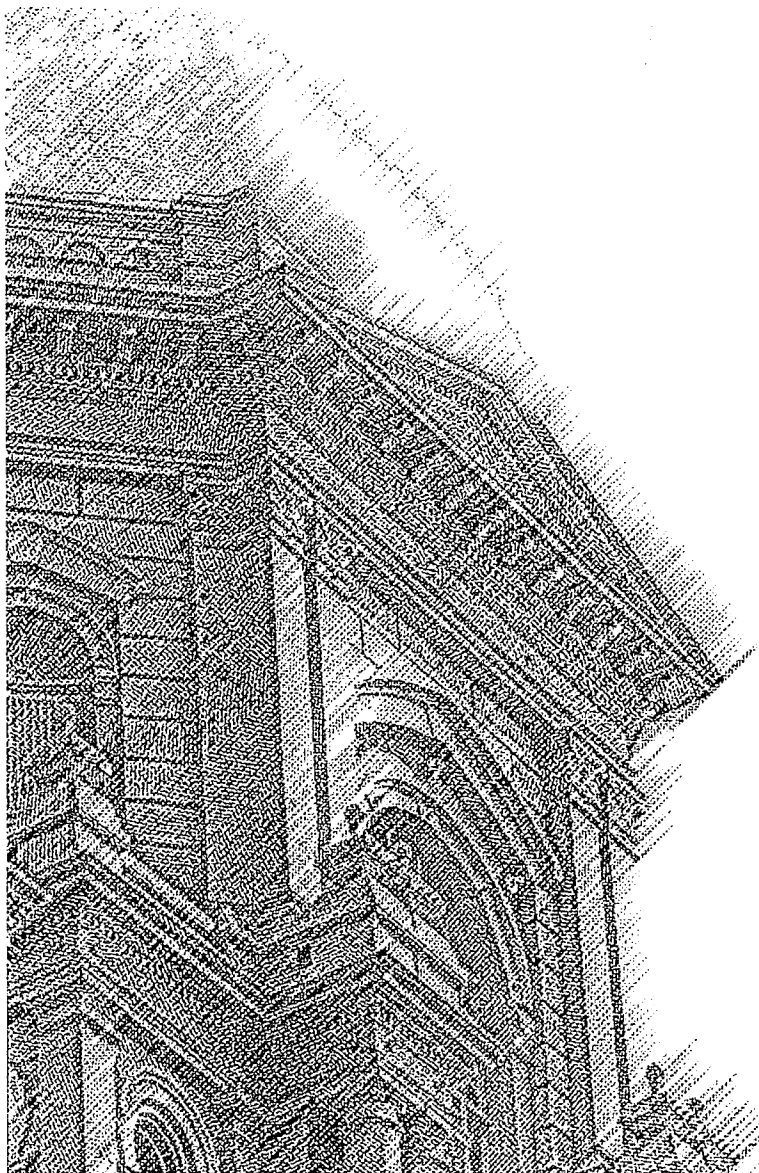


Notre Dame Report



The University

- 377 Outstanding Teachers Named
- 377 Communication and Theatre Department Changes Name
- 378 Cordes Named Valedictorian
- 378 Libraries Adopt New Management and Information System

Faculty Notes

- 379 Honors
- 380 Activities
- 382 Publications

Administrators' Notes

- 385 Honors
- 385 Activities
- 385 Publications

Documentation

- 386 Charge to the Class
Last Visit to the Basilica of the Sacred Heart and the Grotto
- 387 Baccalaureate Mass Homily
- 389 1998 Spring Commencement Honorary Degrees
- 391 Commencement Address by Joseph Kernan
- 394 Valedictory by Timothy Cordes
- 395 Invocation by Laura Gaffney Holland
- 396 Laetare Medal to Dr. Edmund D. Pellegrino
- 397 Staff Awards
- 399 Faculty Awards
- 402 Faculty Promotions
- 404 Faculty Senate Journal
January 21, 1998
- 416 Faculty Senate Journal
April 8, 1998
- 423 University Committee on Libraries
April 8, 1998

Research

- 425 Awards Received and Proposals Submitted
- 426 Awards Received
- 428 Proposals Submitted

J U N E 1 2 , 1 9 9 8

N U M B E R 1 8

The University

Outstanding Teachers Named

The Notre Dame Law School and the Colleges of Arts and Letters, Science, Engineering and Business Administration have selected their outstanding teachers for the 1997-98 academic year.

Law School: Alan Gunn, Matthews professor of law, has been presented the Distinguished Teaching Award by this year's Law School graduates. A member of the Law School faculty since 1989, Gunn specializes in tax law, contracts, insurance, law and economics, and torts.

College of Arts and Letters: The late Erskine Peters, professor of English until his death March 9 of pneumonia, has been named the 1998 recipient of the Sheedy Award for excellence in teaching in the College of Arts and Letters. The award, endowed by an anonymous donor, has been given annually since 1970 in memory of the Rev. Charles C. Sheedy, C.S.C., former dean of the College. A member of the Notre Dame faculty since 1987, Peters specialized in Faulkner studies, American literature to 1930, Afro-American literature, 18th-century British literature, and Afro-poetics.

College of Business Administration: Connel R. Fullenkamp, assistant professor of finance and business economics, is the winner of the College of Business Administration Undergraduate Teaching Award, which is sponsored by the Amoco Foundation. The recipient is chosen each year by the graduating class. A member of the faculty since 1992, Fullenkamp has studied the effect of government social welfare programs on labor force security and family values.

College of Engineering: Roger A. Schmitz, Keating-Crawford professor of chemical engineering, has been named recipient of the College of Engineering's Outstanding Teaching Award, also sponsored by the Amoco Foundation. The recipient is chosen by a committee of faculty, students and previous award winners. Schmitz joined the Notre Dame faculty in 1979 and is internationally known for his research on instabilities in chemically reacting systems.

College of Science: Harald E. Esch, professor of biological sciences, has been awarded the 1998 Shilts/Leonard Teaching Award in the College of Science. Esch, who studies behavioral physiology and neurobiology in honeybees, has been a member of the Notre Dame faculty since 1964. The Shilts/Leonard Award, given annually since 1983 to recognize outstanding teaching, memorializes Rev. James L. Shilts, C.S.C., a longtime Notre Dame astronomy and astrophysics professor who died in 1982. The award was endowed by Eugene T. Leonard Jr., a surgeon and 1940 alumnus of the University.

Communication and Theatre Department Changes Name

The Department of Communications and Theatre has changed its name to the Department of Film, Television and Theatre (FTT), effective July 1. According to department chair Donald Crafton, the new name reflects recent changes in the curriculum of the department. As it did under its former name, FTT will continue to present its annual series of more than 100 films in the University's Snite Museum of Art, and it will continue to produce its annual series of four plays in Washington Hall.

Cordes Named Valedictorian

Timothy Cordes, the second blind person ever to be accepted to an American school of medicine, has been named valedictorian of the 1998 graduating class. Cordes, a biochemistry major who was selected from among the University's top-ranked seniors, has been accepted into the M.D./Ph.D. program at the University of Wisconsin Medical School, where he plans ultimately to concentrate on research work in biochemistry and pathology. He compiled a 3.991 grade point average in the College of Science.

As a participant in the Howard Hughes Medical Institute Research Program, Cordes has worked for the past two years in the Notre Dame laboratory of Paul Helquist, professor of chemistry and biochemistry, studying the development of new antibiotics in pharmaceutical research. Helquist anticipates at least two scientific journal publications will be forthcoming as a result of Cordes' work.

In addition to his classroom and research activities, Cordes volunteered as a chemistry and biochemistry tutor and assumed a leadership role in the Notre Dame student chapter of the American Chemical Society. He served as treasurer of Dillon Hall and was a section representative in the residence hall's government. He recently earned a black belt in tae kwon do and jiu-jitsu. He is a 1994 graduate of Columbus High School in Waterloo, Iowa.

Libraries Adopt New Management and Information System

The University Libraries at Notre Dame have selected a new library management and information system called ALEPH 500. Designed and distributed by Ex Libris, the system is expected to be operational by August.

ALEPH 500 was selected for its state-of-the-art client/server architecture and its ability to offer extended functionality, according to Jennifer Younger, director of University Libraries. In addition to supporting current library services, the new system will provide features such as hot links from bibliographic records to external electronic resources, including full text journals and citation databases. Future developments could include electronic reserves and extended interlibrary loan activities.

ALEPH will replace the University Libraries' current NOTIS system. A smooth transition is anticipated, Younger said, because ALEPH's public access is based on the World Wide Web. The system uses existing Web browsers and is similar in operation to Web-based search engines such as Yahoo.

The ALEPH system at Notre Dame also will support the library automation systems at Saint Mary's, Holy Cross and Bethel Colleges.

Faculty Notes

Honors

Peter C. Burns, assistant professor of civil engineering and geological sciences, has been named Associate Editor of *The Canadian Mineralogist* for 1998-2000. He also won the 1998 Young Scientist Award of the Mineralogical Association of Canada.

Patricia M.Y. Chang, assistant professor of sociology, was awarded the 1998 Joseph Fichter Research Award by the Association for the Sociology of Religion to partially support her research on the clergy labor supply in Protestant denominations.

Richard I. Fremgen, Professional Specialist in Accountancy, has been elected by the Board of Directors of the Chicago Board Option Exchange to serve as the public member of the CBOE's Business Conduct Committee beginning in April, 1998. The election by the Board is a one year, renewable appointment.

Paquita Davis Friday, assistant professor of accountancy, was awarded the James Dincolo Teaching Award by the Department of Accountancy at its Beta Alpha Psi Awards Banquet on April 23.

John H. Garvey, professor of law, was honored at a symposium, "The Role of Freedoms," held to mark the publication of Garvey's book, "What Are Freedoms For?" The symposium was sponsored by the Drake Law School and held April 17-18.

Jan Lüder Hagens, assistant professor of German, has been elected a member of the editorial board of the journal *Text and Presentation*.

Richard E. Jones, librarian and concurrent instructor in music, has been appointed Book Review Editor for *Music Reference Services Quarterly*.

Ahsan Kareem, Professor of Civil Engineering and Geological Sciences, served as a member of the Scientific Committee of the 7th International Conference on Structural Safety and Reliability, held in Kyoto, Japan, November 24-28, 1997.

John Lucey, associate professor of aerospace and mechanical engineering, was re-elected to a two-year term as chairman of the Engineering College Magazines Association at the association's annual conference in Madison, Wis., April 25.

Joseph M. Powers, associate professor of aerospace and mechanical engineering, has been appointed to the Program Committee of the 1999 Colloquium of the Institute for the Dynamics of Explosions and Reactive Systems.

Thomas Gordon Smith, professor and outgoing chairperson of architecture, was honored at the School of Architecture commencement celebration on May 16 as the faculty presented a gift to the Architecture Library Rare Book Room in his honor. The gift is Montgomery Schuyler's *American Architecture* (1892), one of the most important works of nineteenth-century architectural criticism.

Kathleen Maas Weigert, professional specialist and associate director for academic affairs and research at the Center for Social Concerns, concurrent associate professor of American studies and fellow in the Kroc Institute, and **Richard A. Lamanna**, associate professor of sociology, are among seven co-authors of *The Search for Common Ground: What Unites and Divides Catholic Americans* (Our Sunday Visitor Publishing Division, Our Sunday Visitor, Inc., 1997), which won the 1998 Award for Excellence in Research presented by the National Conference of Catechetical Leadership.

Activities

Scott L. Baier, assistant professor of finance, **Jeffrey H. Bergstrand**, associate professor of finance and business economics and fellow in the Kroc Institute, and Gerhard Glomm presented "Public Investments, Taxation, and Economic Growth" at the Midwest Macroeconomics Conference at the Federal Reserve Bank of St. Louis, Mo., April 17-19.

Albert-László Barabási, assistant professor of physics, gave a condensed matter seminar, "Self-assembled quantum dot formation," at the University of Illinois-Chicago, Department of Physics, April 16.

Katharina J. Blackstead, librarian, participated as interviewee in "A Virtual Interview with LAMA's Education Committee" by Philip J. Tramrack, published in *Library Administration & Management*, vol. 12, no.2, Spring 1998, pages 72-78.

Donald Crafton, chairperson and professor of theater, film and television, was awarded a special jury prize by the Theatre Library Association for his book *the Talkies: American Cinema's Transition to Sound, 1926-1931* at the Lincoln Center, May 29.

Fabio B. Dasilva, professor of sociology, presented "Music and Hermeneutics: Theory and Practice (Olivier Messiaen's Quartour for the End of Time)" at the First International Symposium on Music and Language. Aix-en-Provence, May 15-16.

John G. Duman, chairperson and professor of biological sciences, delivered an invited talk, "Ice Nucleation and Antifreeze Proteins in Terrestrial Arthropods" at the meeting of the Society for Experimental Biology in London, United Kingdom, March 21-28.

William G. Dwyer, Hank Professor of Mathematics, gave an invited talk, "The Steinberg module and the partition complex" in the Mathematics Department of the University of Paris-Nord, Villetaneuse, France, May 15.

John H. Garvey, professor of law, gave a lecture entitled "Religious Freedom in America" at a conference on Religious Freedom and Proselytism: Ethical, Political and Legal Aspects held at the Tantur Ecumenical Institute for Theological Studies in Jerusalem on June 1, 1998. Professor Garvey also gave the Sawyer Lecture on Law and Religion at the University of Chicago Divinity School and the University of Chicago Law School on May 13, 1998. His subject was "Catholic Judges in Capital Cases." The lecture series was funded by the Mellon Foundation. On May 1, 1998 he gave a talk to the Notre Dame Board of Trustees on the subject of "Teaching Ethics to Professionals." Professor Garvey also gave a lecture entitled "School Vouchers: Enlightened Social Policy or Threat to the Constitutional Separation of Church and State?" at the Cornell Law School on April 24, 1998.

Teresa Ghilarducci, associate professor of economics, spoke on "Pension Funds As A Source of Financing For Housing," at a meeting of The United Nations Habitat sponsored by the United Nations Center for Human Settlements and the International Construction Institute in Washington D.C., April 29.

James A. Glazier, associate professor of physics, presented an Invited Solid State Seminar titled "How Cells Know Where to Go," at the Department of Physics, University of Pittsburgh, Pa., April 30.

Dirk Guldi, associate professional specialist in the Radiation Laboratory, presented "Ruthenium-Fullerene Dyads from Rapid Intramolecular Electron/Energy Transfer to the Generation of Long-Lived Radical Pairs" and "[6-6]-Closed versus [6-5]-Open Isomers of Aza- and Methanofullerenes; A Comparison with [60]-Fullerene and C₅₉N" at the Electrochemical Society annual meeting in San Diego, Calif., May 3-8.

Jan Lüder Hagens, assistant professor of German, presented the lecture "Text and Performance: How Do They Relate?" at the Comparative Drama Conference XXII at the University of Florida in Gainesville, Florida, March


26. He also moderated the session "Drama and Philosophy" March 28 at the conference.

William P. Hoye, concurrent associate professor of law and associate vice president and counsel, gave the presentation "International Study Abroad Programs: A Critical Legal Planning Session" at the 19th Annual National Conference on Law and Higher Education in Clearwater Beach, Florida, on February 13.

David R. Hyde, associate professor of biological sciences, gave a seminar, "Rdgb: a novel phospholipid transfer protein required for visual transduction and photoreceptor cell viability" in the Department of Pharmacology and Toxicology at the Medical College of Wisconsin in Milwaukee February 18-19.

Roger F. Jacobs, professor of law, law librarian, director of research in the Law Library and associate dean for research and information services, chaired the American Bar Association Section of Legal Education and Admission to the Bar's team that conducted a sabbatical site inspection of the J. Reuben Clark Law School of Brigham Young University in March. He also served as a special Association of American Law Schools (AALS) fact finder in discussions between the AALS and a member law school. In January, he chaired the meeting of the Library Committee of the ABA Section of Legal Education and Admissions to the Bar in San Francisco. He also completed his service as chair of the Constitutional Revision Committee of the Association of Jesuit Colleges and Universities Law Library Consortium, of which Notre Dame is an associate member, by reporting on amendments adopted by the consortium in January.


Prashant V. Kamat, professional specialist in the Radiation Laboratory, presented a Chemistry Division seminar, "What makes Semiconductor Nanoparticles Unique as Photocatalysts?" at Argonne National Laboratory, Argonne, Ill., April 13. He presented "Studies on Intramolecular Photoinduced Electron Transfer Processes in Fullerene Based Donor



Birdge-Acceptor Systems" and "Photocatalytic, Radiolytic and Sonolytic Degradation of Textile Dyes" at the annual meeting of the Electrochemical Society in San Diego, Calif., May 3-8.

Gyula Klima, associate professor of philosophy, presented "Aquinás on One and Many" at the 33rd International Congress on Medieval Studies, Western Michigan University, Kalamazoo, Mich., May 8.


Douglas W. Kmiec, professor of law, served as convener and moderator at the Pepperdine University School of Law Conference on the Media and Privacy, Century Plaza Hotel, Los Angeles, May 7.



Pamela A. Krauser, associate professional specialist in the Graduate School, led the roundtable discussion "Pre-Award Electronic Research Administration" at the Joint Regional Meeting of the Society of Research and the National Council for University Research Administrators in Columbus, Ohio, April 27. She taught the workshop "Electronic Research Administration in the United States" at the Canadian Association of University Research Administrators Annual Meeting in Banff, Alberta, May 3.

Charles F. Kulpa Jr., director of the Center for Bioengineering and Pollution Control and professor of biological sciences, presented a seminar entitled "Monitoring mixed microbial systems with molecular tools: Studies with activated sludge and soil," at Lawrence Berkeley Laboratory, University of California-Berkeley on March 31 and April 1.

Yahya C. Kurama, assistant professor of civil engineering and geological sciences, presented the seminar "Seismic Behavior and Design of Unbounded Post-Tensioned Precast Concrete Walls" in the Department of Civil and Environmental Engineering at Duke University, Durham, N.C., April 3.



Jay LaVerne, Professional Specialist in the Radiation Laboratory, served on the program committee and presented a poster, "Radical Yields in the Radiolysis of Benzene" at the 46th annual

meeting of the Radiation Research Society, Louisville, Ky., April 25-29.

Ruey-wen Liu, Freimann Professor of Electrical Engineering, delivered a keynote speech "On Multi-Channel Blind Channel Equalization" at the National Conference on Circuits and Systems (NCCAS'98), April 7-10, in Fushou, China.

David M. Lodge, associate professor of biological sciences, presented "Impact of freshwater nonindigenous species: interactions between exotics and other global changes" at a workshop on "Invasives and Global Strategy" sponsored by Stanford University and the United Nations Environment Program in San Francisco, Calif., April 2-5.

John W. Lucey, associate professor of aerospace and mechanical engineering, gave a series of workshops on "The Industrial Assessment Center - Its Role in Energy Conservation" at the April 30 Energy Technology Showcase sponsored by the U.S. Department of Energy and Bethlehem Steel held at the Bethlehem Steel plant in Burns Harbor, Ind.

Joanne M. Mack, associate professional specialist in the Snite Museum of Art and concurrent assistant professor of anthropology, presented "Pottery? In California?: The Obscurity of California's Indigenous Ceramic Traditions" at the Society for California Archaeology's plenary session, "Out of the Past, Into the Future: Directions for California," in San Diego April 9. She also presented "An Update on Siskiyou Utility Ware" on April 10 at the same meeting.

Anthony N. Michel, Freimann Professor and McCloskey Dean of Electrical Engineering, gave a seminar, "Modeling and Stability Analysis of Hybrid Dynamical Systems," in the Department of Electrical Engineering at Michigan State University in East Lansing on April 23.

Kenneth W. Milani, professor of accountancy, presented "Is Business Ethics an Oxymoron?" to the Ethics Committee of the St. Joseph's Medical Center/Marshall County facility January 8.

Peter R. Moody Jr., professor of government and international studies and fellow in the Kellogg Institute, spoke on the release of Wang Dan and human rights in China on Radio Free Asia April 21, and on Secretary of State Albright's visit to China April 27.

Teresa Godwin Phelps, professor of law, presented a half-day writing workshop at the 1998 Education Program for Appellate Law Clerks and Central Staff Attorneys of the Florida Courts April 22 in Orlando.

Simon M. Pimblott, Associate Professional Specialist in the Radiation Laboratory, presented "On the Radiation Chemical Kinetics of the Precursor to the Hydrated Electron" at the 46th annual meeting of the Radiation Research Society, Louisville, Ky., April 25-29. He also chaired and organized the symposium, "Fundamental and Applied Aspects of Track Structure in Radiation Research."

Jean Porter, professor of theology, delivered a paper, "How Thin Can Moral Philosophy Afford to Be?" at a conference on recent work in moral philosophy held at the Australian Catholic University, Ballarat, Australia, April 16. She gave an interview on the same topic on the radio program "In the Spirit," Australian Broadcasting Corporation, April 15. She gave a lecture, "Out of Bounds? The Rediscovery of Human Nature in Recent Christian Ethics," at the Adelaide College of Divinity, Adelaide, Australia, April 20, and presented a seminar on her recent work in virtue ethics at Ormond College, Melbourne, Australia on April 23. She gave a lecture on "The Specificity of Christian Ethics" at the Mercy Campus of Australian Catholic University in Melbourne April 23, and participated in a panel discussion on media ethics broadcast by the Australian Broadcasting Corporation April 26. She gave a graduate seminar, "From Natural Law to Human Rights: The Past and Future of a Theological Doctrine," and lectured on "Out of Bounds? The Rediscovery of Human Nature in Recent Christian Ethics," at the Signadou Campus of Australian Catholic University, Canberra, April 27. She gave two lectures, "Nature Law as a

Theological Doctrine" April 28, and "The Specificity of Christian Ethics" April 29, at the Catholic Institute of Sydney.

Kathleen A. Pyne, associate professor of art, art history and design, presented "Gender and the Modernist Rhetoric of Purity in the Stieglitz Circle" at the conference "Looking within the Space of Art History: The Object Inside," at Stanford University, Stanford, Calif., May 1.

Juan Rivera, associate professor of accountancy, and **Paquita Davis Friday**, assistant professor of accountancy, were awarded a 1998 Faculty Research Grant from the American Institute of Certified Public Accountants at its Faculty Summer Seminar on May 30 in Tampa Bay, Florida.

Ellen D. Rogers, associate professional specialist in the Graduate School and associate director of the Office of Research, led a roundtable discussion titled "Centers of Information: From Funding Opportunities to Research Resource Libraries" at the joint regional meeting of the National Council of University Research Administrators and the Society of Research Administrators in Columbus, Ohio, April 25-28.

Uri Sarid, assistant professor of physics, presented "Imminent Gauge Mediation" at the University of California, Santa Cruz, April 30.

Patrick J. Schiltz, associate professor of law, spoke on "Improving Legal Ethics" at a meeting of the Sagamore American Inn of Court in Indianapolis, Ind., May 13.

Billie F. Spencer Jr., professor of civil engineering and geological sciences, presented "Magnetorheological Dampers: Seismic Application of Smart Materials," at the State University of New York at Buffalo April 28. The seminar was part of "A Seminar Series on Advanced Technologies" held April 28-30, jointly sponsored by the National Center for Earthquake Engineering Research and the Department of Civil, Structural and Environmental Engineering. He presented "Seismic Response Control Using

Magnetorheological Dampers" and "Stochastic Damage Model for Brittle Materials Subjected to Monotonic Loading," to the Uncertainty Modeling Group at Sandia National Laboratory in Albuquerque, N. Mex., May 5.

Mark A. Stadtherr, professor of chemical engineering, presented "Interval Analysis for Thermodynamic Calculations in Process Design: A Novel and Completely Reliable Approach," with **Joan F. Brennecke**, associate professor of chemical engineering, J. Z. Hua, R. W. Maier, and S. R. Tessier at the Eighth International Conference on Properties and Phase Equilibria for Product and Process Design, Noordwijkerhout, The Netherlands, April 26-May 1.

M. Katherine Tillman, associate professor in the Program of Liberal Studies, presented a symposium paper on liberal education at St. Mary's College, Moraga, Calif., in April. She also taught a summer course on Newman for Elderhostel at Notre Dame.

Kathleen Maas Weigert, professional specialist and associate director for academic affairs and research in the Center for Social Concerns, fellow in the Kroc Institute and concurrent associate professor of American studies, conducted the pre-conference workshop on experiential and service learning at the 10th annual Peace Studies Association conference at Bethel College, North Newton, Kans., April 2, and conducted a faculty workshop on service-learning/community-based learning at Loyola University, Chicago, April 27.

John P. Welle, associate professor of Romance languages and literatures, presented "The Empire of Silence: Writing Cinema in Italy" at the American Association for Italian Studies Conference in Chicago April 4. He gave the invited lecture "The Emergence of Cinema in Italy" at Purdue University, West Lafayette, Ind., April 14.

Publications

Albert-László Barabási, assistant professor of physics, co-authored "Equilibrium Phase Diagrams for Dislocation Free Self-Assembled Quantum Dots" with I. Daruka, published in *Applied Physics Letters*, vol. 72, no. 17, 1998, pp. 2102-2104.

Katharina J. Blackstead, librarian, wrote "Partners in Advancement: Expanded Roles for Collection Development and Other Librarians" published in *Florida Libraries*, vol. 41, no. 3, March/April 1998, pages 54-56.

Jacqueline Vaught Brogan, professor of English, wrote "Madonna," pp. 191-92, "Arche," p. 192, and "Genesis," pp. 193-94, published in *Women's Studies*, vol. 27, 1998.

Peter C. Burns, assistant professor of civil engineering, co-authored "The Crystal Structure of Ianthinite, $[U^{4+}_2(VO_2)_4O_6(OH)_4(H_2O)_4](H_2O)_5$: A Possible Phase for PU^{4+} Incorporation During the Oxidation of Spent Nuclear Fuel," with R.J. Finch, F.C. Hawthorne, M.L. Miller and R.C. Ewing, published in the *Journal of Nuclear Materials*, vol. 249, October 1997, pp. 199-206, and "Donathite Discredited: A Mixture of Two Spinel" with F.C. Hawthorne, E. Libowitzky, N. Bordes and R.C. Ewing, published in *Neues Jahrbuch für Mineralogie Monatshefte*, Fall 1997, pp. 163-174. He wrote "A New Uranyl Oxide Hydrate Sheet in the Structure of Vandendriesscheite: Implications for Mineral Paragenesis and the Corrosion of Spent Nuclear Fuel," published in *American Mineralogist*, vol. 82, November 1997, pp. 1176-1186; he co-authored "The Crystal Chemistry of Hexavalent Uranium: Polyhedral Geometries, Bond-Valence Parameters, and Polyhedral Polymerization" with R.C. Ewing and F.C. Hawthorne, published in *Canadian Mineralogist*, vol. 35, December 1997, pp. 1551-1570, and "The Crystal Structure of Jorgensenite," with F.C. Hawthorne, published in *Canadian Mineralogist*, vol. 35, December 1997, pp. 1509-1514.



Patricia M.Y. Chang, assistant professor of sociology, wrote "Clergywomen: An Uphill Calling" with Barbara Brown Zikmund and Adair Lummis. John Knox: Westminster Press, 1998. The book was excerpted in *The Christian Century*, vol. 115, no. 14, May 6, 1998, pp. 478-486 under the title "Women, Men and Styles of Clergy Leadership."

Danny Z. Chen, assistant professor of computer science and engineering, co-authored "Maintaining Visibility of a Polygon with a Moving Point of View" with Ovidiu Daescu, published in *Information Processing Letters*, vol. 65, no. 5, March 1998, pp. 269-275.

Edmundo Corona, assistant professor of aerospace and mechanical engineering, co-authored "An Experimental Investigation of T-beam Stability Under Bending" with Mark S. Ellison, published in *Experimental Mechanics*, vol. 38, no. 1, March 1998, pp. 42-47.

J. Michael Crant, associate professor of management, and T.S. Bateman wrote "Proactive behavior: Meanings, impact, and recommendations" published in *Financial Times Mastering Management Review*, May 1998, pp. 20-22.

JoAnn DellaNeve, associate professor of Romance languages and literatures, wrote "Petrarch at the Portal: Opening Signals in 'Les Amours' of Ronsard," published in the *Rivista di Letterature Moderne e Compare*, vol. 50, 1997, pp. 259-272.

Leonid Faybusovich, associate professor of mathematics, wrote "Infinite-Dimensional Semidefinite Programming: Regularized Determinants and Self-Concordant Barriers," published in *Fields Institute Communications*, no. 18, 1998, pp. 39-49.

Thomas P. Fehlner, Grace-Rupley professor of chemistry, co-authored "Facile Reduction of an Unsaturated Chromaborane" with Kazumori Kawamura, published in *Organometallics*, vol. 17, 1998, pp. 1904-1906.



Astrik L. Gabriel, director and professor emeritus in the Medieval Institute and director of the Frank M. Folsom

Ambrosiana Microfilm and Photographic Collection, wrote "Berchtoldus Rembolt Academic Printer and His Hungarian Acquaintances," published in *R. Várkonyi Ágnes Emlékkönyv*, P. Tusor, ed., Budapest: University of Budapest, 1998, pp. 148-153 plus two full-page illustrations.

John H. Garvey, professor of law, co-authored "Catholic Judges in Capital Cases," published in the *Marquette Law Review*, vol. 81, no. 2, Winter 1998, pp. 303-350. He wrote "The Architecture of the Establishment Clause," published in *The Wayne Law Review*, vol. 43, no. 3, Spring/Summer 1997, pp. 1451-1464.

Dirk M. Guldi, associate professional specialist in the Radiation Laboratory, wrote "Two-Dimensional Crystal Growth of Fullerenes and Nanoparticles," published in *Nanoparticles and Nanostructured Films: Preparation, Characterization and Applications*, J.H. Fendler, ed., Weinheim, Germany: Wiley-VCH Publishers, 1998, pp. 119-143.

William P. Hoyer, concurrent associate professor of law and associate vice president and counsel, along with William Hahn, a Notre Dame Law School student, wrote "Beyond the Camel's Nose: Institutional Liability for Peer Sexual Harassment." It has been accepted for publication in an upcoming issue of the *University of South Carolina Law Review*.

Paul W. Huber, associate chairperson and associate professor of chemistry and biochemistry, co-authored "Binding of Neomycin to the TAR Element of HIV-1 RNA Induces Dissociation of Tat Protein by an Allosteric Mechanism" with Shaohui Wang, Mei Cui, Anthony W. Czarnik and Houn-Yua Mei, published in *Biochemistry*, vol. 37, no. 16, 1998, pp. 5549-5557.

Prashant V. Kamat, professional specialist in the Radiation Laboratory, co-authored "Capped Semiconductor Colloids: Synthesis and Photochemistry of CdS Capped SnO₂ Nanocrystallites" with R. Kennedy, I. Martini, and G. Hartland, published in *Proceedings - Indian Academy of Sciences (Chemical Sciences)*, vol. 109, no. 6, December 1997,

pp. 497-507. He wrote "Electron Transfer Processes in Nanostructured Semiconductor Thin Films," published in *Nanoparticles and Nanostructured Films: Preparation, Characterization and Applications*, J.H. Fendler, ed., Weinheim, Germany: Wiley-VCH Publishers, 1998, pp. 207-233. He co-authored "Picosecond Dynamics of Silver Nanoclusters. Photoejection of Electrons and Fragmentation" with M. Flumiani and G.V. Hartland, published in *The Journal of Physical Chemistry B*, vol. 102, no. 17, 1998, pp. 3123-3128.

Kwan S. Kim, professor of economics and fellow in the Kellogg Institute, wrote "Global Integration, Capital and Labor: A North-South Comparison," published in *Economic Liberalization and Labor Markets*, Parviz Dabir-Alai and Mehmet Odekon, eds., Westport, Conn.: Greenwood Press, 1998, pp. 25-44.

Charles F. Kulpa Jr., director of the Center for Bioengineering and Pollution Control and professor of biological sciences, co-authored (with **Mark A. Schneegurt**, research assistant professor of biological sciences) a review of "The Application of Molecular Techniques in Environmental Biotechnology for Monitoring Microbial Systems," published in *Biotechnology Applications Biochemistry*, vol. 27, 1998, pp. 73-79.

Jay A. LaVerne, professional specialist in the Radiation Laboratory, co-authored (with **Simon M. Pimblott**, associate professional specialist in the Radiation Laboratory) "On the Radiation Chemical Kinetics of the Precursor to the Hydrated Electron," published in *The Journal of Physical Chemistry A*, vol. 102, no. 17, 1998, pp. 2967-2975.

Ralph McInerny, Michael P. Grace professor of medieval studies, director of the Jacques Maritain Center and professor of philosophy, wrote "The Red Hat," San Francisco: Ignatius Press, 1998, 581 pp. He wrote "Jacques Maritain: Thinking and Praying," The Professor R. Wayne Kraft Memorial Lecture, Allentown, Pa., Allentown College of Saint Francis de Sales, 1998, 16 pp.

Carl F. Mela, assistant professor of marketing, co-authored "The Long-Term Impact of Promotions on Consumer Stockpiling Behavior" with K. Jedidi and D. Bowman, published in *The Journal of Marketing Research*, vol. 35, May 1998, p. 250 ff.

Carolyn B. Miller, associate professional specialist and concurrent associate professor in the College of Business Administration, co-authored "Women in Newspaper Newsroom Management: 1949 to 1979" with S. Lacy and L. Davenport, published in *Web Journal of Mass Communication Research*, vol. 1, no. 2, 1998, www.scrips.ohiou.edu/wjmcr.

Peter R. Moody Jr., professor of government and international studies and fellow in the Kellogg Institute, wrote "The Politics of Presidentialism on Taiwan, 1988-1997," published in *Working Papers in Taiwan Studies, American Political Science Association Conference Group on Taiwan Studies*, vol. 26, 1998, 35 pp.

James S. O'Rourke IV, associate professional specialist in the College of Business Administration and concurrent associate professor of management, wrote "American Electrical: Managing and Environmental Crisis," published in *Business Communication Quarterly*, vol. 61, no. 1, 1998, pp. 31-44.

Simon M. Pimblott, associate professional specialist in the Radiation Laboratory, co-authored (with **Jay A. LaVerne**, professional specialist in the Radiation Laboratory) "On the Radiation Chemical Kinetics of the Precursor to the Hydrated Electron," published in *The Journal of Physical Chemistry A*, vol. 102, no. 17, 1998, pp. 2967-2975.

David N. Ricchiute, Deloitte and Touche professor of accountancy, wrote "Evidence, Memory, and Causal Order in a Complex Professional Decision Task," published in the *Journal of Experimental Psychology: Applied*, Vol. 4, No. 1, 1998, pp. 3-15.

Robert W. Scheidt, professor of chemistry and biochemistry, co-authored (with **Guillermo J. Ferraudi**, professional specialist in the Radiation Laboratory, A.G. Coutsolelos, and D. Daphnomili) "Photogeneration of Monomeric Porphyrins from the (tetraphenylporphyrin) Rh-In (octaethylporphyrin) Dissociation of the Rh-In Bond: Investigation of Their Reactions in the Picosecond-Microsecond Time Domain," published in *Inorganic Chemistry*, vol. 37, no. 8, 1998, pp. 2077-2079; he co-authored "(Nitro)Iron(III) Porphyrins. EPR Detection of a Transient Low-Spin Iron(III) Complex and Structural Characterization of an O Atom Transfer Product" with O.Q. Munro, published in *Inorganic Chemistry*, vol. 37, no. 9, 1998, pp. 2308-2316.

Mark A. Schneegurt, research assistant professor of biological sciences, co-authored (with **Charles F. Kulpa Jr.**, director of the Center for Bioengineering and Pollution Control and professor of biological sciences) a review of "The application of molecular techniques in environmental biotechnology for monitoring microbial systems," published in *Biotechnology Applications Biochemistry*, vol. 27, 1998, pp. 73-79.

Slavi C. Sevov, assistant professor of chemistry and biochemistry, co-authored "Synthesis and Characterization of $\text{Co}_3(\text{O}_2\text{CCH}_2\text{CH}_2\text{PO}_3)_2 \cdot 6\text{H}_2\text{O}$, a Metal Carboxylate-Phosphonate with a Framework Structure" with A. Distler, published in *Chemical Communications*, 1998, pp. 959-960.

Thomas L. Shaffer, Robert and Marion Short professor emeritus of law, wrote "Faith Tends to Subvert Legal Order," published in *Fordham Law Review*, vol. 66, no. 4, 1998, pp. 1089-1099.

Mark A. Stadtherr, professor of chemical engineering, co-authored (with **Joan F. Brennecke**, associate professor of chemical engineering, and J.Z. Hua) "Enhanced Interval Analysis for Phase Stability: Cubic Equation of State Models," published in *Industrial and Engineering Chemistry Research*, vol. 37, 1998, pp. 1519-1527.

Richard E. Taylor, assistant professor of chemistry and biochemistry, co-authored (with **Bradley D. Smith**, associate professor of chemistry and biochemistry, and S. Patterson) "Tuning the Affinity of a Synthetic Sialic Acid Receptor Using Combinatorial Chemistry," published in *Tetrahedron Letters*, vol. 39, 1998, pp. 3111-3114.

Arvind Varma, Schmitt professor of chemical engineering, co-authored "Pseudo-Adiabatic Operation and Runaway in Tubular Reactors" with H. Wu and M. Morbidelli, published in *AIChE Journal*, vol. 44, 1998, pp. 1157-1169.

Kathleen Maas Weigert, professional specialist and associate director for academic affairs and research in the Center for Social Concerns, fellow in the Kroc Institute, and concurrent associate professor of American studies, wrote "Academic service learning: its meaning and relevance," in Robert A. Rhoads and Jeffrey P. F. Howard, eds. *Academic Service Learning: A Pedagogy of Action and Reflection*. San Francisco: Jossey-Bass Publishers, 1998, pp. 3-10.

Administrators' Notes

Honors

Patrick Leary, M.D., University physician at University Health Services, delivered the commencement address for his alma mater, The University of Health Sciences College of Osteopathic Medicine, in Kansas City, Mo., May 17.

Activities

Zuwei Liu, network analyst for Network Engineering, Office of Information Technologies, presented "Using Java Approach — A Java Tool for Fault Notification Based on HP OpenView NNM Events" at the technical session of OpenView Forum International Conference '98 in Seattle, Wash., June 1-5.

Timothy Truesdell, director of development research, gave the presentation, "The Case for Prospect Research" at the quarterly meeting of the St. Joseph County (Ind.) Development Information Network May 19.

Jeanine Van Es, associate director of the ND Annual Fund, served as a faculty member at the CASE Matching Gift Symposium in Washington, D.C., April 29-May 1. She spoke on ways to obtain matching gifts for the University, which last year raised over \$2.9 in matching funds. She also represents Notre Dame on the board of CASE's recently established Advisory Council on Matching Gifts.

Publications

Alan S. Bigger, director of building services, is co-author (with P. Johnson, K. Weirick, M. Keener, H. Kendrick, and S. Commens) of "The Frontline Program," a training program designed for entry level through supervisory level housekeeping employees, published by the International Executive Housekeepers Association, Inc., Westerville, Ohio.

Documentation

Charge to the Class Last Visit to the Basilica of the Sacred Heart and the Grotto

**Rev. E. William
Beauchamp, C.S.C.
May 14, 1998**

I think it is fair to say that, depending upon one's perspective and priorities, this is a special day. For millions of people this day will be remembered as the day on which the last episode of *Seinfeld* was telecast. It was expected to have a larger viewing audience than any program in the history of television. The network received \$2 million for each 30-second commercial placed by its advertisers. This was an event — one that has been touted for months until it reached almost frenzy proportion this week. I suspect most of you watched the last episode tonight and were perhaps a bit saddened by the demise of something that had been a significant part of your life on Thursday evenings.

But, for you this day is special for something much more significant, something with much meaning and impact in your life. This week is something that you have been looking forward to for a long time. The weather has been spectacular, and it has been a week with all of your friends with the main emphasis being the enjoyment of each other's company and having a good time. It has been a week of celebration and tonight marks the first official University event in anticipation of a wonderful weekend that celebrates what you have accomplished in your four years at Notre Dame.


All of you arrived on campus as freshmen just as your forebears have done for decades, with similar anxieties and dreams and aspirations. You were ready to accept new challenges, but a bit concerned about leaving home and meeting new people — not sure these new people would become the lifelong friends you cherish today. While you were here, the campus changed quite a bit. New residence halls were built, the

stadium was expanded, a new recreational sports facility was constructed, and the Main Building was closed to facilitate a complete renovation and restoration. Many of you spent the last weeks of your residency on campus using throwaway plates and eating utensils in the South Dining Hall in order to make it possible for the building to be expanded. While you were here computer access from your dorm room became available. New educational opportunities continue to develop on the campus and overseas and Notre Dame continues to gain in stature as a great university.


And you have changed as well. Of course, you gained new knowledge in academic subjects. But, on this campus, you also became aware of a wider world with a multitude of problems and many challenges. You were confronted with issues and attitudes, and were challenged to ask questions about our world, its priorities, and often its inhumanity. You experienced an independence you had never had before, and you shared your life with people from different socioeconomic backgrounds, cultures, and ethnic heritage. On this campus, you hopefully came to recognize that even though shows like *Seinfeld* and *Friends* offer enjoyment and laughter and an escape from the doldrums of studies and grey winter skies, they also present for consideration a shallow and narcissistic outlook on life, generally devoid of values and commitment.

You have been blessed. You have been given an opportunity that is presented to a minute percentage of people your age in the world today. You are gifted young men and women; you are inherently good and committed; you have worked hard to accomplish what you have achieved; you now stand at the threshold of a new stage in your life, and you venture into the unknown with much ambition and much to offer.


Commencement exercises on Sunday will mark a very significant event for you. With graduation a time begins when what you choose to do with all that you have been given, all of the opportunities you have shared, all of the



experiences you have had at Notre Dame, all of the talent that God has blessed you with, will rest more squarely than ever on your shoulders. The time is here when you will have to take full responsibility for the priorities you set, and the route you take to achieve your goals. This University, the faculty and students who have been a part of your life the last four years, and the experiences you have shared here have prepared you well to face the challenges that await you. You have indeed been privileged, and it is now up to you whether or not you will take full advantage of all of the privileges you enjoy; it is up to you whether or not you will take the lessons you learned in the classroom, at the Grotto, in the dorm chapels, in the Basilica, in volunteer service, as well as from friends and classmates in moments of laughter and tears. Your special years at Notre Dame must not be in vain, and must live on in your lives. What you do and how you live the rest of your life must be a reflection that Notre Dame is a place at which both your heart and your mind were touched and enlivened.



If this planet is to survive in the future as a place of peace and hope, as a decent place in which to live and grow, it will require people like yourselves to come up with the answers (or at least asking the right questions), and to provide leadership that will prevent the victory of evil over good. You possess the basic tools and the foundation upon which to build a meaningful life. What you do with these tools is up to you. You can choose to make a difference in the lives of people with whom you share the rest of your life, and even for people you will never meet, or you can waste your life spending time on what is ultimately shallow and much ado about nothing.



You must not be like everybody else. Your life must be Christ-centered. You must bring to your lives, and the lives of those around you, the love of God that Christ came to share with all of us. You must be inspired to do something good with your life, not just something good for yourself. Ultimately, you will not be judged by your brains, your beauty, your wealth, or even your de-

gree from Notre Dame. You will be judged by qualities such as charity, self-sacrifice, honor, honesty, a sense of fairness, hard work and integrity. You must take what you have learned at Notre Dame and think new thoughts, accept new challenges, and proclaim openly that you are willing to go beyond what is merely safe and popular to what is right and just, and empowering of those who have no power.

These last few days you have spent with people you had never met four short years ago and who are now your closest friends. As you have been making plans to get together with your classmates for a particular game next fall and to be constantly in touch with each other, you know it will be different than it is now. You know that you must join the thousands who have gone before you from this place and leave this community to go out into the real world. It is a time for you to accept new challenges and experience new worlds. But, as you leave, it is also a time for you to reflect upon what is special about this place, to recognize that you are different, and hopefully better, because you were here. As you prepare to leave, I pray that Notre Dame will always be a place from which you draw special nourishment and inspiration, that you will be drawn here in moments of prayer and reflection, as well as moments of joy and celebration.

It is appropriate that included in this Senior Week is a scheduled visit to Sacred Heart and the Grotto because these are special places on this campus. These are the places that hold Notre Dame together, the magnet that draws people to reflection and prayerful commitment to a Christ-centered life. It is not surprising that the Grotto is a place where thousands of people have become engaged, where millions of candles have been lit, and where hundreds of people come every day for quiet time and prayer. Thus, I pray that this visit to the Grotto and the Basilica will be part of a continuum of visits, one of many that will be a part of your every visit to the campus, and in your moments of reflection far from here.

Baccalaureate Mass Homily

**Rev. Edward A.
Malloy, C.S.C.
May 16, 1998**

It is so hard to say good-bye. It is so hard to say good-bye when one has been deeply invested in a place, in a network of relationships, in a period of personal growth and development. It is hard to say good-bye when one recognizes how lucky one is among all the people of the world. When one tries to say good-bye, there is an inevitable experience of ambivalence. As students, you would like to stay and yet you are ready to go. As parents, you are ready to send your progeny forth. And yet we will miss them deeply. We have been touched by the students who have accompanied us in this place and yet our very mission is to prepare them so well that they are ready for the next set of challenges they face. We use the language of paradox. It is a bittersweet thing that we do. It is a happy sadness. We shed tears of joy. We have conflicting emotions because this place has been special to us. And as our families gather together, as we pray in the company of faculty, staff, administration and others who care deeply about us, we are uncertain about what the future might bring. There is a side of us that tries to hold back.

I remember very vividly the first year that I worked on the staff of Sorin Hall as Assistant Rector while I was a full-time professor in the Theology department. My strategy was to get to know the first year students who began with me so that over the course of three or four years I would know them well and they would trust me, and we could have a productive relationship. The final exams came too quickly. All of a sudden people were rushing off into the night, some with sufficient energy left to say good-bye until next year. But many of them were so harassed that they had not thought about those kind of fundamental expressions. A couple of days after graduation, there was utter silence in the dorm. And

even though there was a side of me and of those who lived and worked in the dorms that welcomed the change of pace and the relief, there was the other side of us. There was something missing from our lives – the vitality, the enthusiasm, the sense of people growing before our very eyes.

Isn't that what you parents inevitably experience, whether you have one child or twelve, whether this is the first time that your house will be empty of the youngest generation or you have been through it before? Somebody said many years ago that the task of parents is to establish roots and then give their offspring wings. A nice little picture of the task but it doesn't take into account how difficult it can be to let go and to say good-bye. Yet we know from our own experience it is the right thing to do. So you parents gather on this occasion with people who have supported your sons and daughters, with members of the family and friends, and with those who have been supportive of this great place. And a tear easily comes to one's eye in a sense of regret about what will be no longer. Yet we, too, can have the courage to let go and to say good-bye.

Those of us on the faculty and staff know the silence of the dorm, the emptiness of the classroom. A sense that our very reason for existing as a university is not fully present when our students are missing from our midst. And yet if we have done our job effectively, we have prepared them well for all the challenges that they now will face, and we share eagerness and excitement about moving on to the next stage of their lives.

We know, of course, that Jesus in his own ministry experienced similar emotions and ambivalence. Our Gospel today plays on His farewell discourse which underscores recognition that these men and women who had been entrusted to His loving care would be those He would now have to leave. He prepares them for the reality of His arrest, of His suffering and His death on the cross. But He does it in the context of a promise of connectedness, for He will not leave them orphans. After the reality of the resurrection from the dead, He will be with them. And after His ascension, it is the spirit of Christ which is His everlasting gift to those entrusted to His care.

The greatest gift that we can offer on this occasion to these, our graduates, is the spirit of Christ, which can enlighten them with the eyes of faith. It can help them to comprehend the fundamental realities that give human life dignity and to face the challenges of evil in the world. It is also a spirit of courage to be faithful to our convictions, and to face challenges with integrity and purposefulness, and a sense of responsibility for our neighbor in need.

As we hear stories and rumors of war, of violence, of discord, of misunderstanding, we see the spirit of peace at work in our lives and in our hearts. We recognize that our graduates will assume a great degree of responsibility in the workplace, in the exercise of their citizenship, and in their own families. They can be the agents of Christ's reconciling and healing power in every sphere of their life and action.

In this spirit of resurrection, in the glory that is Jesus' greatest gift to us, we entrust our graduates into the arms of a loving God. We pray that they might be healthy, generous, and responsible in all that they do. We hope that they recognize this bondedness, this sense of family, that is so manifest here in the families out of which they have come.

The family of Notre Dame sometimes fails to attain its goals but always strives for lofty goals. You are the family of believers entrusted with mission in this world. We say of you and for you, Godspeed; and may the blessing and the gift of the spirit be yours. May you bear good fruit in this world, and may you ever be connected to this University which loves you deeply.



1998 Spring Commencement Honorary Degrees

May 17, 1998

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

a Notre Dame alumnus who has been called the foremost financial accounting researcher in the world. His body of work in security price research has made him the only person to receive every honor bestowed by the American Accounting Association, including induction into its hall of fame. Now a chaired professor at Stanford University, he is admired by both academicians and practitioners as a leader of the accounting profession's efforts to maintain the integrity of the financial reporting process.

On
William Henry Beaver
Palo Alto, California

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

a banker, businesswoman and public servant who directed two of this nation's most important service organizations through turbulent and trying times. As director of the Peace Corps, this native of Taiwan used her international insight to expand the mission of the organization by sending the first volunteers to the newly independent states of the former Soviet Union. More recently, as national president of the United Way, she employed her business acumen to fashion the agency's recovery and restore it to public trust.

On
Elaine Lan Chao
Washington, District of Columbia

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

the president and chief operating officer of American Express whose intellect, sensitivity and vision have earned him designation as one of the country's top business leaders. An executive with the company since 1981, he has spearheaded its efforts to expand and globalize its product line. A role model for contemporary managers, he is committed to bringing greater diversity to the top ranks of corporate America.

On
Kenneth Irvine Chenault
New York, New York

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

an alumnus and life trustee of this University whose generosity has underwritten the vision of contemporary Notre Dame. When advanced-degree students asked to share the campus residential experience prized by Notre Dame undergraduates, he built the Fischer Graduate Residences. Now, to meet the need for a facility that can accommodate the popularity and aspirations of the University's programs in England, his gift is making possible the renovation of Notre Dame's new London home, a stately building near historic Trafalgar Square.

On
Charles Kennedy Fischer
Fort Worth, Texas

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

a national educational leader and innovator who has opened new doors in higher education for Hispanics. The first Mexican-American woman to head a U.S. college or university, she oversaw an historic reconfiguration and merger of a community college and a state university campus. Now, as president of the University of Texas at Brownsville, she continues to give substance to her belief that commitment to the community is the cornerstone of a successful educational system.

On
Juliet Villarreal Garcia
Brownsville, Texas

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

a priest-scholar who for decades has served as a valued advisor to the Catholic Bishops of the United States. First trained at another Congregation of Holy Cross institution, King's College, he now pursues his far-ranging studies in religion and society as an esteemed member of the Harvard Divinity School faculty. An insightful thinker whose judgments are widely sought and as widely respected, he has raised the level of public discussion of issues ranging from health care to the relief of world poverty to the threat of world war.

On
Joseph Bryan Hehir
Cambridge, Massachusetts



At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

a Texas-born and Rome-educated priest who was called from his Harrisburg, Pennsylvania, Diocese to become archbishop of the historic see of Baltimore. Raised to the College of Cardinals, he has served as president of the National Conference of Catholic Bishops and as a valued member of Vatican offices including the Pontifical Council for the Promotion of Christian Unity and the Congregation for the Oriental Churches. Honored by organizations as disparate as the Salvation Army, the American Muslim Council, and the Institute for Christian-Jewish Understanding, he represents American Catholicism at its ecumenical best.

On
William Henry Cardinal Keeler
Baltimore, Maryland

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Laws, *honoris causa*,
on

a Notre Dame alumnus, a decorated veteran, and an accomplished public servant who played a pivotal role in strengthening this University's town-gown relations. Among his many achievements as South Bend's longest serving mayor, he helped to craft a series of partnership ventures involving Notre Dame, including one of the nation's most successful Christmas in April programs and the nationally acclaimed Center for the Homeless. Long identified as worthy of higher office, he now brings his governing acumen to state affairs as lieutenant governor of Indiana.

On
Joseph Eugene Kernan
Indianapolis, Indiana

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Science, *honoris causa*,
on

an elder statesman of mathematics whose impact on research and teaching still forms the discipline's horizon. As a founding developer of homological algebra, he has expanded the realm of algebraic application for scholars by bringing the abstract under practical control and shaping the common vernacular of mathematics instruction. He continues as a tireless spokesman for mathematics education and an active advocate for the need to maintain an accessible rigor and precision in the field.

On
Saunders Mac Lane
Chicago, Illinois

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Letters, *honoris causa*,
on

a poet and lyrical essayist whose graceful writings on spirituality deepen our understanding of Christianity. A married Protestant, she also is a Benedictine oblate who celebrates the simple pleasures of a shared meal, a Psalm read aloud, an hour of silence. With wit and exuberance, she asks the hard questions about the place of women in the church and challenges us all to hear the power of the living Word.

On
Kathleen Anne Norris
Lemmon, South Dakota

At the 153rd Commencement
The May Exercises
The University of Notre Dame
confers the degree of
Doctor of Engineering, *honoris causa*,
on

a visionary scholar and administrator who has enhanced understanding of the relationship between scientific research and daily life. As president of the Massachusetts Institute of Technology, he has led the university in building a strong international dimension into its education and research programs. On campus, he has championed the need to increase racial and ethnic diversity to ensure that MIT remains an institution open to the best ideas available.

On
Charles Marsteller Vest
Cambridge, Massachusetts



Commencement Address

Lieutenant Governor

Joseph E. Kernan

State of Indiana

May 17, 1998

I thought I should just get up here and say, "Tim, I agree with everything you said" and sit back down.

Thank you, Father Malloy, Your Eminence Cardinal Keeler, Bishop D'Arcy, distinguished members of the platform party, members of the faculty, parents, family members and friends, my fellow graduates — I am honored to be with you as a member of the great Class of 1998 on this day of celebration.

When Monk asked me to speak today I allowed as how I thought he was going pretty deep into the bullpen.

I was apprehensive, but looked to family and friends for support. A few days later I received a card, the same card from two different very close friends. On the cover is a beautiful photograph of an American eagle. Inside, the inscription reads — "Dear Joe, you have vision, you have fortitude, you have character ... who needs hair."

Armed with that vote of confidence I set about trying to figure out what I should say. And I realized that for me this is all about some anniversaries.

It was exactly thirty years ago that my class graduated. Imagine what it was like with 1,500 graduates — all men — sitting in 1968 where you are today. I know I can't imagine what it was like, because I wasn't here either.

When I was coming out of high school, the oldest of 8-1/2 children at that point, I was trying to decide where I could afford to go to school. My father, from whom I continue to learn (and he's here today), asked me where I wanted to go. And I said, "Notre Dame." And he said, "Well then, go. Just do what you want to do."

I took his advice to heart, in every way, and therefore did not graduate with my class. He forgot to tell me about the moderation thing.

In three weeks I will be back on campus for my 30 year reunion. By the way we will all be on the same reunion cycle together. I can't wait to let my classmates know that I, I who did not graduate with them on time, must from this day forward be referred to as "Doctor." I may end up in the lake a few times, but I figure it will be worth it.

It was 26 years ago today that I had the worst day of my life. It was ten days after I got shot down (that wasn't a real good day), and I made contact with the guy in the cell next to mine. I had, to that point, assumed that our escort had seen us eject, and that our status as prisoners would be known. He had been shot down after us and told me that our escort had lost us and we were presumed dead. I knew that I was O.K., but I could not imagine what my Mom, my Dad, Maggie and my family were going through. I cried.

My family means more to me than I would have ever thought possible. My one regret today is that my Mom is not here. We lost her to cancer just about four months ago. But I can tell you that she is with me every step every day, just as she was in Hanoi 26 years ago. In fact, I think she was probably responsible for setting this whole thing up today.

You are all here because of your families as well. If you don't do anything else today, say thank you. Thank your grandparents, who lived through the Great Depression, and fought the Big War. They set the table for the bounty we enjoy today. Thank your parents. They made the decision to make your education a priority, and make it possible for you to come to this great place. And while you're at it thank everyone — professors, coaches, friends — who made your short time here among the most memorable of your life.

And while you are thanking your friends, make a commitment that you will see each other again no less than once a year. Seven years ago, one of our teammates died. Richie Lucke, who was our centerfielder, was 43, and I had only seen him once or twice since we got out of school. A bunch of us vowed that we couldn't afford to let that happen again. We now get together at least twice a year to catch a game, play some golf, drink a beer, and just be with each other.

You have worked and played, sweated and partied, laughed and cried, cursed and prayed with some of the best friends you will ever have. Don't let each other get away.

While I can't compare this graduation to the one 30 years ago, I can compare the South Bend-Notre Dame relationship of yesterday with today. When I was a kid South Bend was a blue-collar town, losing jobs every day, and there not only was very little connection between the university and the community, there was often resentment.

Father Ted and Father Ned set about to change that. And Monk and Father Bill have taken it to the next level, making community involvement institutional. Most of you here today have been involved in some way: Christmas in April, Habitat for Humanity, the Center for the Homeless, Neighborhood Study Help. The list goes on. You have made my city a better place. You have made my school a better place. And I thank you.

About 300 of you will now take the next step, and for some length of time, give yourselves to public service. You will be here at home and overseas in volunteer, military, government, or other public service. We all thank you for that commitment.

And for those of you who will be doing a thousand other things in a thousand other places, please continue the good work you have begun here. Coach a team, mentor a child, work for United Way. Do something, something you enjoy doing. Your community will only be the kind of place that you want to live in if you make it so.



Now that things are winding down here, you're asking yourselves with greater urgency, "What will happen when I get out there?" And you may be thinking that all the good ideas are already taken, and it will be tough to make your mark.

In 1899 the Commissioner of the U.S. Patent Office, Mr. Charles Duell, said, and I quote, "Everything that can be invented has been invented."

Bill Metzger is a retired Navy captain who spent almost six years as a prisoner in North Vietnam. (In fact, Bill's roommate for about two of those years is with us today. Charlie Zuhoski was there yesterday as his daughter Joanna was commissioned an Ensign, and he's here to watch her graduate today.) When Bill ejected from his aircraft he broke the femur in his right leg. Without proper medical attention the bones grew back side by side and his right leg was three inches shorter than his left. But he knew that when he got home they would be able to rebreak his leg and set it properly. After returning he was told by the best doctors available that because the rest of his leg had adapted to the new length that they would only be able to get back an inch or so. So after several operations he was fitted with prosthetic shoes that made up the now two inch difference. He hated it. He couldn't work out and couldn't do some of the things he had dreamed of doing when he got back home.

During three and a half years of frustration he came up with an idea. He went to a Navy surgeon and told him that he wanted him to take two inches out of his good leg. Bill claims that his only real problem now is that he's under six feet tall.

There are millions of discoveries that are just waiting for you. Your tool bag is pretty full. You have gotten a great education from outstanding teachers at this extraordinary school. With all your other skills, unconstrained by prior history, you just need to look for new ways, sometimes obvious, sometimes courageous ways, to make a better life for yourself, your family, and your community.

I had thought that perhaps my job today was to give you advice. Advice and counsel based on fifty-two years of experience. Things like:

- Just do what you want to do — with moderation.
- Thou shalt not be a whiner.
- You are only as good as your ballclub.
- Stay away from the smokes, and watch out for the booze.
- Smile when you're not laughing.
- Let people get off the elevator before you get on. We've got some Grace Hall people here I think.
- Be civil.
- Don't take yourself too seriously.
- Don't cut in line or talk at a movie.
- Vote. Please vote.
- As Kipling said, "Meet with Triumph and Disaster and treat those two imposters just the same."
- Wear sunscreen, floss, and stay in shape.
- Work on your writing skills.
- Hustle.
- You and your significant other should never wear matching outfits, and no one should be permitted to wear dark socks with shorts.
- Do what you say you are going to do, and do it when you said you would do it.
- Never, ever bet against Notre Dame.
- Treat everybody — everybody — with dignity and respect.

But I'm not going to do that. Instead I would like to ask you to do just two things.

I was recently asked what I was most proud of since I have been involved in politics.

After I was elected mayor of South Bend I was advised to get my phone number out of the book because Maggie and I would be pestered to death.

Nine years ago right now, a year and a half after taking office, our phone rang at home on a Saturday morning. I wasn't there, but Maggie was. It was a lady from South Bend who explained that her son was in the Army in Germany. She had just received a call advising her that he was sick, and it

would be a good idea if she could come to see him. She had no passport, no birth certificate, no proof of citizenship, and therefore could not leave the country. She didn't know where to turn. Maggie called Terry Coleman, who worked in my office. He tracked down Mary Ann Ryback, our voter registration clerk, at Martin's Supermarket. They got the paperwork together, Terry went to this lady's home and got her registered. Certificate in hand, she was able to get on an airplane that afternoon. She arrived at her son's bedside six hours before he died.

That's what I am most proud of.

We have an extraordinary capacity to do good things. And it doesn't have to take years to accomplish, involve complicated negotiations, or demand an advanced degree.

It most often is just a simple act of kindness.

It's real easy. Just commit, with me, to doing one thing, every day, that will make someone else's life better, easier, or more fun.

Give a stranger directions, shovel your neighbor's walk, drive someone to the polls. It seems to be a recurring theme here.

Keep it simple. It usually won't take more than 60 seconds, and you can pick your spots by doing it at your convenience.

My last request is not so easy. You can't always pick your spot, and it's real uncomfortable to confront.

Seventy-four years ago today, when Maggie's dad was a freshman here, we had one of our finest moments. The Notre Dame student body met the Ku Klux Klan in downtown South Bend. The Klan had chosen South Bend for a rally to show contempt for the Roman Catholic nature of this community and this university. The confrontation was not peaceful, and by all accounts the Klan got their butts kicked.



Just a month ago some of you gathered here on campus again to protest a Klan rally that took place just 20 minutes east of here.

I believe that bigotry is the greatest barrier to our living a life where we recognize that we are all God's children, equally, every day.

Prejudice rears its ugly head relentlessly in every corner of our planet. It all starts in more complex ways with jokes, and slights, and anecdotes that may seem harmless, or so we would have ourselves believe. But as it develops it actually becomes a simpler, more deadly organism.

Eight years ago I visited Auschwitz and Birkenau. I thought my biggest problem would be reconciling my captivity with what I would feel in that place. Not a problem. I ended up being afraid because of the evil that I felt there, and the realization that it could all happen again. Intolerance, bigotry, prejudice, racism are but some of the rungs on the ladder that leads into the abyss of the Holocaust.



Elie Wiesel said: "Those who kept silent yesterday will keep silent tomorrow."

We are all smart enough to know that we need no more warnings and no more proof.

Father Matthew Walsh, president of Notre Dame in 1924, mounted a cannon in front of the courthouse in downtown South Bend after the confrontation with the Klan.

And he said: "There is no loyalty that is greater than the patriotism of a Notre Dame student. There is no conception of duty higher than that which a Notre Dame man holds for his religion or his university."

I will not be silent ever again. And I trust that neither will you.



So, my classmates, leave this place, this wonderful place, but bring Her with you wherever you go. Do good things by doing the right thing — always. Have a great time, and think about someone else every day. Be kind to friends and strangers alike. Cherish your family — every member. Be grateful for all you have been given, and share it every chance you get. Don't be afraid, just go for it!

And know that wherever you go on this earth to make a life for yourself and for others, you will find another member of the Notre Dame family to be there if you need them.

I look forward to seeing you at our reunion in 2003. Come on over to the old guys' tent and I'll buy you a beer. In the meantime if there is ever anything, anything that I can do for you, just give me a call. My number's in the book.

Thank you.

Valedictory

Timothy Cordes

May 17, 1998

Wow! I'm really grateful to be here today to speak to you. You can't imagine how excited I was, when I heard I might have this chance. But then it hit me. What do I say? Do I tell you "We all stand at the edge of a Great Frontier"? Do I tell you "We are the future"? We probably do, and we are, but this sounds so cliché. Then I began to realize that many of the ideas I had run across were clichés. By virtue of their repetition, we have grown immune to their meaning. Now this doesn't imply that they lack significance. In fact, they are probably repeated because of the seeds of truth they contain. Because we are human beings, we need to hear things over and over—because we are human beings, we need to hear things over and over—that is, before they begin to sink in. But through this repetition, we have grown accustomed to the words of these clichés, just as we have grown accustomed to elements of our lives here at Notre Dame. But as we move on, the seeds of truth within these events, ideas and attitudes, will become clear to us, and it is our duty to recognize and nourish what flourishes from these seeds.

Now we may glance over our shoulder at the Dome on the way to class. We proudly wear the insignia of Notre Dame on much of our wardrobes. But how many of us really give it a second thought? "Notre Dame" becomes a rally cry, a name to look up in the latest poll. We may have had glimpses though of the specialness of this place. For example, when we return from a long trip. You may see the Dome far off in the horizon, and for one brief instant, you realize how lucky you are to be in this place.

Now we can learn a lot from this image, and this repeated motif. As any tour guide will tell you, the Dome is one of the tallest buildings on campus, one of the tallest points. And what this reminds us is that our faith calls us to look up. To look beyond the more

mundane buildings filled with their everyday pursuits, to the Dome, and the calling of faith that it represents. Because of its height and prominence, the Dome's a landmark, reminding us that if we ever become lost in the cares and the twisting paths of this world, we know where to look to find direction.

So as we contemplate the Dome, guided by faith moving beyond our casual thoughts, we realize that it is a monument to humility, unlike so many buildings in this world. It is a monument to one woman's choice to say "yes" to God, and to let God into her life in a special way. Now we have tried to remember this humility through our service here, and it will continue in the years to come. This is because our degrees are more than the sign that we have acquired knowledge, technical competence, or intellectual prowess. They are a challenge, they are a call to service. Now this service doesn't necessarily mean that we drop everything and head off to Kenya or Honduras, although those are great ways to serve. It is an involvement in our communities wherever they are. It's even simpler than that: It's the recognition of the needs of another. And it's placing those needs before our own, as Mary did. Every time we do what is right and good, instead of what may be convenient, easy, or advantageous, we will have the opportunity to serve, to wear the insignia of Notre Dame not just on our clothes, but in our hearts. So as we move on, it will serve us well to remember this Lady, and her choice of humility to serve.

Now service is at the heart of another one of the clichés of Notre Dame: "the Notre Dame family." When I came to Notre Dame I was a little perplexed as to what it meant. But in the last four years it's become a reality in our lives. We have been surrounded by unique, kind, and talented people. These people have fostered community through simple things like reading at Mass, rounding up an impromptu game of Frisbee on the quad, or just saying "hi" to each other on the way to class. We have learned much from these people outside of the lecture

halls and the libraries. They have become our role models, our acquaintances, and our friends. As we move on we must remember to treasure these relationships. Since we are the newest members of the Notre Dame family, it will be our chance to share what we have learned through these encounters. We will become mirrors reflecting the community we have had here, to the world at large.

In addition to building community that reaches beyond ourselves, our time here at Notre Dame has built us directly. Richard Bach once wrote, "You have given your entire life to become the person that you are today. Was it worth it?" Richard is looking back, but we, we are gathered here to look to the future. So I would like to turn this idea around. How you will spend every second of every day of your life will shape you. It will shape your community and it will shape our world. The challenge is to make every second count. It is easy to grow complacent, willing to accept less than one's best, or willing to put off giving one's best for a later date. We all know what it is like when we let those deadlines creep up on us. "Hey, I've got a week to write this paper...I still have a day...I got about an hour..." But what these close calls and all nighters tell us is that our best is there. It's waiting to be tapped.

The challenge is to harness it, so that giving our best isn't a rare event, it is a way of living. No matter the task, or even the outcome, the work itself helps us grow. It is our continual choice to say "yes" to what we could be, that makes us who we are.

So I know I haven't told you much new. We have lived these ideas. We have lived the ideas of service, community and excellence in our time here at Notre Dame. They have become an indelible part of us. So we must realize that as we leave we are taking Notre Dame with us; we are not leaving it behind. Thank you.



Invocation

Laura Gaffney Holland
May 17, 1998

Good and gracious God,

As we, the Class of 1998, prepare to leave this campus to build lives and families and futures of our own, we humbly come before you to give thanks for the many blessings you have bestowed upon us and to ask for your guidance as we journey beyond Notre Dame.

As Notre Dame graduates, we give thanks for the *love* and *encouragement* of our families and for the many sacrifices they have made to provide us with the opportunity to study at Notre Dame.

We thank you Father for a university education that recognizes the *importance of faith*, and finally we thank you for the *genuine friendship and community* we have experienced here.



Having been blessed with these gifts, Lord, we ask you to *inspire* us to live up to our obligations as Notre Dame graduates.

We ask for the *strength* to not only recognize injustice, but to act against it. We ask for the *courage* to maintain firm convictions and beliefs in an age of moral relativism.

We ask for the *vision and heart* to commit to ideals and endeavors far beyond our own advancement and fulfillment.

We ask for *integrity* that we may live honorable lives, and finally,

We ask for the *grace* to always acknowledge and sustain the profound dignity of every human being.

Lord, today we are standing at a threshold, at the end of our college careers and the beginning of the next chapter of our lives. For all of our journeys, wherever they may lead, we *pray for true courage* and ask that Our Lady Notre Dame watch over us and that you may continue to bless us as we strive to fulfill our responsibilities as Notre Dame graduates.

Father, at this moment we cannot know all of the challenges that lie ahead of us, and so we pray: that *your Light* may guide us forward, that your grace may motivate us to live lives of service, that your loving hand may keep us safe along the way, and that we may know your peace as we travel on the journey that will ultimately bring us home to you.

Amen.



Laetare Medal

Sir,

By the Word made Flesh all Flesh is made holy. That is the wisdom of our faith. That is the doctrine of our Church. That is the splendor of your witness.

During a medical career which spans half a century so far, you have seen your profession undergo the earthquake of modernity. Doctors, nurses, members of religious orders, lay volunteers and health care administrators have gradually come to seem less like servants and more like wardens of life. Medicine has gradually come to seem less like a ministry and more like a commodity. A multiplicity of powerful voices increasingly insists that respect for human life need not be absolute – that some phantom authority, some moral argument, some economic consideration, some conscionable social value allows us to look upon and treat one another as things. Recent controversies demonstrate that our nation's laws give stout protection to this ominous and lethal right.

We honor you today, Sir, for respectfully insisting otherwise, for acting upon your conviction, for following in the footsteps of the physician and apostle Luke, preaching the Gospel of Life in an inhospitable land and a turbulent season.

A wealth of variegated experience – as physician, scholar, teacher, administrator, and president – has underwritten your words: You have been professor and chair of the department of medicine at the University of Kentucky Medical Center, dean of the medical school of the State University of New York at Stony Brook, and president of the Yale-New Haven Medical Center. After serving as a professor of philosophy and biology at Catholic University of America, you became a member of the Georgetown University faculty in 1982 and have directed the Kennedy Institute of Ethics, Center for the Advanced Study of Ethics, and Center for Clinical Bioethics.

In the more than 500 articles and 17 books you have written, and in the countless seminars and lectures you have given, you have explored – and sometimes celebrated – the history and philosophy of medicine, professional ethics, and the physician-patient relationship. You have consistently drawn upon the teachings of the Catholic Church, not as a regulator of your scholarship, but as its wellspring. As a physician and a teacher, you have argued and demonstrated that such virtues as fidelity, compassion, prudence and humility are not merely desirable, but normative professional attributes. For revering the gift of human life, for announcing the mystery of human life and for devoting a lifetime to human life, the University of Notre Dame confers its highest honor, the Laetare Medal, on a doctor, a teacher, a witness, on

Edmund Daniel Pellegrino
Georgetown, District of Columbia

Response

Thank you very much, Mr. McKenna. My gratitude to those who have selected me for this extraordinary honor here at Notre Dame. I especially cherish receiving this medal from this university, Our Lady's university, and in Mary's own lovely month of May, when all of nature magnifies the Lord in imitation of Mary's own Magnificat.

Samuel Johnson, with his usual perceptiveness, pointed out that humility only too often covers pride. So I will spare you the usual protests of my unworthiness for this wonderful honor. Instead, I will take the word *Laetare* seriously; it means, as you know, "to rejoice." And I'll simply rejoice in Notre Dame's charitable assessment of my life's work. I also want to rejoice on the unmerited gifts that I have received throughout my life that have enabled me to do some of these many things, some of them which are far distant from medicine, as medicine.

The first of those gifts is the gift of the faith itself. It has unified my life and centered it, giving it meaning and purpose beyond self-interest, bringing to me the full awareness of the dignity of the human person no matter who and where that person is, or at what stage in its life. The second gift I have received is the gift of a loving family who forgave my failings and my foibles, and who always have sustained my aspirations. And the third is one I want to just touch on very briefly for you the graduates – the third is the gift of a liberal education in the Catholic tradition, first (if you'll excuse the expression) with the Jesuits, then the Vincentians, both of whom taught me that faith and reason are at the foundation of true learning and that they underlie the moral use of human wisdom and human technology. It is on the strength of a liberal education that I have enabled myself to do some things which you would consider medical truancy. A university presidency, a chancellorship; these are not things to brag about, but only the fact that when one has had a liberal education one feels that one can undertake any task with some degree of order and can study the subject oneself and learn on the job as I did every single time.

Now you who graduate from Notre Dame today have also been given this gift. It is your duty, if I can be the ethicist for just a moment now, to nurture that duty, because no matter what field you enter, whatever activity you'll do, however you'll make your living, you will need both faith and reason to give witness to the truth. Never, as you've already heard, in human history have the challenges to our moral compasses been so powerful. In bioethics, which has been my concern for some thirty years now, the whole notion of the sovereignty of God over human life and over the dignity and worth of each life is under serious attack. Whatever your field you cannot avoid decisions about how to use our unprecedented power, of our new biology and our new medicine, from the making of designer babies, to the manufactured human embryos for research purposes, to the ending of human life at our own will. And of course, that famous cloning.



We are a generation who is challenged to understand truly what it means to be made in the image of God when a protagonist of cloning takes that to mean that we must become God. How will you respond to that challenge? As a scientist myself I know the temptations, the urge to do whatever it is, whatever we can do, because we can do it. Yet how do we bring this back within the constraint not only of human reason, but human morality?

My prayer for you is that you will use the gift you have been given to make this a less selfish world, to reach out to the very very young, the very very old, the poor, the alien, the disenfranchised, those who are less valued in our utilitarian society, to protect them in your actions, and in the society you fashion. I hope you will see that some knowledge of bioethics will be essential to you in whatever field you may be because in your own life you will have to make these decisions. Those with a Catholic liberal education must hold the sovereignty of God to be unsailable. And you must give witness, both in reason and faith, to the twin settings of the faltering moral compass we now possess. And those settings are the settings of reason and faith complementing each other.

But let me now just end by asking you to rejoice again. Let us use the word *Lactare* — rejoice in this beautiful day that the Lord has made for you and for me. For you, to celebrate your graduation, and I commend you upon it most sincerely. For me, to celebrate my honor, and to celebrate becoming part of Notre Dame, hoping that my colleagues at Georgetown will be kind when I return. Because I have always wanted to be a part of Notre Dame, and I've done it now without having to work for it at all. God bless you.

Staff Awards

May 18, 1998

1998 SPECIAL PRESIDENTIAL AWARD

His family is his proudest accomplishment, but he excels in many areas. He has served his country, South Bend community and Notre Dame with distinction and with a real sense of professionalism. He gives freely of his time for volunteer efforts on behalf of the area Catholic Schools. Often the first University official to arrive at difficult, sometimes tragic situations he can be relied upon to say and do the right thing. He is referred to as a "Cop's Cop." Soft spoken, mild mannered and gentle, he can be tough and firm when he needs to be; steady, stable and even-keeled, he is a can-do type of person who accomplishes whatever task is entrusted to him thoroughly and efficiently. He often shares his gratitude for being at such a special place as Our Lady's University and exemplifies those shared values on a daily basis.

We are pleased to honor an ex-marine, the former Chief of Police of South Bend, this husband and father of five and our Assistant Director of Security

Chuck Hurley

1998 SPECIAL PRESIDENTIAL AWARD

She is a perfectionist who has maintained a long standing tradition of getting things done in a timely, efficient and accurate manner. Her work is exceptionally detailed and mistakes, even simple ones, may hurt students, families, high schools and Notre Dame. She always demonstrates the highest degree of integrity, honesty, caring, reliability and loyalty. For 29 years she has been the cornerstone of Notre Dame's admissions office and her dedication to the task is phenomenal. Each of the 29 enrolled incoming classes with which she has been involved is special and each one shows evidence, in an important way, the spirit, hard work and dedication of

Josie M. Jeffries

1998 SPECIAL PRESIDENTIAL AWARD

She can be best described as Notre Dame's good humor person, welcoming customers to her service center, first in the Main Building and now in Grace Hall, with a smile that has never faded over 15 years. Friends with the great and small at Notre Dame, she sports a cheerfulness matched only by the dependability and efficiency with which she carries out her responsibilities. Her contributions stretch beyond the campus, with the Homeless Center in particular being a beneficiary of her volunteer hours. Respected by her peers and by students, she was a charter member of the Staff Advisory Council and is a fellow of Lewis Hall. Her outfits sometimes overmatch the dress code, but no one's loyalty to Notre Dame is deeper.

We honor

Amy Tremel



**1998 SPECIAL PRESIDENTIAL
AWARD**

This person has served Notre Dame for almost a quarter century and for the last 15 of those years he's been "wired." He makes connections for faculty and students alike and his advice ensures that even "terminal" situations come out right. Whether your preference is PC or M-A-C, you can count on him if you're in E-N-G. He is definitely user friendly, always available for consultation, offering professional expertise with a smile and is a real pleasure to work with. His professional knowledge, performance and helpful demeanor is nothing short of outstanding. A man deeply devoted to family and church, his exemplary personal qualities embody the values of Notre Dame.

For his commitment to Our Lady's University we honor the Director of the Engineering Computer Center

Paul Go

**1998 SPECIAL PRESIDENTIAL
AWARD**

Her analytical and creative skills are continually focused on finding new efficiencies for a process which is known at most institutions for its bureaucratic red tape and inflexible regulations. Her leadership in reducing such road blocks has not only won her the praise and admiration of her fellow workers, but has contributed significantly to the outstanding national reputation of the Office of Student Financial Services she serves so well. Her successful leadership in administering the federal government's Quality Assurance Program was cited this Spring in Congress and was similarly honored on a national level by the Student Loan Marketing Association a year earlier with a \$5,000 award to the University. Her strong leadership skills have been recognized in her recent promotion to an Associate Director.

For her devotion to the students at Notre Dame in helping them finance their studies, for the energy she provides the office she so loyally serves and for the leadership role she plays at the University, we recognize

Susan L. Brandt

**1998 SPECIAL PRESIDENTIAL
AWARD**

Behind the scenes of every construction project there is a go-to person crossing "T's" and dotting "I's." She maintains contract files on 10 different architectural firms and 14 construction companies performing work on 28 separate projects. During the last 12 months she has ensured that proper contracts have been executed, insurance requirements have been met, verified that work has been completed to the satisfaction of the project managers and paid out \$70 million to architects and contractors. As projects near completion she meets with building occupants to determine furniture needs, arrange for deliveries and has even been seen in blue jeans and sweat shirt installing the furniture. With a smile and positive attitude she organizes moving day activities, hiring the moving company, telling people what to pack, scheduling when people move in and even helping hang pictures. She is indeed a real "moving force."

Tonight we honor

Kathy Kinney



Faculty Awards

May 19, 1998

1998 REV. PAUL J. FOIK, C.S.C., AWARD

Since 1974 this dedicated librarian has never settled in his quest to be a campus information leader. A superb and relentless reference librarian, a knowledgeable and articulate speaker, he has spoken on the local, state, and national level on issues such as: "Preparing for the Electronic Library," "Government Censorship," and "Public Access to Government Information". On campus, he alerts students, faculty, and administrators of the Library's potential to extend the student's educational experience by offering the skills needed for life-long learning. Boldly switching areas of expertise in mid-career, he is now leading Notre Dame's electronic library—the Business Information Center. A librarian, whose vision and voice are known on campus and across the nation, the 1998 winner of the Paul J. Foik Award.

Stephen M. Hayes

1998 JAMES A. BURNS, C.S.C., GRADUATE SCHOOL AWARD

This year's recipient has done much during his twenty-two year tenure at Notre Dame to foster an environment supportive of research; indeed, his story mirrors Notre Dame's emergence as a modern research institution. Brought here from the National Science Foundation in 1976 to head the Center for the Study of Contemporary Society, he has contributed to graduate education through his scholarship, his teaching and mentoring. For the past three years as director of Graduate Studies in the Department of Government and International Studies, not

only has he successfully recruited top graduate students but has established a placement record envied throughout the discipline. To recognize the contributions of this scholar, teacher and administrator to graduate education the University of Notre Dame du Lac confers the 1998 James A. Burns, C.S.C. Graduate School Award on

David Calhoun Leege

1998 JAMES A. BURNS, C.S.C., GRADUATE SCHOOL AWARD

A prolific scholar, this recipient has fostered an environment for creative research in his department. Upon becoming chair in 1988, he undertook a rigorous internal review of the graduate program and, unsatisfied, began a complete overhaul. Working with the faculty and a reorganized Graduate Studies committee, he completely restructured the program, changing its emphasis from the master's degree to the Ph.D. This focus necessitated the restructuring of the entire graduate curriculum, a more aggressive recruiting strategy and the raising of standards for admission. He also developed the research infrastructure of the department by obtaining support from various corporate foundations. The result is that Fitzpatrick Hall now has state-of-the-art research laboratories. Accomplishing these goals required both leadership and vision, and a deep and abiding commitment to graduate education. To recognize the contributions of this scholar, teacher and administrator to graduate education, the University of Notre Dame du Lac confers the 1998 James A. Burns, C.S.C. Graduate School Award on

Thomas J. Mueller

1998 JOHN "POP" FARLEY AWARD

With her sense of humor, common sense and spiritual energy, this woman of many gifts came to campus to become a rector a decade ago. From the start, her pastoral presence and positive outlook on life attracted many. She made ministry look easy. Students sought her out, whatever the hour. Her dedication has won her their trust. During her tenure, her infectious energy and enthusiasm served her well as she accepted the responsibility and challenge of opening not one but two new residence halls, creating in each one whole new student communities in the Notre Dame tradition. She holds the respect and affection of her professional colleagues and a long line of women from Siegfried and Welsh Family Halls. Therefore, in the spirit of Reverend John Francis Farley, CSC, we honor this woman, a Sister of Holy Cross, who has served so many so well at Our Lady's University

Sister Maureen Minihaue, C.S.C.

1998 THOMAS J. MADDEN TEACHING AWARD

This year's Thomas J. Madden Teaching Award has two winners — Michael Chetcuti and Dennis Jacobs. Faced with the difficult problem of a high attrition rate in one of the first year curriculum's largest and most difficult courses, these two professors brought their energy and imagination to bear on the problem. They identified those factors which place students at risk and established an instructional support system which involved those students in collaborative learning enterprises. The results have been impressive. The attrition rate has been halved and test scores significantly improved. Students remark on the personal interest these professors take in their classes and the enthusiasm and effectiveness of their teaching style.

Michael J. Chetcuti
Dennis C. Jacobs

1998 REINHOLD NIEBUHR AWARD

A 1953 Notre Dame graduate, Lee returned to his alma mater in 1976 as the first chaired professor in the College of Business. Much of his work over the past twenty years has been directed toward the area of social justice. His specific research has focused on the ethical responsibilities of multinational enterprises with operations in developing countries. His articles and books have addressed the nature of that responsibility and the issues arising from its implications. An award-winning teacher, his classes in international financial management have been profoundly shaped by his continuing research on the ethical responsibilities of these firms. A Faculty Fellow at the Kellogg Institute for International Studies and the Kroc Institute for International Peace Studies, he was recently cited as one of 42 leaders in a book on Christian Leadership published by the Ave Maria Press.

Lee A. Tavis

1998 GRENVILLE CLARK AWARD

This couple's willingness to provide support and assistance in the most gracious manner sets an example for us all. Their efforts on campus cover a vast spectrum of needs, from pre-Cana counseling to providing a support structure for aging priests. They carry this commitment to serve into the greater Michiana area. Whether it is as president of the Parish Council, as a volunteer nurse, whether it is doing physical labor, or lending their support to the elderly, the ill, or the shut-in, their eagerness to serve makes Notre Dame and the surrounding community a better place. The University takes great pleasure in recognizing the efforts of

Jerry and Marge Marley

1998 FACULTY AWARD

This year's Faculty Award winner came to Notre Dame seventeen years ago and has poured his phenomenal energy into distinguishing himself in the academic arenas of scholarship and teaching. In recognition of the creative and rigorous methodologies he has developed to advance our understanding of human nature, he was simultaneously elected president of two divisions of his national professional organization. In addition to developing a highly innovative course integrating scientific principles with issues of current and future importance to college students' lifestyles, he is widely appreciated for his efforts to introduce the life of the mind in students' social activities, whether it be discussions of free will over dinner at his house on a Friday evening or discussions of fantasy-prone personalities while eating pizza with 75 undergraduates on campus. As a prototype of the teacher-scholar, we honor the winner of the 1998 Faculty Award

George S. Howard

1998 PRESIDENTIAL AWARD

For the past fifteen years, this specialist in Modern Chinese History has brought ideas, energy and experience to our University. First, in the Department of History she taught courses in Asian Studies and International Relations and served as Director of Undergraduate Studies. As Associate Dean since 1991, she has turned 101 O'Shaughnessy Hall into an efficient Office of Undergraduate Studies to serve the needs of the students of our largest college. Whether traveling to Taiwan to renew her studies of Chinese history or to Purdue for a workshop on conflict resolution, she brings with her a desire to learn and improve. She has earned the respect of her colleagues for her scholarly work and that of administrators and students for fostering an open, caring and supportive approach to undergraduate education. We recognize

Dian H. Murray

1998 PRESIDENTIAL AWARD

This daughter of the South, an acclaimed and fastidious chronicler of its families and foibles, after a period of seasoning up North in the New York literary world, set her sights on new horizons in our Midwest and has quickly become a leading personage at the University. We honor tonight the founding editor of one of Notre Dame's newest national literary journals, the guiding spirit of the expansion of the graduate creative writing program, a tireless — literal and figurative — Catholic Worker, for her service on both University committees and in the local community, the mother of a future Domer, a writer who continues to be a nationally influential literary critic, a prolific novelist of integrity and illumination, one who all the while lights up her colleagues' and students' world with her smile, wit, electric energy, her reassuring and inspiring presence and friendship.

Valerie L. Sayers

1998 PRESIDENTIAL AWARD

After seven years of exemplary service in the Law School's administration as Associate Dean, his leadership, energy, planning, and attention to detail continue to elicit high praise and marvel from his colleagues. And the dedication he has brought to the Law School is matched detail for detail, passion for passion, commitment for commitment in his actions as Chair of the Rhodes Scholarship Committee and in his church membership. A graduate of Vanderbilt and Yale, a Rhodes Scholar and former clerk to the Chief Justice of the United States, a teacher on whom students and colleagues bestow the highest praise, a scholar who has recently completed a judicial biography, we honor

Walter "Jack" Pratt

1998 PRESIDENTIAL AWARD

Since coming to Notre Dame her impact on the University community has been substantial. She is an outstanding faculty member in all areas and possesses unmatched devotion to her students. An internationally renowned researcher and sought after keynote speaker, she has been described by others as a "treasure." Her desire to create and willingness to lead in new academic initiatives not only sets a high example, but makes us all better as a result. It is with great pleasure that we honor this chemical engineer and Presidential Award winner

Joan F. Brennecke

1998 PRESIDENTIAL AWARD

This Double Domer returned to serve Notre Dame with success as teacher, scholar, and administrator. During his nine years as Department Head, he has been described as being pleasantly aggressive while effectively getting things done. He has taken seriously the Catholic character of the University and has labored tirelessly to promote the overall mission of the University. Known for his quiet humor and loud neckties, he is a world-renowned expert in coding theory, having co-authored the most popular textbook in Error Control Coding in the last fifteen years. A Fellow of the IEEE, he has served as the President of the Institute's Information Theory Society. He brings international visibility to the University, and, for many of his colleagues, Notre Dame is identified with the name of

Daniel J. Costello

1998 PRESIDENTIAL AWARD

Notre Dame's incredible success in developing its foreign study programs would not be possible without this dedicated and insightful leader. Because of her efforts, Notre Dame is now one of the top two American research universities with study abroad programs. She has consistently brought her wisdom to bear in selecting students for these programs, just as she has in offering advice in areas that range from developing curricula to arranging travel details. Most recently she is bringing her unflagging enthusiasm and imagination to Notre Dame's newest program in Ireland with University College Dublin.

Claudia S. Kselman

1998 PRESIDENTIAL AWARD

We take great pleasure in honoring this longtime faculty member who has been a friend, colleague, mentor, respected teacher and role model in the Notre Dame community. For years he has faithfully attended these year-end dinners and then left the next morning to the Boundary Waters for canoeing, camping, and portaging between lakes during the day and cigars and camp fires at night. This distinguished professor earned a reputation among physicists when he won a high stakes poker game in Las Vegas. His knowledge of statistical measurements surely helped his hand then, just as his knowledge of nonlinear dynamics continues to make his canoeing more fluid. Known for his wit, his wise counsel, and his sure hand at steering the Physics Department, we honor

Gerald L. Jones

1998 REV. WILLIAM A. TOOHEY, C.S.C., AWARD

The 1998 recipient of the Reverend William A. Toohey, C.S.C. Award for preaching has engaged in multicultural ministry for five years at Notre Dame. As director of special activities in the Office of Campus Ministry, he has worked closely with Hispanic students. He has been involved in a Hispanic Mentoring program in South Bend and in the annual Coachella Seminar co-sponsored by the Center for Social Concerns and Campus Ministry. His presence at the weekly Mass in Spanish, Hispanic Freshmen Retreats and many other activities offers him opportunities to share thoughtful reflections. He presides and preaches often at the Basilica of the Sacred Heart and in residence halls. He has organized material to assist homilists to focus on life issues during the month of October. Whether proclaiming God's Word in English or in Spanish, our recipient challenges young men and women to continue to discover ways in which the Gospel can permeate every aspect of their lives.

Patrick M. Neary, C.S.C.

Faculty Promotions

To Emerita or Emeritus

*Nripendra N. Biswas
Physics

James J. Carberry
Chemical Engineering

Frederick J. Crosson
Program of Liberal Studies

Sr. Elaine DesRosiers, O.P.
Educational Media

Kenneth L. Grant
Mathematics

Rev. Robert L. Kerby
History

Rev. Patrick H. Maloney, C.S.C.
Music

Cecil B. Mast
Mathematics

Robert C. Miller
University Libraries

A. Lewis Soens Jr.
English

Edward Vasta
English

Kwang-Tzu Yang
Aerospace and Mechanical
Engineering

* deceased

To Associate Professional Specialist

William C. Boggess Jr.
Chemistry and Biochemistry

Melanie E. DeFord
Chemistry and Biochemistry

Caroline J. Domingo
Helen Kellogg Institute
for International Studies

Rev. P. Timothy Fitzgerald
Center for Pastoral Liturgy

Sr. Mary Louise Gude, C.S.C.
Romance Languages and Literatures

Stephen R. Moriarty
Snite Museum of Art

To Professional Specialist

Bruce C. Auerbach
Film, Television and Theatre

Thomas M. Barkes
Film, Television and Theatre

To Associate Librarian

Fernandre D. Boze
University Libraries

Marina B. Smyth
University Libraries

To Associate Professor and Tenure

John H. Adams
Biological Sciences

Doris Bergen
History

Julia M. Braungart-Rieker
Psychology

Danny Z. Chen
Computer Science and Engineering

Edmundo Corona
Aerospace and Mechanical
Engineering

Alejandro Garcia
Physics

Kristine L. Ibsen
Romance Languages and Literatures

S. Blake Leyerle
Theology

Chao-Shin Liu
Accountancy

Kali P. Rath
Economics

John E. Renaud
Aerospace and Mechanical
Engineering

Hsing-Mean Sha
Computer Science and Engineering

Peter H. Smith
Music

Leopold Stubenberg
Philosophy

Dean W. Zimmerman
Philosophy



To Tenure: Associate Professor

Anita E. Kelly
Psychology

Robin F. Rhodes
Art, Art History and Design

To Professor

Gary H. Bernstein
Electrical Engineering

Kathleen A. Biddick
History

Joseph Bobik
Philosophy

Joan F. Brennecke
Chemical Engineering

Robert D. Bretz Jr.
Management

Christopher S. Hamlin
History

David M. Lodge
Biological Sciences

Joseph E. O'Tousa
Biological Sciences

Walter F. Pratt Jr.
Law School

To Endowed Professor

Edward J. Conlon
Edward Frederick Sorin Society
Professor of Management

Scott E. Maxwell
Notre Dame
Professor of Psychology

John H. Van Engen
Andrew V. Tackes
Professor of History

Michael C. F. Wiescher
Frank M. Freimann
Professor of Physics



Faculty Senate Journal

January 21, 1998

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 Prof. Hemler to offer a prayer. The Journal for the meeting on December 10, 1997 was presented and unanimously approved with some editorial corrections.

Prof. Detlefsen then made his Chair's Report, which is printed as Appendix A of this Journal.

The Chair covered three areas of concern, all of which had been brought to Prof. Detlefsen's attention by faculty members, not on the Senate.

1. It has been reported that the faculty locker rooms and exercise facilities in the Joyce Center will soon be dramatically altered and/or reduced in size. The Chair asked Prof. Hemler and the Benefits Committee to study this issue and make a recommendation to the Senate.

2. The Chair received a formal request from a faculty member to investigate the possibility of including support for fertility therapy and adoption expenses in the overall fringe benefits package for faculty. This colleague offered some supporting reasons for the request, and asked that the Senate consider this request and bring a recommendation to the Senate if warranted. The Executive Committee will review this request and assign it to a standing committee for consideration.

3. There has been a very significant number of inquiries from faculty in the College of Arts and Letters expressing concern over the Dean's proposal on merit pay increases. The Executive Committee will review this issue to determine what committee, either Standing or Special, should review this concern. The aim will be to obtain a precise description of the Dean's exact proposal, and after this occurs, to make a reasoned assessment of it and

then try to formulate a system of University-wide standards to be used in the reckoning of merit pay increases across the campus. Thirdly, the appropriate committee will try to arrive at a means by which the fairness of the merit pay increases can be assessed, and fourthly design a workable procedure by which faculty can effectively challenge a merit pay decision.

Prof. Godmillow expressed that the Dean's program was more than a proposal, and that the Faculty Senate should respond rapidly to this issue. Prof. Detlefsen responded by reporting that the Dean's email to all Arts and Letters faculty was not precise enough to be effectively evaluated. Prof. Detlefsen then asked that if Senators have specific proposals that they would like considered, that they pass them to the Chair in a timely manner. Additionally Prof. Detlefsen reported that more than 25 faculty members had contacted the Chair about this issue.

Prof. Detlefsen then asked committee chairs to give their reports:

Academic Affairs. The Chair, Prof. Gregory Sterling, reported that his committee has been planning their spring activities, specifically three items:

1. Trying to refine their proposal for making improvement in the University's standing in the US News and World Report college rankings, with the goal being to ascend into the top ten.
2. A meeting has been scheduled with Prof. Jennifer Younger, Director of University Libraries, concerning electronic services of the Library.
3. A meeting has been scheduled with Prof. Jeff Kantor, Vice President and Associate Provost, concerning the shortage of faculty office space.

Administration of the University.

The Chair, Prof. Clive Neal, reported that his committee had nothing to report to the Senate at this meeting.

Student Affairs: The Chair, Prof. Ava Preacher, reported that her committee had nothing to report.

Benefits. Prof. Michael Hemler reporting for the Chair, Prof. Kathleen DeLanghe, reported that their committee had a meeting with Mr. Roger Mullins, Vice President for Human Resources, and Ms. Rita Winsor, Assistant Director of Human Resources, concerning the University's birth control policy. The goal was to better understand the current and future policy. In more than 95% of the cases where a doctor prescribes birth control treatment for a medical condition rather than to avoid pregnancy, the request is approved for coverage without consulting additional people. In the remaining cases Mr. Mullins consults with an applicable person who is an expert in the church's social moral teaching. This happens when the cases are not clear, such as in-vitro fertilization. Only the doctor involved determines the length of time for treatment that will be covered. If no reevaluation is needed, the coverage will continue indefinitely. If a reevaluation is necessary, coverage will stop unless the reevaluation is completed. In regard to future policy, there are no plans to establish a committee to make these reviews unless the university community feels that such a committee is required.

The Committee will continue looking into TIAA/CREF issues and will explore the faculty locker room issue.

Select Committee for Political Action. Professor Bayard reported that the committee will send surveys to Indiana institutions of higher learning about February 1, asking whether they have any current structure similar to that the committee envisions, and if not, if they would be interested in participating in such an alliance.

Select Committee on Foreign Visitors. Prof. Detlefsen reported that the committee is forming a questionnaire to send to the faculty.

NEW BUSINESS

Prof. Detlefsen reported that any Senator who has comments concerning the draft letter by the Committee on Administration of the University in response to the President's address to the

Faculty Senate, should send their comments to the Chair of the Committee on Administration of the University.

Prof. McBrien presented a memorial resolution (Appendix B) in honor of Prof. John Howard Yoder, 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 Chair of the Department of Theology, the Dean of the College of Arts and Letters, and to representatives of the Mennonite community in Elkhart and Goshen, Indiana.

At 7:29 p.m., the Senate was placed in recess.

At 7:32 p.m., the Senate was reconvened to welcome Prof. Nathan Hatch, Provost. Prepared questions submitted to Prof. Hatch are included as Appendix C. The transcript of this portion of the meeting is included as Appendix C.

At 9:10 p.m., adjournment was called for and agreed on.

Respectfully submitted,

Russell A. Pickett
Co-Secretary

Appendix A

Chair's Report, Mtg of 1/21/98

There are three items to report tonight, all of them concerns expressed by faculty not on the senate. They were brought to me as possible items of consideration and action by the senate. I have already referred one of them to the Benefits Committee for further investigation. The other two I will be taking up with the executive committee to determine an appropriate response.

(1) The first concerns exercise facilities for faculty. It has been reported that in the near future there will be a significant decrease in the size and perhaps also the quality of locker room and/or exercise facilities for faculty members. I have asked the Benefits

Committee to look into these reports, first to determine their accuracy and, secondly, if they are accurate, to recommend an appropriate course of action.

(2) The second concerns a formal request from a faculty member to investigate the possibility of including support for fertility therapy and adoption expenses in the overall fringe benefits package for faculty. The faculty member submitting the request offers several reasons for its adoption and asks that, after appropriate consideration, discussion and possible modification by a standing committee, it be brought before the senate for action. As mentioned, I will be taking this proposal up with the executive committee to determine a proper response.

(3) The third and final item concerns a veritable landslide of requests from faculty in the College of Arts and Letters for a proposal on merit pay increases. As you may know, the Dean of the College of Arts and Letters has recently announced a plan for merit pay increases within the college. The issue is difficult and complex, but we have been asked by many members of the faculty to (a) study the Dean's plan and make a reasoned assessment of it, (b) to try to formulate a system of university-wide standards to be used in the reckoning of merit pay increases, (c) to try to arrive at a reasonable means by which the fairness of merit allocations may be assessed and (d) to try and design a workable procedure by which means faculty can effectively challenge a merit pay decision when they believe or suspect that it is unjustified. This is, of course, a very tall order, perhaps more than we can reasonably hope to accomplish this semester. Nonetheless, the issue is a serious one and one that deserves the senate's full consideration. I will therefore be taking the matter up with the executive committee to determine a course of action.

This completes my report.

Appendix B

Memorial Resolution in Honor of John Howard Yoder

WHEREAS John Howard Yoder was a part-time and then full-time professor of Christian Ethics in the Department of Theology since 1967 and a Fellow of the Joan B. Kroc Institute for International Peace Studies since 1986; and

WHEREAS John Howard Yoder served as chair of the Faculty Senate at the University of Notre Dame in the academic year 1985-1986, as chair of the Senate's Committee on the Administration of the University in 1983-1984 and again in 1986-1988, and as chair of the Academic Affairs Committee in 1990-1991; and

WHEREAS John Howard Yoder served as professor of Theology at Goshen Biblical Seminary, Elkhart, Indiana, from 1965 to 1984, and as its president from 1970 until 1973; and

WHEREAS John Howard Yoder served as president of the Society of Christian Ethics in 1987-1988; and

WHEREAS John Howard Yoder was the author of several major works of Christian Ethics, including *The Politics of Jesus*, published in 1972 and translated into at least ten languages; and

WHEREAS John Howard Yoder was active in relief efforts in Europe on behalf of the Mennonite Central Committee following the Second World War, as an active member of the Mennonite Board of Missions, and in many other voluntary activities on behalf of peace, the poor, and the powerless; and

WHEREAS John Howard Yoder died suddenly in his faculty office in Decio Hall on December 30, 1997, the day after he celebrated his 70th birthday with his family;

BE IT, THEREFORE, RESOLVED that the Faculty Senate of the University of Notre Dame express its deepest sorrow on the occasion of the death of John Howard Yoder, a respected colleague,

an internationally distinguished theologian, and a former member and chair of this body; and

BE IT FURTHER RESOLVED that the Faculty Senate extend its profound sympathy to the family of John Howard Yoder, particularly his wife Anne Marie and their six children, Rebecca, Martha, Daniel, Elisabeth, Esther, and John-David, to his colleagues and students in the Department of Theology, to his many associates in the Mennonite community, and to the countless beneficiaries of his writings and good works all around the world; and

BE IT FURTHER RESOLVED that the Faculty Senate observe a moment of silence in his memory; and

BE IT FURTHER RESOLVED that copies of this resolution be sent to his beloved wife, Anne Marie Yoder, to the chair of the Department of Theology, to the dean of the College of Arts and Letters, and to representatives of the Mennonite community in Elkhart and Goshen, Indiana.

Passed unanimously
January 21, 1998

Appendix C

Provost's Address to the Faculty Senate January 21, 1998

I thank you very much for the invitation to be with you. I welcome the opportunity to discuss a broad range of issues. The questions you submitted are thought provoking, so rather than beginning with any prepared statement, I will simply address the questions. We should also have time for plenty of discussion. There are a number that deal with issues of budget, so I will deal with those first; then there are a cluster that deal with issues of space; and there are about three discrete questions at the end. The first question has to do with faculty salaries. Please refer to the handout before you.

(Question 1: The most recent report of the "Economic Status of the Academic Profession," used by the *US News and World Report* assessment of academic institutions, ranks Notre Dame 16th for salary compensation (avg. \$71,300 for all ranks) and 24th for total reimbursements including benefits (avg. \$87,500 for all ranks). Will this enable us to maintain the caliber of faculty we now have and to attract the best faculty for new and replacement appointments in the future? Is this an appropriate compensation strategy for a university which, in the language of the Colloquy, wants its faculty to "meet standards at least equal to those of the top 25 universities" but is as yet nowhere near that level in the vast majority of its departments?)

Notre Dame's stated goal about faculty compensation is to remain within the top twentieth percentile of AAUP institutions. That's about 190 institutions as you can see from this list, and each decile is about 19 schools. Our stated goal is to remain, in this case, among the top thirty-eight schools. Presently we are 16th. We are actually in the top 10% in average faculty compensation. This puts us in a very strong competitive position. Ten years ago, during the academic year '86-'87, we ranked 39th in salaries, six years ago we ranked 26th, and in '95-'96 we were 20th. In terms of overall compensation, we ranked 24th. Total compensation depends on a number of factors including the local market for health care and the cost of tuition benefits. At the core, our salaries are determined in competition with other universities for the best faculty. I am convinced that our current salary structure is immensely competitive to recruit and keep the best faculty. I cannot think of a single instance in recruiting that we have lost a candidate for primarily salary considerations. And I have supported the aggressive actions with Chairs and Deans across the University to sustain competitive salaries with other universities when they attempt to lure people away. In addition to supporting the overall level of salaries, we should be sensitive, college by college and department by de-

partment, to what we must do to remain competitive. Our overall competitive position does not necessarily mean in any given place in the University we are competitive. Let me go on to say that I think competitive salaries are necessary but not sufficient grounds for recruiting and keeping good faculty. In Science and Engineering, the capitalization of laboratories and the realization of adequate laboratory space are often more pivotal, since my experience is that entering salaries are about the same from university to university. Across the University, spousal hiring remains a challenge given Notre Dame's location in a Midwestern town rather than a metropolitan center. I have seen faculty want to come to Notre Dame very much but not be able to wrench themselves from the libraries of Boston, the culture of Berkeley or the coffee houses of Ann Arbor. What is imperative for us at Notre Dame, I think, is to foster this place as a vital academic community, a place for engagement and for reflection of serious conversation and interaction. In the end it will be the quality of academic life in departments and centers and overall in the university that will be the "acid test" of whether faculty, better than ourselves, will choose to come and make this their academic home. In short, we must keep our salaries competitive and work to create a dynamic, intellectual mecca in this place. We also need to continue to strengthen our efforts to make the faculty more diverse.

Prof. Godmillow: Is it also your concern to straighten out gender inequities concerning salaries?

Prof. Hatch: There have been two studies about gender equity in salaries over the last five years and certain corrections have been made. I think we are in good shape on that score. Of course it is an issue that deserves ongoing attention.

(Question 2: What progress has been made in raising funds for the 150 chairs envisioned by the Colloquy 2000? Is there a master strategy for the allocation of these chairs throughout the university?)

Is there also an articulated common standard of academic accomplishment that will be applied across the university in the filling of these positions?)

Since becoming Provost, I have invested considerable time in working with the Development Office to insure that the academic goals of the Colloquy are achieved. I think I probably spend as much time on the [Generations] Campaign as on anything because its success is so critical to all of what we do. A year ago I convened a task force, which meets monthly, between the Provost's Office and that of Dan Reagan, Director of Development, and a number of his staff to brainstorm about how we could better address academic fund raising. The first agenda of that group, a year ago, had to do with chairs because, at that point, out of a goal of about \$150 million we had raised less than \$20 million. I am delighted at the response that we've received. The Development Office has made this a very high priority; and as of today, we are over \$50 million out of a goal of \$150 million. There is still a long way to go, but the University has made chairs a central priority. The best news in this area is that an anonymous donor is giving \$8 million to create six chairs across the University, one in each College and also in the School of Architecture. That is a marvelous gift. Some of it is being realized immediately. For instance, one of these positions is supporting a search for a new chair in the English Department in Middle English.

The Development Office is working very hard on raising money for chairs. I had a meeting today dealing with the Development Office on one chair, a phone call about a second, and an e-mail about a third. While achieving our ambitious goals in this area will be difficult, I think we are making good progress.

Let me just make a few comments about success to date in other parts of the Campaign. Overall, the University has met about 50% of its goal for undergraduate scholarships. For the Library, we have also achieved half of the goal, \$14 million out of a goal of

\$29 million for collections. There are big areas of need with respect to buildings. The Science Teaching Facility is about half way towards a goal of \$60 million. The Performing Arts Center is now in place and the planning committee is now at work. The task force for academic fund raising has also been working on how the University can raise academic support for individual academic departments. This will involve a lot of brainstorming. We are looking to create endowed funds to enhance the work of departments — faculty research needs, undergraduate research experiences, or teaching initiatives.

One of the great success stories in recent years is the new endowments for library collections. In the main library concourse, one can see the display of plaques recognizing these collections. Last fall nineteen new endowed library collections were inaugurated and that kind of momentum continues.

There is no master plan for the allocation of chairs. We will try to comply, certainly, with the general guidelines for new faculty positions which the Colloquy lays out, although there are new conditions and priorities that emerge as time passes. A precise guideline is difficult for at least three reasons. For one thing, recruiting the best faculty is always a dynamic thing and sometimes unforeseen opportunities become available. Secondly, donors often are independent in their thinking and often give funding to departments and colleges in which they have a keen interest. There is also another interesting issue and that is the dual role that endowed chairs serve. On the one hand, a chair provides the highest distinction for faculty. On the other hand, endowed chairs are a major strategy by which we are trying to increase the number of faculty positions. The Generations Campaign calls for about 100 chairs - 50 at \$2 million, that is senior chairs, and 50 Collegiate chairs, at \$1 million apiece. The long-term goal, then, is to have a greater percentage of the University's faculty in endowed positions.

Is there an articulated common standard for filling chairs? The clear as-

sumption in filling chairs is that a faculty member has achieved a level of scholarly distinction, is recognized by peers inside and outside the University. The Academic Articles require a review committee from outside a given department and including at least one endowed chair. Typically I think Deans use committees which are made up principally of other endowed chairs. Filling chairs is a dynamic process sometimes used to recruit faculty, sometimes to retain a scholar being recruited by universities better than ourselves. The process involves extensive consultation but it is certainly not scientific or precise.

Prof. Sheehan: I would like to back it up to a question that, in part touches on [question] number two as well as number one. In terms of funds to run the department, one thing that struck me as I review the typical AAUP salary is that when you compare, let's say, Notre Dame to the Big Ten, Northwestern is the only school in the Big Ten that is in your list that is above us and Michigan is the only school in the Big Ten that's in total. When you look in particular at the College of Business and compare us as a College of Business to the rest of the Big Ten, in fact, we end up well below the median but among the mean of the Big Ten. Could you elaborate on how to raise everyone up to a particular percentage or do you have the perception that different departments should have different strengths and weaknesses or should be of different qualities as well, if you intend to move everyone up, how you intend to bring up the laggards?

Prof. Hatch: We have to address this issue department by department, college by college. It is clear that, like it or not, competitive salaries in certain fields like Finance are very expensive. That is true at entry level and also in hiring senior people. I think our goal has to be to make sure salaries are not the principal issue in hiring, but that salaries remain competitive. Our greatest challenge for competitive salaries is in the Colleges of Business and Law. Over time, appropriate adjustments should be made.

Prof. Sheehan: I guess I was looking for something slightly more concrete.

Prof. Hatch: I talked to the new Dean of Business about addressing certain kinds of situations. I don't think as a University we want to get into department by department comparisons where we're going to bring everyone in a given area up to a national level department. I think that has to be played out case by case.

Prof. Sheehan: That goes back to your request about a year or so ago, focused on Centers of Excellence. If you were to pick the Theology department or the Philosophy department or Accounting or whatever you say for whatever reasons, this will become a Center of Excellence. One can reasonably say that salaries in that particular area will be above the overall average for that particular field. Do you envision a linkage between Centers of Excellence and salaries across departments?

Prof. Hatch: I don't think that's something done top down. Departments and Centers should be taking the initiative to identify and recruit the best qualified faculty. I think it is a question of doing what's appropriate. When faculty salaries are way out of line, we need to look at that and perhaps make adjustments.

(Question 3: What progress is being made towards reaching the increased funding goals for the graduate school set forth in the Colloquy 2000? Could realization of these modest goals reasonably be expected to afford the University entry into the top group of research universities in the country or even the top group of 'small but excellent' research universities?)

I am pleased to report very significant progress towards the Colloquy goal of raising endowment for graduate education of \$40 to \$50 million. As you may recall, about four years ago, Father Malloy challenged the University to begin an aggressive plan of new financial support for the Graduate School. This was done, I think, out of realization that those would be very tough dollars to raise. Forty million dollars

for graduate education would be a difficult challenge for any university. I have talked to the Graduate Dean at Princeton, who notes how few donors want to give graduate fellowships. We have one member of the Graduate Council at Notre Dame who has pledged \$4 million to graduate education. But that is an exception — and a wonderful one.

Following Father Malloy's address a plan was begun to fund the equivalent of a \$40 million dollar endowment, a plan to provide \$2 million of permanent annual income to the Graduate School over five to six years. We are currently in our third year of the plan and our current Graduate Assistantship and Fellowships are \$1.2M new dollars added to the Graduate School budget. In addition there has been for the last three years, \$540K per year added for research infrastructure: for capitalization, for equipment renewal, for research initiatives, and for equipment. Please refer to the handout that shows the striking growth in the overall funding for graduate education. The dimensions of this, and I don't think they are well known within the University, the kind of strides that have been made are significant. Overall, from [academic year] '92-'93, to '97-'98, the overall earnings from endowment for graduate education has almost tripled from \$624,000 to \$1,776,000. There are well over 100 endowed accounts funding graduate fellowships - a total of about \$25 million. In five years, the average stipend has gone from \$8000 to \$10,000 and the number of funded stipends have increased by about 150 from 660 to 818. This is a sizeable increase in overall graduate funding. The stipend budget has increased by about \$3M, from \$5.29M to \$8.26M. As you know the Graduate School received \$5 million from the NBC football contract - a million per year over 5 years. In terms of the \$40M in the Campaign for graduate education, about \$10M has been raised or pledged for graduate education.

The most interesting feature, I think, is the number of fellowships and assistantships added over five years: from 660 to 818. We have a challenge in the

future deciding, at a time when placement is so difficult, whether to continue to increase the number of students or ratchet up the funding per student. As we get new faculty and new programs, there is a constant demand from you, the faculty, for new graduate stipends. The Graduate School should respond to these requests while keeping in mind the continuing difficult job market for Ph.D's.

Prof. Sterling: Nathan we are all indebted to you and to [Prof. Merz] for what you have done - it is very impressive. I am the Director of Graduate Studies for Theology, and I say that genuinely. My question is this year the level of the funding increase has actually taken a decrease. Can you explain why? Is this just a one year dip?

Prof. Hatch: It appears that for next year we are not going to be able to make the full \$400K for new graduate fellowships and \$540K for research infrastructure. We will do at least half of it and extend the plan by one year. The reason is that there are so many academic needs competing for new funding. Let me attempt to explain. The Colloquy for the year 2000 called for \$2.3M of new money in the budget for academics over 10 years. Then after the Colloquy several things happened. Father Malloy called for an aggressive plan to invest in graduate education. That was added in. In addition, there were two committees post-colloquy, one on the Library and one on research infrastructure, both of which called for substantial financial commitments. The Library Committee said that we need a six year plan of \$650K for the Hesburgh Library, and \$100K for the Law Library, a total of \$750,000 annually. These three post-Colloquy plans (graduate education, library and research infrastructure) called for an annual increase in the budget of \$1.94M — which could be accommodated when the University was having eight and nine percent tuition increases. This year we are in our eighth year of tuition decrease. We were at 11% at one point. Now it is down to just over 5%. Adding \$750K for the Libraries, which next year we plan to continue, is one quarter of the total new money anticipated for aca-

demical life. Colleges and departments have many pressing needs — new faculty and technicians among them. Our plan, then, is to continue to invest in graduate education, but to extend the plan by a year.

Prof. Detlefsen: If all of those things are what brought about this need to cut back, why do you think you will be able to make up for it next year? Why won't these same demands be present then?

Prof. Hatch: It is an issue that will be faced. The Graduate School will receive about \$200K for stipends and \$200K for research infrastructure — which is equivalent to increases received before the new plan went into effect. The key is trying to balance pressing needs all over the University. There are also acute needs in the respective Colleges and Departments. On an annual basis, these requests will have to be examined.

Prof. Detlefsen: Do you think that, over the long term, there's any solution to meeting the kinds of aims that seem to have been enunciated by the Colloquy without a sizable tuition increase? Is there some commitment that will never allow tuition increases to go down, we need to know about it?

Prof. Hatch: There have not been long-range commitments made about tuition increase. A main reason that we felt that the University wanted to keep tuition in check is that our financial aid position has been less than competitive. For instance, Northwestern University has announced a 17% tuition increase for first year students but they have met full financial need for a long time. Our system is very different. We have never taken tuition dollars and applied them to financial aid. Princeton is the only other university that bases financial aid upon endowed sources. A year ago there was a study following the Colloquy that laid out the financial requirements of the goal of meeting full financial need. How can we do this? Fortunately, our endowment for financial aid had increased dramatically in recent years, going from \$88M to \$400M. About \$60M of that comes from new

gifts, and the rest comes from the roaring market over the last three years. We have a very diverse and successful endowment, which ranks among the better universities.

The decision has been made to increase the payout on financial aid endowments by 20% — from a spending rate of about 4% to about 5%. This will generate about \$2M per year, or about \$8M for four classes of students. The program will not be announced widely, because we have been so far behind. There is little to trumpet; we are just catching up. What it will mean is that next fall an additional first year student will receive a full complement of financial aid. The wonderful thing about this plan is that it allows tuition dollars to be kept for academic purposes. It's an aggressive plan on the scholarship portion of the endowment but also a prudent plan. In the future we also have the challenge of reducing the loan indebtedness of our students. Most financial aid packages now require two rather than one loan.

Prof. Bigi: You mentioned the one conflict of interest with respect to the Graduate School. Should you keep the number of students at a fixed level and increase the stipend or otherwise. Do you anticipate favoring a University wide policy on that or will you leave it up to the Colleges or the Departments?

Prof. Hatch: In general, these decisions should be made by departments and Colleges — and that has been the pattern in the past. In Science and Engineering where there is more fiscal flexibility, faculty put together stipend packages greater than the amount received from the Graduate School. The goal is to profile competitive stipends in all the disciplines in which the University offers graduate programs.

Mr. Ladell (graduate student representative): I am happy to hear you talking about all the money that is being put into graduate student education, because I enjoy eating like most people! For it to be going into Fellowships is commendable. It does seem to me though, a less than efficient and perhaps imprudent way to develop the Graduate School, simply to be sort of

randomly putting money into projects; so I am wondering whether the Administration has articulated any sort of vision of where graduate studies fit into the scheme of education at Notre Dame. Do we intend to develop cutting edge researchers, are we bringing graduate students here to train teachers for the Catholic liberal arts college market, do we bring graduate students here simply to be protégés for faculty who want to train graduate students? Is there a strategy, an articulated notion, of what graduate studies and graduate students are doing at Notre Dame through which strategy we could make better directed decisions about where to spend all these new resources?

Prof. Hatch: That's a very tough and complicated question, because a university is comprised of so many cultures and different departments. Several years ago, the Graduate School decentralized degree requirements so that each graduate program specifies the components of their program. The tendency in allocating graduate resources has been to favor departments and programs that attract quality graduate students. The program of Presidential Fellowships makes them available to departments on a competitive basis. The Graduate School rewards departments who can in fact attract stellar students.

Prof. Merz: Can I just add a word. I think some of this is driven by the faculty that we are trying to add to the University, not necessarily senior people, but outstanding people who can develop the University in certain areas, some of which we try to target, but sometimes it is opportunistic. If a Department or College funds a truly outstanding person, that person will need additional resources from the Graduate School and the Office of Research, and I see part of my job as responding to those needs, and part of my job to develop some of the strategies that will move us in directions that will pay off in terms of academic excellence and reputation of the institution. I agree with Nathan, that this is not a trivial matter. This is something that we talk about on a weekly if not daily basis.

(Question Six: On the endowment, the current rule is that we spend — or intend to spend — 5% of the three year moving average of the endowment, with a one year lag. The implication is that we actually spend far less than 5%. In addition, given that the long run market return has been approximately 7%, our rules for the endowment — meet or beat the market return, increase endowment spending by 5% per year, and spend 5% of the endowment — are mutually inconsistent. What is being done to make our rules logically consistent and to bring them into agreement with the spending recommendation of the Colloquy?)

It might be interesting for this group to have Scott Malpass, who is responsible for Notre Dame's endowment, to come and explain it. Scott is terrific and I think it would be very interesting. I do not think there is a contradiction in the goals of the endowment. The goal is to pay out approximately five percent of a three year rolling average of total return and to reinvest the rest, so that over time earnings keep pace with inflation. The University's endowment portfolio is extremely diverse — the University is aggressive in international investing, in real estate, in venture capital. Last year the overall return of the University endowment was 23%. Over three years earnings have been 19%, over five years 15%, over 10 years 12%. The endowment functions like a giant mutual fund in which specific endowed accounts own shares. The payout on those shares has increased 10% for each of the last four years, and next year it will increase 15%. This is wonderful for Centers and Institutes whose income derives from endowments. It also helps the overall academic budget because a number of our endowed chairs are not fully supported by endowment, but are supplemented by money out of the regular budget. As more of a given chair can be covered by endowment, new funds become available for other purposes. Notre Dame's policy on spending the endowment is more aggressive than it has ever been. But it is still prudent. The goal is to spend between 4 and 6% of a three-year rolling

average of the total return of the portfolio.

(Question Seven: Why should there be a single spending rule for all components of the university's endowment? Why, for example, should the rate of spending for the portion pertaining to endowed chairs be the same as that for the portion pertaining to student financial aid?)

Normally, a single spending rule for endowments has been in effect. But that has just changed. The new financial aid plan will employ a more aggressive spending rate on behalf of students needing scholarships. Notre Dame's traditional policy about endowments has been conservative. A more centrist position is now being taken — one more aggressive than which few universities of our stature would want to move.

Prof. Williams: If we have an endowed professor, do we have situations where you have extra money that has to go to a professor, but it's more than you want to pay the person?

Prof. Hatch: We're in the position now. The earnings from the endowments for some chairs are greater than an appropriate professor's salary. What we have begun to do is split the endowment and form a new endowed professor. In a restricted endowment, the earnings are devoted to an intended purpose. Thus, at a certain point, one needs to create another chair.

Prof. Godmillow: Who takes care that the departments that do not have graduate programs, get a chance to grow, even though they can't grow through graduate students who get grants? It's certainly a handicap in some way. Who addresses that and how?

Prof. Hatch: I think it's something that we need to think about. Hopefully the Provost's Office, Department Chairs and Deans will think about it, because I do think we should think of all of our Departments in similar terms and be creative in strengthening those that

don't have graduate programs. We should think of them in the same terms that Oberlin, Williams or Amherst thinks of their departments. There is no reason that you hire different kinds of faculty or have a different set of expectations. It's the same in the Business College which does not have a doctoral program. They compete for good candidates mostly with schools that do have doctoral students who are, obviously, an asset in attracting faculty.

(Question Eleven: What plans are underway to support the long-term increase in costs of providing for up-to-date electronic information resources in the University's libraries? Is there a concrete long-term budgetary plan that goes beyond the supplementary funds advocated in the President's Colloquy 2000?)

There are several issues wrapped up in this question. Let me respond in several ways. First, the University is investing almost one million dollars in a whole new library system, money beyond the regular library allocation. The library faculty and staff have diligently worked to choose the best and most technologically sophisticated system available. They have chosen a system called "Ex Libris", a system begun at the Hebrew University in Jerusalem and now the dominant system in Europe. We are the first American university to adopt it, and we do it with some fear and trembling. Ex Libris is the strong recommendation of the committee and of Larry Rapagnani and the staff of OIT. They think it is just technologically superior. Notre Dame's contract offers great incentives for Ex Libris to sign up other libraries, because if they don't, we might have to migrate to a different system. Ex Libris will not use the mainframe, but is based on centered servers and new computer workstations in the Library. It will be on the Web and be much more interactive.

That's one kind of investment. The harder issue is to make provisions for electronic journals, bibliographic tools and delivery. This is a huge area in terms of cost. Libraries today are immensely expensive whether it is old

books, scientific journals or electronic resources. I think over time we have to explore more substantial library consortia. I would give my left arm if we were part of the CIC, the Big Ten universities, because of that kind of consortial arrangement which they have. Such would greatly strengthen our capacity in library information systems.

Prof. Detlefsen: I heard from someone that the reason the Big Ten/CIC is not very welcoming has something to do with our signing the NBC television contract.

Prof. Hatch: I think most athletic programs in the country resent us for that. The CIC is the Presidents and it's formed around an athletic conference. One of my goals is to explore a closer relationship with CIC institutions. The Big Ten conference obviously would like us to join, however the decision was made several years ago not to do so. The independence of our football program makes our current situation compelling. If, some day, if we need to join a football conference, I would argue on academic grounds, that we join the Big Ten, because it offers a lot of academic infrastructure.

Once again, let me just note that overall funding to the library and graduate education has been healthier and more ample than in any other sector of the University over the past three years. The goals for the library came out of the very detailed, masterful report from a faculty committee chaired by Roger Schmitz. As we looked for a new librarian, several librarians outside Notre Dame said that that was the finest long range planning report on a library that they had ever seen. The report called for a six year plan that added to the library budget \$650K per year in continuing funds — to increase the budget from \$7.3M to \$11.29M. This year the overall library budget for the Library is about \$10M. I am convinced that the University is funding the library about as aggressively as we can. In addition to that, there are substantial new endowments that are being added for collections. The Development staff have been very good at finding targeted funds for given collec-

tions. Finally, the Directorship of the Library has been endowed for \$2M. Because the family doing that is very interested in issues of technology in the Library, we have agreed that the funds recovered from the Director's salary will be targeted to be used broadly in the area of technology.

Let me also address the issue of library space. When Flanner Hall opens next year, the basement of the Library will be emptied and other Centers and Institutes will also leave. Starting now, for the next year, the library embarks on a major space plan for the first time since the Library was built. It is estimated that remodeling costs will be about \$8M. The University recently received a bequest that has been targeted for that purpose. Jennifer Younger, the new Librarian, has begun a process working with Shepley-Bulfinch, a distinguished planning firm of Boston. Given the changing functions of libraries, it is an ideal time to say how library space should be configured.

Prof. Sterling: Along those lines, could I make one request. You tell me where I can make this Nathan, that the library is currently set up almost exclusively to serve undergraduates. The graduate programs tend to be secondarily added on. In reconfiguring the Library, will graduate studies and research by faculty be given more attention than they presently are?

Prof. Hatch: Give me an example of what you mean.

Prof. Sterling: The reference collection, just for example, is set up for undergraduate research. It is not set up for serious research at all. There's not even the space for it, which breeds a problem. There is no place where you could put out a whole series of Greek, Latin, Hebrew, Aramaic text that's a reference room. That's standard in any research library and we don't have it.

Prof. Hatch: I am sure that there will be occasions, as this process begins, to communicate this interest.

Prof. Jordan: It sounds like the Librar-

ies are getting a huge amount of money, and we are, but it's not like we're flush. It's like a quarter of a million dollars for an electronic journal and if we think about this funding beyond the Colloquy, monies not continuing, it becomes panicky as to where that money comes from.

Prof. Hatch: It is fortunate that we have in place an aggressive funding plan. Without such, it would be difficult to realize our potential, particularly in the area of electronic information.

Prof. Merz: We have started to have conversations with Jennifer Younger, and she's very responsive to suggestions and ideas on how to reconfigure the Library, how it can grow as the university needs grow. I am an ally, in what we're saying and we really need to carry on this conversation even to things as simple as hours of availability. The Library tends to follow undergraduate schedules so when the students are away the access is less.

Prof. Hatch: Library hours have improved in recent years as have the hours of branch libraries in Science and Engineering. Jennifer Younger is keenly aware of those issues and will certainly keep them in mind as we contemplate new facilities in science and engineering.

Prof. Sterling: Is our current configuration of having separate Math, Science and Engineering Libraries the right one, or is there a better configuration?

Prof. Jordan: To add to the general tone, I think it is true that historically the Library has been primarily geared toward serving the undergraduate population and curriculum in all these ways — everything from physical layout, to circulation, to collection development, to where the energy was put to in terms of philosophy. Given the aspirations for change in the University toward amplifying the graduate programs, the Library is definitely behind. In all those areas of circulation, physical space, the way in which we identify collections, the way in which we collect, and any sorts of comments

you can make to amplify the need for the Library to mature in its outlook as a graduate resource would be welcome and be of more value than you can possibly imagine.

Prof. Detlefsen: Is there an organized entity in your office Jim [Merz], that considers this kind of issue - to make it a better graduate library?

Prof. Merz: I would say no. We have had discussions with Jennifer recently and we're thinking about what suggestions we can make. We would be happy to serve as a facilitator or some sort of vehicle to help these discussions happen. What I am saying is that I would like to be involved with individual faculty or groups of faculty in terms of addressing issues. I think this is a time of great opportunity with a very responsive program there to move in the right direction.

Prof. Hatch: Reorganizing the space of the library is a once-in-a-generation opportunity. It is assumed that compact shelving will go in the basement. The Medieval Institute is the one major academic program which will stay in the Library. There are others that will not move out right away, for instance the Archives. Eventually it will be relocated to another facility.

Mr. Ladell: It's my understanding that the most likely room for expansion with the new Anastos collection is into the sixth floor.

Prof. Hatch: Planning to date is very preliminary. The planning process will proceed throughout the academic year 1998-99.

(Question Five: The recent flurry of building projects has greatly improved some quarters of the university. Others are still faced with grossly inadequate space. Among the most pressing of these is office space for faculty and graduate assistants in the College of Arts and Letters. However, even classroom space remains problematic. Please describe for us the specific proposals (including, especially, the schedule for their execution) there are for alleviating these problems.)

Overall I attempted to foster serious planning about long term space needs. We revived a committee which brings together academics and those responsible for space in buildings, a committee co-chaired by Jeff Kantor and Jim Lyphout. There have been several planning efforts for Colleges. Last year we took one step back and relooked all of the needs for the Science College where a faculty committee on a new science building had been meeting for a couple of years. We brought in the firm Ellenzweig Associates, which specializes in planning science facilities to sort out long term space needs for the College of Science. Beginning this spring we are going to do a similar process in Engineering probably using the same firm. The Colloquy called for a new Engineering building. It is not clear exactly what form that building will take. We want to get that process going. I have also mentioned the Performing Arts Center. A planning committee for that facility is now meeting actively. In the next two weeks we will be interviewing three different architects. Arts and Letters is the most thorny space problem. Mark Roche has begun a study to assess what those needs are and potential configurations. The process is difficult but it is underway.

A goal of the Colloquy is to provide much needed space in Arts and Letters. The ideal is to configure space so that departments, faculty, and graduate students in a given department are contiguous. Several extended reviews of departments have seriously criticized our current space arrangements. Whatever strengths there are in having faculty of different departments spread out through Decio, overall the plan has more liabilities. What are the options for Arts and Letters? There is some discussion of eventually turning the Morris Inn into a social science center when a new hotel is built. As a hotel the Morris Inn is inadequate but could make a good office building. Other ideas include a new wing for Decio Hall. All of this needs to be rethought in terms of the Departmental needs. How best can faculty and graduate students work together? The whole issue of faculty and space in Decio has been an acute one. We will get a few years

of reprieve with the opening of Flanner Hall next year. There will be two entire floors of Flanner that will be devoted to single faculty offices. There will be about 60 offices for regular faculty. Flanner will also have shared office space for emeriti faculty.

(Question Twelve: Given the actual loss of classroom space that has resulted from recent renovations and the continuing concern to bridge the gap between student academic and social/residential life, would you support the institution of evening classes for the undergraduates?)

While there has been a gradual loss of classroom space, for now, our main classroom shortage occurs on Tuesdays and Thursdays during primetime hours. We have enough classrooms now if we continue to utilize a five day week including the early 8:30 am Monday, Wednesday, Friday slot and mid-to-late afternoon time periods. I do not think we can afford to do all teaching on four days — Tuesday and Thursday, Monday and Wednesday. Harold Pace has a very sophisticated new software program which helps to allocate classrooms. That is a complicated issue because we have Mac classrooms, PC classrooms, tiered rooms, seminar rooms, rooms for distance learning and rooms with or without phone-video lines. Twenty years ago, departments had some responsibility for spacing their courses across the day. We have sort of gotten away from that so most faculty teach when they want. We may have to be nudged back in that direction just to make use of the classrooms that we have on campus.

Prof. Godmillow: Is there a resistance to night classes? Why? Because of the alcohol problem?

Prof. Hatch: There is some resistance and it is based on the wide range of student activities at night. I do not sense strong faculty sentiment for teaching classes at night. There have been exceptions to this policy; laboratories, for instance where space is critically short.

Prof. Godmillow: There are rules against it?

Prof. Hatch: The main issue is that there are so many student activities planned in the evening. Thus, as a matter of course, the University does not schedule evening classes.

(Question 10: International study abroad opportunities for undergraduate students is becoming an important part of the Notre Dame experience. The numbers of student applications being denied admission to study-abroad programs, however, seem to be increasing. The Colloquy 2000 called for the formation for a University Committee on International Studies. How will the membership of this committee be determined and how can proper faculty representation be assured? Also, what measures will your office institute in order to insure adequate a) control of educational quality, b) integration of foreign study curricula with current curricula available at Notre Dame, and c) monitoring of existing programs and development of new opportunities?)

First, as to the increasing number of students going abroad, this year the number expanded by about 20 full time equivalents or forty semesters. The bulk of that went to setting up the Washington D.C. program, the new Caribbean program which Martin Murphy is heading up, some new students in Monterey, Mexico and considerable increases in Dublin. Next year the increase will be about forty FTE's, many of these going to expanded programs in London, and a reorganized program in Dublin, and also some increase in Washington D.C. The University has set firm commitments to provide the funds to keep expanding international programs for the next three years with an increase of 200 FTE's going abroad.

The complication is this: if we kept the entire student body the same size, when a student went abroad we would have to transfer money out of regular budgets. The ideal is to keep the same

number of students here on campus, as we expand abroad, to increase the total student body. The problem is the increased size of the First Year of Studies and first-year students in our residence halls. Obviously we are trying to expand opportunities for business and engineering students, for instance, in London and Dublin; Engineering in Australia. A proposal for a Committee on International Programs is now before the Executive Committee of the Academic Council this week; we have had serious discussions about what needs to be redone. It will be coming to the Academic Council. The draft constitution calls for a combination of people who are involved in the programs themselves. The Executive Committee discussed whether it should be a facilitating committee or an oversight committee. That will be hammered out.

The integration of the foreign study curriculum into the mainstream of academic study on campus is one of the major responsibilities of the Assistant Provost for International Studies, Mike Francis. He is working on how can we have a better set of courses for students when they come back from Europe or Latin America. For example, a lot of students have come back from the fine programs in Europe interested in the European Union. We hope to encourage the development of a new interdisciplinary class that will build on that interest. As for monitoring of existing programs, a lot of that is in the hands of Tom Bogenschield who is in Europe now evaluating programs. Tom comes with a lot of experience in foreign study programs both at Princeton and Berkeley. As you may know, all of the programs were reviewed last year by faculty committees. In the past, the University has had a surprising divorce between foreign study programs and the Language and Literature departments here on campus. I think there is a considerable effort to have those work more hand in glove. This is a very dynamic area. For instance, the new Caribbean program, which starts very small, has students spending a month in Puerto Rico, a month in the Dominican Republic and a few weeks in Cuba. Marty Murphy put that together. It is

less than ten students now, but that is a good start. Clive Neal was responsible for a very interesting Engineering program in Western Australia. There are other kinds of programs that can develop. There is growing student interest in study abroad. In fact, if we didn't provide the programs, increasingly the students would just leave the University. This is an area that will take careful coordination in coming years.

(Question 4: Recommendation 8 of the Committee on Academic Life of the Colloquy 2000 stated that high-level administrators of the university should be not only able administrators but also distinguished teacher-scholars, highly regarded within the academy of learning. Currently, not all the high-level administration of the university meet such a standard. What concrete measures are underway to realize this ideal? Moreover, how is such an ideal consistent with the university's decision to remove the Provost from the Fellows of the University who decide such vitally important academic issues as who serves on the university's board of trustees and what the academic articles of the University shall be?)

I was part of the committee that drafted that section of the Colloquy and I endorse fully the position. Since I have been named Provost there have been six senior academic administration positions filled and I am pleased that all of them are filled by scholars and teachers of considerable note. Three of these colleagues hold chairs: Jim Merz, Carolyn Woo and Mark Roche. Carol Mooney and Jeff Kantor were senior and distinguished colleagues in Law and Chemical Engineering, respectively. In the case of the Library, we refused to name a Librarian after the first search in the fall of 1996 because we, and mostly the senior people in the Library, thought we had not found the kind of academic leader our situation required. I am delighted that Jennifer Younger is a serious academic, writes extensively, and edits a major journal in the field. Those same kind of standards are be-

ing applied in the search for a new dean in Engineering.

I do not see an obvious relationship between the two parts of this question, but I am happy to add my reflections about the role of Provost among the Trustees of the University. Frankly, I am not worried in the least that my voice is not taken seriously among the Trustees, because, ex-officio, I am not a Fellow of the University. For one thing, the Provost at Notre Dame remains a Trustee of the University unlike most other universities where only the President of the university is a trustee. Further, I have observed how this Board operates and the extent to which they expect the Provost, representing the Deans, Chairs, and the Faculty, to articulate the academic mission of the place. I am encouraged regularly by Andy McKenna, the Chair, and Pat McCartan who is the Chair of the Faculty and Academic Affairs Committee, to define what the University's academic agenda is and how academics are the essence of the place. The Academic Affairs Committee is always pushing to see how can we make academics central to life at Notre Dame. I am part of regular discussions about the potential new Trustees of the University, a process that functionally does not proceed from the Fellows, but comes from a nomination committee, and there is always active discussion of who are new Trustees.

If I have any concern about being Provost with respect to the Trustees, it is that I would not fulfill the strong and effectual role they seek in a Provost. The Trustees expect strong leadership and if they have applauded me for anything, it is my express desire to hire strong Deans who have an instinct for taking charge rather than being compliant. If anything, I feel like I am pushed by the Trustees to exert strongly the academic mission of the University. I do not feel at all restrained by the current structure.

(Question 9: The Graduate School recently released a report comparing graduate student (and dependent) health coverage at Notre Dame to that of various "peer" in-

stitutions. In that report they made a set of recommendations. These recommendations, however, seem to have been predicated upon the assumption that any improvements in health coverage would have to be funded from the current budget of the Graduate School. This seems both unfair to the Graduate School and unlikely to yield a satisfactory solution to the existing problem. Would you therefore please tell us your views on this matter and describe any plans there might be to supplement the Graduate School's existing budget so as to allow them adequately to address this problem without compromising other current needs and plans for future growth and improvement.)

In discussing the situation of health insurance for graduate students (and more particularly that of spouses and dependents) I am not suggesting that current resources be used for that, as the question implied. I have made the point that health insurance for Doctoral students, in the end, is an issue that would have to be addressed by new funds allocated within the general rubric of graduate education. I argued this as Graduate Dean and Jim Merz and I disagree on this point now. It is a graduate student issue. There is no magic pot of money which can be found after all other needs are met.

I am not convinced at this time the University should begin a general plan of subsidizing insurance for all graduate students. It is an extremely complicated issue. The Officers have discussed it, and, at least for next year's budget, we are prepared not to begin a plan. It is a very complex issue for several reasons. Why do we feel that a direct subsidy is not appropriate at the moment? First, I think because of the multiple kinds of graduate students at Notre Dame. Professional students on this campus are spending at least \$30,000 a year to attend Notre Dame paying over \$20,000 in tuition and also providing all of their own room and board. Doctoral students in the graduate school, on the other hand, are provided tuition and stipends equal to at least \$30,000. It is very difficult to

make the argument across the board to subsidize the latter without the University subsidizing the former. On a larger issue, I think there is no evidence of a direct correlation between students with needy dependents and those that we most want to recruit. Departments do have the flexibility to sweeten any offer to a given graduate student. In some cases, this has been done with health insurance in mind. I am certainly open to this being done in the future, but it will require hard decisions. Does the department want richer stipends out of which a graduate student might be able to better buy insurance at the expense of adding additional graduate students? At some point, such issues have to be faced by departments. Third, it is difficult to know where the introduction of such insurance might lead; whether the level of agreed upon subsidy now is fair and where it might go in the future. In short, it is hard to begin a process of subsidy without a clearer picture of its limits. This is the issue that a lot of universities are facing. The Dean of the Graduate School at Princeton is facing a similar issue; they have actually backed off from providing a subsidy for graduate students and their dependents. It is an extremely complicated issue and what I am saying is certainly not the last word. The needs of all of our students have to be taken into account, particularly those who are most vulnerable. I think of the Medical Assistance Fund which assists dependents with basic medical costs. This kind of program can be enhanced. At this point however, I am not prepared to say that the University should begin to assume responsibility for the costs of graduate health insurance.

Prof. Quinn: I have heard that after the discussion in the Officers' group, a committee was appointed to study issues such as these.

Prof. Hatch: We relied on the study done by the Graduate School. We have met a couple of times to talk about the issue and are agreed that at the moment we are not prepared to begin direct subsidy of student insurance.

Prof. Quinn: Is this sort of thinking about it going to be ongoing? That is to say, it's one thing to say okay at the moment we're not prepared to move, but we're prepared to continue thinking. It's another to say this is the decision. I would be concerned that this be under constant continuation.

Prof. Hatch: This is a complicated and changing subject. We give merit aid to graduate students, we do not know anything about their family situations, and we tell students that you cannot come here and expect to support a family on a stipend of \$10,000. Yet in the end, when we get families here and they have needs, we as a community struggle to know our responsibility. I think the issue should be considered on an ongoing basis.

Prof. Bergstrand: The Graduate School does provide out of the budget, to my knowledge, about \$16,000 a year towards supplementing families that are needy and that's met a lot of needs. You mentioned the possibility of enhancement. Is there more substance behind that?

Prof. Hatch: I want to talk to Jim Merz about these enhancements. Both of us are open to this but have made no firm commitments.

Prof. Merz: The Medical Assistance program has been very successful because it does address the immediate needs of families.

Prof. Neal: I understand that Father Rocca is heading up a committee, Jeff and I sat in on it, and I think that Roger Mullins is now getting involved in Human Resources, which seemed to be a big dichotomy. I am hoping that continues, so that we can actually use some sort of market force to get decent medical plans for spouses.

Prof. Hatch: Annie Thompson, The Director of the Health Center, creatively negotiated the best plan that we can get at the moment. I think she has explored a lot of options. One option that will go into effect is about half the cost for a family of four, about

\$2000 rather than \$4000. I think she went the second mile to try to negotiate the best plan in this medical community.

Prof. Neal: We were then told that there was not that much of a demand for it because it wasn't that big of a market for graduate students; that they were somehow encompassed because, in the existing structure we have for medical coverage, I think that is basically where I would like to see it go.

Prof. Hatch: It is worth continuing to explore, but for each of us the University pays \$5,000 or \$6,000 apiece for insurance. Graduate students would cost the same in such a plan.

Prof. Borelli: I think what Clive means is that our presence within the local medical community through the Human Resource Department, would give us much more clout in negotiating an appropriate deal for the graduate student.

Prof. Hatch: It's worth continuing to explore. I do think Annie is very sophisticated in her approach and has worked to make both major medical centers in South Bend compete for our student coverage.

Prof. Sterling: Recognizing the complexity of the issue, one of the things that is very problematic for me, at least in terms of talking to graduate students, is when we admit a graduate student, give them a stipend, and basically tell them we want them to go full time in their program. If they have a family, this becomes a critical issue and affects even their ability to function. We aren't telling you anything you haven't heard before, we know. It's an emotional issue as well as a moral issue. What do you say to those people, how do you respond?

Prof. Hatch: I think it used to be the case that on graduate student stipend a family could live at Notre Dame. They could scrape by on a graduate student's stipend without the spouse working. This is no longer the case. Several years ago the Graduate School

started writing people to inform them of this fact. They cannot stumble into graduate school without considering the financial position of their family.

Prof. Sterling: Is that an argument to increase stipends, so they are livable or at least at a bare minimum?

Prof. Merz: When I talk to the vast majority of graduate students about graduate life here at Notre Dame, you get a very positive picture painted. For the majority of graduate students here who are single, perhaps married, you can attack me with each and every individual thing I say, but in general housing opportunities are good, the cost of living is low, our stipends are competitive in a low-cost-of-living area, faculty relations with graduates here tend to be as good as anywhere else, better than many places. Graduate students are generally happy here. At least that's the message I get. But this is one particular issue. Should we increase the stipends for all graduate students in order to cover the small fraction of the graduate students that have this particular problem? I don't know if it's an equity issue. If in fact we could increase the graduate students stipends. We want them to be competitive, but we also need to do a lot of other things with the funds that we have: summer employment, etc. But I am not convinced that that's the solution as to basically increase stipends so that small fraction of students can afford dependent health insurance when it's really not necessary in terms of the majority of graduate students. In saying this, I don't want to sound as though I'm anti-graduate student.

Prof. Detlefsen: Thanks Professor Hatch.

Faculty Senate Journal

April 8, 1998

The Chair, Prof. Michael Detlefsen, called the meeting to order at 7:07 p.m. in room 202 of the Center for Continuing Education and asked Prof. Borelli to offer a prayer. The Journal for the meeting on March 18, 1998 was presented and unanimously approved with some editorial corrections.

Prof. Detlefsen then made his Chair's Report, which is printed as Appendix A of this Journal.

The Chair covered six areas of concern.

1. The nominating committee for the Officers for next year's Senate has been formed. It consists of Professors McBrien, Buttigieg, Wayne, Fein, and Urbany. Prof. McBrien has agreed to serve as the Chair.

2. The Chair contacted Mr. Michael Langthorne of the DeBartolo Hall staff regarding expansion of the use of that facility on Friday evenings and late afternoons. The Chair has received no reply, but will continue to keep the discussion going.

3. Mr. Robert Thompson of the Bookstore staff has not yet replied to the Chair's inquiry concerning textbook resale. The Chair will continue to follow up on this issue.

4. At the request of the Chair of the Committee on the Administration of the University, Prof. Detlefsen wrote Father Malloy asking him for a response to the letter the Committee had sent him regarding adjunct faculty and a variety of other matters. Father Malloy responded by saying that he had sent a response to some of the questions to Prof. Neal and had referred the other questions to the Provost who could better answer the questions.

5. The Senate's Forum on Merit Pay Schemes was held on April 7th. It was well attended and there was a thought-provoking discussion. The Chair

thanked Professors Godmillow and Quinn for organizing and staging the event. Faculty feedback also indicated it was a worthwhile discussion.

6. The Chair contacted Prof. Hatch concerning the Provost's Financial Report for the 1997-97 academic year. Prof. Hatch reported that the report had not yet been prepared, but that it should be complete shortly after the end of the current academic year. He apologized for being late completing this responsibility.

There were no questions concerning the report.

At 7:10 p.m., the Senate was placed in recess for committee meetings.

At 8:00 p.m., the Senate was reconvened.

Prof. Detlefsen then asked committee chairs to give their reports:

Academic Affairs. The Chair, Prof. Gregory Sterling, reported about two issues:

The Committee decided to draft a letter of recommendation to Prof. Jeff Kantor, Vice President and Associate Provost, urging him to establish a long range planning committee for space issues campus wide. Faculty should be part of that committee.

The Committee is concerned about funding for their proposals for improvement of the University, which were recently passed as a resolution. They have continued to meet with Mr. Scott Malpass, Associate Vice President for Investment, and corresponded with Prof. Kantor about this concern. Prof. Cosimano reported that the University this year spent about \$40M (about 2.5%) out of the endowment (currently valued at \$1.8B). The targeted range is between four and six percent. The goal is to have 5% expenditure from a three year moving average of the endowment value. By this method, by the 2001-2002 academic year, endowment spending should be about \$76M, assuming the endowment does not grow from its present value. Also 15% of the endowment is restricted, limiting its use. The Administration has said,

however, that in the plan to reach an annual spending rate of 5% of the endowment, they will not grow the spending in any one year by more than 15%. As a result of this constraint it will take five years to reach the 5% expenditure goal (with 0% growth in the endowment). For example, over the last five years, spending from these endowed funds has increased about 11% each year. This year the increase was 10% and it will be increased to 15% next academic year. There is another constraint for the Administration in that they do not want the salary for a Chaired Professor or funding for an Institute to go down.

The Committee proposal is to add 15 fully supported faculty positions each year, which is only one third of the increase in spending of the endowment. The Committee's discussions with Prof. Kantor are centered on raising the rate of increase in spending of the endowment, but it is reported that the Trustees are not comfortable with this idea.

Administration of the University.

The Chair, Prof. Clive Neal reported on two issues:

1. A report on the location of handicapped parking was distributed to the Senate (Appendix B). He reported that there are 163 spaces on campus. This issue is closed.

2. They reported that the proposed description of a faculty alcohol policy would be modeled using three different categories:

c. Modeling responsibility in the use of alcohol in relation to students.
d. A descriptive policy on how faculty should use alcohol at a University function.

e. Responsibility to colleagues who show signs of abusing alcohol. The overriding principle is, that by giving a descriptive policy, consistency is created among "Du Lac," the Faculty Handbook, and the student policy. A draft proposal is being prepared for distribution to the committee. They do not anticipate writing a "policy" as such, but rather a framework around which a consistent, helpful policy can be written with the theme of help and compassion rather than authority and punishment.

Student Affairs: The Chair, Prof. Ava Preacher, reported that her committee had nothing new to report to the Senate.

Benefits. Prof. Jeff Bergstrand reported that he had communicated with Roger Mullins, Associate Vice President for Human Resources, concerning some retiree benefits issues and is awaiting his response. He reported that Mr. Mullins had met with Hewitt Corporation, a management consulting firm, who is putting together a survey to benchmark Notre Dame's health benefits in comparison to seven to ten selected schools. Mr. Mullins also discussed the disability insurance issue - whether or not it is optimal for the University to pay for disability insurance or whether payment should be shifted to individuals with compensation adjusted accordingly. Prof. Bergstrand then reported that he expected that some sort of adoption assistance program would be established for faculty and staff. A proposal has not yet been made though. Tuition benefits were also discussed, specifically the difference between benefits for spouses and the benefits for children. The Committee is attempting to find out the rationale for this difference.

Select Committee on Foreign Visitors. Prof. Detlefsen reported that more than 100 faculty have responded to the recently sent out survey. The comments have been very valuable. The data is currently being compiled for use by the Committee.

Prof. McBrien, on behalf of the Senate Nominating Committee, urged each Senator to encourage their constituents to run for the Senate and its elected positions.

NEW BUSINESS

Professor Wayne presented a memorial resolution (Appendix C) in honor of Prof. Nripendra Nath Biswas, 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 Chair of the Department of Physics, the Dean of the College of Science.

Prof. Bayard presented the Report to the Faculty Senate from the Select Committee on Political Action (Appendix D) for acceptance and forwarding to the Provost's Office. This report recommends that:

1. The Faculty Senate Chair communicate with the Provost to designate a contact in the Provost's Office who will convey information about legislative initiatives to the Chair (or his designee).
 2. The Select Committee respond to and update the interested contacts at other Indiana institutions; establish the initial list of contacts and convey the list to the Faculty Senate Chair for inclusion in any electronic mailing to the Faculty about federal legislative initiatives.
 3. The Academic Affairs Committee assume oversight of the informational network.
- The report was accepted by unanimous vote.

Prof. Preacher presented Recommendations to Improve the Drug and Alcohol Abuse Prevention Program at the University of Notre Dame (Appendix E) for approval and forwarding to the Academic Council for endorsement. The report was approved by unanimous vote.

Prof. Detlefsen presented, on behalf of the Executive Committee, a Position Statement Regarding the Need to Extend the Non-discrimination Statement to Cover Sexual Orientation (Appendix F). Following a lengthy discussion and some editorial changes, the Position Statement was passed by a vote of 33 "for", 3 "against". The Position Statement will be forwarded to the Academic Council for endorsement and the Officers and Board of Trustees of the University for information (33 "for", 1 "against", 2 "abstain").

Prof. Eagan commended the Chair for establishing the nominating committee and then asked what steps had been taken to conduct an election to fill the vacancy in the "emeritus faculty" category. After some discussion, the Chair indicated that he would look into the matter.

At 9:10 p.m., adjournment was called for and agreed on.

Respectfully submitted,

Russell A. Pickett
Co-Secretary

Appendix A

Chair's Report, Mtg of 4/8/98

Tonight's report consists of six items.

(1) The first concerns the formation of the nominating committee for the officers of next year's senate. The committee is now formed. Its members are: Dick Mc Brien and Joe Buttigieg of the College of Arts and Letters, Mitch Wayne of the College of Science, Jeremy Fein of the College of Engineering and Joe Urbany of the College of Business Administration. At my request, Dick has agreed to chair the committee. I'm very grateful to these people for their willingness to serve and, once again, I would ask you to consider standing for election when and if they ask you to.

(2) In my report last month, I mentioned having communicated with Michael Langthorne of the DeBartolo Hall staff regarding certain expansions of usage of DeBartolo (viz. for Friday evening and late afternoon seminars and colloquia). Since I last wrote him (in mid March) making a specific proposal regarding such usage I have heard nothing in reply. I have followed up and will continue to try to keep the discussion moving in a fruitful direction.

(3) In last month's report, I also noted that I had contacted Mr. Robert Thomson of the bookstore staff regarding a matter of textbook resale that was brought to me by the Chair of the Student Senate's Committee on Residence Life. Mr. Thomson has yet to reply. Again, I have followed up and hope to come to an understanding with him that will preclude the need for formal consideration of this matter by the Senate.

(4) At the request of the Chair of the Committee on the Administration of the University, I wrote Fr. Malloy asking him for a response to the letter the committee had sent him regarding adjunct faculty and a variety of other matters touched upon in his meeting with us in October. Today I received a letter from Father Malloy informing me that he had sent a response to some of the items raised to Clive Neal, chair of the Committee on Administration. He also noted that he had referred the matter concerning adjunct faculty to Provost Hatch where he felt it more appropriately belonged.

(5) The Senate's Forum on Merit Pay schemes was held yesterday. It was relatively well attended and there was a lively, thought-provoking discussion that lasted for 90 minutes or more. I would like to thank senators Jill Godmillow and Phil Quinn for organizing and staging this worthwhile event. I would also like to note that I've received a number of messages from faculty saying that they found it a valuable discussion.

(6) At Rich Sheehan's request, I contacted Provost Hatch inquiring about the Provost's Financial Report for the 1996-97 academic year. Provost Hatch responded that the report had not yet been prepared but that he hoped to have it done not too long after the close of the current academic year. He apologized for being late in completing the report.

Appendix B

Handicap Parking Spaces University of Notre Dame

Location (Lot or Nearby Building)	Number Spaces
A1 (behind Morris Inn)	2
A10 (South Dining Hall)	2
A15 (Keenan Hall/Health Center)	6
A6 (Campus Security building)	1
A7 (Bookstore Lot)	2
B1 (south of Stadium near COBA)	8
B2/C2 (east of Hesburgh Library)	10
Band	2
Brownson Hall/Main Building	5
C.C.E./Post Office	7
C1 (south of Joyce Center)	43
Decio Hall (Moose Krause Circle)	4
Early Childhood Development Ctr.	1
Eck Tennis	1
Fisher/O'Hara Grace	3
Galvin Hall (Moose Krause Circle)	7
Grace (east side)	9
Haggar Hall	2
Health Center	3
Hesburgh Center (B4)	2
Hesburgh Library	6
Loftus	2
Mason Support Services	2
Morris Inn	2
Morrissey/Howard	2
Morrissey/Lyons	1
North Dining/Farley	2
P.E./Knott Hall	2
Radiation/Stepan Chemistry	4
Rec. Sports	2
Rockne	1
Security Building	1
Siegfried/P.W.	1
St. Joseph Hall	2
University Club	2
Visitor's Lot (Notre Dame Avenue)	4
Walsh Hall	1
Washington Hall	6

TOTAL

163

Appendix C

Memorial Resolution for Nripendra Nath Biswas

WHEREAS Nripen Biswas was a Professor in the Department of Physics; and

WHEREAS Nripen Biswas earned a Ph.D. at the University of Calcutta in 1955; and

WHEREAS Nripen Biswas held positions at research institutes in Goettingen, Bologna and Berkeley; and was Senior Scientist at the Max Planck Institute for Physics and Astrophysics in Munich under the direction of Nobelist Werner Heisenberg; and

WHEREAS Nripen Biswas joined the High Energy group at the University of Notre Dame in 1966; and

WHEREAS Nripen Biswas was a teacher and a distinguished researcher with an international reputation, author and co-author of more than 100 scientific papers, who contributed to the understanding of many topics in elementary particle physics, including the discovery of the top quark in 1995; and

WHEREAS Nripen Biswas was a highly sought-after mentor for many graduate students, and directed the dissertations of twelve doctorates in High Energy Physics; and

WHEREAS Nripen Biswas was a valued member of the Department of Physics, known and respected for his high intellect, kindness and genuine humility; and

WHEREAS Nripen Biswas died on Monday, March 16, 1998 at St. Joseph Medical Center in South Bend, Indiana;

BE IT, THEREFORE, RESOLVED that the Faculty Senate of the University of Notre Dame express its deep sorrow on the occasion of the death of a respected colleague whose presence and contributions will be sorely missed, a devoted member of the community, a

loving husband, father and grandfather, and a person of intelligence and compassion; and

BE IT FURTHER RESOLVED that the Faculty Senate extends its heartfelt sympathy to the family of Nripen Biswas — particularly to his wife Lilo, his son Arun, daughter-in-law Julie and granddaughter Sangita, and his daughter Indira, son-in-law Tim and granddaughter Natasha, and to his three brothers in Calcutta, India and his sister in Bangladesh; and

BE IT FURTHER RESOLVED that the Faculty Senate observe a moment of silence in his memory; and

BE IT FURTHER RESOLVED that copies of this resolution be sent to his wife Lilo, his son Arun and his daughter Indira, the chair of the Department of Physics, and the Dean of the College of Science.

Passed unanimously
April 8, 1998

Appendix D

Report to the Faculty Senate from the Select Committee on Political Action

Introduction

At our first Faculty Senate meeting of the 1997/1998 academic year, Prof. Michael Detlefsen, Chair, called for the formation of a select committee to seek practical solutions for responding effectively to federal legislative initiatives of importance to faculty in higher education. He cited recent federal initiatives from the summer of 1997 and our experiences in responding to them when he charged the Select Committee with creating a structure that meets three goals:

1. to identify federal legislative initiatives affecting faculty in higher education;
2. to design an organizational network capable of rapid responses to said initiatives and flexible enough to include

faculties at other Indiana institutions of higher education; and,

3. to alert the faculty of the need for responses to these initiatives, even during the summer months.

The Structure

The Select Committee recognized that of the two components comprising a structure such as the Chair called to be designed, the easier one to conceive and to implement is the network to disseminate to the faculty information about federal initiatives. The infrastructure exists for electronic communication with the faculty. Moreover, it is flexible enough to allow simultaneous notification to interested faculty at other Indiana institutions of higher education. We envision the use of the Notre Dame all-faculty list of email addresses, which is maintained in and available through the Provost's Office, to alert Notre Dame faculty to the pertinent initiatives needing responses. This list can be supplemented easily with a list of email addresses of designated contacts in other Indiana institutions of higher education who have expressed interest in participating in our network.

The knottier problem we faced involved the other structural component, the one for timely identification of legislative initiatives that the network would want to target. We discussed many scenarios involving individual, committee, and team approaches as well as electronic possibilities, such as websites and listservs. We knew that the final process(es) must exhibit attributes of stability and reliability, simplicity and continuity. Finally, we adopted the principle to use experts.

We learned that many universities consult with university/government relations experts who are located in Washington, D.C. Indeed, the University of Notre Dame is among those universities. The consultant is located where the federal legislative activities are, is tuned in to the legislative process, and has established avenues of communication with the University. We envision that this expert could direct to the Provost's Office, information about legislative initiatives that

would interest the faculty. The Provost's Office could act as the clearinghouse and, in a timely manner, inform the Chair of the Faculty Senate or his/her designee. The Chair or his/her designee then could disseminate the information to the faculty through the email list described above.

This plan has many merits. First, the positions, offices, and communication avenues tapped for this structure are keys to achieving the attributes we desire: stability and reliability, simplicity and continuity. Much of the apparatus is in place and not subject to continuous change. For example, the Provost's Office operates twelve months of the year. Despite the academic calendar and the changing leadership of the Faculty Senate, by specifying that it is the Chair's responsibility to fulfill, or to designate someone to fulfill, the nexus between the Provost's Office and the faculty, the annual changes are managed with minimal effort. The Chair can opt to designate a faculty member to receive and then disseminate the information for the whole or part of a year. Second, the consultant adheres to our principle to use experts. His familiarity with and proximity to the federal legislative process are invaluable. Third, and pre-eminent perhaps, is the opportunity to build a partnership relationship between the Faculty Senate and the Provost's Office. A Select Committee member approached Provost Nathan Hatch about the feasibility of our vision. We learned that he sympathizes with our goals to identify legislative initiatives and to alert the faculty. We learned also that he is willing to contact the university/government relations consultant to request that the information as previously described be sent to the Provost's Office. Further, he is willing for the Provost's Office to act as a clearinghouse in this structure, contacting the Faculty Senate Chair (or designee) when there are federal legislative initiatives of interest.

If there is a downside to the plan, it is the potential for complacency. Although we could not imagine a specific issue in which the university administration and the faculty would have competing interests, we developed a

plan B anyway. Plan B is intended to be a supplement to, not an alternative for, the basic structure and it adheres to our principle to use experts. The Select Committee believes that each faculty member is an expert who will garner information about federal legislative initiatives through the individual's professional activities, associations, or organizations. The Select Committee also believes that each faculty member has both the right and the responsibility to participate in any process designed to benefit the whole faculty. We envision a structure that includes a mechanism for any faculty member to trigger informational broadcasts to the wider faculty about legislative initiatives by alerting directly the Faculty Senate Chair (or designee). (Appendix 1: Structure)

Indiana Network

In an attempt to affect more significantly the outcome of federal legislative initiatives that are important to faculty in higher education, responses to the initiatives from beyond the Notre Dame campus and this congressional district are desirable. To the extent that an informational network can insure early and broad awareness of these initiatives, the gap in timely responses can be closed. The responsibility to respond, however, remains with individual faculty.

Letters of invitation to participate in our network were sent to the other seventy-two Indiana institutions of higher education listed in the *Peterson's Register of Higher Education*, 1998. When the names of leaders of faculty senates and assemblies could be discerned, the letters were addressed to them. Otherwise, the letters were addressed to the names of academic affairs officers as listed in *Peterson's*. We envision that the names and email addresses of the contacts at other institutions who have indicated an interest in participating in the network will supplement the Notre Dame all-faculty list of email addresses used for disseminating information about legislative initiatives. Once the list of contacts is established, it should be updated upon notification from those

contacts. The Faculty Senate in the future may want to consider broadening the participation to higher education institutions in Western Michigan. (Appendix 2: Letter)

To date, we have received ten responses indicating interest in our network. Four of these responses indicate that the topic is on agendas at faculty senates and assemblies. One letter was returned as, "addressee unknown." (Appendix 3: Districts)

Implementation and Oversight

The Select Committee foresees the need for educational awareness of this structure among Notre Dame faculty if they are to participate in the process to identify federal legislative initiatives of interest. We envision that the Faculty Senate will take out an ad in *The Observer* once each academic year, beginning with Fall 1998.

The Faculty Senate Academic Affairs Committee can perform oversight. The Committee could measure and analyze the structure's usefulness, the effectiveness of any faculty awareness programs as well as suggest and implement additional initiatives (e.g., websites and listservs).

The Select Committee can follow through with the initial responses from other Indiana institutions. Once the initial email list of contacts is constructed, the Committee will forward it to the Chair. The responsibility to update the list of contacts will depend upon the contacts notifying the Chair of the Faculty Senate when there is a change.

Recommendations

The Select Committee recommends that:

1. the Faculty Senate Chair communicates with the Provost about this structure and encourages him to designate a contact in his office who will convey the information about legislative initiatives to the Chair (or his designee);

2. the Select Committee responds to and updates the interested contacts at other Indiana institutions; establishes the initial list of contacts and conveys the list to the Faculty Senate Chair for inclusion in any electronic mailings to the faculty about federal legislative initiatives;

3. the Academic Affairs Committee assumes oversight of the informational network.

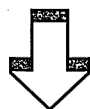
Report submitted by the Select Committee on Political Action:

Laura Bayard (Library), Chair
H. Gordon Berry (Physics)
Mario Borelli (Mathematics)
Jill Godmillow (Communications/Theatre)
Thomas Sweeney (Asst. VP Research)
Christina K. Wolbrecht (Government)

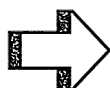
Appendix 1: Structure

Flow of Information about Legislative Initiatives

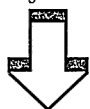
University/government relations expert



Provost's Office



Any faculty



Faculty Senate Chair



All ND faculty and contacts at other Ind. institutions of higher education.

Appendix 2: Letter

[Faculty Senate letterhead]

16 February 1998

Dear :

The University of Notre Dame's Faculty Senate Select Committee on Political Action invites other Indiana institutions of higher education to participate in a structure designed with three purposes in mind:

1. to identify federal legislative initiatives affecting higher education,
2. to initiate an organization for rapid responses to said initiatives, and
3. to alert our faculties of the needs for responses.

Faculty Senate Chair, Michael Detlefsen, cited recent initiatives which clearly would be targets of such a structure. He cited the continuing attacks on the NEA which, fortunately, failed, in addition to two serious legislative proposals that emerged during the summer of 1997. The first proposal to tax graduate student tuition fellowships ultimately failed. The second proposal to tax a portion of the earnings on TIAA-CREF's pension investments ultimately passed.

Our own experiences with responding to these two initiatives illuminated a need for early identification of and coordinated responses to these initiatives. We learned that senatorial and congressional responses to our voices are likely to occur only when our voices speak from beyond a single political district.

We are in the design phase of a structure that we anticipate will use electronic communication and will be flexible enough to accommodate participation beyond the University of Notre Dame campus. We, therefore, hope to develop a network of Indiana educational institutions which can provide a significant impact on such legislative initiatives.

We hope that you will join us in our mission to apprise our faculties of important federal legislation. For your convenience, your responses can be directed to the email address below.

Best Regards,

Laura Bayard
Chair, Faculty Senate Select Committee on Political Action
laura.bayard.1@nd.edu

Committee members:

H. Gordon Berry (Physics)
Mario Borelli (Mathematics)
Jill Godmillow (Communications/Theatre)
Thomas Sweeney (Asst. VP Research)
Christina K Wolbrecht (Government)

Appendix 3: Districts

Responding Institutions and their Congressional Districts

INDIANA INSTITUTIONS	DISTRICTS
University of Notre Dame	3
Huntington College	4
Indiana University—Indianapolis*	10
Butler University*	16
Vincennes University	8
Associated Mennonite Biblical Seminary*	3
Ivy Tech (Madison & Lawrenceburg)	9
St. Mary's College	3
Valparaiso University	5
Indiana University East	2
Ball State University*	6

*topic of network participation before faculty governance bodies

Appendix E

Recommendations to Improve the Drug and Alcohol Abuse Prevention Program at the University of Notre Dame

"Student binge drinking and the many problems that arise from it are among the most serious threats faced by our nation's institutions of higher learning. ... Student alcohol use is not a problem of the campus alone, but of the entire community. ... Student alcohol abuse is a problem that will never go away."¹

In 1993, 44% of students at four year institutions engaged in binge drinking defined as 5 or more drinks in a row for men, and four or more drinks in a row for women.² President Malloy has publicly stated that as many as 50% of Notre Dame students have been or are binge drinkers.

An effective strategy for combating alcohol problems on campus involves an *environmental management* approach which is an integrated combination of programs, policies, and public education campaigns. The goal of the University's alcohol policies should be to maintain an environment that will discourage student alcohol abuse.³

Additionally, faculty members can have a significant impact on reducing alcohol abuse. They can exercise leadership through a combination of curriculum reform, the application of interdisciplinary approaches to prevention, and collaboration with student affairs professionals.⁴

In order to improve the intellectual and residential life at Notre Dame, the Faculty Senate recommends that the Administration take the following actions to reduce the incidence of drug and alcohol abuse on campus:

* Institute the philosophy and recommendations of "Be Vocal, Be Visible, Be Visionary; Recommendations for College and University Presidents on Alcohol and Other Drug Prevention" prepared by The Higher Education Center for Alcohol and Other Drug Prevention. Specifically:

1. Appoint a campus wide **task force** that includes senior administrators, faculty, students, and community officials who represent the broad spectrum of the Notre Dame family. This task force will continue the work of the Subcommittee on Academic Implication of Alcohol Abuse of the Undergraduate Studies Committee of the Academic Council. This task force should report directly to the President, should examine every aspect of the academic environment and how it might affect student drug and alcohol abuse, and should make appropriate recommendations. The task force's work should be coordinated by the Director, Office of Alcohol and Drug Education. The findings of this task force can be used to satisfy the requirements of the Drug-Free Schools and Campuses Act.

2. Continue the policy of having the Director of the Office of Alcohol and Drug Education collect data on the extent of the alcohol abuse and abuse of other drugs on campus, and make this information available to the public forum. Studies have shown that without this data collection, estimates of the number of students that binge drink are overestimated.

3. Budget sufficient resources to address the problem. Currently the Office of Alcohol and Drug Education has only two full time and one part time counselor. As a result, their programs are reactive rather than preventive. Additional staff are required to effectively address both current programs and problems, and to implement these recommended initiatives.

4. Strongly support numerous initiatives by the Faculty Senate, Academic Council and Campus Life Council to better bridge the gap between academic and residential life.

5. Develop a consistent policy that emphasizes the responsible use of alcohol by those of legal age *who desire*, at appropriate, traditional social functions. An example of an inconsistency: those of legal age can consume alcohol at the Senior Bar, yet faculty members have been refused permission by the Office of Student Affairs to serve alcohol with

students present at faculty planned receptions and dinners on campus. Continue to grow peer support for those who choose not to drink.

* Release the Report of the 1996-97 Subcommittee on Academic Implications of Alcohol Abuse to the Undergraduate Studies Committee of the Academic Council to any member of the Notre Dame community interested in the results. This will help educate our community about student alcohol use and faculty concerns.

* Fully commit to the study of drug and alcohol abuse *curriculum infusion* such as suggested by President Malloy in his October 8, 1996 "Address to the Faculty" through the hiring of independent consultants, specializing in this process, who would work directly with the Director, Office of Alcohol and Drug Education. A broad representation of Faculty members should be included in analyzing the study and making recommendations. The Report of the Subcommittee includes the names of Faculty interested in this process.

* Empower the Director, Office of Alcohol and Drug Education to work closely with interested Faculty and Rectors to develop other programs where drug and alcohol education can be included in the intellectual and residential life at Notre Dame.

* Implement the policy that a student's drug and alcohol use history be included in the screening process for RA's.

* Implement a formal program of required annual education for all students each year, developed and administered by the Director, Office of Alcohol and Drug Education, to supplement the education given as part of the First Year of Studies. Currently no formal education programs exist after Freshman year. The focus of the education should be student *accountability and responsibility* if they choose to use alcohol.

Notes

¹ *Be Vocal, Be Visible, be Visionary; Recommendations for College and University Presidents on Alcohol and Other Drug Prevention*, The Higher Education Center for Alcohol and Other Drug Prevention, Newton MA, 1997, pp 6-7

² *Ibid*, pp 5

³ *Ibid*, pp 15-16

⁴ *Catalyst*, Winter 1998, Vol. 3, No 2, Higher Education Center for Alcohol and Other Drug Prevention.

Appendix F

Position Statement Regarding the Need to extend the Non-discrimination Statement to Cover Sexual Orientation

The recent resignation of Father David Garrick from the Notre Dame faculty is an indication of inadequacies in the administration's current 'spirit of inclusion' policy as a means of insuring protection against discrimination based on sexual orientation. The Faculty Senate therefore reaffirms its earlier resolution (May 2, 1996) and calls upon the administration to revise its non-discrimination statement so as to include sexual orientation as a protected characteristic. It sees such commitment as a necessary ingredient of any genuine spirit of inclusion.

Passed unanimously

April 8, 1998

University Committee on Libraries

April 8, 1998

The meeting was called to order at 7:30 a.m. in the Council Room at the Morris Inn by Chairman John Halloran. Also in attendance were John Adams, Harvey Bender, Robert Coleman, Roger Jacobs, Alan Krieger, David Mengel, Laurence Taylor, Jennifer Younger, and secretary Melodie Eiteljorge.

The minutes of the meeting of March 18, 1998 were approved as written.

Director's Report: Younger reported that the Libraries' Program Planning Committee has been set up in preparation for the renovation of the Hesburgh Library. It will include the director, the architects, Paula Carlaccini, who will serve as the project manager from Facilities Engineering, and four representatives from the Libraries. They are Rick Jones, Thurston Miller, Lou Ellen Parent (as staff representative) and Marsha Stevenson.

A flyer was sent to University faculty announcing a demonstration of the Digital Library Project at the University of Illinois Grainger Engineering Library. This will take place on May 4, 3:30-5, room 136 DeBartolo, with a recap and further discussion on May 5, 9-noon, room 122 COBA.

The Advisory Council for University Libraries will meet on April 24. They have expressed an interest in understanding how the ARL index works. Jim Neal, who is a member of the Council and also President of ARL, will put the ARL index into the broader perspective of what libraries do and how that is or is not measured. The Council will also discuss some endowment targets.

Younger also reported that implementation of the Aleph 500 system is on target.

DISCUSSION:

AAU Committee proposal regarding decoupling certification. The AAU Digital Committee is recommending that the AAU initiate a staged program directed at enabling professional societies and other bodies to certify research and other scholarly works independently of other steps in the publication process.

Background on this proposal was distributed prior to the meeting. Halloran asked for reactions.

Taylor responded that he feels decoupling is inevitable, whether or not it is initiated by AAU.

Jacobs noted that law reviews are directed by students. Recently law deans suggested looking at the shift of journals to electronic formats. However, it is difficult to break the cycle. There is prestige involved, plus the promotion aspect, and copyright issues. Economic and social forces are against a simple solution. Jacobs suspects that the same pressures will be faced by other scholarly disciplines. This will evolve, but substantial changes will not occur in the immediate future.

Younger noted that the Libraries have been involved in this shift only as we see pilot projects starting in disciplines, usually out of departments or professional societies.

Krieger added that there have been efforts in the humanities through JSTOR and Project Muse. However, electronic journals have not taken hold as the primary way people in the humanities report on research.

Coleman noted, particularly in the visual arts, that electronic publishing is very limited. There are also major institutions in Europe that are not equipped to handle this kind of exchange. Eventually that will change, of course.

Halloran noted that the idea is not simply going from paper to electronic, but also decoupling certification. He asked about the status of our Libraries in terms of journal subscriptions. Have we "hit the wall?"

Younger replied that she will bring back a report on that. In general, over the last couple of years, and in consultation with department library committees and faculty, we have been making choices about adding new serials. There are trade-offs made in cancelling existing serial titles or moving funds from a book budget to serials. We have not gone through a serials cancellation process since the late 1980s.

Jacobs asked if part of that might be due to the fact that Notre Dame is relatively weak in serials compared to some institutions. In law, we are not subscribing to as many journals as are libraries in our peer group. Halloran suggested that this may be of interest to the Advisory Council.

Jacobs continued that the post Colloquy report did a good job of identifying shortcomings of the Libraries compared to various peer groups.

Bender asked if the Association of Research Libraries (ARL) or any other body has tracked state vs. private institutions in keeping up with growth. Younger replied that the ARL has addressed this. They often divide statistics into state/private. State institutions are under extreme pressure since they have little in endowment. We started at a lower point, but we have continued to expand.

Krieger added that in recent years we have been able to use endowment money as a basis for subscriptions. Currently we are reporting to ARL approximately 23,000 serials.

Krieger noted also the continuing desire to have the Libraries on the ground floor in adding positions and programs. We have been making a case for that for several years.

Adams noted that six new positions have been added in the new field of cancer biology. We have the basic journals to support that, but not all.

In regard to decoupling, Mengel suggested that part of the problem in implementation is that major journals would almost have to agree first. This is not necessarily in the power of universities.

Taylor noted that good editorial boards are what make good journals. In math, it is easy to get good people to serve. Universities seem to be willing to provide computers, and the math community is willing to do the work.

Coleman noted that he has many counterparts abroad. This would need support outside the U.S.

In regard to library involvement in determining new programs and positions, Adams asked about the mechanism between deans and the Libraries. Younger replied that it is informal. There has been involvement in establishing new centers. Arts and Letters in particular has established communication in recommending new faculty. Jacobs noted that historically libraries are not in a position to veto new positions because of insufficient library resources.

Halloran pointed out that the University now has a policy to provide for maintaining a building once it is constructed. It seems the same should apply to library support for programs and positions.

Younger suggested that we continue the discussion at the next meeting. We will also discuss the use of Colloquy enhancement funds.

There being no further business, the meeting adjourned at 8:25 a.m.

Respectfully submitted,

Melodie Eiteljorge
Secretary

Awards Received and Proposals Submitted

In the period April 1, 1998, through April 30, 1998

AWARDS RECEIVED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	9	1,650,144	29	2,546,478	38	4,196,622
Facilities and Equipment	0	0	1	63,049	1	63,049
Instructional Programs	0	0	0	0	0	0
Service Programs	0	0	20	47,405	20	47,405
Other Programs	0	0	1	5,000	1	5,000
Total	9	1,650,144	51	2,661,932	60	4,312,076

PROPOSALS SUBMITTED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	17	2,416,221	12	1,182,828	29	3,599,049
Facilities and Equipment	0	0	0	0	0	0
Instructional Programs	1	201,548	0	0	1	201,548
Service Programs	0	0	0	0	0	0
Other Programs	1	150,275	1	10,000	2	160,275
Total	19	2,768,044	13	1,192,828	32	3,960,872

Awards Received

In the period April 1, 1998, through April 30, 1998

AWARDS FOR RESEARCH

Aerospace and Mechanical Engineering

Patrick F. Dunn and Raymond M. Brach

Particulate Deposition onto Surfaces
Center for Indoor Air Research
\$76,579 12 months

Samuel Paolucci and Joseph M. Powers

A Novel Computational Approach to Combustion
Modelling
National Science Foundation
\$82,000 24 months

Biological Sciences

Frank H. Collins

Network on the Biology of Parasite Vectors
J.D. and C.T. MacArthur Foundation
\$111,600 30 months

Jeffrey L. Feder

REU Supplement to CAREER Grant
National Science Foundation
\$3,750 36 months

Alan L. Johnson

Physiological Mediators of Granulosa Cell Apoptosis
National Institutes of Health
\$153,356 12 months

Gary A. Lamberti

Dissertation Improvement: Stream Nitrification
National Science Foundation
\$9,985 24 months
Aquatic Production in Kissimmee River Floodplain System
FAU
\$7,500 48 months

David M. Lodge

Waterfowl Herbivory
Institute for Wetland and Waterfowl Restoration
\$14,000 12 months

David M. Lodge and Jeffrey L. Feder

Crayfish as a Model Exotic Species
Purdue University
\$52,400 12 months

Civil Engineering and Geological Sciences

Ahsan Kareem

Aerodynamic Loans on Built Environment
LMITCO
\$35,000 6 months

Clive R. Neal

Origins of the Ontong Java Plateau, Part 2
National Science Foundation
\$5,000 30 months

Billie F. Spencer Jr. and Michael K. Sain

Magnetorheological Damping: REU Supplement 1998
National Science Foundation
\$10,000 48 months

Chemical Engineering

Joan F. Brennecke and Edward J. Maginn

1998 Midwest Thermodynamics Conference
National Science Foundation
\$4,936 12 months

Hsueh-Chia Chang

REU Supplement for CTS 95-22277 Nonlinear Dynamics
and Control
National Science Foundation
\$10,000 36 months

Edward J. Maginn

Molecular Simu/Measure Sorption and Diffusion in Micro
Materials
BOC
\$10,000 12 months

Chemistry and Biochemistry

Sharon Hammes-Schiffer

Sloan Research Fellowship
Sloan Foundation
\$35,000 24 months

Paul W. Huber

Protein Binding Domains on Eukaryotic 5S rRNA and
rDNA
National Institutes of Health
\$220,097 12 months

James S. Keller

A Multidimensional Probe of Excited State Dynamics
Amer. Chemical Society
\$59,950 28 months

Marvin J. Miller

Studies of Oligonucleotides and Cellular Delivery
Kimeragen, Inc.
\$50,000 na
Siderophores, Analogs and Bioconjugates
National Institutes of Health
\$288,297 12 months

Computer Science and Engineering

Nikos Chrisochoides

Crack Propagation on Teraflo Computers
Cornell University
\$58,951 36 months

Peter M. Kogge and Vincent W. Freeh

System Concepts for PIMs
Lockheed Martin Corporation
\$25,000 12 months

Electrical Engineering

Daniel J. Costello Jr.

Error Control Coding Techniques
National Aeronautics and Space Administration
\$46,000 12 months

Douglas C. Hall

Superfluorescent Fiber Sources for Fiber Optic Gyroscopes
NAVY/SPAWAR/DARPA
\$80,000 20 months

History

James C. Turner

Erasmus Institute
Pew Charitable Trust
\$1,200,000 37 months

Mathematics

Qing Han

Partial Differential Equations and Variational Problems
National Science Foundation
\$60,183 36 months

Pit-Mann Wong

Hyperbolic Geometry and Nevanlinna Theory
National Science Foundation
\$23,000 36 months

Physics

Albert-Laszlo Barabási

Spatial Ordering of Self-Assembled Quantum Dots
Department of the Navy
\$41,328 36 months

David P. Bennett

MACHO Project Data Analysis
Lawrence Livermore National Laboratory
\$20,001 6 months

Alejandro Garcia

Weak Interactions in the Nucleus
National Science Foundation
\$50,000 36 months

James A. Glazier

US-Brazil Cooperative Research: Cellular Patterns
National Science Foundation
\$15,000 36 months

James J. Kolata and Ani Aprahamian, et al.

Nuclear Structure Research
National Science Foundation
\$900,000 66 months

Peter E. Schiffer

Sloan Research Fellowship
Sloan Foundation
\$35,000 24 months
Novel Low Temperature Behavior in Materials
National Science Foundation
\$50,000 24 months

Mitchell R. Wayne and Randal C. Ruchti, et al.

DO Detection Project
Fermi National Laboratory
\$167,000 13 months

Michael C. Wiescher

Low Energy Nuclear Reactions in Late Stellar Evolution
National Science Foundation
\$97,224 12 months

Psychology

Laura A. Carlson Radvansky

Interpreting Spatial Relations
National Science Foundation
\$73,185 12 months

Radiation Laboratory

Guillermo J. Ferraudi

Charge Transfer Photochemistry of Re(I) Complexes
National Science Foundation
\$15,300 36 months

AWARDS FOR FACILITIES AND EQUIPMENT

Electrical Engineering

Patrick J. Fay and Oliver Collins, et al.

Wireless Communications: Microwave Measurement and Design
National Science Foundation
\$63,049 24 months

AWARDS FOR SERVICE PROGRAMS

Center for Continuing Formation in Ministry

Rev. Eugene F. Lauer

Center for Continuing Formation in Ministry
Various Others
\$11,828 1 month
Center for Continuing Formation in Ministry
Various Others
\$393 1 month
Center for Continuing Formation in Ministry
Various Others
\$191 1 month
Center for Continuing Formation in Ministry
Various Others
\$8,510 1 month
Center for Continuing Formation in Ministry
Various Others
\$829 1 month
Center for Continuing Formation in Ministry
Various Others
\$28 1 month

Sr. Kathleen Cannon, O.P.

Center for Continuing Formation in Ministry
Various Others
\$332 1 month

Center for Pastoral Liturgy**Sr. Eleanor Bernstein, C.S.J.**

Center for Pastoral Liturgy
Various Others
\$2,917 1 month

Center for Pastoral Liturgy
Various Others
\$351 1 month

Center for Pastoral Liturgy
Various Others
\$3,030 1 month

Center for Pastoral Liturgy
Various Others
\$1,170 1 month

Center for Pastoral Liturgy
Various Others
\$3,415 1 month

Center for Pastoral Liturgy
Various Others
\$4,278 1 month

Center for Pastoral Liturgy
Various Others
\$3,451 1 month

Center for Pastoral Liturgy
Various Others
\$4,241 1 month

Center for Pastoral Liturgy
Various Others
\$527 1 month

Center for Pastoral Liturgy
Various Others
\$1,328 1 month

Institute for Church Life**Sr. Kathleen Cannon, O.P.**

Institute for Church Life
Various Others
\$204 1 month

Institute for Church Life
Various Others
\$302 1 month

Institute for Church Life
Various Others
\$80 1 month

AWARDS FOR OTHER PROGRAMS**College of Arts and Letters****Ava Preacher**

Womyn With Wings
Purdue University
\$5,000 12 months

Proposals Submitted

In the period April 1, 1998, through April 30, 1998

PROPOSALS FOR RESEARCH**College of Arts and Letters****Christopher B. Fox**

Building Medieval and Irish Studies at Notre Dame
National Endowment for the Humanities
\$600,000 36 months

Aerospace and Mechanical Engineering**John E. Renaud**

National Science Foundation National Young Investigator
National Science Foundation
\$62,500 12 months
Multidisciplinary Optimization Technology for Boeing
Boeing Space Systems
\$100,000 28 months

Steven Schmid

Modeling of Ring Rolling
Rockwell Dodge Automation
\$5,000 12 months

James P. Thomas

Influence of Hydrogen on Subcritical Cracking of
Ti-6Al-4V
University of Dayton Research Institute
\$40,918 12 months

Biological Sciences**John H. Adams**

Molecular Analysis of Apical Organelles of Plasmodium
National Institutes of Health
\$110,554 12 months

Harvey A. Bender

Human Genetics Program - Regional Genetics Center
Indiana State Department of Health
\$62,500 12 months

Scott D. Bridgham

Structural and Functional Recovery of Restored Marshes
The Nature Conservancy
\$1,815 12 months

Scott D. Bridgham and Gary A. Lamberti

Restoration of Grand Kankakee Marsh
 Water Resource Research Center
 \$119,940 36 months

Joseph E. O'Tousa

Genetic Analysis of Retinal Degeneration
 National Institutes of Health
 \$208,182 12 months

David W. Severson

RFLP Mapping of Plasmodium Refractory Genes in Mosquitoes
 National Institutes of Health
 \$215,311 12 months

Chemical Engineering**Arvind Varma**

REU Supplement for NSF Grant CTS95-29172
 National Science Foundation
 \$5,000 12 months

Chemistry and Biochemistry**Francis J. Castellino**

Structure-Function Studies on Plasminogen and Plasmin
 National Institutes of Health
 \$414,349 12 months

Gregory V. Hartland

Spectroscopy and Dynamics of Metal Particles
 American Chemical Society
 \$89,968 36 months

Marvin J. Miller

Drugs and Delivery Systems for Opportunistic Infections
 National Institutes of Health
 \$365,968 12 months

Elliot D. Rosen

Partial Embryonic Lethality in FVII Deficient Mice
 American Heart Association
 \$30,000 12 months

Core Course**Michael J. Crowe**

A Study of Four Contemporary British Catholic Novelists
 National Endowment for the Humanities
 \$30,000 12 months

Computer Science and Engineering**Xiaobo (Sharon) Hu**

Graphical Interface Development
 National Science Foundation
 \$5,000 7 months

Electrical Engineering**Patrick J. Fay**

REU Supplement for NSF-DUE9850988
 National Science Foundation
 \$5,187 12 months

Nanovic Institute**J. Robert Wegs**

Proposal for the Establishment of a European Union Center
 Del. of the European Comm.
 \$150,000 36 months

Physics**David P. Bennett**

MACHO Project Data Analysis
 Lawrence Livermore National Laboratory
 \$20,001 6 months

Howard A. Blackstead

Microwave and Optical Studies of HTSC
 Purdue University
 \$125,000 12 months

James A. Glazier

Fluid Properties of Cells and Tissues
 Eppley Foundation for Research
 \$18,556 12 months

James J. Kolata

US - Mexico Collaborative Research
 National Science Foundation
 \$6,630 36 months
 REU Supplement
 National Science Foundation
 \$10,000 12 months

Steven T. Ruggiero

Transport Properties of YBCO Thin Films
 Purdue University
 \$8,500 12 months

Mitchell R. Wayne and Randal C. Ruchti, et al.

DO Detection Project
 Fermi National Laboratory
 \$463,000 24 months

Psychology**John G. Borkowski and Thomas L. Whitman**

Research Training in Mental Retardation

National Institutes of Health

\$100,934 12 months

John G. Borkowski and Thomas L. Whitman, et al.

Precursors of Retardation in Children with Teen Mothers

National Institutes of Health

\$224,236 12 months

PROPOSALS FOR INSTRUCTIONAL PROGRAMS

Office of Special Instructional Projects and Activities**Mario Borelli**

Candax McNair

Department of Education

\$201,548 12 months

PROPOSALS FOR OTHER PROGRAMS

Alliance for Catholic Education**Rev. Timothy R. Scully, C.S.C.**

Learn and Serve America: Higher Education

Corporation for National Service

\$150,275 12 months

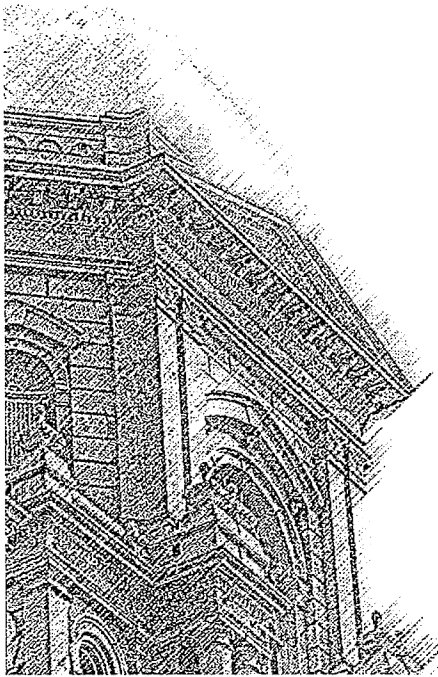
Institute for International Peace Studies**Raimo Väyrynen**

GAAC Distinguished Lectureship Grant

GAAC

\$10,000 12 months

Notre Dame Report



Volume 27, Number 18
June 12, 1998

Notre Dame Report is an official publication published fortnightly during the school year, monthly in the summer, by the Office of the Provost at the University of Notre Dame.

Bernadette Zoss, Editor
Marten Schalm, Designer
Publications and Graphic Services
502 Grace Hall
Notre Dame, IN 46556
(219) 631-5337
e-mail: ndreport.1@nd.edu

© 1998 by the University of Notre
Dame, Notre Dame, IN 46556.
All rights reserved.