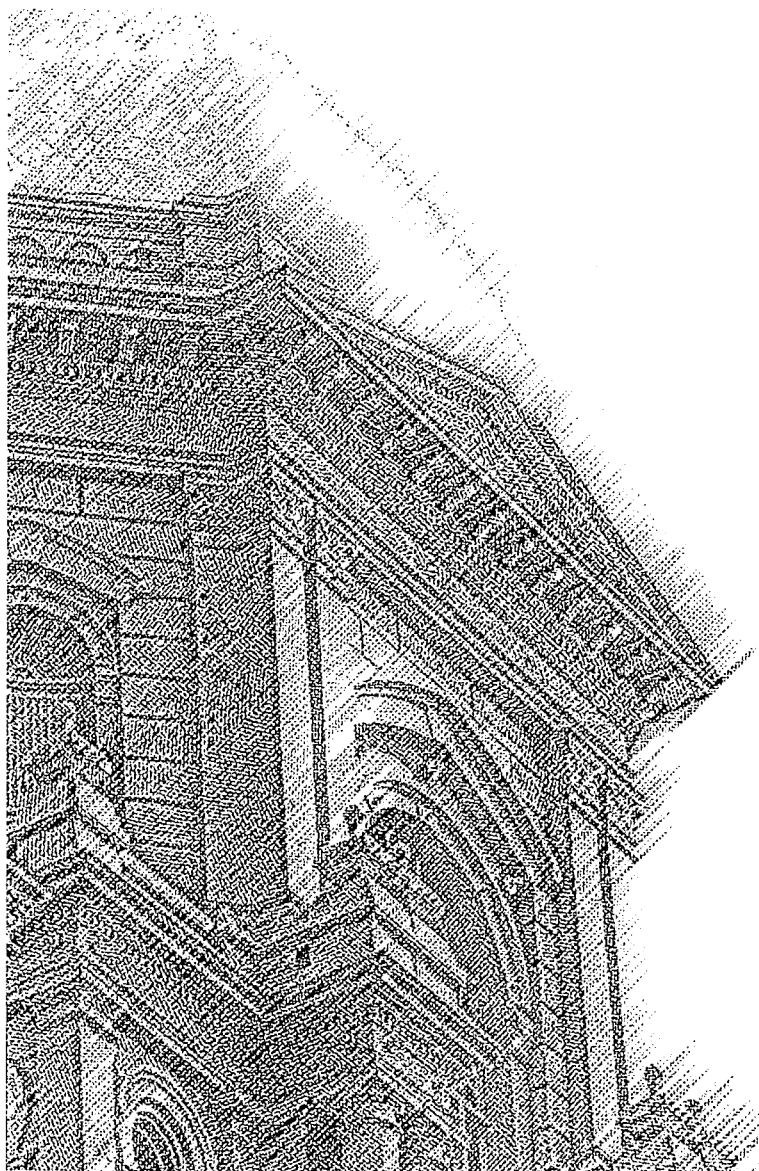


Notre Dame Report



The University

- 11 *Notre Dame Report* Publishing Information
- 11 Endowment for Journalism, Ethics & Democracy Program
- 11 Alliance for Catholic Education Program Endowed
- 11 Award for Distinguished Service in Latin America Established
- 12 College of Business Administration Honored
- 12 New Library Endowments Dedicated

Faculty Notes

- 13 Honors
- 13 Activities
- 14 Publications

Documentation

- 17 Annual Report of the Academic Affirmative Action Committee Covering Academic Year 1998-1999
- 25 Minutes of the 276th Graduate Council Meeting April 21, 1999
- 27 Summary of the Minutes of the Faculty Board on Athletics: Spring & Summer 1999
- 29 Errata

DECEMBER 3, 1999

NUMBER 2

The University

Notre Dame Report Publishing Information

Notre Dame Report has fallen behind its production schedule (see *ND Report* #1) because of staffing problems, which are being addressed. The staff is handling submitted information as efficiently as possible to bring it up to date. The *Report* should be back on schedule after the Christmas holiday break. The staff thanks the readership for its understanding and patience.

Endowment for Journalism, Ethics & Democracy Program

The family of John W. Gallivan, a University graduate and long-time Salt Lake City journalist, has made significant contributions to endow Notre Dame's program in Journalism, Ethics & Democracy.

With a leadership gift from Michael and Sharee Gallivan and additional contributions from Jed and Gay Gallivan McDonough and Tim and Pam Gallivan, the program will continue and enhance the journalism program begun in 1997.

John W. Gallivan is a 1937 graduate of Notre Dame and chairman of the board and publisher emeritus of the Kearns Tribune Corporation. He cofounded Telecommunications Inc. (TCI) and remains an active leader in Salt Lake City.

The Gallivan gifts will provide scholarship assistance and internship support for students and by underwriting administrative costs related to the project. The endowment will also allow the University to sponsor conferences, lectures and publications and additional courses under the auspices of the program.

Alliance for Catholic Education Program Endowed

The University has received gifts from Earl L. Linehan, president of Wookbrook Capital, Inc., of Baltimore, to establish a \$1 million endowment for the Alliance for Catholic Education (ACE) program.

Linehan is a 1962 Notre Dame graduate. He is a member of Notre Dame's College of Arts and Letters advisory board and the president's development committee.

The ACE program is now in its sixth year of providing Catholic school teachers for dioceses across the southern United States. The two-year program recruits, trains and supports teachers for understaffed parochial schools, provides recent graduates with intensive teacher education and encourages spiritual growth through Christian community. ACE was established in 1994 and supports 139 recent college graduates who teach in more than 90 schools in 25 cities.

Award for Distinguished Public Service in Latin America Established

The former president of Chile, Patricio Aylwin, and the First Lady of Brazil, Ruth Cardoso, head the selection committee for a major new prize established by Notre Dame. The Coca-Cola Company will fund the award to honor distinguished public service in Latin America.

The Notre Dame Award for Distinguished Public Service in Latin America will be given to an individual from that region who has honestly, effectively and substantively furthered the public good in one or more coun-

tries of the region by accomplishments in government, nongovernmental organizations, religion, education, media, philanthropy or other forms of civic leadership. The inaugural award will be presented on May 9, 2000, at Notre Dame.

The award will carry a cash prize of \$10,000 with an equal sum to be given to a Latin American charitable organization chosen by the recipient. Recipients will give a major public address at Notre Dame and meet with students, faculty and administrators.

College of Business Administration Honored

Notre Dame's College of Business Administration has been honored for its commitment to societal issues. The honor comes from the World Resources Institute (WRI) and The Aspen Institute's Initiative for Social Innovation through Business (ISIB).

Notre Dame's Master's of Business Administration program was one of only 10 across the United States to receive the highest rating for its embrace of societal business issues in an annual survey by WRI and ISIB.

New Library Endowments Dedicated

The University has dedicated 31 new library endowments, totalling more than \$7 million in benefactions, in its University Libraries and Kresge Law Library.

The endowed library collections at Notre Dame now stand at more than 115. The directorship of the University Libraries is now endowed as well. Jennifer Younger is the first Edward H. Arnold Director of University Libraries.

The new endowed library collections follow: the Wallace V. Bedolfe Endowment for Rare Books on the History of Universities, with special emphasis on the Astrik L. Gabriel Collection; the

Lawrence and Helen Baldinger Endowed Library Collection in Critical Technologies in Medicine; the Brian and Jeannelle Brady Family Endowed Library Collection in Italian Art; The Rev. John J. Cavanaugh, C.S.C., Discretionary Fund; the Marilouise Smith Condon Computer Science and Engineering Department Endowed Collection; the Harry Fath Family Endowed Law Library Collection; the Jose Fernandez, Sr., Endowed Collection in Hispanic Studies; the John F. and Kathleen L. Gibbons Family Endowment in American Catholic Studies; the Dorene and Jerry Hammes Library Endowment for Critical Technologies in Engineering, dedicated to Rev. Theodore Hesburgh, C.S.C.; the Mary K. Hartigan Endowed Law Library Collection; the G. Edward and Mildred Harwood Endowed Library Collection of Globalization: Understanding and Harnessing World Economic Markets; the Gerard and Viola Herkes Library Collection; the Gregory and Susanne Hoffman Family Endowed Collection for the College of Science, in honor of Dr. and Mrs. Arthur Hoffman and Mr. and Mrs. C. Norman McCullough; the Mary E. Kenny Library Collection in Medieval Studies; the R. Steven and Elizabeth A. Lutterbach Family Endowment in Film, Television and Theatre; the Thomas and Mary L. Marcuccilli Family Endowed Collection in Civil War History; the Donald T. McAllister, M.D., and Family Endowed Collection in Science; the John A. O'Brien Library Collection in Theology and Philosophy; the Plym Foundation Endowed Library Collection in Architecture; the Paul and Dora Rath Endowed Collection for Continuing Study of Traditional American Music: Jazz, Blues and Gospel; the Thomas G. and Joan M. Powers Endowment for Law Library Resources; the Charles P. and Dorothy C. Sacher Family Endowment in Southern United States History and Culture; the Paul and Carol Schierl Law School Endowment for the Study of Legal Issues of the Civil War; the Eduard Adam Skendzel Polonian Historical Collection; the Jack Boyd Smith Family, Jack Boyd Smith, Jr., John and Judy Bond Family Collection in Business; the Louis and Karen Smith Family Law School Endowment for the Collection of the Legal Publications of

the State of Michigan; the Richard C. Sweetman Family Collection in Irish Studies, in honor of Richard S. and Evelyn O'Rourke Sweetman; the George C. Ussher Library Collection for Renaissance Writers; and the Thomas and Charlotte Wolohan Collection in Architecture.

Faculty Notes

Honors

Rev. James K. Foster, C.S.C., assistant professional specialist in the department of preprofessional studies, was appointed to the Ethics Committee of the National Association of Advisors to the Health Professions at the Central Advisors meeting in St. Paul, Minnesota, in April.

Astriak L. Gabriel, director of the Ambrosiana Collection, has been named dean of the 40-member Foreign Corresponding Fellows of the French Academy des Inscriptions et Belles-Lettres. He has been a corresponding member of the academy since 1962.

Sonia G. Gernes, professor of English, has received a 1999 National Endowment for the Arts Creative Writing Fellowship in Poetry.

Ahsan Kareem, professor of civil engineering and geological sciences, has been appointed editor-in-chief for North and South America of *Wind and Structures, An International Journal*.

Guillermo O'Donnell, Helen Kellogg professor of government and international studies, was awarded an honorary doctorate by the National University of Rosario, Argentina, August 18.

Gregory E. Sterling, associate professor of theology, was elected to serve a second term and was appointed secretary of the editorial board of the Catholic Biblical Quarterly at the annual meeting of the Catholic Biblical Association. He was elected consultant to the executive committee of the Catholic Biblical Association at their annual meeting.

Activities

Ian Carmichael, associate professional specialist in the radiation laboratory, presented "Some Sharp Tests of Density Functional Theory" at the 5th World Congress of the Theoretically Oriented Chemists at Imperial College, London, August 1-6.

Peter Cholak, assistant professor of mathematics, gave the plenary address "Some Recent Results on the Computably Enumerable Sets" at the Logic Colloquium 1999, in Utrecht, Netherlands.

Norman Crowe, professor of architecture, presented the lecture "Fundamental Origins and the Nature Imperative" sponsored by the Institute for the Study of Classical Architecture at the Salmangundi Club in New York, New York, June 30.

Leonid Faybusovich, associate professor of mathematics, gave the colloquium lecture "Schur flows and Toda flows" for the department of mathematical sciences at Osaka University, Japan, June 4. He gave the lecture "Jordan-algebraic approach to potential-reduction algorithms" for the department of applied mathematics, Kyoto University, Japan, June 24. He was an invited speaker at the workshop "Lie theory and its applications," in Wurzburg, Germany, August 2-4 and gave the invited lecture "Lie algebraic and Jordan-algebraic foundations of interior-point algorithms" on Aug. 4.

Sonia G. Gernes, professor of English, gave a poetry reading at the University of Long Island, February 18. She gave a colloquium "Teaching Creative Writing" and gave a poetry reading of her own work at the University of Waikato, in Hamilton, New Zealand, March 24. She gave the talk "What You Hear in the Dark," as part of a spirituality series at Saint Mary's College, Oct. 1.

Donald P. Kommers, Joseph and Elizabeth Robbie professor of government and concurrent professor of law, delivered a series of lectures in Croatia in May. He gave the lectures "Constitutional Review in Comparative Perspective" and "Judicial Activism and Self-Restraint in Europe and America" on May 17 and 19 at Zagreb University. He presented the lecture "The Right to Life: A German-American Comparison" at the Croatian Law Center, May 18. He gave the lecture "The Uses and Misuses of Comparative Constitutional Law" at Rijeka University, May 21. He delivered the opening address "The Basic Law: An Assessment After 50

published in *Proceedings of the 26th International Cosmic Ray Conference*, vol. 2, 1999, pp. 104-107. He co-authored "A Monte Carlo Calculation of Muon Flux at Ground Level from Primary Cosmic Gamma Rays" with A. Fasso, published in *Proceedings of the 26th International Cosmic Ray Conference*, vol. 2, 1999, pp. 127-130.

W. Robert Scheidt, professor of chemistry and biochemistry, co-authored "Molybdenum(V) on an Oxide String. Synthesis and Structure of the Novel Linear Trinuclear Complex {[MoO(TPP)]{O-Mo(TPP)-O}[MoO(TPP)]}ClO₄" with B.J. Hamstra, B. Cheng, and M.K. Ellison, published in *Inorganic Chemistry*, vol. 38, 1999, pp. 3554-61.

Daniel T. Simon, professor of accountancy, co-authored "A Survey of Audit Pricing in South Korea" with M.H. Taylor and F.G. Burton, published in *Research and Accounting Regulations*, vol. 13, 1999, pp. 201-7.

Steven B. Skaar, associate professor of aerospace and mechanical engineering, co-authored "Efficient Camera-Space Target Disposition in a Matrix of Moments Structure Using Camera-Space Manipulation" with E. J. Gonzalez-Galvin and M. J. Seelinger, published in *The International Journal of Robotics Research*, vol. 18, 1999, pp. 809-18.

Rev. Thomas G. Streit, C.S.C., research assistant professor of biological sciences, co-authored "Longitudinal analysis of the development of filarial infection and antifilarial immunity in a cohort of Haitian children" with P.J. Lammie, M.D. Reiss, K.A. Dimock, J.M. Roberts, M.L. Eberhard, published in the *American Journal Trop. Medicine and Hygiene*, vol. 59, 1998, pp. 217-221.

John A. Weber, associate professor of marketing, wrote "Empirical Explorations with PATHMOD as an Integrative, Aggregate Market Response Model" in *Enhancing Knowledge Development in Marketing*, published in *Proceedings of 1999 AMA Summer Educators' Conference*, vol. 10, 1999, pp. 242-244.

Henry M. Weinfield, associate professor in the program of liberal studies, wrote "Allen Mandelbaum," published in *Contemporary Jewish American Dramatists and Poets*, 1999, pp. 382-89. He translated with C. Perry, the following poems by Stuart Merrill: "The Flute," "Nocturne," "Obsession," "Oblivion," "While She Was Singing," "Melancholy Refrains," "Song, Summons," "Autumn Love," and "The Sad Domain," published in *Stuart Merrill: The White Tomb* (selected translations), pp. 88-94; 96-102. He wrote *The Sorrows of Eros and Other Poems*, Univ. of Notre Dame Press, 1999, pp.1-81.

Documentation

ANNUAL REPORT OF THE ACADEMIC AFFIRMATIVE ACTION COMMITTEE COVERING ACADEMIC YEAR 1998-1999

During the 1998-99 academic year important strides were made to diversify the ethnic and gender composition of the University's teaching-and-research faculty. A record number of women and racial and ethnic minorities accepted offers to join the teaching ranks at Notre Dame. Across the four colleges and the schools of law and architecture, 63 new teaching-and-research faculty were hired this past year. Of that number 20 are women and 14 are members of historically under-represented groups (two of those 14 are women). Thus, slightly more than half of the 63 new teaching-and-research faculty hires are women or members of a racial ethnic minority group.

Of additional significance, the University hired a director to supervise the newly created Institute for Latino Studies. Prof. Gilberto Cardenas, a highly respected scholar of Chicano Studies and former professor at the University of Texas at Austin, was hired to head the institute. Prof. Cardenas is also the Executive Director of the Inter-University Program for Latino Research, which will now be centered at Notre Dame. The creation of the Institute for Latino Studies and hiring of a person of Prof. Cardenas' caliber reflects Notre Dame's commitment to ethnic studies.

Additionally, this past year the University appointed the first woman dean in the history of the School of Law. Patricia O'Hara, former Vice President for Students Affairs, was appointed to lead the Law School. The appointment of Dean O'Hara likewise sends a positive message to the academic community that Notre Dame is a welcome place for female faculty and students.

Finally, while Notre Dame was able to make some progress this past year in diversifying its faculty, the overall number of faculty of color remains unacceptably low. This problem is most glaring in the virtual absence of African-American faculty. Notre Dame

continues to struggle to identify and hire African-American candidates. The University must do a better job of attracting African-American faculty to its campus and retaining them after they arrive. To that end, the University must re-examine its efforts to hire African-Americans and develop creative strategies to increase the number of African-American faculty at Notre Dame.

Report of the Subcommittee on Recruitment

In 1998-99, the Recruitment Subcommittee of the Academic Affirmative Action Committee took a very active role in encouraging Colleges and Departments to be proactive in their recruiting strategies. As in 1997-98, College Diversity Officers were appointed in each of the Colleges (Jim Taylor in the College of Engineering; Patrick Mason in the College of Arts & Letters; Kevin Misiewicz in the College of Business Administration; Tom Fehlner and Sr. Kathleen Cannon in the College of Science; and Jimmy Gurulé in the Law School). The charge of the Diversity Officers was to formulate an action plan to increase the ethnic and gender diversity of the faculty and to work with departments to implement that plan.

The subcommittee met twice with the College Diversity Officers during the fall semester before deciding to meet with individual departments to discuss what proactive recruitment tools could be used to increase diversity. Present at these meetings were the members of the recruitment subcommittee, the College Diversity Officer and either the department chair or department diversity officer. There were four meetings for Arts & Letters (Jan. 13, 14, 20 and 22, 1999), one for Engineering (Feb. 25, 1999), one for Science (March 19, 1999) and one for Business (April 7, 1999). At these meetings each department was given the opportunity to assess the current diversity of its faculty and to describe what steps the department was taking to increase the representation of women and minorities in the applicant pool. These meetings served both to share creative ideas and to emphasize the importance that the AAAC and the Provost's Office place on increasing faculty diversity.

The strategies taken and efforts expended to increase faculty diversity varied by both college and department. Strategies included identifying and inviting applications from various lists and directories, personal contacts and searches, as well as advertising in places more likely to be seen by minority candidates.

In the College of Engineering, these efforts were quite successful. Five individuals were hired to start in fall 1999, including one Hispanic male (CSE) and two white females (CHEG and AME). The hiring of two female faculty doubled the number of female tenured/tenure track faculty in the College of Engineering. While the female faculty percentage (4.2%) is still less than the national average (~8%), this is the highest representation of women in the history of the college.

The College of Science had mixed results. Offers were accepted from eight males, one of whom is an ethnic minority, and one female. This brings the faculty make-up in the College of Science to 88.8% male, 11.2% female and 11.9% ethnic minority, which is virtually identical to the make-up three years earlier, and well below the availability figures (73.1% male, 26.9% female and 24% ethnic minority). On the other hand, the percentages for interviews (72% male, 28% female and 27% ethnic minority) reflect the increased efforts of the departments to identify and hire viable female and ethnic minority candidates.

The College of Business Administration hired ten individuals during 1998-99, including three women and three Asian American males. In addition, they have one African-American joining the faculty in fall 1999 who was hired the previous year. These hires represent substantive improvements towards increasing faculty diversity in the college.

The College of Arts and Letters added 34 new faculty during 1998-99. Of this number, 13 are female, which represents slightly more than 38% of the new faculty hires. Additionally, the number of ethnic minority faculty in the college was increased by six (two Hispanics and four Asian Americans). The efforts to increase the gender diversity at the College of Arts and Letters should be commended.

The School of Architecture filled two positions, one with a white male and the other with a Hispanic male.

Finally, the Law School filled only one position this past year, with a white male who had been serving as a visiting professor. However, three additional individuals (who had been hired previously) will be joining the Law School faculty in the fall 1999. They include one female and one Hispanic male. Thus, the Law School faculty is now 15% female and 12% ethnic minorities (two African-Americans and two Hispanic-Americans).

Overall, this year saw significant increases in the effort expended by most departments to increase the number of women and ethnic minorities in their applicant pools, offers made and offers accepted. The above figures indicate that some of those efforts have yielded positive results. Strong continued efforts are likely to bring University percentages closer to availability figures.

In addition to the efforts expended by individual departments, interdepartmental cooperation is often necessary to facilitate the hiring and retention of both women and minorities. This is most obvious when a spousal hire is a factor either in recruiting a candidate or retaining someone already on our faculty. Some, but not all, departments have shown willingness to be flexible in making such spousal appointments. It is the hope of the Academic Affirmative Action Committee that all departments at Notre Dame would support its affirmative action initiatives; those initiatives strengthen the fabric of the Notre Dame community.

Report of the Subcommittee on Retention and Promotion

In 1997-98, the Subcommittee on Retention and Promotion of minorities and women conducted a series of focus group meetings to identify problems facing minorities and women faculty and to suggest solutions. In 1998-99, the subcommittee directed its efforts at faculty mentoring, one of the key areas of need which emerged during those meetings. It determined that two distinct kinds of mentoring should be addressed: academic mentoring (guidance about professional matters, including negotiating the tenure process, participating in conferences, teaching

and the like) and informal social mentoring (guidance about social structures in the University and the South Bend community).

The subcommittee met jointly with subcommittee members of the University Committee on Women Faculty and Students and the University Committee Cultural Diversity, both of which had conducted their own research and discussions on the critical need for mentoring. The subcommittees jointly took the following actions:

1. Recommendations for academic mentoring

The subcommittees jointly communicated to Provost Nathan Hatch their recommendations for academic mentoring. They advised that academic mentoring take different shapes in different departments, but stressed that all departments should have a plan in place to accommodate the needs of incoming faculty. They noted that the ongoing, mandatory pairing of an incoming faculty member with an experienced professor was not always fruitful, and recommended rather that department chairs discuss with each new faculty member their concerns about publishing, teaching and so forth. Chairs should ask incoming faculty what particular types of mentoring they would find most helpful and whether they have a preference or suggestion regarding a mentor. Chairs should then suggest one-year pairings that could be renewed if they proved useful. The subcommittees further recommended that chairs meet individually with new faculty members at the end of their first year to assess the effectiveness of the mentoring program, and that they encourage new faculty to suggest other kinds of mentoring. The chair, then, would assist in making necessary contacts. The chair should also support the mentoring process by providing small incentives — reimbursement for meals, for instance, and counting mentoring as a service contribution.

The subcommittees noted that the deans will play a crucial role in the mentoring process, and asked that deans concentrate special efforts on departments with poor records of promoting, retaining and rewarding minority and women faculty, and that

they continue to monitor all departments closely. The subcommittees further recommended a University-wide dispensation from committee service in the first year of an appointment and limited service before tenure. Finally, the subcommittees urged the Provost to ask our most distinguished faculty to serve as mentors.

2. Recommendations for informal social mentoring

The subcommittees resolved to work together during the 1999-2000 academic year to implement an informal social mentoring group. The committees will invite all incoming faculty to take part in an informal support service. The service will operate across departments and colleges and will offer faculty who have recently arrived at Notre Dame the opportunity to have conversations with someone who might have faced similar challenges. The service will provide general advice about the Notre Dame community: e.g., Are there local resources to help with child care emergencies? How do I go about starting an interdisciplinary reading group? Are there opportunities to become involved with the local Latino community? How can African-American faculty best support one another? The service will offer an informal gathering in the fall to welcome new faculty and offer assistance. For those who would like, the service will pair one experienced faculty member with one recently appointed faculty member. Opportunities for conversation will be decided by the pair themselves: they may choose to meet monthly for lunch, for example, or talk by phone when a question arises, or combine e-mail and personal meetings. The informal service will not replace the usual sources of information about tenure — indeed, the subcommittees urge all tenured faculty to refer untenured faculty to their chairs for full information about their own department procedures. The informal service is meant to complement existing sources of information about Notre Dame and the South Bend community and offer support to all faculty.

The subcommittee recommends that the University offer strong support to both academic and social mentoring as part of its efforts to retain and promote minority and women faculty. It urges,

furthermore, continued University response to its earlier recommendations: to offer substantial support to African and African-American Studies Program, to increase the number of target of opportunity hires, to continue examining tenure procedures, to support the Gender Studies Program, and provide further administrative support for spousal hiring and child care programs.

Faculty Statistics

The following tables are similar to those published for the last several years. They describe the composition of the faculty during academic year 1998-99 and do not reflect the hiring during that year. The first three show the breakdown between men and women on the faculty and the last four provide information about the presence on the faculty of persons from minority groups.

The first table in each set (Tables 1 and 4), deal with the total faculty and include all faculty members without regard to whether they are U.S. citizens, permanent residents, or non-resident aliens. Those tables provide a comprehensive view of the entire faculty. The second and subsequent tables in each set (Tables 2, 3, 5, 5.1, and 6) include data only for those members of the faculty who are U.S. citizens or permanent residents. Compliance with federal equal employment law is determined only with respect to employees who are U.S. citizens and permanent residents and we must construct these tables accordingly.

There was a very slight increase in the overall percentage of women on the faculty (from 25.3% to 26.2%) and an even smaller increase in the overall number of minority faculty members (from 10.9 to 11.3) from academic year 1997-98 to 1998-99. Within the ranks of the teaching-and-research faculty, there were small increases of women at each rank, but the number of minority faculty members on the teaching-and-research faculty remained constant. Even more disappointing than the lack of progress with regard to minority members of the teaching-and-research faculty, is the fact that the numbers were held constant by the addition of assistant professors because

the number of full and associate professors both decreased by one. These figures help to highlight the importance of both recruitment and retention efforts; both need continued and even increased emphasis.

Tables 3 and 6 compare the actual presence on the Notre Dame faculty of women and minority faculty members with a national availability figure. Unfortunately, for the last two years we have been unable to obtain cumulative numbers for use as the national availability percentage. Therefore, the availability percentage is computed using the number of Ph.D.'s awarded to women or minorities in the various fields in 1997 (the most recent year for which there is such data). We get this information from the National Opinion Research Council at the University of Chicago which surveys all U.S. doctoral granting institutions. A one year figure is subject to more change from one year to the next than a cumulative number would be. This is especially true in fields in which very small numbers of Ph.D.'s are awarded. In most disciplines the change from the availability percentage used in last year's report to the percentage used this year is not great, in a few disciplines the change is significant. The availability percentage in both tables 3 and 6 are computed using only degrees awarded to U.S. citizens and permanent residents because, for reasons explained above, the departmental numbers and figures are based only upon those faculty members who are U.S. citizens and permanent residents. In the Affirmative Action Committee's meetings with department representatives during the past year, some departments were able to provide us with more finely grained availability data than is provided in the source used to construct tables 3 and 6. We do not mean to suggest that we have disregarded that data, or that are unwilling to look at a department's progress in light of that other data, but for purposes of this report it is important to use consistent and comparable data for each department.

TABLE 1

Total Male/Female Composition for 1998-99 by Faculty Categories, Number of Faculty, and Percentages¹

Faculty Category	Total	Men	Women
<i>Total Faculty</i>	<i>1380</i>	<i>1018 (73.8%)</i>	<i>362 (26.2%)</i>
REGULAR			
<i>Total Regular</i>	<i>1042</i>	<i>774 (74.3%)</i>	<i>268 (25.7%)</i>
Teaching & Research	706	572 (81.0%)	134 (19.0%)
Special Professional	211	123 (58.3%)	88 (41.7%)
Research	24	14 (58.3%)	10 (41.7%)
Library	47	22 (46.8%)	25 (53.2%)
Other	54	43 (79.6%)	11 (20.4%)
NON-REGULAR			
<i>Total Non-Regular</i>	<i>338</i>	<i>244 (72.2%)</i>	<i>94 (28.8%)</i>
Teaching & Research	303	223 (73.6%)	80 (26.4%)
Special Professional	10	6 (60.0%)	4 (40.0%)
Research	5	4 (80.0%)	1 (20.0%)
Library	2	0 (0%)	2 (100.0%)
Other	18	1 (61.1%)	7 (38.9%)

¹ Includes U.S. citizens, permanent residents and resident aliens.

TABLE 2

Male/Female Composition for 1998-99 by Faculty Categories and Rank
U.S. Citizens and Permanent Residents Only¹

	REGULAR FACULTY			NON-REGULAR FACULTY		
<i>Total</i>	<i>Total</i> <i>1006</i>	<i>Men</i> <i>749</i>	<i>Women</i> <i>257</i>	<i>Total</i> <i>277</i>	<i>Men</i> <i>195</i>	<i>Women</i> <i>82</i>
Teaching & Research						
<i>Subtotal</i>	<i>686</i>	<i>556</i>	<i>130</i>	<i>250</i>	<i>180</i>	<i>70</i>
Full	304	277	27	43	42	1
Associate	229	184	45	43	39	4
Assistant	150	93	57	100	68	32
Instructor	3	2	1	64	31	33
Special Professional						
<i>Subtotal</i>	<i>203</i>	<i>119</i>	<i>84</i>	<i>9</i>	<i>5</i>	<i>4</i>
Full	35	30	5	0	0	0
Associate	71	38	33	2	1	1
Assistant	91	46	45	6	3	3
Instructor	6	5	1	1	1	0
Research						
<i>Subtotal</i>	<i>18</i>	<i>10</i>	<i>8</i>	<i>5</i>	<i>4</i>	<i>1</i>
Full	2	1	1	1	0	1
Associate	4	3	1	0	0	0
Assistant	12	6	6	4	4	0
Library						
<i>Subtotal</i>	<i>46</i>	<i>22</i>	<i>24</i>	<i>2</i>	<i>0</i>	<i>2</i>
Full	16	6	10	0	0	0
Associate	18	9	9	0	0	0
Assistant	8	5	3	0	0	0
Instructor	4	2	2	2	0	2
Other	53	42	11	11	6	5

¹ Note this differs from Table 1 which includes resident aliens.

TABLE 3

Female Availability and Composition
Regular Teaching and Research and Library Faculty, 1998-99

School	Female Availability ¹	Women Actual ²	Full	Associate	Assistant	Instructor
<i>Arts and Letters</i>						
American Studies	57.1%	1 (20%)	0	0	1	0
Anthropology	58.6%	3 (27.3%)	0	1	2	0
Art, Art History & Design	74%	5 (29.4%)	0	2	3	0
Classics	38.6%	3 (33.3%)	0	1	2	0
East Asian Lang.	45.5%	2 (40%)	0	1	1	0
Economics	27.5%	3 (13.6%)	0	2	1	0
English	58.4%	15 (41.7%)	5	4	5	1
Film, Television & Theatre	48.6%	3 (37.5%)	1	1	1	0
German & Russian Lang.	62.4%	1 (16.7%)	1	0	0	0
Government & Int'l Studies	30.4%	8 (26.7%)	1	2	5	0
History	36.6%	7 (28%)	1	3	3	0
Music	42.4%	6 (40%)	1	4	1	0
Philosophy	27.4%	4 (11.4%)	1	1	2	0
Program of Liberal Studies	NA	3 (21.4%)	0	0	3	0
Psychology	67.4%	9 (36%)	2	3	4	0
Romance Lang.	61.1%	7 (43.8%)	2	4	1	0
Sociology	58.7%	6 (28.6%)	2	1	3	0
Theology	28.1%	8 (23.5%)	2	3	3	0
<i>Business</i>						
Accountancy	44.9%	4 (19%)	0	1	3	0
Finance	26.2%	2 (8.7%)	0	0	2	0
Management	39.4%	4 (16%)	0	0	4	0
Marketing	37.9%	1 (7.7%)	0	0	1	0
<i>Engineering</i>						
Aerospace & Mechanical	9.8%	0 (0%)	0	0	0	0
Chemical	19.4%	1 (7.7%)	1	0	0	0
Civil & Geological	21.1%	0 (0%)	0	0	0	0
Computer Science	17.0%	1 (11.1%)	0	0	1	0
Electrical	11.4%	0 (0%)	0	0	0	0
<i>Science</i>						
Biological Sciences	45.1%	6 (19.4%)	0	4	2	0
Chemistry & Biochemistry	34.5%	2 (6.9%)	0	0	2	0
Mathematics	28.0%	3 (8.6%)	3	0	0	0
Physics	14.4%	4 (10.8%)	1	3	0	0
<i>Architecture</i>	NA	1 (7.7%)	0	0	1	0
<i>Law School</i>	NA	6 (20.7%)	3	3	0	0
<i>Library</i>	NA	19 (51.4%)	6	9	2	2
<i>Law Library</i>	NA	5 (55.5%)	3	1	1	0

¹ Availability based on Ph.D's awarded nationally in 1997. Source: Preliminary Number of Research Doctorates by Fine Fields of Doctorate, Race/Ethnicity, Citizenship and Gender 1997, National Opinion Research Center at the University of Chicago. Availability computed using degrees earned only by U.S. citizens and permanent residents.

² U.S. citizens and permanent residents.

TABLE 4

Minority Composition for 1998-99 by Faculty Categories, Number of Faculty and Percentages¹

Faculty Category	Total	Total Minority	African/ African Am.	Asian/ Pacific Is.	Hispanic	Native Am.
TOTAL FACULTY	1380	156 (11.3%)	25 (1.8%)	79 (5.7%)	52 (3.8%)	0 (0%)
REGULAR						
Total Regular	1042	122 (11.7%)	22 (2.1%)	66 (6.3%)	34 (3.3%)	0 (0%)
Teaching & Research	706	84 (11.9%)	13 (1.8%)	47 (6.7%)	24 (3.4%)	0 (0%)
Special Professional	211	26 (12.3%)	7 (3.3%)	9 (4.3%)	10 (4.7%)	0 (0%)
Research	24	6 (25.0%)	0 (0%)	6 (25.0%)	0 (0%)	0 (0%)
Library	47	3 (6.4%)	1 (2.1%)	2 (4.3%)	0 (0%)	0 (0%)
Other	54	3 (5.6%)	1 (1.9%)	2 (3.7%)	0 (0%)	0 (0%)
NON-REGULAR						
Total Non-Regular	338	34 (10.1%)	3 (1.0%)	13 (3.8%)	18 (5.3%)	0 (0%)
Teaching & Research	303	29 (9.6%)	3 (1.0%)	12 (4.0%)	14 (4.6%)	0 (0%)
Special Professional	10	1 (10.0%)	0 (0%)	0 (0%)	1 (10.0%)	0 (0%)
Research	5	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Library	2	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Other	18	4 (22.2%)	0 (0%)	1 (5.6%)	3 (16.6%)	0 (0%)

¹ Includes U.S. Citizens, permanent residents and resident aliens.

TABLE 5

Minority Composition for 1998-99 by Faculty Categories and Rank
U.S. Citizens and Permanent Residents Only¹

REGULAR FACULTY

Faculty Category	Total	Total Minority	African American	Asian Pacific Is.	Hispanic	Native Am.
TOTAL	1006	112	22	56	34	0
Teaching & Research						
Subtotal	686	81	13	44	24	0
Full	304	33	1	19	13	0
Associate	229	21	5	10	6	0
Assistant	150	27	7	15	5	0
Instructor	3	0	0	0	0	0
Special Professional						
Subtotal	203	22	6	6	10	0
Full	35	2	0	2	0	0
Associate	71	4	0	1	3	0
Assistant	91	16	6	3	7	0
Instructor	6	0	0	0	0	0

Table 5 cont.

Faculty Category	Total	Total Minority	African American	Asian Pacific Is.	Hispanic	Native Am.
Research						
Subtotal	18	3	0	3	0	0
Full	2	0	0	0	0	0
Associate	4	0	0	0	0	0
Assistant	12	3	0	3	0	0
Library						
Subtotal	46	3	2	1	0	0
Full	16	1	1	0	0	0
Associate	18	1	1	0	0	0
Assistant	8	0	0	0	0	0
Instructor	4	1	0	1	0	0
Other	53	3	1	2	0	0

1 Note this differs from Table 4 which includes resident aliens.

TABLE 5.1

Minority Composition for 1998-99 by Faculty Categories and Rank
U.S. Citizens and Permanent Residents Only¹

NON-REGULAR FACULTY

	Total	Total Minority	African American	Asian Pacific Is.	Hispanic	Native Am.
TOTAL	277	28	3	9	16	0
Teaching & Research						
Subtotal	250	24	3	8	13	0
Full	43	3	0	3	0	0
Associate	43	4	1	1	2	0
Assistant	100	9	2	2	5	0
Instructor	64	8	0	2	6	0
Special Professional						
Subtotal	9	1	0	0	1	0
Full	0	0	0	0	0	0
Associate	2	1	0	0	0	0
Assistant	6	0	0	0	0	0
Instructor	1	0	0	0	0	0
Research						
Subtotal	5	0	0	0	0	0
Full	1	0	0	0	0	0
Assistant	4	0	0	0	0	0
Library						
Subtotal	2	0	0	0	0	0
Instructor	2	0	0	0	0	0
Other						
Subtotal	11	3	0	1	2	0

1 Note this differs from Table 4 which includes resident aliens.

TABLE 6

Minority Availability and Composition
Regular Teaching and Research Faculty, 1998-99

School	Total Minority Availability ¹	Minority Actual ²	Black Availability	Black Actual	Asian Availability	Asian Actual	Hispanic Availability	Hispanic Actual
<i>Arts and Letters</i>								
American Studies	19.5%	0	9.0%	0	3.9%	0	1.3%	0
Anthropology	17.9%	1 (9.0%)	3.9%	0	6.9%	0	6.8%	1 (9.0%)
Art, Art Hist & Design	12.3%	4 (23.6%)	4.3%	1 (5.9%)	4.9%	1 (5.9%)	3.1%	2 (11.8%)
Classics	4.5%	0	2.3%	0	0%	0	2.3%	0
East Asian	33.3%	3 (60.0%)	0%	0	33.3%	3 (60.0%)	0%	0
Economics	24.8%	7 (31.8%)	3.7%	1 (4.5%)	16.4%	5 (22.7%)	4.5%	1 (4.5%)
English	8.5%	2 (5.6%)	2.9%	2 (5.6%)	3.1%	0	2.2%	0
Film, Television & Theatre	11.2%	0	3.7%	0	5.6%	0	1.9%	0
German & Russian Lang.	1.9%	0	0.9%	0	0.9%	0	0%	0
Government & Int'l Studies	12.3%	3 (10.0%)	4.6%	0	5.4%	1 (3.3%)	2.3%	2 (6.7%)
History	10.9%	3 (12.0%)	3.6%	1 (4.0%)	3.9%	1 (4.0%)	2.9%	1 (4.0%)
Music	13.7%	0	3.6%	0	6.4%	0	3.0%	0
Philosophy	11.4%	1 (2.9%)	2.9%	0	3.3%	1 (2.9%)	4.6%	0
Program of Liberal Studies	NA	1 (7.1%)	NA	1 (7.1%)	NA	0	NA	0
Psychology	15.6%	0	5.1%	0	4.2%	0	5.7%	0
Romance Lang.	29.7%	3 (18.8%)	0.9%	0	2.2%	0	25.9%	3 (18.8%)
Sociology	20.1%	5 (23.8%)	9.6%	0	6.3%	2 (9.5%)	3.9%	3 (14.3%)
Theology	8.2%	1 (2.9%)	2.4%	1 (2.9%)	3.6%	0	2.2%	0
<i>Business</i>								
Accountancy	13.6%	6 (28.5%)	4.2%	2 (9.5%)	5.1%	2 (9.5%)	1.7%	2 (9.5%)
Finance	25.2%	1 (4.3%)	3.7%	0	17.6%	0	3.8%	1 (4.3%)
Management	18.0%	5 (20.0%)	7.7%	1 (4.0%)	7.4%	4 (16.0%)	2.5%	0
Marketing	21.4%	1 (7.7%)	6.8%	0	10.7%	1 (7.7%)	3.9%	0
<i>Engineering</i>								
Aerospace & Mechanical	24.3%	5 (17.9%)	2.0%	0	18.5%	4 (14.3%)	2.9%	1 (3.6%)
Chemical	23.7%	4 (30.8%)	3.8%	0	17.3%	2 (15.4%)	1.9%	2 (15.4%)
Civil & Geological	24.3%	1 (6.7%)	2.7%	0	18.1%	1 (6.7%)	3.2%	0
Computer Science	28.1%	2 (22.2%)	1.2%	0	24.1%	2 (22.2%)	2.4%	0
Electrical	34.3%	2 (9.1%)	3.5%	0	27.4%	2 (9.1%)	3.0%	0
<i>Science</i>								
Biological Sciences	23.3%	2 (6.5%)	2.6%	0	17.1%	2 (6.5%)	3.4%	0
Chemistry & Biochemistry	23.4%	2 (6.9%)	2.3%	1 (3.5%)	18.1%	1 (3.5%)	2.7%	0
Mathematics	20.4%	9 (25.7%)	1.1%	0	16.1%	7 (20.0%)	2.9%	2 (5.7%)
Physics	20.6%	3 (8.1%)	1.6%	0	16.3%	2 (5.4%)	2.4%	1 (2.7%)
<i>Architecture</i>								
Architecture	NA	0	NA	0	NA	0	NA	0
<i>Law School</i>								
Law School	NA	3 (10.3%)	NA	2 (6.9%)	NA	0	NA	1 (3.4%)

¹ Availability based on Ph.D's awarded nationally in 1997. Source: Preliminary Number of Research Doctorates by Fine Fields of Doctorate, Race/Ethnicity, citizenship and Gender 1997, National Opinion Research Center at the University of Chicago. Availability computed using degrees earned only by U.S. citizens and permanent residents.

^{s2} Includes U.S. citizens and permanent residents.

MINUTES OF THE 276TH GRADUATE COUNCIL MEETING April 21, 1999

Members present: James L. Merz (chair), Terrence J. Akai, Gail Bederman, Sunny K. Boyd, Peter Diffley, William G. Dwyer, Sharon Hammes-Schiffer, Anthony K. Hyder, Gerald J. Iafrate, Frank P. Incropera, Lloyd H. Ketchum, Peter M. Kogge, Richard A. Lamanna, Gary A. Lamberti, James H. Powell, Mark W. Roche, Mihir Sen, Kristin Shrader-Frechette, Gregory E. Sterling, Barbara M. Turpin, Chris R. Vanden Bossche, Carolyn Y. Woo, Jennifer A. Younger.

Members absent but excused: Joseph A. Buttigeig, Francis J. Castellino (represented by Steven A. Buechler), Edward J. Conlon, Marybeth A. Graham (represented by Maria Canalas), David A. Fowle, Donald P. Kommers.

Observers: Janice M. Poorman, Diane R. Wilson.

Guest: Robert C. Nelson.

Prof. James Merz, Vice President for Graduate Studies and Research, called the meeting to order at 3:35 p.m. and asked Prof. Janice Poorman to begin the session with a prayer. Before moving on to the agenda, Prof. Merz noted that this was the last meeting of the academic year, and thanked everyone for their service on the Council. He reported that two topics the Council had considered, guidelines for University Centers and a new policy on patents, had just been approved. He also reminded the Council that two new Master's degree programs in Theological Studies and Early Christian Studies were approved over the last year.

I. Minutes of the 275th Graduate Council Meeting

Prof. Gregory Sterling offered a clarification; namely, that the CJA program cited in the minutes should be more properly identified as the Ph.D. CJA program. Following this clarification, the minutes were approved by voice vote.

II. Report on the Review of the Department of English

Prof. Chris Vanden Bossche, a member of the Council and Chair of the Department, reported on his department's external review. He was pleased with the tenor of the review, and stated that departmental responses to the previous review were clearly in the right direction. Among the accomplishments are an excellent undergraduate program; an improved graduate program as measured by numbers of applicants, student quality, and increased numbers of fellowship recipients; and the establishment of a Master of Fine Arts degree in the Creative Writing program.

Some of the current review's recommendations, such as chairs in Medieval Studies and hires in Irish Studies, have already been implemented. Others include an NEH grant for library support, a review of the undergraduate curriculum, and discussions on how to develop a program in Religion and Literature.

On diversity, the review points to ethnic literatures of former colonies as rapidly developing. Resources for building such areas are scarce, and the death of Prof. Erskine Peters a year ago was a significant loss to African-American literature. A search for a replacement was unsuccessful; however, the intent is to advertise two positions in African-American literature next year. The department also seeks to fill the next available opening in the University's Latino Studies area.

The four permanent faculty of the Creative Writing program are stretched. The department is seeking visiting faculty, especially since many potential candidates do not want permanent appointments.

Prof. Vanden Bossche cited space as one major problem area. He noted that sometimes as many as seven teaching assistants share a desk.

Dr. Jennifer Younger commented that there have been significant improvements in library services since the report was made. Among them are the

already noted NEH funds, and creation of time for subject librarians to devote more attention to areas. Prof. Vanden Bossche said his faculty had no complaints about the services provided by the Library, but he stated that it was very difficult to build collections, for example, in twentieth-century literature.

In response to various questions, Prof. Vanden Bossche surmised that the last year's inability to attract African-American graduate students may have grown from a hesitation by the department about its immediate direction. He cited concerns about the small number of faculty in Creative Writing. Faculty going on leave leads to problems in undergraduate teaching and cycling of courses; nevertheless, graduate students populate courses other than those in the Creative Writing area, and ten or so theses are produced every Spring. As to what the report meant by saying that technology was not exploited, Prof. Vanden Bossche was not sure if that was a major issue. He explained that humanities are not technology driven, although some people do textual analyses with computer tools. Prof. Mark Roche added that technology can sometimes hamper the student-centered focus in classes.

Several upcoming retirements will create opportunities in targeted areas; for example, in African-American and Latino studies. The department does not want the perception of fragmentation in historic areas. It wishes to develop four areas of strength in Medieval Studies, Irish Studies, Creative Writing, and Philosophy and Literature. The last does involve some interdisciplinary efforts. The department will continue to discuss priorities.

In closing comments, Prof. Merz noted that prospects for Latino Studies imply that departments be involved at the beginning, as they have a stake in the outcome. Prof. Roche said that the College of Arts and Letters has in mind strong scholar/administrator positions. A sufficiently large number of hires in diversity areas would be useful in advertising. In relation to this, Prof. Poorman commented on plans to cre-

ate a diversity website for external constituencies.

III. Report on the Review of the Department of Aerospace and Mechanical Engineering

Prof. Robert Nelson, Chair of the Department, provided his report on the department's external review. He felt that the review was generally positive; for example, it acknowledged the strong undergraduate programs and improvements in the graduate programs, and gave good advice on how to move to the next higher level. One of the key recommendations is reorganization of the teaching loads in the two undergraduate programs; this is already in progress.

Because of upcoming ABET accreditation visits, Prof. Nelson does not expect radical changes to occur right away; he noted, however, that the new ABET guidelines allow for more creativity in programs. Two faculty retreats to provide better definitions of goals for the undergraduate and graduate programs were planned.

Prof. Nelson agreed with the assessment of the graduate program. Research funding has increased, and a 50% capture rate is good. Unfortunately, a sizable fraction of the department's faculty do not generate external support. This situation will improve partly because of excellent junior hires over the last decade. In addition, opportunities will be created by several retirements over the next four years, even though they include one "heavyweight."

Among the plans are development of faculty teaming for block grants, adding breadth to the spectrum of graduate courses, and stronger focus on planning for new hires, creating impact, research portfolio reorganization, and shifting of slots among the departments's major research areas. Other easily implemented plans include improvement of shop facilities and technician support.

Dr. James Powell asked about the report's recommendation that the department reconsider its plans for insti-

tuting a professional Master's degree. Prof. Nelson said he thinks such a program still makes sense. At the Dean's suggestion, they will now do a market survey before embarking on a full-fledged professional Master's program. Meanwhile, they expect to try a pilot program in the Fall; the focus would be on design and manufacturing with links to business and industry.

Prof. Merz had to leave at this stage; Prof. Anthony Hyder chaired the rest of the meeting.

Other remarks were made by Prof. Incropera, who noted that there is a need to reduce the duplication of mathematics courses offered within the College of Engineering, and by Dr. Younger, who noted that the time for interlibrary loans has been significantly reduced and that a pilot project for subsidized document delivery was under way. Prof. Nelson commented that reduced time in acquiring library materials was crucial for proposal preparation.

IV. Update on Work by Subcommittees of the Council

Prof. Hyder asked Dr. Barbara Turpin, Dr. Powell, and Prof. Terrence Akai to give brief reports on the work of the subcommittees with which they were affiliated.

Dr. Turpin is a member of the subcommittee on mentoring; other members are George Howard (Psychology), Steven Skaar (Aerospace & Mechanical Engineering), Sunny Boyd (Biological Sciences), Tom Werge (English), Marybeth Graham (Maria Canalas next year) (Graduate Student Union), and Don Kommers (Government/Law School).

Questionnaires on departmental practices on fostering good mentoring were sent to all department chairs. A survey was also sent to Ph.D. students in their second year or beyond, and to all Ph.D. recipients from 1993 to 1998; the survey asked about their mentoring experiences and assured strict confidentiality.

To date, 16 of 19 Ph.D. departments and 427 students (a 30% rate) have responded. Preliminary findings suggest that, with two exceptions, departments generally have no formal mechanisms in place to monitor performance of mentors. There seems to be a common assumption that people monitor themselves, or that there are natural controls (responsibility, collegiality, culture, peer pressure, etc.) in place and nothing more needs to be done. There also seems to be an almost exclusive reliance on annual reviews to stress the importance of mentoring to junior faculty, or on the assumption that the fresh experience of those faculty will guide them in their own mentoring roles. In general, there are practically no guidelines, procedures, or policies to follow in cases of conflict between adviser and student.

In the student responses, people tended either to be very happy or very unhappy with their advisers. In the latter group, they agreed with departmental responses about lack of mechanisms for dealing with conflicts and disputes. Where the departmental and student surveys diverged was on the level of satisfaction with this situation. Departments seemed to feel that things were fine as they were; students, especially those who had cause to test the system, or lack of it, were not so satisfied.

Initial analysis of the entire database revealed one highly visible result. Students who had a lot of choice in selecting their advisers tended to be most satisfied with them. Five of the top eight departments in the "free to choose" category were also in the top six of departments in which students expressed the most satisfaction. But the reverse was not necessarily true. Students in departments which allowed little freedom of choice were not necessarily unhappy with their advisers.

The other two reports were much shorter, as time allotted for the meeting was dwindling. Dr. Powell's report on the work of the subcommittee on postdoctoral studies follows.

The traditional post-doctoral appointment is essentially a non-faculty research appointment. In addition to this, the committee is seeking to implement a second track that would help to develop the job-market potential of our own graduates.

The committee has gathered and is continuing to gather information from other schools, and also from the Pew Foundation. They will be assimilating this information with the intent of streamlining and/or creating new mechanisms and criteria. There is more documentation available on research post-doctoral appointments than on teaching appointments.

Among the issues related to this area are recruitment and appointment, how training takes place, and how job prospects may be improved. There is a particular concern about the quality of training that post-doctoral appointees receive; for example, are those with degrees in science truly being developed as scientists, or are they receiving only skills training. In addition there are concerns about salary levels, integration with the rest of the scholarly community, and benefits provided by the university.

Finally, Prof. Akai reported on the work of the subcommittee for interdisciplinary studies. Other members of the subcommittee are Kristin Shrader-Frechette (Philosophy), Bei Hu (Mathematics), Jerry Iafrate (Electrical Engineering), and Chris Vanden Bossche (English).

The major mechanism for promoting interdisciplinary work is the inclination of the faculty to engage in such work. The problem is how to involve those who are not naturally inclined to do so; for example, what would make an already successful individual researcher want to participate in interdisciplinary efforts. Among the incentives that might entice such an individual are differential teaching loads (with care taken to ensure contact between active researchers and undergraduates), new or redirected funds to seed projects by those in interdisciplinary areas, and social mechanisms to bring faculty from compatible areas together.

There was also initial discussion on the subject of interdisciplinary degrees. There is a strong sentiment among committee members that such degrees should have high standards. For example, one seeking a Ph.D. purporting to demonstrate doctoral-level expertise in each of two disciplines should satisfy the individual requirements of both disciplines.

At this point, Prof. Hyder brought the meeting to a close at 5:05 p.m.

Summary of the Minutes of the Faculty Board on Athletics: Spring & Summer 1999

Monday, January 25
4:30 p.m.
121 Hayes-Healy

In attendance: Rev. E. William Beauchamp, C.S.C., Chair; Professor Matthew Barrett; Professor John Borkowski; Professor Morton Fuchs; Professor Joseph Guiltinan; Professor Kate Halischak, recorder; Professor Jerry Marley; Professor James McAdams; Professor William Ramsey; Mr. Michael Wadsworth. Absent: Professor Jo Ann Della Neva; Professor Alexander Hahn; Professor Patricia O'Hara; Mr. Errol Williams.

The meeting was called to order at 4:23 p.m.

The minutes of the December 2, 1998, meeting were accepted.

1. The Board considered playing schedules for Men's and Women's Golf. The Board discussed the schedules and voted to approve.
2. The Board considered monogram recommendations for Student Managers and Volleyball. The Board discussed the recommendations and voted to approve.
3. The Board considered the name of Kerry Callahan as the captain candidate in Women's Lacrosse. After a brief discussion, the Board voted approval.

4. The Board considered the names of Lakeysia Beene, Jennifer Grubb, and Kelly Lindsey as the captain candidates in Women's Soccer. Professor Barrett suggested that a vote on these candidates may be premature given that a new coach is soon to be hired. It was moved that the candidates be approved with the understanding that they would be presented to the new coach for his/her approval. After a brief discussion, the Board voted approval with those conditions. Mr. Wadsworth then spoke about several candidates and their qualifications for the head coaching position.

5. Professor Halischak presented information regarding the academic performance of student-athletes during the fall semester, including semester and cumulative GPAs for each sport. The report showed that Women's Lacrosse had the highest team semester average. A breakdown of the academic status of the 781 student-athletes (including cheerleaders, managers, and trainers) shows:

229	Dean's List
512	Good Standing
6	Graduated
7	Grad Student
14	On Probation
2	Dismissed
10	X Grades still outstanding
1	Missing Grades still outstanding

6. Professors Guiltinan and McAdams provided a brief update on the work of the Ad Hoc committee which is studying the policies and practices of selected schools with regard to admission and advising of student-athletes. Committee members will visit Brigham Young, Duke, Michigan, North Carolina, Northwestern, Stanford, and Vanderbilt.

7. Father Beauchamp polled the Board members regarding their views on the Big Ten issue. Members spoke about their conversations with fellow faculty members on the pros and cons of conference affiliation. There seemed to be no consensus among the faculty regarding Big Ten membership, but most were not in favor of joining.

There being no further business, the meeting was adjourned at 5:35 p.m.

Wednesday, February 24
4:30 p.m.
121 Hayes-Healy

In attendance: Professor Matthew Barrett; Professor John Borkowski; Professor Jo Ann Della Neva; Professor Morton Fuchs; Professor Joseph Guiltinan; Professor Alexander Hahn; Professor Kate Halischak, recorder; Professor Patricia O'Hara; Professor William Ramsey; Mr. Michael Wadsworth; Mr. Errol Williams. Absent: Rev. E. William Beauchamp, C.S.C.; Professor James McAdams; Professor Jerry Marley.

The meeting was called to order by Professor Halischak at 4:35 p.m.

The minutes of the January 25, 1999, meeting were accepted.

1. The Board considered monogram recommendations for Cheerleaders and Men's Soccer. The Board discussed the recommendations and voted to approve.

2. The Board considered the names of Benoit Cotnoir, Aniket Dhadphale, and Brian Urick as the captain candidates for the current Hockey team. Professor Halischak having explained the failure to present these names at an earlier meeting, the Board voted approval.

3. Mr. Wadsworth presented for Board consideration requests for a fifth year of eligibility in Football for Bobby Brown, Lamont Bryant, Jarious Jackson, Antwon Jones and Ajani Sanders. Professor Halischak and Mr. Wadsworth commented on their knowledge of each student as to his academic and athletic records. Professor Halischak distributed information on the academic performance of recent fifth-year students. Board members posed questions regarding specific aspects of each application and made comments on the strengths and weaknesses of each application. The Board also engaged in a discussion of the larger issue of the fifth year of eligibility. After this discussion, the Board voted approval for each petition.

There being no further business, the meeting was adjourned at 5:30 p.m.

Monday, March 22
4:30 p.m.
121 Hayes-Healy

In attendance: Rev. E. William Beauchamp, C.S.C., Chair; Professor Matthew Barrett; Professor John Borkowski; Professor Jo Ann Della Neva; Professor Morton Fuchs; Professor Joseph Guiltinan; Professor Kate Halischak, recorder; Professor Jerry Marley; Professor James McAdams; Professor Patricia O'Hara; Professor William Ramsey; Mr. Errol Williams. Absent: Professor Alexander Hahn; Mr. Michael Wadsworth.

The meeting was called to order at 4:39 p.m.

The minutes of the February 24, 1999, meeting were accepted.

1. In response to Professor Fuchs' request for information on grant-in-aid student-athletes living off campus, Professors Halischak and O'Hara presented a report detailing the number of off-campus student-athletes, their academic performance and their conduct.

2. The Board conducted a discussion of the candidates for the Byron V. Kanaley Award, which is awarded annually to senior monogram athletes who are most exemplary as student-athletes and as leaders. The Board noted the number of strong candidates, discussed many of the candidates, and then voted to award the 1999 Byron V. Kanaley Awards to Mike Brown of Men's Track, Kerry Callahan of Women's Lacrosse, Jennifer Hall of Women's Tennis, Phil Murphy of Men's Soccer, and Andy Warford of Men's Tennis. Father Beauchamp suggested that a form be developed for this nomination process.

3. The Board considered playing schedules for Men's and Women's Cross Country and Women's Soccer. The Board discussed the schedules and voted to approve.

4. The Board considered monogram recommendations for Women's Basketball and Women's Soccer. The Board discussed the recommendations and voted to approve.

5. Father Beauchamp spoke to the Board regarding the resignation of the Men's Basketball coach and the search for his successor. Board members asked a number of questions about both topics.

6. Father Beauchamp also spoke about the implications of the recent federal court decision to strike down NCAA initial eligibility requirements. After a summary of that decision, he noted that it would have little ramification for Notre Dame.

There being no further business, the meeting was adjourned at 6:19 p.m.

Wednesday, April 21
4:30 p.m.
121 Hayes-Healy

In attendance: Rev. E. William Beauchamp, C.S.C., Chair, Professor Matthew Barrett; Professor Jo Ann Della Neva, Professor Morton Fuchs, Professor Joseph Guiltinan, Professor Alexander Hahn, Professor Kate Halischak, Professor Jerry Marley, Professor James McAdams, Professor Patricia O'Hara, Mr. Michael Wadsworth, Mr. Errol Williams. Absent: Professor John Borkowski, Professor William Ramsey.

The meeting was called to order at 4:43 p.m.

The minutes of the March 22, 1999, meeting were accepted.

1. The Board considered playing schedules for Softball (fall only) and Women's Tennis. The Board discussed the schedules and voted to approve.

2. The Board considered monogram recommendations for Men's Basketball, Men's Fencing, Women's Fencing, Hockey, and Men's Swimming. The Board also considered service monogram recommendations for two individuals in Men's Fencing and one in Football. The Board discussed the recommendations and voted to approve. The Board then considered a recommendation from the Hockey coach for an exception to be made in the awarding of a monogram to a player, who due to injury, did not meet the minimum requirements for a monogram. The Board discussed the question and voted to award the monogram; however, the Board asked Mr. Wadsworth

to provide clarification on the exact requirements, as some confusion existed.

3. The Board considered the names of the following individuals as captain candidates in their respective sports.

Football: Jarious Jackson; Men's Cross Country: Ryan Shay, Mike Greiwe; Men's Swimming: Slate of Candidates (from which Sean Casey and Ray Fitzpatrick were later selected as captains by their coach & team); Men's Track: Phil Mishka, Marshaun West; Women's Cross Country: JoAnna Deeter, Patty Rice, Erin Luby; Women's Track: Jen Engelhardt, Patty Rice

4. The Board considered requests for a fifth year of eligibility for Danielle Green in Women's Basketball and Antonio Arce in Men's Track. The Board approved Danielle Green's request and Antonio Arce's request (with corrections).

5. Mr. Wadsworth spoke to the Board regarding misinformation that appeared in the press about the resignation of the Men's Basketball coach (John Macleod) and the search for his successor. He described in detail the resignation process of Coach Macleod and the criteria used to select the new coach. He also described a long list of candidates which was shortened to a handful of top prospects, from which Matt Doherty, an assistant at Kansas was selected. He described the process as fair and very deliberate. Board members asked numerous questions regarding the process and the press coverage.

Mr. Wadsworth also spoke about the ongoing NCAA investigation of the Dunbar case. He informed the Board of the current status of the investigation and about the next steps in the process for the University. Board members asked questions about the time table for completion of the case and about possible penalties.

Lastly, Mr. Wadsworth talked about recent meetings dealing with the Bowl Championship Series. He announced that the requirements for the at-large candidates have been changed: teams must now win nine games and be ranked in the top twelve in the certifying poll to qualify for consideration in the BCS.

Father Beauchamp announced that Professors Guiltinan, Fuchs, and Ramsey were all finishing the final year of their three-year term on the Board. All are eligible for re-election. He thanked Errol Williams for his service to the Board as the student representative this year.

There being no further business, the meeting was adjourned at 6:12 p.m.

Monday, August 30

3:00 p.m.

Officers' Meeting Room/Main Bldg.

In attendance: Rev. E. William Beauchamp, C.S.C., Chair, Professor Matthew Barrett; Professor Jo Ann Della Neva, Professor Joseph Guiltinan, Professor Alexander Hahn, Professor Kate Halischak, Professor Jerry Marley, Rev. Mark Poorman, C.S.C., Professor Kerry Thomas, Mr. Michael Wadsworth. Absent: Professor John Borkowski, Professor James McAdams (excused).

The meeting was called to order at 3:09 p.m.

The minutes of the April 21, 1999, meeting were accepted, with corrections. Then, the Board unanimously recommended inclusion of the following actions taken during the summer as an official part of the minutes.

The approval of fifth years of eligibility for Ryan Maxwell, Antonio Arce in Men's Track and for Gerrick Short in Men's Soccer.

The approval of captain candidates in the following sports:

Women's Rowing: Kelly Netter, Elizabeth Nerney, Katrina Ten Eyck; Men's Soccer: Gerrick Short; Volleyball: Mary Leffers, Denise Boylan; Women's Swimming: Elizabeth Barger, Allison Newell; Men's Tennis: Ryan Sachire; Women's Tennis: Kelly Zalinski

The approval of monograms in the following sports:

Men's Golf; Women's Golf; Rowing; Women's Swimming (including service monogram); Men's Track; Women's Track; Men's Lacrosse; Softball; Men's Tennis (excluding Matt Horsley); Women's Tennis

The approval of playing schedules in the following sports:

Football; Hockey; Rowing (fall only); Men's Soccer; Softball; Men's Tennis; Volleyball

A report had been sent to Board members regarding the academic performance of student-athletes during the spring semester, including semester and cumulative GPAs for each sport. The report showed that Women's Fencing had the highest team semester average. A breakdown of the academic status of the 664 student-athletes (excluding cheerleaders, managers, and trainers) shows:

167	Dean's List
365	Good Standing
105	Graduated
7	Grad Student
18	On Probation
2	Dismissed

Errata

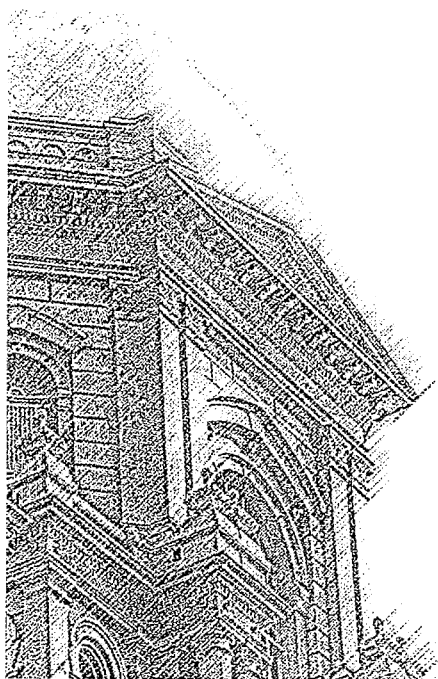
The following are corrections for citations in previous *Notre Dame Reports*.

Carl Ackermann, instructor of finance and business economics, wrote "The Performance of Hedge Funds: Risk, Return and Incentives" with R. McEnally and D. Ravenscraft, published in the *Journal of Finance*, vol. 54, 1999, pp. 833-74.

Panos J. Antsaklis, professor of electrical engineering, and B. Hu, X. Xu, **Anthony Michel**, Frank M. Freimann professor of engineering, wrote "Robust Stabilizing Control Law for a Class of Second-order Switched Systems," in *Proceedings of the American Control Conference*, in San Diego, Calif., June 2-4.

Henry M. Weinfield, associate professor in the Program of Liberal Studies, gave the invited lecture, "As Is a Landscape to a Blind Man's Eye: Gratitude and Irony in William Wordsworth's 'Tintern Abbey,'" at Washington and Lee University, Lexington, Va., May 19.

Notre Dame Report



Volume 29, Number 2
December 3, 1999

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.

Melissa Pluta, Editor
Meghan Hurley, Publication Assistant
Anne Burns, Indexer
Publications and Graphic Services
502 Grace Hall
Notre Dame, IN 46556-5612
(219) 631-4633
e-mail: ndreport.1@nd.edu

© 1999 by the University of Notre
Dame, Notre Dame, IN 46556.
All rights reserved.