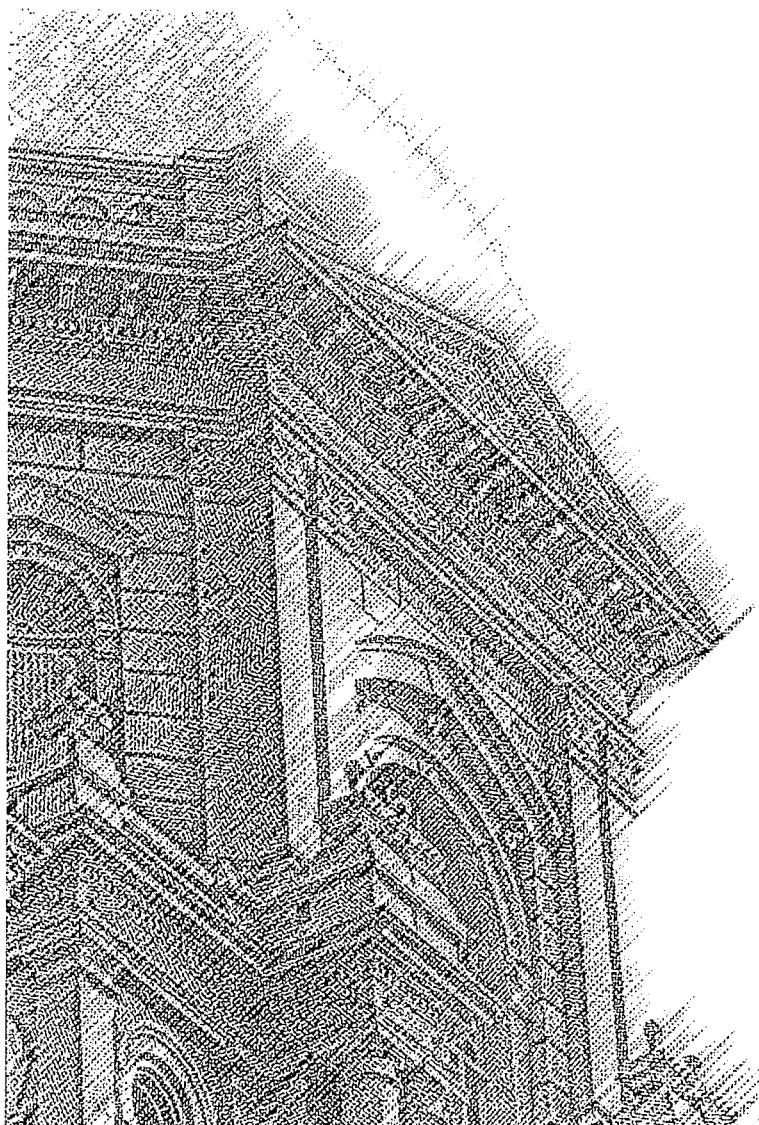


Notre Dame Report



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The University

Kaneb Teaching Awards

The University has honored outstanding undergraduate teachers with the fourth annual Kaneb Teaching Awards. Created with a gift from University Trustee, the awards demonstrate the full extent of excellent teaching. The Kaneb Awards are apportioned among the faculty of the four undergraduate colleges and the School of Architecture. Each academic unit has established its own criteria for the awards, but all include student input, such as the results of student Teacher Course Evaluations.

The 2002 Kaneb Teaching Award recipients are:

College of Arts and Letters:

Matthew F. Benedict, English; John C. Cavadini, Theology; Craig Cramer, Music; Kevin C. Dreyer, Film, Television and Theatre; AnaMaria R. Goulet, Romance Languages and Literatures; Anita E. Kelly, Psychology; William J. Krier, English; Alasdair MacIntyre, Philosophy; Bradley J. Malkovsky, Theology; Barbara Mangione, Romance Languages and Literatures; Daniel P. Myers, Sociology; William M. Ramsey, Philosophy; Timothy R. Scully, Government; Esther-Mirjam Sent, Economics; Susan G. Sheridan, Anthropology; James Smyth, History; Robert Vacca, Classics; Anre Venter, Psychology; Joseph P. Wawrykow, Theology; Andrew J. Weigert, Sociology

College of Engineering: Joan F. Brennecke, Chemical Engineering; Ramzi K. Bualuan, Computer Science and Engineering; Thomas E. Fuja, Electrical Engineering; Eric J. Jumper, Aerospace and Mechanical Engineering; David J. Kirkner, Civil Engineering and Geological Sciences; Jerry J. Marley, Civil Engineering and Geological Sciences

College of Science: Ikaros A. Bigi, Physics; Xavier Creary, Chemistry and Biochemistry; Paul Helquist, Chemistry and Biochemistry; Dennis Jacobs, Chemistry and Biochemistry; Kristin A. Lewis, Biological Sciences; Marvin Miller, Chemistry and Biochemistry; Dennis Snow, Mathematics; Richard Taylor, Chemistry and Biochemistry; Michelle Whaley, Biological Sciences; Pit-Mann Wong, Mathematics

School of Architecture: John Stamper

Mendoza College of Business: Matt Bloom, Management; Mike Crant, Management; Chao-Shin Liu, Accountancy; Patrick Murphy, Marketing; Margot O'Brien, Accountancy; Norlin Rueschhoff, Accountancy; Edward Trubac, Finance

Arts and Letters Award of Appreciation

The College of Arts and Letters has chosen **Lee Svete**, director of the Career Center, as the first recipient of the newly established Award of Appreciation. The award was initiated to honor "an outstanding colleague outside the college whose work adds immeasurably to the college and enriches its life."

Kaneb Faculty Fellows

In recognition of their records of teaching excellence, the following have been named faculty fellows for 2002-2003 by the Kaneb Center for Teaching and Learning:

Rudolph Bottei, Chemistry and Biochemistry
Laura Carlson, Psychology
Cornelius F. Delaney, Philosophy
JoAnn DellaNeva, Romance Languages and Literatures
David R. Hyde, Biological Sciences
Lawrence C. Marsh, Economics
Kenneth W. Milani, Accountancy
Steven R. Schmid, Aerospace and Mechanical Engineering

Outstanding Teachers Named

The Colleges of Arts and Letters, Science, and Engineering and the Mendoza College of Business at the University of Notre Dame have selected their outstanding teachers of undergraduates for the 2001-2002 academic year.

College of Arts and Letters:

Andrew J. Weigert, professor of sociology, has been named recipient of the

2002 Sheedy Award for excellence in teaching. Endowed by an anonymous donor, the award has been given annually since 1970 in memory of Rev. Charles C. Sheedy, C.S.C., former dean of the college. Weigert's areas of interest include social psychology, religion, theory, environment, and modern identity issues. A member of the Notre Dame faculty since 1968, he earned his doctoral degree from the University of Minnesota.

Mendoza College of Business:

Frank K. Reilly, Bernard J. Hank Professor of Business Administration, has been selected to receive the college's undergraduate teaching award, which is sponsored by the Amoco Foundation. The recipient is chosen each year by the graduating class. Reilly joined the Notre Dame faculty in 1981 and specializes in capital markets, security analysis, credit analysis and security market indexes. He earned his bachelor's degree from Notre Dame, his master's of business administration degrees from Northwestern University and the University of Chicago, and his doctorate from Chicago.

Edward R. Trubac, Bruder Chair for Administrative Leadership, has been selected to receive the 2002 Arnie Ludwig Outstanding Teacher Award.

College of Engineering: Matthias J. Scheutz, assistant professor of computer science and engineering, has been named the Outstanding Teacher of the Year. Scheutz's research is in the areas of artificial intelligence and cognitive science on affective agent architectures. He also leads the Artificial Intelligence and Robotics Laboratory, a research center whose efforts encompass various kinds of experiments with agent architectures on simulated robotic agents. A member of the Notre Dame faculty since 1999, Scheutz earned master's and doctoral degrees from both Indiana University and the University of Vienna.

College of Science: Mitchell R. Wayne, professor of physics, has been chosen as the recipient of the Shilts/Leonard Teaching Award. Wayne joined the Notre Dame faculty in 1991 and specializes in the discovery and measurement of the top quark, studies of the physics of the strong interaction (QCD) and searches for physics beyond the standard model. He earned his bachelor's,

master's and doctoral degrees from the University of California, Los Angeles. Established in 1993, the Shilts Leonard Teaching Award recognizes outstanding teaching in memory of 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.

Ganey Award

This is the inaugural year for the Rodney F. Ganey, Ph.D., Faculty Community-Based Research Award, presented by the Center for Social Concerns. Named after a former professor, the award recognizes the work of faculty members who have conducted research at the request of local nonprofit or community organizations. The recipients for this year are:

Charles Craypo, Economics (Emeritus)
Richard Lamanna, Sociology (Emeritus)

Faculty Notes

Honors

Katharina J. Blackstead, librarian, was reappointed to a two-year term on the Trends, Marketing, and Project Development Committee of the Library Administration and Management Association, Fund-Raising and Financial Development Section.

Rev. Gustavo Gutiérrez, O.P., O'Hara Professor of Theology, was elected to the American Academy of Arts and Sciences.

Rev. Theodore M. Hesburgh, C.S.C., president emeritus of the University, delivered the principal address and received his 150th honorary degree from the Univ. of San Diego May 26.

Mary Catherine Hilkert, associate professor of theology, received an honorary doctorate from Providence College, May 19.

Rev. Edward A. Malloy, C.S.C., President of the University, received an honorary doctor of laws degree from Barry Univ. in Miami Shores, Fla., May 11.

Ralph M. McInerney, Grace Professor of medieval studies and director of the Maritain Center, received an honorary doctor of humane letters degree from Our Lady of Holy Cross College, New Orleans, May 19.

Joel E. Urbany, professor and associate dean of the Mendoza College of Business, won the 2002 Davidson Award for the best article in the *Journal of Retailing* 76 for his article "Insights into Cross-and Within-store Price Search: Retailer Estimates vs. Consumer Self Reports," coauthored with P. Dickson and A. Sawyer.

Activities

Peri E. Arnold, professor of political science, presented "Water Resource Policy as a Collective Action Problem" at a planning conference for a cross-national administrative history of water policies, sponsored by the working group on the history of public administration of the International Institute of Administrative Sciences, Royal Holloway College of the Univ. of London, Egham, Apr. 20-21.

Joseph P. Bauer, professor of electrical engineering, presented "The 'Anti-trust Injury' Doctrine: Adding Insult to 'Injury'?" at the 50th annual spring meeting of the ABA's Section of Antitrust Law, Apr. 24-26, in Washington, D.C.

William Carbonaro, assistant professor of sociology and fellow in the Institute for Educational Initiatives, presented "Sector Differences in Achievement among Kindergarten Students: Differences in Instruction and Student Outcomes" and "Restructuring Destinations? School Effects on Educational Expectations and Attainment" at the annual meetings of the American Educational Research Association in New Orleans, in April.

Norman Crowe, professor of architecture, served as invited visiting critic for graduate thesis reviews in the School of Architecture at the Univ. of Illinois, Urbana-Champaign, Apr. 17-18.

Rev. Brian Daley, S.J., Huisking Professor of Theology, presented "Is Patristic Exegesis Still Usable? God and Human History in Early Christian Interpretation of the Psalms" at The Scripture Project, Center of Theological Inquiry, Princeton, May 2-5; gave a retreat for the Trappist Community at Gethsemane Abbey, Ky., May 6-9; presented "The Gospel and Greek Culture: Humanism of St. Gregory Nazianzen" as the Yves Simon Lecture at the Divinity School, Univ. of Chicago, May 14; and presented "A Gift from the Fullness of Christ: The Origin of the Holy Spirit in Cyril of Alexandria" at the meeting of the North American Patristic Society, Loyola Univ., May 23-25.

E. Jane Doering, professional specialist and concurrent assistant professor, presented "The Need for Roots, Rights and Responsibilities: Two UN Proposals" at the American Weil Society 2002 colloquy at the Univ. of Toronto.

Julia Douthwaite, professor of French, Nanovic Institute fellow, and director of Study Abroad Program in Angers, France, presented "L'Enseignement des langues étrangères en France et aux Etats-Unis: Une comparaison" at a round table debate held at the Bibliothèque Américaine, Angers, May 13.

Paquita Friday, assistant professor of accountancy, presented "Is Accounting Choice Associated with Voluntary Disclosure Practices?" coauthored with M. Clement, at George Washington Univ., Dec. 7; "Voluntary Disclosure and Non-US Firms' Mergers and Acquisitions," coauthored with H. Ashbaugh, at the American Accounting Association International Accounting Section midyear meeting, Fort Lauderdale, Jan. 11, at the Univ. of Toronto, Rotman School of Management, Mar. 8, and at the Univ. of Illinois International Accounting Symposium, Mar. 15; and "Which Firms Choose to List as American Depositary Receipts? Evidence of Financial Performance and Value-Relevance Differences between Mexican Cross-Listed and Eligible Non-Cross-Listed Firms," coauthored with **Thomas J. Frecka**, Lizzadro Professor of Accountancy and director of the Masters in Accountancy Program, Mar. 1, at Rutgers Univ.

Li Guo, assistant professor of classics, presented "The Devil's Advocate: Ibn Daniyal's Art of Parody in his *Qasida No. 71*" at the annual meeting of the American Research Center in Egypt (ARCE), Baltimore, Apr. 26; and gave an invited speech at the special session "The Current State of Mamluk Studies" at the 17th annual Middle East History and Theory Conference, the Center for Middle Eastern Studies of the Univ. of Chicago, May 10.

Jimmy Gurulé, professor of law, presented the commencement address at his alma mater, the Univ. of Utah, May 26.

Mary Catherine Hilkert, associate professor of theology, presented a workshop on "Feminism and Christian Spirituality" for the Hesburgh Program for Continuing Formation in Ministry, Catholic Theological Union, May 10.

Vittorio Hösle, Kimble Professor of Arts and Letters, professor of German, concurrent professor of philosophy, concurrent professor of government and Nanovic Institute fellow, presented "Sociobiology and Ethics" at the Univ. of North Florida in Jacksonville, and "Philosophy and the Interpretation of the Bible" at Clemson Univ. in Greenville, S.C., in February; presented "Platonism and Its Interpretations" at the Univ. of Aachen, Germany, and Univ. College in Dublin, and "A Comparison of the

American and Germany University System" at the European College of Liberal Arts in Berlin, in March; served on a panel on "Energies for the Future" at a Conference of the Green Party in Berlin, in March; presented "The Greatness and Literature of Kant's Practical Philosophy" at the Javerana in Bogota, Columbia, at the Center of University Extension in São Paulo, Brazil, and the Univ. of Fortaleza, Brazil, "The Third World as a Philosophical Problem" at the Javerana in Bogota, Columbia, and the Univ. of Fortaleza, and "Ethical Evaluation of Capitalism" at the Javerana, in Bogota, "Ramon Llull's Rationalism and Interreligious Dialogue" at the Univ. of São Paulo, in March; and presented "The Concept of the Comic" at Ohio Univ. in Athens, in April.

Prashant V. Kamat, professional specialist in the Radiation Laboratory, presented "Molecularly Engineered Nanoassemblies for Light Energy Conversion" at a colloquium seminar at Wichita State Univ., Kans., Apr. 24.

Jay LaVerne, professional specialist in the Radiation Laboratory, presented "Hydrogen Production in the Radiolysis of Water" and attended an officers meeting at the 49th National Meeting of Radiation Research Society, Apr. 20-24.

Edward Maginn, associate professor of chemical engineering, presented the colloquium "Characterization and Application of Room Temperature Ionic Liquids for 'Green' Chemical Processing" at the UCLA Dept. of Chemical Engineering, Los Angeles, on May 3.

Richard P. McBrien, Crowley-O'Brien Professor of Theology, was interviewed or appeared on various radio and television programs to discuss the topic "Crisis in the Priesthood," including "To the Point" on National Public Radio, WBUR-Boston, Apr. 16; the Mike Barnicle Show "The Cardinals in Rome," Apr. 24; Religion and Ethics News Weekly (PBS), Apr. 12; Nightline "Sins of the Fathers" (ABC), Apr. 9; NBC Nightly News "Papal Succession," Apr. 15; the Lehrer News Hour, "The Pope Summons the Cardinals," Apr. 17; Charlie Rose, "The Pope Summons the Cardinals," Apr. 17; WBZ-TV Boston, "The Pope Summons the Cardinals," Apr. 18; Reilly Factor, "The Pope Summons the Cardinals," Apr. 18; "Live with Connie Chung," "The Cardinals in Rome," Apr. 22; The News with

Brian Williams, "The Cardinals in Rome," Apr. 23; MSNBC news programs with Alex Witt, Apr. 22; with Lester Hold, Apr. 24; Meet the Press, "The Cardinals in Rome," Apr. 28; WSBT-TV series on the "Crisis in the Priesthood," Apr. 28-30. He presented "Ecclesiology" and "Religion and Politics" at the Hesburgh Center for Continuing Formation in Ministry, Catholic Theological Union, Chicago, Mar. 21-22; "The Theologian in the Catholic Church" at the Jesuit Foundation Lecture, Univ. of San Francisco, Apr. 3; and "Ministry from a Roman Catholic Perspective" at the Symposium on Ministry in the Church, Univ. of Notre Dame, Apr. 10.

Dan Meisel, director of the Radiation Laboratory and professor of chemistry and biochemistry, delivered a seminar on "Size Effects in Core-Shell Nanoparticles" at Oak Ridge National Laboratory, Tenn., Apr. 25.

Elizabeth S. Moore, assistant professor of marketing, was a conference track chair, Consumer Behavior and Advertising, at the annual American Marketing Association's Winter Educators' Conference, Austin, Tex., in February, and was also a member of the program planning committee for the Association for Consumer Research's annual conference, Austin, in October.

Patrick E. Murphy, professor of marketing, presented "Marketers and Consumers: A Cooperative Enterprise" at the 7th annual Symposium on Corporate Responsibility at Mount St. Mary's College, Emmitsburg, Md., Apr. 10; and organized a "Seminar on Ethics in Advertising" for 25 marketing students and practitioners, Mendoza College of Business, Mar. 22.

Al Neiman, professional specialist in philosophy, presented "So Much for Public Reason: Religious Education in the Liberal State" at the annual meeting of the Philosophy of Education Society, Vancouver, B.C., Apr. 18; and was an invited participant in a panel discussion of Hanan Alexander's book *Reclaiming Goodness: Spirituality And Education*.

John Poirier, professor emeritus of physics, presented the seminar "Project GRAND Sees a Solar Flare" at Texas A&M Univ., College Station, Tex., Apr. 17.

Joseph M. Powers, associate professor of aerospace and mechanical engineering, presented "A New Method for Combustion Flow Calculations with Reduced Chemical Kinetics" at the Univ. of Calgary, Alberta, Apr. 29.

Ryan K. Roeder, assistant professor of aerospace and mechanical engineering, presented "Hydrothermal Synthesis of Hydroxyapatite Whiskers: Formation Mechanism and Effects on Whisker Morphology" at the American Ceramic Society 104th Annual Meeting and Exposition, St. Louis, Mo., Apr. 28 to May 1.

Daniel Sheerin, professor of classics, concurrent professor of theology, presented "The Ensemble of 'Proper' Texts of the Medieval Mass as Scriptural Cento" at the Eighth Annual Gruss Colloquium in Judaic Studies, "Jewish Biblical Interpretation in Comparative Context," Center for Advanced Judaic Studies, Univ. of Pennsylvania, Apr. 29 to May 1.

Mark Suckow, director of the Freimann Life Science Center, presented an invited lecture on "Professional Ethics" on May 8 at the Institute of Laboratory Animal Management in Memphis, Tenn.

Thomas S. Vihtelic, research assistant professor of biological sciences, presented "Lens Opacity and Increased Epithelial Cell Proliferation in a Zebrafish Mutant," a poster coauthored with **David R. Hyde**, professor of biological sciences, at the Association for Research in Vision and Ophthalmology annual meeting, Fort Lauderdale, Fla., May 5-10.

Olaf Wiest, associate professor of chemistry and biochemistry, coauthored "Rehybridized 1,3-Butadiene Radical Cations: How Far Will a Radical Cation Go to Maintain Conjugation?" with J. Oxgaard, published in the *Journal of Physical Chemistry A* 106 (2002): 3967-3974.

Ursula Williams, associate professional specialist and director of the Language Resource Center, presented "Defining What We Do: A Mission Statement for the Language Learning/Media Center" at the Northeast Regional Association for Language Learning Technology (NEALLT) on May 5 at the Univ. of Pittsburgh.

Publications

Robert Battalio, associate professor of finance and business economics, published "Depth Improvement and Adjusted Price Improvement on the New York Stock Exchange," coauthored with J.M. Bacidore and R.H. Jennings in the *Journal of Financial Markets* 5, no. 2 (2002): 169-195.

Geoffrey Bennett, professor of law, published "Criminal Procedure and Sentencing" in *All England Law Reports Annual Review 2001* (London: Butterworths, 2002): 139-153.

Jeffrey Bergstrand, associate professor of finance and business economics, published "Comments on 'Is APEC a Building Block or a Stumbling Block?'" in *Issues and Options for U.S.-Japan Trade Policies*, R. Stern, ed. (Ann Arbor: Univ. of Michigan Press, 2001).

Bruce A. Bunker, chair and professor of physics, coauthored "Intrinsic Chemical and Structural Inhomogeneity in Lightly Doped $\text{La}_{1-x}\text{Sr}_x\text{MnO}_3$ " with T. Shibata, J. Mitchell, and P. Schiffer, published in *Physical Review Letters* 88 (2002): 207205 (4 pp.).

Ian Carmichael, professional specialist in the Radiation Laboratory, coauthored "Evidence for b Scission in the Oxidation of Amino Acids" with **Richard W. Fessenden**, professor emeritus of chemistry and biochemistry, P. Wisniowski, and **Gordon L. Hug**, associate professional specialist in the Radiation Laboratory, published in the *Journal of Physical Chemistry A* 106, no. 18 (2002): 4573-4580.

Alyssa Dinega, Joyce Assistant Professor of Russian, published "Thirsting for Angelic: Death and Reciprocity in Tsvetaeva's *Poems to Rilke*" in *Canadian-American Slavic Studies* 37, nos. 1-2 (spring-summer 2002): 3-27.

Jay P. Dolan, professor of history, published "Catholicism and American Culture: Strategies for Survival" in *American Religious History*, A. Porterfield, ed. (Blackwell Publishers, 2002): 117-136.

Dennis Doordan, associate professor of architecture and concurrent associate professor of art, published a book review of *Bamboo in Japan* by N. Moore Bess (Tokyo: Kodansha International,

2001), in *Design Issues* 18, no. 2 (spring, 2002): 78-79.

Frank Incropera, Brosey Professor of Mechanical Engineering, coedited *Annual Review of Heat Transfer* 12 (Begell House, Inc., 2002): 381 pp., with C.-L. Tien and V. Prasad.

Prashant V. Kamat, professional specialist in the Radiation Laboratory, coauthored "Surface Binding Properties of Tetraoctylammonium Bromide-Capped Gold" with K. George Thomas and J. Zajicek, in *Langmuir* 18, no. 9 (2002): 3722-3727.

Richard P. McBrien, Crowley-O'Brien Professor of Theology, published a review of *Pope John XXIII* by T. Cahill in *America* (Apr. 8); "Pope John XXIII in Great Spirits 1000-2000: The Fifty-two Christians Who Most Influenced Their Millennium," S. O'Grady and J. Wilkins, ed. (Mahwah, N.J.: Paulist Press, 2002): 159-162.

Elizabeth S. Moore, assistant professor of marketing, **William L. Wilkie**, Nathe Professor of Marketing, and R.J. Lutz published "Passing the Torch: Intergenerational Influences as a Source of Brand Equity" in *Journal of Marketing* 66 (2002): 17-37.

Patrick E. Murphy, professor of marketing, coauthored "European vs. American Approaches to Institutionalization of Business Ethics: The Spanish Case" with D. Mele and M. Guillen, published in *Business Ethics: A European Review* (2002): 167-178.

William O'Rourke, professor of English, published a review of *American Scoundrel: The Life of the Notorious Civil War General Dan Sickles*, by T. Keneally, in the *Sunday Sun-Times* 55, no. 14, *Chicago Sun-Times Book Week* (Apr. 7): 12D-13D.

Thomas L. Shaffer, Short Professor Emeritus of Law, printed a review of John Howard Yoder "The Irony of Lawyers—Justice in America" in *Fordham Law Review* 70 (2002): 1857-1868.

Daniel T. Simon, professor of accountancy, coauthored "A Survey of Audit Pricing in Ireland" with M.H. Taylor, published in the *International Journal of Auditing* 6, no. 1 (March): 3-12.

Edward Vasta, professor emeritus of English, wrote the "Introduction" in *Ernest Sandeen: Collected Poems 1953-1994* (Notre Dame: Univ. of Notre Dame Press, 2001): 1-5; "The Tie: A Personal Experience" in *Arba Sicula* 22 (2001): 36-41; "Borders" in *Samsara* 1, no. 9 (2002): 24-29; *Tales from the Hidden Apple* (New York: Xlibris, 2002); *Novellas Back and Forth: Summer Solstice and Nearly Risen* (Bloomington: 1st Books Library, 2002); and *Mudpie Mysteries* (Glen Allen, Va: eNovel, 2002).

Jerry Wei, associate professor of management, published "The Value of Production Schedule Integration in Supply Chains" in *Decision Sciences*, with L. J. Krajewski, 2001.

William Wilkie, Nathe Professor of Marketing, published "Marketing's Relationship to Society" in the *Handbook of Marketing*, with E. Moore, SAGE (2002); and "On Books and Scholarship: Reflections of a Marketing Academic" in the *Journal of Marketing* (2002).

Eduardo Zambrano, assistant professor of finance, published "Authority, Social Theories of," in the *International Encyclopedia of the Social and Behavioral Sciences* 2 (2002): 978-982.

Appointments

Thomas L. Doyle has been appointed academic director of the Alliance for Catholic Education, effective Aug. 1.

Donald B. Pope-Davis, professor of psychology, has been appointed director of the University's CANDAX-ME McNair Program, effective Oct. 1.

Administrators' Notes

Activities

William J. Beirne, director of the Morris Inn, facilitated the University Forum seminar at the annual conference of the International Association of Conference Centers (IACC), Apr. 6, Denver.

Pamela A. Krauser, professional specialist in the Graduate School, presented the concurrent session "Department and Central Office Staff Working Together: It's a Two-Way Street" at the Society of Research Administrators Midwest Section spring meeting, Cleveland, May 5.

Gail Peshel, director of Career Services at the Law School, presented "Internal Marketing: How to Make the Case for Career Services" at the National Association for Law Placement's 2002 Annual Educational Conference, Apr. 10.

Ellen Rogers, director of sponsored programs and **Karen Pace**, assistant director of sponsored programs, Office of Research, the Graduate School, presented "Budgeting Basics for Beginning Research Administrators" at the 2002 National Council of University Research Administrators (NCURA) Region IV spring meeting in Madison, Apr. 29.

Gordon D. Wishon, chief information officer, associate vice president, and associate provost, was part of a panel discussing "Dealing with Security Issues on Campus" at the Net2002 Conference in Washington, D.C., Apr. 17; and presented "Unique Challenges of the Higher Education C.I.O. and Current National Trends in Regard to Security in Higher Education" as the keynote speaker at the West Virginia Univ. 11th Annual Computing and Technology Fair and Symposium, Apr. 22.

Publications

Alan Bigger, director of Building Services, coauthored "Big Al and the Case of Two Fingers: Familiarity Breeds Contempt When It Comes to Issues of Safety" with L.B. Bigger, published in *Executive Housekeeping Today* 23, no. 5 (2002): 6-8, 24.

Jeremy M. Mayernik, senior financial administrator in the Office of Student Financial Services, published "Developing an Electronic Policy Manual for Your Financial Aid Office" in *Student Aid Transcript*, a publication of the National Association of Student Financial Aid Administrators.

Gail Peshel, director of Career Services at the Law School, coauthored "What Makes Employer Web Sites Work?" with L. Dickinson, in the May 2002 *NALP Bulletin*.

Pawel Wisniowski, research associate in the Radiation Laboratory, coauthored "Evidence for β Scission in the Oxidation of Amino Acids" with **Ian Carmichael**, professional specialist in the Radiation Laboratory, and **Richard W. Fessenden**, professor emeritus of chemistry and biochemistry, published in *Journal of Physical Chemistry A* 106, no. 18 (2002): 4573-4580.

Appointments

August Freda, most recently director of Corporate Relations, has been appointed director of Development Research, and **Roger Aiello**, a 1966 graduate, has assumed Freda's previous position.

Louis M. Nanni, currently vice president for Public Affairs and Communication, was named vice president for University Relations, effective July 1.

Documentation

Senior Fellow Address

Rev. Jim Foster, C.S.C., M.D.

May 16, 2002

I want to begin by thanking the members of the Class of 2002 for this honor. It has been a wonderful privilege to get to know so many of you over the past four years. I must say, I couldn't ask for a better job. Notre Dame is truly a privileged place to live and work; to be able to teach and advise incredible students, to live in a great dorm like Knott Hall, to preside at liturgies, to serve as chaplain to the Glee Club and Band—I couldn't ask for a more full life. One of the reasons I especially enjoy working with the preprofessional students is that I see myself 25 years ago in them, asking the same basic vocational question I was asking at that time: "How do I connect my interest of science with a desire to do something meaningful, to place my life in some small way at the service of others?" I always tell students going out on med school interviews that it sounds trite to respond to the question, "Why do you want to be a doctor?" with the answer, "Well, I like science and I like people." But it doesn't make much sense to pursue medicine if they don't like one or the other!

When I graduated from Notre Dame 25 years ago, I never dreamed that I would be back here for anything more than an occasional football game or class reunion, certainly never to live and work. That wasn't in my plans! And I guess if I have any word of advice tonight, it would be: "Try not to PLAN your life too much." I know I felt the need to plan ahead. And we do need to make plans if we are to succeed at anything in life. But, do try to stay open to the movement of the Spirit within you, to the ways you are being led by God into the future. If we lock ourselves into our fixed plans, we can miss out on incredible opportunities for growth and fulfillment.

During my graduation weekend, while there were many opportunities to say our good-byes to friends and to this place, there was no organized "Last Trip to the Grotto." But even if there had been, I would have known that it wasn't

going to be my last trip—I'd be back, if not physically, at least in mind and in spirit. I was one of those who visited the Grotto often during my years here, stopping off on the way to or from class, definitely stopping by before organic tests—not that I did any better because of it, but I was a little calmer when taking the test and maybe a little less depressed when I received my grade!

But Dr. Tom Dooley's words about the Grotto and his yearning to be here from a distance always struck a chord in me; it was the one place on campus where I felt a nearness to God that I didn't feel elsewhere, where I felt, in his words, "most full of faith and poetry and loveliness, and knew more beauty, tenderness and compassion." That place had a power. And so my mind would return. I remember nights on call in the emergency room or in the ICU, when the battle against illness was raging around me, and I needed to find a moment's peace, I would close my eyes and place myself down there, in the quiet darkness with the candles glowing and the breeze blowing and hear in the silence of that space, "be still and know that I am God." And then I could respond, more fully, "Lead me, guide me; Lead Kindly Light. Lead thou me on."

As you leave Notre Dame, try to find that space in your life. It doesn't have to be the Grotto. It can be a walk in a park, or any tranquil moment listening to peaceful music. But, find a place to go or a space in your heart where you can experience quiet in the midst of the storm and hear that voice within saying, "Be still and know that I am God." And then gather the strength to respond, "Lead me, Lord."

This journey to the Grotto tonight is a symbolic one; it is in many ways a journey into the heart of God. You may think you have your futures planned. You may not. But, if you have a space like this in your life where your heart can find rest, don't be surprised by what you hear there; and don't be surprised by where that encounter leads you. It just MIGHT lead you back . . . home, with us!

Thank you again for this great honor. I will treasure it always.

Charge to the Class

Seniors' Last Visit to the Basilica of the Sacred Heart and the Grotto

Rev. Timothy R. Scully, C.S.C.

May 16, 2002

Places. Certain places. Special places

Growing up on the bluffs of Lake Michigan, my childhood universe was defined by the woods and ravines that cleave and rack the shoreline. And hidden deep, invisibly, in the heart of these ravines there lies a sacred space: My best friend growing up, Pat Murphy, and I had built a fort out of castaway railroad ties and other clutter we found strewn along the forest floor. We spent hours there, just about every day, summer and fall. Even in dead winter, we would meet at the fort, and launch our snowball forays on the cars passing below on Sheridan Road. It was our retreat, our secret, hidden refuge. When things would get out of whack at home, I'd steal away with my dog, Casey, to my secret world—my fort was the ultimate sanctuary. There I would hide myself, and often my most treasured stuff: crystalline yo-yos, classic frisbees—even occasional contraband, like a fire-cracker or two—to scare the neighbor kids away!

Certain places are just special for us—very special. Sacramental. Dripping with grace.

And so we gather together tonight in one of those very, very special places. Our secret love for this place, tonight, revealed and shared.

The melodramatic label someone gave this evening is "Our Last Visit" to this special place. The good news is the label suggests it's not our first. We've been here before—alone and together—time after time. But, if you'll allow, I'll take exception to the label. This is not our last visit, just as surely as it is not our first.

This place is just too special, soulful. We will not be stripped of this consolation, nor would we be, nor need we be. We are at home here. The Grotto is our home, our place, where we have come, over the past four years, alone and together, to be quietly with our friend,

Jesus, and His mother, Notre Dame. This is a holy place, a place of saints, living and dead. Here we rejoin Brionne Shawn Clary, Connor Joseph Murphy, and Miranda Thomas. We've been here with our parents and grandparents. We've been here with our friends and lovers. We will be here with our children and grandchildren, and many of these same friends who surround us tonight, over and over and over again. We are at home here. This certainly is not, and must not be, our last visit.

Remember our first visit? Your first visit? When was it? Let's remember for a moment. We've prayed here before. Why did we come? What drew us here? What were we searching for, late at night and alone? Rain, snow, blistering winds notwithstanding, it is this place to which we would travel across campus, alone and together, to search out the light.

Each of us has tiny rituals when we come to this place. I grab three tiny candles, every time I come, and I light them in hope. I light them for my friends and for my family. I light them for myself, and for the world. I light them in joy and in sadness. Sometimes, I need to feel the Lourdes rock, which is embedded right over here—that's for special occasions, to just grab hold of Mary's little toe, and she always responds. Kind of caresses my heart with consolation and peace. I know each of you have your own tiny little rituals when you come here.

Though perhaps for most of us, our returns will be less frequent than they have been, you must remember that these candles will be lit, as they are this evening, by generation after generation of Notre Dame's children, until the end of time. So, if you travel far from here, or feel distant as time grows chill, return to this place, by your mind's eye. It will be here, reaching out for you.

This place. This very special place will be here, quietly glowing, sustained in prayer, and hope, and embracing, surrounding its beholders, with light and promise.

Why light? Why candles? Light—because Christ is the light, as he so boldly claimed to his friend, John, and to his disciples—"I am the light of the world."

Christ is light! Christ casts out darkness and fear!

And how about this? How about Matthew's recollection of that claim? Remember how Matthew recalls Jesus' words? It is not just that Christ is the light, but rather Christ claims that, "You are the light!" Christ exclaims to his disciples. "You are the light of the world!"

What could this possibly mean? It means we take light from this place, Notre Dame. It means we have become, quite literally, the life of Christ for this world. We take leave of Notre Dame as the light of Christ: His loving eyes, His healing hands, His thoughtful silence, and His bold proclamation of truth. As Tolkien put it, we emerge from here as "heart kindlers"—"to kindle hearts in a world grown cold."

Places. Certain places. Special places.

As we leave here, I'm reminded of an old Irish saying, that "home is where you have to go back to, and where they have to let you in." Notre Dame is your home, forever now. Notre Dame is a different place, and always will be, because you've lived and learned and loved, and sometimes struggled, in these halls. You've formed life friendships, and honed life-giving skills and talents to bring life to others. This surrounding light, these soft, rich beams cleave now to your inmost being. You are the light of the world. Christ does live, ablaze within you, and will use your first and last breath to touch and mend, to heal and console, to love and do justice, to "kindle hearts in a world grown cold." To, as Hopkins put it so beautifully, "Act in God's eye what in God's eye he is—Christ. For Christ plays in ten thousand places, lovely in limbs, and lovely in eyes, not his, to the Father through the features of men's faces."

God bless and . . . GO IRISH!!!!

Commencement Address

Tim Russert

May 19, 2002

Father Malloy, distinguished honorees, distinguished guests and the Class of 2002. Before all else—congratulations! You finally made it.

Let me be honest with you about my experiences with commencement addresses. I've been through several of my own and I've sat through dozens of others. And I can't recall a single word or phrase from any of those informed, inspirational and seemingly interminable addresses.

In preparing for today, I had thought about presenting a scholarly treatise on campaign finance reform—but I thought better of it.

I guess I'm like that noted philosopher—Yogi Berra—I get it eventually—after Yogi had flunked his exam—his teacher came down the aisle, shook him and said “Don't you know anything?” Yogi looked up and said, “I don't even suspect anything.” Yes, this is the same Yogi Berra who, when asked whether he wanted his pizza cut into six slices or eight, replied, “Six. I couldn't eat eight.”

This is the second most humbling day of my life. The first was in 1985. I was granted an extraordinary opportunity—a private audience with the Holy Father.

I'll never forget it. The door opened—and there was the Pope—dressed in white. He walked solemnly into the room that at that time seemed as large as the Joyce Center. I was there to convince His Holiness it was in his interest to appear on the *Today* show. But my thoughts soon turned away from Bryant Gumbel's career and NBC's rating toward the prospect of salvation. As the Vicar of Christ approached me, you heard this tough, no-nonsense hard-hitting moderator of *Meet the Press* begin our conversation by saying, “Bless me, Father!” He took my arm and whispered, “you are the one called Timothy from NBC. They tell me you are a very important man.”

Somewhat taken aback, I said, “Your Holiness, with all due respect, there are only two of us in this room, and I am certainly a distant second.”

He put his hands on my shoulder—looked me in the eye—and said—“Right.”

In that humble spirit may a respectful servant in the laity of the Church I love offer a serious observation. I believe it is imperative when our bishops meet next month in Dallas they work tirelessly to bring about a healing and reconciliation with all those who have been harmed and they adopt specific and enforceable measures that ensure the illegal and immoral abuse of our young will never be tolerated by our Church again.

It's not often you have a chance to meet and talk with people who share the same background and values.

So let me skip the temptation of lecturing you.

Instead, let me take just a few minutes to have a conversation with you.

Like each of you, my life changed forever on September 11, 2001, at 8:46 a.m.

The English language does not include the words we need to express our sorrow for what happened on that day. Only in our hearts can we give full and complete expression of our grief and the shocking sense of personal loss—and the agony of seeing our nation so violated.

My dad was a truck driver and a sanitation man. He worked two full-time jobs for 37 years—and he never complained—and that was after he helped win WWII. That is the story of his generation. He never graduated from high school—but he taught me more by his example—by his hard work—by his basic decency—his intense love of family and country—he indeed taught me the true lessons of life.

And these lessons have sustained me since September 11.

Simply put, there are those who want to destroy us—our people—men, women, our children—our institutions—our way of life—our very freedoms.

For the media, war on terrorism should not be analogous to reporting the Florida recount or a presidential impeachment or a missing intern. When covering military operations, the media should lower our voices and modulate our tone. We may be journalists, but we

are also American citizens.

Indeed the press and the government will have serious disagreements over what is fair and timely and relevant news coverage, even how to define “national security.” And good journalism should also report and respect the legitimacy of dissent to government policy. But we must never report anything that puts our troops at risk, and we must always reject any attempt to suggest a moral equivalency between the United States of America and the terrorists.

As a young boy, I remember so vividly President John Fitzgerald Kennedy's stirring Inaugural Address:

“Let the word go forth from this time and place, to friend and foe alike, that the torch has been passed to a new generation of Americans—let every nation know (whether it wishes us well or ill) that we shall pay any price, bear any burden, meet any hardship, support any friend, oppose any foe to assure the survival and the success of liberty.”

Those words are as timely today as they were 41 years ago. President Kennedy concluded his address this way: “With history the final judge of our deeds, let us go forth to lead the land we love, asking this blessing and His help, but knowing here on earth God's work must truly be our own.”

What is God's work here on earth?

Understanding that is I believe the key to a meaningful life—the essence of our earthly existence. Your Notre Dame Mission Statement describes it this way: “There is an intelligibility and a coherence to all reality, discoverable through spirit, mind and imagination. God's grace prompts human activity to assist the world in creating justice grounded in love.”

I am the first person in my family to have the chance to go to college. I attended John Carroll University—a Jesuit school where I received a superb education.

And so, too, with you. You chose a school that was different and you made the choice deliberately.

The education you've received at Notre Dame isn't meant to be the same as you could have received at a score of colleges—public and private—across this country.

You've been given an education that says it's not enough to have a skill. Not enough to have read all the books or know all the facts. Values really do matter.

The University of Notre Dame. A Catholic university founded by the Congregation of the Holy Cross.

It's only justification for existing is because it has a special mission—training young men and women to help shape and influence the moral tone and fiber of our nation and our society. And that means you now have a special obligation and responsibility. You have been blessed with extraordinary opportunities—and, St. Luke tells us, “to whom much is given, much indeed is expected.”

Graduating from Notre Dame has given you incredible advantageous over others in your generation.

Yes—I, too, have heard the sometimes smug remarks about non-eastern or Catholic colleges.

You think you've had it bad. You should try being a Buffalo Bills fan in Washington! I actually took *Meet the Press* to the Super Bowl a few years back. At the end of the program, I looked into the camera and said, “It's now in God's hands. And God is good. And God is just. Please God, one time. Go Bills!”

My colleague, Tom Brokaw jumped up and said, “You Irish Catholics from South Buffalo are shameless! You can't pray on national television.”

Well, as I moped back from the stadium after the Cowboys slipped by the Bills 38-18, the first person I saw was Brokaw. He yelled across the room, “Hey Russert, I guess God is a Southern Baptist!”

You have something others would give most anything for!

You believe in something—in your God, in your country, in your school, in your family, in yourself, in your values.

Remember the message our parents and grandparents and teachers repeated and repeated—and instilled in us.

A belief if you worked hard and played fair, things really would turn out all right.

And after working for senators and governors, meeting Popes and interviewing

Presidents—I think they are right.

Will Rogers put it this way: “It sure seems funny—the older I get the smarter my mother and father seem to get.”

The values you have been taught, the struggles you have survived, the diploma you are about to receive, have prepared you to compete with anybody, anywhere.

Reject the conventional wisdom that success is only for the very rich or very privilege or Ivy League-educated.

Don't believe it. I didn't. Because people with real values have a way of helping and teaching and connecting with one another.

People with backgrounds like yours and mine can and will make a difference.

In Poland, it was a young electrician named Lech Walesa, the son of a carpenter, who transformed a nation from communism to democracy.

In South Africa, Nelson Mandela, former President Nelson Mandela, a brave black man who worked his way through law school as a police officer, and spent 28 years in jail to make one central point—we are all created equal.

And on September 11, at the World Trade Center and the Pentagon it was our brother and sister police, and fire and rescue workers who properly redefined modern day heroism.

All these men and women have one thing in common with you—like the past, the future leaders of this country and this world will not be born to the blood of kings, but to the blood of immigrants and pioneers.

It is now your turn. You will now have the opportunity to be doctors, nurses, lawyers, bankers, accountants, social workers, soldiers, journalists, entrepreneurs, businesspeople, teachers, and more. And in those vital professions, your contributions can be enormous. You can help save lives, provide prosperity, record history, prevent disease, train young minds. You will make a difference if you only accept the simple fact that your family and education and values have prepared you for this challenge as well as anyone in this country.

It is our grandparents—and your parents—who defended this country—who

built this country—who brought you into this world and a chance to live the American dream. Will your generation do as much for your children?

You know you must. Every generation will be tested and given the opportunity to be the “greatest generation”).

And so, too, with the University of Notre Dame graduates of 2002. You were born and educated to be players in this extraordinary blessing called life.

Go climb that ladder of success and work and live in comfort. And enjoy yourself. You've earned it. And that is the American way.

But please do this world one small favor.

Remember the people struggling alongside you and below you. The people who haven't had the same opportunity, the same blessings, the same Notre Dame education.

Twelve children a day are shot dead in the streets of America—more have died from bullets the past 15 years than we lost in the Vietnam war.

One simple and haunting statistic. If a young woman is 18 years old with a high-school education, a job, and a spouse, the chances of her baby growing up in poverty are just eight percent.

If she is 18, without a high-school diploma, without a job, without a spouse, the chance of her baby growing up in poverty is 80 percent—eight zero. And the correlation between poverty—and drugs, gangs, guns and death—is overwhelming, staggering, numbing.

All of us, in government, corporate America, labor unions, academia, churches, synagogues, mosques, and, yes, the media, must teach, cajole, motivate our children to finish school, learn a skill, hold a job, get married, have a baby, in that order.

We all know extraordinary individuals who have succeeded against the odds—and we salute them—but it is so much better for any baby to have a loving mom and dad—both there at the creation and throughout the education and rearing of their precious child.

If we are serious about being the world's premiere military, economic, and moral force in the world, we have no choice. We cannot leave any of our

children behind. We will need all of our children contributing and prospering.

We can build more prisons, and we will, and put more police on the streets, and we should, but unless we instill in our young the most basic social skills and cultural and moral values, we will be a very different society. We must motivate, inspire, yes, insist our children respect one another—yes—"love thy neighbor as thyself."

We must do everything in our power to make sure schools are meaningful, skills are learnable, jobs are available. No matter what profession you choose, you must try, even in the smallest ways to improve the quality of life of the children in our country.

No one has shown that generous spirit of service more than the Alliance for Catholic Education and the Holy Cross Associations. No matter what your political philosophy, reach down from that ladder and see if there aren't some children we can't pull up a rung or two—some are sick, some are lonely, some are uneducated. Most have little control over their fate. Give them a hand. Give them a chance. Give them their dignity.

We must teach our children they are never, never, entitled, but they are always, always loved. There is indeed a very simple truth, "No exercise is better for the human heart than reaching down to lift up another person."

That is your charge. That is your challenge. That is your opportunity.

That's what I believe it means to be a member of the Class of 2002 of the University of Notre Dame. For the good of us all, specifically my 16-year-old son Luke, who is with me today, please build a future we all can be proud of.

You can do it.

But please get busy—you only have 2,300 weeks before you'll be eligible for Social Security!

For me, my life is now complete. I have a Jesuit education and a Notre Dame diploma. Have a wonderful life.

Take care of one another.

Be careful tonight.

God Bless. This is my 25th honorary degree. Saving the best for last. Go Irish!

Valedictory

Timothy Dolezal

May 19, 2002

Father Malloy, Mr. Russert, distinguished guests, faculty, family, friends, and fellow members of the Class of 2002:

One thousand three hundred sixty-seven days ago we unpacked our suitcases and celebrated our first official day as Notre Dame students. We gather on this beautiful Sunday afternoon to celebrate our last day and all the wonders in between. Much has happened to us since that steamy August morning in 1998, so it is fitting to take a moment to reflect on our Notre Dame experience.

In doing so, my first inclination as a finance major is to offer a quantitative sketch of the past four years. According to my estimates and calculations, the Class of 2002 has aggregately taken more than 175,000 exams and written in excess of 700,000 pages of text. We have enjoyed 25 home football weekends, assembled more than 500 bookstore basketball teams, and fought more than 100 matches in the Bengal Bouts.

In the past four years we have celebrated more than 3,600 Sunday dorm masses, participated in more than 80 retreats, and lit approximately 70,000 grotto candles—which we always pay for, by the way. Our class has volunteered in hundreds of seminars through the Center for Social Concerns. We have hosted approximately 250 dorm dances and spent around \$2.7 million in flex points.

These are obviously just a few statistics, but we all know that the vast majority of our Notre Dame experience cannot be quantified. While we can easily tally up the hours spent studying for an exam, we cannot measure the satisfaction that stems from working hard and acquiring knowledge. Rebounds and assists are easy to count, but they do not describe the feeling of exhilaration that comes from a women's basketball national championship. We can estimate the amount of physical damage from the September 11 tragedy, but we cannot enumerate the sympathy and grief shared by 7,000 people at a mass on the South Quad. We can compile a list of

our best friends here, but we cannot place a value on their willingness to help us through our heartbreaks. We can count the number of days spent under the Golden Dome, but we cannot determine the exact point in time when Notre Dame evolved from simply being our school to being our home. Intangibles truly define the Notre Dame experience—memories that cannot be associated with a finite number. These memories include heated bedtime debates with roommates, dining hall meals with a table full of buddies, late-night cramming sessions with study partners, hard-fought interhall games, dancing at the Linebacker, prayer time at the Grotto, walks around the lakes—and, most of all, meaningful relationships.

Reflecting on these special memories, it is not difficult to realize how much we love Notre Dame and how blessed our four years have been. As a result, I can see how we might be tempted to march directly to the South Quad, sew our gowns together, pitch a tent, and attempt to live with our friends forever. Unfortunately, *Du Lac* states that we need to submit a waiver for that, and we missed the deadline.

So, our time has come. As much as we would love to live this forever, our time has come. And, this is a good thing. Our Notre Dame experience is a gift that is meant to be used for the benefit of the world, not hoarded for us. This desire to cling to Notre Dame reminds me of the transfiguration of Jesus. Peter, James, and John were on top of the mountain with Jesus, undergoing arguably the most profound experience of their lives to that point. Once Jesus was transfigured in the presence of Moses, Elijah, and God the Father, Peter had an idea that should sound familiar. He suggested pitching three tents on the mountaintop—one for Jesus, one for Moses, and one for Elijah. If you will allow an exegesis from an amateur theologian, I think that Peter in a sense wanted to capture the moment and preserve it forever. But God had a different plan for the three apostles. Instead, they were supposed to climb down the mountain with Jesus at their side. Once they returned to the world, they seemed to direct the energy from their experience into spreading the Word and

ministering to others.

Like the apostles, we must determine how to best channel our Notre Dame experience and share it with the world. I believe our first objective should be to build our sense of community wherever we go. Having spent four years on this campus, I think we are blessed with an understanding of community. Simply put, Notre Dame is a place where people truly care about you. If we want to re-create this environment, we must put forth the effort to truly know other people and allow them to truly know us. This is often more difficult than it seems. We need to give others our full attention, which is not always easy in our fast-paced society. We also need to let go of our own hidden imperfections, which is equally challenging.

On the other hand, there is not one arena that we will occupy next year—graduate school, the workplace, the military, or direct service, where building community is impossible. All we have to do is make the effort. Invite the quiet person in the back of your anatomy class out for a cup of coffee. Share a meal with the family whose house you are building. Get to know the newly enlisted and share with them some experiences of military training. Talk to the analysts in the nearby cubicles about your family and theirs. And, while you are developing these intimate relationships and a sense of community, there is one more thing to remember. I know this from experience. The more you know about a person, the easier it is to brainwash them about Notre Dame football.

I think we also have a moral obligation as Notre Dame graduates to serve those in need both domestically and around the world. Such has been a hallmark of Notre Dame's mission since day one. In 1842, the University's first year, Father Sorin sent Father Moreau a letter containing his vision for Notre Dame. Sorin wrote, "[Notre Dame] will become one of the most powerful means for good in this country." I think Father Sorin's notion of "good" included service to the poor and needy.

But I also think that each of us is called to serve in his or her own way. Some of us have a natural vocation for direct service to the poor—building houses,

providing medical treatment, or teaching. Others possess administrative talents that should be used for organization and mobilization. Some are gifted speakers and writers and are meant to inform and motivate. Some are intended to provide the financial resources for all of these activities. But no matter where your aptitudes fall, we all have a duty to use our God-given talents and the skills we have learned at Notre Dame to help those that need us most. To paraphrase the renowned theologian Henri Nouwen during the dedication of the Center for Social Concerns: Catholic education is only real when the talents that are developed are not directed to the acquisition of more power, more success, or more influence, but are directed to serve those who have less power and less influence than we have.

I believe that at the end of our lives, we are going to come face to face with our Creator. On that day, I do not think that God is going to ask us for a bunch of quantitative statistics. We will not hear questions like "How high was your G.P.A.?" or "How many awards did you win at graduation?" God is not going to ask us how many articles we published, how many court cases we won or lost, or how large of a return we gained for our investors. God is not going to ask how much money we made or how many times we had our name in the paper. In my opinion God is going to ask two simple questions. First, "Do you love me?" And, second, "What did you do for my people?" If we devote all our energy to answering those two questions, we will be living our Notre Dame experience to its fullest potential.

May Notre Dame our mother be twice on our minds and always in our hearts. And may God always bless you and hold you close. Thank you.

Laetare Medal

May 19, 2002

Reverend John P. Smyth

Thank you very, very much. Looking back at Notre Dame, I do have a record. It's still here. No matter how old you get, you're proud of a record. No matter what the record is, you're proud of that record. In the good old days we were not as smart as you people are, because we couldn't play as freshmen, so in three years I set the record. I had the most personal fouls ever committed by a Notre Dame ball player! Bruce Flowers claims it, but he did it in four years; I did it in three years. I worked with my God-given talents. I couldn't run, I couldn't jump, I couldn't shoot, but God gave me two beautiful elbows, and I used them.

I haven't been in front of a crowd like this since way back when I played in the Boston Gardens. They were tough, Holy Cross, really tough. They were very, very good. They had a young man on their team named Tommy Heinsone. He went to the Celtics. He was pro of the year, and he was a coach. He was the first coming of Michael Jordan, but he was white. I had to guard him. He could jump higher than me, run faster than me, and shoot better than me. It was Pentecost Sunday and I prayed to the Lord and said, "Give me some insight, tell me what to do." And I heard a whisper that said, "Use your God-given talents." I stood there, dumbfounded, and said, "What are they?" Then it dawned on me. Tommy, being a very competitive young man, tried to get around me. I have always been a little large, and I placed a right elbow right on his left temple. They carried him off, and we won! That's why I hold the record. Very simple. I enjoyed it. I hope I've changed a little. In those days I made Dennis Rodman look like an alter boy. Thank God TV wasn't around in those days. They were the black and white little pictures. I've got African-American friends I played against, and they are still walking around with white marks all over the place. My left and right elbows. My God-given talents. I always thank God for telling me, "Use your talents." Don't cry, don't blame; use your talents.

And when I look back on 1957, I was really lucky and honored to graduate from Notre Dame. Just like today, you're honored, and you should be very, very proud of your accomplishments. To graduate from Notre Dame is no small feat, especially today when standards are set so high. I look at the standards, and I know that I couldn't even get in. But Notre Dame has given you an education, a foundation upon which to build your life and your future. What you have earned in your education is an inspiration to create new life. As Tim said, this world needs so much help, and the power that's right here is outstanding. In other words, you've been given the magic to change the impossible to the possible. If any of you ever want to reach out and help out the youth of today, they need so much help.

For 40 years I have been at one place called Maryville. I guess, in the priesthood, if you stay 40 years, it shows that no one wants you, so I stayed there for 40 years, and I love the assignment. I have seen such a change in 40 years in our community. Lives are changing so drastically with the crack cocaine and heroin. It's frightening. It's attacking our communities; it's attacking our schools; it's attacking our homes; it's attacking our young people. The drive-by shootings—more people than were shot in the Vietnam War, are shot on our streets. It's true. People in jail—85 percent of them—are driven there because of crack cocaine and heroin. Maryville should not be as big as it is today, 16,500 children. That's a joke. But it's that big because it is driven by the machine of crack cocaine and heroin. It's on the streets. It's there.

I believe very, very strongly that if you have family, faith, and education, which all of you have, and which I had, you can be a tremendous success. Family, faith, education. The children who come to Maryville are not like your friends of the past. They are children who do not have a family or family concept; they don't have any faith. Certainly they have no education. So when I came to Maryville, I thought I had to change it. I had to insure that there was a long-term commitment to help these children out, so they could be successful, and want to be very successful.

You want to change the world. Your life is going to be fulfilling, you are going to be satisfied because you have family, faith, and education. But we have to give all children that. Nearly every boy and girl who comes to Maryville comes from the gutters and streets of Chicago and has been abused physically and sexually. They are the great survivors on the streets. Great survivors, believe me. They don't know how to love, and they don't know how to trust. Why should they? Ever since they were born they've been betrayed. Our job is to bring in the trust and the love, and get past mere surviving. Give them the proper tools to do it. I'm proud to say we have hundreds of our children in college right now. I have one boy over at Oxford; I have three or four at Northwestern; I have a few that have been graduated from Notre Dame here, proud of the fact that they came from no family, no faith, no education, until they came to a place called Maryville.

I'm proud of that. And that is why today, I stand before you very honored by Notre Dame. I'm blessed, happy, and very humbled. This Laetare Medal is a fitting reward to all those hundreds and thousands of people who have made Maryville a reality. It is, at least in spirit, a proud emblem that each of our volunteers has earned. It is also a recognition that the work of Maryville and its dedicated staff of almost 2,000 deserve to be praised. It is an acknowledgment of the commitment and the hard work of Maryville's board of directors. It is a blessing bestowed upon the thousands of youths we keep in our care and protect from harm's way. I thank Notre Dame. I thank each of you for this honor. I gratefully accept it in the name of Maryville's saved youth, and on behalf of all those who have made my work possible. May God bless you, each and every one of you. May all of you graduating today enjoy a good life. Hold in mind all the lessons you have been taught here at Notre Dame, and never, never forget to give back a part of what you have received in the life ahead of you.

God bless you all, and thank you very much.

Invocation

Tony Lusvardi

Lord, make us instruments of your peace,

Where there is hatred, let us sow love;

...where there is injury, pardon;

...where there is doubt, faith;

...where there is despair, hope;

...where there is darkness, light;

...where there is sadness, joy;

O Divine Master, grant that we may not so much seek

...to be consoled as to console;

...to be understood as to understand;

...to be loved as to love.

For it is in giving that we receive;

...it is in pardoning that we are pardoned;

...and it is in dying that we are born to eternal life.

Amen.

Faculty Awards

May 19, 2002

2002 PRESIDENTIAL AWARD

Since her arrival at the University in the fall of 1995, this exceptional young scholar has added immeasurably to the M.B.A. curriculum with the introduction of her popular course in negotiations and to the department's rising research reputation in the field of Organizational Behavior. Her early career accomplishments as a researcher, her award-winning teaching, and her caring role as a mentor to many of our students earned her an early promotion with tenure. Most recently, she has served the Mendoza College of Business and the University through her participation on the University Curriculum Planning Committee, the Committee on Women Faculty and Students, the University Task Force on Ethics, and the Grievance Committee—all while maintaining her commitment to excellence in teaching and research. Known to her colleagues for her superb mind, her strong work ethic, her caring demeanor, her positive outlook, and her commitment to the College and University, she has greatly enriched us all. We honor

Ann E. Tenbrunsel

2002 THOMAS P. MADDEN AWARD

As a teacher, this native of the Netherlands has enhanced the first year at Notre Dame for her students by enriching the learning environment for all while providing assistance for those who struggle to grasp the theories of macroeconomics. She has developed an effective and energetic approach to an introductory course that is required for students who intend to enter the Mendoza College of Business. Her creative use of time and technology allows her to share lunch with many of her students and to maintain an electronic dialogue with most of them. They, in turn, praise her enthusiasm for her subject and the clarity of her teaching. She earned the 1999 Gunnar Myrdal Prize for her book *The Evolving Rationality of Rational Expectations: An Assessment of Thomas Sargent's Achievement*. Her current research includes intriguing topics such as the economics of science and the science of economics. Tonight we honor an admirable teacher and scholar,

Esther-Mirjam Sent

2002 FACULTY AWARD

This year's Faculty Award winner came to Notre Dame in 1990 and attained the highest level of academic distinction this year in being appointed to an endowed chair. She is a leading scholar who comfortably moves from the second century to this one to reflect on the pressing and enduring philosophical human issues. Her faith, teaching, and passion for scholarship are unusually integrated. She served as president of the Faculty Senate and the Association of University Professors, has worked to achieve living wages for Notre Dame's secretaries, and, most recently, led the Faculty Senate to make the most profound statement on reform of faculty governance. Known for her quick wit, sense of humor, and deep understanding of moral ethics she is apt to quote St. Thomas Aquinas and Miss Manners in the same paragraph. Because she is a world-class scholar, popular teacher, and dedicated community builder, we honor

Jean Porter

2002 REINHOLD NIEBUHR AWARD

As a scholar, this honoree specializes in Islam and its political ramifications in Egypt, the Middle East, and Africa, consistently emphasizing humanitarian issues, human rights, and issues related to peace. As a teacher, he inspires students to open their eyes to the broader world, to view other religions and cultures sympathetically, and to work for peace and justice—a philosophy he lives by when he serves as a consultant to churches and nongovernmental organizations that are devoted to peace, humanitarian issues, and human rights. As a member of the University community, this honoree is deeply involved and widely admired for his work to advance fairness and human dignity. And as a human being, he exudes a gentleness, kindness, and good nature that are inspirational. Tonight we are privileged to honor

Rev. Patrick D. Gaffney, C.S.C.

2002 PRESIDENTIAL AWARD

A member of the faculty for 14 years, this theologian has served tirelessly the different publics of the academy and the church. A prolific writer on the nature and modes of Catholic faith and spirituality, his works have not only instructed but also edified. A true ambassador for the riches of the Catholic tradition, he has proved accomplished in newspaper articles, radio and television interviews, as well as in public talks and scholarly articles. A scholar whose administrative competence and sound judgement is prized, he has served six years as chair of the Department of Theology and on numerous committees both in the department and the University at large. An award winning teacher, his graciousness and hospitality to students is legendary. For the profligate sharing of his many gifts, tonight we honor

Lawrence S. Cunningham

2002 PRESIDENTIAL AWARD

Arriving at Notre Dame in 1984, this energetic faculty member has served as department chair with distinction for the last six years. During this period, he has established new teaching and research directions in bioengineering, helped develop a new center in materials, recruited outstanding faculty of diversity, participated in numerous university level committees, and served his professional society in various leadership roles—all the while maintaining innovative top-level teaching and research activities. We honor the chair of the Chemical Engineering Department,

Mark J. McCready

2002 PRESIDENTIAL AWARD

Dedicated to his research with the delicate properties of symmetry in higher dimensions, this Presidential Award recipient is also a tireless and devoted mentor. He ignites the imagination and curiosity of his students by leading them into the most beautiful parts of his subject and opening their eyes to the fact that they can understand and grasp challenging concepts. To accomplish this, he holds special seminars, spends endless hours in the office, and as an accomplished cook, occasionally feeds his charges dinner. He is also instrumental in guiding students to the best graduate program in the country. Tonight we honor

Francis X. Connolly

2002 WILLIAM A. TOOHEY, C.S.C., AWARD

This honoree is an experienced Holy Cross rector whose writing and whose homilies are appreciated by all those who come in contact with him. His friendly and insightful demeanor assures the fact that words written and spoken have a ring of truth and reflect the Gospel imperative to encourage people in the way they live out their lives. Because many students have been assisted by his wise counsel, inspired by his preaching and gained insight into themselves by his writing, the William A. Toohey, C.S.C., Award for Preaching for 2002 is bestowed upon

Rev. Gary S. Chamberland, C.S.C.

2002 GRENVILLE CLARK AWARD

Our honoree this year exemplifies the spirit of voluntary efforts for the cause of peace and human rights which underlie the Grenville Clark Award. For many years, this faculty member has led a joint student venture between the Department of Civil Engineering and Geological Sciences and the Center for Social Concerns. He has annually spent a week in Haiti, repairing hand pumps which are the primary water supply in the majority of rural regions in this poorest country in the Western Hemisphere. More recently, a similar effort has been launched in Benin. He not only reaches out to the world's poor, but his efforts represent a role model for the Notre Dame student, his fellow colleagues, and his friends in advancing both peace and human rights through compassion and development of human understanding. Tonight we honor

Stephen E. Silliman

2002 REV. JOHN "POP" FARLEY, C.S.C., AWARD

Students who know this woman well agree that she's able to command authority and gain respect, but they most often speak of her other gifts and always with a choice of adverbs—"very" approachable, "always" around, "genuinely" caring, "especially" helpful, and "noticeably" happy. She has a keen sense of what students appreciate: hall spirit, competent RAs, worthwhile programs, and good liturgy. In a host of daily ways, she has both communicated and embodied the strengths of the Notre Dame residential tradition. As rector in Knott Hall on the east quad for five years, then as "founding rector" in McGlinn Hall for five years more, she shaped communities of women who say that the three best descriptions of their residential experience are "friends, family, and home." In tribute to all she has done to bring those words to life for hundreds of young women over the past 10 years, we present the Rev. John "Pop" Farley, C.S.C., Award to

Sister Kathryn A. Haas, P.H.J.C.

2002 JAMES A. BURNS, C.S.C., GRADUATE SCHOOL AWARD

Outstanding mentor, program developer, teacher, and scholar: This is how her students and colleagues characterize the 2002 winner of the Burns Award. Also a Kaneb Award winner for her teaching, she is described by students as exacting, but patient. These same students, say her colleagues, come to their proposals and dissertation defenses exceedingly well prepared, with clear presentations and impressive command of their topics. Her success with these students also is reflected in her rate of publication with them: 21 co-authored works, with six more in preparation. As director of the developmental program in the Psychology Department, she has established a highly praised series of student-faculty meetings that focuses on students' professional development as well as on research being conducted in the department. Along with her exceptional teaching and service activities, she has begun to establish herself as a leading scholar in the field of aging successfully. Her work, which studies the relationships of genetic and environmental factors in aging, has received two federal grants and has been published in some of the most prestigious journals in the field. In honor of all she contributes to graduate studies at Notre Dame, we present the 2002 James A. Burns, C.S.C., Graduate School Award to

Cindy S. Bergeman

2002 PAUL J. FOIK, C.S.C., AWARD

This year's recipient of the Rev. Paul J. Foik, C.S.C., Award has been an effective spokesperson for promoting diversity, moving both the Libraries and the University forward in this area. Her creativity and energy has laid the groundwork for a model program which promises to enhance diversity within the Library field, and her innovative work with minority high school students has been recognized as a productive way to attract new talent to librarianship. She is known for her participation on the Library's Diversity Committee and the University's Academic Affirmative Action Committee, and as a member of the Faculty Senate, where she has enlightened faculty about the work, responsibilities, and capabilities of library faculty. She is held in high regard for the quality of her services and for her dedication to the needs of faculty, staff, and students. We honor tonight

Laura Anderson Bayard

2002 RESEARCH ACHIEVEMENT AWARD

Joining the Notre Dame faculty in 1973, tonight's recipient has established a superb record of research and scholarship through his outstanding and lasting contributions to the field of Theology. Dedicated and creative, his research reaches both academic audiences and a broader public as well. His pioneering study of the Dead Sea Scrolls and the archeological remains found near the caves in Qumran, Jordan, represent the very highest level of scholarship in biblical studies. Recently elected as a Fellow of the American Academy of Arts and Sciences, tonight we honor the John A. O'Brien Chair in Hebrew Scripture as the recipient of the Notre Dame Research Achievement Award,

Eugene C. Ulrich

2002 WILLIAM A. TOOHEY, C.S.C., AWARD FOR SOCIAL JUSTICE

From the very beginning of their time at Notre Dame, this special couple have served the community with enthusiasm, creativity, and zeal. Lifelong teachers and religious educators, they have created a program at Notre Dame which has enabled students to teach catechism in local parishes on a weekly basis. Through their work in marriage preparation and enrichment, they have dealt on a regular basis with scores of young Notre Dame alumni each year. Above and beyond all of these regular responsibilities, they have also served the couples and children of University Village for seven years, assisting them with daily tasks of living, helping them to face the difficulties encountered under the pressure of study and life in a new country, and have entertained the many children on special holidays and during the summer. For their dedication to the Notre Dame community, and especially to University Village, the William A. Toohey, C.S.C., Award for Social Justice for 2002 is given to

John B. and Sylvia D. Dillon

Faculty Promotions**TWENTY-FIVE YEARS OF SERVICE:**

STEPHEN E. GERSH
Medieval Institute

RONALD A. HELLENTHAL
Biological Sciences

JULIA F. KNIGHT
Mathematics

JAMES J. KOLATA
Physics

MARVIN J. MILLER
Chemistry And Biochemistry

WILLIAM D. NICHOLS
Accountancy

ALVIN PLANTINGA
Philosophy

DAVID N. RICCHIUTE
Accountancy

KENNETH F. RIPPLE
Law School

RANDAL C. RUCHTI
Physics

WILLIAM D. SOLOMON
Center For Ethics and Culture

JOHN H. VAN ENGEN
History

J. ROBERT WECS
History

TO EMERITA OR EMERITUS:

JAMES M. BISHOP
Physics

SAMIR K. BOSE
Physics

RAYMOND M. BRACH
Aerospace And Mechanical Engineering

REGINA A. COLL, C.S.J.
Theology

MICHAEL J. CROWE
Program of Liberal Studies

JAY P. DOLAN
History

YUSAKU FURUHASHI
Marketing

DENIS A. GOULET
Economics

ROBERT G. HAYES
Chemistry and Biochemistry

EUGENE W. HENRY
Computer Science and Engineering

DAVID C. LEEGE
Government and International Studies

GILBERT D. LOESCHER
Government and International Studies

JERRY J. MARLEY
Civil Engineering and Geological
Sciences

EUGENE R. MARSHALEK
Physics

THOMAS F. O'MEARA, O.P.
Theology

DEAN A. PORTER
Snite Museum

JAMES A. RIGERT, C.S.C.
Civil Engineering and Geological
Sciences

DONALD R. SCHIFFERL
Chemistry and Biochemistry

LUTHER M. SNAVELY
Music

DONALD C. SNIEGOWSKI
English

ALBIN A. SZEWCZYK
Aerospace and Mechanical Engineering

J. KERRY THOMAS
Chemistry And Biochemistry

ROBERT W. WILLIAMSON
Accountancy

WARREN J. WONG
Mathematics

**TO ASSOCIATE PROFESSIONAL
SPECIALIST:**

GERALDINE A. AMERIKS
Romance Languages and Literatures

JANET FISHER-MCPEAK
Romance Languages and Literatures

J. CURTIS FREELAND
Computer Science and Engineering

JINESH C. JAIN
Civil Engineering and Geological
Sciences

BARBARA J. MANGIONE
Romance Languages and Literatures

HANNELORE H. WEBER
German and Russian Languages and
Literature

TO PROFESSIONAL SPECIALIST:

WILLIAM C. BOGGESS JR.
Chemistry and Biochemistry

THOMAS L. DOYLE
Institute for Educational Initiatives

NATHAN D. MITCHELL
Center for Pastoral Liturgy

JAMES S. O'ROURKE IV
Management

SIMON M. PIMBLOTT
Radiation Laboratory

SALMA R. SADDAWI
Chemical Engineering

JAROSLAV ZAJICEK
Chemistry and Biochemistry

TO ASSISTANT LIBRARIAN:

CHERYL S. SMITH
University Libraries

TO ASSOCIATE LIBRARIAN:

THOMAS E. LEHMAN
University Libraries

TO LIBRARIAN:

J. DOUGLAS ARCHER
University Libraries

JOSEPH W. THOMAS
Kresge Library at Notre Dame Law
School

**TO RESEARCH ASSOCIATE
PROFESSOR:**

MARYFRANCES E. PROROK
Chemistry and Biochemistry

TO RESEARCH PROFESSOR:

VICTORIA A. PLOPLIS
Chemistry and Biochemistry

**TO ASSOCIATE PROFESSOR AND
TENURE:**

SETH N. BROWN
Chemistry

JEFFREY A. DILLER
Mathematics

RICHARD ECONOMAKIS
Architecture

LIANGYAN GE
East Asian Languages and Literatures

JENNIFER A. HERDT
Theology

MARYA LIEBERMAN
Chemistry

HOWARD P. LOUTHAN
History

GERARD MISIOLEK
Mathematics

LIVIU NICOLAESCU
Mathematics

MARTIN LAM NGUYEN, C.S.C.
Art, Art History, and Design

CATHERINE PERRY
Romance Languages and Literatures

MICHAEL J. KREMER
Philosophy

JOHN T. MCGREEVY
Chair of History

MARK R. SCHURR
Anthropology

MICHAEL N. LYKODIS
Architecture

JAMES J. MCKENNA
Chair of Anthropology

SANDRA C. VERA-MUNOZ
Accountancy

CYRIL J. O'REGAN
Theology

PHILLIP R. SLOAN
Chair, Program of Liberal Studies

CHRISTINA K. WOLBRECHT
Government and International Studies

JOHN E. RENAUD
Aerospace and Mechanical Engineering

PAUL J. WEITHMAN
Chair of Philosophy

TO TENURE:

ASSOCIATE PROFESSOR:

SUSAN D. BLUM
Anthropology

SLAVI C. SEVOV
Chemistry

JAMES SMYTH
History

MICHAEL GEKHTMAN
Mathematics

ROBERT L. STEVENSON
Electrical Engineering

BRIAN C. HALL
Mathematics

PAUL J. WEITHMAN
Philosophy

TO PROFESSOR:

MATTHEW J. BARRETT
Law

JOHN P. WELLE
Romance Languages and Literatures

NORA J. BESANSKY
Biological Sciences

EWA ZIAREK
English

DANNY CHEN
Computer Science and Engineering

TO DEPARTMENT CHAIR:

STEPHEN M. BATILL
Chair of Aerospace and Mechanical
Engineering

MARIAN A. DAVID
Philosophy

KEITH R. BRADLEY
Chair of Classics

DENNIS DOORDAN
Architecture

RODNEY E. HERO
Chair of Political Science

JULIA V. DOUTHWAITE
Romance Languages and Literatures

RICHARD A. JENSEN
Chair of Economics

MALCOLM J. FRASER
Biological Sciences

CHARLES F. KULPA
Chair of Biological Sciences

MAXWELL E. JOHNSON
Theology

TO ENDOWED PROFESSOR:

JOHN F. AFFLECK-GRAVES
Notre Dame Professor of Finance

PANOS J. ANTSAKLIS
H.C. And E.A. Brosey Professor of
Electrical Engineering

ROBERT D. BRETZ
Joe and Jane Giovanini Professor
of Management

A. JAMES McADAMS
William M. Scholl Professor of
International Affairs

JAMES J. MCKENNA
Rev. Edmund P. Joyce, C.S.C., Professor
of Anthropology

JOHN P. MEIER
William K. Warren Professor of Catholic
Theology

WOLFGANG POROD
Frank M. Friemann Professor of
Electrical Engineering

TO ASSOCIATE DEAN:

GREGORY E. DOWD
Associate Dean of Undergraduate
Studies, College of Arts And Letters

GREGORY E. STERLING
Associate Dean of the Faculty, College
of Arts And Letters

TO DIRECTOR:

THOMAS P. FLINT
The Center for Philosophy of Religion

FRANCES HAGOPIAN
The Helen Kellogg Institute for
International Studies

GEORGE S. HOWARD
Morahan Director of the Arts and
Letters Core Course Program

TIMOTHY M. MATOVINA
Cushwa Center for the Study of
American Catholicism

A. JAMES McADAMS
Nanovic Institute for European Studies

TO DEAN EMERITUS:

FRANCIS J. CASTELLINO
Chemistry and Biochemistry

2002 Commencement Honorary Degrees

(Note: The honorary degree information was not available at press time and will be printed in a future issue.)

Minutes of the 288th Graduate Council Meeting

February 6, 2002

Present: Jeffrey Kantor, Frank Incropera, Jennifer Younger, James Powell, Barbara Turpin, Peter Diffley, Terrence Akai, Kathy Psomiades, Samuel Paolucci, Daniel Myers, Paul Weithman, James Turner, Mark McCready, David Smith, JoEllen Welsh, Andrew Gould

Absent: Frank Castellino, Carolyn Woo, Anthony Hyder, Blake Leyerle, Umesh Garg, LeRoy Krajewski, Ani Aprahamian, Peter Burns, John

Renaud, Norman Crowe, Gabriela Burgos-Solorzano, Kishori Deshpande, Jan Poorman, Diane Wilson

Guests: Sean Hoade, Dan Marmion, Cindy Bergeman (for Mark Roche)

Prof. Jeffrey Kantor opened the meeting at 3:30 p.m.

I. Approval of the Minutes of the 287th Graduate Council Meeting

Prof. Andrew Gould asked to amend the minutes of the Nov. 28 meeting to reflect the fact that he was not absent but on leave. The minutes were then approved unanimously.

II. Electronic Submission of Theses and Dissertations

The issue of electronic submission of theses and dissertations was discussed during the 1999-2000 academic year by a subcommittee of the Graduate Council chaired by Prof. Steven Buechler. Prof. Kantor introduced Barb Turpin who gave a brief presentation on the work of this committee.

The committee advised that the University proceed with electronic submission despite problems maintaining the integrity of the archive. (Dissertations submitted in PDF format today may not be able to be read in five to 10 years.) It determined that the advantages of easy access, freeing up valuable shelf space in the library, and further professionalizing our students outweighed the disadvantages. It also thought that despite some problems with PDF, it was easier to use than any other format. A brief survey of eight other institutions on the Web showed that they are all using the PDF format.

Prof. Kantor decided that he wanted to implement a pilot project for this fall. Dr. Turpin outlined how this would work. A few students (selection process to be determined) will be allowed to submit their dissertations electronically in PDF format. The Graduate School will provide instructions for them on how to go about converting their dissertations into a PDF format through the use of Acrobat Distiller. This software is available on all computers in the OIT clusters. A page will be added to the Graduate School Web site that will provide the instructions. (Some institutions provide workshops for students instructing them on how to do this; the

Grad School might want to do likewise.) The current formatting requirements for dissertations will not change. Students will still be required to submit their dissertations to UMI for microfilming, and they will be required to submit a paper copy as well, due to the uncertainty of accessing these documents five to 10 years from now. Students will be able to choose the level of access they want to their theses or dissertations.

In surveying what other institutions do, Dr. Turpin found that only a few institutions (e.g., Virginia Tech, UT-Austin) require electronic submission. Virginia Tech will not accept paper copies; UT-Austin strongly discourages the submission of paper copies. MIT, on the other hand, requires that students submit a paper copy along with the electronic version.

Dan Marmion said that the library is treating this as a pilot project and it is providing a server for it right now. However, as the project moves beyond this pilot stage we will need to address larger issues about servers that are scaleable for a bigger program. We will be using software that was created at Virginia Tech and is released in an open source model so that we can use it to manage and work with the electronic dissertations.

Prof. Kantor asked the council if we should proceed with this project. Dr. Akai asked that if a dissertation were submitted and placed in the library, wouldn't it be publicly accessible? What's the difference between the dissertation being on a shelf in the library as opposed to on the Web? Jennifer Younger stated that it would be a different level of access. When a dissertation is physically deposited in the library, the level of use is very significantly different than if it were available on the Web. Members of the council expressed concern that if the dissertation was widely available on the Web, journals would refuse to accept parts of it for publication.

Dean Incropera asked about the redundancy of having students submitting the dissertations electronically and in paper format. Prof. Younger said that we should consider doing this initially so that we will have the ability to learn

from the experience and be assured of the accessibility. Concern was expressed that there would be no reward for the student to submit electronically if he or she also had to submit a paper copy. Prof. Younger stated that this is a training experience for graduate students to publish online, and from the library's perspective, it does not matter whether or not a paper copy is submitted. The library could print out the paper copy if need be. Students will not, however, find their dissertations on the library shelves unless they provide a paper copy. The council decided that if a student wants to submit a paper copy that would be placed on the shelf, we would allow them to do so.

The question arose as to whether Acrobat Distiller, as licensed software, is downloadable. Do we have a site license that will allow Notre Dame students to download it to their own machines? Marmion noted that it is available on all OIT cluster machines and for a modest fee of \$25 students would be able to license it for their own machines on an annual basis. Virginia Tech has a service that we might want to model. It lets the server know where the file is stored, converts it to PDF and sends it back.

The library will look into how the PDF document could be searched and it is possible that we could require students to submit their PDF document in a searchable format.

The council agreed that we should proceed with the pilot project as Dr. Turpin outlined with the following modifications—that we leave the submission of a paper copy as an option and that departments approve a student's participation in the project. This proposal was approved unanimously.

III. Strategic Planning

Prof. Kantor stated that he would like to engage the council in a conversation about the strategic planning exercise as it concerns the Graduate School. Fr. Malloy stated in his address to the faculty that it was the beginning of a two-year cycle of strategic planning. The goals of this strategic plan would be the underpinning of the next major capital campaign. The process that Fr. Malloy outlined involved the establishment of a

coordinating committee that met this past fall. The committee members included some PAC members, appointed faculty, and appointed administrators. There were three subcommittees that reported to PAC: one on research challenges and opportunities chaired by Prof. Kantor, one on finance and fundraising chaired by Mr. Scott Malpass, and one on the future of higher education chaired by Prof. Woo. All three of these committees made reports to the coordinating committee and from them the coordinating committee made its report and recommendations. The report was delivered today. The deans and department chairs should be receiving it today or tomorrow. The planning units (i.e. library, colleges, etc.) will be asked to create reports of their own sometime this summer or early fall that will go to the coordinating committee. The coordinating committee will prepare a final report that will be presented to the Board of Trustees meeting in the spring of 2004. This will be exactly 10 years after Fr. Malloy delivered the *Colloquy* Report.

Prof. Kantor stated that this is an opportunity to obtain the council's advice on issues that might be facing graduate studies at the University. He said that he wanted to make sure that major areas of concern are addressed, that some initial deliberations he had with the research committee get tested, and that the structure and process of planning in the Graduate School is considered. This is particularly important because graduate studies is not a centralized operation at Notre Dame. While the Graduate School has responsibilities for the overall advancement of graduate studies, education actually takes place within departments. One challenge we will share going forward in the spring is to make sure that the conversation is done in the most constructive fashion possible. Graduate Studies and the advancement of scholarship at the University are perhaps the top priorities in the vision and charge that has been distributed.

Dean Incropera asked if there is a distinction between an academic unit and planning unit. Prof. Kantor said that on the academic side, a planning unit would be a college, for example, or the library. Dean Incropera asked whether

there would be any linkages between colleges and other entities that transcend college boundaries. Prof. Kantor said that the Graduate School should take some ownership of the process for conversations with colleges.

Prof. Turner noted that in the research report Prof. Kantor distributed to the Graduate Council membership, some of the data is outdated. He asked if there are any other sources other than the NRC department rankings. It was noted that the NRC is on a 10-year cycle and the new data will probably not be available until after the new strategic plan is done. It is unfortunate because this is the most comprehensive vehicle. Prof. Turner stated that many departments are changing rapidly. He then asked if disciplinary organizations or learned societies produce annual or biannual survey rankings of departments. Prof. Weithman stated that Philosophy does have an independent survey by Brian Lighter. He produces a quite interesting, accurate, and remarkably contentious ranking. Dr. Diffley said that when individual societies rank, they use different criteria. Prof. Kantor noted that developmental psychologists have ranked themselves and Notre Dame came out quite well, but this is only a subdiscipline. There are relatively few rankings that we have been able to find, he said, and suggested that we do some work ourselves.

Prof. McCready asked if we use departmental reviews. Prof. Kantor said that they are very helpful. If we took a look at all of them we should be able to compile some comments based on an overview. He warned that any single review would be difficult to interpret.

Prof. Kantor said that the research committee recommended that there be a very concrete goal for the University—to be a member of the AAU in 10 years.

Although the tangible benefits of membership in this club are few, it would be a good benchmark for us to measure whether we are making the kind of progress we would like. It is a contentious point because it could be argued that in aspiring to AAU membership, we are laying aside certain other qualities that define us; once we are in, we might not like ourselves very much.

Dean Incropera stated that he would like to interject a word of caution with regards to the NRC rankings. For the most part, they work reasonably well, he said, but they tend to break down for programs for which the total number nationally is fairly small. Aerospace and Mechanical Engineering, for example, is in that category; there are only 35 programs nationally. We are considered to be a good program even though we're ranked in the fourth quartile. The problem is that institutions with which we are being compared in the NRC have larger programs than ours. In the case of a department with a small number of peers, it is important to look at the fine grain to determine the program's merit.

Prof. Turner said that the problem with the NRC data is that when we look at it now, 10 years after it was collected, it tells us nothing about where we are today. We can't possibly use it to determine where we need to go by 2012. The NRC data thus is an odd benchmark to use. Prof. Kantor said that he spent some time with the former president of the AAU, who told him that the question of benchmarks is one he hears frequently. He said that strength in core disciplines, which is what the NRC measures, is important. Prof. Gould said that he is struck by the difficulties of using 10-year old data. We should be advised when the NRC is collecting new data and coordinate our strategic planning with that effort. Prof. Kantor said that the next round of NRC data collection would be during 2003, and the final report probably wouldn't be published until 2005 or 2006. Prof. Gould said that we should rely heavily on objective sources of data on our strengths and weaknesses. The departments will need data that is useful to them relating to grants and research funding within the disciplines. This seems to be difficult data to gather. Prof. Kantor stated that the Graduate School should be able to compile some of this data and provide it as a resource.

The meeting adjourned at 5:00 p.m.

University Committee on Women Faculty and Students

March 22, 2002

Members present: Teresa Godwin Phelps (Chair), Joan Aldous, Charlotte Ames, Patricia Bellia, JoAnn DellaNeva, Lynn Joy, Barbara Mangione, Gretchen Reydam-Schils, Maura Ryan, Willow Wetherall

Members absent: Kathryn Koch, Brooke Norton, Patricia Maurice, Carol Tanner, Ann Tenbrunsel, Renee Trilling

Guests present: Rhonda Brown, director, Office of Institutional Equity; Ava Preacher, assistant dean, College of Arts and Letters

Observers: Mary Hendriksen, reporter
Prof. Phelps called the meeting to order at 12:15 p.m.

1. Minutes of the meeting of February 18, 2002: The minutes of the meeting of February 18, 2002, were approved without amendment.

2. Equity in compensation: Prof. Ryan and Prof. Reydam-Schils reported that they met with Eva Nance, director of Institutional Research, to discuss the best means for gathering data concerning perceptions of salary equity for men and women faculty, including teaching- and research faculty, library faculty, and professional specialist faculty. It was agreed that whatever the reality of the pay issue, there is a definite perception that women at Notre Dame are compensated at a lower rate than their male counterparts and that it would be valuable to document this perception. Ms. Nance will examine a recent survey distributed to all University faculty, which contained a question concerning satisfaction with salary and benefits. Once it is determined how much relevant information has already been gathered, Profs. Ryan and Reydam-Schils will decide whether a separate survey would be useful. If so, they will contact the Laboratory for Social Research.

Ms. Ames reported that she met with Jennifer Younger, director, University Libraries, to discuss issues of salary and

compensation. Ms. Younger suggested that the University Committee on Women Faculty and Students ask the Provost's Office to initiate an annual salary survey of the library faculty. Ms. Younger also said that with regard to salaries, she believes that compression is a more serious problem throughout the University, including the library, than is gender inequity.

Ms. Ames explained that because of salary compression, new-hires may earn even more than employees with 30 or more years of experience. Thus, she said, long-standing employees of the University are losing ground.

Assistant Dean Preacher agreed that salary compression exists for teaching- and-research faculty as well as for library faculty. It is an issue particularly critical for faculty at the associate professor and professor level.

Prof. Aldous said that she has been working diligently to gather information on salaries of teaching- and-research faculty members but has been referred to one person or office after another. Unlike state universities, where salary information is a matter of public record, Notre Dame does not disclose salaries and does not want identities of faculty or staff to be able to be discerned from data.

Members returned to the issue of compression and discussed whether women are more affected by it than men. Ms. Brown said that it is well known at the University that individuals can bump up their salaries by soliciting offers from other institutions. She believes that men engage in this practice more frequently than women. Prof. DellaNeva pointed out that increasing one's salary by seeking out other offers fails to reward loyalty to the institution. Prof. Phelps said that the practice may result in unfairness to women because, for a variety of reasons, women are generally more rooted in the community. Members agreed that the point should be made to the deans that the University should make an effort to reward employees' loyalty and recognize that rewarding threats to move is a practice that has a disparate impact on women.

3. Inconsistencies in rules and policies between male and female dorms: A subcommittee has gathered information for a report to be made to

appropriate administrators on the issue of inconsistencies in rules and policies between male and female dorms. Before the meeting, Prof. Phelps circulated her draft of the report and accompanying letter.

Prof. Aldous asked about the connotations of the word "safety" in the report. Are security guards present in women's dorms to prevent crimes against property or to prevent sexual activity or to prevent crimes such as rape?

Assistant Dean Preacher said that acquaintance or "date rape" occurs more frequently in male dorms than in female dorms. She believes this is because women's dorms have security guards and their rectors and assistant rectors are more vigilant.

Prof. DellaNeva recommended that the committee's report deal directly with the question of whether security guards, present only in women's dorms, are hired because of women's greater sexual vulnerability.

Prof. Phelps agreed to add a statement about sexual vulnerability.

4. Visibility of the committee: Members discussed the visibility of the committee on campus. Prof. Phelps suggested that the committee engage in a dialogue with other University women's groups—for example, the Women's Resource Center and the Program in Gender Studies—to let them know that the committee exists and may be of help to them. She would like the University community to be aware of the committee's existence and its willingness to grapple with issues affecting women faculty and students.

Ms. Wetherall suggested that the committee set up a Web site to explain its mission and current initiatives.

Prof. Reydam-Schils suggested that the committee hold an open reception to which women's groups on campus are specifically invited.

Ms. Ames suggested that the committee propose to *Notre Dame* magazine that it include the committee in a possible article or issue devoted to the status of women at Notre Dame, given that this is the 30-year anniversary of the admission of women to undergraduate studies at the University.

Ms. Wetherall asked to what extent the committee should include women staff at the University in its initiatives. She served on a similar committee at the University of Maine that did take up issues important to women staff as well as those related to women faculty and students. She would recommend that this committee do the same. There is a similar philosophy of purpose involved in advocacy for women—whether they are staff, faculty, or students.

Prof. Phelps pointed out that issues related to staff are outside the committee's mandate, as set forth in the Academic Articles [Article IV, Sec. 3(1)]. She will ask previous chairs of the committee what consideration they have given to this issue. Women staff must deal with more labor-related issues than do faculty and students. Prof. Phelps said that Prof. Ghilarducci has been very active in advocating pay justice for University staff and suggested that she be invited to a future meeting to share her experience and expertise with the committee.

Prof. Reydam-Schils recommended that the committee should first establish a record of accomplishments for women faculty and students. Then, members could consider whether they should advocate expanding the committee's mandate.

Prof. Phelps adjourned the meeting at 1:30 p.m.

University Committee on Libraries

February 14, 2002

The meeting was called to order at 7:30 a.m. at Café DeGrasta by Chairman Harvey Bender. Also in attendance were John Adams, Gail Bederman, Maureen Boulton, Roger Jacobs, David Mengel, Mark Pilkinton, Margaret Porter, Walter Pratt, Larry Rapagnani, Laurence Taylor, John Weber, Jennifer Younger, and Secretary Melodie Eiteljorge.

1. **Welcome and agenda review.**

2. The minutes of the December 13, 2001, meeting were approved as written.

3. Status report on the Library Response to the Report of the External Review Committee on the Self Study: the updated report is available to committee members online.

4. College of Arts and Letters Library Committee: Maureen Boulton reported that the committee held an initial meeting and discussed issues of concern, including:

* There was concern about the library budget for new acquisitions, filling gaps, and adding staff, particularly subject librarians. Younger confirmed that there is no increase for the next fiscal year in the University's nonsalary budget. There will be an increase in the endowment income, which represents about 39 percent of the total acquisitions budget.

* The unacceptability of the off-site storage of history of science journals was noted. Younger responded that this is a known problem that will be resolved. The installation of the moveable shelving in the Hesburgh Library basement will expand shelving capacity and those materials will be returned to on-site shelving. The moveable shelving and relocation of materials is expected to be complete, or nearly so, by the end of 2003.

* The transfer of bibliographic information into interlibrary loan requests does not have as good a system as those used at some other institutions. Younger will look into this.

* Once again the issue of having the ability to charge photocopies to procards was raised. Younger noted that procards can be used to charge photocopies made in the staffed Copy Center in Hesburgh Library but not at individual copy machines. The copy cards currently used at copy machines function as debit cards; however, procards function as credit cards and their use at individual copy machines would require the purchase of additional software supporting credit cards functionality. The current copy vendor was not willing under the current contract to purchase such software. The University Libraries are currently renegotiating the copy contract and exploring the feasibility of acquiring this software as well as the additional card readers needed for each copy machine.

Boulton reported that the committee plans to have a Web site. Their second meeting is scheduled for the week of February 18. She serves on the committee as the liaison for the University Committee on Libraries. There are seven additional members, three appointed, three elected, and an *ex officio* dean. Also, there are two appointed library faculty members: Dan Marmion, associate director for Information Systems and Access, and Doug Archer, reference librarian.

Elected:

Thomas Marullo, German and Russian Languages and Literatures

Catherine Perry, Languages and Literatures

Phillip Sloan, Program of Liberal Studies

Appointed:

Wendy Arons, Film, Television, and Theater

Semion Lyandres, History

David Smith, Psychology

Ex Officio:

Cindy Bergeman, Associate Dean

Maureen Boulton, University Committee on Libraries

Further discussion:

In regard to photocopies, Jacobs asked if there was a decline in use in the library. Younger confirmed that use has declined dramatically in the last four years. The result is that what had been a self-supporting service now requires a library subsidy for continuing operation. As the copy contract and plans for future operation are finalized, we are making some minor adjustments, including reducing the number of copy machines in the Hesburgh Library and increasing the cost of copies, to keep the library subsidy as low as possible.

Jacobs asked if we are driving patrons to use online printers. Younger agreed that information in electronic formats is driving patrons to use online printers. We do not charge for printing though we will explore options for the future. We have implemented a print management system that has two steps: a request to print that sends the print job to the printer, and a second step that initializes printing. At other installations, this two-step

process has eliminated the printing of copies that are not picked up. We would like also like to explore options for inclusion in the OIT-run printing quota system in operation in the OIT computer clusters.

In regard to budget concerns, Jacobs asked if some segments of the University are being hit harder than others with inflation. Younger replied that science journals tend to cost more than do journals in the humanities, though the scientists are also active in looking at alternatives as mode of publishing with lower costs. Another divide in the rate of inflation occurs between scholarly and commercial publishers, with journals from commercial publishers having higher rates of inflation. As an aside, Younger noted that just as inflation may vary across disciplines, other costs such as cataloging may vary by type of material, language or discipline. For example, processing materials in Chinese or Japanese requires a different language expertise and can be more expensive to process than materials in English. Over time, the library intends to review the collections budget by subject to know how inflation and other factors affect the collection budget, but our mission is to meet the information needs of all segments of the University.

Taylor asked if commercial publishers like Elsevier have journals in areas beyond the sciences. Younger replied that they do, but in general, the national data on journal inflation rates by discipline reveals greater inflation rates in the sciences. She also reported that some institutions are paying "per page" costs for faculty who publish in scholarly as opposed to commercial journals for the purpose of encouraging faculty publication in the scholarly publishing sector. Bederman suggested that we might look at outside grants for the sciences.

5. Memo to UCL on library funding for books and journals: Prior to the meeting Younger sent a memorandum to UCL and to the Graduate Studies Committee of the Academic Council pointing out that the collections budget has grown at a lower rate than has inflationary increases for books and journals. Between 1994/95 and 2000/01, the collections budget increased by 77 percent. However, the serial unit cost increased by 226 percent and the book

unit cost by 66 percent. The library was able to absorb the inflationary increases in the immediate past, but is not able to continue this into the future. The library needs to reduce its level of commitments for books and journals in 02/03. We will pursue two strategies: 1) where we subscribe to serials in both paper and electronic, and where permissible by the licensing contract with the publisher, cut the paper version, and 2) within subject and disciplinary areas, review expenditures for serials, books, data files, and other formats to determine the most appropriate way to reduce commitments.

There was further discussion. Pratt noted that one issue in going to an all electronic format is other costs, e.g. printing. Boulton added that preservation and archiving are issues.

Younger stated that in regard to the long-term preservation of journal back files, some plans are in place. JSTOR's goals start with its commitment to building a reliable and comprehensive archive of important scholarly journal literature and its archive currently includes 169 (in late 2001) journal titles. While this is a small fraction of the total number of e-journals requiring long-term preservation, it is a start. At Notre Dame, we will also pursue collaborative preservation and archiving of print and e-journals through state and national consortia (NERL). As we explore the feasibility of cancelling our subscriptions to print versions of journals in favor of access to the electronic versions of journals, we will ensure that our contracts specify "access in perpetuity" and also put increased emphasis on collaborative long-term preservation efforts.

Mengel expressed concern about universities giving up archiving and turning it over to commercial firms, which sometimes fail. There is also the risk of monopolies. While agreeing with his observation, Younger also noted that in the particular case of UMI, which has an archive of university dissertations, individual institutions are also archiving their own dissertations.

Adams stated that working through consortiums seems to be the best strategy.

Weber pointed out the continuing proliferation of information and changing technology to access that information. Desktop technology can and will be

modified. He finds that course material is moving increasingly to digital format.

Bederman responded that a digital format changes the nature of scholarship. She finds reading online difficult, without the ability to browse or underline. At the same time, it is not cheaper. Weber suggested that this can change with e-books and other technology and that browsing, underlining, etc. are possible. He agrees that this technology is not cheaper.

Bederman stated that she would like to address the subject of funding for books and noted that the external reviewers (for the Self Study 2001) recommended increasing commitments in book funding for retrospective acquisitions.

Younger replied that this recommendation would call for additional funds. For 02/03, Younger replied that the library plans to use a "by subject" means of reviewing commitments for books and journals so that appropriate decisions are made about purchasing books or journals from current funds.

6. Annual report from the University Committee on Libraries to the Academic Council: Part 1, "Resources and the University Investment"; Part 2, "Future Challenges."

Younger received a request for an annual report on current resources and future challenges. Bederman's concern about funding for books could fall under Part 2 of the proposed report, "Future Challenges." Boulton recalled the *Colloquy for the Year 2000*'s recommendation for more funding for books, a goal set forward but never reached. She is concerned that we are now at level funding for the next fiscal year. In looking at percentage increases over the years since the *Colloquy*, the figures show significant increases. However, the increases in volumes held are not as significant.

Younger suggested that "Future Challenges" could be changed to "Major Challenges" to cover past, present and future concerns.

There was some discussion of the type of funding needed to meet these challenges. Boulton suggested that a massive infusion of funding rather than small amounts might be needed to resolve problems, as was done in the 1980s for information technology.

Bederman added that continuing funds and commitments are needed rather than "one shot" fixes.

There was general agreement that the committee should write an annual report, incorporating these concerns.

7. LIBQUAL+, the user survey to be conducted the week of March 25, 2002. An announcement was distributed explaining the purpose and how the survey would be conducted.

There being no further business, the meeting adjourned at 8:45 a.m. The next meeting is scheduled for March 21 with guest Bernie Riley, who will discuss the Center for Research Libraries (CRL).

Respectfully submitted,

Melodie Eiteljorge

Secretary

University Committee on Libraries

March 21, 2002

Present: Steve Silliman, Gail Bederman, Larry Rapagnani, John Adams, Jack Pratt, Larry Taylor, Roger Jacobs, Mark Pilkinton, Margaret Porter, Gay Dannelly, Maureen Boulton, John Weber, David Mengel, Harvey Bender, Jennifer Younger

The meeting began at 8:30. Harvey Bender, chair, opened the meeting. Younger introduced Bernie Reilly, president, Center for Research Libraries.

Mr. Reilly reviewed briefly the history of the center, which was formed in the 1940s for the purpose of holding collections of lesser-used materials from libraries in the Committee on Institutional Cooperation (CIC). Since then, the center has grown into an organization with 96 voting members and 40 associate members. The mission of CRL is to foster and advance scholarly inquiry through cost-effective, cooperative programs that provide reliable access through traditional and electronic means to unique and unusual collections of library materials that are in all appropriate formats, international in

scope, and comprehensive in disciplines.

CRL operates a global cooperative collection development and preservation program that assists academic and research libraries in making otherwise inaccessible and important research materials permanently available to scholars and researchers. CRL's program is supported by a large centralized collection consisting of five major components upon which libraries make local collecting decisions. Academic institutions and their libraries reduce the costs of acquiring, processing, preserving and using carefully selected library materials held in shared ownership by CRL. The center's collections are by definition, not driven by frequency of use, but rather by the needs of libraries and researchers, which are channeled through advisory boards for each subject or other area in which the center collects. One criterion for ownership is that fewer than five other libraries own the material. The components are expensive to collect in relation to their use at any one institution, but are cost-effective when held in common and made available through pooled resources. Thus, the program reduces the rising costs of providing local access to resources that have limited ongoing local demand. Only 25 percent of the center's collections are fully cataloged; many of the collections are described only categorically. Among the 4 million volumes held by the center are a collection of 800,000 foreign dissertations, especially from Europe, and a 6,000 title global newspaper collection. Further information on CRL's collection programs can be found at: <http://www.crl.uchicago.edu/info/collser.htm>.

In response to questions about archiving and preservation, Mr. Reilly mentioned that in recent years, the center has had retained the hard copy of newspapers and other foreign materials that are microfilmed. The microfilming program provides access to items that are fragile and/or unique. The primary preservation thrust is climate controlled storage and minimal handling, with deacidification of only a small number of items. John Weber asked about the implications of digitization for the business of preservation at the center. Mr. Reilly responded that the costs of digital

preservation will lie not in capturing the data, but rather in managing digital data. He mentioned some companies are investing in digital file management software as one means of addressing this question. The center has some experience in digitizing and generally has been able to digitize all of the data even when the physical object is in pieces, as was the case recently for glass slides. The center retains the physical object after digitizing and allows serious scholars to use the original objects as needed even where there is a digital, microfilm or facsimile copy.

Mr. Reilly mentioned that the center's focus is primarily on off-site use, that is, delivery of the materials to the scholars' home library. The center's ILL policies are "scholar-friendly," featuring long, renewable loan periods and the ability to check out long runs of journals or newspapers. Some libraries include catalog records from the center in their local catalogs. Notre Dame does not, but the library is planning on implementing new search software that will allow simultaneous searching of the center's catalog when searching the Notre Dame catalog.

Roger Jacobs inquired whether member libraries can count the center's holdings as part of their collections? Mr. Reilly responded that member libraries do not build any equity in the CRL collections. If a library drops its membership, it is as if that library were never a member.

Harvey Bender thanked Mr. Reilly for visiting Notre Dame and meeting with the UCL. The meeting was adjourned at 8:45 a.m.

University Committee on Libraries

April 11, 2002

The meeting was called to order at 7:30 a.m. at Café DeGrasta by Chairman Harvey Bender. Also in attendance were John Adams, Gail Bederman, Maureen Boulton, Roger Jacobs, David Mengel, Mark Pilkinton, Margaret Porter, Walter Pratt, Larry Rapagnani, Laurence Taylor, John Weber, Jennifer Younger, observer Joanne Bessler, and secretary Melodie Eiteljorge.

The minutes of the meeting of February 24, 2002, and March 21, 2002, were approved as written.

The director reported on the report presented to the Academic Council at its March 27, 2002, meeting and which will be included as an appendix to the minutes in the *Notre Dame Report*. At the February meeting of the Academic Council, a question was asked about the trajectory for library funding and subsequently, Nathan Hatch, provost, requested a report on library funding. Younger's report presents information on recent University investments in the library, comparisons with other research libraries, and the funding trajectory for the library. Also, information on the serious challenge to and strategies for maintaining purchasing power for books and journals is included as these are issues integral to understanding the impact of the funding trajectory for library resources. Discussion focused on the issues raised in regard to the funding trajectory for books and serials. Currently, the library is projecting that the library collections budget will increase overall about two or two and a half percent next fiscal year. There is no increase in the non-salary unrestricted budget but there is an increase of four percent in the restricted budget. In regard to library funding for books and journals for 02/03, Younger reaffirmed that the library must use its existing budget as effectively as possible. She will be sending a memo to all faculty informing them of the issue and requesting their assistance in reviewing book and journal commitments with the goal of reducing our current commitments. The challenge of maintaining sufficient purchasing power is not a new one, but for the recent past, we have been able to cover the inflationary price increases because of a 77 percent increase in our collection budget between 1994/95 and 2000/01. This year, however, our collections budget will increase more modestly and only through the 4 percent increase in the endowment income directed to the collections. Within the libraries, we are using a target of six percent as the goal for reducing commitments. Gay Dannelly identified one goal as preserving access to content and spoke to the complexities of reviewing serial commitments as many of the electronic journals are in

publisher packages. There was general agreement of the need to inform the University administration about increased financial support for library materials. In recent years the University has not increased the non-salary budgets on campus; however, this significantly reduces the purchasing power because book and serial costs are increasing from six to 10 percent annually. The description of UCL in the University *Faculty Handbook* specifies that UCL "reports annually to the Academic Council," which UCL has not done in the last four years. It was decided the committee should make a report this year and requested that Harvey Bender and Jennifer Younger prepare a draft for review at the May meeting.

Respectfully submitted,

Melodie Eiteljorge
Secretary

Attachment to Minutes:

The University Libraries: Report to the
Academic Council
March 27, 2002
Jennifer Younger
Edward H. Arnold Director of
University Libraries

Introduction

After the January 17, 2002 meeting, Nathan Hatch, Provost, requested a report on library funding. This report presents information on recent University investments in the library, comparisons with other research libraries, and the funding trajectory for the library. Also, information on the serious challenge to and strategies for maintaining purchasing power for books and journals is included as these are issues integral to understanding the impact of the funding trajectory for library resources.

The University investment since 1994

The *Report of the Ad hoc Committee on University Libraries* (May 1994) recommended significant improvements in library funding for the University Libraries and the Kresge Law Library. For the University Libraries, the committee estimated the cost of its recommendations to be \$3.9 million for annual (recurring) expenditures and \$29.2

million for one-time (non-recurring) developments. The specific cost estimates and budget additions for the Law Library are not addressed in this report; additions to its budget are reported on only in the total expenditures data in Table 2.

The library budget increased substantially as a result of annual increases from the University totaling \$3,450,000 over a six-year period (FY1995/96 - 2000/01) and from the successful Generations Campaign. At the end of FY 1994/95, the University Libraries had 115 endowments with earnings of approximately \$1 million while six years later, there were 167 endowments with earnings over \$2 million.

The *Report* also identified six areas for one-time expenditures: 1) Retrospective purchases, \$12,500,000; 2) Processing retrospective purchases, \$5,000,000; 3) New equipment, \$300,000; 4) A replacement of the NOTIS system, \$1,000,000; 5) Hesburgh Library renovation, \$10,000,000; and 6) a book security system, \$400,000. The one-time retrospective purchases and processing were not funded separately though the University did allocate some of the recurring money for retrospective purchases and processing. Funding for new equipment was achieved largely through the Campus Workstation Plan (CWP). A replacement for the NOTIS system and the book security system were fully funded. Phase One of the Hesburgh Library renovation was funded at \$8 million through an estate gift.

Comparisons with peer research libraries

As noted in the *Report of the Ad hoc Committee on University Libraries* (May 1994), "The ultimate criterion for evaluating the library is the adequacy of its service to the Notre Dame community." However, comparisons with other libraries can be useful as a measure of resources available to the Libraries for carrying out its mission and responsibilities. Table 2 below [p. 18-391] details the total library expenditures (excluding medical library expenditures) of institutions identified in the *Report* as peer institutions. (The data is for the same institutions as was distributed at the February 2002 Academic Council meeting.) Between 1995 and 2000,

Notre Dame placed third in the percent increase. Rice headed the list at 2.09 percent; Notre Dame was third at 1.46 percent and Syracuse was last at 1.03 percent.

Overall, Notre Dame's relative position in the Association of Research Libraries (ARL) has risen significantly since 1991-92. Our ranking moved from 55th to 48th as of FY99/00.

Funding trajectory for library collections

The library collections budget is funded from unrestricted and restricted sources. In FY00-01, 61 percent of the collections budget came from unrestricted funds and 39 percent from restricted (endowment) income. With the completion in FY00/01 of the annual increases responding to the *Report of the Ad hoc Committee on University Libraries* (May 1994), there was no increase this year in the nonsalary budget from the University. As is discussed later, the annual rate of inflation for books and serials ranges from 6 to 10 percent, and suggests that consideration should be given to increasing the library collections budget to offset to some degree the impact of inflation on purchasing power.

Growth in the library collections budget this year is a function of income from new endowments and/or increased payouts from existing endowments. Though the Generations Campaign has ended, the library continues to receive new endowments including new endowments directed toward library collections in Shakespeare, architecture, Medieval studies, Portuguese studies, globalization and critical technologies in engineering. There is a 20 percent increase in the payout rate from endowments of which we reserved half for covering inflation generally for books and serial subscriptions.

Among our five major funding priorities, three are for library collections. These are in the areas of 1) critical technologies, especially in engineering and the biological sciences, for the 21st century; 2) globalization and issues associated with the spread of a worldwide capitalist market economy in business, economic justice, democratization, and public policy; and 3) Early Christian, Byzantine, and Medieval Collections.

In addition, we have defined other giving opportunities in a wide range of subjects and we have an understanding with Development that any subject of interest to a potential benefactor is one for which we will immediately define an opportunity, such as those recently defined for modern Russian history, Caribbean Studies and Latino Studies. Several endowments have come from this work or are in progress.

Gifts and grants also fund library collections, directly, for acquisitions of books, other formats, and electronic resources, and indirectly, by funding the preservation and/or digitization of existing materials to preserve them in perpetuity or make them accessible to a wider user base. Major NEH support has allowed for the acquisition of Medieval vernacular materials as well as the preservation of significant portions of the collections of the Medieval Institute Library. Multiple expendable matching funds obtained as a result of the NEH initiatives directed by Chris Fox, College of Arts and Letters, have supported the Libraries' Irish studies resources to a very significant degree. A library-initiated grant to the Plym Foundation resulted an endowment for library resources in architecture and grants from the Arthur Vining Davis Foundations support resources in the humanities and Italian medieval/renaissance.

There are no outstanding universities without excellent libraries. To build on the remarkable success of the University in generating external funding, the Libraries need an ongoing place in its priorities, and for that to happen, we must be in the priorities of the colleges, centers, institutes, and schools. We are a knowledge and information infrastructure supporting the campus. We must work with you to define your needs and to incorporate those into our collective priorities. We must partner with you in joint and mutual fundraising initiatives as we recently did with the College of Arts and Letters to support the Asian Studies program through the acquisition of Chinese manuscripts written by Jesuit scholars in the 16th and 17th centuries. As you develop new areas of inquiry, we must take collaborative cognizance of their implications for library resources, programs and services and ensure the

availability of funding for both. Endowed chairs must be created with a "library component" commensurate with the strength and significance of research emanating from it. And advisory councils must be educated to understand that the disciplines do not reside in isolation, but take their intellectual nourishment from a critical base of library resources, programs and services.

Last, we successfully pursue other funding opportunities on campus. We have received additional funds from the Provost's Office and the Graduate School for major purchases including recently the *Web of Science* and *A Mirror for Devout People*, a 15th-century illuminated manuscript.

Maintaining purchasing power for books and journals

The library budget for books, journals and electronic resources is affected by inflation and must be mentioned to fully understand the impact of funding for those resources. Superinflation in the cost of books and journals presents a serious challenge in maintaining purchasing power for books and journals. Since 1986, the journal unit cost increased by 22 percent while the book unit cost increased 66 percent. As a result, among research libraries, expenditures rose steadily but the number of journals purchased declined from an average of 16,312 to 15,223 while the number of books purchased dropped from 32,679 to 27,059 in 2000. At Notre Dame, the annual inflation on the collections budget ranges from 6 percent to 10 percent with most of the inflation occurring in scientific and technical journals. Over the last several years, the collections budget has absorbed the inflationary increases. We were able to do so because between 1994/95 and 2000/01 the library collections budget increased by 77 percent through additional University funds and new endowments for collections. We expect the inflation rate for serials next year of 6 percent at a minimum; the forecasts from national vendors point to a likely rate of 10 percent. Though some additional income from new endowments, gifts, and/or other campus funding opportunities will appear in the library collections budget next year, at this time, we are projecting an overall increase in the collections budget of approximately 2 - 2-1/2 percent.

Strategies for maintaining purchasing power

We have put into place multiple strategies to maintain and grow the purchasing power required to meet effectively the information needs of Notre Dame faculty and students and to become a great destination for learning and research. These strategies revolve around smart shopping, collaboration, and finding new sources of funding. We leverage our purchasing power through the consortial licensing of electronic resources. This spring we want to reduce the number of journals purchased in both paper and electronic formats, preferring the electronic format only where feasible. We also intend to establish a regular review of journal subscriptions in order to be sure we are acquiring the most important titles for Notre Dame users. Where cost effective on the basis of use, we will purchase individual journal articles on demand instead of placing subscriptions to the journal. We will depend on and welcome your support in the cancellation of expensive, low-use titles. We are investing more in approval plans for books to efficiently and economically acquire current books for those subject areas where useful.

Second, we are strengthening existing collaborative relationships on campus, beginning with our good working relationships with the Lab for Social Research, to reduce duplicate purchases in data resources. We will pursue new relationships beyond the campus to enhance resource-sharing and to develop collections cooperatively where possible, including Saint Mary's College (education), and Indiana and Purdue Universities. We will also forge more direct inter-institutional borrowing, particularly in the areas of foreign languages, literature and history, and ensure we make full use of the Center for Research Library collections.

Last, as already mentioned earlier in discussing the funding trajectory for library resources, we will continue to seek new funds through endowments and campus opportunities. In addition, we have and will continue to work with colleges and departments to leverage library funds with college funds for specific collection goals, and to promote university capitalization for the acquisition and delivery of knowledge for new faculty hires.

Not just a library problem

In the past, superinflation has been described nationally as a "library problem." It has been defined as "a seemingly permanent imbalance between the funds accorded to research libraries and the volume of scholarly output libraries are expected to purchase and manage" (*To Publish and Perish* at <http://www.irhe.upenn.edu/pp-pubs/V7N4.pdf>.) Over the last decade, research library directors lobbied to rename this problem a "provost's problem," but this only shifts the responsibility. It doesn't adequately address the "challenge of maintaining access to significant research and scholarship at a time when both the volume and price of information have increased nearly threefold in the last decade alone" (*To Publish and Perish*). Nationally, libraries have reduced acquisitions, leveraged buying power through consortial purchasing of electronic resources, and extended cooperative agreements with other libraries, yet as mentioned above, collectively we have seen a steady decline in the number of books and serials purchased.

It is only recently, with the strength of faculty editorial boards, that there has been any change in this larger pattern of significant cost escalation. In 2001, the American Association of Physical Anthropologists (AAPA) was concerned about the drop in library subscriptions to its journal *American Journal of Physical Anthropology* and negotiated a new publishing agreement with the commercial publisher to cut institutional (library) subscription prices by 40 percent. We have a subscription; this is a direct benefit to Notre Dame.

Scholarly communication and publishing

In addition, we seek to engage Notre Dame faculty as well in making changes to the system of scholarly publishing. From the data on the costs, expenditures and the purchase of books and serials, research librarians think the current system of scholarly communication and publishing is no longer working as effectively as it once was to ensure the fruits of scholarship and research are broadly disseminated and widely available. With University faculty, some of whom have been working with librarians for a decade or more, we

Table 1: Total budget (unrestricted and restricted) by major budget categories
(Source: University Libraries Self Study 2001 Section I.C.2. Table 2)

TABLE 1: Total Budget for University Libraries by Major Budget Categories

	1994-1995	2000-2001	Percent increase
Salaries & Wages	3,906,936	7,093,642	81.6%
Acquisitions	3,453,424	6,122,681	77.3%
Capital	36,020	160,952	346.8 %
Operating	423,995	1,028,515	142.6%
Preservation	131,211	184,132	40.3%
Total	7,951,586	14,589,922	83%

Table 2: Total Library Expenditures: University, Law, and Medical: FY1999/2000

Institution	Expenditures Excluding Medical Library – FY 1999/2000	Total Expenditure FY 1999/2000
Princeton (no law/med)	29,434,902	29,434,902
Duke	20,628,492	24,895,354
Emory	20,936,282	24,336,897
Johns Hopkins (no law)	18,961,998	24,302,865
Washington U – St. Louis	14,888,925	22,861,105
Northwestern	18,207,455	20,667,079
Rice (no law/med)	19,134,032	19,134,032
Georgetown	17,022,829	18,650,513
Notre Dame (no med)	17,225,138	17,225,138
Vanderbilt	13,554,733	16,992,146
Dartmouth (no law)	12,045,351	13,802,562
Syracuse (no med)	11,177,061	11,177,061
Tulane	9,665,029	11,037,542

have listed ways in which other faculty can address this problem listed in a short document titled *Create new systems of scholarly communication, change old systems of scholarly communication* (at <http://www.createchange.org/change.html>). Of course no university faculty can tackle this problem independently of all other faculty, and many of the strategies therefore ask faculty to work through their national or international professional associations.

Though listed as single strategies, there is a common focus that begins with taking an interest in the business aspects of your society's publishing program. Encourage your society to maintain reasonable prices, to define and explain these goals to commercial publishers as important for the broad and affordable dissemination of research, and if warranted, encourage your society to explore alternatives to contracting or selling publications to a commercial publisher. Submit papers to SPARC-supported journals in your discipline or serve on their editorial boards. Examine the pricing, copyright, and licensing agreements of any commercially published journal you contribute to as an author, reviewer, or editor, and discuss within societies or departments, how these agreements help or hinder affordable dissemination of research, e.g., in the ability to post papers on a public archive. Again, within societies, ask questions about the role of campus intellectual property policies in creating an affordable system of scholarly communication.

We are for our part willing to participate in faculty departmental meetings and graduate seminars to discuss scholarly communication issues or to provide you with existing with journal cost-per-use studies, such as those conducted at Wisconsin (physics) or Illinois (chemistry). We are charter members of SPARC, the Scholarly Publishing & Academic Resources Coalition at <http://www.arl.org/sparc/>, that among other activities partners with publishers that bring top-quality low-cost research to a greater audience. We provided information to the editorial board of the *American Midland Naturalist* on cost-effective alternatives for taking the journal on-line and are now providing support to the editors of the *Notre Dame Journal of Formal Logic*.

Concluding thoughts

Our collective ambition is to be a great Catholic university. Toward that goal, the University Libraries, together with the Kresge Law Library, are building a knowledge and information infrastructure supporting Notre Dame students and faculty in their learning, teaching and research. A major increase in financial resources has, and is, leading to great improvements in library services and collections and we continue to build on those initiatives. At the same time, we recognize that the acquisition, preservation and creation of access to knowledge and information in all forms is expensive and we must work together to achieve our shared ambitions.

Faculty Board on Athletics

March 26, 2002

Members present: Prof. Fernand Dutille (chair); Prof. Matthew Barrett; Prof. Harvey Bender; Prof. William Berry; Dr. Matthew Cullinan; Prof. Joseph Guiltinan; Dr. Kate Halischak; Prof. Layna Mosley; Ms. Laura Patterson; (Rev.) Mark Poorman, C.S.C.; Prof. Clark Power; Prof. Kerry Thomas; and Dr. Kevin White.

Members absent: Prof. John Borkowski and Prof. Blake Leyerle.

Observers present: Ms. Sandy Barbour; Ms. Missy Conboy; and Mr. Bernard Muir (all of the Department of Athletics); and Ms. Mary Hendriksen (recorder).

Guests: Mr. Michael Karwoski (of the Department of Athletics).

1. **Call to order and prayer:** The chair called the meeting to order at 4:20 p.m. Prof. Joseph Guiltinan led the group in prayer.

2. **Minutes of previous meeting:** The minutes of the meeting of February 19, 2002, were unanimously approved.

3. **Announcements:** The chair announced that he had approved, on the board's behalf, an amendment to the spring 2002 softball schedule. That amendment calls for an additional excused-absence-half-day (February 21). He also approved an amendment to the

Spring 2002 men's tennis schedule (one excused-absence class period for three students on February 27); and an amendment to the Spring 2002 women's tennis schedule (an excused absence for two students for one class period on March 8). These three amendments related to flight reductions or added time needed for security as a result of the September 11 terrorism.

The chair announced amendments to the schedule for women's swimming (the addition of the Gopher Open Invitational at the University of Minnesota on March 1 and 2, 2002); and an amendment to the schedule for men's lacrosse (adding March 1 as an excused-absence day); and an amendment to the rowing schedule (adding April 8 and 26, 2002, as excused-absence days and dropping April 19). All three schedules remain within University guidelines.

The chair announced approval of the hockey schedule for 2002-03; and of the volleyball schedule for spring 2002.

The chair reminded the board that the terms of several members come to an end in August 2002. Prof. Power, elected from the Arts and Letters faculty, ends his first term and is eligible for re-election. Prof. Guiltinan, elected from the Mendoza College of Business, ends his second term and is therefore ineligible for re-election. Prof. Kerry Thomas, elected from the College of Science, ends his first term. [Since Prof. Thomas will retire at the end of this academic year, he will not seek re-election.] Finally, Ms. Laura Patterson finishes her one-year appointment as student representative. Father Malloy will appoint her successor prior to the beginning of the fall semester. The chair noted that he had written to the appropriate deans regarding needed elections and had consulted with the Office of the President concerning the needed appointment.

The chair informed the board that he had written to each Notre Dame head coach requesting nominations for the Byron V. Kanaley Award(s). The standard for the award: senior monogram winners deemed most exemplary as student-athletes and as leaders. Multiple awards may be made in any given year. The chair will meet with the subcommittee on academic welfare on April 3 to discuss these nominations

and to develop recommendations to the full board. The chair proposed that the recommendations emanating from the subcommittee be sent for an e-mail vote of the full board. Of course, a special meeting of the board could be convened should a significant number of board members so request.

The chair reported on his attendance at a joint meeting of Division IA directors of athletics and faculty athletics representatives in Dallas on February 25-26. (Originally scheduled for last fall, the meeting was postponed due to the September 11 terrorism). The major concern addressed by both groups at the meeting: NCAA governance. In 1997, the NCAA ended its practice of effecting changes in Division I legislation through the vote of each institution cast at the annual NCAA convention. Instead, a board of directors, made up of selected institutional presidents, would decide the fate of legislative proposals that had worked their way up through several tiers of consideration. One result: confusion, since the new regulations provided for four different legislative cycles per year. Many found it difficult to know where any proposal happened to be at any particular time. Since then, the NCAA has moved to two legislative cycles per year. Nonetheless, both the directors of athletics and the faculty athletics representatives at the Dallas meeting felt frustrated by their perceived lack of voice in the process. As reflected in a press release put out by the directors of athletics, who hosted the meeting, both groups seek to enhance their influence on proposed legislation. Neither group, it was stressed, seeks to displace the ultimate power of the board of directors; rather, both groups seek a crisper mechanism for bringing their views to the board of directors, perhaps by an institution-by-institution vote at the annual convention, which vote would then inform the deliberations of the board of directors. The chair added that the virtually unanimous agreement of the directors of athletics and the faculty athletics representatives on this structural issue in no way signals agreement with regard to all substantive issues these groups might address. Nonetheless, it seems likely that the directors of athletics will continue to invite the faculty athletics representatives to meet with them on an annual basis.

The chair informed the group that Grant Teaff, executive director of the Football Coaches of America, spoke at the Dallas meeting. At that meeting, he indicated the association's support for five years of eligibility, as opposed to the current policy allowing four years of eligibility to be exercised within a five-year window. The chair noted his concerns with this proposal. First, the loosening would inevitably apply to all sports, not just football. Second, under such an expanded system, fewer student-athletes would get to play. Finally, if eligibility did expand to five years, a call for allowing a six-year window in which to exercise those five years in cases of injury and the like seems unavoidable.

The chair informed the board that its next meeting will take place in the Coleman-Morse Center, hosted by the Office of Academic Services for Student-Athletes.

4. Men's-soccer schedule: The University's guidelines with regard to scheduling athletics activities during orientation weekend state: "Competitions or athletic activities that may interfere with planned University events for first-year students are discouraged." The men's soccer schedule calls for competition, on the Friday night of that weekend. Although no "planned University event" is scheduled for that evening, the Office of Student Affairs has made clear its view that the entire weekend should be protected to promote the integration of new students into Notre Dame's religious, academic, and social culture. Because of this concern, the chair brought the schedule to the board as one not "clearly" allowed by University guidelines. The Friday-night contest appears on the schedule, the chair reported, only after head coach Bobby Clark checked repeatedly with the Office of First Year of Studies to ensure that the competition would not conflict with a University event. In this regard, the schedule paralleled that proposed earlier by the women's soccer team (and approved by the board); both coaches had arranged their schedule with a good faith intent to avoid conflict with orientation. Prof. Mosley moved, with Prof. Power seconding, that the schedule at issue be approved. Father Poorman asked whether a board subcommittee would address the larger issue of protecting the entire orientation

weekend in future years. The chair responded affirmatively. Father Poorman stressed his hope that the subcommittee would resolve this issue permanently, but indicated that he would oppose the motion "on principle." The motion passed, 8-1.

5. Petition for a waiver of the "nine credit rule:" [Note: This section has been edited in the interests of privacy.] Before the board came the petition of a senior student-athlete for a waiver of the University rule requiring fifth-year student-athletes to carry at least nine credits per semester. The student-athlete indicated a desire to enroll for only six credits, sufficient to complete a "minor." In support of the petition, the student-athlete set forth not only a solid academic record to date, but also the substantial financial burden that three extra credits would place on the family of the student-athlete, a nonscholarship player. Prof. Guiltinan stated that in this case the Board's goal of "engagement" seems to have been met; the student-athlete meets the spirit, though not the letter, of the law. Mr. Muir indicated that the petition resembled one granted by the board last year. The chair pointed out, however, that last year's petition reflected a truly outstanding grade-point average in a demanding discipline, and, moreover, that the petition arose during a transitional time with regard to fifth-year requirements. It is true, though, that in passing the "nine-credit rule" the board probably had in mind primarily scholarship athletes, not paying students. Prof. Barrett worried that granting this petition would signal that the board had reversed itself on its fifth-year requirements. Prof. Mosley voiced her view that mandating "engagement" remains difficult; indeed, even the number of hours that equal engagement seems elusive. The chair indicated the irony presented by our system even after passage of our fifth-year provisions: a football player, for example, might register for only one credit in the last semester prior to graduation and then return as a fifth-year student with nine credits in his ninth semester. The net result: the student-athlete experiences a "non-engagement" semester, but in the off-season, when it is less useful to him. Prof. Power found himself increasingly troubled by how our fifth-year provisions work out; we need to be open to

learning from our experience and, perhaps, to relaxing our "nine-credit" rule. The motion to approve the petition, appropriately seconded, passed 6-3.

6. Petition for a fifth-year of eligibility: Prof. Mosley moved, seconded by Father Poorman, that the petition of another senior student-athlete, Val Luke Watson (track), for a fifth year of eligibility be approved. The board, without discussion, unanimously approved the petition.

7. Facilities report: Dr. White reported to the board on the 18-month process involved in developing a master plan with regard to athletics facilities. The process implicated an analysis of all athletics facilities and all related needs. The plan has now received the approval of both the Officers Group and the Board of Trustees. Involved in the plan: an addition to the Loftus Center, which will unite in one place all aspects of the football operation. As part of a "cluster" concept, a new softball stadium will rise close to the current baseball stadium. A dedicated arena for lacrosse will also be built. Track-and-field facilities will be moved. A dramatic re-working of the Joyce Center will take place. That facility, built 32 years ago to accommodate about one-quarter the number of sports we now have, has become "tired." The seating will be redone in order to provide a totally "individual seat-back" arena. There will be a "club area." As part of the remodeling, concerns related to the Americans with Disability Act will be met. For about \$15 million, we hopefully can produce a facility that would cost over \$100 million to build from scratch.

The department's ticket office will be moved to the ground floor to provide easier access for the public and to vacate space needed for administrative purposes. The mechanicals, the lighting, and other aspects of the Joyce Center will be replaced or improved. Much of the area east of the Joyce Center will be landscaped to soften the currently harsh, parking-lot look. The hockey facility in the north dome of the Joyce Center will be totally redone to provide individual seating and to create the look of an enclosed ice arena. Nonetheless, much of that arena will be movable so that the Joyce's north dome can accommodate events such as junior parents

weekend and the like. This arena will cost about \$10 million as opposed to the approximately \$30 million a new stand-alone arena would cost. The entire plan, costing perhaps \$127 million over a decade, turns out to be quite conservative when compared to happenings at our peer institutions.

Prof. Mosley asked whether the new arrangement in the Joyce Center will place students very near the floor for basketball games. Dr. White said that strong consideration will be given to that concept. Prof. Thomas asked whether special events would be affected by the reconfiguration of the Joyce Center. Dr. White: "We are unhappy to lose 800 seats in the basketball arena, but the Americans with Disabilities Act prompts much of that. Since the interior 'walls' and seats in the hockey arena will be movable, commercial exhibits like the Cavalcade of Wheels will be largely unaffected." Prof. Berry asked about "Rec Sports." "We expect to explore new possibilities," Dr. White responded, "both outdoors and indoors. Phase II of our program will see the expansion of Rolfs Sports Recreation Center. That facility finds itself already pushed by very high demand. But these things will occur under a different plan, not the one under discussion today."

Ms. Patterson noted that some students already feel that the football team is isolated; will centering its operations in Loftus create even more isolation? Dr. White indicated that he had thought about that, but that in any event 26 sports and 800 student-athletes cannot be accommodated in one building. Ms. Conboy added that many other sports will continue to use Loftus; it will not be exclusively a football facility.

8. Proposed NCAA Legislation: Mr. Mike Karwoski, assistant athletics director for compliance, introduced the discussion of proposed NCAA legislation affecting initial-eligibility requirements. The legislation would establish a sliding scale with regard to grade-point averages and SATs. Although proposed legislation would increase the required number of core units from 13 to 16, it would also do away with "partial qualifiers." Ms. Barbour emphasized that the legislation would have little effect on us; Notre Dame's admission standards will not likely change. Dr. White

stressed the need for Notre Dame to take a strong stand against reducing entering requirements. "We do not want Notre Dame's name on this. We will be in a minority position regarding this legislation, but we should want to be." The chair noted that recent data collected by the NCAA show that high-school GPAs more reliably correlate with college graduation than do SAT scores, but these data do not account for the varying difficulty of individual high schools; SATs do provide a uniform assessment. Prof. Barrett pointed out that a sliding scale as envisioned in the legislation would provide eligibility to entering students not only with disastrous SATs, but also with GPAs as low as .0525; to be sure, this will not be a practical problem since such a student would require a score of 1600 on the SAT. Too often, the chair commented, proponents defend lower eligibility standards by alluding to the need to provide disadvantaged students with more access to higher education. But it must be remembered that any student precluded by a higher eligibility requirement will likely be replaced by another disadvantaged student, one more likely to succeed in college. The motion to oppose the proposed NCAA legislation passed unanimously.

The Board next discussed proposed NCAA legislation regarding continuing eligibility. Under current continuing-eligibility rules, student-athletes, to maintain eligibility, must successfully complete increasing percentages of the course requirements in their degree programs: 25 percent before entering their third year; 50 percent before entering their fourth year; and 75 percent before entering their fifth year. This 25/50/75 requirement would, under the proposed legislation, increase to 40/60/80. (A parallel change would apply to student-athletes in a five-year degree program.) The proposal would also require student-athletes entering their second year of collegiate enrollment to have a grade-point average that is at least 90 percent of the minimum grade-point average necessary to graduate. Finally, the proposal would require student-athletes entering their third year to have a grade-point average no lower than that required for graduation in their specific degree program. (Currently, a grade-point average that is 95

percent of that required for graduation suffices.) Ms. Conboy stressed that this proposal is perceived as significantly strengthening current academic requirements. Prof. Barrett moved, with Prof. Guiltinan seconding, that Notre Dame support this proposal. The vote in favor was unanimous.

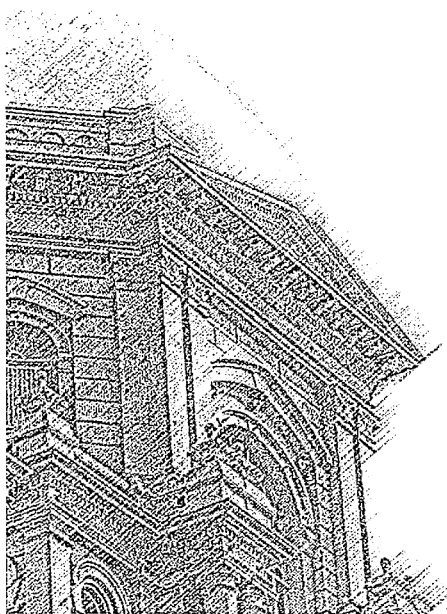
9. Faculty Board cosponsorship of the Bridge Series: Prof. Power described the Bridge Series, monthly discussions sponsored by the Mendelson Center for Sport, Character, and Culture. The program seeks to bring together both the academic and the athletics constituencies at Notre Dame. Prof. Power suggested that the Faculty Board on Athletics, along with the Department of Athletics and the Mendelson Center, cosponsor that series. There would be, he added, no financial considerations for the board. The motion to sponsor passed unanimously.

10. Subcommittee Reports: Prof. Barrett, chair of the subcommittee on student welfare, reported that, at a meeting of Notre Dame's head coaches, he had discussed with them the subcommittee's proposal on competition, practice, and travel during the Triduum. The exchange, he noted, had been a profitable one. For example, coaches of sports like rowing already feel severely constrained in scheduling events since, as a practical matter, only about six weekends during the spring season promise adequate weather. Losing Easter weekend would be, in their view, very damaging. Prof. Barrett observed that the NCAA does accommodate concerns about religious holidays. An institution may file with the NCAA prior to September 1 of any academic year a copy of the institution's policy prohibiting play on specific religious holidays. Such an institution will not be required to compete in NCAA championship events on such days; the event will be moved to a later (not earlier) day. For example, had the women's basketball team of Brigham Young University made it into this year's championship game, scheduled for Easter night, the NCAA would have been required to move that game. Prof. Barrett told the board that his subcommittee would meet with the Student-Athlete Advisory Council on April 4 to discuss the Holy Week issue.

Prof. Power, chair of the subcommittee on communication, indicated his subcommittee's plan to meet with academic advisors of all undergraduate departments on campus. Such meetings could dramatically improve campus awareness of academic concerns and regulations affecting student athletes.

11. Adjournment: The chair adjourned the meeting at 6:02 p.m.

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Kate Russell, Editor
University Communications Design
502 Grace Hall
Notre Dame, IN 46556-5612
(574) 631-4633
e-mail: ndreport.1@nd.edu

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