie, in Lusanne, Switzerland, March 22. He presented "Identification of a New Apical Organelle Protein Family from Rodent Malaria Parasites" at the Division of Parasitology of the National Institute of Medical Research in London, U.K., March 25.

Albert-Laszlo Barabasi, assistant professor of physics, gave the talk "Directed Surfaces in Disordered Media" at the American Physical Society March meeting in St. Louis, Mo., March 22.

Katharina J. Blackstead, librarian, presented "Insuring the Library's Future through a Named Endowments Program" at the annual conference of Development Officers of Research and Academic Libraries held at the University of Illinois in Chicago, Ill., April 13.

Hsueh-Chia Chang, professor of chemical engineering, presented an invited seminar titled "Falling Film Dynamics" at the Mathematics Department at the University of Alabama in Tuscaloosa, Ala., May 1.

Michael Coppedge, associate professor of government and international studies and faculty fellow in the Kellogg Institute, gave an invited lecture on "A Model of Party-System Fragmentation in Latin America" at the David C. Rockefeller Center for Latin American Studies at Harvard University in Cambridge, Mass., April 2.

Fred R. Dallmayr, Dee professor of government and international studies, presented "Vedanta, Hermeneutics and Science" and the "Valedictory Address" at the seventh international congress of Vedanta held at the University of Madras, India, Jan. 2-4. He presented the lectures "Justice and Global Democracy" and "Nationalism in South Asia" at the M.S. University of Baroda, India, Jan. 9. He lectured on Gandhi and Satyagraha" at that university, Jan. 10. He presented the lecture "Justice and Global Democracy" at the Centre for the Study of Developing Societies in Delhi, India, Jan. 16.

Kevin C. Dreyer, assistant professional specialist in communication and theatre, participated as a panelist in a discussion of "The Relationship Between the Lighting Designer and the Stage Manager" at the national conference of the United States Institute for Theatre Technology in Fort Worth, Tex., March 11-17. He served as a mentor to a student stage manager as part of the Stage Management Mentoring Project.

Stephen A. Fredman, professor of English, presented "The Question of Identity in Lyn Hejinia's *My Life*" at the American Comparative Literature Association annual meeting in Notre Dame, Ind., April 11.

John H. Garvey, professor of law, presented a paper titled "The Religious Equality Amendment" at the Brigham Young University Law School in Provo, Utah, Feb. 12. His was one of the principal papers at a conference on the Religious Equality Amendment currently being considered by Congress. He presented a paper titled "An Anti-Liberal Argument for Religious Freedom" at the University of San Diego conference on Religion and the Constitution in San Diego, Calif., Feb. 23-24.

James A. Glazier, assistant professor of physics, gave the invited talk "How Do Cells Know Where to Go?" at the Institute of Nonlinear Science at the University of California, San Diego, in La Jolla, Calif., April 2, and at the Physics Department Colloquium at the University of California in Irvine, Calif., April 4.

Jimmy Gurulé, associate professor of law, served as one of the judges for the finals of the National Criminal Trial Advocacy Competition cosponsored by the American Bar Association, Criminal Justice Section, and the John Marshall Law School held in Chicago, Ill., March 29-30.

FACULTY NOTES

Alan L. Johnson, professor of biological sciences, presented an invited talk titled "Characterization of Apoptosis — Susceptible Versus Resistant Granulosa Cells" at the Sero Symposium on Cell Death in Reproductive Physiology in Chicago, Ill., April 11–15.

Edward A. Kline, professor of English and O'Malley director of the Freshman Writing Program, chaired the session on Creative Responses to the Sophomore Survey Course at the annual conference of the College English Association in New Orleans, La., April 5.

David M. Lodge, associate professor of biological sciences, presented a talk titled "Predicting Impact of Freshwater Exotic Species on Native Biodiversity: Challenges in Spatial and Temporal Scaling" at the Ecological Applications symposium at Michigan State University's Kellogg Biological Station in Hickory Corners, Mich., March 26–28.

Diana C.J. Matthias, assistant professional specialist in the Smithe Museum of Art, organized and chaired the panel "College Teaching in the University Art Museum: A Wider Context for Adult Education" at the National Art Education Association annual convention in San Francisco, Calif., March 22–26.

Kenneth E. Moore, associate professor of anthropology, was interviewed by Donovan Reynolds, director of WUOM-TV, University of Michigan, Ann Arbor, Mich. for the PBS documentary: Russell Kirk, Michigan's First Man of Letters. He provided written materials and taped interviews for biographer and author Lyle Leverich for the recently published volume, *Tom, the Unknown Tennessee Williams*, Crown Publishers, New York, New York, 1995. He represented the Department of Anthropology and delivered a eulogy for Julian Samora, professor emeritus of sociology, April 13.

Alven M. Neiman, assistant dean and concurrent associate professor in the arts and letters core course, delivered the paper "No More Method!: A (Polemical) Response to Audrey Thompson" at the annual meeting of the Philosophy of Education Society in Houston, Tex., March 27–April 1.

Catherine Perry, assistant professor of Romance languages and literatures, presented "Valéry au Soleil de Hidi: Récollection et Dispersion" at the international conference "Valéry Aujourd'hui" at the University of San Francisco in San Francisco, Calif., Nov. 1–4. She presented "Barrès' Rewriting of the *Liebestod* in Modern Venice and Medieval Syria" at a colloquium on Twentieth-Century French Studies at the University of Maryland at College Park, Md., March 28–30.

Karamjit S. Rai, professor of biological sciences, was invited to organize and chair a symposium on "Genetics and Molecular Biology of Disease Vectors" at the first Global Meet on Parasite Disease under the sponsorship of the Indian Society of Parasitology and several other Indian and international agencies held in Delhi, India, March 18–22. He delivered the opening paper titled "Molecular Biology of Disease Vectors: Recent Progress and Future Prospects" at this symposium.

Kenneth F. Ripple, professor of law, presided at the final round of the William Minor Lile Moot Court Competition at the University of Virginia in Charlottesville, Va., March 30.

Susan Guise Sheridan, assistant professor of anthropology, presented "Elemental Analysis of Cribra Orbitalia: Iron, Magnesium, and Zinc in Subadult Human Remains" with Jennifer S. Richtsmeier at the 65th annual American Association of Physical Anthropology meetings in Durham, N.C., April 10–14.

Andrew J. Sommese, Duncan professor of mathematics, gave the invited lecture "Numerical Algebraic Geometry" at the Japan-U.S.A. conference on Birational Geometry held at Johns Hopkins University in Baltimore, Md., April 11–14.

Billie F. Spencer, professor of civil engineering and geological sciences, served on the Career Award Panel for the National Science Foundation in Washington, D.C., Jan. 26. He delivered an invited seminar titled "Structural Control Strategies for Earthquake Hazard Mitigation: Past, Present and Future" in the Department of Aeronautical and Astronautical Engineering at the University of Illinois at Urbana-Champaign, Ill., March 29.

Mark A. Stadtherr, professor of chemical engineering, presented "Frontal and Multifrontal Techniques for Chemical Process Simulation on Supercomputers" at the Department of Chemical Engineering Seminar in Wayne State University in Detroit, Mich., March 29.

Arvind Varma, Schmitt professor of chemical engineering, presented an invited graduate seminar titled "Combustion Synthesis of Advanced Materials" at the Department of Chemical Engineering at Iowa State University in Ames, Iowa, March 28. He presented the invited graduate seminar titled "Metal-Composite and Ceramic Membranes: Synthesis, Characterization and Reaction Studies" at the Department of Chemical Engineering at Princeton University in Princeton, N.J., April 3.

FACULTY NOTES

Samir Younés, assistant professor of architecture, exhibited his architectural drawings for the project titled "Le Centre-Ville de Beyrouth" at the Rinascimento Urbano Conference at S. Giorgio Poggiale in Bologna, Italy, March 23–April 30. He delivered a lecture titled "A Most Formidable Task" at that conference held at the Aula Absidale S. Lucia, Bologna, Italy, March 30.

Deaths

Eugene D. Fanning, a guest instructor in business administration, April 6. A 1953 Notre Dame graduate, Fanning was president of Fanning Investments, L.P., and a long-time part owner of the Chicago White Sox. Previously, he owned and operated General Motors automobile dealerships in Michigan and Chicago for more than 35 years. He was on the boards of directors of the Chicago Bulls, Harris Bank of Winnetka, Ill., and St. Francis Hospital in Evanston, Ill. Fanning served on Notre Dame's advisory council for the College of Business Administration from 1979 until his death. He was a member of the advisory council for the University's libraries from 1976 to 1979. As a guest instructor, Fanning taught a popular course in business communications from 1990 to 1995. The course inspired the business advisory council last fall to establish the Gene Fanning Scholarship, to be awarded annually to two Notre Dame juniors who have demonstrated special talent in the business-communications field. In addition to teaching without pay, Fanning made a number of gifts to the University, particularly for scholarship endowment. He also was active in the Notre Dame Club of Chicago, which honored him in 1987 with its annual Award of the Year.

ADMINISTRATORS' NOTES

Appointments

Sean Farrell, assistant director of the Los Angeles regional development office, has been promoted to director of the Los Angeles office. A 1977 graduate of the University, Farrell worked as an IBM representative with Havens & Associates of Riverside, Calif., prior to joining the Notre Dame development office in 1993. He previously worked for Tandem Computers, Inc., Wang Labs, and IBM in South Bend. The Los Angeles regional office oversees development activities in Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah and Washington.

Kathleen Webb, director of Annual Fund since 1994, has taken on additional responsibilities as executive director of the Sorin Society. Flagship of the Annual Fund, the Sorin Society is comprised of benefactors who contribute a minimum of \$1,000 annually in unrestricted gifts, as well as Founders Circle members, who donate \$3,000 or more annually. Webb is a 1991 Notre Dame graduate who began working in the developmental office as a student assistant. She was appointed assistant director of the Annual Fund in 1992 and oversees all aspects of the phone center and its direct mail and matching gifts programs.

Honors

Muffet McGraw, head women's basketball coach, has been selected as the Women's Basketball Coaches Association 1996 Converse District II Coach of the Year.

Activities

Alan S. Bigger, director of building services, served on a panel exploring key maintenance issues facing physical plant directors which was featured in the April 1996 issue of *American School & University*.

Publications

Alan S. Bigger, director of building services, and Linda B. Thomson, assistant director of purchasing, wrote "Oh, My Achin' Back!" published in the April 1996 issue of *Executive Housekeeping Today*.

263rd Graduate Council Minutes November 29, 1995

Members present: Nathan O. Hatch, chair; Terrence J. Akai; Joan Aldous; Panos J. Antsaklis; Harold W. Attridge; John C. Cavadini; Michael Detlefsen; Peter Diffley; Malgorzata Dobrowolska-Furdyna; Gregory E. Dowd; Morton S. Fuchs; Christopher S. Hamlin; John G. Keane; Joseph Manak; Andrew McGowan; Thomas J. Mueller; Thomas L. Nowak; James H. Powell; Barbara M. Turpin; Arvind Varma; James H. Walton

Members absent and excused: Francis J. Castellino, represented by Charles F. Kulpa; Scott E. Maxwell; Anthony Michel, represented by John J. Uhran; Robert C. Miller; Sharon L. O'Brien; Stephen H. Watson

Guests: Gary M. Gutting (Department of Philosophy); Wilson D. Miscamble, C.S.C. (Department of History); Esther-Mirjam Sent (Department of Economics); Phillip R. Sloan (Program of Liberal Studies)

Observer: Anthony K. Hyder

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.

I. Minutes of the 262nd Graduate Council Meeting

The minutes of the 262nd meeting were approved without change.

II. Fall 1995 Graduate Degree Candidacy Applicants

The list of applicants for degree candidacy was approved without change.

III. Changes in the Program in the History and Philosophy of Science

Dr. Hatch introduced Prof. Phillip R. Sloan, director of the Program in the History and Philosophy of Science, to present a proposal for changes in the operation of the program. Prof. Sloan made the following major points:

1. The reasons for the proposed changes are 1) to broaden the applicant pool, 2) create new options for "science studies," and 3) enable all 16 affiliated faculty members to gain access to the program's admissions and financial aid structures.

2. The program would admit three or four new students each year. Admission would be by joint, simultaneous decision of the program's admissions committee and the appropriate collaborating department.

3. Students would take a core of eight courses in the program, but the Ph.D. would be awarded in the collaborating department, with the student meeting modified Ph.D. requirements in that department.

4. Student financial aid and the scheduling of degree examinations would be administered by the program.

5. The degree designation would be a Ph.D. in the history and philosophy of science *and* a particular discipline.

6. Graduating students could be placed in a history and philosophy of science program, a science studies program or a particular discipline.

7. The proposed changes would not require new faculty or financial resources, and the autonomy of collaborating departments would be preserved.

8. In addition to history and philosophy, the program would like to establish collaborative arrangements with all departments containing program-affiliated faculty.

Dr. Hatch then invited department chairs Miscamble (history) and Gutting (philosophy) to comment on the proposed changes. Both expressed support, indicating that the changes are modest and would possibly open new opportunities for the program.

In a general discussion of the proposed changes, the following major points emerged:

1. Continuing students would still be subject to evaluation by both the program and a collaborating department, but this kind of "double jeopardy" is a necessary part of collaboration. It is expected there would be a close working relationship between the program and the departments.

2. The difference between joint admission in the current and proposed structures is that students would no longer be admitted unless both the program and a collaborating department agreed to do so at the time of initial enrollment. Provisional admission by the program alone, with a decision by the department coming at a later time, would be abolished.

3. Admission by the program alone to study for the M.A. would not be a form of provisional admission for the Ph.D. Students have not been admitted solely for the M.A. since 1989.

4. Not all students come to the program with a science background, although that was the program's original intent. In some areas of the history and philosophy of science, a background in science is not crucial. In such cases, what science is needed can be picked up.

5. Ph.D. students in other departments do not transfer into the program, but they can pursue the program's M.A. while continuing their department studies.

6. A program student, now or in the future, would not be allowed to study for the Ph.D. solely in a collaborating department. Program students must meet the requirements of both the program and a department.

7. The minimum time required for a program Ph.D. is five years. This does not make Notre Dame less competitive; other programs take longer. Also, the program's structure, along with the fact that its degree designation indicates concentration in history or philosophy, allows students to compete for positions in departments of history or philosophy.

8. At the moment, history and philosophy are the only departments with which the program has established formal collaborative arrangements. The possibility of collaboration with other departments would have to be explored.

9. Supervision of dissertations is a matter the program should clarify with collaborating departments. The issue is whether a dissertation falling within the discipline of a collaborating department should be directed by a member of that department. If a dissertation is not directed by a member of the department, what is the department's role?

10. For collaborating departments without any significant strength in science studies, it would be best not to advertise their involvement in the program. In such cases, collaboration could be on an ad hoc basis.

11. Collaborating with departments other than history and philosophy may change the focus of the program. But there has been a blurring of lines between "history and philosophy of science" and "science studies," and most applications will continue to be for either history or philosophy. Also, the program's intention is only to allow for the possibility of collaboration with other departments.

Following a motion by Dr. Hamlin to approve the proposed changes, there was a brief discussion centering on the program's desire to expand its group of collaborating departments. Dr. Sloan pointed out that the program simply wants to begin negotiation with departments.

Drs. Detlefsen and Attridge suggested that the program work out particular agreements and then bring them to the council for approval. Dr. Hamlin stated that allowing the program to negotiate would serve to legitimate arrangements already made with students in some departments. Dr. Hatch replied that the proposed changes address students in the program, not in other departments.

Dr. Hamlin's motion to approve the changes was defeated. A motion by Dr. Fuchs to approve the change relating to admission of students — i.e., that provisional admission be abolished, and that students be admitted by joint decision of the program and a collaborating department at the time of initial enrollment — passed unanimously. Dr. Hatch stated that the program can proceed to talk with other departments, and then return to the council for approval of particular agreements.

III. Chair's Remarks

Dr. Hatch offered the following comments on various matters relating to the Graduate School:

1. Notre Dame was one of three institutions recognized by the Council of Graduate Schools for innovation in the recruitment and retention of minority students.

2. The University has agreed to add \$400K per year of new money to the Graduate School budget in the fiscal years 1995–96 through 1999–2000. In 1995–96, \$60K was allocated to presidential fellowships, \$100K to raising stipend levels and \$240K to new stipends. In 1996–97, the money will be allocated to presidential fellowships, new stipends and a recruiting and professional development fund for each department. Among the new stipends will be the Philip Moore fellowships, support for doctoral students in their fifth or sixth year of study.

3. The University has also agreed to add \$200K per year of new money to the Graduate School budget over 10 fiscal years to support faculty research.

4. The next round of departmental reviews is scheduled to begin in fall 1996, with the first visits by outside reviewers occurring in spring 1997. The reviews will differ from the previous round in the following ways:

a. More attention will be given to undergraduate programs, in both the self study document and in the selection of one of the external reviewers for that purpose.

b. The provost or a member of his staff will meet the reviewers at the beginning of their visit to outline the context in which the review is taking place.

c. There will be only one reviewer from the Notre Dame faculty. This person will function as a full member of the review panel.

d. The reviewers' report(s) will be written for distribution to department faculty and the Graduate Council. The reviewers will be asked to state sensitive items in a separate letter to the provost.

e. The self study document prepared by each department will be briefer, and will focus not only on program description, but on assessment criteria and strategic planning. The Graduate School and the Office of Institutional Research will provide as much of the necessary statistical data as possible.

5. A committee comprised of Graduate School and Student Affairs administrators, officers of the Graduate Student Union and graduate student spouses met during the summer and fall to consider all aspects of the University's medical insurance policy and medical assistance programs for graduate students and their families. The committee's report will be completed in spring 1997. Its principal recommendations will be 1) to develop a preferred provider organization (PPO) arrangement for *outpatient* benefits at Memorial Hospital and 2) to provide some level of University financial assistance for the purchase of medical insurance for children. There is already a PPO arrangement with Memorial Hospital for inpatient benefits.

In a question period following Dr. Hatch's remarks, the following major points emerged:

1. To assure follow-up on review recommendations, the University will revisit the review three years later. The procedure for doing this will be devised in the near future.
2. A review should be a baseline for planning. Its report(s) should be a functioning document.
3. Department and college input is essential to any planning process. A department's strategic plan developed independently of the reviews could be used by the dean and then included in the formal review conducted by the University.
4. Care should be taken to assure the integrity of the review process, including the confidentiality of information generated in meetings and reports.

Dr. Hatch adjourned the meeting at 5:20 p.m.

Faculty Senate Journal March 7, 1996

The chair Professor Richard McBrien called the meeting to order at 7:02 p.m. in room 202 of the Center for Continuing Education and asked Professor Daniel Sheerin to offer an opening prayer. The journal of the meeting of January 30 had been placed at each member's chair, and McBrien asked if the senate would approve it provisionally; if members wish to correct or amend their remarks, they should contact the co-secretary by March 18. Professor Mario Borelli, seconded by Professor Sonja Jordan, so moved and the senate agreed.

The chair's report is printed as appendix A of this journal. He urged especially that members solicit candidates within their departments and units to stand for election to the senate, and that continuing members consider standing for senate office.

Next the senate took up a resolution from the executive committee (no second needed) honoring the memory of our deceased colleague Professor Julian Samora. Professor Richard Lamanna spoke of Professor Samora's accomplishments and wonderful personal qualities, and he read the resolution (printed as appendix B of this journal). The senate unanimously passed the resolution and observed a moment of silence in honor of our late colleague.

The senate stood in recess for 45 minutes for committee meetings. At 8:10 p.m. the chair recalled the senate into session and asked for committee reports.

1. **Academic Affairs** — the chair Professor Michael Detlefsen reported that a survey on electronic services in the library system is in form and will be reported to the senate at its next meeting. He also said the committee was framing a letter to the search committee, outlining what it sees as the desirable qualifications of a new library director.

2. **Administration** — the committee presented its report to the senate on staff salaries and working conditions as an informational document; it is printed as appendix C of this journal. It considered two further items at its meeting: a report on adjunct faculty representation on the senate was discussed for the first time and the group may present a resolution on it at a later date; the committee also reviewed and approved a report on affirmative action, which was presented also to the senate. The committee may offer a resolution at a later date on affirmative action, after further study. The affirmative action report is printed as appendix D.

3. **Benefits** — Borelli as chair presented a preliminary report of a faculty survey on health insurance. The committee will continue to pursue this topic with the Department of Human Resources, especially in regard to problems which adjunct faculty have expressed; usually they are not covered by any health plan, even at their own expense. In general the Partners HMO seems to be well-administered but too rigid, while CIGNA PPO is very poorly administered. While many faculty members feel the University can do better in health insurance, the general feeling is one of some modest satisfaction. The report is printed as appendix E.

4. **Student Affairs** — the chair Professor Patrick Sullivan, C.S.C., reported that the committee is continuing its overall look at the Office of Student Affairs in light of the comments contained in the NCA report; they will review *du Lac*, interview students and administrators, and cooperate with the Campus Life Council in their paralled review. A report and possible recommendations may come in April. Along with this the committee discussed the recent report of the Ad hoc Committee on Gays and Lesbians, but time did not permit detailed analysis; this too is a topic for later discussion.

Next the senate considered a resolution from the executive committee (no second needed) on the removal of the provost as an ex-officio member of the Fellows of the University. Detlefsen presented the resolution and spoke of the removal as a diminution of the voice of the chief academic officer in the highest policy body of the University. In the discussion which followed, many people spoke. Professor Hafiz Atassi asked what was the reason given for removing the provost. Detlefsen said a reason was offered, but it was not satisfactory to him: The provost and the executive vice president were removed at the same time because the special character of the Fellows precluded them from having too many administrators on that particular committee. Atassi thought this was not much of a reason. Professor Joseph Buttigieg spoke in favor of the resolution, calling the provost the academic head of the University and the interlocutor of the faculty — no one is more attuned to faculty voices than he is; he agreed that in a sense the Fellows "own" the University, but even granting that, it did not make sense to remove the chief academic officer from their discussions after that officer had been part of them for so many years. He wondered what they were a board of, if not of academics. Academics is our institution's *raison d'être*. Detlefsen responded that some duties of the Fellows are not in line with academic affairs (like changing the bylaws or adding new trustees), but some are central to academics; he had earlier proposed that the provost be fully a part of discussions on these latter issues, but the officers of the University did not agree with this. Buttigieg wanted to know what kind of "special character" excluded academics? No

good explanation had been offered by the president or any other officer of this "special character," according to Detlefsen. Whenever he heard the phrase "special character" uttered at Notre Dame, Sheerin knew we were in trouble.

Professor Gary Gutting wondered if anyone knew the feelings of the incoming provost, a non-Catholic and the first one who would be excluded from the Fellows. Not long after Hatch's selection as the new provost, Detlefsen related, he approached him as a friend to congratulate him and express his concern over a possible weakening of his office by the action of the Fellows. He spoke with him only as a friend and not as a senator. Hatch's response was brief, non-specific, and not intended for public distribution. Detlefsen would violate a confidence by relating any of the content of what he said.

Professor Philip Quinn commented on another part of Gutting's remarks by saying the president of the University denied before the senate in November that there was a connection between the decision of the Fellows and the new provost, and particularly his religion. Quinn agreed with Buttigieg: If the faculty through the provost as major stakeholders can't be represented, we have no reason to believe that this is primarily an academic institution as a university should be. He strongly supported the resolution. Borelli said the comments he had heard so far reflected the agonizing which the executive committee had gone through on this issue. He agreed with Quinn: In a mechanical way, the Fellows do own the place, but without the faculty there is no reason for it to exist. The provost represents the faculty and should remain part of the Fellows.

There being no further discussion, the senate voted in favor of the resolution 31 to one. It is printed as appendix F of this journal.

The next item on the agenda was consideration of a proposed survey on faculty opinion of governance and administration. Borelli presented the survey on behalf of the executive committee (no second needed); the committee had discussed the idea, asked him to prepare a scientifically appropriate form and now asked the senate to approve sending it out as part of its *Faculty Handbook* mandate to conduct referenda. He said it was an easy questionnaire to fill out — all questions were to be answered in the same way. Low scores (except in one instance) would "favor" administration; high (but one) would not. Sullivan proposed a friendly amendment to question #9, making it "future presidents" and Borelli accepted it.

Professor Anand Pillay asked that question #9 be rephrased to eliminate "Catholic educators" and be more

DOCUMENTATION

inclusive in searching for future presidents; Professor William Eagan supported him, but Borelli would not accept this as a friendly amendment, and there was no other comment favorable to such a change. Pillay withdrew his request.

Professor Regina Coll, referring to questions 5 and 7, asked that "Father" be dropped since it was not an academic title. She was seconded by Sullivan. The chair ruled it was not necessarily a friendly amendment, and wondered if she would want to add "Professor" to questions 6 and 8. She moved only on questions 5 and 7. Lombardo inquired if the addition of "C.S.C." in questions 5 and 7 would be more appropriate if "Father" were dropped, and Coll agreed with this. Porter, saying such fine editing on the floor was needless, moved the previous question, it was seconded and the senate agreed to vote on the amendment. It was approved 23 in favor, two against, one abstention.

The senate continued discussion on the amended resolution, as Professor Roger Mayer turned to questions 2 and 3. He believed that the phrase "quality of the work" of the Academic Council and the Faculty Senate should be changed to something more definite. However, Borelli as the author of the survey tended to want to leave the wording vague. The survey was a way to research the feeling of the faculty on these topics, and this wording would give the senate a clue to perceptions. Mayer also was concerned with the interpretability of the results; for instance, just what would a score of 4.5 on a question mean? A faculty member could score a question the same but for different reasons. Borelli said the resulting score would be interpreted as favorable or unfavorable, no matter the reason. Mayer then moved to replace the words "high" and "low" with "favorable" and "unfavorable." This was seconded, and Borelli called the question. The senate agreed to vote on Mayer's amendment. It was passed 26 in favor, none opposed, one abstention. Borelli expressed his gratitude to Mayer for the change in wording; it was closer to what he intended than his original wording was.

Atassi moved to strike question #8 and Eagan seconded. Atassi reasoned that it was premature to ask for a review of one who has not yet taken office; his appointment followed the proper procedure, and he should be given sufficient time to perform. Eagan saw nothing to gain by keeping #8. The senate voted unanimously (with two abstentions) to drop #8.

Given that Provost Tim O'Meara is resigning, professor Dennis Doordan asked what value was question #6. Borelli's view was that O'Meara as provost acted with a certain style. The value of the question would be to find out what the faculty view of his style is. It was not in-

tended to be an evaluation of his tenure per se, but only a barometer for future office holders. Quinn favored keeping the question, since it would look quite peculiar to "rate" the president and executive vice president but not the provost. They together form the University's leadership. Doordan was satisfied with these explanations.

Professor Anand Pillay returned to question #9. He did not favor limiting the search for future presidents only to Catholic educators. But to Borelli a Catholic educator was important to the nature of the University. Professor Gary Gutting, while sympathetic to Borelli's point, said the question did not define all the criteria of a president, so why should it pinpoint this one in particular? In the voting, a person who didn't agree with this one or on the other hand with the criterion of a Holy Cross priest of the Indiana province could skew the vote. Sullivan, speaking in opposition to Pillay, pointed out that the statement as written was already volatile; the Holy Cross community has been responsible for the University from its founding; as stated the question would leave open the presidency to Holy Cross priests from other provinces, which is the direction the other C.S.C. institutions have followed. He wanted to leave it as written, with the option of revisiting the issue in the future.

Discussion having ended, the senate voted on the survey as amended. There were 26 in favor, four opposed and one abstention. The amended survey is printed as appendix G of this journal.

There was no new business, so the senate voted to adjourn at 9:02 p.m.

Present: Atassi, Bayard, Biddick, Borelli, Buttigieg, Coll, Collins, DeLanghe, Detlefsen, Doordan, Eagan, Gutting, Hemler, Jordan, Lamanna, Lombardo, Mason, Mayer, McBrien, Neal, Neyrey, Pillay, Porter, Preacher, Quinn, Schmid, Sheerin, Stevenson, Sullivan, Taylor, Wei, Weinfield

Absent: Bradley, Bunker, Esch, Garg, Godmilow, Hamburg, Huang, Hyde, Mathews, Rathburn, Sayers, Zachman, McCarthy (Student Government Representative), Kuhn (Graduate Student Representative)

Excused: Bottei, Broderick, Conlon, Gundlach, Miscamble, O'Brien, Rai, Ruccio, Simon

Respectfully submitted,

Peter J. Lombardo Jr.

Appendix A

Chair's Report March 7, 1996

1. The next meeting of the Academic Council is scheduled for March 21. At this meeting discussion will resume on two pending proposals from the Faculty Senate. The first concerns the proposed University Committee on Women Faculty and Students. The principal question still to be resolved is that of who will chair the new committee. The Council's Executive Committee discussed this issue on Monday of this week (March 4). The Executive Committee's Ad hoc subcommittee on the Committee on Women has recommended that the chair should be elected annually by the membership of the University Committee on Women, but several members of the Executive Committee suggested that the chair should be named from among the elected or appointed membership of the committee by the Provost in order to ensure that the chair will be a woman who holds the rank of full professor. The Academic Council will also be presented with a second draft of the "Statement of Principles for Intercollegiate Athletics," prepared by the Faculty Board on Athletics, and recommended by the Faculty Senate in its own resolution on intercollegiate athletics passed in September 1994. The chair has forwarded a copy of the new draft for comment, along with a copy of the chair's earlier suggestions and criticisms of the first draft, to Professor Edward Vasta, a former member of this body and the sponsor and principal drafter of the original Senate resolution. Members of the Senate who would like to review a copy of the new draft between now and the meeting of the Academic Council on March 21 should request a copy from the chair. Members of the Senate who are also members of the Academic Council will be receiving copies of the draft from Father Tim Scully's office in due course.

2. The Notre Dame Forum on Academic Life held its third and final session of the academic year on February 15. The panel consisted of the five deans of the University. The presentations and subsequent discussion were, as always, of a high order, but the audience was also, as always, modest in size. The fourth panel, scheduled for later this month, was to have been composed of the elected faculty representatives on the Board of Trustees' Academic and Faculty Affairs Committee. Unfortunately, most of the faculty representatives were unable to attend all of the three previous sessions of the Forum. Without that necessary continuity, it seemed prudent to cancel the final session.

3. There are just two meetings of the Faculty Senate remaining in the current academic year: on April 10 and May 1. The elections of officers and committee chairs of the Faculty Senate take place on May 1, after the new Senate has been seated. The Senate's Bylaws do not stipulate any process antecedent to the elections. In the recent past, the Executive Committee has functioned as a recruiting and nominating committee. Last year there were no contested elections. To ensure that the electoral process is as open and as democratic as possible and that qualified candidates are not overlooked, I have decided, after consultation with the Executive Committee, to establish a nominating committee for this year's elections. The nominating committee will consist of five members, representative as far as possible of the various colleges of the University. I invite volunteers from among the membership of the Senate to notify me this evening of their willingness to serve as members of the nominating committee. However, I reserve the right, as chair, not to appoint all those who volunteer (mindful of the need to have some balance of representation from among the colleges) and also directly to invite non-volunteers to serve. I should like to have the nominating committee in place no later than the end of March so that it will have a full month to do the most difficult part of the work: recruitment of candidates. The nominating committee will report to the Executive Committee through the chair.

Appendix B

Whereas Julian Samora was a Professor of Sociology at the University of Notre Dame from 1959 until his retirement in 1985; and

Whereas he was the first Mexican-American known to have received a doctorate in sociology and anthropology (in 1953); and

Whereas he has been credited with helping to establish medical sociology as an independent subdiscipline; and

Whereas he "turned Notre Dame into a virtual magnet for Mexican-American graduate students" and his South Bend home "into a virtual Mexican-American student center" (*The New York Times*, February 6, 1996); and

Whereas he established Notre Dame's highly successful Hispanic Studies Program, from which more than one hundred Mexican-American scholars graduated; and

Whereas he was one of the earliest and most prolific authors and supporters of the University Press and his most successful title, among many, was *Los Mojados: The Wetback Story*, published by the Press; and

DOCUMENTATION

Whereas he was a co-founder of the National Council of La Raza, widely regarded as the leading Mexican-American civil rights organization; and

Whereas, following his retirement from Notre Dame, Michigan State University created the Julian Samora Research Institute in his honor to continue and expand his pioneering research into the Chicano experience in the Midwest;

Be it therefore resolved that the Faculty Senate of the University of Notre Dame acknowledge with profound sadness the death of our former colleague, Professor Julian Samora, on February 2, 1996, at his home in Albuquerque, New Mexico; and

Be it further resolved that the Faculty Senate express its profound appreciation for Professor Samora's extraordinary contributions to the fields of sociology and anthropology and to the Mexican-American community, and for his compelling personal witness of dedication and service to students; and

Be it further resolved that a copy of this resolution be transmitted to Professor Samora's family, as an expression of the Faculty Senate's sympathy and esteem; and

Be it further resolved that a copy of this resolution also be transmitted to the Departments of Sociology and Anthropology at the University of Notre Dame for the attention of their faculty, students, and staff; and

Be it further resolved that the Faculty Senate observe a moment of silence in respectful memory of Professor Julian Samora.

Appendix C

A Report of the Committee on Administration to the Faculty Senate:

Report on Salaries, Job Classifications, and Working Conditions for the Secretarial and Clerical Staff at Notre Dame February 29, 1996

Introduction. In the first Senate meeting of the academic year, September 6, 1995, the Committee on the Administration of the University was asked to look into the pay scale and working conditions for the secretarial and clerical staff at Notre Dame. This request came in response to concerns which had been communicated to the Chair of the Senate from both staff members and faculty about the level of pay for our staff, the question of equity, and the extent to which the staff have some say in University decisions which affect their lives.

The By-Laws of the Faculty Senate state that:

The Faculty Senate is hereby organized as an assembly elected to represent the faculty as a whole in the formulation of policy affecting the entire life of the University. . . . It shall be the responsibility of the Senate to initiate proposals in the interest of the University's development and to evoke and utilize the knowledge and experience of the faculty in whatever way necessary in the formulation of such proposals.

The issues which we have been asked to address are clearly relevant to "the entire life of the University" and its "development." The functioning of the University at every level depends on the efforts of secretarial and clerical staff members, as well as other support staff. (Our original mandate was to examine the status of secretarial and clerical staff, but in the course of doing so, we also obtained some information on the situation of the technical staff, which is presented below.) If these women and men are not able to do their job efficiently, or if the salaries and working conditions offered tend to undermine morale, those of us who serve the University as faculty and administrators will not be able to do our own jobs efficiently and well. Since this issue was first raised in the University community, more than one administrator has communicated with the Chair of the Committee, expressing a sense of frustration over his or her inability to offer attractive wages and working conditions to actual or potential employees.

More fundamentally, Notre Dame's mission as a Catholic institution makes it necessary to address these issues. The traditional Catholic commitment to social justice includes a commitment to certain positive rights, including the right to a "family wage." In the words of Pope John XXIII:

From the dignity of the human person there also arises the right to carry on economic activities according to the degree of responsibility of which one is capable. Furthermore — and this must be specially emphasized — there is the worker's right to a wage determined according to criteria of justice. This means, therefore, one sufficient, in proportion to the available resources, to give the worker and his family a standard of living in keeping with human dignity. As Pius XII said: "To the personal duty to work imposed by nature, there corresponds and follows the natural right of each individual to make of his work the means to provide for his own life and the lives of his children; so profoundly is the empire of nature ordained for the preservation of man." (*Pacem in Terris*, paragraph 20)

Thus, the Catholic character of the University, not to mention natural justice, requires that Notre Dame's stan-

DOCUMENTATION

dards for compensation and working conditions for all of its employees not be determined solely or finally by market conditions. It is not sufficient to pay our staff at a rate that is merely comparable with the local market. Furthermore, Notre Dame is one of the largest employers in the South Bend area. It is reasonable to assume that our salary standards have a significant impact on wages throughout this area. If this is so, then we have a responsibility and an opportunity to set a standard for the local market by paying all our full-time employees a wage which is "determined according to criteria of justice."

In preparing this report, the Committee on Administration has drawn on expertise, information, and resources from a number of sources. In addition to our scheduled meetings during Senate meetings, we met twice as a committee to discuss this issue, the first time with Professor Teresa Ghilarducci from the Department of Economics, Notre Dame (October 27, 1995), and the second time with Mr. Roger Mullins, Associate Vice President for Human Resources, and Ms. Rita Winsor, the Assistant Director of Human Resources (November 3, 1995). We are appreciative of their willingness to share their time, knowledge, and expertise with us.

The following report is divided into two sections. In the first section, we set forth our findings on the salaries of the Notre Dame secretarial, clerical and technical staff, seen in comparison both to the local or national market, and to other non-faculty employees in the University. In the second section, we address the issue of working conditions, focusing on the right of all staff to have some input into decisions which affect their working conditions.

Salaries and compensation policies. According to data provided by the Department of Human Resources, the entry-level salaries for Notre Dame secretarial/clerical staff currently range from a low of \$13,908 for a Library General Clerk (LGC I) to \$21,276 for the highest secretarial grade (S V). Entry-level secretaries, clerks and technicians at the lowest grades (S I, B I, and T I) all earn \$14,088. An entry-level Library General Clerk II (LGC II) earns \$14,556, and an entry-level Library Assistant (LA) earns \$16,104.¹

Equally important are the figures for the median salaries earned by employees in the various ranks. (The median represents the midpoint of wages actually earned by employees in a given rank; that is, half of the employees in a given rank would earn less than the median, and the other half would earn more.) According to figures provided by Mr. Mullins in his meeting with the Committee, the median salary for employees in the S I rank is \$15,683.20, and the median for the S II rank is \$17,180.80. Within the B I and B II classifications, the median salaries are \$15,912 and \$17,784 respectively.²

In order to see the significance of these figures, it is necessary to place them within two contexts: the local market rate for wages, and the local cost of living.

The salaries paid to Notre Dame secretarial and clerical staff are usually compared to the going wages for comparable positions paid locally, as determined by a survey of area wages conducted by Notre Dame itself. Based on this survey, Notre Dame's average salaries for secretarial and clerical positions are currently slightly lower than local market average, 97%³ However, looking further, we see that Notre Dame's service and maintenance staff (including housekeepers, ground crew, etc.) are paid at 110% of the local market average. This indicates that for some positions, the University is willing and able to pay at rates significantly higher than the market average; yet our secretaries and clerical workers are still paid at slightly under this average.

It is difficult to account for this relative discrepancy. Some research suggests that occupations dominated by women are traditionally paid less than occupations dominated by men, even when difficulty of work, skills required, etc., are comparable. Secretarial and clerical work are traditionally women-dominated professions, and certainly, women dominate these positions at Notre Dame. Also, the grounds workers expressed strong interest in joining the Teamsters Union in the late 1970s, and other groups of service and maintenance workers have expressed interest in unionizing since that time.

Whatever the reasons for it may be, the relative discrepancy between the salaries paid to our secretarial and clerical workers on the one hand, and our service and maintenance workers on the other hand, creates an internal inequity which needs to be remedied. In saying this, we are *not* saying that salaries for our maintenance workers should be lowered; rather, the salaries of the secretarial and clerical staff should be raised to bring them to the same level of wages, relative to the local market, that our maintenance staff now enjoy. We were pleased that President Malloy expressed his support for raising the pay of our secretarial and clerical staff to 110% of market average in his address to the Faculty Senate on November 8, 1995, and Mr. Mullins also expressed support for this goal in his November meeting with the committee.

It should also be noted that Notre Dame's starting pay for a secretary in the lowest grade ranks fifth out of six area educational institutions, including four other area colleges and the South Bend Community School Corporation. Only Bethel College pays a lower starting wage (\$13,520 as compared to Notre Dame's \$14,088).⁴

A comparison with local market wages only tells part of the story, however. Even more important is the comparison with the cost of living in this area. According to Fed-

eral guidelines, the poverty level for a family of three is \$12,590; for a family of four, \$15,150.⁵ In 1992, the Indiana Coalition for Human Services of United Way, Central Indiana, calculated the income that a worker in this state, supporting two dependents, would need to sustain a healthy, safe lifestyle, and arrived at the figure of \$17,360.⁶ (Since it costs more to sustain a family of three with one working member, than to sustain three persons none of whom is working, this figure is higher than the poverty level.)

When we place Notre Dame's wages in this context, it becomes apparent that they are painfully low, particularly at the lower classifications. The lowest paid classification that we found, LGC I, is paid a starting wage which is only \$1318 above the Federal poverty level for a family of three, and well below the income needed to sustain a family of three with one worker in the State of Indiana. Judging by the figures on median wages and numbers of persons in each classification provided by Human Resources, we calculate that there are over a hundred full time secretarial and clerical workers at Notre Dame who are making less than the \$17,360 wage that a worker in this state needs to support a family of three.⁷ Of course, not all of these workers are supporting a family by themselves, but some are. At any rate, Catholic social teaching has consistently held that *every* full-time worker has a right to a family-sustaining wage. A significant number of our workers are being denied this right.

The figures for wages for the computing and technical staff raise complicated issues, because these classifications comprise a wide range of skills, and because they are evaluated in accordance with regional or national markets, rather than the local market. It should be noted, however, that our pay for computer operators is less than the comparison group average (96%), and our pay for technical staff is well below the overall comparison group (83%).⁸ In our meetings, some of the members of the Committee have expressed their frustration over their inability to attract and retain the best technical staff, given the low rates of pay which Notre Dame offers.

Technical staff in the Library face special difficulties, because unlike those staff members who are officially classified as Library personnel, they did not enjoy the benefits of recent salary adjustments for those personnel. As a result, the pay for these workers has been rapidly falling behind that of their peers among the regular Library staff; additionally, their salaries are significantly lower than those paid to comparable technicians in other institutions. However, Associate Librarian Sonja Jordan, Head of Preservation for the University Libraries, has recently informed the Chair of the Committee that these workers have just received a pay increase effective January 1996, and she has been assured that they will receive a second

increase in the next fiscal year (communication dated February 11, 1996). This is an encouraging development, although she adds that pay for these workers is still significantly below the national average for technicians with comparable skills. It is to be hoped that the wages for these workers will be brought up to national levels as rapidly as possible.

In its meeting of December 5, 1995, the Senate passed a resolution calling for the salaries of the secretarial and clerical staff to be raised to 110% of market level. In a recent letter to the Chair of the Senate dated January 17, 1996, Mr. Mullins affirmed that this is a reasonable goal, but he also expressed reservations about the feasibility of meeting it for all staff by July of this year. While we realize that there may be difficulties in attaining this goal in this fiscal year, we do want to emphasize that this goal is a high priority for this Committee and for the Senate as a whole. If this goal cannot be attained for all staff by July of this year, we would appreciate receiving a timetable for its full implementation from Human Resources. In addition, we urge the University to commit itself to paying all of its full-time employees a family-sustaining wage, regularly adjusted to reflect increases in the cost of living in this area.

Job classifications; Representation among the staff. Although these issues are not obviously connected, they have developed together over the last few months and must therefore be considered in tandem.

One of the most frequent comments we heard, both from staff members and from their faculty/administrative supervisors, is that the job descriptions for the staff are often outdated and do not reflect the actual work that employees perform. Furthermore, faculty and administrators have repeatedly complained that their own views on the appropriate job descriptions for their support staff are not taken seriously by Human Resources. Finally, the fact that a secretary or clerk cannot be promoted without changing jobs has undermined morale and efficiency, since it encourages turn-over and does not reward continuity of service within a particular office. For this reason, it would seem to be advisable to provide for grades within the job classifications, so that a secretary or clerk might advance in pay in accordance with her seniority and growing skills, without having to seek another position within the University.

On September 26, 1995, Mr. Mullins informed the staff and administrators of the University that Human Resources would be conducting a Position Classification Review Project to revise the classifications for all non-academic positions in the University. This review was to be conducted by Towers Perrin, an independent human resources consulting firm, and it would incorporate data

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from both staff and supervisors. This project is now under way, and we understand that it is to be completed at the end of this academic year.

This review addresses the concern that many of the job classifications are dated and inadequate. At the same time, the success of such a review depends on the manner in which it is conducted. Unless there is maximum input from the staff themselves, it will be difficult for either University officials or Towers Perrin to arrive at accurate and complete descriptions of every position. Furthermore, this review will not, by itself, guarantee that supervisors will have greater input in revising job descriptions in the future. Nor does it address the need for more grades within position classifications. We urge that both of these concerns be addressed by Human Resources as a part of the review process that is now under way.

The question of staff representation emerged in tandem with the job classification review project. In his meeting with the Committee, Mr. Mullins indicated that staff participants in this project would be chosen at random. Subsequently, however, secretaries in the College of Arts and Letters and the Law School took the initiative to elect representatives to participate in the project, and in memos dated November 6 (Arts and Letters) and November 9 (Law), they petitioned Human Resources to allow these representatives to serve on the various committees associated with the review project. We have since been informed that staff representatives on these committees will be chosen from the Staff Advisory Council, as described below.

At about the same time, secretaries from across the University began to meet together, and they subsequently elected a Steering Committee for the purpose of requesting, and helping to create, an elected body of support staff similar to the Faculty Senate. On the same day that elections for this Committee were completed, November 15, the Executive Vice-President, William Beauchamp, announced that the University would be forming a Staff Advisory Council composed of elected representatives from all categories of non-academic employees. The Staff Steering Committee responded in a memo of December 1, expressing support for his initiative, and offering to work with the Department of Human Resources in setting up such a Council.

In a letter of December 15 addressed individually to each member of the Steering Committee, Father Beauchamp indicated that he would instruct Mr. Rich Nugent of Human Resources to include some members of the Steering Committee in the process of planning the Advisory Council. However, he also indicated that he did not consider it appropriate to recognize the Steering Committee, since the Advisory Council would be "a duly elected University recognized organization," and thus he did not feel

any need to meet with the Committee. He also indicated that this Committee should not make use of the seal of the University on its stationery.

We welcome the creation of a Staff Advisory Council as an important step in increasing the visibility and autonomy of staff members at Notre Dame. At the same time, we find Father Beauchamp's response to the members of the Steering Committee both puzzling and regrettable. The initiative of loyal employees, who as they point out in their December 1 letter have over a hundred total years of service to Notre Dame, surely deserves a more positive response. We therefore urge Father Beauchamp to meet with the Steering Committee as a group to discuss issues of mutual concern with them.

In the course of our investigations, the possibility that the secretarial/clerical staff might unionize has been raised more than once. We are aware that there are very serious arguments on both sides of the question of a union for the secretarial/clerical staff. Obviously, this is not a faculty decision; it rests with the secretaries and clerical staff members themselves. However, the principles of Catholic social teaching clearly include the right of workers to form unions. For this reason, we call on the administration to remain neutral, should any group of workers attempt to unionize. We were pleased that in his visit to the Faculty Senate on November 8, Father Malloy indicated that he was willing to make such a commitment.

Conclusion. We realize that this report leaves other issues to be addressed. Since our mandate this year was to study the salaries and working conditions of the secretarial and clerical staff, we have barely "scratched the surface" of the complicated issues concerning the technical staff, and we have not looked at the situation of other support staff at all. We do not intend this report to suggest in any way that these workers do not also have concerns which need to be addressed. However, we hope that this report on one segment of the staff at Notre Dame will be helpful, and will promote our shared goal of a University community characterized by justice and mutual respect.

¹ These figures are taken from a table provided by the Department of Human Resources, showing the salary ranges for clerical, secretarial, technical and library staff for 1995-1996. These and all other figures for wages given in this report are for full-time workers.

² These figures are derived from data on median salaries provided by Roger Mullins in his visit to the Committee on Nov. 3. They were compiled in July of 1995, and Mr. Mullins has indicated that they reflect the adjustments which went into place for the 1995-1996 fiscal year. The figures he gave were hourly salaries, and these yearly figures have been derived by multiplying these figures by 2080, the number of hours worked by a full-time worker in one year.

³ All figures which compare Notre Dame's salaries to the local market (or, in the case of technicians, the regional and national markets) are taken from the "July 1995 Area Salary Survey" provided by the Department of Human Resources.

⁴ The other institutions are Saint Mary's College, which pays a starting secretarial wage of \$16,556.80; Goshen College, \$15,912; Indiana University of South Bend, \$15,538; and the South Bend Community School Corporation, \$15,350. The figure for Saint Mary's was provided by Mr. Daniel Osberger, Vice President for Fiscal Affairs, Saint Mary's College, and the rest are taken from the *South Bend Tribune*, October 2, 1995.

⁵ These figures are found in the Federal Register, Vol. 60, No. 27, 7772-7774.

⁶ These figures were taken from the *South Bend Tribune*, and subsequently confirmed by Ms. Debbie Leonard, South Bend United Way, in a conversation with the Chair of the Committee on February 3, 1996.

⁷ According to figures provided by Mr. Mullins in his meeting with the Committee, there are currently 29 persons in the S I grade, 127 in the S II grade, 60 in the B I grade and 145 in the B II. The estimate given here reflects these figures only; we do not know how many persons are working in the T I, LGC I, LGC II and LA grades, all of which start at less than \$17,360.

⁸ Again, these are taken from the "July 1995 Area Salary Survey" provided by the Department of Human Resources.

Appendix D

Faculty Senate's survey of Departmental Chairs on Faculty Recruiting & Hiring: Report

Introduction

The University of Notre Dame's goal for faculty diversity remains "elusive."⁹

The Academic Affirmative Action Committee, established at the beginning of the 1990s, urged that University departments develop affirmative action policies. It continues to report annually in the *Notre Dame Report* using statistics gathered by Institutional Research about the status of the community's composition of gender and minority faculty. These reports measure progress, however modest, toward a diverse faculty. In fact, the latest report states that "slight progress was made this year."¹⁰

President Malloy used his speeches to the Faculty and to the Faculty Senate (Fall, 1995) as opportunities to articulate and reinforce his commitment to the vision of faculty diversity. Thus the vision is articulated and the progress measured, but the relevant question becomes: how can we achieve significant progress in faculty diversity? While the Provost reports that some discussion in PAC centered on the climate for women at Notre Dame,¹¹

other conversations are remarkably lacking. This Faculty Senate study contributes to the discourse on achieving faculty diversity.

Questions arise periodically about faculty recruiting and hiring procedures operating in the different departments. Although these functions are essentially departmental concerns, the Faculty Senate's Committee on Administration of the University (hereafter, the Committee) was charged with investigating these procedures and exploring alternative models. Two often cited reasons for asking the questions at all are, first, that the separate departments' decisions affect the whole University's success in attracting and retaining women and minority faculty; second, if awareness increases about different successful models for recruiting and hiring, departments may be encouraged to experiment to achieve their own successful models.

This study analyzes the responses to the short survey devised by the Committee in March 1995 and distributed to the 26 Departmental Chairs (including the Director of Libraries). We report the data always as numbers of departments responding and occasionally as percentages, where applicable. Conclusions and an appendix follow the analyses.

Analyses of Responses to the Survey ¹²

Q. 1. What is the composition of your CAP committee?

By far, (d.) persons elected by the department from all its tenured faculty received the most responses (16 of the 26, or 62%) to this question. This response obviously represents the most popular structure for recruiting and hiring faculty. For these departments, the issue of diversity could become more complicated for appointment and promotion to rank of full professor when an additional or separate CAP, comprised only of full professors, exists to deal with these issues. The response, (b.) persons elected by the department from all of its regular members was selected by 3 (12%) of the respondents. Only 1 (4%) respondent selected (e.) persons appointed by the Chair from all tenured faculty members in the department.

The second highest response (7/27%) to this question is (f.) other. Accompanying explanations show that of these departments, five include all tenured faculty of the department on CAP; two use a combination of election and appointment.

Finally, no respondents selected either (a.) all regular members of the department or (c.) persons appointed by the chair from all regular members of the department.

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Q.2. How do you generate a short list of candidates for a position?

The respondents were directed to select all responses that apply to regular practice, though they may not follow every procedure in every search. The total number of responses, therefore, exceeds the total number of departments surveyed.

(b.) A search committee, separate from our CAP (but possibly including one or more members from our CAP) screens applicants received 15 responses. In addition, two departments which selected (b.) also commented that the areas of study within the departments comprise their own search committees; one explained, "except in special circumstances"; the other, that CAP receives the committee's recommendations, that they invite all faculty to look at applicants' files and to meet candidates who interview. (a.) The CAP screens applicants received the second highest number of responses (14). In addition, one respondent included a comment that "some discussion with faculty" occurs.

The third most common response is approximately only one-half as frequent (7) as the first two choices: (c.) prospective applicants are discussed in a meeting of the whole department before a short list is drawn up. (d.) We screen applicants at conventions and (e.) other received the fewest responses (5 each). The comments appended to (e.) show that varying degrees of opportunity exist for faculty input. Sometimes all faculty are encouraged to offer suggestions and recommendations; sometimes only faculty from the areas of study; in one instance, non-CAP from area of expertise and CAP together generate the short list of candidates.

Q.3. What is the usual number of candidates your department formally interviews on campus for any one position?

From the chart below, we observe that the typical number of interviewees for a position is "3," mentioned by 19 (73%) of the respondents.

# Respondent	7	6	5	2	1
# Candidates	3	3-4	2-3	4	2-4
			5-8	10	2
					"Variable"

One respondent notes that departmental budgets play a role in the number of candidates brought to campus.

Q.4. How do you arrive at a decision to make an offer to a particular candidate?

Again, the respondents were directed to select all that apply; therefore, the number of responses exceeds the number of departments surveyed.

The most frequent responses refer to CAP's activities: (e.) the CAP votes on whether to offer a position to a candidate was selected 20 times (77%). In at least three cases, CAP follows a recommendation by the field/search committee and in one of these, CAP advises on rank. In another case, CAP votes on a candidate and then recommends the candidate to the Dean.

Non-CAP faculty's involvement is described next. Sixteen (62%) departments selected option (a.) all regular faculty members are invited to submit opinions on candidates. Comments indicate that sometimes the role of the entire department is advisory to the CAP. If, however, the CAP acts contrary to the department, an explanation of its actions is mandatory. Sometimes, only faculty who talk with or listen to the candidates' interviews/seminars are invited to complete evaluation forms. In one case, all regular members of the department meet and discuss the candidate and then CAP discusses the viewpoints raised by the members.

Beyond offering opinions, in ten departments non-CAP faculty participate in the process by voting on candidates: (c.) all regular faculty vote on whether to offer a position to a candidate was selected 7 (27%) times; (d.) all tenured faculty vote on whether to offer a position to a candidate was selected 3 (12%) times. Also, a comment suggests that in at least one case, the department typically extends an offer only when the votes are unanimous, or very nearly so. Clearly most departments seek faculty participation beyond CAP. The input ranges from solicited opinions of some faculty to votes by all departmental faculty.

We look next at the role of Departmental Chairs in the decision to present an offer to a particular candidate. (f.) The Chair of the department makes a recommendation to the dean, independently of the CAP and/or the department was selected 10 (38%) times. Additionally, a comment states that the Chair not only votes with CAP, but also makes a separate recommendation.

Besides faculty participation, 10 (38%) of the departments indicate that (b.) graduate students are invited to submit opinions on candidates. One respondent notes that the CAP takes three processes into consideration when making decisions: recommendations by the field/search committee to the entire department, the whole department discussions, and the opinions of graduate students who report to the department.

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Only 2 (8%) of the respondents selected (g.) other. Their comments are incorporated under applicable categories represented by the other options.

Q.5.a. Does your department follow any special procedures for identifying and considering priority [i.e., minority] and/or women candidates? If so, briefly indicate what they are.

Special procedures are followed by 23 (88%) departments. Eight departments describe their special procedures as networking. This process includes seeking candidates not only through personal contacts with colleagues, but also with other schools. Occasionally, groups representing women/minorities are contacted.

Six departments cite directories as a special procedure used to pursue diversity. Directories, available from various sources such as the Provost's Office, locate individuals within a targeted group within areas of study.

Five departments mention Faculty Recruiting Officer and Affirmative Action Committee member(s) as having roles in the recruiting and hiring processes. The types of roles include: monitoring the availability of women/minority candidates, participating in Search or CAP committees, recommending candidates, and participating at every step of the process.

Two departments target individuals, including interviews at national conferences.

Finally, 2 departments each cite one special activity in recruiting and hiring. The activities are: to interview any candidate in a targeted group that appears on a short list and to interview at national meetings even when no position is available at the time.

Of those surveyed, 3 (12%) departments indicate that they have no special procedures. One offers no comments; one indicates that the department ensures that no candidates are discriminated against (because of gender and race); and one indicates that women and minority candidates are given careful consideration, but not priority status.

Q.5.b. [If so], have they been successful?

Overall, the comments that refer to success or failure of special procedures usually mention a target group. Seven departments regard the main problem to be recruiting and hiring of candidates from targeted groups. Three departments regard identification of appropriate candidates to be problematic. One department mentions retention problems.

Nevertheless, a slight measure of success in identifying, recruiting, and hiring is indicated: of minority candidates, 2 departments; of women candidates, 3 departments. Five departments indicate success in identifying women and minority candidates, while yet another department indicates slight success with women candidates. Neither success nor failure with the procedures is indicated by 2 of the respondents. One general comment credits the affirmative action and strategic plans adopted by the department for raising awareness of and commitment to faculty diversity.

Q. 6.[a.] Do you feel that your procedures for recruitment and selection work well for you?

"Yes," respond 25 (96%) of those departments surveyed. Only 4 of the responses are unqualified, while 21 use phrases such as, "very well," "reasonably well," "pretty well," "extremely well," and "to a point." Two comments mention difficulty with identifying candidates from targeted groups; 3 mention difficulty in recruiting; 2 mention difficulty in hiring. Additionally, 7 (28%) respondents mention some form of participation in the decision-making process as reasons that, to a greater or lesser extent, the procedures work. Deans, faculty, CAP, and student involvement are cited specifically. One respondent specifically credits the department's affirmative action and strategic plans for success. The comment, "need to do a better job," tallies as the only "no."

Q.6.[b.] Have alternatives been suggested or considered within your department over the past five years?

A significant number (17/ 65%) did not respond to this portion of Q.6. Of the 7 affirmative responses, some include qualifying comments, such as, "suggested, but not considered," and "continuously being considered." One department notes that a suggestion intended to increase success in hiring in the department had been considered, but not implemented: "to limit faculty input." Only 2 departments indicate "no."

Conclusions

We examine first the survey and its responses for validation of the two assumptions that gave impetus to this survey:¹³

1. The separate departments' decisions affect the whole University's success in attracting and retaining women and minority faculty.

The University's reputation is assumed to be sufficiently damaged by individual departments' recruiting, hiring, and retention practices to result in potential faculty candidates who are unlikely to consider employment here. Twenty-six departments act as independent hiring agen-

cies within the University of Notre Dame. The survey results verify the departments' limited successes, and, therefore, the University's equally limited success in hiring and retaining diverse faculty. No data can be extrapolated to support the assumption that the whole University has more problems achieving diversity than the individual departments do. Undoubtedly additional data must be gathered and reported. We think that insights will be gained from knowing the numbers of women and minority applicants for positions; from data obtained from exit interviews, interviews or focus groups, and climate surveys.

2. If awareness increases about different successful models for recruiting and hiring, departments may be encouraged to experiment to achieve their own successful models.

This supposition assumes that departments are committed to the goal of achieving faculty diversity, that successful models exist to achieve the goal, and that an individual department's willingness to experiment is predicated on more awareness of those successful models.

That 23 (88%) departments currently follow special procedures for hiring suggests commitment to the goal of achieving faculty diversity. In fact, one voluntary comment credits the affirmative action and strategic plans with raising both awareness and commitment within the department. This survey can neither quantify nor qualify the levels of commitment, however.

Unfortunately, this survey cannot adequately define successful models for recruiting and hiring. In part, the survey instrument is problematic. The instrument does not define "success." Also, it asks for perceptions of success to be reported as comments. Therefore, the responses are ambiguous or incomplete.

If we study the decision-making profiles of the departments which suggest slight success in hiring minority candidates, then we find that the profiles are too few and too undifferentiated from enough other departments to allow any valid statements to be made. We can specify that departments cite use of networking, directories, and designated affirmative action officers as their three most popular special procedures/activities.

Eleven departments claim some success with their special procedures for identifying and considering minority and women candidates. Twenty-five departments claim that their recruitment and selection procedures work well, in general. Therefore, 14 departments surveyed perceive that their procedures work well, even though those procedures do not result in hiring, or even identifying, women and minority candidates. No impetus exists for departments to assess and improve their procedures. This complacency dooms the University's goal to achieve gender and racial diversity.

An inference can be drawn from the survey responses about departments' (un)willingness to experiment with recruiting and hiring procedures. We know that 23 (88%) departments follow special procedures for identifying and considering minority and women candidates. We assume that this group is willing to consider alternative suggestions for achieving faculty diversity. We also know that 25 (96%) departments are variously satisfied with their current procedures. We infer, therefore, that 2 (8%) departments are unwilling to consider alternative procedures because they do not now follow special procedures for diversity hiring, yet they are satisfied with their current procedures.

Next, we examine the survey and its responses for any other valid statements that address the goal of achieving faculty diversity.

Only Q.5. asks for responses that directly correlate to the issue of hiring a diverse faculty. The target groups are women and minority faculty. The ratio of current faculty population to the availability of women and minority faculty within areas of study informs individual departments about their hiring targets. Consequently, departments tend to report their progress as it relates to one or both of the target groups they have identified to be their needs.

Clearly, the survey responses depict faculty diversity, not as a monolithic topic, but rather, as a bifurcation of three sequential components. The sequential components are: identifying candidates from targeted groups; recruiting and hiring identified candidates; and retaining the faculty once hired. Individual departments report varying success with the three sequential components in relationship to their targeted needs. We explore in turn each of these components, insofar as the survey and the responses address them.

Identification of applicants from the targeted groups is essential. We find that 3 departments which follow special procedures still have problems identifying applicants from their target groups; 11 departments indicate some success. No data are furnished to suggest reasons for either the problems or the successes of the procedures.

Recruiting and hiring targeted candidates pose problems for 7 departments. Only 5 departments suggest slight success in hiring candidates from the targeted groups. Again, no data are suggested as reasons for either the problems or the successes of the procedures.

Retention of minority/women faculty who are successfully recruited and hired poses problems. Plenty of anecdotal evidence exists to minimize our surprise that retention is problematic. Because the numbers of comments addressing this in the survey responses are so small, how-

ever, we cannot accurately measure the severity of the problem. Clearly, more studies must be conducted.

The responses to other survey questions must be considered carefully before drawing inferences to the issue of diversity. No one to one correlation exists between these questions and the issue of faculty diversity. The survey questions (other than Q.5.) seek to identify current general departmental decision-making structures and processes for recruiting and hiring. If management literature corroborates that the values of those who hire are replicated in the candidates they hire, then we assume that broader, rather than narrower, participation in departmental hires could lead to greater diversity. A department that has already achieved some diversity, therefore, could be expected to continue to hire in a manner which is consistent with the goals for a diverse faculty.

What can be said, though, about hiring diverse faculty when a department's population is uniform? Some structures are assumed to be more conducive to ensuring diversity than others when a department itself is not already diverse. Participation in the decision-making process concerns 7 respondents. Some processes are formal (CAP, Search Committees, etc.) and others are informal (discussions, providing opinions, etc.) Both the formal and informal processes vary in the amount of participation by different groups (students, untenured faculty, etc.). Most departments currently provide a combination of formal and informal structures: at the time of generating a short list and/or at the point of making an offer to a candidate. Only 7 departments, however, discuss prospective applicants in a meeting of the whole department before a short list is compiled.

To the extent that 7 respondents report that their procedures work well and that participation in decision-making plays a role in the greater or lesser success of those procedures, then we assume that structures would exist which would permit the conversations necessary to achieve the goal of faculty diversity.

Reported by:

Laura Bayard
Clive R. Neal

⁹ "Academic Affirmative Action Report on Faculty Diversity: 1994-95," (*Notre Dame Report*, July 7, 1995, no. 19), p. 594.

¹⁰ *Ibid.*

¹¹ *Annual Report of the Provost to the Faculty concerning the Provost's Advisory Committee* (University of Notre Dame, August 22, 1995), p. 13-14.

¹² See Appendix for survey and cover letter.

¹³ We appreciate the assistance of Warren N. Kubitschek (Laboratory for Social Research) who reviewed the structure of a survey and offered welcome suggestions to this report.

Appendix E

Benefits Committee Faculty Health Insurance Survey Preliminary Report

Returns: 384 out of ~1100. 34.9%

Breakdown of Respondents' coverage policy:

14	No coverage
83	Partners HMO
<u>287</u>	CIGNA PPO
384	

Numerical tallies of responses to individual questions, by type of policy, are attached.

Approximately 90 respondents added personal comments in the survey. The following is a synopsis of the most **general trends and concerns** the Benefits Committee has detected from the individual reading of these personal comments:

1. Partners HMO.

a. Mostly satisfactory.

b. Payment to providers tends to be extremely late.

c. Not enough flexibility. "Primary care" physician must give prior approval for even a visit to Med Point. (Difficult after hours.)

2. CIGNA PPO.

a. Majority of respondents reported frustration when talking to company representatives over the phone. Information about services covered, amounts covered, out-of-town network providers, is either not given, or inconsistent (one gets different answers from different representatives), or incorrect.

b. Unsatisfactory coverage in some instances (cardiac rehabilitation after surgery, prenatal/maternity costs for unmarrieds, biannual rather than annual mammography, . . .). Respondents expressed their dissatisfaction with the fact that Memorial Hospital is not in the network. This seems to be a problem pertinent to Notre Dame.

c. Claims must often be submitted repeatedly before they are paid. Payments are generally late, while providers bill the patient.

d. Poorly administered in general. Claim processing errors or misplacement of claims are frequent. Unresponsive customer representatives.

e. The healthcare offered by the University, does not seem to be the best coverage available.

3. No coverage.

Some adjuncts reported orally to Committee members that they are not offered any health coverage, nor are they allowed to join any of the plans at their own expense. Should the Senate take up this issue?

The Committee plans to meet with Mr. Roger Mullins later in March to discuss the results of the survey and seek appropriate remedies to the concerns detected. A more complete report to the Senate will follow this meeting.

The healthcare offered by the University, does not seem to be the best coverage available.

Appendix F

Whereas the Fellows of the University of Notre Dame du Lac possess and exercise "all power and authority" granted in the Chartering Act, as amended, of the State of Indiana (1995 *Faculty Handbook*, p.3); and

Whereas, included in that "power and authority," is the power and authority to elect and to remove members of the University's Board of Trustees (who are legally referred to as "Associates" of the Fellows), to adopt and amend the Bylaws of the University, to sell or transfer the physical property of the University, and to maintain the "essential character of the University as a Catholic institution" (Statutes, V. b,c,d,e.); and

Whereas the power and authority to elect and to remove members of the Board of Trustees, to adopt and amend the Bylaws of the University, and to maintain the Catholic character of the University are directly and essentially related to the "academic activities and functions" of the University; and

Whereas "the Provost has responsibility, under the President, for the administration, coordination, and development of all of the academic activities and functions of the University" (Academic Articles II, section 1); and

Whereas the Provost has been an ex officio member of the Fellows of the University since the inception of that body in 1967; and

Whereas the Fellows of the University, during the fall semester of 1995 and before the announcement of the new Provost, voted to drop the Provost as an ex officio member of the Fellows of the University; and

Whereas their decision constitutes a formal reduction of the scope of the decision-making authority and influence of the Provost and, therefore, of the faculty itself;

Be it therefore resolved that the Faculty Senate express its strong opposition to the decision of the Fellows of the University to drop the Provost from ex officio membership on the board of Fellows; and

Be it further resolved that the Faculty Senate urge the Fellows of the University to rescind their decision of last fall and restore the Provost to membership on the Fellows of the University; and

Be it further resolved that a copy of this resolution be transmitted to each member of the Fellows of the University and to each member of the Board of Trustees.

Appendix G

March 20, 1996

Dear Faculty Colleague:

The following survey was approved by the Faculty Senate on March 7 in accordance with the stipulation of Academic Article IV.3.b. that one of the appropriate tasks of the Faculty Senate is "to formulate faculty opinion and for this purpose may, at its discretion, conduct faculty meetings and referenda" (*Faculty Handbook* [1995], p. 28, emphasis added).

It is important that we receive as high a return as possible. For that, your cooperation is essential.

Please return your completed questionnaire by April 4. The back of the questionnaire has been pre-addressed for your convenience.

Sincerely,

Richard P. McBrien
Chair

DOCUMENTATION

Faculty Senate Questionnaire

1. Do you think that the faculty's involvement in important academic decisions and in academic governance generally is:

- 1 Far too much
- 2 Too much
- 3 About right
- 4 Too little
- 5 Far too little
- No Opinion

2. Please indicate your general estimation of the work of the Faculty Senate.

- 1 Very favorable
- 2 Somewhat favorable
- 3 Neutral
- 4 Somewhat unfavorable
- 5 Very unfavorable
- No opinion

3. Please indicate your general estimation of the work of the Academic Council.

- 1 Very favorable
- 2 Somewhat favorable
- 3 Neutral
- 4 Somewhat unfavorable
- 5 Very unfavorable
- No opinion

4. Are you generally pleased with the quality of leadership exercised by the University's upper Administration?

- 1 Very pleased
- 2 Somewhat pleased
- 3 Neutral
- 4 Somewhat displeased
- 5 Very displeased
- No opinion

5. Please rate the quality of Edward Malloy, C.S.C.'s, leadership as President of Notre Dame.

- 1 Very high
- 2 Somewhat high
- 3 Neutral
- 4 Somewhat low
- 5 Very low
- No opinion

6. Please rate the quality of Timothy O'Meara's leadership as Provost of Notre Dame.

- 1 Very high
- 2 Somewhat high
- 3 Neutral
- 4 Somewhat low
- 5 Very low
- No opinion

7. Please rate the quality of William Beauchamp, C.S.C.'s, leadership as Executive Vice President of Notre Dame and overseer of athletics.

- 1 Very high
- 2 Somewhat high
- 3 Neutral
- 4 Somewhat low
- 5 Very low
- No opinion

8. Do you think the University's statutes should be changed to allow future Presidents of Notre Dame to be distinguished Catholic educators who are not necessarily members of the Indiana Province of the Congregation of Holy Cross?

- 1 Strongly disagree
- 2 Disagree
- 3 Neutral
- 4 Agree
- 5 Strongly agree
- No opinion

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

Economics

Dutt, Amitava K.

- A. K. Dutt. 1996. Southern primary exports, technological change and uneven development. *Cambridge Journal of Economics* 20 (1): 73-89.

English

Sayers, Valerie

- V. Sayers. 1996. Easter walk. *New York Times*, 7 April, sec. 4, p. 11.
- V. Sayers. 1996. Genesis (Rebecca) and Luke. In *Communion: Contemporary writers reveal the Bible in their lives*, ed. D. Rosenberg, 39-48. New York: Anchor Books.
- V. Sayers. 1996. Review of *Edisto revisited*, by P. Powell. *Washington Post*, 24 March, p.5.

Government and International Studies

Dallmayr, Fred R.

- F. Dallmayr. 1996. Postmodernism and democracy: Comments on Voegelin and Lefort. In *The multiverse of democracy: Essays in honour of Rajni Kothari*, eds. D. L. Seth and A. Nandy, 89-115. Newbury Park: SAGE Publ.
- F. Dallmayr. 1995. Beyond ideology: Gandhi's truth revisited. In *Mahatma Gandhi 125 years*, eds. M. Choudhuri and R. Singh, 35-51. Varanasi, India: Gandhian Institute of Studies.

Johansen, Robert C.

- R. C. Johansen. 1996. Preventing genocide: Will we do nothing? *The Christian Century* 113 (20-27 March): 316-318.
- R. C. Johansen. 1995. Reforming the United Nations to eliminate war. In *Preferred futures for the United Nations*, eds. B. H. Weston and S. H. Mendlovitz, 147-192. Irvington-on-Hudson: Transnational Publishers.

History

Hamlin, Christopher S.

- C. S. Hamlin. 1996. Historical considerations with regard to the impact of knowledge and action on water quality-related behaviour. In *Safe water*

environments, eds. J-O. Drangert, R. Swiderski and M. Woodhouse, 93-104. Linköping, Sweden: Linköping University Department of Water and Environmental Studies.

- C. S. Hamlin. 1996. Review of "*Mutton medicine*" and the fever question, by E. Chadwick. *Bulletin of the History of Medicine* 70 (2): 233-265.

Theology

Pelton, Robert S., C.S.C.

- R. S. Pelton, C.S.C, ed. 1996. Inter-American church relations: Gift and challenge, by T. E. Quigley (Romero Lecture). *International Papers in Pastoral Ministry* 7 (1): 30 pp.

Yoder, John H.

- J. H. Yoder. 1996. *When war is unjust: Being honest in just-war thinking*. Revised ed. Maryknoll, NY: Orbis. xx + 168 pp.

COLLEGE OF SCIENCE

Biological Sciences

Craig, George B., Jr.

- S. M. Hanson and G. B. Craig Jr. 1995. *Aedes albopictus* (Diptera: Culicidae) eggs: Field survivorship during northern Indiana winters. *Journal of Medical Entomology* 32 (5): 599-604.
- M. S. Blackmore, G. A. Scoles and G. B. Craig, Jr. 1995. Parasitism of *Aedes aegypti* and *Ae. albopictus* (Diptera: Culicidae) by *Ascogregarina* spp. (Apicomplexa: Lecudinidae) in Florida. *Journal of Medical Entomology* 32 (6): 847-852.

Fraser, Malcolm J., Jr.

- T. A. Elick, C. A. Bauser, N. M. Principe and M. J. Fraser Jr. 1996. PCR analysis of insertion site specificity, transcription and structural uniformity of the Lepidopteran transposable element IFP2 in the TN-368 cell genome. *Genetica* 97:127-139.

Müller, Ingrid M.

- N. Noben-Trauth, P. Kropf and I. Müller. 1996. Susceptibility to *Leishmania major* infection in interleukin-4-deficient mice. *Science* 271 (16 February): 987-990.

Chemistry and Biochemistry

Creary, Xavier

- X. Creary, Z. Jiang, M. Butchko and K. McLean. 1996. Silyl-substituted cyclopropyl carbenoids. *Tetrahedron Letters* 37 (5): 579-582.

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Miller, Marvin J.

M. A. Diarra, J. A. Dolence, E. K. Dolence, I. Darwish, M. J. Miller, F. Malouin and M. Jacques. 1996. Growth of *Actinobacillus pleuropneumoniae* is promoted by exogenous hydroxamate and catechol siderophores. *Applied and Environmental Microbiology* 62 (3): 853-859.

Scheidt, W. Robert

B. Cheng and W. R. Scheidt. 1996. Chloro(5,10,15,20-tetraphenylporphyrinato)manganese(III) with 4/*m* symmetry. *Acta Crystallographica Section C* 52:361-363.

Thomas, J. Kerry

E. H. Ellison and J. K. Thomas. 1996. Photophysical studies of ultrathin films: Characterization of PS and PMMA on fused quartz by fluorescence spectroscopy of pyrene and (4-(1 Pyrenyl)butyl) trimethylammonium bromide. *Langmuir* 12:1870-1878.

Mathematics

Stanton, Nancy K.

N. K. Stanton. 1996. Infinitesimal CR automorphisms of real hypersurfaces. *American Journal of Mathematics* 118 (1): 209-233.

Physics

Barabási, Albert-László

A.-L. Barabási, S. V. Buldyrev, H. E. Stanley and B. Suki. 1996. Avalanches in the lung: A statistical mechanical model. *Physical Review Letters* 76 (12): 2192-2195.

COLLEGE OF ENGINEERING

Chemical Engineering

Stadtherr, Mark A.

S. E. Zitney, J. Mallya, T. A. Davis and M. A. Stadtherr. 1996. Multifrontal vs. frontal techniques for chemical process simulation on supercomputers. *Computers and Chemical Engineering* 20 (6/7): 641-646.

Civil Engineering and Geological Sciences

Rigby, J. Keith, Jr.

R. A. Hengst, J. K. Rigby Jr., G. P. Landis and R. L. Sloan. 1996. Biological consequences of mesozoic atmospheres: Respiratory adaptations and functional range of apatosaurus. Chapter 13 in *Cretaceous-tertiary mass extinctions: Biotic and environmental changes*, eds. N. MacLeod and G. Keller, 327-348. Norton Press.

G. P. Landis, J. K. Rigby Jr., R. E. Sloan, R. Hengst and L. W. Snee. 1996. Pele hypothesis: Ancient atmospheres and geologic-geochemical control on evolution, survival and extinction. Chapter 20 in *Cretaceous-tertiary mass extinctions: Biotic and environmental changes*, eds. N. MacLeod and G. Keller, 519-556. Norton Press.

Electrical Engineering

Lent, Craig S.

See under Porod, Wolfgang. 1996. *Applied Physics Letters* 68 (15): 2120-2122.

Porod, Wolfgang

Z. Shao, W. Porod and C. S. Lent. 1996. Transmission zero engineering in lateral double-barrier resonant tunneling devices. *Applied Physics Letters* 68 (15): 2120-2122.

SCHOOL OF ARCHITECTURE

Younés, Samir

S. Younés. 1996. Le centre-ville de Beyrouth. In *Rinascimento urbano*, ed. G. Tagliaventi, 148. Bologna, Italy: Grafis Edizioni.

S. Younés. 1996. Villa Zanitsch. *Archi & Colonne International* 3 (January-April): 58-59.

LAW SCHOOL

Fick, Barbara J.

B. J. Fick. 1996. Will the supreme court sound the death knell for political patronage? An analysis of O'hare Trucking Service v. City of Northlake. *Preview of the United States Supreme Court Cases* (6):275-278.

Garvey, John H.

J. H. Garvey. 1996. Is there a principle of religious liberty? *Michigan Law Review* 94:701-713.

Gurulé, Jimmy

J. Gurulé. 1996. *Complex criminal litigation: Prosecuting drug enterprises and organized crime*. Charlottesville, Va.: The Michie Company. 791 pp.

J. Gurulé. 1996. The double jeopardy dilemma: Does criminal prosecution and civil forfeiture in separate proceedings violate the double jeopardy clause? *Preview of United States Supreme Court Cases* (7):325-331.

RADIATION LABORATORY

Asmus, Klaus-Dieter

S. A. Chaudhri, H. Mohan, E. Anklam and K.-D. Asmus. 1996. Three-electron bonded σ/σ radical cations from mixedly substituted dialkyl sulfides in aqueous solution studied by pulse radiolysis. *Journal of the Chemical Society, Perkin Transactions 2* (3): 383-390.

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Awards Received and Proposals Submitted

In the period March 1, 1996, through March 31, 1996

AWARDS RECEIVED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	8	1,068,969	15	980,432	23	2,049,401
Facilities and Equipment	0	0	0	0	0	0
Instructional Programs	0	0	0	0	0	0
Service Programs	0	0	4	14,105	4	14,105
Other Programs	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	8	1,068,969	19	994,537	27	2,063,506

PROPOSALS SUBMITTED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	4	146,912	30	7,808,281	34	7,955,193
Facilities and Equipment	0	0	2	1,204,970	2	1,204,970
Instructional Programs	1	118,215	0	0	1	118,215
Service Programs	0	0	0	0	0	0
Other Programs	<u>1</u>	<u>10,000</u>	<u>1</u>	<u>106,838</u>	<u>2</u>	<u>116,838</u>
Total	6	275,127	33	9,120,089	39	9,395,216

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Awards Received

In the period March 1, 1996, through March 31, 1996

AWARDS FOR RESEARCH

Aerospace and Mechanical Engineering

- Renaud, J.
Design Advisor for Integrated Plastic Snap Fasteners
Ford Motor Company
\$42,450 18 months
- Dunn, P., Brach, R.
Particulate Deposition onto Surfaces
Center for Indoor Air Research
\$71,944 12 months
- Mueller, T.
Inversion/Simulation Techniques Propeller Blade
Response
Department of the Navy
\$80,066 24 months

Biological Sciences

- Grimstad, P.
Vector Competence for La Crosse Virus in Aedes
National Institutes of Health
\$372,200 12 months
- Bridgham, S.
Research Experiences for Undergraduates Supplement
National Science Foundation
\$10,000 34 months
- Lamberti, G., Lodge, D.
Zebra Mussels in River Systems
Purdue University
\$12,000 4 months
- Saz, H.
Intermediary Metabolism of Helminths
National Institutes of Health
\$232,500 12 months
- Lodge, D.
REU Supplement: Herbivory on Macrophytes
National Science Foundation
\$5,000 36 months
- Collaborative Research: Herbivory and Plant Resistance
National Science Foundation
\$59,187 36 months

Civil Engineering and Geological Sciences

- Kareem, A., Kantor, J.
Dynamic Wind Simulator
Clemson University
\$50,268 30 months

Chemical Engineering

- Stadtherr, M.
Advanced Computing Architecture in Chemical Process
Engineering
National Science Foundation
\$43,700 8 months

Chemistry and Biochemistry

- Castellino, F.
Blood Coagulation Protein-Metal Ion-Lipid Interactions
National Institutes of Health
\$255,203 12 months

Computer Science and Engineering

- Kogge, P., Chen, D.
High-Speed Image Retrieval Techniques
NEC Research Institute, Inc.
\$30,000 14 months
- Chen, D.
Theoretical and Practical Solutions
National Science Foundation
\$100,000 24 months

Electrical Engineering

- Costello, D.
Error Control Coding Techniques
National Aeronautics and Space Administration
\$50,000 10 months
- New Directions in Convolutional Codes
National Science Foundation
\$79,402 12 months
- Stevenson, R.
Enhancement of Compressed Images
Intel Corporation
\$5,280
- Sauer, K.
Model Based Tomography
National Science Foundation
\$70,201 42 months

Mathematics

- Liedahl, S., Taylor, L.
Solvable Groups over Algebraic Number Fields
National Security Agency
\$26,000 24 months

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Institute for International Peace Studies

Lopez, G., Pagnucco, R., et al.
Non-Governmental Organizations Working for Human Rights
Joyce Mertz-Gilmore Foundation
\$25,000 24 months

Physics

Biswas, N., Ruchti, R., et al.
Particle Production and Detector Development
National Science Foundation
\$315,000 24 months

Sapirstein, J.
Calculations of Higher Order QED Effects in Helium
National Institute of Standards and Technology
\$50,000 12 months

Rettig, T.
REU Site Program for Physics at Notre Dame 1996-2000
National Science Foundation
\$64,000 12 months

AWARDS FOR SERVICE PROGRAMS

Center for Continuing Formation in Ministry

Lauer, E.
Center for Continuing Formation in Ministry
Various Others
\$9,547 1 month

Notre Dame Center for Pastoral Liturgy

Bernstein, E.
Center for Pastoral Liturgy
Various Others
\$2,832 1 month

Center for Pastoral Liturgy
Various Others
\$1,579 1 month

Institute for Church Life

Cannon, K.
Institute for Church Life
Various Others
\$147 1 month

Proposals Submitted

In the period March 1, 1996, through March 31, 1996

PROPOSALS FOR RESEARCH

Aerospace and Mechanical Engineering

Brach, R.
Cooperative Study of Impact Mechanics
Civilian Research and Development Foundation
\$3,300 24 months

Renaud, J.
Design Advisor for Integrated Plastic Snap Fasteners
Ford Motor Company
\$42,450 18 months

Jumper, E., Atassi, H.
Unsteady Compressible Cascade
Department of Energy
\$287,417 36 months

Huang, N., Miller, A.
Thin Film Delamination and Spalling
National Science Foundation
\$250,925 36 months

Biological Sciences

Fishkind, D.
Regulation of Actin-Myosin Structure and Function
American Cancer Society
\$402,638 36 months

Bridgham, S., Kellogg, C.
Statement of Environmental Interest/Save the Dunes Council
Save the Dunes Council
\$1,000 12 months

Impact of Restored and Constructed Wetlands on Water Quality
National Aeronautics and Space Administration
\$22,000 12 months

Lodge, D., Lamberti, G.
Monitoring of Zebra Mussels at Cook Plant
American Electric Power Company
\$130,893 36 months

Zebra Mussels in River Systems
Purdue University
\$12,000 4 months

Carlton, R., Heilman, M.
Methane Cycling and Release from Littoral Sediments
National Aeronautics and Space Administration
\$22,000 12 months

Mossing, M.
Structure and Interactions of Oncogene-Related Homeodomains
American Cancer Society
\$432,454 36 months

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Eldon, E.

Drosophila Immunity-Genetic Analysis of Cellular Signals

National Institutes of Health

\$101,660 12 months

Bridgham, S., Vile, M.

Potential Links between Global Climate Change and Carbon Balance

National Aeronautics and Space Administration

\$22,000 12 months

Civil Engineering and Geological Sciences

Fleischman, R.

PCI Research Fellowship

PCI Institute

\$10,000 15 months

Pyrak-Nolte, L.

Effects of Micro and Macro-Scale Interfaces on Wave Propagation

Department of Energy

\$241,988 36 months

Spencer, B., Sain, M.

REU Supplement to Reliability and Safety of Structures

National Science Foundation

\$11,600 12 months

Chemical Engineering

McGinn, P.

Processing of Superconducting Microlaminates

Purdue University

\$33,415 12 months

Varma, A.

Mechanistic Studies of Combustion Synthesis

Civilian Research and Development Foundation

\$13,500 24 months

Chemistry and Biochemistry

Huber, P., Wang, S.

Binding of Aminoglycosides to HIV-1 TAR RNA

Runyon-Walter Foundation

\$96,000 36 months

Wiest, O.

Electron Transfer Induced Reactions of Strained Systems

Volkswagen-Ftiftung

\$198,275 36 months

DFT Studies of Radical Ion Structure and Reactivity

Maui Computing Center

0 12 months

Basu, S.

Glycolipid Metabolism in Normal and Pathological Tissues

National Institutes of Health

\$238,284 12 months

Computer Science and Engineering

Kogge, P., Bass, S., et al.

Point Design for 100 TF PIM-Based Computers

National Science Foundation

\$103,358 7 months

Electrical Engineering

Stevenson, R., Lumsdaine, A.

Parallel Algorithms for High-Speed Image Processing

Department of the Air Force

\$212,544 18 months

Bandyopadhyay, S.

Non-linear Optical Properties of Quantum Dots

University of Nebraska

\$124,307 36 months

Bandyopadhyay, S., Miller, A.

Computational Architectures: Theory and Experiment

Purdue University

\$530,565 34 months

Antsaklis, P., Lemmon, M.

Integrated Intelligent Design of Complex Systems

Department of the Army

\$4,081,076 60 months

Costello, D., Collins, O.

Turbo Coding for Mobile Channels

Motorola

\$38,928 12 months

Mathematics

Cholak, P.

Computability in Mathematics

National Science Foundation

\$76,513 36 months

Physics

Cason, N.

Search for Mesons with Excited Gluonic Degrees of Freedom

Civilian Research and Development Foundation

\$12,000 24 months

Glazier, J.

National Young Investigator Award and REU Supplement

National Science Foundation

\$79,897 12 months

THE GRADUATE SCHOOL OFFICE OF RESEARCH

Glazier, J., Boyd, S.

Neuronal Networks in Amphibian Forebrain
National Science Foundation

\$102,333 24 months

Poirier, J.

Cosmic Ray Research
Norwest Bank

\$18,000 12 months

Psychology

Marsh, K., Julka, D.

A Functional Approach to Increasing Donor
Participation

Social Psychology Study Social Issues
\$1,873 12 months

PROPOSALS FOR FACILITIES AND EQUIPMENT

Psychology

Radvansky, L., Radvansky, G., et al.

Acquisition of a Dual Purkinje Image Eye Tracker
National Science Foundation

\$88,595 12 months

College of Science

Jones, G., Furdyna, J., et al.

Renovation of Nieuwland Hall
National Science Foundation

\$1,116,375 24 months

PROPOSALS FOR INSTRUCTIONAL PROGRAMS

Civil Engineering and Geological Sciences

Silliman, S.

Graduate Assistance in Areas of National Need
Department of Education

\$118,215 12 months

PROPOSALS FOR OTHER PROGRAMS

The Snite Museum of Art

Porter, D.

Richard Hunt Commission
National Endowment for the Arts

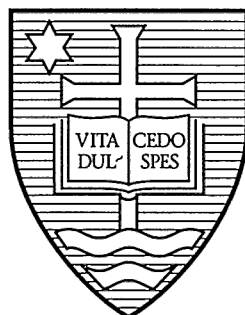
\$106,838 24 months

Sociology

Hallinan, M.

1996-97 Russian and Eurasian Awards Program
NAFSA/Association of International Educators

\$10,000 9 months



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