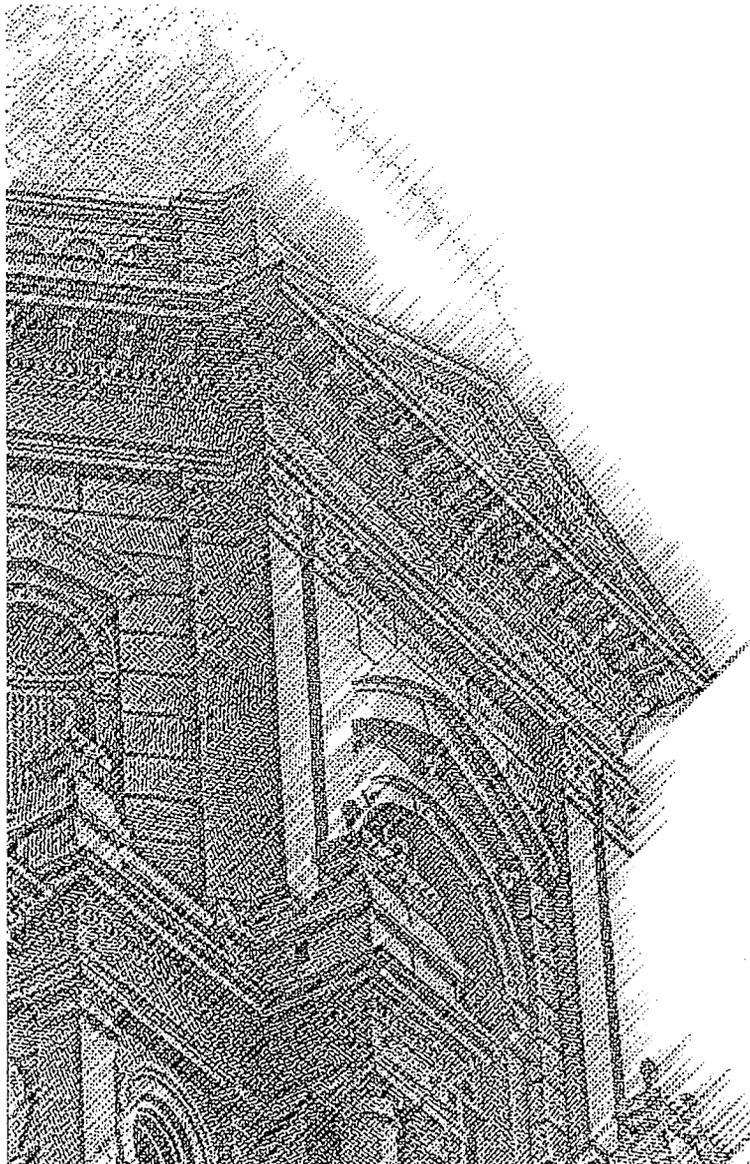


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# The University

## Andersen Consulting Alumni Fund MIS Laboratory

The University has received a \$160,000 gift from Notre Dame alumni at Andersen Consulting for the development and ongoing operation of a Management Information Systems (MIS) laboratory in the College of Business Administration (COBA).

To be housed on the lower level of the COBA complex, the lab will consist of a stand-alone network of 20 computers with a dedicated server and will be ready for use at the start of the 1998 academic year.

The lab will give students majoring in management information systems the computer support necessary to develop software applications and to test hardware and software configurations in a manner not currently possible on the University network. Students also will be able to gain experience managing client/server networks, using groupware products such as Lotus Notes, accessing a Webserver and secure intranets, and working with alternative network operating systems and server platforms.

The lab also will be used by other students and faculty in the college who have special computing needs, such as in database marketing, and to conduct behavioral research experiments, including the study of human-computer interface and group decision making.

Management information systems majors focus on the use of computers as problem-solving and decision-making tools and their impact on the management of organizations.

Andersen Consulting is a \$6-billion global management and technology consulting organization with 51,000 people in 47 countries. Since 1990, an average of 33 Notre Dame students annually have accepted positions with Andersen Consulting.

## Anonymous Benefactor Establishes Sorin Program for Academic Distinction

With an \$8-million gift from a benefactor wishing to remain anonymous, Notre Dame has established the Edward Frederick Sorin Program for Academic Distinction, comprising new endowed professorships devoted to areas of excellence in six of the University's academic units.

Under the program, named in honor of the Holy Cross priest who founded Notre Dame, the University will establish a new faculty chair in each of its four colleges — arts and letters, science, engineering and business administration — as well as a new chair in the Law School and the first endowed chair in the School of Architecture.

The University will seek the most distinguished teachers and scholars available in their respective fields to assume the Sorin Program chairs, and appointments to the chairs will be made, whether from within or outside the University, in consultation with others among the University's endowed chair holders. The chairs will be named in honor of distinguished Notre Dame faculty in the respective disciplines.

Also as part of the Sorin Program, the University will establish a new outdoor memorial on campus to honor all of Notre Dame's endowed chair holders — past, present and future — and the tradition of teaching and scholarship they represent.

## McGrath Foundation Provides Scholarships

The University has received a grant from the McGrath Family Foundation of Oklahoma City to provide scholarships for undergraduate students from Oklahoma.

Michael J. and Mary C. McGrath of Oklahoma City, both 1983 Notre Dame graduates, are the donors to the McGrath Family Foundation. Mrs. McGrath's late father, William Joseph ("Bucky") O'Connor was a 1948 Notre Dame alumnus.

The Wm. J. "Bucky" O'Connor Scholarships, named in memory of Mary McGrath's father, will be given to undergraduate students from Oklahoma who are able to demonstrate financial need. Scholarship recipients will be selected by the Office of Financial Aid.

## Committee on Intellectual Correspondence Selects *The Review of Politics*

*The Review of Politics* has been selected to participate with other leading "cultural and intellectual periodicals" throughout the world in the Committee on Intellectual Correspondence sponsored by the Suntory Foundation of Japan, the Wissenschaftskolleg zu Berlin and the American Academy of Arts and Sciences.

The committee, under the directorship of Daniel Bell, Henry Ford II professor emeritus of social science at Harvard University, will facilitate exchanges among the periodicals and the extent of their impact through publication of an international newsletter featuring synopses and stories from the various periodicals.

1998 marks the 60th year that *The Review of Politics* has been published under the sponsorship of the University of Notre Dame. Throughout that time the review has continued to be primarily interested in the philosophical and historical approach to politics.

## Rolfs Sports Recreation Center Opens

A \$9.2-million, 60,000-square-foot recreation facility for Notre Dame students, faculty and staff has opened.

The Rolfs Sports Recreation Center, located north of the Joyce Center and east of Juniper Road, was built in response to the Colloquy for the Year 2000, the University's self-study that included among its recommendations the addition of space for recreational and fitness activities for the campus community. The center is open to Notre Dame students, faculty and staff and their spouses.

The new facility features a 5,000-square-foot fitness room, complete with 30 pieces of exercise equipment — including treadmills, stair-steppers and stationary bicycles — as well as machine weights and an extensive free-weight area. The room also includes four television sets that can be listened to using personal headphones.

The upper level of the Rolfs Center includes a three-lane, one-eighth mile jogging and walking track that is enclosed on three sides by large windows providing panoramic views to the north, south and east. Two activity rooms on the upper level offer space for dance, aerobics and martial arts.

On the lower level, three maple-floored gymnasium courts provide space for volleyball, basketball and badminton. There also is an enclosed rink for indoor soccer, floor hockey and in-line hockey and a game room with table tennis and pool tables. Locker rooms for women and men also are located on the lower level, with lockers available for use on a daily basis at no charge.

The Recreational Sports office (RecSports) and IRISHealth, the human resources program that provides wellness activities for faculty and staff, also will be housed in the new facility.

The Rolfs brothers have made many previous joint and individual gifts to Notre Dame, including the Rolfs Aquatics Center, which was completed in 1985 as an addition to the Joyce Center. Now retired, the brothers for many years directed Amity Leather Products Company, founded in 1915 by their father, Robert H. Rolfs.

Tom Rolfs, a 1944 graduate with a degree in commerce, joined Amity in 1946 and was elected president of the firm in 1971 and chairman of the board in 1977. He has been a member of the Advisory Council for the College of Business Administration since 1969.

Bob Rolfs was graduated in 1950 with a degree in commerce. He was elected executive vice president of Amity in 1971 and succeeded Tom as president in 1977. He has served on the Advisory Council for the College of Arts and Letters since 1967.

# Faculty Notes

## Honors

**Carolyn M. Callahan**, associate professor of accountancy, was awarded an American Institute of Certified Public Accountants 1998 Faculty Summer Research Grant for the submitted paper "Market Valuation: The Effect of Earnings Management, Earnings Volatility, and Changes in the Regulatory Capital Standards in the Banking Industry" co-authored with Myung-Sun Kim, assistant professor at Rutgers University. The paper will be presented by invitation at the AICPA Research Seminar in May. Three awards were granted for research best linking accounting theory and practice and required the collaboration of a senior faculty member with an untenured minority faculty member.

**Arie M. Kacowicz**, senior fellow in the Kellogg and Kroc Institutes, received the Ben-Porat Award of the President of the Hebrew University, for best young researcher at the Hebrew University for 1997-98.

**Rev. Edward A. Malloy**, president and professor of theology, has been appointed to a three-year term on the board of directors of the National Association of Independent Colleges and Universities.

**Anthony N. Michel**, McCloskey dean and Freimann professor of engineering, was appointed an associate editor at large of the IEEE Transactions on Automatic Control for 1998.

**Nathan D. Mitchell**, associate director in the Center for Pastoral Liturgy, received the North American Academy of Liturgy's Berakah Award for lifetime service in liturgical scholarship and pastoral communication.

**Robin F. Rhodes**, associate professor of art, art history and design, has been named the Archaeological Institute of America's Ernest R. Graham Lecturer in Ancient Architecture for 1998-99.

**Valerie Sayers**, professor of English, was appointed to the Literature Panel of the National Endowment for the Arts. The panel selected the winners of the 1998 NEA fellowships in prose and prose translation.

**Michael A. Signer**, Abrams professor of Jewish thought and culture, theology, received a Lady Davis Fellowship for teaching at Hebrew University, Jerusalem, spring 1998. He received a Skirball Grant from Oxford University Center for Jewish Studies.

**Carolyn Y. Woo**, Gillen dean of business administration and Siegfried professor of management, has been named one of 40 "young leaders" of American academe by *Change* magazine, the journal of the American Association for Higher Education.

## Activities

**Matthew J. Barrett**, associate professor of law, gave the presentation "Ethics for CPAs and Attorneys" at the Indiana Tax Institute, sponsored by the Indiana CPA Society and the Taxation Section of the Indiana State Bar Association in Indianapolis, Ind., Dec. 12.

**Geoffrey Bennett**, professor in the London Law Program, served on a panel of speakers at a conference on A Law Bar for Europe and America, sponsored by the University of Puerto Rico and the Barcelona Bar Association and concerned with how lawyers are trained and qualify in an increasingly global legal world, at the University of Barcelona in Barcelona, Spain, Oct.

**Carolyn M. Callahan**, associate professor of accountancy, presented the paper "Strategic Considerations in Product Costing System Design When Firms' Costs are Correlated" co-authored with **E. Ann Gabriel**, assistant professor of accountancy, and Bjorn Jorgensen of Harvard University at the American Accounting Association Management Accounting Section Research Conference in Memphis, Tenn. Callahan served as an invited discussant of three papers for the Managerial Section on "Quality and Customer Satisfaction," accepted the paper presentation "Taxes and Regulatory Motivations for the Issuance of Preferred Stock" with Wayne Shaw of Southern Methodist University and **William Terando**, assistant professor of accountancy, and presented "One Person Can Make a Difference: Faith

and Professional Life" at the second annual All Faiths Breakfast at the American Accounting Association in Dallas, Tex.

**Sr. Kathleen Cannon, O.P.**, associate professor of theology, presented "The Word in Preaching" for the Center for Continuing Formation in Ministry, Notre Dame, Ind., Oct. 6-7. She was a respondent to the Catherine Brekus paper "Female Preaching in America, 1740-1845" in the American Religion Seminar at Notre Dame, Oct. 15. She preached at vespers on "Jesus Christ, Word of God" (John 1:1-18) at St. Joseph Church, South Bend, Ind., Nov. 30. She gave a presentation on "Proclaiming the Word" and preached at vespers at Little Flower Catholic Church, South Bend, Ind., Nov. 30.

**Jianguo Cao**, associate professor of mathematics, presented the invited colloquium lecture "The Euler Number of Kähler Manifolds with Non-positive Curvature" at the Institute of Mathematics, Chinese Academy of Sciences, in Beijing, China, Dec. 20.

**Ralph Chami**, assistant professor of finance, gave the presentation "What's Different About Family Business?" at the Milken Institute, Jan. 26.

**Hsueh-Chia Chang**, professor of chemical engineering, gave the invited seminars "Wave Dynamics on Thin Films," "Pattern Formation in Corrosion and Electropolishing" and "Breakup of Viscoelastic Jets" at the mathematics and engineering departments and served as a technical advisor to the mathematics department at the Institute of Technology, Bundung, Indonesia, Jan. 7-9.

**Peter Cholak**, McAndrews assistant professor of mathematics, gave the invited address "The Strength of Ramsey's Theorem" at the Logic Meeting (VIG'98) at the University of California in Los Angeles, Calif. He presented "Automorphisms of Computably Enumerable Sets" in the logic seminar at the University of California in Irvine, Calif.

**Rev. Michael S. Driscoll**, assistant professor of theology, gave the keynote address "Journeying Towards Easter" at the Diocesan Day of Reflection

organized by the Diocese of Fort Wayne/South Bend Office of Worship in Warsaw, Ind., Feb. 7. He gave the talk "Liturgical Prayer and Popular Devotions" at the Clergy Study Days in the Diocese of Davenport in Davenport, Iowa, Feb. 23-24.

**Richard W. Fessenden**, associate director of the Radiation Laboratory, presented "ESR & CIDEP Investigation of the Photochemical Reaction Mechanism of 1,4,5,8-Naphthalene Tetracarboxylic Acid" at the Trombay symposium of Radiation and Photochemistry in Mumbai, India, Jan. 14-19. He presented "ESR & CIDEP Investigation of the Photochemical Reaction Mechanisms" at the workshop on Recent Trends in Photochemical Sciences in Trivandrum, India, Jan. 7-9.

**J. Massynbaerde Ford**, professor of theology, pursued research on apocalyptic art in the Romanesque churches for her *Anthology of Latin Commentaries on the Apocalypse* and for her *International Artists' Apocalypse*, Cologne, Germany, Nov.

**Umesh Garg**, professor of physics, presented "The 'Other' Giant Dipole Resonance: Investigations of the Squeezing Mode" at the fall meeting of the Division of Nuclear Physics American Physical Society in Whistler, B.C., Canada, Oct. 5-8. He gave the invited talk "The Isoscalar Giant Dipole Resonance, the Nuclear Incompressibility and Effective Interactions" at the international symposium on New Facet of Spin Giant Resonances in Nuclei in Tokyo, Japan, Nov. 17-20. He presented "Incremental Alignment: A New Tool in Superdeformation Studies" at the symposium on Nuclear Physics in Bangalore, India, Dec. 26-30. He presented "Description of Superdeformed Bands in Terms of Incremental Alignments" at the Nuclear Science Center in New Delhi, India, Jan. 7. He gave the seminar "The Isoscalar Giant Dipole Resonance and Nuclear Incompressibility at the Inter-University Consortium in Calcutta, India, Jan. 9; and at Argonne National Laboratory in Argonne, Ill., Jan. 26.

**James A. Glazier**, associate professor of physics, gave the Department of Physics colloquium "How Cells Know

Where to Go" at Indiana University/Purdue University in Indianapolis, Ind., Jan. 29.

**Douglas C. Hall**, Clark assistant professor of electrical engineering, presented the paper "Photoluminescence of  $\text{Er}^{3+}$ -doped  $\text{Al}_x\text{Ga}_{1-x}\text{As}$  Native Oxides" at the 10th annual meeting of the IEEE Lasers and Electro-Optics Society in San Francisco, Calif., Nov. 12. He gave the invited talk "Photoluminescence of  $\text{Er}^{3+}$ -doped  $\text{Al}_x\text{Ga}_{1-x}\text{As}$  Native Oxides" to the Optoelectronics Group at the Navy SPAWAR Systems Center in San Diego, Calif., Nov. 14.

**Sr. Mary Catherine Hilker, O.P.**, associate professor of theology, presented a workshop on "Christian Feminist Spirituality" at the Center for Continuing Formation in Ministry in Notre Dame, Ind., Nov. 6-7.

**Ahsan Kareem**, professor of civil engineering and geological sciences, presented the paper "Dynamic Wind Load Simulation" with Scott Kabat and Fred Haan at the international Multi-Hazard Mitigation Partnership workshop at Lockheed Martin in Idaho Falls, Idaho, July 29-31.

**Michael Lykoudis**, assistant chairperson and associate professor of architecture, presented "Reurbanizing the City" to the Northeast Neighborhood Association in South Bend, Ind., Jan. 20.

**Edward J. Maginn**, assistant professor of chemical engineering, gave the invited presentation "Molecular Simulation of Complex Molecule Sorption and Diffusion in Microporous Materials" at the BOC Group Technical Center in Murray Hill, N.J., Jan. 27.

**Rev. Richard P. McBrien**, Crowley-O'Brien-Walter professor of theology, presented "Issues Facing the Catholic Church Today" for the Forever Learning Institute in South Bend, Ind., Dec. 3. He discussed the pope's trip to Cuba on "NBC Weekend Today," Jan. 25. He commented on the pope's trip during and after the papal Mass in Havana on "Sunday Morning Live," Jan. 25.

**James J. McKenna**, professor of anthropology, gave the invited lecture "Culture, Infant Sleep and SIDS" at the

Department of Anthropology at Cornell University in Ithaca, N.Y., Oct. 18. He presented "Cosleeping and SIDS Research: What's the Connection?" for the Pediatric Grand Rounds at Methodist Hospital in Minneapolis, Minn., Oct. 29. He gave the lectures "Breast Feeding: The Power of Touch," "Infant Sleep American Style: Cultural History vs. Human Biology," "Physiological Differences Between Cosleeping and Solitary Sleeping Infants" and "Infant-parent Cosleeping and Breast Feeding as Protection against SIDS" at the fourth annual Breast Feeding Conference in Minneapolis, Minn., Oct. 29. He gave the invited lecture "Breast Feeding and Bed Sharing: Physiological Studies" at the Recent Advances and Management of Breast Feeding Symposium organized by Lawrence Gartner for the American Academy of Pediatrics annual meetings in New Orleans, La., Nov. 2. He presented "Implications for Human Development" at the Department of Psychology at the University of Notre Dame, Notre Dame, Ind., Nov. 7. He lectured on "Physiological Studies of Infant-mother Bedsharing: Implications for SIDS Prevention" at the SIDS Alliance annual meeting: A Bridge to the Future in Dallas, Tex., Nov. 16. He served as a discussant at the symposium Why We Watch Monkeys organized by Augustine Fuentes at the American Anthropological Association 96th annual meeting in Washington, D.C., Nov. 20. He organized "Value Added: Integration and Synthesis in Anthropology" for the presidential symposium at the American Anthropological Association meetings in Washington, D.C., Nov. 20.

**Rev. Donald P. McNeill, C.S.C.**, professional specialist and executive director of the Center for Social Concerns and concurrent associate professor of theology, presented a reflection on "The Challenge of Service Learning" for the Aurora-Fox Valley Notre Dame Club in Geneva, Ill., Jan. 11.

**Thomas V. Merluzzi**, associate professor of psychology, presented two colloquia as part of the Graduate Colloquium Series at Northern Illinois University in De Kalb, Ill., Jan. 23. The first, "Self-efficacy and Cancer: Models of Coping and Survival," was presented

to the faculty and graduate students in the Department of Psychology and the second, "Self-efficacy and Cancer: Quality of Life, Social Support, and Survival," was presented to the general university community.

**Anthony N. Michel**, McCloskey dean and Freimann professor of engineering, and his students Bo Hu and Zhaoshu Feng presented the papers "Towards a General Stability Theory for Hybrid Dynamical Systems," "Uniqueness and Stability of Equilibria of a Class of Neural Networks with Applications to the Hopfield Model" and "Some Qualitative Properties of Multirate Digital Control Systems" at the 36th IEEE conference on Decision and Control in San Diego, Calif., Dec. 10-12. He served as the general chair of that conference along with workshops that preceded the conference, Dec. 8-9.

**Kenneth W. Milani**, professor of accountancy, coordinates a weekly column for the *South Bend Tribune* titled "Making Your Taxes Less Taxing."

**Rev. Hugh R. Page Jr.**, assistant professor of theology, lectured on "How Do We Deal With the 'Real Deal' — Biblical Reflections on the Family in the Third Millennium" for the weekend intensive session of the Metro Urban Institute at the Pittsburgh Theological Seminary in Pittsburgh, Pa., Jan. 10.

**Rev. Paul J. Philibert, O.P.**, director of the Institute for Church Life, presented "The Religious Interests and Spirituality of Generation X — the Pastoral Challenges" for the Villa Maria Conference Center: Study Days for Diocesan Priests in Erie, Pa., Jan. 5-6.

**Terrence W. Rettig**, associate professor of physics, gave the invited talk "Understanding the Structure of Comet Nuclei" at the University of Florida in Gainesville, Fla., Jan. 13. He presented the paper "Tidal Disruption of Strengthless Rubble Piles — A Timescale Analysis" at the 1998 American Astronomical Society meeting in Washington, D.C., Jan. 7-10.

**Charles M. Rosenberg**, professor of art, art history and design, delivered a Hesburgh lecture titled "The Sistine

Chapel: History and Meaning" sponsored by the Notre Dame Alumni Club of New Hampshire at Thomas More College, Jan. 30.

**Robert P. Schmuhl**, professor of American studies, discussed "The White House Controversy" on WGN's "Extension 720" in Chicago, Ill., Jan. 22. He offered commentary on the president's State of the Union speech for ABC Radio, Jan. 27, and discussed "The State of the Clinton Presidency" on WGN's "Extension 720," Jan. 27.

**Michael A. Signer**, Abrams professor of Jewish thought and culture, theology, served as the scholar-in-residence at the Center for Theological Studies at the Episcopal Cathedral in Houston, Tex., Dec. He co-authored the paper "On the Religious Dignity of Persons in Auschwitz/Birkenau" produced at the German/Polish/Jewish/Christian meeting at the Center for Jewish Christian Dialogue in Oswiecim (Auschwitz), Poland, Dec. 13-16. He gave the keynote address "The Rift that Binds: Hermeneutical Approaches to the Jewish-Christian Relationship" in a Blockseminar for Catholic theology at the University of Augsburg, Dec. 18-22.

**Billie F. Spencer Jr.**, professor of civil engineering and geological sciences, chaired the session "Semi-Active Structural Control in AVC" and co-authored the papers "Design of Shape Memory Alloy Damper for Base Isolated Structure" with S. Besseghini, P. Gardoni and K. Wilde and "Vibration Control by Tuned Liquid Damper Using Magnetic Fluid" with M. Abe, Y. Fujino and Y. Sano at the ASME 16th biennial conference on Mechanical Vibration and Noise in Sacramento, Calif., Sept. 14-17. He delivered the seminar "Lessons Learned from the Kobe Earthquake Regarding the Performance of Elevated Highway Bridges" to the Department of Civil Engineering and Geological Sciences at the University of Notre Dame, Notre Dame, Ind., Oct. 8. He organized and chaired the international seminar on Cable Dynamics in Tokyo, Japan, Oct. 13. He presented the poster "NSF-GRT in Environmental Hazard Mitigation at the University of Notre Dame" at the meeting of the NSF Graduate Research

Traineeship Principal Investigators in Washington, D.C., Oct. 27. He gave the seminar "Nonlinear Dynamics of Cable-stayed Bridges Under Wind Action and its Control" to the Department of Civil Engineering and Geological Sciences at the University of Notre Dame, Nov. 6. He presented "Performance of Bridges Under Seismic and Wind Excitations in Japan" at Princeton University in Princeton, N.J., Nov. 12. He gave the seminar "Aerodynamic Study of the Vibration of Bridge Pylons and Towers Under Wind and its Control" to the Department of Civil Engineering and Geological Sciences at the University of Notre Dame, Nov. 20. He presented "Lessons Learned from the Kobe Earthquake Regarding the Performance of Elevated Highway Bridges" at Columbia University in New York, N.Y., Nov. 26. He gave the seminar "An Experimental Study on Vortex-induced Vibration of a Circular Cylindrical Tower at a High Wind Speed" at the National Research Council of Canada in Ottawa, Canada, Nov. 26. He presented the papers "Solution of the Fokker-Planck Equation in Higher Dimensions: Application of the Concurrent Finite Element Method" with L.A. Bergman and W. Yi, "High Fidelity Numerical Solutions of the Fokker-Planck Equation" and "Computational Issues Arising in the Solution of the Fokker-Planck Equation in Higher Dimensions: Use of Iterative Solution Methods" with L.A. Bergman and S.F. Wojtkiewicz at the seventh international conference on Structural Safety and Reliability in Kyoto, Japan, Nov. 24-28. He delivered the seminar "Activities at the University of Tokyo on Earthquake and Wind Engineering" at the meeting of the student chapter of ASCE at the University of Notre Dame, Dec. 3. He gave the civil and aeronautical engineering joint seminar "Dynamics and Control of Cable-Supported Bridges Under Wind Action - Practice and Research in Japan" at the University of Illinois in Champaign, Ill., Dec. 6. Spencer presented "Dynamics and Control of Cable-Supported Bridges Under Wind Action - Practice and Research in Japan" at Washington University in St. Louis, Mo., Dec. 8. He delivered the seminar "Aerodynamic Study of Suspension Bridges and its

New Control Method of Flutter" to the Department of Civil Engineering and Geological Sciences at the University of Notre Dame, Dec. 11. He gave the seminar "An Experimental Study on Vortex-induced Vibration of a Circular Cylindrical Tower at a High Wind Speed" at Johns Hopkins University in Baltimore, Md., Dec. 15. He presented "An Experimental Study on Vortex-Induced Vibration of a Circular Cylindrical Tower at a High Wind Speed" at the National Institute of Standards and Technology in Washington, D.C., Dec. 17. He organized and lead a technical tour of bridge researchers from the Honshu-Shikoko Bridge Authority to visit the April 25 Bridge in Lisbon, Portugal; Department of Transportation Office and Long-Span Bridges in New York; Steel Grid Association in Pittsburgh, Pa.; Mackinac Suspension Bridge in St. Ignace, Mich.; and Department of Transportation in Chicago, Ill.

**Donald E. Sporleder**, professor of architecture, participated in the Indiana Urban Forest Council annual conference at the Ball Center in Muncie, Ind., Oct. 15. As secretary of the Town of Roseland Park Board, he participated in the Indiana Division of Forestry, Tree Grant Program Workshop, in Indianapolis, Ind., Oct. 22. He represented the School of Architecture at the Illinois Indiana Masonry Council Excellence in Masonry Award Program in Itasca, Ill., Oct. 25. A board member representing pedestrians, he reported on trail development as chair of the Hoosier Rails Trails Council and vice chair of the Michiana Area Council of Governments bike/ped committee at the Indiana Department of Natural Resources Trails Advisory Board quarterly meeting in Indianapolis, Ind., Dec. 4.

**Duncan G. Stroik**, associate professor of architecture, gave a lecture on "Environment and Art in Catholic Worship" sponsored by the Maritain Institute at the University of Notre Dame in Notre Dame, Ind., June. He lectured on "The Classical Language of Architecture" and "Thomas Jefferson: Classicist" at the Prince of Wales' Summer School at the University of Virginia in Charlottesville, Va., July. He lectured on "Church as a Sacred Place"

at the Los Angeles Fairplex in Los Angeles, Calif., Nov. He organized the second annual "Sacred Architecture Consultation" at the University of Notre Dame School of Architecture and gave a paper on student urban design projects for Washington, D.C., at the ACSA regional conference in Notre Dame, Ind., Nov. He delivered the lecture "The Development of Christian Architecture" at the Ryan Catholic Newman Center in Pittsburgh, Pa., Jan.

**James P. Thomas**, assistant professor of aerospace and mechanical engineering, presented the paper "Sustained Load Cracking in Mill Annealed Ti-6Al-4V at Room Temperature" at the 1997 international Mechanical Engineering congress and exposition in Dallas, Tex., Nov. 16-20.

**Raimo Väyrynen**, Regan director of the Kroc Institute and professor of government and international studies, delivered the address "Globalization and New Urban Realities" at the Urban Forum 1998 organized by the Finnish Ministry of Interior and the European Union in Turku, Finland, Jan. 15. He delivered the lecture "The Resolution and Transformation of Conflicts: Towards a New Approach" at the School of International Studies of the Jawaharlal Nehru University in New Delhi, India, Jan. 19. He presented "Can Nuclear Weapons Be Eliminated" at the India International Centre in New Delhi, India, Jan. 20. He gave the lecture "The Prevention of Violent Conflicts: A Pipedream or a Realistic Goal?" at the Political Science Department of the Jadavpur University in Calcutta, India, Jan. 22.

**John A. Weber**, associate professor of marketing, presented the paper "Relative Importance of Alternative Marketing Mix Growth Opportunities for Business Marketing Planners: An Empirical Study" at the annual academic meeting of the Center for Business and Industrial Marketing/Institute for the Study of Business Markets in Atlanta, Ga., Jan. 19.

**Charles K. Wilber**, professor of economics and fellow in the Kroc and Kellogg Institutes, presented the paper "Globalization and Democracy" as part

of an Association for Evolutionary Economics session at the ASSA Conference in Chicago, Ill., Jan. 4. He presented the paper "Wisdom and the Christian Economist: Or Was the Good Samaritan a Bad Economist?" for the conference on Christian Economists Doing Economics: A View from the Trenches at the Association for Christian Economists in Chicago, Ill., Jan. 5.

**Rev. Oliver F. Williams, C.S.C.**, associate professor of management and co-director of the Center for Ethics and Religious Values in Business, gave the lecture "Business and the Church" at Boston University in Boston, Mass., Jan. 25-26. He presented "Being a Christian in the Business World" and "Ethics in the Marketplace" at Houston University in Houston, Tex., Feb. 9-11.

**Randall C. Zachman**, associate professor of theology, presented "John Calvin on Christian Faith and Hope" to the Adult Education Class at the First Presbyterian Church in South Bend, Ind., Nov. 30, Dec. 7, 14, 21.

## Publications

**Charles E. Barber**, assistant professor of art, art history and design, wrote "The Truth in Painting: Iconoclasm and Identity in Early-Medieval Art" published in *Speculum*, vol. 72, 1997, pages 1019-1036.

**Rev. Thomas E. Blantz, C.S.C.**, professor of history, wrote the information on "Francis Joseph Hass" and "George Nauman Shuster" for *The Encyclopedia of American Catholic History* edited by Michael Glazier and Thomas J. Shelly, Collegeville, Minn.: The Liturgical Press, 1997, pages 609-610, 1294-1295.

**Bruce A. Bunker**, professor of physics, co-authored "XAFS and X-ray Reflectivity Studies of Buried Interfaces" with A.J. Kropf, K.M. Kemner, R.A. Mayanovic and Q. Lu, published in *Nuclear Institute Meth. Phys. Res. B*, vol. 133, 1997, pages 102-109.

**Francis J. Castellino**, dean of science, Kleiderer-Pezold professor of biochemistry and director of the Center

for Transgene Research, co-authored "The Functions of the First Epidermal Growth Factor Homology Region of Human Protein C as Revealed by a Charge-to-Alanine Scanning Mutagenesis Investigation" with Chong-Hui Cheng and Jie-Ping Geng, published in *Biological Chemistry*, vol. 378, 1997, pages 1491-1500.

**Hsueh-Chia Chang**, professor of chemical engineering, co-authored "Generation and Suppression of Radiation by Solitary Pulses" with E.A. Demekhin and E. Kalaidin, published in *Differential Equations - Theory*, 1997, pages 17-51.

**Penny Darbyshire**, professor in the London Law Program, wrote "For the New Lord Chancellor - Some Causes for Concern About Magistrates" published in *Criminal Law Review*, 1997, pages 861-874.

**Malgorzata Dobrowolska-Furdyna**, associate professor of physics, and **Jacek K. Furdyna**, Marquez professor of physics, co-authored "Excitons in Very Shallow Quantum Wells" with J. Kossut, published in *Physical Review B*, vol. 56, 1997, pages 9775-9781.

**Fernand N. Dutile**, associate dean and professor of law, wrote "Law and Governance Affecting the Resolution of Academic and Disciplinary Disputes at Scottish Universities: An American Perspective" published in *Indiana International and Comparative Law Review*, vol. 8, no. 1, 1997, pages 1-68.

**Yozo Fujino**, Melchor visiting professor in civil engineering and geological sciences, co-authored "Design of Shape Memory Alloy Damper for Base Isolated Structure" with Krzysztof Wilde, Paolo Gardoni and Stefano Besseghini, published in *Proceedings of the ASME 16th Biennial Conference on Mechanical Vibration and Noise*, Sacramento, Calif., no. DETC97VIB3824; Sept. 14-17, 1997, 6 pages (on cd-rom). He co-authored "Vibration Control by Tuned Liquid Damper Using Magnetic Fluid" with M. Abe and Y. Sano, published in *Proceedings of the ASME 16th Biennial Conference on Mechanical Vibration and Noise*, Sacramento, Calif., no. DETC97VIB3825, Sept. 14-17, 1997, 5 pages (on cd-rom).

**Sr. Mary Catherine Hilkert O.P.**, associate professor of theology, wrote "The Word Entrusted to All the Baptized and the Power of the Spirit" published in *The GoodNews Letter*, Dec. 1997, pages 1, 6.

**Bei Hu**, associate professor of mathematics, co-authored "Head-Media Interaction in Magnetic Recording" with Avner Friedman, published in *Archive for Rational Mechanics and Analysis*, vol. 140, 1997, pages 79-101.

**Robert C. Johansen**, professor of government and international studies and fellow in the Kroc Institute, wrote "Building World Security" in *World Security: Challenges for a New Century*, edited by Michael Klare and Yogesh Chandrani, New York: St. Martin's, 1998, pages 386-410.

**Arie M. Kacowicz**, senior fellow in the Kellogg and Kroc Institutes, wrote "'Negative' International Peace and Domestic Conflicts, West Africa, 1957-96," published in *The Journal of Modern African Studies*, vol. 35, no. 3, Sept. 1997, pages 367-385. He wrote "Human Rights and Foreign Policy: The Argentine Case, 1976-1983" published in the *Davis Occasional Papers*, No. 55, Aug. 1997, The Leonard Davis Institute for International Relations, The Hebrew University of Jerusalem.

**Kwan S. Kim**, professor of economics and fellow in the Kellogg Institute, co-authored *El Ecuador en el Mercado Mundial - Biblioteca de Ciencias Sociales* with Germán Creamer Guillén and Clark W. Reynolds, vol. 49, Quito, Ecuador: Corporacion Editora Nacional, 1997, 252 pages.

**James J. Kolata**, assistant chairperson and professor of physics, co-authored "Elastic and Quasielastic Scattering of  $^8\text{He}$  from  $^{12}\text{C}$ " with M. Belbot, K. Lamkin, M. Zahar, et. al., published in *Physical Review C*, vol. 56, no. 6, Dec. 1997. Kolata and **Johannes von Schwarzenberg**, assistant faculty fellow in physics, co-authored  $^6\text{He} + ^{209}\text{Bi}$  Fusion-fission Reaction" with V. Guimaraes, D. Peterson, P. Santi, R. White-Stevens, et al., published in *Physical Review C*, vol. 57, no. 1, 1998, pages R6-R9.

**Yukiko Koshiro**, assistant professor of history, wrote *Trans-Pacific Racisms and the U.S. Occupation of Japan*, New York, N.Y.: Columbia University Press, 1998.

**Lizette Larson-Miller**, assistant professor of theology, wrote "Rites for the Sick and Dying" published in *Liturgical Ministry*, vol. 7, Jan. 1998, pages 2-11.

**Chao-Shin Liu**, assistant professor of accountancy, co-authored "The Value-Relevance of SFAS No. 95 Cash Flows From Operations as Assessed by Security Market Effects" with C.S. Agnes Cheng and Thomas F. Schaefer, published in *Accounting Horizons*, vol. 11, no. 3, Sept. 1997, pages 1-15. He co-authored "Accounting Accruals and the Incremental Information Content of Earnings and Cash Flows from Operations" with C.S. Agnes Cheng and Thomas F. Schaefer, published in *Advances in Accounting*, vol. 15, Sept. 1997, pages 97-119.

**Edward J. Maginn**, assistant professor of chemical engineering, co-authored the chapter "Molecular Simulation of Adsorption and Diffusion in Zeolites" with A.T. Bell and D.N. Theodorou, published in *Handbook of Heterogeneous Catalysis*, edited by G. Ertl, H. Knozinger and J. Weitkamp, Weinheim, Germany: VCH, vol. 3, 1997, pages 1165-1188.

**Theodore E. Mandell**, associate professional specialist in communication and theatre, wrote the website article "Circling the Circular Narrative" for *Electronic Book Review: Image and Narrative*, vol. 6, winter 1997-98, [http://www.altx.com/abr/abr6/abr6.htm](http://www.altx.com/ebr/abr6/abr6.htm).

**Grant J. Mathews**, professor of physics, wrote "Primordial Nucleosynthesis in the Next Millennium" published in *Nuclear Physics A*, vol. 621, 1997, pages 505c-513c. He co-authored "Halo White Dwarfs and the Hot Intergalactic Medium" with B.D. Fields and D.N. Schramm, published in *Nuclear Physics A*, vol. 621, pages 580c-583c.

**James J. McKenna**, professor of anthropology, wrote "1997 Challenging Cases: Cosleeping (Bedsharing) Among Infants and Toddlers" published in *De-*

*velopmental and Behavioral Pediatrics*, vol. 18, no. 6, 1997, pages 408-413. He wrote "Culture and Infant Sleep: Review of Infant-Mother Cosleeping and Breast Feeding Behavior in Relationship to SIDS Risk Factors" published in *La Leache League International Study Module*, 1997. He wrote "Infant-parent Cosleeping and SIDS" to supplement the article "Ethnopediatrics: Our Baby Ourselves" by Meredith Small, published in *Natural History Magazine*, vol. 106, no. 9, 1997, page 50. He co-authored "Infant Arousals in the Bedsharing Environment: Implications for Infant Sleep Development and SIDS" with S. Mosko and C. Richard, published in *Pediatrics*, vol. 100, no. 2, 1997, pages 841-849. He co-authored "Bedsharing Promotes Breast Feeding" with S. Mosko and C. Richard, published in *Pediatrics*, vol. 100, no. 2, 1997, pages 214-219. He co-authored "Maternal Proximity and Infant CO<sub>2</sub> Environment During Bedsharing and Possible Implications for SIDS Research" with S. Mosko, C. Richard, J. Drummond and D. Mukai, published in *American Journal of Physical Anthropology*, vol. 103, 1997, pages 315-328.

**Anthony N. Michel**, McCloskey dean and Freimann professor of engineering, co-authored "Towards a General Stability Theory for Hybrid Dynamical Systems" with Bo Hu, published in *Proceedings of the 36th IEEE Conference on Decision and Control*, San Diego, Calif., vol. 1, Dec. 1997, pages 126. He co-authored "Uniqueness and Stability of Equilibria of a Class of Neural Networks with Applications to the Hopfield Model" with Zhaoshu Feng, published in *Proceedings of the 36th IEEE Conference on Decision and Control*, San Diego, Calif., vol. 4, Dec. 1997, pages 3896-3901. He co-authored "Some Qualitative Properties of Multirate Digital Control Systems" with Bo Hu, published in *Proceedings of the 36th IEEE Conference on Decision and Control*, San Diego, Calif., vol. 5, Dec. 1997, pages 4298-4303.

**Thomas L. Nowak**, professor of chemistry and biochemistry, co-authored "Affinity Cleavage at the Metal-Binding Site of Phosphoenolpyruvate Carboxykinase" with John J. Hlavaty, published in *Biochemistry*, vol. 36, no. 49, 1997, pages 15514-15525.

**Teresa Godwin Phelps**, professor of law, wrote "Syndrome Logic," a review of *More Than Victims: Battered Women, the Syndrome Society, and the Law* by Donald A. Downs, in *Review of Politics*, vol. 59, no. 4, fall 1997, pages 949-951.

**Karamjit S. Rai**, professor of biology and director of the Parasitology and Vector Biology Training Program, wrote "Getting Rid of Mosquitoes" published in *Nature*, vol. 390, no. 6656, Nov. 1997, page 113.

**John E. Renaud**, Clark assistant professor of aerospace and mechanical engineering, co-authored "A Comparison of Compatibility Constraint Formulations in Simultaneous Analysis and Design" with R.V. Tappeta, published in *Engineering Optimization*, Gordon and Breach, Science Publishers, S.A., vol. 30, no. 1, pages 25-36

**Terrence W. Rettig**, associate professor of physics, co-authored "Comet Shoemaker-Levy 9: An Active Comet" with J. Hahn, published in *Planetary and Space Science*, vol. 45, 1998, pages 1271-1277.

**David N. Ricchiute**, Deloitte and Touche professor of accountancy, wrote *Auditing and Assurance Services, 5th ed.*, South-Western Publishing, 1998, 766 pages.

**Elliot D. Rosen**, research associate professor of chemistry and biochemistry, and **Francis J. Castellino**, dean of science, Kleiderer-Pezold professor of biochemistry and director of the Center for Transgene Research, co-authored "Characterization of Transcriptional Regulatory Elements in the Promoter Region of the Murine Blood Coagulation Factor VII Gene" with Daniel R. Stauffer, Beatrice N. Chukwumezie and Julie A. Wilberdin, published in *The Journal of Biological Chemistry*, vol. 273, 1998, pages 2277-2287.

**Steven T. Ruggiero**, associate professor of physics, co-authored "Properties of Co-planar YBCO Devices" with K.J. Rennert, D.A. Rudman and L.R. Vale, published in *Proceedings of the 5th International Workshop on High-Temperature Superconducting Electron Devices*, edited by S. Tanaka, Tokyo, Japan: Research and Development Association for Future Electron Devices, 1997, pages 223-226.

**Michael A. Signer**, Abrams professor of Jewish thought and culture, theology, wrote "Rashi as Narrator" published in *Rashi et la culture juive en France du Nord au moyen age*, edited by G. Dahan, G. Nahon and E. Nicolas, Paris-Louvain, France: E. Peeters, 1997, pages 104-110.

**Robert M. Slabey**, associate professor emeritus of English, wrote "He 'Bought the Farm' in Viet Nam: War, Poetry, and the Land" published in *Illinois English Bulletin*, vol. 85, no. 2, winter 1998, pages 54-61.

**Carla Slaughter**, adjunct associate professor in the London Law Program, wrote "Corporate Social Responsibility: A New Perspective" published in *The Company Lawyer*, vol. 18, no. 10, pages 313-329. She wrote "When Giving to Charity Is Illegal" published in *The Treasurer*, Jan. 1998, pages 25-26.

**Bradley D. Smith**, associate professor of chemistry and biochemistry, co-authored "Facilitated Transport of Amino Acids by Fixed-site Jumping" with Tracey A. Munro, published in *Chemical Communications*, 1997, pages 2167-2168.

**Billie F. Spencer Jr.**, professor of civil engineering and geological sciences, co-authored "A Comparison of Semi-Active Control Strategies for the MR Damper" with S.J. Dyke, published in *Proceedings, International Conference on Intelligent Information Systems*, Bahamas: IEEE, Inc., Dec. 8-10, 1997, pages 580-584.

**Duncan G. Stroik**, associate professor of architecture, wrote "Modernist Church Architecture" published in *Catholic Dossier*, vol. 3, no. 3, May/June 1997, pages 6-10. He wrote "The Classical Moment" published in *Catholic Dossier*, vol. 3, no. 3, May/June 1997, pages 17-26. He wrote "Liturgical Architecture: Domus Dei or Domus Ecclesiae: An Interview with Archimandrite Boniface Luykx" published in *Catholic Dossier*, vol. 3, no. 3, May/June 1997, pages 31-40.

**J. Kerry Thomas**, Nieuwland professor of science, co-authored "Fluorescence and Triplet Quantum Yields of

Arenes on Surfaces" with S.A. Ruetten, published in *Journal of Physical Chemistry B*, vol. 102, 1998, pages 598-606.

**Arvind Varma**, Schmitt professor of chemical engineering, co-authored "A Time Resolved X-Ray Diffraction Study of Ti<sub>5</sub>Si<sub>3</sub> Product Formation during Combustion Synthesis" with C.R. Kachelmyer, I.O. Khomenko and A.S. Rogachev, published in *Journal of Materials Research*, vol. 12, 1997, pages 3232-3240.

**Raimo Väyrynen**, Regan director of the Kroc Institute and professor of government and international studies, wrote "Economic Incentives and the Bosnian Peace Process" published in *The Price of Peace. Incentives and International Conflict Prevention*, Lanham: Rowman & Littlefield, 1997, pages 155-179.

**Robert P. Vecchio**, Schurz professor of management, wrote *Leadership: Understanding the Dynamics of Power and Influence in Organizations*, Notre Dame, Ind.: University of Notre Dame Press, 1997, 578 pages.

**John A. Weber**, associate professor of marketing, wrote "Relative Importance of Alternative Marketing Mix Growth Opportunities for Business Marketing Planners: An Empirical Study" published in *Keys to Marketing Effectiveness: Working Smarter, Not Harder*, Atlanta, Ga.: Georgia State University, College of Business, 1998, pages 115-120.

**John P. Welle**, associate professor of Romance languages and literatures, wrote "All'armi siam fascisti!: Fortini e la parola nel documentario" published in *Scrittori e cinema tra gli anni '50 e '60*, edited by Francesco Falaschi, Florence: Giunti, 1997, pages 37-52.

**Charles K. Wilber**, professor of economics and fellow in the Kroc and Kellogg Institutes, edited *Economics, Ethics and Public Policy*, Rowman & Littlefield, 1998, 416 pages. He wrote "The Ethics of Consumption: A Roman Catholic View" published in *Ethics of Consumption: The Good Life, Justice, and Global Stewardship*, edited by David A. Crocker and Toby Linden, Rowman & Littlefield, 1998, pages 403-415.

**Eduardo E. Wolf**, professor of chemical engineering, co-authored "AFM and XPS Studies of Thiophene and 1-Butanethiol Deactivation of Pd/Al<sub>2</sub>O<sub>3</sub> Model Catalysts during 1,3 Butadiene Hydrogenation" with K.-H. Lee, R. Catani and R. Miglio, published in *Catalyst Deactivation 97*, edited by C.H. Bartholomew and G.A. Fuentes, Elsevier, 1997, pages 463-470. He co-authored "Partial Oxidation of Methane to Synthesis Gas in a Fast Flow Membrane Reactor" with M. Alibrando, published in *3rd World Congress on Oxidation Catalysis*, edited by R.K. Graselli, S.T. Oyama, A.M. Gaffney and J.E. Lyons, Elsevier, 1997, pages 693-700. Wolf co-authored "A New Application of AFM: The Visualization of Coke on Selective Oxidation Catalysts" with E. Gaigneaux, P. Ruiz and B. Delmon, published in *Journal of Catalysis*, vol. 172, 1997, pages 247-251. He co-authored "AFM and SEM Investigation of the in-situ Creation of Selective Sites on MoO<sub>3</sub> Mixed with Sb<sub>2</sub>O<sub>3</sub> in the Isobutene to Methacrolein Oxidation" with E. Gaigneaux, P. Ruiz and B. Delmon, published in *Applied Surface Science*, vol. 121/122, 1997, pages 552-557.

**Carolyn Y. Woo**, Gillen dean of business administration and Siegfried professor of management, co-authored "Survival of the Fittest? Entrepreneurial Human Capital and the Persistence of Underperforming Firms" with Javier Gimeno, Timothy B. Folta and Arnold C. Cooper, published in *Administrative Science Quarterly*, vol. 42, 1997, pages 750-783.

**Samir Younés**, associate professor of architecture, wrote "The Prince of Wales' Urban Design Task Force for Sidon" published in *American Arts Quarterly*, vol. XIV, no. 4, fall 1997, pages 34-40.

## Deaths

**Kathleen M. DeLanghe**, staff professional specialist in physics, Jan. 31. DeLanghe served as an administrative faculty member in the physics department for 32 years. She also was the Benefits Committee Chair of the Faculty Senate.

## Appointments

**Jill R. Bodensteiner**, formerly an associate in the Bryan Cave law firm, has been appointed assistant counsel. Bodensteiner, a 1991 Notre Dame graduate, received a juris doctor degree from Washington University School of Law in 1994. Before joining the St. Louis office of Bryan Cave, she served as a law clerk for U.S. District Judge Catherine D. Perry in Missouri's Eastern District and worked as an associate in the Chicago law firm of Seyfarth, Shaw, Fairweather and Geraldson. She is a member of the Illinois and Indiana bars and has contributed articles to journals of legal scholarship. While at Washington University, Bodensteiner was editor of the *Journal of Urban and Contemporary Law*. She has been a speaker for the Chicagoland Chamber of Commerce Youth Motivation Program, coach for an 8th grade Girls Club basketball team, and a participant in the Big Brothers/Big Sisters program.

## Honors

**John DeLee**, director of utilities, was elected president of the St. Joseph County Area Planning Commission, Jan. 20. An appointed member of the commission for the past 19 years, he previously had served as president from 1992 through 1994. The commission is currently spearheading a comprehensive development plan for St. Joseph County for the next 25 years.

**Lora J. Spaulding**, associate registrar, was elected president of the Indiana Association of Collegiate Registrars and Admissions Officers at their 58th annual meeting. The association includes representatives from 66 colleges and universities in Indiana.

## Activities

**Dale Getz**, manager of athletic facilities, chaired a roundtable discussion on "Contractor Relations in Athletic Facility Construction" and gave the presentation "Renovation of Notre Dame Football Field" at the Sports Turf Manager Association annual conference in Orlando, Fla., Jan. 17. Getz and **Dan Brazo**, athletics grounds technician, presented a workshop on sports turf management at the Midwest Regional Turf Foundation annual conference in Indianapolis, Ind., Jan. 20.

## Publications

**Alan S. Bigger**, director of building services, and **Linda B. Bigger**, assistant director of purchasing, wrote "Keeping Up with Carpets — New Applications for Carpet Put Pressure on Housekeeping" published in *Maintenance Solutions*, Jan. 1998, pages 41-42. They wrote "Opening Doors of Opportunity: ADA in Action" published in *Executive Housekeeping Today*, Feb. 1998, pages 10-11. They wrote "Changing of the Guard' Team Cleaning: 10 Myths" published in *Executive Housekeeping Today*, Feb. 1998, pages 21, 25, 27.

## Deaths

**Br. Just Paczesny, C.S.C.**, former vice president for student affairs, Jan. 29. Paczesny joined the Brothers of Holy Cross in 1943 and made his first profession of vows in 1946. He was graduated from Notre Dame in 1949 and received a master's degree from the University in 1961. For nearly 45 years Paczesny served as a teacher and administrator in Holy Cross high schools, colleges and universities in California, Illinois, Indiana, Wisconsin, Ohio, Arizona and Pennsylvania. At Notre Dame he served as rector of Alumni Hall and director of student services. He was the University's vice president for student affairs from 1974 to 1978.

# DOCUMENTATION

## Faculty Senate Journal

November 17, 1997

The chair, Prof. Michael Detlefsen, called the meeting to order at 7 p.m. in room 202 of the Center for Continuing Education and asked Prof. Rusty Pickett to offer a prayer. The journal for the meeting on October 15, 1997, was presented and unanimously approved except for the transcript of President Malloy's remarks to the Faculty Senate and responses to questions from the senate floor that are under review by President Malloy. The transcript of President Malloy's remarks will be submitted at the December senate meeting.

Professor Detlefsen then made his Chair's Report, which is printed as Appendix A of this journal. Detlefsen reviewed five areas:

1. The Select Committee on Foreign Visitors is now constituted and members include Professor Detlefsen, Prof. Ikaros Bigi, Prof. Michael Francis, Prof. Mohammed Gad-El-Hak, Prof. Sonia Jordan and Prof. Albert La May.
2. The chair's meeting with the Academic and Faculty Affairs Committee of the Board of Trustees including items of encouragement and items of concern. A summary of this meeting will be on the Faculty Senate web page.
3. The findings of the Provost Committee on Graduate Student Health Insurance that determined how Notre Dame's plan compared with those at peer institutions enrolling graduate students. The main concern was Notre Dame's ability to recruit graduate students competitively with these schools.
4. Replacements for vacant senate seats. The dean of the College of Arts and Letters reported to the chair that the seat vacated by Prof. Katherine O'Keefe will be filled by Prof. Barbara Walvoord. She has been assigned to the Student Affairs Committee.

5. The senate web page is currently under revision, changing to software that is supported by the Office of Information Technologies. It should be available for viewing shortly.

There were no questions in regard to the chair's report.

At 7:19 p.m. the senate was placed in recess for Standing Committee meetings.

At 8:23 p.m. the senate was reconvened.

Professor Detlefsen then asked committee chairs to give their reports:

**Academic Affairs.** The chair, Prof. Gregory Sterling, reported that his committee reviewed two of the agenda items for the fall semester:

*Electronic services at the library.* The subcommittee met with the new director of the library, Jennifer Younger, where they identified five areas that require consultation with the faculty:

1. Electronic notification and services.
2. Electronic data bases and resources.
3. The creation of local electronic data bases.
4. Archives.
5. The need for the Office of Information Technologies, the library and faculty to cooperate and collaborate to develop electronic services for the library.

Director Younger was invited to visit the committee in December when Larry Rapagnani, assistant provost for information technologies, will visit to discuss the Office of Information Technologies. Rapagnani will then be invited to the February meeting when Director Younger will discuss the library itself. Director Younger reported that the University Committee on Libraries would review the issue of electronic services' development and resources. Additionally, the library has contract negotiations under way with Ex Libris — a vendor — to replace the "Notice" system with a new system that will have more capability and be oriented toward the web. The hope is that this new system will be implemented in June 1998.

*Notre Dame's standing in the U.S. News and World Report Collegiate rankings.* Three major areas where Notre Dame appears to be suffering in the rankings include:

- Notre Dame is ranked 53rd in terms of financial resources. The committee believes that this is due to the fact that Notre Dame's graduate program is far smaller relative to the undergraduate program than some of Notre Dame's peers; and the way that undergraduate scholarships are actually administered. Some peer institutions keep tuition high and are more generous with financial aid, which improves their standing.
- Notre Dame's reputation. If the Colloquy's recommendation of hiring 150 new faculty is done prudently, Notre Dame's ranking should improve.
- Faculty resources, in particular class size, which is too large by only a small amount. The other area in this category is faculty salaries and benefits — particularly the benefits package, which is being reviewed.

Professor Sheehan asked for an elaboration of "Ex Libris." Professor Sterling responded that there are large numbers of electronic libraries available now on the web such as JSTOR. Some are available on a national or international basis and some are those that could be created locally. Several of the concerns are that if you subscribe to a service, do you have any means of archiving material. Also, is access to the information always available.

Professor Sheehan then questioned whether there would be sufficient funds available to provide the same level of service that was available five or 10 years ago. Professor Jordan replied that some data bases are LAN based and not NT capable, although some are but are not up yet. These inconsistencies in data bases must be addressed by both the library and Office of Information Technologies. In addition, access to current data bases in the new system must be addressed. The problems are known and being worked on. In regard to funding, Professor Jordan replied that there is not

current funding because these problems were not predicted previously. New funding must be identified.

#### **Administration of the University.**

The chair, Prof. Clive Neal, reported the committee has reviewed three issues:

- The draft survey to be sent to adjunct faculty to solicit their thoughts on representation in the Faculty Senate has been approved.
- In regard to the faculty alcohol policy, Neal reported that there is assistance available through the Employee Assistance Program. In regard to a faculty policy for the whole campus, the committee felt that the best course of action was a policy of "responsibility." Several questions that must be addressed in a policy include: If you are a faculty advisor to a student organization, and you go off campus with that group and witness an underage student drinking, what do you do; or if you are a faculty member serving abroad where the legal drinking age is lower, what should your action be if younger students are observed drinking; or if a colleague is observed having had too much to drink, what is the appropriate action?
- In regard to graduate student health benefits, the report from the Graduate School on this issue was discussed as well as a letter sent by the chair to Father Malloy asking him to become involved. The focus of the senate should be on three issues: using market force to reduce the spousal and child rates, ensuring that there is a sufficient annual increment to the "out of pocket" expenses fund that is furnished by the Graduate School, and to try and maintain the administration's focus on the fact that graduate students are important.

**Student Affairs:** The chair, Prof. Ava Preacher, reported that the committee had met with Jeff Shoup, director of residence life, concerning disciplinary procedures used at the University. Additionally student representative to the senate, Brendan Kelly, is gathering Student Bills of Rights from other universities for review. The committee is continuing to work on the university

student alcohol policy and is awaiting the release of the "Impact of Alcohol Use" report that will be forthcoming from the Office of Student Affairs; and academic assistance for students beyond the First Year of Studies.

**Benefits.** The chair, Prof. Kathleen DeLanghe, reported that her committee has been working on the following issues:

- Concerning bookstore discounts, faculty and staff receive a 10 percent discount on textbooks and a 20 percent discount on general and trade books (those that are not required for class). No further discussion is planned.
- The issue concerning publishing the names of widows/widowers in the Notre Dame Directory remains unresolved. If this group of people is included, three more pages will be added to the document. The committee will not make this a primary issue of concern.
- The chair had a meeting with Roger Mullins, associate vice president for human resources, concerning birth control and other health care issues. Notre Dame faculty medical insurance does not cover birth control unless it is a medical necessity. This is also true for reimbursements from an individual's health care spending account. They agreed that the less formal review process for approval of the use of birth control for medical reasons currently in place will be beneficial. Last year there were 24 cases that were reviewed and all were approved. The panel that reviews these cases has been better structured to interpret on a case by case basis, the social and moral teachings of the church, and are experts on medical ethics. The panel consists of religious, lay, male and female members. There will be an increase in Cigna monthly premiums for next year. "Out of Network" benefits will be reduced from 70/30 to 65/35, HMO family and single rates will be going down and Cigna family rates will be going up \$20 per month. In regard to Plan 2000, if that plan folds, retirees will have the option of choice of any of the remaining retiree health care insurance plans. Roger Mullins will meet with the committee on December 10.

• Professor Hemler discussed TIAA/CREF ramifications and long-term disability insurance. Discussions were held on the tax implications of the 1997 Tax Payer Relief Act on TIAA/CREF and also the tax implications in terms of long-term disability. In regard to long-term disability, the University pays the premiums, which causes tax implications and it might be advantageous if individuals have the option of paying the premiums. This however would cause an increase in premiums because the carrier would likely have a smaller pool of people. There are some options that are being studied such as: keeping effective salaries the same by giving more money by the amount of the premium and then deducting it, thereby having the individual pay without loss of income. This option is unlikely. Another question is how big is the impact if this method is chosen and how much will the premiums increase. Concerning the tax implication of TIAA/CREF, all the information coming from TIAA/CREF says that there is no implication on CREF, and negligible impact on TIAA. At most it would be 1/2 to 1/4 percent in terms of returns. Mullins has asked for two independent estimates using agencies such as Morningstar in order to get a third party independent estimate of the impact. Many other experts say that on "net" the Taxpayer Relief Act is beneficial, even from the standpoint of education. This issue is covered on the Merrill Lynch web site. TIAA/CREF, additionally, has admitted that, since they are now taxable, they can change their procedures, and in fact have. The committee's recommendation is to not advocate pursuing this type of approach, i.e., cost benefit analysis. The committee should spend its time looking at the "ND Flex" funds.

• The chair then reported that Professor Borelli will be studying the faculty children tuition credit — the fixed flat dollar rate rather than the fixed period of time.

• The committee will be preparing a compensation report focused only on health care benefits using, as a benchmark, the quality of the package offered to the faculty.

Professor Neal asked, in regard to TIAA/CREF, whether HRO had issued any information about what the issues were. Professor Hemler responded that HRO had sent something out when the act was passed. The TIAA/CREF web page also has significant information and is well worth looking at. Prof. Detlefsen reported that TIAA/CREF reported that before the act was passed, the effect would be between 3 percent and 5 percent, then after it is passed the estimates changed to 1/4 percent.

Prof. Sterling then asked that, in regard to medical birth control, whether non-Roman Catholics would be treated the same as Roman Catholics. Prof. Delanghe reported that there is only one policy.

**Select Committee for Political Action.** Professor Bayard reported that the committee is wholly constituted with the addition of Thomas Sweeney, assistant vice president for research, and Professors Berry, Borelli, Davis and Godmillow. During their meeting they discussed limiting issues to those topics generally not covered by our academic institutions and those that would make differences in individual faculty member lives including: 1. student financial aid, 2. faculty benefits, 3. grants agencies (NEH, etc.), 4. graduate fellowships, 5. faculty retirement. They also intend on contacting U.S. Representative Tim Roemer as well as the Department of Education and faculty of other colleges and universities in Indiana. The next meeting of the committee will be December 10.

#### NEW BUSINESS

There was no new business.

At 9 p.m., adjournment was called for and agreed on.

**Present:** Bayard, Bergstrand, Berry, Blakey, Borelli, Buttigieg, Cachey, Chami, Cleveland, Coll, Cosimano, Davis, DeLanghe, Detlefsen, Down, Fein, Freeh, Godmillow, Hemler, Jordan, Lauer, McBrien, Munzel, Neal, Paolucci, Pickett, Preacher, Quinn, Ramsey, Sheehan, Sporleder, Sterling, Sullivan, Waddell, Warfield, Wayne

**Absent:** Fraser, Hill, Kelly, Lamana, Schmid, Sheerin, Urbany, Williams, Zachman

**Excused:** Bigi, Eagan

Respectfully Submitted,

Russell A. Pickett  
Co-Secretary

## Appendix A

### Chair's Report

November 19, 1997

My report tonight is lengthier than usual. It consists of five items.

(1) Select Committee on Foreign Visitors: This committee is now complete. I am serving as chair. The remaining members are: Ikaros Bigi (physics), Michael Francis (government and the provost's office), Mohamed Gad-el-Hak (aerospace and mechanical engineering), Sonja Jordan (library) and Albert LeMay (Kellogg Institute and English).

(2) Meeting with the Academic and Faculty Affairs Committee of the Board of Trustees. The day following the last senate meeting (Thursday, October 16), I met with the Academic and Faculty Affairs Committee of the Board of Trustees. My remarks were divided into two parts, items of encouragement and items of concern or discouragement. Under the former heading were:

(i) The approval of the changes in the appeals process initiated by the senate three years ago. These changes improve both the clarity, the objectivity and the rationality of the appeals process, and so increase faculty confidence in it.

(ii) Changes in library operation, especially the timely expansion of electronic services (e.g., electronic renewal, interlibrary loan requests, literature searches, etc.). These changes were among those recommended two years ago by the senate. They represent important ways both to serve the Notre Dame academic community and

to increase the stature of Notre Dame as an international center for scholarly research. I also expressed the encouragement I've heard from faculty at the appointment of the new director, Jennifer Younger.

(iii) The pleasure and relief I've heard regarding the plans to increase office space for faculty and graduate students. The shortage is and has for some time been critical. I summarized the sentiments I'd heard in this way: "An office is a better place to meet with students and to conduct research than a sidewalk or a stadium." I also expressed the need for things to progress swiftly and to have a final result that is more than just another stop-gap measure that will end in the same situation a couple of years from now.

Under the second heading (items of concern/discouragement) I included the following.

(i) Health insurance for graduate students. I expressed our determination as a faculty to find a way to improve the current situation. The provost's office has also appointed a committee from the Graduate School to study this problem. Yesterday afternoon, I received word as to what their findings are. I will summarize these later.

(ii) Equity concerns. These were comprised of concerns I had expressly heard from faculty both on and off the senate. Included were: parking concerns (especially the existence of reserved parking spaces for certain select faculty); special seating for athletic events for some faculty; salary inequities among faculty (and also among staff); inequities in recognition and distinctions (here the concerns ranged from teaching awards and other types of faculty recognition to the naming of chaired professorships), and dissatisfaction both with the kinds of things for which recognition is given (viz., it's not focused enough on genuine scholarly achievement) and the processes through which the recipients of such awards are determined (that there is too much involvement by administrators and too little grass roots faculty initiation and involvement).

(iii) The Baxter appointment. I'll say nothing further about this here. For a summary of my remarks, you can consult the senate web page when it gets up and running again.

(3) Findings of the provost's committee regarding graduate student health insurance. The main work of the committee was to determine how Notre Dame stacks up in health insurance for graduate students with certain of the institutions with which it competes for graduate students. The main concern was therefore not predominantly an ethical but a pragmatic one — namely, what Notre Dame must do to remain competitive in graduate student recruitment.

There were three main findings and three recommendations. The findings were:

(a) "... the cost of health benefits for single students at Notre Dame (73 percent of the graduate student body) is comparatively low, the stipend left after payment of health care costs is average, and the cost of living index is comparatively low."

(b) "... families at any of the surveyed institutions will find it difficult to survive on a student stipend as their sole source of support even in an area with a low cost of living. Judging from the small enrollment (73 families) in Notre Dame's free medical assistance program, 80 percent of student families are supplementing their stipends and/or supplying the medical health benefits with spousal employment."

(c) "... the student policy at Notre Dame is comparatively inexpensive and effective in coverage in annual expenses up to \$60,000 per injury. The student spouse policy is expensive but effective in reducing out-of-pocket expenses in the case of inpatient bills. The cost of insuring a single child is better at Notre Dame than other schools in the survey. However, family plans offered by many schools drive down the cost of insuring two or more children."

The recommendations are:

(i) Increase the \$60,000 maximum benefit per student injury. The survey median is \$100,000, and the mean is \$240,000.

(ii) Increase the student outpatient insurance co-payment from 80 percent to 90 percent. . . . Perhaps the increased cost resulting from this upgrade can be offset by a reduction of inpatient insurance co-payment from 100 percent to 90 percent.

(iii) Reduce the cost of the student spouse policy. [There then follows a list of three possible ways, with none of them being recommended.]

All of the above, it should be noted, are made conditional upon the increase in cost "not exceeding the survey means for students and their dependents."

(4) Replacements for vacant senate seats and committee assignments. Just this morning I received word from the dean of the College of Arts and Letters that the replacement for the seat vacated by Katherine O'Brien-O'Keeffe's leave is Barbara Walvoord. I've assigned her to the Student Affairs Committee. I have also made all other committee assignments for senators seated to date. I have, however, received requests from both by the Benefits and Student Affairs Committees for more help. I'm currently in the process of finding people willing to transfer from the Academic Affairs committee and/or the Committee on Administration to those committees.

(5) I alluded above to the problems we've been having regarding management of the senate's web site. In conversations with the senate secretary I think we've located what the problem is and we have taken steps which should lead to its timely resolution. It has mainly to do with the fact that the software with which the senate's web site was previously managed is no longer supported by the Office of Information Technologies. We are now in the process of switching everything to software that is supported by the Office of Information Technologies.

## Faculty Senate Journal

December 10, 1997

The chair, Prof. Michael Detlefsen, called the meeting to order at 7:03 p.m. in room 202 of the Center for Continuing Education and asked Professor Sheehan to offer a prayer. The journal for the meeting on November 17, 1997, was presented and unani- mously approved with some editorial corrections. In addition the transcript of President Malloy's remarks to the Faculty Senate and responses to ques- tions from the senate floor, an appen- dix to the October 15, 1997, journal, was presented and unanimously approved.

Professor Detlefsen then made his Chair's Report, which is printed as Ap- pendix A of this journal.

1. Professor Detlefsen asked senators to submit questions for submission to the provost, Prof. Nathan Hatch, who will visit the senate at the next meet- ing, to the chair by January 14.
2. The chair announced a resolution that will be presented at this meeting by Professor Sterling asking the Uni- versity to reconsider its policy con- cerning medically recommended use of birth control.
3. The chair has contacted Prof. James Merz, vice president for graduate stud- ies and research, inviting him to dis- cuss the study and recommendations concerning graduate student health in- surance and the apparent decision by the University administration to not keep to the schedule of funding im- provements for the Graduate School specified in the Colloquy 2000 report. A meeting date was set.
4. The chair again contacted Prof. Jeff Kantor, vice president and associate provost, regarding how to increase the availability of Debartolo Hall and the time table for development of new fac- ulty office space.
5. The chair was contacted by a mem- ber of the faculty of the economics de- partment concerning the unusually ac-

tive role the dean of the College of Arts and Letters is playing in the day-to-day operation of the department. The chair will take this matter up with the Executive Committee to determine what, if any, action to take.

6. Professor Detlefsen expressed thanks to all the senators for their sup- port during the fall semester and wished everyone a Merry Christmas.

There were no questions in regard to the chair's report.

At 7:12 p.m. the senate was placed in recess for Standing Committee meetings.

At 8:09 p.m. the senate was reconvened.

Professor Detlefsen then asked com- mittee chairs to give their reports:

**Academic Affairs.** The chair, Prof. Gregory Sterling, reported that his committee has continued work on two of the agenda items for the fall semester:

The subcommittee on the *U.S. News and World Report* ranking: The com- mittee is considering recommending reducing class size to under 20 and 50, which are the size limits evaluated by the magazine. They have found that Notre Dame faculty does not rank well in terms of faculty compensation (16th in average salary for all academic ranks, and 24th in total reimburse- ment). The committee is investigating whether housing compensation given by some universities is skewing the data. The committee is considering recommendations to improve the "reputation" of the University (current rank: 31st). Additionally the com- mittee is investigating the University's spending rate from the endowment. Notre Dame is currently spending at a rate of 2.7 percent. The average re- turn on stock is 7 percent over the last 70 years, after inflation. Currently 83 percent of the endowment is in equity. The average return on bonds is 3 per- cent after inflation. The committee is wondering why this spending rate is so conservative.

Mr. Larry Ragagnani, assistant provost for information technologies, met with the committee to discuss matters relat- ing to the Office of Information Tech- nology (OIT). He discussed the issue of how to create a network between the library, OIT and faculty for the creation of new electronic services in the future. There is currently no one in OIT with this responsibility. The committee pledged to support him in efforts to create this position. He also discussed upgrading the University's operating system to "Windows NT." The current problem on campus is that there are numerous operating systems being used simultaneously. OIT is pro- posing collapsing the faculty worksta- tion operating program and the com- puter clusters program into a new campus-wide program which would be on a three year replacement cycle. The decision will be made in January.

During subsequent discussion on the committee report, Professor Sheehan suggested reviewing the recommenda- tion of the Colloquy 2000 committee concerning endowment spending and what the current rules on spending are.

Professor Sterling responded that the committee had looked at the Colloquy 2000 report and would continue the in- vestigation on current endowment spending policy and guidance.

**Administration of the University.** Professor Quinn reported for the chair, Prof. Clive Neal. He reported that the committee discussed three issues:

Concerning Graduate Student Health Care, Professor Quinn and Professor Bergstrand attended a meeting of the Student Insurance and Medical Issues Advisory Committee. The chief con- cern is not health insurance for the student, but health insurance for spouses and children. For the student the cost is about \$500 per year, but a spouse and two children would cost \$4000 per year. A second concern is the absence of major catastrophic medical insurance and a third concern is the relatively large "out of pocket" costs that must be paid by students. Professor Quinn reported that major medical insurance will now be made

available to graduate students. Additionally there are now two insurance plans the "high" option and the "low" option, that can be considered. The "high" option is what is in effect now, and the "low" option would reduce the cost of a spouse and two children to \$2000 per year with fewer benefits. Partners HMO is interested in offering a proposal for next year, and Mr. Roger Mullins, associate vice president for human resources, has agreed to use whatever leverage he has with Cigna, to convince them to develop a proposal. In regard to "out of pocket" expenses, the Graduate School now has about \$16,000 per year to disperse to families to help with medical expenses. The committee is considering using its leverage to create an endowed student health center for both students and families, which has been done at other universities.

Prof Warfield asked what benefits were given up in the "low" cost plan.

Prof Quinn responded that the maximum benefit per injury or sickness is \$50,000 versus \$100,000, that the co-payment for inpatient care is 90 percent versus 100 percent, and several services are not covered.

Concerning the Faculty Alcohol Policy, a subcommittee has identified four areas that need consideration: the extent of the employee assistance program, the current administrative procedures if a faculty alcohol-related problem is discovered, the current federal regulations, and the possible guidelines concerning handling various situations and how these guidelines should be promulgated.

Concerning a response to President Malloy's remarks to the senate, a draft of possible responses to some issues addressed by the president has been passed out to committee members for consideration.

**Student Affairs:** The chair, Prof. Ava Preacher, reported about the meeting the committee had with Mr. Dan Saracino, assistant provost for enrollment. He spoke about faculty assisting in the process of recruiting students. He profiled the current student body,

and what faculty need to do to increase the quality of student that attends Notre Dame. He discussed the perception of high school counselors that Notre Dame is arrogant in its admissions process because it does not provide enough financial aid. He discussed efforts to overcome this perception. He suggested that faculty could interview students who visit, or could write letters to exceptional students considering Notre Dame.

Professor Pickett discussed progress on the review of the student alcohol policy, and Brendan Kelly, student representative to the senate, discussed the progress on creating a "Bill of Rights" for students.

**Benefits.** The chair, Prof. Kathleen DeLanghe, reported that her committee had a meeting with Mr. Roger Mullins. At that meeting they discussed health care issues, long-term disability and the effects of the TIAA/CREF legislation. Concerning health care, the cost of the PPO has gone up because in 1997 the PPO had three claims worth \$1.2 million dollars sustained by the University and 11 claims totaling \$2.5 million in cost primarily in neonatal and mental health claims. There were \$1.8 million more in claims paid out than taken in in premiums. The University paid 90 percent of the cost of insurance for employees this year, which is in accordance with the guidelines recommended by the Faculty Senate. In regard to the benefits package, Notre Dame ranks second nationally in our comparison group. In regard to long-term disability and long-term care, human resources is continuing to investigate options. In regard to TIAA/CREF legislation, it is viewed as having little impact on the University. Additionally Mr. Mullins said that he would get in writing from the officers of the University, a statement that if any health plan for retirees is discontinued, a comparable plan will be made available.

**Select Committee for Political Action.** Professor Bayard reported that the committee met and continued discussion, but had nothing to report to the senate.

**Select Committee on Foreign Visitors.** Professor Detlefsen reported that the committee had nothing to report to the senate.

#### NEW BUSINESS

Professor Sporleder presented a memorial resolution (Appendix B) in honor of Prof. Brian J. Crumlish, who had recently passed away. A moment of silence was held in his memory and the resolution passed unanimously. A copy of this resolution was sent to his family, the School of Architecture and the College of Engineering. Professor Sporleder reported that the School of Architecture had formed a scholarship in Professor Crumlish's name.

Professor Detlefsen presented a resolution from the Executive Committee to survey the faculty concerning problems encountered with hosting foreign visitors on campus (Appendix C). The resolution passed unanimously.

Professor Sterling presented a resolution from the Executive Committee concerning the Birth Control Policy. During discussion of the resolution, Professor DeLanghe proposed postponing the vote on the resolution because she felt the senate did not have enough information at present, and her committee was working with Mr. Mullins to gather more information. Subsequent to discussion on postponing voting on the resolution, debate was closed by a vote of 27 "for" and four "against." The motion to postpone discussion of the resolution was then defeated by a vote of 14 "for" and 17 "against." Discussion was then held on the resolution. A motion was made to remove a paragraph stating that individuals felt that the current policy had a negative impact on their health care or placed an unnecessary financial burden on them, and a paragraph stating that non-Roman Catholic individuals believe their health benefits for serious physiological conditions are being judged on other than medical necessity. By a vote of 23 "for" and eight "against" the two paragraphs were removed. The resolution (Appendix D) was then passed by a vote of 29 "for" and two "against."

At 9:23 p.m., adjournment was called for and agreed on.

Present: Bayard, Bergstrand, Cachey, Chami, Cleveland, Coll, Cosimano, DeLanghe, Detlefsen, Down, Eagan, Esch, Fein, Freeh, Hemler, Jordan, McBrien, Paolucci, Pickett, Preacher, Quinn, Ramsey, Schmid, Sheehan, Sporleder, Sterling, Sullivan, Urbany, Walvoord, Warfield, Wayne

Absent: Berry, Blakey, Borelli, Buttigieg, Davis, Fraser, Godmillow, Lamanna, Sheerin, Williams, Zachman

Excused: Bigi, Lauer, Munzel, Neal

Respectfully Submitted,

Russell A. Pickett  
Co-Secretary

## Appendix A

### Chair's Report

December 10, 1997

My report tonight touches upon six items.

(1) A general call for questions for Provost Hatch who will make his annual visit to us at our next scheduled meeting on January 19. Please forward your questions to me via e-mail, telephone or letter no later than January 14 so that Provost Hatch may have an appropriate amount of time to think them over.

(2) In response to conversations during and after the November meeting and upon the advice of the Executive Committee, I asked Greg Sterling to prepare a motion designed to initiate consideration of the University's policies and/or practices concerning medically recommended use of birth control treatment and related matters. The motion prepared by Sterling is in your information packets and will be taken up at a later juncture this evening.

(3) In response to concerns expressed by the Executive Committee and by individual faculty both on and off the

senate, I have contacted Vice President James Merz to discuss two items of concern with him. The first of these is the study (and resultant recommendations) made by his office regarding graduate student health insurance. The second concerns what appears to be a decision on the part of the administration not to keep to the schedule of funding improvements for the Graduate School set out in the president's Colloquy 2000 report. I am inviting Clive Neal or his designee to accompany me. The meeting is scheduled for next Monday.

(4) I have re-contacted Vice President Jeff Kantor regarding two issues of concern that have been expressed to me by large numbers of faculty not on the senate. These are: (i) how to increase the availability of DeBartolo Hall for such legitimate purposes as scholarly lectures and meetings, and (ii) specification of an at least approximate timetable for the development of new faculty office space, particularly for faculty in the College of Arts and Letters. I have not yet heard back from Kantor, but I expect to soon and will, in any event, continue to pursue these matters until they are resolved.

(5) This morning I received a message from a faculty member in the Department of Economics expressing his or her concern over recent developments there — developments concerning the unusually active and direct role in the affairs of the department which the dean of the College of Arts and Letters has recently assumed. I have nothing substantive to say about the matter at the moment, but will bring the message to the attention of the Executive Committee and seek their advice concerning what if any response by the senate would be appropriate.

(6) Finally, I would like to express my thanks to all of you for your faithful and conscientious service this semester. It has made my first semester as senate president both a privilege and a pleasure. I'd like to wish you all a blessed and refreshing holiday season and invite you to join me for some holiday cheer directly following the meeting tonight.

## Appendix B

### Memorial Resolution in Honor of Professor Brian J. Crumlish

Whereas Professor Brian J. Crumlish served on the faculty of the School of Architecture and the College of Engineering of the University of Notre Dame for 33 years from 1964 to 1997; and

Whereas Professor Brian Crumlish received his bachelor of architecture engineering degree from the University of Illinois in 1951 and earned his master's degree in architecture there in 1954 and spent two years in post-graduate studies at the University of Rome and the University of Venice and was the recipient of a Fulbright fellowship to Italy; and

Whereas Professor Brian Crumlish was a spirited and dedicated teacher both on the Notre Dame campus and in the School of Architecture's Rome Program of Studies, and a member of the American Institute of Architects, and a founding member of the St. Joseph Valley Architects Association; and

Whereas Professor Brian Crumlish taught courses on the technical aspects of architecture as well as drawing for architects and architecture design, and was among the most active practitioners on the faculty, working in partnership since 1991 with his son, Brendan, ND Arch 84, in the firm of Crumlish & Crumlish, Architects, and for 25 years previously with colleague Donald Sporleder, professor of architecture, in the firm of Crumlish/Sporleder, Architects; and

Whereas his creative spirit continues with us in his many significant works of architecture, planning, and historic preservation in the Michiana area and around the world, including the 100 Center, Queen of Peace Church and Timberland Bible Church in Mishawaka; St. Pius X Church in Granger; renovations to the University Club, and the Sports Heritage Hall in the Joyce Center at Notre Dame; Ox Bow Park in Elkhart County, Indiana, and Madeline Bertrand Park in Berrien County, Michigan; the South Bend

Model Cities plan, and urban design studies for Kauai and Waikiki, in Hawaii, and for Katserrat University in Thailand; and historic preservation surveys for the City of South Bend and St. Joseph County, for the City of Fort Wayne, and for the City of Niles, Michigan; and

Whereas prior to joining the Notre Dame faculty, Brian Crumlish taught at his alma mater, was a partner in the Woodstock, Illinois, architectural firm Anderson and Crumlish from 1958-62, worked as an architectural designer for two years with firms in Rome, Italy, and St. Louis, Missouri, and with Sporleder and Carl Nelson in 1963, developed the master plan and designs for major buildings at the West Pakistan Agricultural University in Lyallpur, West Pakistan; and

Whereas during his career Professor Brian Crumlish received numerous design awards including an honorable mention for his design of the Vietnam Memorial in Washington, D.C., and a national award for his design of the baptismal font at St. Pius X in Granger; and he and Professor Sporleder won first alternate, in an international competition for the new campus, University College Dublin, Dublin, Ireland, and they also won the competition and the commission for the expansion of the College of Architecture and Planning and the new Energy Research Center at Ball State University; and

Whereas, Professor Brian Crumlish is known in the School of Architecture for his humor and for his great love of the craft of teaching, the craft of drawing, and the craft of wood construction, and for carefully restoring old violins, giving them new life, and playing chamber music with them with his friends in his office at school and at his home on Riverside Drive; his love of wood structure typically enriched his church designs with geometric timber truss work, and recently was illustrated in the dismantling, moving, and reassembling a mortise-and-tenon post and beam timber Greek Revival farm house from the 1850s, with the restoration and new work matching the original style and spirit; his love of free-

hand drawing inspired his students and colleagues alike; and

Whereas, Professor Brian Crumlish was an active member of the South Bend Community, serving on the Urban Health Services Board, a founding member of the Near Northwest Neighborhood Association, and a volunteer providing jitney service with his Jeep during snow emergencies;

Be it therefore resolved that the Faculty Senate of the University of Notre Dame express its affection and esteem for its late colleague, Brian Crumlish; and

Be it further resolved that the Faculty Senate express its deep appreciation for the many contributions made by Professor Crumlish to the University of Notre Dame and particularly to the School of Architecture during his time of service on its faculty and for the special influence he has had on his students, colleagues, and others to build well, to appreciate good design and craftsmanship, and to bring beauty to the community; and

Be it further resolved that the Faculty Senate observe a moment of silence in grateful memory of Professor Brian Crumlish; and

Be it further resolved that a copy of this resolution be sent to Professor Crumlish's widow, Ruth, his son, Brendan, and his wife, Jean, and daughter, Ann, and her husband, Mark, his sister, Nancy, and to his mother, Hazel Crumlish, and to the faculty of the School of Architecture and the College of Engineering of the University of Notre Dame.

Passed unanimously  
December 10, 1997

### Appendix C

#### Foreign Visitor Resolution

In order to better determine the full range of concerns and experiences of Notre Dame faculty regarding foreign faculty, students and visitors, the committee on foreign visitors believes a

general faculty survey to be in order. Therefore, be it resolved that the senate authorize the committee on foreign visitors to design and conduct such a survey and that it report back to it with its findings.

Passed unanimously  
December 10, 1997

### Appendix D

#### Executive Committee Resolution on the Birth Control Policy

WHEREAS a number of employees of the University of Notre Dame have expressed concerns about the relatively unknown procedure for the authorization of birth control care under University-sponsored health care benefits; and

WHEREAS the current policy has been for the Department of Human Resources to consult with a priest who may or may not have medical expertise after the medical nature of the individual's need has already been certified by a physician; and

WHEREAS the Department of Human Resources is considering the implementation of a more elaborate process by requiring consultation with an appointed panel rather than an individual priest after the medical nature of the individual's need has already been certified by a physician; and

BE IT, THEREFORE, RESOLVED that the Faculty Senate undertake, at an appropriate time, a survey among faculty and staff to determine whether the current procedure has proven to be an impediment to their health care and whether they would consider the proposed procedure an improvement; and

BE IT FURTHER RESOLVED that the Faculty Senate undertake a survey among other major U.S. Roman Catholic universities to determine how they administer health care benefits with regard to birth control.

29 in favor  
2 opposed  
December 10, 1997

## University Committee on Women Faculty and Students

October 31, 1997

Members Present: Melanie DeFord, Elizabeth Eldon, Barbara Fick, Brendan Kelly, Carol Ann Mooney, Michael H. Morris, Margaret Porter

Members Excused: Kathleen Biddick, Joan Brennecke, Dolores Frese, Gretchen Reydams-Schils, Elaine Tracy

Members Absent: Ani Aprahamian, Kelly McMahon

The meeting was called to order by Barbara Fick at 3:06 p.m. Beth Eldon agreed to take minutes.

1. The minutes of the September 11, 1997, meeting were approved as revised.

### 2. Committee chair

Barbara Fick has been elected as chair of this committee.

### 3. Junior Faculty Mentoring Survey

The survey has been sent to untenured faculty. It is being collected and analyzed by the Laboratory for Social Research. To improve participation the lab suggested that follow-up phone calls be made to all survey recipients, since the survey is anonymous and there is no way of knowing who has not yet returned it.

*Action:* The participant list was divided among committee members with the understanding that calls would be made the week of Nov. 10.

### 4. Co-residentiality

Margaret Porter reported that Father Malloy was asked to address the issue at his meeting with the Faculty Senate, but the issue was diffused and his answer was not clear. Barbara Fick has spoken with Laura Bayard of the Administration Committee of the Faculty

Senate. The Administration Committee is willing to help pursue the issue if it would be useful, but it would be up to us to design any faculty survey. What do we want to know from the faculty? How would such a survey aid the cause of keeping this issue alive? In the interest of bridging the gap between academic and social life on campus it was suggested that appropriate questions for faculty would focus on how the current residential situation affects academic performance. Carol Mooney pointed out that women in the colleges of science and engineering have difficulty finding places to work with their (mostly male) classmates on outside projects. For students in the College of Arts and Letters the issue may be more one of class dynamics.

The University Trustees stated two years ago that they would not discuss the issue of co-residentiality. The issue has since metamorphosed in the minds of many into a discussion of *social space* (rather than confront the more controversial issues of co-residential dorms or parietals). Students have been surveyed through the Office of Student Affairs and the undergraduate academic council has discussed the issue. It is not known to us whether the alumni have been surveyed or whether that is still in the planning stages. Focus groups of students, faculty and staff have been held. Brendan Kelly reported that discussion is concentrating on the construction of a new building to provide more social space. It was suggested that faculty may not perceive a problem with social interactions on campus, but the students certainly do.

*Action:* Melanie DeFord will talk to Ava Preacher, chair of the Student Affairs committee of the Faculty Senate. A subcommittee of DeFord, Kathleen Biddick and Joan Brennecke (if they are willing) will be formed to determine how best to keep the issue alive. Brendan Kelly also serves as a representative to the Faculty Senate; he will report their deliberations. The survey is dead, at least for the present.

### 5. TCEs

Barbara Fick delivered Joan Brennecke's report on TCEs. Of particular interest: (1) There is no correlation between question 13 and gender. (2) Women tend to score slightly better on questions 6, 7, 9 (helpful, responsive, explains) than men.

Mark Gunty, assistant director, Office of Institutional Research, is keeping an eye on the issue of gender and ratings. Carol Mooney observed that there is a positive correlation between a higher work load and a higher TCE score. The new TCEs will be available November 15, 1997, and for the first time will ask the gender of the student. Are there data we would like to obtain? Yes, such as do women and men students perceive courses differently? Is there evidence of different learning styles favoring different teaching styles?

*Action:* We will ask Mark Gunty to run some analyses, but not until late spring after the fall TCEs have been processed. Initially data will only be available for large classes.

### 6. Women's Resource Center

The WRC currently falls under the jurisdiction of the Social Space Committee. Brendan Kelly reported that Joe Cassidy, director of student activities, who is responsible for club space, said no changes can be made to increase their space until changes are made in space availability for other student organizations. The *Observer* and *Scholastic* will be leaving LaFortune for space in the basement of the South Dining Hall. Other groups will be moving into their vacated space, making room for the WRC elsewhere. Are we content to see the WRC run as a club or should it have be an academic office with staff like the Office of Minority Student Affairs or the Office of International Student Affairs? If the WRC were an academic unit, space would be allocated through Joe Schellinger, Academic Space Management. The committee expressed uncertainty about the role, function and goals of the WRC.

*Action:* Margaret Porter will contact Eileen Kolman for information about the WRC. She is club advisor and has been active in seeing it established.

#### 7. Sexual Harassment Procedure

Carol Mooney reported that last year plans were collected from other institutions. Their experiences suggest several concerns. First, in the interest of confidentiality it is important that an incident can be reported initially without an official complaint being immediately lodged. At present Mooney is bound to act on any complaints she receives as an agent of the University. The University could be legally liable if no action were taken. Different universities handle this in different ways. At Stanford complainants are advised not to use names or other identifiers initially, so the complainant retains control and confidentiality. Carol Kaesebier, University general counsel, reported to Carol Mooney that one of our current problems is that people are receiving bad advice. Trained personnel should be available — people would have a choice whether or not to take advantage of it. Some are uncomfortable using the Counseling Center, since it blurs the issue of whose problem sexual harassment is. It was noted that not only women are sexually harassed, so any policy we develop must be gender-blind.

*Action:* We need to develop a proposal that Carol Mooney will take to General Counsel. If we want trained personnel, who is trained? Who pays for the training? We need a subcommittee to look at previous Notre Dame proposals and policies at other institutions in order to develop a proposal. Mooney will contact Louise Litzinger in First Year of Studies who may have earlier Notre Dame proposals on file.

#### 8. Women in Leadership Roles

Concern was expressed that there are a dearth of women in leadership roles in the University, and the percentage of women in leadership positions lags behind the percentage of women students. At present there are two female deans (First Year of Studies and College of Business Administration), the

head of University Libraries, one center director (Kaneb Center for Teaching and Learning), three vice presidents and three (?) chaired professors. There are no women chairs of departments. What progress are women at Notre Dame making? Institutional data could be collected on officers of the University, endowed chairs, department chairs, deans of colleges and center directorships from Mark Guntz in Institutional Research. It is unlikely that departmental data (such as CAP membership) could be obtained. Carol Mooney noted that the next issue of the *Notre Dame Report* (October 31, 1997, Number 5) contains Academic Affirmative Action Committee Report on Faculty Diversity for 1996-97.

*Action:* Barbara Fick will ask Patti Ogden in the Law Library to have a student pull together data on women in the student body and will call Mark Guntz about data on women in leadership roles. Then we can determine where we've been, where we are and where we need to be internally and in comparison to other institutions.

9. The next meeting will be held Friday, November 21, 1997, at 3 p.m. in Room 115 of the Law School.

Respectfully submitted,

Elizabeth D. Eldon

## University Committee on Women Faculty and Students

November 21, 1997

Members Present: Melanie DeFord, Elizabeth Eldon, Barbara Fick, Dolores Frese, Michael Morris, Margaret Porter

Members Excused: Kathleen Biddick, Carol Ann Mooney, Gretchen Reydams-Schils

Members Absent: Ani Aprahamian, Joan Brennecke, Brendan Kelly, Kelly McMahon, Elaine Tracy

The meeting was called to order by Barbara Fick at 3:05 p.m. in Room 115 of the Law School. Minutes of the October meeting were approved as corrected.

#### 1. Faculty Mentoring Survey

Prior to calls made by the committee, the response rate to the survey was 50/170. Results will be compiled by the Laboratory for Social Research with suggestions on how to interpret and analyze the data.

*Action:* Statistical results, though not comments, from the survey will be available for the next meeting.

#### 2. Women in Leadership Roles at Notre Dame

Data are being tabulated on female representation among the faculty (teaching and research as well as adjunct) and administration. The question of what we will do with these data was raised. What will we do with the results? In the ensuing discussion several points emerged. Are women moving up through the ranks to assume leadership roles in departments and colleges? Do we see improvement in the retention and promotion rates of women? Several departments, especially English, seem to be doing a good job of supporting their women faculty. It was noted that the proportion of undergraduate women is increasing but that the proportion of women graduate

students has leveled off. The proportion of women faculty is still increasing, and we must be mindful of the composition of the pool of candidates for academic positions in different fields. The number of women on the faculty does influence the choices students make when deciding on graduate schools.

A second issue is how can we get away from showcasing the few women who are in positions of authority, especially those who are not tenured. Specifically it was noted that none of the following highly visible women, Dean Kolman, former Assoc. Provost Cannon, Kaneb Center director Walvoord, former Assoc. Provost Isabel Charles and Sr. Regina Coll, is (or was) tenured. The difficulty is that without departmental affiliation, tenure is not possible. It strikes this committee that a disproportionate number of women find themselves in untenured positions, though it was noted that the (male) director of the Center for Business Communication is not tenured. Members of the other institutes on campus, such as the Kroc Institute for International Peace Studies and the Medieval Institute are tenured through departmental affiliations.

The question was raised whether women are supported adequately within their departments or whether they are undervalued in terms of salary, workload and title.

*Action:* Barbara Fick will compile the data and distribute it to committee members.

**3. Sexual Harassment Procedures**  
Discussion was tabled due to Carol Mooney's absence.

**4. Women's Resource Center**  
Dolores Frese suggested that this committee act to encourage more women faculty members to support the Women's Resource Center (WRC). Undergraduates are trying to keep it alive, and they need validation by more senior members of the community. Ties could also be encouraged between the NDWRC and those on

other local campuses like IUSB and SMC. Margaret Porter has obtained from Dean Kolman many documents from earlier work for the WRC. She agrees that women faculty need to be involved as well as women graduate students in order to work with the dedicated group of undergraduate women.

The issue of increased funding and space for the center was raised. It is currently run as a student club, and as such is under the jurisdiction of the vice president for student affairs. The University does not perceive the WRC as a priority. What could be done to change that (mis)perception? Several suggestions were made.

a. Give the center a more general scope to broaden its base of support such as involvement in developing the sexual harassment policy or linking it somehow with gender studies (which is congratulated for being approved as a second major). Could the WRC take on the role of this committee in considering the role and needs of women faculty and students here at Notre Dame? (Obviously not in its current incarnation.)

b. Involve faculty women in the center (though it was noted that they/we are already severely overloaded).

c. Develop/revise a proposal for the center, together with a time line and perhaps a budget. Like the teaching center, is this a potential center looking for a donor?

*Action:* Margaret Porter will gather and distribute selected documents obtained from Dean Kolman.

**5. Coresidentiality**  
Melanie DeFord reported that the task force considered it back in 1972, but never acted on it. The issue seems to be raised every five years. DeFord spoke with Ava Preacher who suggested that she attend a meeting of the student affairs subcommittee of the Faculty Senate, which is considering the issue in the context of bridging the gap between academic and social life on campus.

## 6. Subcommittees

It was suggested that we break into subcommittees to consider the various topics under consideration by this committee. Dolores Frese is willing to work on the WRC. Melanie DeFord is willing to follow up coresidentiality. Volunteers are need to work on leadership and harassment policy.

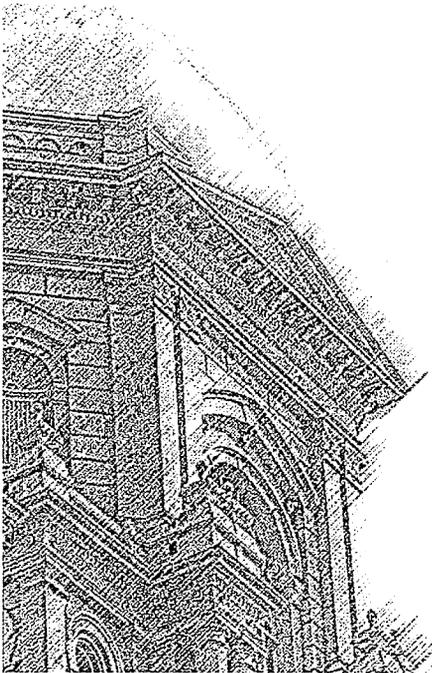
The next meeting will be held Friday, January 23, 1998, at 3 p.m. in Room 115 of the Law School.

Respectfully submitted,

Elizabeth D. Eldon

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# Notre Dame Report



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