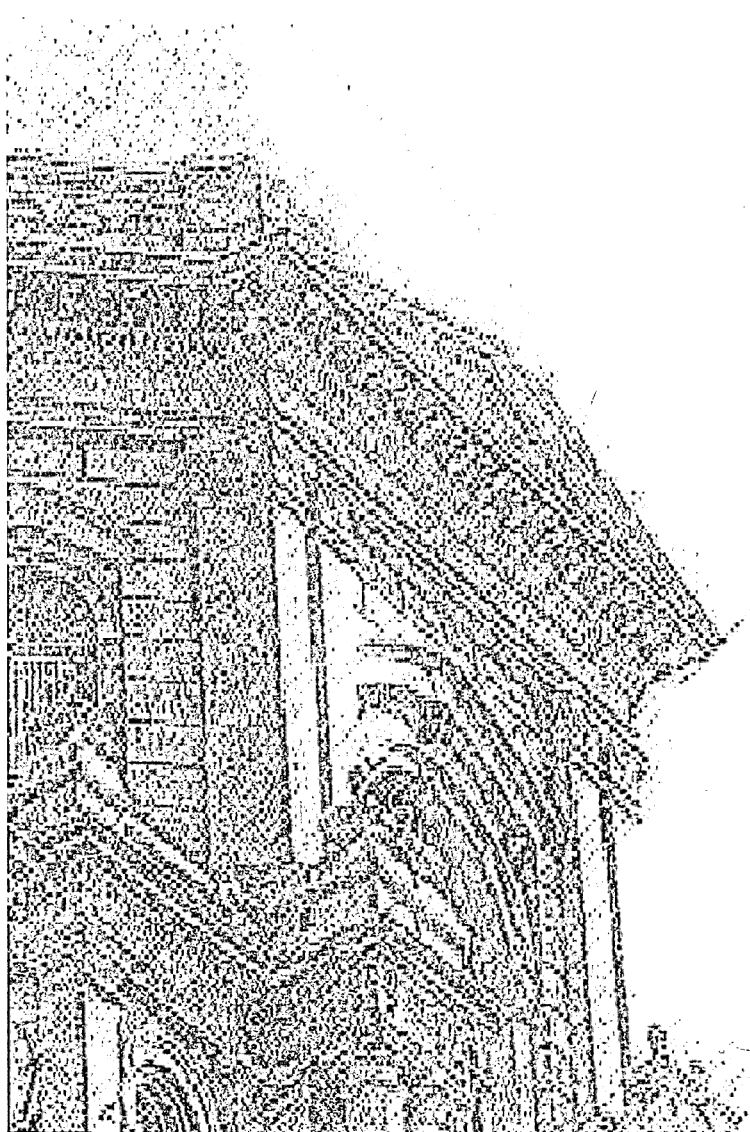


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Faculty Notes

Honors

William H. Brewster, assistant professional specialist and director of executive education, was elected to a one-year term with the Indiana Distance Learning Association board of directors, and was appointed to the association's advisory board.

Theodore Cachey, professor of Romance languages and literatures and Ravarino Family Director of the Devers Program in Dante Studies, won the 2002 Aldo and Jeanne Scaglione Publication Award for a Manuscript in Italian Literary Studies awarded by the Modern Languages Association for *Petrarch's Guide to the Holy Land*, published by the Univ. of Notre Dame Press (2002).

Norman Crowe, professor of architecture, has been named the Plym Distinguished Professor for 2003 by the School of Architecture, Univ. of Illinois, Urbana-Champaign, for his "distinguished career as an educator, the significance of his architectural scholarship, and his contributions to the contemporary discourse on architecture and design and commitment to architectural education."

Paquita Davis-Friday, assistant professor of accountancy, was awarded one of the AICPA's 2002 Best Paper Awards for her paper "The Effects of Macroeconomic Changes on the Value Relevance of Accounting Information: The Case of Mexico and the 1995 Financial Crisis," coauthored with E. Gordon.

Christian Dupont, assistant librarian and curator for Special Collections, was named to the editorial board of *RBM: A Journal of Rare Books, Manuscripts, and Cultural Heritage*.

Frank P. Incropera, McCloskey Dean of Engineering and Brosey Professor of Mechanical Engineering, has been elected vice-chair and chair designate for Section 10 (Mechanical Engineering) of the National Academy of Engineering.

Darcia Narvaez, associate professor of psychology, was appointed to the editorial board of the new journal *República: Política y Sociedad*, published by the Univ. of Guadalajara.

Walter Nugent, Tackes Professor Emeritus of History, was appointed to the advisory board of *Indiana Online*, an online

encyclopedia of Indiana being developed by the Polis Center, Indiana Univ. Purdue Univ., Indianapolis.

Alan Seabaugh, professor of electrical engineering, was elected an IEEE (Institute of Electrical and Electronics Engineers) Fellow, effective Jan. 1, with the following citation: for contributions to high speed and nanoelectronic device and circuit technology.

Susan Guise Sheridan, O'Neill Associate Professor of Anthropology, was elected to the board of trustees of the American Schools of Oriental Research (ASOR) for 2003-2006.

Activities

Asma Afsaruddin, assistant professor of Arabic and fellow in the Kroc Institute, chaired the panel "Education and Identity" at the annual conference of the Middle East Studies Association of North America, Nov. 24, in Washington, D.C., and presented the invited talk "The Most Excellent of Genres: Mining the Fada'il Literature for Historical and Religious Insights" at the Dept. of Arabic Language, Literature, and Linguistics, Georgetown Univ., Washington, D.C., Dec. 16.

Robert E. Barron, visiting professor of theology, presented "God as Artist" at the commencement ceremony at the Pontifical Univ. of St. Thomas, Rome.

Doris L. Bergen, associate professor of history, presented "Sexual Violence in the Holocaust: Unique and Typical?" at the Lessons and Legacies conference on the Holocaust in International Perspective, Univ. of Minnesota, Minneapolis, Nov. 2, and at the same conference, co-facilitated a workshop on "Gender and the Holocaust: Current Issues"; gave closing comments at the international colloquium on "Christian Teachings About Jews in the Shadow of the Holocaust," Pacific Lutheran Univ., Tacoma, Wash., Sept. 29; and commented on a session titled "Theology as Ideology in Nazi and Postwar Germany" at the annual meeting of the German Studies Association, San Diego, Oct. 5.

Kathleen Biddick, professor of history and currently a Fulbright Fellow in Dublin, presented an invited paper "Colonial Laboratory of the National School

in 19th-Century Ireland" at the Univ. of Cork, Dec. 6.

Susan Blum, associate professor of anthropology, presented "Intention-less Sincerity in China: Language Ideology Stretched East" at the annual meeting of the American Anthropological Association, New Orleans, Nov. 23.

Steven M. Boker, assistant professor of psychology, co-hosted (with **Cindy Bergeman**, associate professor of psychology, associate dean of research, and director of the Institute for Scholarship in the Liberal Arts) the inaugural conference in the Notre Dame Series on Quantitative Methodology, May 30 through June 1; presented "Two Recent Advances in Estimating and Testing Differential Equations Models" with E.S. Covey, at the annual meeting of the Society of Multivariate Experimental Psychology, Charlottesville, Va., in October; presented "Dynamical Systems Estimation Using Latent Differential Equation Modeling with Multivariate Multi-Occasion Indicators" with M.C. Neul and J. Rausch at the annual meeting of the Society for Multivariate Analysis in the Behavioral Sciences, Tilburg, The Netherlands, July 3; and presented "Linear Differential Equation Models of Short and Long Term Dynamics Applied to Longitudinal Aging Data" for the Notre Dame Series on Quantitative Methodology: Quantitative Methodology in Aging Research, Notre Dame, May 31.

William H. Brewster, assistant professional specialist and director of executive education, presented "Providing a Complete Community Experience through Distance Learning" at the Executive MBA Council in Keystone, Colo., Oct 14; and "Distributed Learning: Realities of a Player" at the Indiana Distance Learning Association Conference in Indianapolis, Oct 31.

Theodore Cachey, professor of Romance languages and literatures and Ravarino Family Director of the Devers program in Dante Studies, presented "The Muse of Travel: Petrarch and Horace" at the annual meeting of the American Association of Teachers of Italian, Toronto, Nov. 7-10.

Jiaguo Cao, professor of mathematics, presented "Positive Harmonic Functions on Open Manifolds With Big Ends," an invited lecture, for Differential Geom-

etry Day, Eastern Illinois Univ., Charleston, Nov. 2; "Euler Number of Compact Kahler Manifolds with Non-positive Curvature" at the Univ. of Michigan, Sept. 17; and "Compact Manifolds With Non-positive Curvature and Small Injectivity Radius" at the Univ. of Michigan, Oct. 22.

Rev. Leonard F. Chrobot, adjunct professor of sociology, presented "Polonia and the Church at the Beginning of the 21st Century: Problems and Prospects" at the seventh biennial International Conference on East-Central and Polish Affairs; "Quo Vadis American Polonia? From the Past to the Future" at Saint Mary's College of Ave Maria Univ., Orchard Lake, Mich., Oct. 26; and "Sexual Abuse Within the Church: A Sociologist's View" at the Forever Learning Institute, St. Patrick Parish Center, South Bend, Nov. 13.

Michael J. Crowe, Cavanaugh Professor Emeritus in the Humanities in the Program of Liberal Studies, presented "A History of Vector Analysis" at the meeting of the ORESME (Ohio River Early Sources in Mathematics Exposition) Reading Group and an abridged version of the same talk on Nov. 15 at a joint colloquium of the Departments of Mathematics and Physics at the Univ. of Louisville; on Oct. 9 at the Univ. of Louisville Planetarium, he spoke on "William and John Herschel's Quest for Extraterrestrial Intelligent Life"; on Oct. 17 at Louisville's Speed Auditorium he spoke on "One World or Many? An Historical Perspective on the Question of Extraterrestrial Intelligent Life"; and on Nov. 8 in Milwaukee, at the annual meeting of the History of Science Society, he presented "The Copernican Revolution and the Extraterrestrial Intelligent Life Debate."

Lawrence S. Cunningham, O'Brien Professor of Theology, presented "Fidelity in a Time of Crisis" as the Hesburgh Lecture to the Notre Dame Club and Archdiocesan Theology on Tap Organization, Boston, Oct. 24; and "The Bishops and the Local Church" at the Conference on Restoring Trust, Notre Dame, Nov. 4.

Roberto DaMatta, Joyce Professor of Anthropology, gave the Daniel and Elvira Rodrigues Lecture on "Saudade: The Personalization of Time in the Luso-Brazilian Word," an invited lecture for the Rutgers Univ. Institute on Ethnicity,

Culture, and the Modern Experience, the Portuguese and Lusophone World Studies, and the Center for African Studies of Rutgers-Livingstone College, in Newark, N.J., Nov. 23.

Jean A. Dibble, associate professor of art, art history, and design, presented as part of a group exhibition "September 11 Memorial Portfolio," Thomas Hospital, Fairhope, Ala.; "September 11 Memorial Portfolio," Cape Cod Community College, West Barnstable, Mass.; and a solo exhibition titled "The Life in Physics" at Artemisia Gallery, Chicago, Dec. 5-28.

Rev. Michael Driscoll, associate professor of theology, presented "Reflections of a Silver Jubilarian on the Constitution on the Liturgy on its Fortieth Anniversary" at the Pontifical Institute of Liturgy Foundation, New York, Nov. 23.

Keith J. Egan, adjunct professor of theology, lectured on "The Song of Songs in a New Key" at the symposium on the Poetry of John of the Cross, sponsored by the Lumen Christi Institute and the Divinity School at the Univ. of Chicago, Nov. 9; and on "Medieval Mysticism" at the certificate program in spirituality, Lindenwood Institute at Ancilla College, Donaldson, Ind., Nov. 16.

Umesh Garg, professor of physics, presented the nuclear seminar "Compressional-mode Giant Resonances and Nuclear Incompressibility" at the Argonne National Laboratory, Illinois, Nov. 18.

Alyssa Gillespie, Notre Dame Assistant Professor of Russian Language and Literature, organized a panel called "*Vnov'ia posetil'*: The Pushkin Myth Revisited" at the annual American Association for the Advancement of Slavic Studies national convention, Pittsburgh, Nov. 21-24, where she presented "Pushkin's Poetics of Transgression."

Howard Goldblatt, visiting research professor of East Asian languages and literatures, and **Sylvia Li-chun Lin**, assistant professor of East Asian languages and literatures, translated *Red Poppies*, a Chinese novel, recently named one of the 100 best books of the year by the *Los Angeles Times Book Review*.

Dirk M. Guldi, associate professional specialist in the Radiation Laboratory, presented a seminar "Carbon Nanostructures: From Fullerenes to Nanotubes" at Wichita State Univ., Kansas, Nov. 20.

Kevin Hart, professor of English, presented "The Word Become Text" with G. Aichele at the American Academy of Religion/Society for Biblical Literature Conference, Toronto, Nov. 23-26, where he and Y. Sherwood interviewed Jacques Derrida in a plenary session.

Glenn Hendler, associate professor of English, was chair and respondent for a panel on "All Work and No Pay: Imagining Employment in the Nineteenth-Century U.S." at the American Studies Association conference, Houston, Nov. 14-17.

Maxwell Johnson, professor of theology, presented three lectures on "The Mystery of Baptism and the Liturgical Year" at the St. Joseph Education Center, Dowling College, Roman Catholic Diocese of Des Moines, Nov. 2.

Satsuki Kawano, assistant professor of anthropology, presented the invited lecture "Religion in Contemporary Japan" at Ferris Women's Univ., Japan, Nov. 27; and "The Meiji State and the Production of Moral Bodies" at the Inter-Congress of the International Union of Anthropological and Ethnological Sciences in Tokyo, Sep. 22-27.

Pamela A. Krauser, professional specialist in the Graduate School, presented the contributed paper "The Research Administrator as Servant-Leader" at the Society of Research Administrators International annual meeting in Orlando, Oct. 29.

George A. Lopez, director of Policy Studies and senior fellow of the Kroc Institute, presented "Winning Without War in Iraq" to the Notre Dame Club of Sioux Falls S.D., as part of the Hesburgh Alumni Lecture series on Sept. 30; presented "Christian Pacifism in the United States: Then and Now" at the conference "Religious Responses to an Age of Terror" at the Carnegie Council on Ethics and International Affairs, in New York, Oct. 24; with David Cortright, visiting fellow in the Kroc Institute, led a strategic planning seminar "The Lessons of the Sanctions Decade" for members of the UN Secretariat and the UN Security Council at the United Nations, Nov. 4; presented a three-session faculty development seminar "Ethics and International Affairs: Meanings and Methods" on Nov. 7 and 8 for the Faculty Development in International Studies annual workshop,

Univ. of West Virginia, Morgantown; chaired the semiannual meeting of the board of directors of the *Bulletin of the Atomic Scientists* on Nov. 10-12 in Washington, D.C.; was interviewed by Salon.com, various free-lance journalists, and Pacifica News Service on the return of arms inspectors to Iraq; presented "Smart Sanctions and Human Rights: Past, Present and Future" for a conference on Human Rights and Humanitarian Issues, sponsored by the Swedish Ministry for Foreign Affairs at the International Center, Stockholm, Nov. 19; and presented the closing plenary address "Toward a New Model for Sanctions Management: The Role of a U.N. Special Coordinator" at the final meeting of the Stockholm Process for Improving Targeted Sanctions, sponsored by the U.N. Office of the Secretary-General and the Swedish Ministry for Foreign Affairs in Stockholm, Nov. 18-20.

Edward Maginn, associate professor of chemical engineering, presented the invited seminar "In Search of Environmentally Benign Solvents: Are Ionic Liquids the Right Solution?" at Princeton Univ., Dec. 11.

Timothy Matovina, associate professor of theology and director of the Cushwa Center, presented "A Spirituality for Public Service" to the leadership council of the National Catholic Council for Hispanic Ministry (NCCCHM), Notre Dame, Nov. 7; and "Guadalupe: The Evolution of a Mexican Tradition in Texas" to the Henry Luce III Fellows in Theology Conference, Association of Theological Schools in the United States and Canada, Pittsburgh, Nov. 10. He was a panelist for "authors meet critics" session on *A Reader in Latina Feminist Theology: Religion and Justice*, M.P. Aquino, D.L. Machado, and J. Rodríguez, eds., at the annual meeting of the American Academy of Religion, Toronto, and was selected as steering committee member for the Catholic Studies Group of the American Academy of Religion.

Rev. Richard P. McBrien, Crowley-O'Brien Professor of Theology, presented "The Crisis Facing the Roman Catholic Church" at the Saturday Scholars Series, Notre Dame, Sept. 14; "Challenges Facing the Church Today" at St. Matthew's Church, Southborough, Mass., Sept. 19; "The Papacy and Church Reform" and "The Saints: Their Role in

the Life and Devotion of the Church" at the Open Windows Fall Conference, St. Bernard of Clairvaux School, Dallas, in Sept.; "Ecclesiology," "Magisterium," and "Religion and Politics" at the Hesburgh Center for Continuing Formation in Ministry, Catholic Theological Union, Chicago, Oct. 3-4; "Vatican II: 40 Years Later" as a presidential lecture at St. Ignatius Church, Univ. of San Francisco, Oct. 10; "Where Do We Go from Here?" at the conference on "Restoring Trust: Perspectives after Dallas," Notre Dame, Oct. 14; "The Post-Crisis Church: Where Do We Go from Here?" as part of the lecture series: "Whose Church Is It Anyway? Calling the Laity to Renewing the Church in a Time of Crisis," Holy Family Church, Inverness, Ill., Oct. 17; "Do Academics Have an Obligation to Speak Beyond the Academy?" at the Mendoza College of Business, Notre Dame, Nov. 18; and "Jesus' Vision of Church" as a Dorothy Day Lecture, Church of the Holy Family, Virginia Beach, Va., Nov. 21. He appeared on *60 Minutes* on CBS in a discussion of celibacy and the priesthood, televised Oct. 20.

Ralph McInerny, professor of philosophy, presented "On the Distinction of Essence and Esse: Is Thomism an Existentialism?" at Fu-Jen Univ., Taipei, Taiwan, Dec. 12.

Rev. John P. Meier, Warren Professor of Catholic Theology, delivered two addresses at the annual meeting of the Evangelical Theological Society in Toronto, Nov. 22.

Dan Meisel, director of the Radiation Laboratory and professor of chemistry and biochemistry, performed experiments and discussed possible new LINAC with Northrop-Grumman Engineers, Brookhaven, N.Y., Nov. 19-21.

Nathan Mitchell, professional specialist and associate director in the Center for Pastoral Liturgy and concurrent associate professional specialist in theology, presented "Celebrating 40 years: The II Vatican Council's Legacy of Liturgical Reform" at the Univ. of Toledo (Corpus Christi Univ. Parish), Oct. 8; "Ecumenical Issues in Eucharistic Celebration" at the Benedict Center, Madison, Oct. 11-12; the keynote address "What History Teaches About the Communion Rite at Mass" at the annual meeting of the Federation of Diocesan Liturgical Commissions (FDLC), Indianapolis, Oct. 16;

and the keynote address "Connecting Worship, Community, and Culture" at a conference sponsored by the Center for Religion and Spirituality at Loyola Marymount Univ., Los Angeles, Nov. 9.

Darcia Narvaez, associate professor of psychology, presented "Educating Moral Intuitions: Skills, Expertise, Techne" at a Symposium on Emergent Theoretical Models of Moral Psychology at the Association for Moral Education annual meeting, Chicago, in November; presented "*Educacion y desarrollo moral*" (Moral Education and Development) at the Encuentro internacional sobre cultural democratica. Guadalajara's XVI International Fair of the Book, Univ. of Guadalajara, Mexico, in December; and in October, was filmed by *Court TV* as a member of an expert panel on character education in St. Louis, in conjunction with an interview of Laura Bush, some combination of which will be broadcast on *Court TV* in the first quarter of 2003.

Rudolph M. Navari, M.D., associate dean, College of Science, preprofessional studies, presented "Role of Neurokinin-1 Receptor Antagonists in the Control of Chemotherapy-induced Emesis" at the Hematology-Oncology Grand Rounds, Loyola Univ. School of Medicine, Dec. 13.

Walter Nugent, Tackes Professor Emeritus of History, lectured on "Steinbeck and the Joads' Road to California" as part of the Steinbeck centennial observance at the Henry E. Huntington Library, San Marino, Calif., Oct. 29; and presented and led the discussion of his paper "A Catholic Progressive? The Case of Chicago's Judge Edward Osgood Brown" at the seminar on American Religious History, Newberry Library, Chicago, Nov. 7.

Rev. Ronald J. Nuzzi, professional specialist, Alliance for Catholic Education, and director of Catholic School Leadership, presented "Celebrating Our Future" to the Catholic school principals of the Diocese of Fort Wayne-South Bend, Oct. 4; a staff development day to the teachers of the Diocese of Sacramento, Oct. 11; "Enhancing Catholic School Identity" workshop to the principals of the Archdiocese of Providence, R.I., Oct. 16; a presentation on the book *Catholic Schools Still make a Difference: Ten Years of Research 1991-2000*, which he coedited, to the Chief Administrators of Catholic Education (CACE) Annual Conference,

Denver, Oct. 23; "The Spirituality of Leadership" to the Mid-South Catholic Leadership Conference, Lake Barkley, Nov. 3-6; and the keynote address, National Honor Society induction ceremony, Saint Joseph High School, South Bend, Nov. 20.

James A. O'Brien, adjunct assistant professor of accountancy, was a featured speaker and presenter on Dec. 4, at the Northwest Indiana CPA Society's annual year-end CPE seminar, where he summarized and explained 2002 tax changes impacting individual taxpayers and their accountants, to a group of 100 certified public accountants.

Morris Pollard, professor emeritus and director of the Lobund Laboratory, presented "Hormone Refractory Prostate Cancer in L-W Rats" to the research staff of the National Center for Prostate Disease Research, Bethesda, Md., Nov. 21.

Wolfgang Porod, Freimann Professor of Electrical Engineering and director, Center for Nano Science and Technology, served on the program committee for the Second IEEE Conference on Nanotechnology, Washington, D.C., in August.

Joachim Rosenthal, professor of mathematics and concurrent professor of electrical engineering, gave the colloquium talk "Three Challenges of Claude Shannon" and the seminar talk "Constructions of LDPC Codes Using Ramanujan Graphs and Ideas From Margulis" at the Univ. of Nebraska, Lincoln, Nov. 7-9; and presented the joint paper "Unitary Constellations with Large Diversity Product and Small Diversity Sum" at the 40th annual Allerton Conference on Communication, Control, and Computing, Oct. 2-4.

Colleen Ryan-Scheutz, assistant professor in Romance languages, presented "Foreign Language Theater Production and Second Language Acquisition" at the annual meeting of the American Association of Teachers of Italian in Toronto, Nov. 8.

Robert P. Schmuhl, professor of American Studies and director of the Gallivan Program in Journalism, Ethics, and Democracy, discussed "The 2002 Second District Congressional Campaign" on the WNIT-TV program *Politically Speaking* on Nov. 10; moderated and participated in the public forum of Notre Dame's Washington Program "Review and Preview:

The 2002 Elections and What's Ahead," at the Brookings Institution, Washington, D.C., Nov. 12; and talked about "2002: The Year in Review," on the WGN radio program *Extension 720* in Chicago, Dec. 26.

Alan Seabaugh, professor of electrical engineering, presented "Nanoelectronics, Nanomachines, and Future Electronic Systems" at the Technical Univ. of Budapest, Hungary, Oct. 21.

Susan Guise Sheridan, O'Neill Associate Professor of Anthropology, presented an invited paper titled "Reconstruction of Life at Khirbet Qumran" at "The Archaeology of Qumran: The Site of the Dead Sea Scrolls Conference," Brown Univ. Center for Old World Archaeology and Art, Providence, R.I., Nov. 19; and "Bioarchaeological Reconstruction of Political and Economic Change in Medieval Nubia" with D. Van Gerven, at the 2002 annual American Schools of Oriental Research meetings, Toronto, Nov. 22.

Duncan Stroik, associate professor of architecture, participated in a colloquium on "Theology and the Built Environment" at Calvin College, where he presented "Spontaneous Shrines and Temporary Churches" in September; presented "Architecture and the New Evangelisation," at the LaCrosse Diocesan Convocation, Wis., in September; presented "Church Architecture and the Naked Public Square" to the St. Anselm Institute at the Univ. of Virginia School of Architecture, in November; and delivered a series of lectures on ecclesiastical architecture, during the Diocesan Priest's Study Days at the St. Gregory the Great Seminary in Lincoln, Neb., in November.

Lee Tavis, Smith Professor of Finance, presented "Novartis and the United Nations Global Compact Initiative" at the "Global Governance and Peace" conference, Univ. of Michigan, Nov. 23.

Julia Adeney Thomas, associate professor of history, presented "Cultural Policy and the American Occupation of Japan" at a conference on "International Relations and Culture" in Wittenberg, Germany, Dec. 18-20.

Rev. Joseph Weiss, S.J., administrative director at the Institute for Church Life, acting director at the Center for Pastoral Liturgy, and concurrent associate professional specialist in theology, presented

four three-day workshops on the 2002 *General Instruction of the Roman Missal* to priests of the Archdiocese for Military Services U.S.A., Washington, D.C., Sept. 8-11, San Antonio, Sept. 24-26, San Diego, Oct. 15-17, and Frankfurt, Germany, Nov. 4-6; and conducted a four-day retreat for priests of the Archdiocese of Dubuque, "Ministry in Difficult Times," at the American Martyrs Retreat House, Cedar Falls, Iowa, Oct. 21-24.

Rev. Oliver F. Williams, C.S.C., director, Center for Ethics and Religious Values in Business, and fellow of the Kroc Institute, presented "The Vision of Centesimus Annus" to the Notre Dame Club of Mohawk Valley, Utica, N.Y., Nov. 15; "Doing Well While Doing Good: A Catholic Vision" to the Catholic Professional and Business Club in the Diocese of Sacramento, Dec. 11, to the Catholic Professional and Business Club in the Diocese of San Jose, Dec. 12, and to the Catholic Professional and Business Club in the Diocese of Stockton, Modesto, Calif., Dec. 13; and "The UN Global Compact: The Challenge and the Promise," Markkula Center for Applied Ethics, Santa Clara Univ., Dec. 12.

Eduardo E. Wolf, professor of chemical engineering, presented "Monte Carlo Simulation of the Effect of Microstructure and Poisoning on Supported Catalysts," coauthored with F. Gracia, at the International Symposium of Chemical Reaction Engineering, Hong Kong, Aug. 25-28; "High Throughput Infrared Thermography and Parallel Activity Studies of the Preferential Oxidation of CO," coauthored with F. Gracia and W. Li, and "Preparation of Highly Active and Stable Pt Sulfated Zirconia Catalysts. EXAFS Studies and n-pentane Isomerization," coauthored with S. Vijay, J. Miller, and J. Kropf, at the AIChE meeting, Indianapolis, Nov. 4-8; "*Caracterización de superficies catalíticas por métodos in-situ y estudio de catalizadores por métodos combinatorios*," the keynote lecture, at the second Jornadas Chilenas de Catalysis y Adsorción, Univ. de Santiago, Santiago, Chile, Nov. 21-22.

Carolyn Y. Woo, Gillen Dean and Siegfried Chair in Entrepreneurial Studies, presented "The Role of Catholic Business Education" to the Association of Southeast and East Asian Catholic Colleges and Universities, Fremantle, Australia, in August; "Managing Performance Across

Cultures" to the Eli Lilly Asian American Network, Indianapolis, in September; "On the Slippery Slope of Business Conduct" to the Prudential Civic Speaker Series/Midtown Educational Foundation (MEF), Chicago, in September, to the Michiana Estate Planning Council, South Bend, Oct. 1, and at the Barnes and Thornburg Women's Reception, Ft. Wayne, Oct. 2; and "Professionalism in Youth Ministry" to the National Conference on Catholic Youth, Denver, in December.

Samir Younés, associate professor of architecture and director of Rome Studies, delivered a lecture titled "*Quatremère de Quincy* and the Theory of Imitation in the Fine Arts" at Clemson Univ. School of Architecture, Genova Program, Genova, Italy, Nov. 18.

Publications

David Aune, professor of theology, published "God and Time in the Apocalypse of John" in *The Forgotten God: The God of Jesus Christ in New Testament Theology: Essays in Honor of Paul J. Achtemeier on the Occasion of his Seventy-fifth Birthday*, F.J. Matena and A.A. Das, eds. (Louisville: Westminster John Knox, 2002); "The Judgment Seat of Christ (2 Cor. 5: 10)" in *Pauline Conversations in Context: Essays in Honor of Calvin J. Roetzel*, JSNT-Sup 221 (Sheffield: Sheffield Univ. Press, 2002): 68-86; and "Luke 1:1-4: Historical or Scientific Prooimion?" in *Paul, Luke and the Greco-Roman World: Essays in Honour of Alexander J. M. Wedderburn*, A. Christophersen, C. Claussen, J. Frey, and B. Longenecker, eds., JSNT-Sup 217 (Sheffield: Sheffield Univ. Press, 2002): 138-48.

Matthew J. Barrett, professor of law, published the teacher's manual to the concise version of the third edition of the *Accounting for Lawyers* casebook, coauthored with D.R. Herwitz (Foundation Press, 2002): 201 pp.; and "Enron, Accounting, and Lawyers" as a special update to the unabridged and concise versions of the third edition of the casebook, 9 pp.

Robert E. Barron, visiting-professor of theology, published "Evangelizing the American Culture" in *Second Spring*, No. 2 (2002).

Cindy Bergeman, associate professor of psychology, associate dean of research, and director of the Institute for Scholarship in the Liberal Arts, coauthored "Adjustment to Widowhood: A Dynamical Systems Approach to Emotion Regulation" with T.L. Bisconti and **Steven M. Boker**, assistant professor of psychology, a conference paper for the annual meeting of the American Psychological Association, Chicago, in August; and published *Quantitative Methodology in Aging Research*, coauthored with Steven M. Boker (Hillsdale, N.J.: Lawrence Erlbaum Associates, 2002).

Doris L. Bergen, associate professor of history, published *War and Genocide: A Concise History of the Holocaust* (Landham, Md.: Rowman and Littlefield, 2003): 263 pp.

Gary H. Bernstein, professor of electrical engineering, coauthored "Signal Processing with Coupled Ferromagnetic Dots" with G. Casaba, A. Imgre, and **Wolfgang Porod**, Freimann Professor of Electrical Engineering and director, Center for Nano Science and Technology, and V. Metlushko, presented at the Second IEEE Conference on Nanotechnology, Washington, D.C., in August.

Kathleen Biddick, professor of history, published *The Typological Imaginary: Circumcision, Technology, History*, forthcoming in the Material Text series of the Univ. of Pennsylvania Press, 2003.

Patricia Blanchette, associate professor of philosophy, published "Realism and Paradox," *Notre Dame Journal of Formal Logic* 41, No. 3 (2000, released 2002): 227-241.

Steven M. Boker, assistant professor of psychology, coauthored "Assessing Significance in Linear Oscillator Models" with E.S. Covey, a conference paper for the annual meeting of the Society for Mathematical Psychology, Miami Univ., Oxford, Ohio, in August; published "Consequences of Continuity: The Hunt for Intrinsic Properties Within Parameters of Dynamics in Psychological Processes," a peer-reviewed paper, in *Multivariate Behavioral Research* 37, No. 3 (2002): 405-422; coauthored "A Method for Modeling the Intrinsic Dynamics of Intraindividual Variability: Recovering the Parameters of Simulated Oscillators in Multi-Wave Panel Data" with J.R. Nesselrode, *ibid.*,

No. 1: 127-160; and coauthored "An Algorithm for the Hierarchical Organization of Path Diagrams and Calculation of Components of Covariance Between Variables" with J.J. McArdle, and M.C. Neale, in *Structural Equation Modeling* 9, No. 2 (2002): 174-194.

Bruce A. Bunker, chair and professor of physics, coauthored "Size-Dependent Spontaneous Alloying of Au-Ag Nanoparticles" with T. Shibata, Z. Zhang, **Dan Meisel**, director of the Radiation Laboratory and professor of chemistry and biochemistry, C.F. Varde-man II, and **J. Daniel Gezelter**, assistant professor of chemistry, *Journal of the American Chemical Society* 124, No. 40 (2002): 11989-11996.

Theodore Cachey, professor of Romance languages and literatures and Ravarino Family Director of the Devers Program in Dante Studies, published *Petrarch's Guide to the Holy Land Itinerary to the Sepulcher of Our Lord Jesus Christ*, a facsimile edition with an introductory essay, translation, and notes (London and Notre Dame: Univ. of Notre Dame Press, 2002): 235 pp.

Arpad I. Csurgay, visiting professor of electrical engineering, and **Wolfgang Porod**, Freimann Professor of Electrical Engineering and director, Center for Nano Science and Technology, coauthored "The Circuit Paradigm in Modeling Coupled Nanomechanic-Nanoelectronic Dynamics," presented at the Second IEEE Conference on Nanotechnology, Washington, D.C., in August.

E. Mark Cummings, Notre Dame Professor of Psychology and Kroc Institute fellow, coauthored "Couples' and Children's Functioning in Families: Towards a Family-wide Perspective in Relationship Maintenance and Enhancement" with M. Graham, in *Maintaining and Enhancing Close Relationships: A Clinician's Guide*, J.H. Harvey and A. Wenzel, eds. (Mahwah, N.J.: Lawrence Erlbaum Associates, Inc., 2002): 81-104; "Parenting and Attachment" with J.S. Cummings, in *Handbook of Parenting* 5, M.H. Bornstein, ed. (Mahwah, N.J.: Lawrence Erlbaum Associates, 2002): 35-58; "Effects of Marital Conflict on Children: Recent Advances and Emerging Themes in Process-oriented Research, with P.T. Davies, *Journal of Child Psychology and Psychiatry* 43 (2002): 31-63; "Children's Emotional Reactivity to Interadult Non-

verbal Conflict Expressions" with G. DeArth-Pendley, *Journal of Genetic Psychology* 163, No. 1 (2002): 97-111; "Marital Conflict in the Home When Children Are Present Versus Absent" with L.M. Papp and **Marcie C. Goeke-Morey**, research assistant professor of psychology, in *Developmental Psychology* 38 (2002): 774-783; and "Children's Responses to Mothers' and Fathers' Emotionality and Conflict Tactics During Marital Conflict in the Home" with Marcie C. Goeke-Morey, L.M. Papp, and T.L. Dukewich, *Journal of Family Psychology* (Dec.).

Lawrence S. Cunningham, O'Brien Professor of Theology, published "Religion Book Notes," *Commonweal* cxxix (Sept. 17): 26-29; "What is an Ecumenical Council?" in *U.S. Catholic* (Oct.): 32; "Murder in Palermo: The Integrity of One Priest," *Commonweal* cxxix (Oct. 11): 1-12; "Stairway to Heaven," *Notre Dame Magazine* 31, No. 3 (Autumn): 25-30; "Religion Book Notes," *Commonweal* cxxix (Oct. 25): 28-30; a review of *Survival or Prophecy: The Letters of Thomas Merton and Jean LeClerc* in *Spiritus* 2, No. 2 (Fall): 260-262; and "Religion Book Notes," *Commonweal* cxxix (Nov. 8): 38-43.

Jean A. Dibble, associate professor of art, art history, and design, was reviewed in "Prints of Darkness: Traveling Art Exhibit Offers Diverse Views of 9/11 Tragedy" by D. Forman, *Cape Cod Times*, Nov. 21.

Christian Dupont, assistant librarian and curator for Special Collections, published "*Giulio Acquaticci e John Zahm collezionisti di Dante*" in *Atti del convegno Quei battenti sempre aperti: Gli Acquaticci e Treia nella cultura marchigiana* (Treia: Accademia Georgica, 2002): 99-154.

Leonid Faybusovich, professor of mathematics, published "On Nesterov's Approach to Semi-infinite Programming" in *Acta Applicandae Mathematicae* 74 (Nov.): 195-215.

Stephen Fredman, professor of English, reviewed G. Ward's *Statutes of Liberty: The New York School of Poets*, 2nd ed. in *American Literature* 74, No. 3 (2002): 664-66.

Umesh Garg, professor of physics, coauthored "Compressional-mode Giant Resonances in Deformed Nuclei" with M. Itoh, H. Sakaguchi, M. Uchida, T. Ishikawa, T. Kawabata, T. Murakami, H.

Takeda, T. Taki, S. Terashima, N. Tsukahara, Y. Yasuda, M. Yosoi, M. Hedden, B. Kharraja, M. Koss, B.K. Nayak, S. Zhu, H. Fujimura, M. Fujiwara, K. Hara, H.P. Yoshida, H. Akimune, M.N. Harakeh, and M. Volkerts, published in *Physics Letters B* 549 (2002): 58-63.

Marcie C. Goeke-Morey, research assistant professor of psychology, coauthored "Children's Emotional Security and Interparental Conflict" with P.T. Davies, G.T. Harold, and **E. Mark Cummings**, Notre Dame Professor of Psychology and Kroc Institute fellow, *Monographs of the Society for Research on Child Development* 67, No. 3 (2002): 131 pp.

Denis Goulet, O'Neill Professor Emeritus of Economics, published "A Christian NGO Faces Globalisation: CRS as Development Agent" in *Local Ownership, Global Change: Will Civil Society Save the World?* R. Hoskbergen and L.M. Ewert, eds. (Monrovia, Calif.: World Vision International, 2002): 204-232.

Dirk M. Guldi, associate professional specialist in the Radiation Laboratory, coauthored "Layer-by-Layer Construction of Nanostructured Porphyrin-Fullerene" with F. Pelarini, M. Prato, C. Granito, and L. Troisi, *NANO Letters* 2, No. 9 (2002): 965-968; and coauthored "Molecular Design of Strong Single-Wall Carbon Nanotube/Polyelectrolyte Multilayer Composites" with A.A. Mamedov, N.A. Kotov, M. Prato, J.P. Wicksted, and A. Hirsch, *Nature Materials* 1 (2002): 190-194.

Jan L. Hagens, assistant professor of German, published "Spielen und Zuschauen in Jakob Bidermanns *Philemon Martyr* (Teil II): 'Theatrum Mundi' als anti-deterministische und anti-humanistische Waffe des Jesuitentheaters" in *Daphnis: Zeitschrift für Mittlere Deutsche Literatur und Kultur der Frühen Neuzeit (1400-1750)* 30 (2001): 691-725.

Kevin Hart, professor of English, published *Flame Tree: Selected Poems* (Newcastle-Upon-Tyne: Bloodaxe Books, 2002), 205 pp.; a review of Merold Westphal, ed. *Postmodern Philosophy and Christian Thought*, and Douglas Groot-huis, *Truth Decay: Defending Christianity Against the Challenges of Postmodernism*, in *Sophia* 41, No. 2 (Oct.): 93-94; and "Blanchot" in *Key Contemporary Social Theorists*, A. Elliott and L. Ray, eds. (Oxford: Basil Blackwell, 2002): 77-84.

Frank P. Incropera, McCloskey Dean of Engineering and Brosey Professor of Mechanical Engineering, coauthored "Surface Temperature Measurement of Semi-transparent Ceramics" with F.E. Pfefferkorn and Y.C. Shin, published as paper IMECE 2002-HT-39543 in the *Proceedings of the ASME International Mechanical Engineering Congress and Exposition*, November.

Maxwell Johnson, professor of theology, published *The Virgin of Guadalupe: Theological Reflections of an Anglo-Lutheran Liturgist* (Lanham, Md.: Rowman and Littlefield, Inc., 2002) 192 pp.

Prashant V. Kamat, professional specialist in the Radiation Laboratory, coauthored "Nanoparticles in Advanced Oxidation Processes" with **Dan Meisel**, director of the Radiation Laboratory and professor of chemistry and biochemistry, *Current Opinion in Colloid and Interface Science* 7 (2002): 282-287.

Thomas A. Klein, visiting professor of business ethics and marketing, published a review of *The End of Economic Man: An Introduction to Humanistic Economics*, 4th edition (New York: Norton, 2001) in the *Journal of Macromarketing* 22, No. 2 (Dec.): 189-192.

Sr. Jean Lenz, O.S.F., assistant vice president for student affairs, published *Loyal Sons and Daughters: A Notre Dame Memoir* (Rowman and Littlefield, 2002).

Chao Liu, associate professor of accountancy, and **Fred Mittelstaedt**, Price WaterhouseCoopers Faculty Fellow and professor of accountancy, had their paper "Materiality Judgments and Disclosure of Retirement Health Care Costs Under SFAS No. 81" published in the *Review of Accounting Studies* 7, No. 4 (Dec.): 405-434.

Edward Maginn, associate professor of chemical engineering, and T. I. Morrow published "Molecular Dynamics Study of the Ionic Liquid 1-n-butyl-3-methylimidazolium Hexafluorophosphate," *Journal of Physical Chemistry B* 106 (2002): 12807-12813.

William D. McGlinn, assistant chair and professor emeritus of physics, published *Introduction to Relativity* (Baltimore and London: The Johns Hopkins Univ. Press, 2002): 205 pp.

Ralph McInerney, Grace Professor of Medieval Studies, director of the Marit-

ain Center, and professor of philosophy, published the poem "Memento Mori" in *The Formalist* 13, No. 2 (2002): 18. +

Nathan Mitchell, professional specialist and associate director in the Center for Pastoral Liturgy and concurrent associate professional specialist in theology, published "Short-Term Solution or Long-Term Problem?" for the "Amen Corner," *Worship* 76, No. 5 (Sept.): 456-466; "A Changing of the Guard," *ibid.*, No. 6 (Nov.): 546-557; and "Forty Years Since Vatican II," *Continuing the Journey: Celebrating 40 Years of Vatican II* (Allen, Tex.: Thomas More, 2002): 17-39.

Peter R. Moody Jr., professor of political science, published "Some Problems in Taiwan's Democratic Consolidation" in *Assessing the Lee Teng-hui Legacy in Taiwan's Politics*, B.J. Dickson and C.-M. Chao, eds. (Armonk, 2002): 27-50.

Darcia Narvaez, associate professor of psychology, coauthored "Moral Schemas and Tacit Judgment or How the Defining Issues Test Is Supported by Cognitive Science" with T. Bock, *Journal of Moral Education* 31, No. 3 (2002): 297-314.

Walter Nugent, Tackes Professor Emeritus of history, published "William White's Early Work," *Western Historical Quarterly* 33 (summer): 138-142; a review of J.M. Jasper's *Restless Nation* in *Journal of American Ethnic History* 21 (winter): 82-83; and, with A. Zakai, an obituary of Y. Arieli in *Perspectives: Newsmagazine of the American Historical Association* 40 (Nov.): 43, and *OAH Newsletter* 30 (Nov.): 21.

Rev. Ronald J. Nuzzi, professional specialist, Alliance for Catholic Education, and director of Catholic School Leadership, coedited *Catholic Schools Still Make a Difference: Ten Years of Research 1991-2000* with T. Hunt and J. Ellis (Washington, DC: National Catholic Educational Association, 2002).

William O'Rourke, professor of English, published a review of D. Ellsberg's memoir *Secrets*, "Ellsberg Charts Change From Insider to Activist" in the *National Catholic Reporter* 39, No. 5 (Nov. 22): 14, and the essay "Blue and Red America Post 9/11" in *Arts Indiana OnLine* at www.artsindiana.org, Nov..

Catherine Pieronek, director of Women's Engineering Programs, published a book review of J. Gavara's *Tilting the*

Playing Field: Schools, Sports, Sex and Title IX in the *Journal of College and University Law* 29 (2002): 205-223.

Simon M. Pimblott, professional specialist in the Radiation Laboratory, coauthored "On 3H b-Particle and 60Co γ Irradiation of Aqueous Systems" with R.E. Harris, *Radiation Research* 158 (2002): 493-504.

Dean A. Porter, director emeritus of the Snite Museum of Art, wrote "Introduction" to David Witt's *Taos Moderns* (Santa Fe: Red Crane Books, 2002).

W. Robert Scheidt, Warren Professor of Chemistry and Biochemistry, coauthored "Iron Normal Mode Dynamics in a Porphyrin-imidazole Model for Deoxyheme Proteins" with B.K. Rai, S.M. Durbin, E.W. Prohofskey, J.T. Sage, M.K. Ellison, W. Sturhahn, and E.E. Alp, *Physical Review E* 66 (2002): 051904 (12 pp.); and "Nitrosyliron(III) Porphyrinates: Porphyrin Core Conformation and FeNO Geometry. Any Correlation?" with M.K. Ellison and C.E. Schulz, *Journal of the American Chemical Society* 124 (2002): 13833-13841.

Steven R. Schmid, associate professor of aerospace and mechanical engineering, coauthored "Macroscale Insight from Nanoscale Testing" with L.G. Hector, in *Nanotribology—Critical Assessment and Research Needs*, S.M. Hsu and Z.C. Ying, eds. (Kluwer Academic Publishers, 2003): 399-410.

Robert P. Schmuhl, professor of American Studies and director of the Gallivan Program in Journalism, Ethics, and Democracy, contributed the foreword to the publication of the Red Thread to the Journalism, *Returning to Our Roots*, by J. Lehrer (Kansas City: Universal Press Syndicate, 2002): 4-5; "Chicken or Egg?" a review of the book *The Press Effect* by K.H. Jamieson and P. Waldman in *Commonweal* 129, No. 20, (Nov. 22): 28-29; and "An Engrossing Biography of No. 1 Naysayer H.L. Mencken," a review of *The Skeptic* by T. Teachout, in *Chicago Tribune Books*, Sec. 14 (Dec. 22): 1 and 4.

Susan Guise Sheridan, O'Neill Associate Professor of Anthropology, published "Scholars, Soldiers, Craftsmen, Elites? Analysis of the Human Remains from Qumran" in *Dead Sea Discoveries* 9, No. 2 (2002): 199-248.

Bradley D. Smith, professor of chemistry and biochemistry, coauthored "Evaluation of Flat Sheet and Hollow Fiber Supported Liquid Membranes From Fructose Pertraction for a Mixture of Sugars" with M. Di Luccio, T. Kida, T.L.M. Alves, and C.P. Borges, *Desalination* 148 (2002): 213-220; "Synthetic Membrane Transporters" with J. Middleton Boon, *Current Opinion in Chemical Biology* 6 (2002): 749-756; and "Conformational Switches: Controlling the Carbamate C-N Rotamer Equilibrium" with M.J. Deetz, M. Jonas, and J.P. Malerich, *Supramolecular Chemistry* 14 (2002): 487-489.

Andrew J. Sommese, Duncan Professor of Mathematics, coauthored with J. Verschelde and C.W. Wampler "Symmetric Functions Applied to Decomposing Solution Sets of Polynomial Systems," *SIAM Journal on Numerical Analysis* 40 (2002): 2026-2046.

Duncan Stroik, associate professor of architecture, authored "Advice to Priests on Sacred Architecture" in *The Priest* (July); "*Rerum Supernarum Signa et Symbola*" in *Sacred Architecture* (Spring); and "What is a Church Building For? It Isn't Just a Functional Structure" in its "Viewpoints" feature of *Catholic News Service* (December).

Mark A. Suckow, director and research associate professor, Freimann Life Science Center, coauthored "Immunization of Rabbits Against a Bacterial Pathogen With an Alginate Microparticle Vaccine" with L.Z. Jarvinen, H. HogenEsch, K. Park, and T.L. Bowersock, *Journal of Controlled Release* 85 (2002): 227-235.

Jay Tidmarsh, professor of law, published "Agent Orange Heads to the Supreme Court" in *Jurist* at <http://jurist.law.pitt.edu/forum/forumnew81.php> (Dec. 18).

Carroll William Westfall, Montana Professor of Architecture, published "The City in the Image of Man," a commentary on D.N. Robinson's "Inventing the Subject: The Renewal of 'Psychological' Psychology," in *Antropologisk Psykologi* No. 11 (2002) 117-122.

Administrators' Notes

Activities

Annie Cahill, director of community partnerships and service learning at the Center for Social Concerns, presented "Realizing the Civic Mission of Higher Education" at the Campus Compact National Summit, Providence, R.I., Nov. 7-9.

Steve Camilleri, director, and **Nicole Shirilla**, assistant director of the Notre Dame Vocation Initiative (NDVI), led the Vocare retreat for next spring's facilitators at the Oakwood Retreat Center in Syracuse, Ind., Sept. 27-29; and the retreat for this past summer's ND Vision counselors on how to integrate their experience of the summer into their everyday lives as college students at the Oakwood Retreat Center in Syracuse, Nov. 8-10.

Thomas Cummings, director of the Satellite Theological Education Program (STEP), led workshops on e-learning at the Diocese of Kalamazoo Religious Education Conference, Sept. 21.

Pamela Jackson, associate director for research and program development at the Center for Pastoral Liturgy, presented "Adult Faith Formation and the Universal Call to Holiness" at the Total Catholic Education Conference, Pittsburgh, Oct. 19.

Administration to Democratic Participation," in *The Ford Foundation's 40 Years in Brazil: A Partnership for Social Change*, ed. by N. Brooke and M. Witoszynsky (São Paulo, Brazil: Univ. of São Paulo Press, 2002): 166-197.

Publications

Alan S. Bigger, director of Building Services, coauthored "A Tragic Impact: The Great American Disposable Society" with L.B. Bigger, in *Executive Housekeeping Today* 23, No. 12 (Dec.): 6-7.

Cappy Gagnon, manager of special event security, published "Security Planning" in *Workplace Violence Prevention, A Practical Guide To Security on the Job* (North Vancouver, B.C.: Specialty Technical Publishers, 2002).

Elizabeth Station, grant and contract specialist in the Institute for Latino Studies, and **Christopher Welna**, associate director, fellow, and professional specialist in the Kellogg Institute, director of the Latin American Studies Program, and concurrent assistant professor of political science, coauthored "From Public

Documentation

University Committee on Libraries

September 19, 2002

The meeting was called to order at 3:30 p.m., 222A Hesburgh Library by Director Jennifer Younger. Also in attendance were Wesley Calvert, Roger Jacobs, Theresa Krier, Mark Pilkinton, Walter Pratt, Marsha Stevenson, David Smith, John Weber, Gordon Wishon, observer Gay Dannelly and secretary Melodie Eiteljorge.

The minutes of the meeting of May 16, 2002 were approved as written.

The first order of business was the election of a chair. David Smith nominated Walter "Jack" Pratt. By a unanimous vote the motion was carried and Pratt accepted the office.

At the last meeting in May the committee reviewed a draft of its annual report to the Academic Council. Over the summer Younger and chair Harvey Bender incorporated suggested revisions. With those revisions Bender will now submit the report.

Younger reported that in the Hesburgh Library we have implemented a new food and drink policy. Tent cards publicizing the policy have been placed on tables throughout the building.

In regard to renovation, Younger reported that demolition of the basement is almost finished. There were some unforeseen factors that will result in a slight decrease in the amount of compact shelving to be installed. The basement should be finished by August, 2003. On September 18, 2003, the Libraries will hold a celebration dedicating the new lower level. On that same date in 1963 the building, then called Memorial Library, was dedicated.

Younger also reported that throughout October five candidates will visit campus to interview for the Associate Director for User Services position. Committee members are invited to attend presentations given by the candidates.

Younger next asked Dannelly to report on serials cancellations. We have completed a serials cancellation project over the past several months in an attempt to stay within our overall library collec-

tions budget. In that project, we have cancelled more than 500 titles and saved over \$170,000 in 2002 prices. We continue to look at options in a fluctuating market.

Stevenson reported that she met with Sue Dietl and Jennifer Younger over the summer to look at the process for recalling books. We have resolved technical problems so that we can now create overdue recall notices in the automated system separately from initial recall notices and regular overdue notices. The question is whether we should apply sanctions when books are not returned upon a recall request. Several other suggestions were made, e.g., making phone calls to individuals who have not returned recalled books or picking up books from offices. Also, some faculty might not know that they can return books through campus mail. Questions were raised regarding the reasons for and frequency of non returns of recalled books. Stevenson will look at these factors and report back at the November meeting.

Younger reported that Dan Marion and Natasha Lyandres will attend a workshop on institutional repositories in October 2002, sponsored by the Association for Research Libraries (ARL). Definitionally, institutional repositories for digital data could store any digital materials hosted, owned, controlled or disseminated by the university. For the library, we will need a digital repository for digital collections that supports network access and delivery and provides long term preservation of the materials. Younger will report back after the workshop. The committee next discussed topics for academic year 2002/03. Pratt and Younger articulated the need to discuss the shifting strategic landscape of the library, by which is meant that in the immediate future, it is most likely the library collections budget will increase at a rate less than the rate of inflation in the cost of books and journals. Strategies for dealing with what are effectively budget cuts exist; however, in anticipation of use over successive years, it could be helpful to consider how the shifting strategic landscape might have an effect on the library's ability to carry out its mission and, further, to what extent the library can or should redefine its priorities and goals. Notre Dame is not alone with this

problem as other research libraries are also dealing with the issue of budget increases less than the rate of inflation. Krier asked about our collection development process. Dannelly mentioned that the library has a collection development policy for each subject area and will send the Web URL for them. She noted, however, that these were written several years ago and that the policies do not necessarily identify how current collecting levels may differ from those of the past. This latter point is important to keep in mind in understanding how well the collection does or does not support instruction and research at Notre Dame. There was a brief discussion about the rate of inflation in commercially published journal prices, and how research libraries might be able to disrupt the cycle of high inflation. Younger noted that research libraries are collectively a rather small market force that has not been very successful to date in influencing the practices of some commercial publishers. Toward that end, research libraries are pursuing other means in collaboration with university faculty, professional societies, and through ARL.

Respectfully submitted,

Melodie Eiteljorge
Secretary

University Committee on Libraries

October 11, 2002

The meeting was called to order at 7:30 a.m. at Cafe De Grasta, Grace Hall, by Chairman Walter Pratt. Also in attendance were Wesley Calvert, Stephen Dumont, Roger Jacobs, Mark Pilkinton, David Smith, Gordon Wishon, Jennifer Younger, observer Gay Dannelly and secretary Melodie Eiteljorge.

The minutes of the meeting of September 19, 2002 were distributed via email.

Younger: We are interviewing five people for the Associate Director for User Services position. Two have been on campus and the other three are scheduled. Thanks to Wesley Calvert for attending one of the interviews.

Strategic Planning: We turned in a preliminary report. The Strategic Planning Steering Committee is incorporating

changes and a final report will be sent to UCL members.

Younger reported briefly on a discussion with members of the University Coordinating Committee on Strategic Planning on October 9, 2002. She mentioned several important points concerning electronic resources as they are acquired and licensed by the library. Electronic resources are part of the library collections. There is some uncertainty about this point because e-resources don't get put on the shelf, thereby suggesting e-resources aren't part of the library collections. However, we subscribe to individual journal or monographs in e-formats or subscribe to aggregated packages of journal or other content, and in the future, will be subscribing to content in digital format instead of in paper format. Further clouding the perception of whether e-resources are part of the library collection is the fact that the licenses initially did not always allow the library to keep the content beyond a subscription year as is the case when we buy printed books or journals and that the content is not stored in the library. Increasingly, the licenses do provide for "access in perpetuity" and research libraries with other partners are pursuing models for the archiving and preserving of digital content. There will be multiple digital repositories, including JSTOR as one example of library-supported digital preservation and individual digital libraries as another example.

Electronic resources are as expensive or more so than information resources in print or other formats. There is a perception that Web-accessible resources are free. While there is content that is freely accessible on the Web, including pre-prints of working papers, selected journal articles and journals, reports and information about and from organizations and a wide range of professional associations, the majority of scholarly content is not free.

Weber: Do we own the digital? Younger: Sometimes we own, sometimes we license access to the resources.

Dannelly: With a lot of large, full-text we often have option to buy up front. We are revising our licenses so as to get permanent access to e-journal, no matter where the data resides. We work through General Counsel. Archiving is a major concern; however, we expect most

digital content preservation to happen collaboratively, e.g., the JSTOR Project which makes a commitment to digital preservation of the journals in its database. Licensing through the NorthEast Research Libraries (NERL) is useful both for the price discounts but also because NERL has had a voice in getting good statistical reporting of use from publishers.

Weber: Any danger of losing access to past content?

Dannelly: We negotiate for rights to access in perpetuity.

Dumont: Since humanities is behind in the number of electronic journals, are there budget implications?

Younger: Based on format and availability of e-resources, yes, there could be some possibility that more of the budget will be needed to support e-journals. The longer answer is that we are aware we need to preserve a reasonable allocation of funds across all subject areas.

Dumont: Are there limits for specific numbers of users?

Dannelly: Not with databases.

Younger: There has been some evolution in licensing from "number of users" to "site licensing" without specific limits on the number of simultaneous users.

Younger: Another discussion centered on the definition of collections and collection goals. In the report we mention our strongest collections, e.g., Theology, Medieval Studies. For the future, we propose to build distinguished collections in areas where collections are already strong. Building new collections, e.g., in Asian Studies, is costly. Dannelly suggested that building a new collection would range in cost from several hundreds of thousands to one or two million, depending on the subject and amount of materials to be purchased. Research collections are more expensive to build than collections supporting the curriculum. Notre Dame does not have many research level collections.

Jacobs: This is paradoxical because we hire faculty who do research and they need research collections.

Younger: Yes, it is. We then define a continuum of how we meet faculty information needs. In some areas, interlibrary loan might be more cost effective than building collections.

Dumont: If you haven't started the collection you can't build it.

Younger: In the area of grants, which also came up as a question, grants now tend to focus on preserving collections, not the initial purchasing. However, the library has been successful recently in purchasing collections from individual benefactors, generally with funds raised from private sources.

Younger moved the discussion to the topic of the pending cancellation of paper copies of journals received electronically. Last spring we reduced our journal and book commitments for this fiscal year by 6%. This fall, however, the economic situation has further deteriorated. Restricted income for library collections is flat and this is likely to continue for the next 3-5 years. She has informed the deans about the cancellation of paper copies and will be sending a letter to all University faculty. If we don't reduce our commitments to journals, there is the potential down the road that the costs of journals will subsume book budgets. Our goal is to retain access to as much content as possible, which is why we are canceling the duplicate paper copies. Since last spring restricted income from the University plateaued. There will be no increase this year. The collection budget is flat and probably will be for next 3-5 years.

Pilkinton: This is a new situation. Building has stopped as well. Faculty will understand the need to reduce commitments.

Jacobs: The supplies and expense budget is also frozen. Acquisitions is part of that.

Younger: Yes, and I believe there will be a zero percent again next year in the nonsalary budget.

Adams: Revenues from research funds have increased. Younger: Yes, that is true, but it is also the case that other infrastructure needs are surfacing, including space, in addition to research journals.

Jacobs: Is this next cut limited to journals? Younger: Yes, and specifically where we have duplicate content. We are keeping the electronic journal packages because they include more journal content than we ever had in paper.

Dannelly: We have a very short time frame to decide about electronic journal packages. Carole Pilkinton has been doing an analysis. We get 2000 titles that we didn't have in paper through e-journal packages. Also, currently, prices on the titles in paper are going up faster than are the prices for the electronic journal packages.

Younger: This is a new opportunity. In the past when we got a journal package we were not allowed to cancel the paper copy.

Dumont: What are the implications down the road in terms of broadband resources? Increased cost?

Wishon: Correct. There is a great deal of investment in the infrastructure upgrades. OIT is facing the same budgetary conditions as the rest of the University. On the positive side, the cost of bandwidth is dropping. We have a primary and secondary feed, the internet, and internet 2. Internet 2 is a high speed research and education network. In terms of access to libraries, we have much higher bandwidth now to what is stored at universities. We are engaged in a variety of projects to provide higher speed access. Other problems are on-campus connectivity and access from home. We are in a discussion with providers to negotiate a contract. Dial-up modems are becoming increasingly expensive to maintain.

Younger: Printing is another cost. We have a print management system operating on the computers on the first floor of Hesburgh that requires individuals to order their printing a second time. The intent is to reduce the amount of printing done accidentally or that doesn't get picked up. The library would like to see faculty print articles in their offices.

Dumont: That is a problem in some offices. There isn't always good support for faculty printing.

Nathan Hatch arrived at 8:30 a.m. to discuss the director's review process with the committee. Library members of the committee adjourned.

Respectfully submitted,

Melodie Eiteljorge
Secretary

FACULTY BOARD ON ATHLETICS

Meeting of October 14, 2002

5th Floor Conference Room,
Main Building

Members Present: Prof. Fernand Dutille (chair); Prof. Matthew Barrett; Prof. Harvey Bender; Ms. Emily Bienko; Prof. John Borkowski; Dr. Matthew Cullinan; Mr. Patrick Holmes; Prof. Stephen Falton; Prof. Umesh Garg; (Rev.) Mark Poorman, C.S.C.; Prof. Donald Pope-Davis; Prof. Katherine Spiess; Prof. John Weber; Dr. Kevin White.

Member Absent: Prof. William Berry.

Observers Present: Ms. Sandy Barbour; Ms. Missy Conboy; and Mr. Bernard Muir (all of the department of athletics); and Ms. Lu Ann Nate (acting recorder).

Guest: (Rev.) Edward A. Malloy, C.S.C.

1. Call to Order and Prayer: The chair called the meeting to order at 4:15 p.m. Father Poorman led the group in prayer.

2. Minutes of Previous Meeting: Professor Bender moved that the minutes of the meeting of September 26, 2002, be approved. Professor Barrett seconded that motion. The minutes were approved unanimously.

3. Announcements: The chair announced that he had approved, on the Board's behalf, the following team schedules for 2003: men's and women's Indoor Track and Field; men's and women's Outdoor Track; and men's and women's Fencing. The chair also announced the approval of an amendment to the Cross Country schedule. This amendment substitutes Friday, October 4, for Friday, November 22, thus implicating no additional class misses. The chair also announced an amendment to the schedule for Volleyball. That amendment, also implicating no class misses, substitutes Friday, October 18, for Wednesday, September 18.

4. Goals and Priorities of the Department of Athletics: To introduce this topic, Father Malloy spoke to the Board. He discussed the extensive planning that had taken place with regard to the department of athletics. We should aspire to excellence in all that we do and, of course, athletics can be no exception.

We must both understand the possibilities and recognize that all great plans depend on resources. Very few components of the plan have been built into the University's budget; the fund-raising efforts of the plan, however, constitute a part of the fund-raising plan of the entire University. Father Malloy noted that in taking on the directorship of athletics at Notre Dame, Dr. White had assumed a number of challenges. Among those challenges: not only excelling in our high-profile sports, but also finishing very high in the Sears Cup competition. As Dr. White has said, we seek to establish Notre Dame as a regular part of the very top group in that competition. As part of that effort, Father Malloy continued, we are moving toward providing for each team the maximum number of grants-in-aid allowed under NCAA regulations. Doing this and providing facilities comparable to those of our competition implicate a huge expenditure of resources. The goals and planning have evolved in close coordination with him, the "Officers Group," and the board of trustees. It was important to make sure everyone is "on board." At this point, the chair thanked Father Malloy for his remarks.

Dr. White then discussed the objectives, goals and priorities of the department of athletics. The objectives: balance, compliance, and economics. Balance implies competitive success, academic achievement, and spiritual, social and cultural development. Compliance demands constant efforts to educate all of Notre Dame's constituencies about NCAA requirements. That education must be intensive and repetitive. It is crucial that Notre Dame have neither major violations nor serious "minor" violations. On this score, we must never let up. The economics objective challenges us to deal with the industry's "arms race" with regard to athletics expenditures. We must generate additional sources of revenue. We must emphasize cost containment. In that regard, he continued, we are currently working on a three-to-five percent reduction in non-salary and non-scholarship expenditures. We must use our current resources efficiently and intelligently. Of the 117 Division IA institutions, our operational budget, which includes both campus recreation and intercollegiate competition, ranks twenty-fifth, up from thirty-second in 2001. We

have no desire to top that list. Having discussed departmental objectives, Dr. White turned to departmental goals relating to student development, competitive success, financial imperatives, and human resources. With regard to student development, Notre Dame's teams should all carry a cumulative grade-point average above 3.0; most recently, twenty-four out of twenty-six of our teams met that standard. Twenty-six percent of our student-athletes made the dean's list. Notre Dame should also place among the top five institutions in all NCAA categories concerning graduation rates. We should produce at least ten Academic All-Americans per year; we produced eleven two years ago and have eight this year. We should continue to shine in the area of post-graduate scholarships and other academic honors. With regard to competitive success, Notre Dame should place among the top five institutions in the Sears Cup race. This accords with the "Jones Day Report," completed just before Dr. White assumed the directorship, as well as with the expectations of the board of trustees and the officers of the University. Success in the Sears Cup has now been incorporated into our coaching contracts. We placed eleventh two years ago, he noted, and thirteenth this past year. We should regularly win the Big East Commissioner's Trophy in both men's and women's sports; we have been successful on that score for the last six years in men's sports and for the last eight in women's sports. Our football team should regularly place among the top ten Division IA institutions. Men's and women's basketball, as well as all other sports, should place among the top sixteen in the country. Concerning financial imperatives, Dr. White noted that the department of athletics should transfer approximately \$11.5 million to the university annually, including \$4.2 million from the NBC contract; \$4.0 million for stadium debt service; \$1.9 million for the Athletics Renewal Fund, a fund generated by a rights' fee attached to football season tickets and used to maintain and repair athletics facilities; \$900,000 for university operations; and approximately \$500,000 for depreciation. Under the direction of the University's central development effort, the department seeks to fund a \$127 million Facilities Master Plan, a plan that will take many years to accomplish; establish an

annual fund, called the Rockne Heritage Fund; and assist with University-wide initiatives as called upon. The first tangible result of the Master Plan will be a 100,000-square-foot addition to the Loftus Center, an addition already almost totally funded by one family. Although that addition will primarily benefit the football program, some aspects will benefit all sports. With regard to human-resource issues, Dr. White noted his intent to "downsize" the departmental structure, making it "leaner and meaner." Gender and ethnic-minority hires of high quality must continue as a primary goal of the department. As in the past, we must maintain as a high priority hiring people promising us a very good "institutional fit."

Finally, Dr. White mentioned five priorities for the department: maintaining totally compliant behavior (eighty-six people in the department of athletics have provisions in their contracts carrying heavy tariffs for compliance problems); retaining highly talented coaching and administrative staff and, when vacancies occur, making exceptional hires; continuing to improve the quality of our programming, both with regard to competition and student development, for all student-athletes; funding the full complement of scholarships allowed under NCAA regulations; and funding and implementing the Facilities Master Plan.

During and after his presentation, Dr. White entertained questions from members of the Board. Professor Pope-Davis sensed some tension between the three-to-five percent cutback in budget currently being effected and the funding increase needed for particular sports. Dr. White responded that the reduction reflects only non-salary and non-scholarship amounts. Professor Borkowski asked whether we stand at a disadvantage concerning the Sears Cup in light of our particular number and arrangement of sports; some schools have many more. Dr. White responded that an institution can count only its twenty best team finishes, ten men's and ten women's. Professor Weber addressed the particular menu of varsity sports sponsored by Notre Dame. Do we ever reevaluate it? Perhaps we ought to look at the number of Sears Cup points earned by each sport; the sports that might replace existing sports; and other ways in which

to put our assets to better use. Perhaps a rifle team ought to be instituted. Dr. White: That's a good point. Although we do not have a formalized process for reassessing the sports we offer, we constantly do think about the sports we have and those we might have. In the mid-forties, we should remember, Notre Dame won a national championship in men's golf. We have recently reemphasized both men's and women's golf. Professor Barrett asked which sports have the most work to do. Dr. White responded that the situation remains fluid; for example, women's soccer ranked third in the country recently but now, due to injuries, has fallen out of the national rankings. Golf, both men's and women's, remains a work in progress under new leadership. The chair asked whether counting a \$4 million payment on stadium debt should be labeled a transfer to the University. In response, Dr. White noted the tremendous number of development opportunities that are tied to the football program. Professor Borkowski asked whether a stepped-up effort in fund raising by the department of athletics would eat into donations to the academic efforts of the University. We are, Dr. White responded, targeting new donors. For example, we are talking about generating more resources from our season-ticket holders, who, right now, get a "wonderful deal" in terms of the price of our tickets. Professor Fallon noted that Notre Dame, though relatively small, sponsors many varsity sports. As a result, almost ten percent of our undergraduates participate in some varsity sport. What is our commitment to other students with interests in competing? Dr. White observed that students who do not want to compete at the varsity level have other outlets. They might compete in our club sports or in intramural activities or other aspects of recreational sports afforded by Notre Dame's programs and facilities. About ninety-four percent of our students participate in some 161 activities, activities ranging from Bengal Bouts through intramural tackle football. We have a full staff and a wide range of facilities to accommodate all these interests. Professor Barrett noted that when Daniel Saracino, our assistant provost for admissions, met with the Board last year, he alluded to the widening gap between the credentials of our high-profile student-athletes

and those of our typical student. In its view of objectives, goals and priorities, does the department of athletics explicitly recognize that particular issue? Dr. White emphasized that the admissions process at the University operates independently of the department of athletics. That said, our student-athletes do well here despite the fact that our curriculum provides "no places to hide." Our graduation rate ranks among the top four in the country. Professor Barrett emphasized the need to secure student-athletes who are gifted both academically and athletically. For example, he suggested, the department of athletics could establish a goal of attracting annually a specific number of National Merit Scholars. Professor Pope-Davis asked if the department seeks out post-graduate scholarship aid for student-athletes. Dr. White replied that our student-athletes have a number of opportunities to compete for national awards; indeed, we want our student-athletes to compete nationally. Mr. Muir added that our sports-information staff works hard to promote our student-athletes in that regard. Ms. Conboy informed the Board that the department of athletics itself provides internships, on average about twelve per year. Professor Bender suggested that Notre Dame consider establishing a first-rate education program, like Stanford's. We stand in a stellar position to do this. Dr. White: That observation makes me smile because I have preached to that effect. A strong education department would certainly benefit the department of athletics. Professor Borkowski reminded the Board that we do have such a thing at St. Mary's College, although perhaps student-athletes are not sufficiently aware of this program or of Notre Dame's ACE (Alliance for Catholic Education). A number of women's soccer and basketball players have come through the ACE program. Dr. White added that he had talked with executive vice-president Father Timothy Scully about making available to student-athletes a master's degree in education. Professor Borkowski stated that perhaps we should make a video available to student-athletes so that they might understand more about careers in teaching and coaching. This would present those prospects more attractively. Professor Pope-Davis asked where Notre Dame's Catholic identity and related characteristics fit into Dr.

White's perspective of the uniqueness of this institution. Dr. White emphasized that in discussing balance as one of the department's objectives, he did specifically allude to spiritual development. Notre Dame's biggest difference from other institutions is indeed its Catholic heritage. Every coach and student-athlete here, whether Catholic or not, values the spiritual.

At this point, Dr. White asked to make a closing comment regarding the University's class-miss policy, discussed at length at the Board's most recent meeting. Despite the talk of loosening that policy in order to make travel and competition easier for our teams, Dr. White has concluded, in a nutshell, that the policy should remain as it is; the "three MWF and three TT" limitations have served us well. We use it in our recruiting and we support it. Indeed, if we raise the limits, the maximum will become the new reference point. There will, of course, be challenges in maintaining our current policy. The Board will, he hoped, be open to exceptions when they are needed. But he has no problem in coming to the Board when such exceptions seem called for. The chair added that the subcommittee on academic integrity had met that very day at lunch to discuss our class-miss policy. The unique nature of golf seems to indicate a need for special treatment, the subcommittee tentatively thought. Golf presents difficult problems because of the practical inability to have more than one contest at home; the extraordinary length of the competitions; and, due to the difference among golf courses, the need for a practice round. Of course, the reduction in airline flights and the additional security problems arising post-9/11 will create a need for some exceptions in all sports. But Dr. White's opposition to any loosening of the rule is obviously important to the subcommittee. One caveat, though, the chair added. If, instead of loosening the rule, even for a couple of sports, the Board chooses to rely on requests for exceptions, the expectation that such exceptions will arise and be given serious consideration must be stated clearly and in writing so that future Boards will know that, in granting such exceptions, it is not undermining the standards set earlier.

5. Amendment to Schedule for Rowing:

At this point Mr. Bernard Muir addressed the request of the Rowing Team to participate in the Opening Day Regatta in Seattle, Washington, although the Regatta takes place during Notre Dame's spring-semester study days (May 1-3). Mr. Muir made the following points in favor of approving the request. If the team attends this competition, it will miss no class days during the spring semester. If this request is denied, the team will need to replace the event with the San Diego Crew Classic, which will occasion class misses on a Thursday, Friday and Monday. Mr. Muir emphasized that Rowing, if it did participate in the Opening Day Regatta, would be the only spring sport to register no missed-class days whatever. Mr. Muir noted that the average GPA for this team last semester was 3.30, seventh highest of our twenty-two sports. Its 3.319 cumulative GPA places Rowing among the University's top four teams. Indeed, forty-one percent of the team members ranked on the Dean's List last semester. From a competitive standpoint, it is better to row against teams in the West later in the season; teams in that region can begin practice in February, while Notre Dame cannot get on the water until March. Accordingly, the San Diego meet falls at a less than ideal time. It should be noted as well that Notre Dame will not likely be invited back to this prestigious Regatta within the next five years; this presents, therefore, perhaps the only opportunity for our current student-athletes to participate in such a high-level event. From a financial standpoint, this Regatta provides thirteen airline tickets, some meals and all lodging; the San Diego trip would require full University funding. The Opening Day Regatta affords us a tremendous recruiting advantage; the Seattle-Portland area constitutes a "hotbed" of recruitment for Rowing. The Regatta provides tremendous exposure for participants; several thousand spectators attend the event and, beyond this, Fox Sports Northwest televises the competition. The opportunity to race a top-five program in May dramatically enhances our ability to gain an NCAA bid. (The University of Washington, host of the Regatta, has won three national championships in the last seven years; it finished second last year.) There is no automatic bid in Rowing, so strength of

schedule remains very important to the NCAA Women's Rowing Committee. Finally, Mr. Muir noted that the Board had approved missed study days so that the Rowing Team might attend the Midwest Championships in 1999; of course, the Opening Day Regatta presents a much more prestigious opportunity than did the Midwest Championships. Professor Barrett thanked Mr. Muir for "the very kind of presentation that helps us make good decisions." A motion to approve the request was made and seconded. The Board voted unanimously to approve the request.

6. Report on Academic Performance of Student-Athletes during Spring 2002 Semester:

Mr. Patrick Holmes, acting director of academic services for student-athletes, summarized for the Board the performance of our student-athlete population during the Spring 2002 semester. [Mr. Holmes had already distributed to the Board a document entitled *Team Summary: Academic Standing - Spring 2002*, appended to the official minutes.] The combined GPA for all student-athletes for the Spring 2002 semester was 3.194. Nineteen of the twenty-two teams had GPAs over 3.000. Three teams (Women's Golf, Women's Tennis and Volleyball) had team GPAs over 3.400 and both the Football and Volleyball teams had their highest semester GPAs ever. Over a third of all student-athletes were on the Dean's List and 70% had GPAs over 3.000. Finally, eight student-athletes were named Academic All-Americans for the 2001-02 Academic Year. This group consisted of: Andrew Bushey (Baseball), Monica Gonzales (Women's Soccer), Jarrah Myers (Softball), Vanessa Pruzinsky (Women's Soccer), Steve Ratay (Men's Golf), Ryan Shay (Men's Track), Brian Stavisky (Baseball) and Luke Watson (Men's Track). Jarrah Myers was named the "Big East Women's Scholar-Athlete of the Year." Ten student-athletes were placed on academic probation following the Spring 2002 semester, and one student-athlete was dismissed from the University for academic reasons.

7. Report of Ex Officio Members:

Speaking for Dr. White, Ms. Conboy reported on developments with regard to the Big East golf tournament originally scheduled for Holy Week at Notre Dame. How did we get into this situation? We

submitted our bid for the tournament in the Spring of 2000. At that time, the tournament usually took place on the last weekend in April. But the Big East coaches voted to hold the tournament one week earlier. Accordingly, as scheduled, the tournament this year would provide for a practice round on Good Friday, with thirty-six holes to follow on Saturday and another eighteen on Easter morning. Six men's teams and four women's teams will qualify for the tournament. If Notre Dame were to withdraw, another team would replace us. Several alternatives, she continued, have been considered in light of the Board's concern with regard to an on-campus tournament on Good Friday and Easter Sunday. We could move to another weekend, although there is not much support for that. We could move to another course in South Bend, which would present difficult practical problems and an expensive proposition. The best prospect, and one we have broached with the Conference, is to rearrange the schedule at Notre Dame. Under this proposal, practice rounds would occur on Easter Sunday, with afternoon practice slots available for those institutions, like Notre Dame, whose policies preclude Easter morning practice. Actual play would begin on Monday, with thirty-six holes, and conclude on Tuesday, with eighteen holes. The class-miss implications for institutions should not be too drastic, since a Monday and Tuesday will replace a Thursday and Friday. Some schools have Easter Monday off (as, of course, some do on Good Friday). The chair thanked the department of athletics for its efforts to resolve this situation.

8. Reports of Subcommittee Chairs:

Professor Bender, chair of the subcommittee on academic integrity, thanked Dr. White for his earlier statement regarding our class-miss policy. Professor Bender recognized the special difficulties faced by our golf teams. Accordingly, the recommendations of the chair of the Board with regard to exceptions "make sense"; they establish a baseline for future action. Our current policy has one very important plus, namely, that it precludes the need for each student-athlete to negotiate prospective absences with each of that student-athlete's professors. Professor Bender noted the difficulty that such negotiations would present for him, for example, since fifty-

six student-athletes are enrolled in his course. Professor Bender asked other members of the Board to provide his subcommittee with "input and wisdom" on this issue.

Professor Borkowski, reporting for Professor Berry, chair of the subcommittee on communication, informed the Board that the subcommittee had scheduled two breakfasts at which academic advisors in deans' offices and in academic departments, respectively, could meet with Board members to discuss issues affecting the academic life of student-athletes. The first breakfast, attended by the group from the deans' offices, will take place on November 6 at the Morris Inn. The second breakfast, attended by departmental advisors, will take place on November 19 at the Morris Inn. Issues for discussion, among others: fifth years of eligibility, the class-miss policy, and preferential registration for student-athletes. Prof. Borkowski invited all members of the Board to attend these meetings.

Professor Barrett, chair of the subcommittee on student welfare, informed the Board that his group had held its first meeting just before this Board meeting. The subcommittee plans to address the topic of practice, travel and competition during Orientation Weekend. Last year, the Board had expressed its displeasure with athletics activities interfering with the full Orientation participation of first-year student-athletes. The subcommittee has also reviewed a summary of the student-athlete interviews completed last year by the department of athletics. In past years, only student-athletes graduating from the University were questioned; this year all student-athletes were invited to participate and almost five hundred responded to the survey questions. The subcommittee will summarize these data at a later meeting of the Board. The subcommittee may tackle two additional issues: the multicultural experience of student-athletes and the experience of student-athletes in our residence halls.

9. Adjournment: The chair adjourned the meeting at 6:06 p.m.

THE ACADEMIC COUNCIL

Meeting of September 17, 2002

Members Present: Rev. Edward Malloy, C.S.C., Nathan Hatch, Rev. Timothy Scully, C.S.C., John Affleck-Graves, Rev. John Jenkins, C.S.C., Carol Ann Mooney, Jeffrey Kantor, Rev. Mark Poorman, C.S.C., Eileen Kolman, Joseph Marino, Patricia O'Hara, Mark Roche, Michael Lykoudis, Jennifer Younger, John Robinson, Jay Brandenberger, Jacqueline Brogan, Thomas Merluzzi Albert Miller, James Ryan, Dennis Jacobs, Patricia Maurice, Thomas Noble, Joan Aldous, Patricia Blanchette, Teresa Ghilarducci, Cornelius Delaney, MaryRose D'Angelo, Umesh Garg, Mitchell Wayne, Steven Buechler, Panos Antsaklis, Mihir Sen, Robert Bretz, Thomas Frecka, Jay Tidmarsh, J. Douglas Archer, Kenneth DeBoer, Ava Preacher, Anthony Hagale, Megan McCabe, Bradley Buser, Stephanie Arnett.

Members Absent: Vittorio Höslé, Dino Marcantonio

Members Excused: Frank Incropera, Carolyn Woo, Susan Blum (on leave), Joseph Buttigieg, Sean Thornton

Observers Present: Mary Hendriksen, Dennis K. Moore, Thomas Laughner

Observers Absent: Harold L. Pace, Daniel Saracino

Observers Excused: Lt. Col. David Mosinski

Fr. Malloy called the meeting to order at 4:05 p.m. Professor Mooney offered a prayer.

1. Approval of the Minutes of the Academic Council Meetings of March 27, 2002, and April 30, 2002. The minutes of the Academic Council meetings of March 27, 2002, and April 30, 2002, were approved without amendment.

2. Remarks of Fr. Malloy, President. Fr. Malloy first expressed his thanks to the University's landscaping and groundskeeping staff for the extraordinary work they do in creating and maintaining Notre Dame's campus. He often receives compliments on Notre Dame's physical beauty and would like to commend those responsible for it. Their efforts

greatly enhance the quality of the University community's common life.

Fr. Malloy next addressed Notre Dame's position in the latest *U.S. News and World Report* college rankings, in which Notre Dame moved from 19th to 18th place in the category of "Best National Universities - Doctoral." While pleased with the University's ranking, Fr. Malloy said, he must emphasize that the magazine does not have access to a magic formula. As is true every year, there is much that is debatable about both the criteria and the methodology the magazine's editors employ. Administrators and faculty everywhere can continue to discuss where their institution should be in this purported evaluation of undergraduate education.

Fr. Malloy said that if one looks at the institutions *U.S. News* ranks ahead of Notre Dame, they are all wonderful - some of the best schools in the world. He prefers, however, to look at the schools ranked *behind* Notre Dame. At 18th place, Notre Dame is tied with Emory. Behind them in the top 25 are the University of California at Berkeley, Carnegie Mellon, Vanderbilt, the University of Virginia, Georgetown, the University of California at Los Angeles, the University of Michigan in Ann Arbor, and Wake Forest University (20th through 25th). These very notable institutions are among the universities with which Notre Dame competes for students and other resources.

Fr. Malloy said that his greatest objection to the *U.S. News and World Report* ranking is that the greatest weight (25%) is given to the "academic reputation" category - and he believes that the way assessments are made in this category is flawed. Assessments are entirely qualitative. An institution's score is assigned by tabulating the results of a survey sent to college and university presidents, deans, and admission directors, who are asked to rate the academic programs of each institution in their assigned group by placing them in a quintile. Yet, as university administrators rank their peer *undergraduate* institutions in this all-important category, he believes their judgments cannot help but be influenced by the quality of each institutions's graduate and professional schools.

Fr. Malloy said that his second objection to the rankings pertains to the "financial

resources" category. That ranking is heavily influenced by what proportion of an institution's operating budget comes from research grants from the federal government and other sources. At Notre Dame, grants comprise approximately 7% of the total operating budget; however, at other schools, the amount would be multiples of 7%.

Nevertheless, Fr. Malloy continued, if one looks at some of the other categories that go into a school's overall ranking, Notre Dame does extremely well. It achieves high rankings in the categories of freshman retention rate, the first-year experience, graduation within the normal years of the degree, and alumni satisfaction giving. All these combine to give Notre Dame a very impressive overall ranking – a ranking that influences many families when they make college decisions, especially as they weigh the advantages and disadvantages of education at a private institution.

In this regard, Fr. Malloy said, he is extremely happy to see that Notre Dame is 14th in *U.S. News and World Report's* best values ranking for national research universities ("Great Schools at Great Prices" category). That ranking is not based solely on a school's "sticker price." Rather, it is a combination of academic quality and affordability, with the latter category including the extent of financial aid a school offers. Notre Dame's rank in this category is one sign of the extraordinary progress the University has made in the area of undergraduate financial aid.

Fr. Malloy also pointed out that Notre Dame is ranked 7th in the category of service learning, which is both the participation of undergraduate students in various kinds of activities serving the broader community and the way that service learning is incorporated into the curriculum. Of course, Fr. Malloy said, service learning is a hallmark of a Notre Dame education. He would be extremely surprised if the University were not at the top of the charts in this particular category.

Fr. Malloy also noted that Notre Dame's undergraduate business program was ranked 22nd in the nation. Some of the programs within the Mendoza College of Business are, in most indicators, higher than that.

Fr. Malloy concluded his discussion on the *U.S. News and World Report* rankings by saying that overall, an outsider who knew nothing about Notre Dame except what is contained in the rankings would be impressed. The University is high in overall rank and affordability, as well as some other indicators of the kind of education available here. He invited any Academic Council members, either individually or by committee, who believe a more in-depth analysis of the rankings is warranted, to undertake that task. Then, if necessary or desirable, the subject can be brought back to the overall Council.

Fr. Malloy next discussed the challenges the University will face this coming year on the financial front. On the one hand, he said, he is very aware of the significant financial pressures administrators face as they build the budget for next year. On the other hand, he feels confident that as the strategic plan for the next ten years is developed, the University will have the capacity to move forward in realizing many dreams – most of which are academic and related to student life.

There are two components to the financial pressure Notre Dame faces. First, while the University experienced tremendous growth in its endowment fund during the 1990s, in the last two years it has lost at least 17% of its worth – about \$500 million – on a starting point of about \$3 billion. Notre Dame's loss is not disproportionate to that which many other universities are experiencing; yet, there are implications flowing from the loss. One is that those units that draw upon endowment income for their operating expenses will be affected, particularly as the University evaluates from year to year what the pay-out rate on the endowment will be.

The second component of the financial pressure the University faces, Fr. Malloy said, is that there is a greater reluctance by benefactors either to make large pledges or to keep to the payment schedule designed at the time of their original commitment. This is a phenomenon that many universities are experiencing. Last year was the first year in recent memory that, instead of increasing, charitable giving to higher education declined nationally.

Fr. Malloy continued that as a budget is built for a private university, there are only so many component parts available to consider. One is tuition. There have been times during his years as president of Notre Dame, although they are fairly distant now, when tuition increases were quite substantial – even as high as 12% or 17%. Notre Dame's Board of Trustees has instructed the officers, however, that tuition increases must not exceed 5% annually, thus curtailing that means of increasing income. While there may be a time when administrators will want to argue for increases greater than 5%, that is not now their starting point.

Fr. Malloy said that a second source of income for the University is income from the endowment. As he has already pointed out, however, while Notre Dame has benefitted tremendously in recent years from the surge in the overall growth of the endowment, the downturn in the economy forces administrators to be realistic in accounting for a reduction in that source of income in the future.

A third source of income is fundraising. The very successful Generations Campaign ended in 2000. The next full-fledged campaign will depend on the results of the current strategic planning process. There currently are some targeted fundraising goals that arose during the final stages of the last campaign and we are working vigorously to realize those goals as quickly as possible. In any fundraising effort some funds come to the University without a particular designation. Historically, such funds have been earmarked for goals that are less exciting than buildings and programs but absolutely necessary just the same – for example, infrastructure for heat, water, and power or shortfalls in commitments to buildings.

A fourth source of income, Fr. Malloy said, is provided by the research dollars that come into the University. Again, compared to many of its peers, the 7% of Notre Dame's overall budget, which represents external funding for research, is fairly low. The University is making great progress on this front, however, and the Graduate School has many hopes and aspirations for increasing the flow of research dollars into the University.

Fr. Malloy said that he was not before the Academic Council to "cry wolf." He

was simply desiring to pass on, as he has passed on much positive information through the years, the sense that there is now a more challenging environment in which to build a budget. The University will give top priority to the two areas that are its most essential components: academics and student life. Of course, each of these areas has many sub-components and everything else, in a sense, is intended to serve them.

Fr. Malloy reiterated that Notre Dame is not alone in the financial challenges it faces. A number of schools considered to be fairly affluent in their overall resource base – for example, Stanford, Boston University, Dartmouth, and Harvard – have made decisions to cut budgets and to impose other stringencies. None of us controls the world economy. None of us knows or can decide whether there will be a war or further terrorist activity. There are many theoreticians able to provide an analysis of why the economy is in its present state, but the hope is that there is a cyclical nature to the economy. Thus, as it did in the last campaign, Notre Dame hopes to benefit from circumstances that prevail at the time its next campaign opens – for that will be the means of implementing the goals articulated in the current strategic planning process.

Fr. Malloy concluded the budget discussion by saying that the academic year is off to a good start. The University finished last fiscal year in the positive model, which is testimony to Fr. Scully and all who work with him. While he hopes that this year will end in the positive column as well, Fr. Malloy's essential message was that University decision makers must be prudent in their judgments about how quickly we can move forward on certain goals.

3. Remarks of Prof. Nathan Hatch, Provost. Prof. Hatch began by distributing a list of new department chairs and other academic administrators for the 2002-03 academic year. He particularly noted that in the College of Science, the University welcomes a new dean, Joseph Marino. Prof. Hatch said that while there is always some turnover at the University, there was an unusually high number of new academic leadership appointments – 29 – made for the current academic year.

Prof. Hatch next addressed the University's current strategic planning process. He said that it comes at an odd time, given the current financial realities and the overall mood of the country. Just two years ago, the country was still in a "boom" mode. And while change is usually fairly evolutionary, the reality of terrorism and a rapid economic decline have made our world a dramatically different place in a matter of months.

While the University faces a difficult budget year, Prof. Hatch said, he still believes that the University community must be aspirational in its planning. The strategic plan, *Notre Dame 2010 – A Quest for Leadership*, on the web at www.nd.edu/~stratgic, calls for high aspirations in three main areas.

First, the plan calls for Notre Dame to achieve and sustain academic excellence as a world-class research and teaching university. By the year 2010, the Coordinating Committee envisions that at least a quarter of Notre Dame's graduate programs will rank in the top quartile of their disciplines and that Notre Dame's professional schools will rank in the top 20 of their respective fields. The plan calls for an increase in the number of Notre Dame faculty elected to national academies and for the University to position itself as a plausible candidate for membership in the Association of American Universities, an elite organization of research universities to which institutions must be invited.

Second, Prof. Hatch said, the strategic plan calls for Notre Dame to be a leader in undergraduate education. This means that the University must be the best at what it does and that it must be innovative in its teaching. Prof. Hatch said that the quality of students Notre Dame attracts demands that the University examine its current pedagogical methods and work to provide students with the best kind of creative education.

Third, Prof. Hatch continued, the strategic plan calls for Notre Dame to be the world's leading Catholic university. In essence, that means that Notre Dame must play a critical role in forming Catholic leaders, exalting the values of human dignity, and bolstering the moral foundations of life.

Prof. Hatch said that he is deeply grateful to see how seriously members of the

University community are treating the strategic planning process. For the first time, the plan is being constructed from "the bottom up," that is, by department, or by center and institute, and then coming up through the colleges and the Provost's Office. This method is providing the committee with a wealth of ideas.

Prof. Hatch explained that the process of strategic planning will continue in earnest this fall. Early in October, the Coordinating Committee designated by Fr. Malloy will begin to hear preliminary plans from deans. The deans, in turn, will receive feedback from the Committee. By late fall, the Provost's Office, working with the Coordinating Committee, will begin to consider the plan as a whole. The goal is to have the plan wrapped up by the May 2003 meeting of the Board of Trustees.

Prof. Hatch continued by stating that a major theme of the plan concerns what he calls "right sizing." In a number of areas it is important to ask: "What is the right size for Notre Dame departments and colleges?" The answers to that question will determine where faculty and students are placed. Ten years ago, in 1990, it was clear that Notre Dame was dramatically undersized in its total number of faculty. Then, when the University was compared against institutions in the nation's top 25 universities, their average faculty size was 670 while Notre Dame's was 581. In the year 2000, the average number of faculty at the top 25 research universities was 699, yet Notre Dame's faculty had grown to 717. Notre Dame's faculty has grown substantially even in the last two years. With a growth rate even more rapid than its peers, Prof. Hatch said, the University must now ask: Given the tuition base and other kinds of resources, what is the *right* size for the faculty? Looking forward, it is not self-evident that the central motif of the University must be growth. Rather, the goal must be an increase in quality. While there are places in the University where growth is necessary, the issue for the next ten years will be one of right sizing.

Another interesting benchmark provided by the increase in faculty, noted Prof. Hatch, is the University's faculty/student ratio. Since 1990, the ratio has gone from 16.9 to 14.9. That is a greater shift than has occurred at any other top

25 university. It gives Notre Dame the same faculty/student ratio as Yale.

Prof. Hatch said that an example of the kind of right sizing discussion that must take place involves the issue of "gates." While Notre Dame has not had a policy of "gates" – meaning that students can enter the University and study whatever field they choose, at some point, the absence of gates drives the way the University does its academic planning and where it places its faculty. For instance, over the past ten years, the number of students majoring in business at Notre Dame has gone from roughly 1/4 of all students to almost 1/3. Given the nature of the times, that may change again. The University must ask whether the current distribution of majors provides the proportions of students we desire. Again, an example is provided by the Mendoza College of Business. Administrators and faculty in the college have raised the issue of whether the college can fulfill its mandate with its current high number of undergraduates. With those numbers, can its faculty also do the kind of research they need to do? Can the college continue its M.B.A. program?

Prof. Hatch noted that another school to which the issue of right sizing applies is the School of Architecture. Its enrollment tends to fluctuate substantially, which leads to budgetary challenges and space problems especially, but not exclusively, in connection with its year-long Rome program for third-year students.

Prof. Hatch continued that another issue that is likely to figure prominently in the strategic plan is the physical plant infrastructure of the colleges. Not even one college dean now feels that his or her college has enough space. While one might wish that the University were in a situation in which all the buildings were built and it could invest in people, the near future calls for a substantial investment in building infrastructure if certain aspirations are to be achieved.

There are other major issues related to infrastructure as well, said Prof. Hatch, most notably, information technology. As Gordon Wishon, the University's chief information officer, pointed out last year to the Academic Council, over the next four years the University must rebuild *all* of its core information systems. That is a momentous job. The stu-

dent information system, the financial system, the human resources system, the development system – all must be rebuilt and integrated. This is essential for the proper functioning of the University, but it will be expensive and it will change the way business is conducted. The rebuilding of the University's administrative computing programs, called Project Renovare, is well underway, but it will consume time and considerable financial resources over the next four years.

Prof. Hatch added that the same is true with the library and faculty salary issues. Both are infrastructure issues to which the University must continue to give very high priority.

A third issue that is an important backdrop to strategic planning is how Notre Dame can strengthen its academic departments. Core academic departments are the lifeblood of Notre Dame. Thus, the University must be creative in finding the kind of resources that allow departments to function. Prof. Hatch explained that by articulating this goal he does not mean that institutes and centers will be de-emphasized at the University. In a sense, however, institutes and centers have an easier time because they are special purpose. They do not have the full range of responsibilities that departments have. How to build great departments must be a key component of the strategic plan.

Finally, the strategic plan will focus very much on innovation in undergraduate education. Overall, Notre Dame has a very traditional curriculum. Although the University has tinkered with the curriculum on the margins, it cannot be said that Notre Dame is an innovator with respect to undergraduate education. Prof. Hatch said that he would like the University to become an innovator in every way possible. A large concern of his is how to better engage first-year students and connect them to Notre Dame's best faculty. There are many ways to explore that issue. A possible barrier to innovation is that Notre Dame has many more general education requirements than most universities. While having that kind of a backbone of core curriculum can be helpful, he would like to explore how the University can move away from so many large, introductory courses that are much like students'

high school courses and move toward an expansion of the first-year seminars that now exist in the humanities and social sciences. If Notre Dame had the resources to allow students to take two, if not three, seminars in a variety of fields in their first year, that would change the curriculum dramatically. One can imagine first-year students taking a seminar in, say, science or engineering, working with professors, and delving into the heart of what professors do in a research program early on – not waiting for that experience until the junior or senior year.

Prof. Hatch summed up by saying that the themes he named are critical to the formation and success of the strategic plan. He is enthused about what he has seen so far. Unfortunately, the problem will be choosing the aspirations and programs to which the planners must say "no." The University cannot grow in every area. There is an implicit assumption that to make something a *priority* means that it will experience extensive growth; however, extensive growth will not be possible across the entire University.

Prof. Hatch brought one other matter to the attention of the Academic Council. At the meeting of April 30, 2002, the Council passed a motion concerning the change of Monday/Wednesday classes to Wednesday/Friday classes. It was intended that the University implement the change beginning in January 2003. Given the kind and intensity of the feedback received from various sectors of campus, the Provost's Office has decided to delay implementation and to ask the Undergraduate Studies Committee to revisit the issue. His suggestion to the Committee was to explore the implications of implementing the change and that discussion should occur particularly with the College of Arts and Letters, the Mendoza College of Business, and the Registrar. Apparently, the majority of Academic Council members believed that the change would affect only 75-minute Monday and Wednesday classes. In fact, the motion affects *all* classes held on those days, including those with lectures on Monday and Wednesday and a Friday tutorial. Faculty who teach this type of class expressed the strongest opposition to the change because they believe that the motion passed at the April

30th meeting changed that schedule to Wednesday/Friday lectures with discussion sections on Monday.

4. Committee Meetings. Prof. Mooney explained that the major business item for this meeting is the gathering together of the Council's three committees to: (1) elect a chair, which by relatively longstanding practice must be a member of the Executive Committee; and (2) make at least an initial cut at deciding the major agenda items the committee will pursue this year. New items can be added as the year progresses, but the purpose is to begin organizing the committee. Prof. Mooney said that many committees decide to divide into subcommittees to accomplish their work.

After breaking into groups and holding their discussions, each chair reported back to the Council as a whole:

(a) Faculty Affairs Committee. Prof. Ghilarducci, chair of the Faculty Affairs Committee, announced that members had identified three main agenda items. First, together with the Faculty Senate, the Committee will address the issue of faculty grievance procedures. A second agenda item will concern University policies on faculty salaries – for example, whether salaries should be made public and whether the University should implement procedures for the periodic review of salaries for gender and other types of inequity. A third agenda item will be examination of the costs and benefits of adjusting the academic calendar to include such national holidays as July Fourth and Labor Day as academic holidays.

(b) Graduate Studies Committee. The chair of the Graduate Studies Committee, Prof. Antsaklis, reported that the committee will continue its work on health insurance benefits for graduate students; explore the University's overall competitiveness in recruiting graduate students – particularly in regard to stipends, health insurance, benefits in general, and access to such University resources as information technology; and discuss topics under the broad heading of graduate student "family issues" – for example, how the birth and care of children should affect a graduate student's teaching responsibilities. In this regard, Prof. Antsaklis said, there are policies in place now for faculty members that

perhaps the University should extend to graduate students. A fourth topic committee members will take up is the status of graduate students in general. Some committee members believe that undergraduate students are accorded higher status at the University than are graduate students.

(c) Undergraduate Studies Committee. Prof. Kolman, chair of the Undergraduate Studies Committee, announced that the committee's first order of business will be to revisit the course scheduling proposal passed at the Academic Council meeting of April 30, 2002. It replaced Monday/Wednesday schedules at the University with Wednesday/Friday schedules and mandated that all classes taught on Friday only, or as a Friday tutorial, be changed to Monday. Also in the first semester, the committee should receive the report of Fr. Jenkins' curriculum committee. Members will review the report and offer their recommendations in preparation for presentation to the full Council. In the second semester, Prof. Kolman said, members plan to discuss four additional issues: honors tracks for undergraduate programs; whether the University should impose gates to regulate the number of students entering its various colleges; distance learning – both in general and whether the University should accept credits for distance learning programs awarded by other institutions; and the University's program in international studies – specifically, its interactions with the colleges.

There being no further business, Fr. Malloy adjourned the meeting at 7:30 p.m.

Respectfully submitted,

Carol Ann Mooney
Secretary

THE ACADEMIC COUNCIL

Meeting of October 7, 2002

Members Present: Rev. Edward Malloy, C.S.C., Nathan Hatch, John Affleck-Graves, Rev. John Jenkins, C.S.C., Carol Ann Mooney, Jeffrey Kantor, Rev. Mark Poorman, C.S.C., Eileen Kolman, Joseph Marino, Patricia O'Hara, Mark Roche, Carolyn Woo, Jennifer Younger, John Robinson, Jay Brandenberger, Jacqueline Brogan, Albert Miller, James Ryan,

Dennis Jacobs, Patricia Maurice, Thomas Noble, Joan Aldous, Patricia Blanchette, Teresa Ghilarducci, Brian Krosstenko, Vittorio Hosle, John Welle, Mary Rose D'Angelo, Steven Buechler, Panos Antsaklis, Robert Bretz, Jay Tidmarsh, Dino Marcantonio, Kenneth DeBoer, Ava Preacher, Anthony Hagale, Megan McCabe, Bradley Buser, Stephanie Arnett, Sean Thornton

Members Absent: Rev. Timothy Scully, C.S.C., Frank Incropera, Thomas Merluzzi, Thomas Frecka

Members Excused: Michael Lykoudis, Cornelius Delaney, Umesh Garg, Mitchell Wayne, Mihir Sen, J. Douglas Archer

Observers Present: Mary Hendriksen, Dennis Brown (for Dennis K. Moore), Harold Pace, Daniel Saracino, Thomas Laughner

Observers Excused: Lt. Col. David Mosinski

Fr. Malloy called the meeting to order at 3:05 p.m. Fr. Jenkins offered a prayer.

1. Minutes of the Meeting of September 10, 2002. The minutes of the meeting of September 10, 2002, were approved without amendment.

2. Presentation and Discussion of Proposed Benefits Changes. Fr. Malloy introduced Robert Foldesi, Associate Vice President for Human Resources, and Denise Murphy, Human Resources' Director of Benefits and Applied Technology, who were invited to the meeting to give an overview of changes to the benefits that will be offered to all Notre Dame faculty and staff in the year 2003.

Mr. Foldesi said that Human Resources (HR) used three guiding principles when considering changes to the University's benefits package: First, Notre Dame's benefits must be competitive with those offered by the institutions and employers with which the University competes for faculty, staff, and administrators. Second, benefits must be administered effectively. HR wants to eliminate problems with certain of its carriers so that Notre Dame's carriers serve as a recruiting tool rather than a detriment. Third, given the rising costs of health insurance and health care, HR must strive to control costs – both for the University and its employees.

Regarding the cost of health insurance, Mr. Foldesi noted that for the last several

years it has risen by more than 10% a year. In fact, since 1960, the percentage of the United States' gross national product that is comprised of health insurance has increased significantly – from 5% in 1960 to 12% today. He emphasized that these numbers represent health *insurance* costs, not health care costs.

To conduct the best benefits review possible, Mr. Foldesi said, HR formed a committee of faculty, staff, and administrators to review the entire benefits package. He thanked Prof. Albert Miller, Chair of the Faculty Senate's Benefits Committee, for being a key member of the committee. Not only did Prof. Miller attend numerous meetings, he also traveled to several sites where HR was conducting its due diligence review with potential vendors. As a result of the work by HR and the committee, Mr. Foldesi said, he believes that the University has an outstanding benefits package to offer its employees for the year 2003.

To explain the benefits in more detail, Mr. Foldesi introduced Denise Murphy, Director of Benefits and Applied Technology.

Ms. Murphy explained that the benefits review process began 18 months ago when HR hired Watson Wyatt, a national health care consultant, to perform a full-scale analysis of the University's benefits package. Many aspects of the current benefits were examined – from the choice of CIGNA as the Preferred Provider Organization (PPO), to prescription benefits, life insurance, vision plans, retiree medical insurance, and dental plans. The review process was characterized by campus-wide participation. There were surveys, focus groups, and extensive input and participation by the review committee – composed of five Human Resources' staff members and, in addition to Prof. Miller of the Faculty Senate, a representative of the Staff Advisory Council, an administrator from the professional staff, a representative of the Procurement Office, an analyst from Budget and Planning, and an attorney from the General Counsel's Office.

Ms. Murphy then highlighted the changes made to the University's benefits package.

(1) North American Administrators as New PPO. After reviewing the plans

of ten providers, the committee decided to change the University's PPO administrator from CIGNA to North American Administrators (NAA). Headquartered in Buffalo, NY, the NAA is one of the largest third-party administrators in the country. It administers benefits for over 600,000 participants and features very personalized claims service. NAA will have a five-day claim processing time, a dedicated Notre Dame account team, and a dedicated toll-free number for Notre Dame employees.

Ms. Murphy said that like CIGNA, NAA will pay claims and provide a network of physicians and health services for those Notre Dame employees who choose this option. The local network of physicians and hospitals will not change. Thus, St. Joseph Regional Medical Center will remain as the anchor hospital for the network, and those faculty and staff who desire to remain in a PPO will not need to change local doctors. There are two services – maternity and pediatric intensive care – that will still be considered "in network" even though they will be provided at Memorial Hospital.

Those who choose the PPO option will have access to a national network called "Beech Street" that provides physician and hospital services throughout the country. In choosing the new NAA plan, Ms. Murphy said, HR and the committee made sure that the names people recognize – The Mayo Clinic, the University of Chicago, and the Cleveland Clinic, for example – were included in the national network. Thus, a priority was making sure that choice was available within the network.

Also under the new PPO plan, Ms. Murphy noted, enrolled employees are entitled to the services of Edison Lakes Urgent Care with a \$50 co-payment.

Ms. Murphy explained that in prior years Notre Dame had offered employees the choice of either a \$300 or a \$600 deductible plan. During the review process, the committee decided that there were advantages to having only one deductible level. The deductible was set at \$400 per individual for in-network care (\$800 family) and \$800 per individual for out-of-network services (\$1,600 family). The committee also compared Notre Dame's maximum out-of-pocket expenses to other universities and adjusted them to

\$1,000 per individual (\$2,500 family) for in-network services and \$2,000 per individual (\$4,500 family) for out-of-network services.

(2) Pharmacy benefits. Ms. Murphy said that the committee explored whether it would be cost effective to take the pharmacy benefit out of employees' medical health plans and concluded that it would be. Thus, HR has contracted with Medco Health, formerly Merck Medco, to provide a prescription benefit for all employees who opt into a health plan – whether that is the PPO or either of the HMO plans.

Medco Health has a network of more than 50,000 pharmacies nationwide. Much like the current Partners' plan, Medco offers a three-tier co-pay program of \$8 for generic drug prescriptions, \$15 for "preferred" brands, and \$30 for non-preferred brands. The company has a more cost-effective option for drugs needed to treat on-going medical conditions. The cost of a 90-day supply is \$16 for generic drugs, \$30 for preferred, and \$60 for non-preferred.

With any pharmacy plan, Ms. Murphy explained, the critical question is the number of brands on the company's "preferred" list, or "formulary." The committee determined that with 86% of brand-name drugs on Medco Health's formulary, it had the most complete drug listing of any of the companies they were considering.

Ms. Murphy noted that another advantage of Medco Health is its very extensive internet services. Subscribers can visit the company's website and see what drugs are in its formulary. The website also provides information on the differences between a particular generic drug and its corollary name-brand drug and allows a subscriber to call up the prescription history of his or her entire family for the past 18 months. The company encourages home delivery and will send an e-mail reminder to subscribers when it is time to re-order a maintenance drug.

Ms. Murphy reiterated that any Notre Dame employee who enrolls in a medical plan will be enrolled automatically in the Medco Health prescription plan. Even though there will be a separate card for each of the two programs, the premiums for the health and pharmacy

benefits will be rolled in together. Those premiums will be:

Advantage Health Plan	
\$20 Individual	\$ 82 Family
Partners Health Plan	
\$24	\$101
North American PPO	
\$28	\$104

Those employees who elect no coverage will be paid \$33 each month to acknowledge the waiver of the health coverage benefit.

(3) Dental benefits. Ms. Murphy said that while HR did not go out to bid for a new carrier, the committee did take a look at the current program and recommended a University contribution to the premium paid by subscribers to the DeltaPremier USA program, thus decreasing its cost. There is an improvement in DeltaPremier services as well. In 2003, the cost of major services will have 50% coverage rather than 25%. In addition to DeltaPremier, employees have another option for dental benefits: Health Resources, Inc.

(4) Life insurance. Notre Dame provides a \$25,000 group term life insurance policy at no cost to all full-time faculty, staff, and administrators of the University. In addition, each employee can elect further coverage at levels from one to ten times his or her salary. The carrier for the University's life insurance coverage has been TIAA. Ms. Murphy said that because Minnesota Life came in with a very competitive offer, the committee decided to transfer the University's optional coverage plan. Rates, for which there is now a three-year guarantee, have decreased under the new coverage. Thus, an employee earning \$50,000 annually and carrying three times his or her salary in life insurance will save from \$75 to \$100 each year in premium costs. Ms. Murphy added that the dependent life insurance options will continue as before – both in coverage and cost.

(5) Vision programs. Ms. Murphy explained that in the 2002 benefits year, both the University's HMO carriers offered a discount program for vision care within their own programs. That will no longer be the case. Instead, all employees, whether they belong to a PPO or an HMO, can opt into a full vision care program by EyeMed. At a cost of \$5.80

per month for an individual (\$13.80 for a family), the plan will provide comprehensive office vision examinations by independent ophthalmologists, optometrists, and opticians for a \$10 co-pay. Frames, glasses, and contacts are purchased with various co-pays. For example, frames (up to a value of \$130) will cost \$24 and a pair of single-vision lenses will be \$10.

(6) Long-term care insurance. Ms. Murphy said that long-term care is defined as care received either at home or in a facility for assistance with activities of daily living due to an accident, illness, or advanced age. The carrier Notre Dame has chosen for this optional benefit continues to be UNUM Provident, which offers long-term care insurance options at various levels. Duration of the care can be three years, five years, or an unlimited number of years, with a monthly benefit ranging from \$1,000 to \$6,000. Premiums are based on the choices made in the type of care, its duration, the monthly benefit amount, and the age of the person for whom it is intended. Notre Dame employees may purchase long-term care insurance for themselves or their spouse, parents, or grandparents. During the open enrollment period, long-term care coverage may be purchased without completing a medical questionnaire.

Ms. Murphy concluded her presentation by saying that during the benefits review process, HR and the committee always considered the University's benefits program as a whole. Thus, rather than focusing on medical care alone, they analyzed costs and benefits in conjunction with pharmacy, dental, life insurance, and vision benefits – and then constructed a plan for employees to receive the best possible coverage at a competitive cost. She gave several examples using various income levels and benefit choices to demonstrate that, generally, with the many changes to the benefits package, some Notre Dame employees can expect to save overall on the amount of dollars they spend per year on health care and insurance.

Ms. Murphy noted that the enrollment period for all Notre Dame employees will be November 4 to November 27. Because of the numerous changes to the benefits program, HR is increasing its forums and workshops throughout the

campus to explain the changes to faculty, staff, and administrators. At a benefits open house on November 6 vendors will join HR in the LaFortune Student Center ballroom so that employees can speak directly with representatives. In addition, HR has designated 25 "open enrollment liaisons" throughout various colleges, departments, and buildings to offer personalized help throughout the day for those employees who find it difficult to visit the HR office.

Prof. Blanchette asked if HR or the committee had looked into any programs that offer coverage to an individual and his or her spouse rather than to an individual and a family.

Ms. Murphy replied that HR has looked at that type of coverage plan, for the question arises nearly every year. To offer that kind of coverage, though, the University would need to raise its family premium significantly. Given Notre Dame's philosophy, HR decided to maintain a two-tier structure of individual or family coverage.

Ms. Foldesi said that HR is certainly open to looking at all options for health care plans. Some plans do offer a one-person, two-person, three-person, and then larger family tier structure with prices set accordingly. As Ms. Murphy explained, however, under those plans cost is driven to the larger family units. Yet, HR wants to listen to its public – Notre Dame faculty, staff, and administrators – and if a multiple-tier structure would be a good recruiting tool or a structure many at the University desire, his staff can examine the question again. Such a change, however, would be a significant culture shift, and he would want to make it only after careful analysis and thought.

Prof. Roche commented that the benefits the University offers can be evaluated in three ways: service to individuals, cost to individuals, and cost to the University. While he is not privy to the University's cost figures, he has heard it said on occasion that Notre Dame cannot undertake a certain program or project because the cost of health insurance is rising so dramatically. After the past year's intense evaluation of the University's benefits package and the several modifications to it, is there a sense now in HR that the changes will help contain costs and pro-

duce some savings for the University?

Mr. Foldesi replied that the past four to five years have been a time of double-digit increases in health insurance, with no suggestion that the near future will hold any change. And, with such a pattern, it does not take long for the cost of insurance to double. This puts HR in a difficult situation. As costs continue to rise, HR must have a package that is competitive with other universities or employers, yet affordable, so that it can attract the best scholars to Notre Dame and then retain them. Mr. Foldesi said that many of the changes described today – particularly with the initiation of the \$10 University contribution toward single dental insurance, its \$15 contribution toward family dental insurance, and the decrease in the cost of optional life insurance, along with the three-year guarantee on that insurance – go a long way in keeping benefits affordable for employees.

As for savings to the University, Mr. Foldesi said, the changes also represent a substantial step forward in cost containment. The most significant action HR took to control costs was to adopt a strategy most other employers adopted several years ago: enroll employees in a prescription drug program. While health insurance costs have been rising 12 to 14% annually, the cost of prescription drugs has risen at a rate of 20 to 25%. Those kinds of increases have caused employers to attempt to design a system of incentives for their employees to choose generic or formulary-based drugs – not the very expensive drugs pharmaceutical companies often advertise in the media.

Mr. Foldesi reiterated that his primary goal – and he believes that of committee members as well – in the benefits review process just completed was to fashion a competitive benefits package, not to cut costs. While he must be a good steward, he is not trying to contain costs for the University as much as he is attempting to devise a package competitive with those of the institutions that are Notre Dame's prime competitors.

Prof. Antsaklis asked Ms. Murphy to clarify the extent of savings for those who choose the PPO plan. It appears to him that the overall premium for an employee insuring his or her family at

the \$600 deductible level increased from approximately \$800 a year to \$1200 – a very significant increase. How is this a savings for him?

Ms. Murphy replied that the calculation of savings can be made only when one considers the accompanying shift to a different deductible level – from \$600 to \$400. Because the deductible for the PPO plan was lowered, there was necessarily some consideration in how the premium was set. Employees who use the benefit to the full extent of the deductible should realize an overall lower cost, even though the cost of health care in general has risen tremendously.

Mr. Foldesi added that the difference in the cost of the PPO premium also results from a shift in University philosophy. In 2003, Notre Dame will make the same contribution to every plan – whether it is the PPO or either of the HMOs and whether the plan chosen is for an individual or a family. It made no sense for the University to fund a PPO plan on a different percentage of total cost than it funds the HMO plans. Thus, a modest portion of the premium increase Prof. Atsaklis noted is related to that change in philosophy.

Prof. Ghilarducci asked whether the changes made to the benefits package generally help lower-income employees more than higher-income employees in terms of how much they save relative to their income, or whether the changes HR made were aimed more at satisfying faculty members' desire to have a high degree of choice in their health care.

Mr. Foldesi said that the changes were intended to help both faculty and lower-income employees. The University must allow faculty a PPO plan so that they have choice. More faculty than staff choose the PPO option for that reason. More staff choose an HMO plan and select the particular HMO based upon cost. Last year, Partners HMO had a zero increase in its premiums, and HR saw enrollment increase by 300. This year, the Advantage HMO had almost no increase in its premiums, which may induce employees to return to it.

Prof. Ghilarducci asked whether, overall, the changes help those who choose an HMO more than those who choose a PPO. It does not appear that way to her.

Mr. Foldesi said that he would not characterize the changes as providing more savings to those who enroll in an HMO over a PPO. His point is that the University has various options and one of the options had no increase this year.

Prof. Hosle asked that given the double-digit increases in health care costs, is it possible to shift a greater portion of the cost of health insurance to those users who have more risk factors – smokers, for example?

Ms. Murphy replied that the programs the University offers are group plans. When someone comes to the University, even if they are smokers or have other risk factors, they will be guaranteed life insurance and other participation in programs because they are group rated. Each person can seek private individual insurance based on his or her particular lifestyle and general health. The group plans the University offers accept all individuals and have associated costs.

Mr. Foldesi added that HR does have a wellness area within the office designed to deal with such matters as employee health, fitness, mental health, and early detection. He is discussing with staff members how to provide employees with more incentives to follow wellness strategies – for example, whether the University might pay for smoking cessation or weight control classes or pay 100% of the cost of mammograms. With these kinds of programs, the University may pay out money up front, but it will realize savings later on.

Prof. Jacobs asked whether any of the changes outlined today will affect the options for graduate students or postdoctoral research associates.

Ms. Murphy said that research associates fall within the staff plan, so the changes will affect them. The graduate student health plan, however, is entirely different. These changes will not affect it.

Prof. Preacher asked that if changes have not been mentioned – for instance, the age to which children are covered and under what conditions they are covered – can it be assumed that the plans remain the same?

Ms. Murphy said that it could.

Prof. Frecka asked Mr. Foldesi what percentage of the total health care cost is

borne by the University versus the percentage borne by faculty and staff, and whether there is any expected change in that allocation.

Mr. Foldesi replied that the University contributes approximately 85% of the cost of family coverage and approximately 90% of the cost of individual coverage. As costs continue to rise, the University may not be able to maintain that percentage, which is why HR is trying to be proactive in strategies to ameliorate the rapid rise in the premiums. The new prescription plan is the best example of that strategy.

Fr. Malloy thanked Mr. Foldesi and Ms. Murphy for their presentations and comments.

3. Committee Reports

(a) Faculty Affairs Committee. Prof. Ghilarducci reported that the Committee will be examining the University's policies regarding disclosure of salaries – specifically, whether Notre Dame should adopt the state-university model of making all faculty salaries public or whether it should institute some variation of that practice. The Committee is also monitoring the changes in the University's benefits structure and has a subcommittee working on grievance policies for the faculty. In addition, another subcommittee, headed by Prof. Aldous, was formed to examine the University's holiday policy.

Prof. Aldous reported on behalf of that subcommittee, which includes Prof. Mary Rose D'Angelo and Prof. John Robinson as well. She said that the impetus for the formation of the subcommittee was a very strong feeling that a critical part of education is learning about events of the past which are important in an institution's and country's history. She and Prof. D'Angelo had a very productive meeting with the University's registrar, Harold Pace, to discuss why some national holidays are not observed at the University.

Prof. Aldous said that the subcommittee is concerned about making Labor Day, Martin Luther King Day, and Presidents' Day official University holidays. Labor Day is a day on which the privileges, obligations, and rights of laborers are commemorated. Recognition of this holiday at the University is important because, as Prof. D'Angelo has pointed out, many

Notre Dame students come from fairly wealthy backgrounds and may not have much familiarity with the achievements of the labor movement in the United States. Observing Martin Luther King Day is important given the University's interest in creating more diversity at Notre Dame. Finally, recognition of Presidents' Day would be in keeping with the esteem with which many Americans hold Presidents Washington and Lincoln.

(b) Undergraduate Studies Committee. Prof. Kolman said that a subcommittee is revisiting the action of the Academic Council on April 30, 2002, to shift all Monday/ Wednesday classes at the University – both 50-minutes classes and 75-minutes classes – to Wednesday/ Friday, with a shift in Friday tutorials to Monday. The chair of that subcommittee, Prof. Ava Preacher, is assembling material from the Registrar's office and consulting with members of the subcommittee that proposed the action last year. Some department chairs and faculty members in the College of Arts and Letters have sent e-mails expressing their concerns about the shift, but she invites faculty in other colleges to express their opinions as well. Prof. Kolman encouraged all Academic Council members to discuss the issue of the schedule shift with their colleagues – both those who favor the action and those opposed to it – so that when the issue comes before the Council again it will address all possible facets.

(c) Graduate Studies Committee. Prof. Antsaklis reported that administrators in the Graduate School made presentations to committee members last week on the issues with which the committee is most concerned: health insurance for graduate students, stipends and other markers of competitiveness, and procedures for graduate students' leaves of absence because of illness or family matters. The committee hopes to bring a resolution regarding health insurance for graduate students before the full Academic Council in the early spring.

There being no further business, Fr. Malloy adjourned the meeting at 4:00 p.m.

Respectfully submitted,

Carol Ann Mooney

Secretary

UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS

Meeting of November 18, 2002

Members Present: Teresa Godwin Phelps (chair), Joan Aldous, Charlotte Ames, Jennifer Anthony, Mary Rose D'Angelo, Barbara Mangione, Martiqua Post, Katherine Spiess

Members Absent: Patricia Bellia, Elizabeth Bishop, Megan Markey, Patricia Maurice, Maura Ryan, Carol Tanner

Guests: Kristin Lewis, General Biology Lab Coordinator and Assistant Professional Specialist

Observers: Mary Hendriksen, reporter

Prof. Phelps called the meeting to order at 4:20 p.m.

1. Minutes of the meeting of October 4, 2002: The minutes of the meeting of October 4, 2002, were approved without amendment.

2. Equity in compensation for women faculty members: Prof. Ryan, chair of the subcommittee working on the issue of equity in compensation for women faculty members, was unable to attend the meeting today. Prof. Phelps said Prof. Ryan asked her to inform Committee members that members of the Provost's Office are now working to establish an annual equity audit at the University. Questions still to be resolved are who should participate in designing such an audit and what kind of information can and should be released. Prof. Ryan also recommended a publication on salary equity for Committee members: *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty*, published by the American Association of University Professors.

Prof. Phelps then gave a short history of events related to pay equity at Notre Dame. She said that in past years the Provost's Office has occasionally constituted an *ad hoc* committee to review salaries at the University. While an admission of inequity was never made, after the committee has met, various women on the faculty have received quite substantial raises, although others

have received increases less than the cost of living index. When this occurred in the spring of 2000, the members of WATCH, a group concerned with promoting the status of women faculty, wrote to Prof. Hatch on June 7, 2000, asking that he make all faculty salaries public and replace the *ad hoc* committee on salaries with a permanent, elected faculty committee with responsibility for oversight of the salary-setting process. Prof. Hatch responded in a letter dated June 23, 2000, that a committee composed of four members of the Provost's Advisory Committee began studying the issue of salary equity that spring but had not yet provided him with either a report or a recommendation. After that letter and until the current discussions of an equity audit, there has been no official action by the University regarding salary equity.

Committee members discussed whether the audit under discussion in the Provost's Office is adequate for their purposes or whether they should advocate for a different kind of study or audit. Various questions about the proposed audit were raised. Ms. Ames wondered whether the audit will consider only Teaching-and-Research faculty or include Library faculty and Special Professional faculty. Other members said their concern was how quickly the Provost's Office would design and implement the audit process.

Prof. Phelps noted that there are various committees on campus concerned with salary issues, including a Faculty Senate subcommittee and a subcommittee of the Academic Council's Faculty Affairs Committee, which is studying the issue of disclosure of salaries at the University. She suggested a meeting between representatives of all groups so that information could be shared and, possibly, a joint action proposed by the committees.

The consensus of the group was that they would delay any action until hearing a report from Prof. Ryan at the December 6 meeting on the particulars of the Provost's Office audit and its proposed timeline.

Prof. D'Angelo said that a complementary issue concerns differences in the allocation of resources at the University – for example, funds for research and the allocation of graduate assistants seem to

vary between male and female faculty members. While inequities of this type are very difficult to track, she said the Committee should consider how uneven resource allocation may affect the promotion and tenure of women.

Prof. Aldous asked if a difference in resource allocation was a problem for Library faculty as well as Teaching-and-Research faculty. Ms. Ames said that it was not.

Ms. Post commented that salary equity may be an issue for women graduate students as well. In some departments stipends are not identical for all students. When they are set individually, there may be unfairness in regard to gender.

2. Update on the Committee's work advocating equity between men's and women's dorms: Last year, the Committee adopted as its student issue equity in men's and women's housing at the University, including the different number and job responsibilities of assistant rectors in women's dorms and men's dorms (and the concomitant lack of job opportunities for female graduate students to be assistant rectors); the sometimes inappropriate and intrusive behavior of security monitors in the women's dorms; and the unequal application and enforcement of University rules in women's dorms and men's dorms.

Prof. Phelps distributed copies of two articles in which the Committee's memorandum of May 3, 2002, to Fr. Mark Poorman, C.S.C., Vice President for Student Affairs, was cited: (1) An *Observer* opinion piece dated October 7, 2002, calling on the University to educate rectors, rectresses, and resident assistants about the damage certain assumptions, ideas, and perceptions about women can cause in terms of gender relations; and (2) the *Scholastic* cover story of September 26, 2002, "Separate and Unequal" examining the role of female students on campus after 30 years of co-education.

Kathy Brannock, who has worked as a resident advisor, an assistant rector, and a rector, will address the Committee at its December 6 meeting. Prof. Phelps said that she will invite Fr. Poorman to attend a meeting next semester.

3. Underrepresentation of women students in various majors at the

University/Kristin Lewis, General Biology Lab Coordinator and Assistant Professional Specialist: At the October 4, 2002, meeting Catherine Pieronek, Director of the Women's Engineering Program at Notre Dame, spoke to the Committee about attrition of women engineering students – last year, the attrition rate for first-year women engineering students was 52%, compared to 25% for men students – and steps the college is taking to reduce that rate. Today, the Committee invited Kristin Lewis, General Biology Lab Coordinator and Assistant Professional Specialist, to discuss the representation of women in the biological sciences at Notre Dame.

Ms. Lewis provided data showing that women students are not underrepresented in the biological sciences. In fact, in most recent years (as well as in projections for the next few graduating classes), the number of female students has actually been greater than the number of male students:

Graduation				
Year	Level	Total	Male	Female
1999	Seniors	74	28	46
2000	Seniors	52	27	25
2001	Seniors	81	38	43
2002	Seniors	77	37	40
2003	Seniors	58	24	34
2004	Juniors	76	31	45
2005	Sophomores	84	27	57
2006	First Year	119	42	77

Ms. Lewis said that while the data relate to the current cohort rather than the rate of attrition, in general, she feels that undergraduates are quite comfortable with the major.

Ms. Lewis added that while numbers are not available for biology-related majors – for example, Arts and Letters Pre-professional (premed) – women make up 51% of BIOS 201L, a class for sophomore preprofessional majors. Fr. Joseph Walter, C.S.C., Department Chair, Preprofessional Studies, has reported that each year 37-40% of Notre Dame's applicants to medical school are women.

While there is adequate representation of women students in the biological sciences, Ms. Lewis said, the problem in

the department is with the number of women faculty; however, progress is being made on that front. Four years ago a student could graduate with a biological sciences degree without ever seeing a woman professor. Recently, however, several of the department's hires have been women. Now, of the 7 assistant professors in the department, 3 are male and 4 female. Considering the faculty as a whole, 25 professors are male and 10 female (14 male full professors and 2 female, 7 male associate professors and 2 female, 1 male professional specialist and 2 female). This has greatly increased the opportunities for women students to take a class or undertake a research project with a woman professor.

Ms. Lewis then briefly discussed the representation of women as graduate students in the biological sciences. She said that women are well represented in graduate studies. Of the current 107 graduate students, 59 are women. Currently, she does not have data to track whether female students continue on to research positions in biology.

4. Discussion of whether the Committee should examine whether sexual harassment through the existence of a hostile environment exists at Notre Dame: Prof. Phelps discussed whether the Committee should examine whether sexual harassment exists at Notre Dame because an environment exists that is pervasively hostile towards women. She explained that if various official and unofficial policies, practices, attitudes, traditions, and remarks taken together create an atmosphere that is difficult for women *because* they are women, the University has a responsibility to address the problems and change the practices. Building a case that a hostile environment exists would involve putting together information and stories that frequently come the Committee's way – for example, the graduate student who related that a professor she asked for a recommendation replied that he would be able to compare her only to other female students, since “a woman in this field can never be as good as a man”; or the woman graduate student who discovered that her stipend was lower than her male counterparts; or the University's sanction of the Keenan Review, an annual performance by Keenan Hall residents that can be extremely de-

grading to women students; or the many stories of dormitory security monitors' inappropriate comments to women students.

Prof. Phelps said that once the University is put on notice that a hostile environment exists, it becomes incumbent on administrators to act. The result might be instructions to colleges and departments to change various policies and practices or conducting training sessions to instruct people about what is appropriate behavior.

Prof. D'Angelo commented that she feels the Committee needs to go beyond putting the University on notice and move to advocacy. A very useful first step would be a session at orientation for first-year students on what constitutes sexual harassment and what women students can do when they encounter it. A similar session should be held for incoming faculty. At the same time, because much of the problem with attitudes towards women students and faculty is with senior faculty members, sessions might be held for faculty on a department-by-department basis.

Committee members decided to leave the issue for further discussion at the next meeting.

5. Further information on the underrepresentation of women in various majors at the University – The Mendoza College of Business: Prof. Spiess reported that she contacted Carolyn Woo, Dean of the Mendoza College of Business, to discuss how to best collect data on the representation of women in various majors and programs at the college. Dean Woo directed her to work with Sam Gaglio, an assistant dean, to collect the data. He has supplied her with lists of undergraduate students, by major, in the college over the last several years. That information will allow her to calculate retention and graduation rates for women over the last three years as well as more recent trends in the enrollment of women in the undergraduate programs. Prof. Gaglio has also supplied data for M.B.A. students. Prof. Spiess said that she will make the necessary calculations and make a report at a future meeting.

There being no further business, Prof. Phelps adjourned the meeting at 5:40 p.m.

Errors and Omissions

In issue 4, p. 50, under University Relations, Louis M. Nanni's entry should indicate his M.A.

Issue 4 wrongly listed the department for David Waldstreicher. The correct entry is:

DAVID L. WALDSTREICHER, *Associate Professor of History*. B.A., Univ. of Virginia, 1988; M.A., Yale Univ., 1990; Ph.D., *ibid.*, 1994 (1999).

Departmental Awards Received and Proposals Submitted

In the period from November 1 to November 30, 2002

Category	AWARDS RECEIVED		PROPOSALS SUBMITTED	
	No.	Amount	No.	Amount
Research	26	\$3,925,393	40	\$16,524,331
Facilities and Equipment	0	\$0	0	\$0
Instructional Programs	4	\$138,115	1	\$1,354,988
Other Programs	0	\$0	0	\$0
Service Programs	0	\$0	0	\$0
Total	30	\$4,063,508	41	\$17,879,319

FISCAL YEAR-TO-DATE CUMULATIVE

Category	AWARDS RECEIVED		PROPOSALS SUBMITTED	
	No.	Amount	No.	Amount
Research	144	\$80,975,109	262	\$80,975,109
Facilities and Equipment	0	\$0	0	\$0
Instructional Programs	9	\$905,016	6	\$3,048,092
Other Programs	0	\$0	0	\$0
Service Programs	0	\$0	0	\$0
Total	153	\$81,880,125	268	\$84,023,201

November 2002 Cumulative Summary

Awards Received

Category	<u>7/1/2000-11/30/2000</u>		<u>7/1/2001-11/30/2001</u>		<u>7/01/2002-11/30/2002</u>	
	No.	Amount	No.	Amount	No.	Amount
Research	205	\$27,691,324	183	\$18,082,462	144	\$27,315,240
Facilities and Equipment	0	\$-	0	\$-	0	\$0
Instructional Programs	7	\$360,779	9	\$1,184,402	9	\$905,016
Other Programs	1	\$25,000	0	\$-	0	\$0
Service Programs	0	\$0	0	\$-	0	\$0
Total	213	\$28,077,103	192	\$19,266,864	153	\$28,220,256

Proposals Submitted

Category	<u>7/1/2000-11/30/2000</u>		<u>7/1/2001-11/30/2001</u>		<u>7/01/2002-11/30/2002</u>	
	No.	Amount	No.	Amount	No.	Amount
Research	248	\$135,530,921	300	\$98,004,949	262	\$80,975,109
Facilities and Equipment					0	\$0
Instructional Programs	1	\$11,500	5	\$3,763,223	6	\$3,048,092
Other Programs					0	\$0
Service Programs					0	\$0
Total	249	\$135,542,421	305	\$101,768,172	268	\$84,023,201

All awards and proposals are credited in the Monthly Summaries report to the academic department of the primary principal investigator. The Office of Research proposal routing form asks principal investigators to indicate at the time the proposal is submitted which unit will be responsible for the conduct of the project. If that unit is a center or institute the proposal/award is included in the Centers/Institutes report which is a subset of the Monthly Summaries report.

The Office of Research is doing what it can to ensure all units receive credit for the proposals/awards they submit and receive. However it depends on the PI to properly identify responsibility for the project at the time the proposal is submitted. Please notify the Office of Research at research@nd.edu or 631-4670 if you are aware of any proposals or awards that have not been properly credited to a center or institute.

Research

Awards Received

November 1, 2002, through November 30, 2002

Awards for Research

Aerospace and Mechanical Engineering

Corona, Edmundo; Mason, James J.

Circuit Boards for Delphi Automotive Applications Corporation
\$22,276 6 months

Mueller, Thomas J. (Center or Institute)

An Experimental Study of Trailing Edge Noise
Department of Navy
\$140,000 12 months

Niebur, Glen L.

Symposium: The Role of Tissue Mechanics in Biological Responses to Mechanical Loading
National Institutes of Health
\$2,000 4 months

Anthropology

Chesson, Meredith S.

Rethinking the Collapse of the Early Bronze Southern Levant: The Khirbet el-Minsahlat Project
Private Foundation
\$24,978 14 months

Biological Sciences

Besansky, Nora J.

Species Boundaries in the *Anopheles gambiae* complex
National Institutes of Health
\$220,866 12 months

Hellenthal, Ronald A.

The Effects of Stream Restoration on Sediment Dynamics and Secondary Production of Benthic Invertebrates in a Northern Indiana Stream
Indiana Academy of Science
\$1,946 12 months

Lodge, Gary A.; Lamberti, Gary A.; Brennecke, Joan F.

Environmental Risk Assessments for the Great Lakes
National Oceanic and Atmospheric Administration
\$250,000 12 months

McKee, Edward E. (Center or Institute)

Heart Mitochondrial Toxicity of Antiviral Nucleosides
I.U. School Medicine
\$243,855 10 months

Lamberti, Gary A.; Tank, Jennifer L.; Knouft, Jason

Role of Large Woody Debris in Restoring Stream Ecosystem Function in Managed U.S. Forests
Department of Agriculture
\$375,000 36 months

Chemical Engineering

Lamberti, Gary A.; Brennecke, Joan F.

Risk Assessments of Novel Chemicals in the Environment
Department of Education
\$144,585 24 months

Varma, Arvind (Center or Institute)

Kinetics of Rapid High-Temperature Reactions in Gasless Systems: Non Isothermal Conditions
Private Foundation
\$6,000 24 months

Wolf, Eduardo E.

Partial Oxidation of Alkanes in a Dual Bed Membrane Reactor
National Science Foundation
\$259,078 36 months

Civil Engineering and Geological Sciences

Fein, Jeremy B.; Burns, Peter C.; Maurice, Patricia A.

Environmental Molecular Science Institute: Actinides and Heavy Metals in the Environment
National Science Foundation
\$1,300,000 60 months

Talley, Jeffrey W.

Thermal Programmed Desorption Mass Spectrometry of Tetryl and Related Nitroaromatics
U.S. Army Corps of Engineers
\$109,629 14 months

Computer Science and Engineering

Weigert, Kathleen M.; Ketchum, Lloyd H.; Freeland, Joseph C.

The EPICS Consortium
Purdue University
\$31,000 36 months

Electrical Engineering

Fay, Patrick J.; Seabaugh, Alan C.

Antimonide-based Compound Semiconductors
Hughes Research Laboratory
\$50,000 19 months

Freimann Animal Care Facility

Suckow, Mark A. (Center or Institute)

Effect of a Novel Biomaterial on Tumor Growth
Corporation
\$5,020 6 months

Government and International Studies

Welna, Christopher J. (Center or Institute)
Building Capacity for Social Progress: A Partnership for
Leadership Development
Department of Education
\$51,848 36 months

Mathematics

Han, Qing; Gursky, Matthew J.
NSF/CBMS Regional Conference in the Mathematical Sciences:
Fully Nonlinear Equations in Geometry
National Science Foundation
\$31,417 12 months

Physics

Garnavich, Peter M.
Supernovae and the Universe
National Aeronautics and Space Administration
\$105,801 60 months

LoSecco, John M.; Hildreth, Michael D.
Research in CP Violation in the B Meson Sector
Department of Energy
\$85,000 12 months

Cason, Neal M.; Ruchti, Randal C.; Wayne, Mitchell R.
USCMS Hadron Calorimeter Subsystem
Northeastern University
\$164,724 24 months

Political Science

Lopez, George A. (Center or Institute)
Failed States and International Security V: The Continuing
Failure of the International Community
U. S. Army War College
\$15,000 4 months

Mainwaring, Scott P. (Center or Institute)
Foreign Language and Area Studies Fellowships
Indiana University Bloomington
\$62,000 36 months

Hagopian, Frances; Welna, Christopher J. (Center or Institute)
National Resource Centers
Indiana University Bloomington
\$103,370 12 months

Sociology

Cárdenas, Gilberto (Center or Institute)
Cook County's Changing Landscape: Census 2000 Analysis
Project
Private Foundation
\$120,000 8 months

Awards for Instructional Programs

Aerospace and Mechanical Engineering

Glazier, James A.; Niebur, Glen L. (Center or Institute)
Symposium: The Role of Tissue Mechanics in Biological
Responses to Mechanical Loading
National Science Foundation
\$10,000 5 months

Alliance for Catholic Education

Johnstone, Joyce V. (Center or Institute)
Title II Improving Student Achievement through More
Effective Teachers, 2000-2001 New K-16 Transition
Partnerships
Private Foundation
\$75,249 12 months

Electrical Engineering

Porod, Wolfgang (Center or Institute)
Second International Workshop on Quantum Dots for
Quantum Computing and Classical Size Effect Circuits
(IWQDQC)
Department of Navy
\$10,000 10 months

Psychology

Buttigieg, Joseph A.; Bergeman, Cindy S.
Teachers as Scholars Program
U.S. Institute of Peace
\$42,866 24 months

Proposals Submitted

November 1, 2002, through November 30, 2002
Proposals for Research

Aerospace and Mechanical Engineering

Corona, Edmundo; Schmid, Steven R.; Mason, James J.
Bending and Springback of Laminated Steel. Phase 2
Corporation
\$30,909 12 months

Stanisic, Michael M.
Development of Hybrid Mechanisms for Humanoid and
Industrial Manipulator Shoulder Complexes
National Science Foundation
\$567,612 0 months

African/African-American Studies

McDaniel, Eric L.
Politics in the Pews: The Creation and Maintenance of a Black
Political Church
National Science Foundation
\$128,000 24 months

American Studies

Ardizzone, Heidi L.
 "Under the Mask and Manner": The Worlds of Belle da Costa Greene
 Private Foundation
 \$6,000 1 month

Anthropology

Chesson, Meredith S.
 Households in Early Bronze Age Towns of the Southern Levant: Excavations at Tell el-Handaquq South, Jordan
 Private Foundation
 \$30,000 12 months

Van Hollen, Cecilia C.
 HIV/AIDS, Stigma, and Maternal Health in India
 National Institutes of Health
 \$148,500 12 months

Biological Sciences

Duman, John G.
 Structure/Function Studies of Antifreeze Proteins and Their Enhancers from the Beetle *Dendroides canadensis*
 National Science Foundation
 \$17,820 12 months

Lamberti, Gary A.
 Dissertation Research: Ecological Stoichiometry in Benthic Aquatic Ecosystems
 National Science Foundation
 \$11,072 12 months

Lodge, David M.
 Assessing Invasion Risk in the Great Lakes from Diapausing Organisms: Estimating Propagule Pressure with Molecular Tools
 National Science Foundation
 \$11,986 12 months

Welsh, JoEllen J.
 Bioactivation of Vitamin D in Mammary Gland
 National Institutes of Health
 \$74,250 12 months

Chemical Engineering

Maginn, Edward J.
 Determination of Physical Properties of Energetic Ionic Liquids Using Molecular Simulation
 Department of the Air Force
 \$214,538 36 months

Chemistry and Biochemistry

Goodson, Holly V.
 Interactions Between CLIP-170 and Microtubules
 National Institutes of Health
 \$306,141 12 months

Huber, Paul W.
 Protein Binding Domains on Eukaryotic 5S rRNA and rDNA
 National Institutes of Health
 \$292,150 12 months

Computer Science and Engineering

Bowyer, Kevin W.; Flynn, Patrick J.
 Data Sets, Baseline Performance Reference Points, and Evaluation Metrics for HumanID
 Department of Navy
 \$757,916 24 months

Bowyer, Kevin W.; Flynn, Patrick J.
 Investigation of Ear Biometrics for Human Identification
 Navy/DARPA
 \$97,052 12 months

Chen, Danny Z.; Hu, Xiaobo
 Geometric Algorithms and Software for Radiation Treatment Planning Problems
 National Science Foundation
 \$405,394 36 months

Flynn, Patrick J.; Bowyer, Kevin W.
 Multi-Layer Generalized Human-Augmented Bayesian Inference
 Ohio State University
 \$1,998,664 60 months

Madey, Gregory R.; Chandra, Surendar; Scheutz, Matthias J.
 An Integrated, Modular and Collaborative E-Technology Curriculum
 National Science Foundation
 \$498,739 36 months

Electrical Engineering

Collins, Oliver M.
 A New Direction in Coding
 National Science Foundation
 \$453,989 36 months

Fay, Patrick J.
 High Efficiency Thermophotovoltaic Cells
 Corporation
 \$242,256 36 months

Fay, Patrick J.

High Speed, Chip-to-Chip Hybrid Optical Interconnects
Corporation
\$399,999 36 months

Merz, James L.; Mintairov, Alexander

Near Field Investigation of Photonic Structures
National Science Foundation
\$358,701 36 months

Merz, James L.; Mintairov, Alexander

Zero Dimensional Quantum Structures for Optoelectronics
National Science Foundation
\$335,307 36 months

Porod, Wolfgang; Fay, Patrick J.; Huang, Yih-Fang; Bernstein, Gary H.

Biologically-Inspired CNN Image Processors with Dynamically-Integrated Hyperspectral Nanoscale Sensors
Department of Navy
\$6,898,793 60 months

Porod, Wolfgang

Physically-Coupled Nanostructures for Locally-Interconnected Circuit Architectures
Department of Navy
\$613,404 36 months

English

Duffy, John

Writing from These Roots: Literacy Development in a Refugee Community
National Academy of Education
\$50,000 9 months

Film, Television, and Theatre

Arons, Wendy K.

Staging the Fair Sex
Private Foundation
\$30,000 12 months

Pilkinton, Mark C.

A History of Jacob's Wells Theatre, Bristol, 1729-1766
Private Foundation
\$6,000 9 months

History

Hamburg, Gary M.

Mysticism, Heresy and Politics in Tsarist Russia: The Mount Athos Affair and the Imiaslavie Controversy, 1907-1918
Private Foundation
\$36,000 9 months

Physics

Balsara, Dinshaw S.

Simulating Pre-Stellar Cores While Including Restricted Chemistry and Some Radiative Diagnostics
National Science Foundation
\$443,288 36 months

Mathews, Grant J.; Balsara, Dinshaw S.

Multiscale MHD QPO Models Based on the Bardeen-Petterson Effect
National Science Foundation
\$409,453 36 months

Political Science

Hagopian, Frances; Schierling, Sharon K.

Notre Dame-Instituto Estudios Peruanos-Instituto Estudios Superiores de Administracion
U.S. Department of State
\$120,180 36 months

Psychology

Cummings, E.M.

The Role of Marital Conflict in Family-Wide Functioning
National Institutes of Health
\$23,572 12 months

Cummings, E. M.

Marital Conflict Resolution and Child Development
National Institutes of Health
\$236,321 12 months

Wenger, Michael J.

Changes in Memory Capacity Across the Lifespan
National Institutes of Health
\$71,825 12 months

Romance Languages and Literatures

Perry, Catherine

Figures of Seduction and Vital Energy: Music and Dance in French Literature at the Turn of the Twentieth Century
Institute for Advanced Study
\$35,500 9 months

Sociology

Carbonaro, William J.

Racial/Ethnic Differences in College Graduation: The Lasting Effects of Students' High School Experiences
National Academy of Education
\$50,000 12 months

Theology

Cunningham, Lawrence S.

Prospectus for a Study of Sainthood

Association of Theological Schools

\$75,000

9 months

Groody, Daniel G.An Undocumented Theology: Christian Life from a Mexican
Immigrant Perspective

Louisville Institute

\$8,000

4 months

Matovina, Timothy M.; Cummings, Kathleen S.Uncommon Faithfulness: The Witness of African American
Catholics

Louisville Institute

\$30,000

9 months

Proposals for Instructional Programs

Political Science

Hagopian, Frances; Schierling, Sharon K.Notre Dame-University of Michigan Consortium, (NRC) and
(FLAS) Program, Latin American and Caribbean Studies

Department of Education

\$1,354,988

36 months

Centers and Institutes

Awards Received and Proposals Submitted

	From December 1 to December 31, 2002				Year-to-Date			
	AWARDS RECEIVED		PROPOSALS SUBMITTED		AWARDS RECEIVED		PROPOSALS SUBMITTED	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
African-American Studies	0	\$0	1	\$128,000	0	\$0	1	\$128,000
Alliance for Catholic Education	1	\$75,249	0	\$0	2	\$161,249	0	\$0
Center for Astrophysics	0	\$0	2	\$852,741	1	\$17,928	4	\$1,773,852
Center for Environmental Science and Technology	0	\$0	0	\$0	1	\$80,000	0	\$0
Center for Flow Physics and Control	1	\$140,000	0	\$0	4	\$494,174	5	\$2,499,643
Center for Molecularly Engineered Materials	1	\$6,000	1	\$214,538	1	\$6,000	8	\$5,529,839
Center for Orphan Drug Development	0	\$0	0	\$0	1	\$0	0	\$0
Center for Transgene Research	0	\$0	0	\$0	3	\$1,023,510	2	\$2,335,541
Center for Tropical Disease Research and Training	0	\$0	0	\$0	7	\$3,515,490	6	\$1,055,245
Center for Zebrafish Research	0	\$0	0	\$0	0	\$0	1	\$334,125
Cushwa Center for American Catholicism	0	\$0	1	\$30,000	0	\$0	1	\$30,000
Environmental Molecular Research Institute	0	\$0	0	\$0	0	\$0	1	\$7,460
Environmental Research Center	0	\$5,020	0	\$0	0	\$5,020	0	\$0
Freimann Animal Care Facility	0	\$0	0	\$0	0	\$0	0	\$5,020
Freimann Life Science Center	1	\$0	0	\$0	2	\$1,500	1	\$309,875
Higgins Labor Research Center	0	\$0	0	\$0	0	\$0	1	\$12,500
Institute for Educational Initiatives	0	\$0	0	\$0	0	\$0	1	\$0
Institute for Latino Studies	1	\$120,000	1	\$8,000	5	\$719,512	4	\$403,000
Interdisciplinary Center for the Study of Biocomplexity	1	\$10,000	0	\$0	2	\$15,000	1	\$594,000
Jacques Maritain Center	0	\$0	0	\$0	0	\$0	0	\$0
John A. Kaneb Center for Teaching and Learning	0	\$0	0	\$0	0	\$0	0	\$0
Kellogg Institute for International Studies	3	\$217,218	2	\$1,475,168	3	\$217,218	4	\$1,738,558
Keough Institute for Irish Studies	0	\$0	0	\$0	1	\$107,694	0	\$0
Kroc Institute for International Studies	1	\$15,000	0	\$0	1	\$15,000	1	\$15,000
Laboratory for Image and Signal Analysis	0	\$0	0	\$0	0	\$0	0	\$0
Laboratory for Social Research	0	\$0	0	\$0	0	\$0	1	\$247,992
Lobund Laboratory	0	\$0	0	\$0	0	\$0	1	\$513,280
Mendelson Center for Sport, Character, and Community	0	\$0	0	\$0	0	\$0	0	\$0
Nano Science and Technology Center	1	\$10,000	6	\$8,848,460	3	\$1,169,999	30	\$23,399,974
Nanovic Institute	0	\$0	0	\$0	0	\$0	2	\$16,176
Nuclear Structure Laboratory	0	\$0	0	\$0	0	\$0	0	\$0
Office of Special Instructional Projects and Activities	0	\$0	0	\$0	0	\$0	1	\$1,625,789
Physics	0	\$0	1	\$443,288	0	\$0	1	\$443,288
Program of Liberal Studies	0	\$0	0	\$0	0	\$0	1	\$103,591
Radiation Laboratory	0	\$0	0	\$0	1	\$20,000	2	\$330,076
Reilly Center for Science, Technology, and Values	0	\$0	0	\$0	0	\$0	0	\$0
Robinson Learning Center	0	\$0	0	\$0	0	\$0	0	\$0
South Bend Center for Medical Education	1	\$243,855	0	\$0	1	\$243,855	3	\$395,500
TRIO Programs	0	\$0	0	\$0	2	\$636,901	0	\$0
Walther Cancer Center	0	\$0	0	\$0	0	\$0	7	\$3,133,815
Total	12	\$842,342	15	\$12,000,195	41	\$8,450,050	91	\$46,981,139

Awards Received

November 1, 2002, through November 30, 2002

Awards for Research

Center for Flow Physics and Control

An Experimental Study of Trailing Edge Noise

Department of Navy

\$140,000 12 months

Center for Molecularly Engineered Materials

Kinetics of Rapid High-Temperature Reactions in Gasless Systems: Non Isothermal Conditions

Private Foundation

\$6,000 24 months

Freimann Life Science Center

Effect of a Novel Biomaterial on Tumor Growth

Corporation

\$5,020 6 months

Institute for Latino Studies

Cook County's Changing Landscape: Census 2000 Analysis Project

Private Foundation

\$120,000 8 months

Kellogg Institute for International Studies

National Resource Centers

Indiana University Bloomington

\$103,370 12 months

Building Capacity for Social Progress: A Partnership for Leadership Development

Department of Education

\$51,848 36 months

Foreign Language and Area Studies Fellowships

Indiana University Bloomington

\$62,000 36 months

Kroc Institute for International Peace Studies

Failed States and International Security V: The Continuing Failure of the International Community

U. S. Army War College

\$15,000 4 months

South Bend Center for Medical Education

Heart Mitochondrial Toxicity of Antiviral Nucleosides

I.U. School Medicine

\$243,855 10 months

Awards for Instructional Programs

Alliance for Catholic Education

Title II Improving Student Achievement through More Effective Teachers, 2000-2001 New K-16 Transition Partnerships

Private Foundation

\$75,249 12 months

Interdisciplinary Center for the Study of Biocomplexity

Symposium: The Role of Tissue Mechanics in Biological Responses to Mechanical Loading

National Science Foundation

\$10,000 5 months

Nano Science and Technology Center

Second International Workshop on Quantum Dots for Quantum Computing and Classical Size Effect Circuits (IWQDQC)

Department of Navy

\$10,000 10 months

Proposals Submitted

November 1, 2002, through November 30, 2002

Proposals for Research

African/African-American Studies

Politics in the Pews: The Creation and Maintenance of a Black Political Church

National Science Foundation

\$128,000 24 months

Center for Astrophysics

Simulating Pre-Stellar Cores While Including Restricted Chemistry and Some Radiative Diagnostics

National Science Foundation

\$443,288 36 months

Multiscale MHD QPO Models Based on the Bardeen-Petterson Effect

National Science Foundation

\$409,453 36 months

Center for Molecularly Engineered Materials

Determination of Physical Properties of Energetic Ionic Liquids Using Molecular Simulation

Department of the Air Force

\$214,538 36 months

Cushwa Center for American Catholicism

Uncommon Faithfulness: The Witness of African American Catholics

Louisville Institute

\$30,000

9 months

Institute for Latino Studies

An Undocumented Theology: Christian Life from a Mexican Immigrant Perspective

Louisville Institute

\$8,000

4 months

Kellogg Institute for International Studies

Notre Dame-Instituto Estudios Peruanos-Instituto Estudios Superiores de Administration

U.S. Department of State

\$120,180

36 months

Nano Science and Technology Center

Near Field Investigation of Photonic Structures

National Science Foundation

\$358,701

36 months

Physically-Coupled Nanostructures for Locally-Interconnected Circuit Architectures

Department of Navy

\$613,404

36 months

Biologically-Inspired CNN Image Processors with Dynamically-Integrated Hyperspectral Nanoscale Sensors

Department of Navy

\$6,898,793

60 months

Zero Dimensional Quantum Structures for Optoelectronics

National Science Foundation

\$335,307

36 months

High Efficiency Thermophotovoltaic Cells

Corporation

\$242,256

36 months

High Speed, Chip-to-Chip Hybrid Optical Interconnects

Corporation

\$399,999

36 months

Physics

Simulating Pre-Stellar Cores While Including Restricted Chemistry and Some Radiative Diagnostics

National Science Foundation

\$443,288

36 months

Proposals for Instructional Programs

Kellogg Institute for International Studies

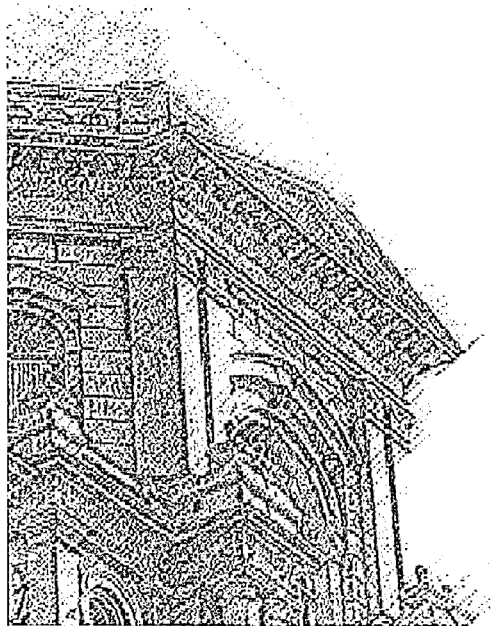
Notre Dame-University of Michigan Consortium, (NRC) and (FLAS) Program, Latin American and Caribbean Studies

Department of Education

\$1,354,988

36 months

Notre Dame Report



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