

Notre Dame Report



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FEBRUARY 14, 2003

N U M B E R 1 1

Faculty Notes

Honors

John Darby, professor of comparative ethnic studies, Kroc Institute, was selected to participate in the 2003 Fulbright New Century Scholars Program "Addressing Sectarian, Ethnic, and Cultural Conflict Within and Across National Borders"; and was invited to join the editorial board of *Peace and Conflict Studies*, published by The Lentz Peace Research Association.

Alyssa Dinega Gillespie, the Notre Dame Assistant Professor of Russian Language and Literature, had her book *A Russian Psyche: The Poetic Mind of Marina Tsvetaeva* (Univ. of Wisconsin Press, 2001) named an "Outstanding Academic Title" by *Choice* magazine, a publication for academic librarians.

Mary Jung Lee, assistant professional specialist in the Laboratory for Social Research, was elected a member of the board of directors of the Association of Public Data Users (APDU).

Julia Adeney Thomas, associate professor of history, was awarded the John K. Fairbank Prize for the best book on Asian history for her book *Reconfiguring Modernity: Concepts of Nature in Japanese Political Ideology* by the American Historical Association.

Activities

James Matthew Ashley, associate professor of theology, presented a "Response to David Tracy" at the "Option for the Poor in Christian Theology" Conference, Nov. 12, Notre Dame.

Lawrence S. Cunningham, the O'Brien Professor of Theology, presented seven conferences on "The Spirituality of the Psalms" to the Community of Santa Rita Abbey, Sonoita, Ariz., Jan. 2-5

Agustin Fuentes, associate professor of anthropology, presented a series of invited talks at the Kyoto Univ. 21st-century COE program "Toward the Integration of Biodiversity Studies: Workshop and Symposium on the Wildlife Management of Asian Macaques" in Inuyama, Japan, Jan. 14-17, titled "The Macaques of Bali: Human Connections, Management, and Issues of Co-existence" and "Biocultural

Factors in Human-Primate Bidirectional Pathogen Transmission"; and was also a presenting member of the workshop panel.

Rev. Charles B. Gordon, C.S.C., assistant professor of theology, lectured on "Chesterton as Philosopher and Theologian" in the lecture series "G.K. Chesterton Returns to Notre Dame," sponsored by the Notre Dame Center for Ethics and Culture, Nov. 14.

Rev. Daniel A. Groody, C.S.C., assistant professor of theology, presented "Toward a Theology of Migration," Center for Social Concerns, Notre Dame, Nov. 21; "Pastoral Dimensions of Undocumented Migration," Notre Dame Law School and Dept. of Theology Legal Aid Clinic, Notre Dame, Nov. 20; and "Immigration and Theology," WSBT Radio, South Bend, Sept. 24. He directed the "Option for the Poor in Christian Theology Conference," Nov. 10-13, and the "Option for the Poor in Christian Theology, Young Scholars Meeting," Nov. 13-16.

Dirk Guldi, associate professional specialist in the Radiation Laboratory, gave a lecture series at Kyoto Univ., Japan, Jan. 21-24, including "Basic Principles and Contemporary Issues of Electron Transfer Research," "Natural Photosynthesis," "Artificial Photosynthetic Model Systems," and "Charge-Separation in Carbon-Based Nanostructures," a seminar.

Alexander Hahn, professor of mathematics, gave the lecture "What did Galileo's Experiments Mean to Him: Folio 116v and the Mirandum Paradox" to the special session on the History of Mathematics at the meeting of the American Mathematical Society, Baltimore, Jan. 13-19.

Mary Catherine Hilker, associate professor of theology, presented "All the Evidence is Not Yet In: Preaching Resurrection Hope," Academy of Homiletics, Boston Univ., Dec. 6; and presented "Thomas Aquinas, William Hill, and Catholic Feminist Theology," an Aquinas Lecture, Providence College, Jan. 30.

Maxwell Johnson, professor of theology, presented "Toward a Revised and Expanded Edition of E.C. Whitaker's *Documents of the Baptismal Liturgy*" to the Problems in the Early History of Liturgy Seminar, North American Academy of Liturgy, Indianapolis, Jan. 2-5; and

participated in a panel discussion with **Fr. Virgilio Elizondo**, visiting professor of theology, visiting professor of Latino studies, and Kellogg fellow, and **Timothy Matovina**, associate professor of theology and director of the Cushwa Center for the Study of American Catholicism, titled "The Virgin of Guadalupe and the Significance of December 12," Institute for Latino Studies, Notre Dame, Dec. 10.

Rev. Richard P. McBrien, the Crowley-O'Brien Professor of Theology, presented "Crisis or Opportunity: How Should We Be Church?" at "Reclaiming Who We Are: The Church" for the Association of Pittsburgh Priests, McCandless Township, Penn., Dec. 11.

Rev. Jerome Neyrey, S.J., professor of theology, presented "My Lord and My God: The High Christology of the Fourth Gospel" at Concordia Lutheran Seminary, Fort Wayne, Jan. 21; and presented "Jesus, Gender, and Matthew" at St. Joseph College, Leavenworth, Kans., Jan. 27.

Rev. Hugh R. Page Jr., director of the Program of African and African American Studies, associate professor of theology, and associate dean of Undergraduate Studies, College of Arts and Letters, presented "The Afrodiasporan Bible Commentary Project: A Status Report," for the colloquium of the Institute for the Study of Religion and Culture in Africa and the African Diaspora, Notre Dame, Sept. 12; "Hymnal as Therapeutic *Materia Medica: The African American Heritage Hymnal* as Conjure Book and Culture Generator" for the annual meeting of the Society for the Scientific Study of Religion, Salt Lake City, Nov. 1; "Toward the Creation of Transformational Spiritualities—Re-engaging Israel's Early Poetic Tradition in Light of the Church's Preferential Option for the Poor" for the Preferential Option for the Poor Conference, Notre Dame, Nov. 11; "Afroasiatic Studies and the Construction of Identity in a Post 9/11 Global Context—Some Reflections" for the annual colloquium of the Institute for Ancient Near Eastern and Afroasiatic Cultural Research, Toronto, Nov. 2; and "Creating a Global Diasporan Convergence—Commentary as Medium for Community Formation" for the African American Biblical Hermeneutics Section, Society of Biblical Literature, Nov. 24.

Szilvia Papai, assistant professor of finance, presented "Unique Cores in General Matching" at the Taj-IBM Conference on Game Theory and Its Applications, Jan. 8–10, Mumbai, India.

Alvin Plantinga, the O'Brien Professor of Philosophy, presented the lecture "Against Materialism," at the inauguration of the Calvin Seminary president, Grand Rapids, Sept. 27; "Evolution and Design" at the meeting of the Christian Educators Association, South Bend, Oct. 17; "Modality and Possible Worlds" and "Pluralism: A Defense of Religious Exclusivism" at the Univ. of Tehran, Iran, Oct. 21; "On Being Properly Basic" at the Univ. of Esfahan, Iran, Oct. 22; "On Reformed Epistemology" at Shiraz Univ., Iran, Oct. 23; "Evolutionary Argument against Naturalism" at Qom University, Iran, Oct. 24; "Games Scientists Play" at Calvin College, Grand Rapids, Nov. 8; "Evolutionary Argument against Naturalism" at Franklin and Marshall College, Lancaster, Penn., Nov. 21; "Evolutionary Argument against Naturalism" and "Evolution and Design" at the McLaren Institute, Minneapolis, Dec. 6; and "Can God Break the Laws?" and "Evolution and Design" at California State Univ. at San Bernardino, Jan. 17.

Jean Porter, the O'Brien Professor of Theology, delivered an invited paper "The Concept of Law in Aquinas' Moral Theory" at a meeting of the Society for Medieval and Renaissance Philosophy, the Eastern Division meeting of the American Philosophical Association, Philadelphia, Dec. 29.

Victoria D.L. Sanford, assistant professor of anthropology and Kellogg and Kroc Institutes fellow, made the invited presentation "Human Rights and Rule of Law in Maya Communities" at the Ambassadorial Seminar on Guatemala, United States Dept. of State, Washington, D.C., Nov. 19; was a co-organizer and cochair, with A. Hinton, of the "Genocide: Anthropological Responses for the 21st Century," a roundtable discussion sponsored by the General Anthropology Division, American Anthropological Association, New Orleans, in November; presented "Supporting Human Rights and Peace in Colombia through Community Recovery: Useful Lessons from Central American Peace Processes and Truth Commissions" for an invited session

sponsored by the Human Rights Section, American Anthropological Association, at the same meeting; presented "Excavations of the Heart: Reflections on Truth, Memory, and Structures of Understanding" for an invited session sponsored by the AAA Executive Program Committee at the same meeting; was a discussant, "Maya Spiritual Traditions and Christianity in Guatemala," at the international conference on "Christianity and Native Cultures," Saint Mary's College, in September; was interviewed on Aug. 30 about human rights and exhumations in Guatemala and quoted in "A Dig in Guatemala Strips Bare a Time of Terror" by D. Gonzalez, *New York Times*; and was interviewed in Colombia and quoted extensively in "Making Societies Secure for Women" by M. Thom, *Ms. magazine* (summer).

Julia Adeney Thomas, associate professor of history, chaired a panel titled "Articulating Discourses of 'Rights' in Non-Western Historical Contexts" at the American Historical Association conference, Chicago, Jan. 2–5.

Eugene Ulrich, the O'Brien Professor of Theology, presented the invited lecture "The Impact of the Dead Sea Scrolls on Our Bible" for the "Biblical Archaeology Society's Bible and Archaeology Fest V," Toronto, Nov. 23.

Arvind Varma, the Schmitt Professor of Chemical Engineering and director, Center for Molecularly Engineered Materials, was invited to present the Research Highlight Series Lecture titled "Combustion Synthesis of Advanced Materials" at the National Science Foundation, Washington, D.C., on Dec. 12. The series was initiated in 1997, and among 20 former lecturers, Varma is the third chemical engineer in the country to receive this honor.

Publications

Matthew J. Barrett, professor of law, published "Opportunities for Obtaining and Using Litigation Reserves and Disclosures," *Ohio State Law Journal* 63, No. 4, (2002): 1017–1106; and had his article "Enron, Accounting, and Lawyers" reprinted in *Analyzing Financial Statements After Enron: What Every Lawyer Should Know* (January).

Joseph Blenkinsopp, the O'Brien Professor Emeritus of Old Testament Studies, published *Isaiah 40-55. A New Translation with Introduction and Commentary* (New York: Doubleday, 2002): xvii + 411; "The Age of the Exile" in *The Biblical World I*, J. Barton, ed. (London and New York: Routledge, 2002): 416-439; "The Formation of the Hebrew Bible Canon: Isaiah as a Test Case" in *The Canon Debate*, L.M. McDonald and J.A. Sanders, ed. (Peabody, Mass.: Hendrickson, 2002): 53-67; "A Post-Exilic Lay Source in Genesis 1-11" in *Abschied vom Jahwisten. Die Komposition des Hexateuch in der jüngsten Diskussion*, J.C. Gertz, et. al., eds. (Berlin: de Gruyter, 2002): 49-61; "The Bible, Archaeology and Politics: The Empty Land Revisited" in the *Journal for the Study of the Old Testament* 27, No. 2 (2002): 169-187; "Saul and the Mistress of the Spirits (1 Samuel 28:3-25)" in *Sense and Sensibility. Essays on Reading the Bible in Memory of Robert Carroll*, A.G. Hunter and P.R. Davies, eds., (Sheffield: Sheffield Academic Press, 2002): 49-62; and "Review of Peter R. Bedford's *Temple Restoration in Early Achaemenid Judah* in *Biblica* 83 (2002): 432-434.

Jacqueline Vaught Brogan, professor of English, published a review of A. Rich Fox's *FOX: Poems 1998-2000* (New York: Norton, 2001): 176-177; and the poem "Clytemnestra's Vision" in *The Wise Woman* 15, No. 3 (2002): 132.

Henry J. Castejon, assistant professional specialist in the Science Computing Facilities, published "Nonequilibrium Molecular Dynamics Calculation of the Thermal Conductivity of Solid Materials" in the *Journal of Physical Chemistry B* 107, No. 3 (2003): 826-828.

Daniel M. Chipman, professional specialist in the Radiation Laboratory, published "Computation of pKa from Dielectric Continuum Theory" in the *Journal of Physical Chemistry A* 106, No. 32 (2002): 7413-7422.

Lawrence S. Cunningham, the O'Brien Professor of Theology, published "The Great Altarpieces of Europe," *Commonweal* cxxix (Dec. 20): 21-22; a review of Charles Taylor's *Varieties of Religion Today: William James Revisited*, in *Review of Politics* 64, No. 4 (fall): 750-752; and "Religion Book Notes," *Commonweal* cxxx (Jan. 17): 27-29.

John Darby, professor of comparative ethnic studies, Kroc Institute, published "Coming Out of Violence: A Comparative Study of Peace Processes" with R. MacGinty in *Researching the Troubles: Social Science Perspectives on the Northern Ireland Conflict*, O. Hargie and D. Dickson, eds. (Mainstream: London, 2003).

Keith J. Egan, adjunct professor of theology, reviewed Bernard McGinn's *The Mystical Thought of Meister Eckhart: The Man from Whom God Hid Nothing* (N.Y.: Crossroad, 2001) in *The Merton Annual* 15 (2002): 273-276.

Thomas P. Fehlner, the Grace-Rupley Professor of Chemistry, published "An Iridaborane Reaction Cycle Driven by PMe_3 and $\text{BH}_3 \cdot \text{THF}$: Synthesis and Characterization of $[\text{Cp}^* \text{IrB}_3\text{H}_7(\text{PMe}_3)]$ and $[\text{CP}^* \text{IrB}_2\text{H}_6(\text{PMe}_3)]$ " with R. Macías and **Alicia M. Beatty**, associate research professor of chemistry and biochemistry, in *Angewandte Chemie International Edition* 41 (2002): 3860-3862.

Guillermo Ferraudi, professional specialist in the Radiation Laboratory, published "Electrocatalytic Reduction of CO_2 by Aza-Macrocyclic Complexes of Ni(II), Co(II), and Cu(II): Theoretical Contribution to Probable Mechanisms" with M. Isaacs, J.C. Canales, M.J. Aguirre, G. Estiú, F. Caruso, and J. Costamagna, in *Inorganica Chimica Acta* 339 (Nov. 15): 224-232.

Dirk M. Guldi, associate professional specialist in the Radiation Laboratory, wrote "A Light-harvesting Fluorinated Fullerene Donor-acceptor Ensemble; Long-lived Charge Separation" with G.A. Burley, A.G. Avent, O.V. Boltalina, I.V. Gol'dt, M. Marcaccio, F. Paolucci, D. Paolucci, and R. Taylor, published in *Chemical Communications* No. 1 (2003): 148-149; and "Thermally Reversible C_{60} -based Donor-acceptor Ensembles" with M. Herranz, M. Angeles, N. Martin, and J. Ramey, in *Chemical Communications* (2002): 2968-2069.

Maxwell Johnson, professor of theology, published "Baptism 1: Early Christianity"; "Catechumen, Catechumenate"; "Confirmation"; "Godparents"; "Insufflation"; "Lent"; "Mystagogical Catechesis"; and "Scrutinies, Baptismal," in *The New Westminster Dictionary of Liturgy and Worship*, **Rev. Paul V. Bradshaw**, professor of theology, ed. (Westminster: John Knox Press, 2002): 35-37; 98-99;

126-130; 230-231; 254-255; 278-279; 330-331; and 447. The book is also published in England as *The New SCM Dictionary of Liturgy and Worship* (SCM Press, 2002).

Jay A. LaVerne, professional specialist in the Radiation Laboratory, and **Maria S. Araos**, research associate in the Radiation Laboratory, published "Heavy Ion Radiolysis of Liquid Benzene" in the *Journal of Physical Chemistry A* 106, No. 46 (2002): 11408-11413.

Timothy Matovina, associate professor of theology and director of the Cushwa Center for the Study of American Catholicism co-edited the fall 2002 issue of the *U.S. Catholic Historian* on "Recovering the U.S. Hispanic Catholic Heritage: Transnationalism, Politics, and Identity."

Dan Meisel, director of the Radiation Laboratory and professor of chemistry and biochemistry, published "Radiation Effects in Nanoparticle Suspensions" in *Nanoscale Materials*, L.M. Liz-Marán and **Prashant Kamat**, professional specialist in the Radiation Laboratory, eds. (Norwell, Mass.: Kluwer Academic Publishers, 2003): 119-134.

Walter Nugent, the Tackes Professor of History Emeritus, published "A Catholic Progressive? The Case of Judge E.O. Brown" in the *Journal of the Gilded Age and Progressive Era* 1 (January): 5-47.

Szilvia Papai, assistant professor of finance, published "Strategy-proofness and Population Monotonicity for House Allocation Problems" with L. Ehlers and B. Klaus, *Journal of Mathematical Economics* 38, No. 3 (November): 329-339.

Simon M. Pimblott and **Jay A. LaVerne**, professional specialists in the Radiation Laboratory, copublished "Effects of Track Structure on the Ion Radiolysis of the Fricke Dosimeter" in the *Journal of Physical Chemistry* 106, No. 41 (2002): 9420-9427.

Alvin Plantinga, the O'Brien Professor of Philosophy, published "Dawkins and the Alabama Insert," *Think* 1, No. 2 (November) and had a book published in his honor, *Naturalism Defeated? Essays on Plantinga's Evolutionary Argument Against Naturalism*, J. Beilby, ed. (Ithaca: Cornell Univ. Press, 2002).

Jean Porter, the O'Brien Professor of Theology, published "Tugend" in Vol. 34 of *Theologische Realenzyklopadie* (Berlin: Walter de Gruyter, 2002): 184-197.

Frank K. Reilly, the Hank Professor of Finance, published *Investment Analysis and Portfolio Management* (South-Western, 2003) and *Investments*, *ibid.*

John E. Renaud, professor of aerospace and mechanical engineering, published "Adaptive Experimental Design for Construction of Response Surface Approximations," cowritten with V.M. Perez and L.W. Watson, *AIAA Journal* 40, No. 12 (December): 2495-2503; and "An Interactive Multiobjective Optimization Design Strategy for Decision Based Multidisciplinary Design," written with R.V. Tappeta and J.F. Rodriguez, *Engineering Optimization* 34, No. 5 (2002): 523-544.

David Ricchiute, the Deloitte & Touche Professor of Accountancy, published *Auditing and Assurance Services* 7th ed. (Cincinnati: South-Western Publishing, 2003): 813 pp.

Robert H. Schuler, the Zahm Professor Emeritus of Radiation Chemistry, published "On the Addition of OH Radicals to the Ipso Positions of Alkyl-Substituted Aromatics: Production of 4-Hydroxy-4-methyl-2,5-cyclohexadien-1-one in the Radiolytic Oxidation of *p*-Cresol," cowritten with G. Albarran; **Jaroslav Zajicek**, professional specialist in chemistry and biochemistry; **M.V. George**, visiting professor in the Radiation Laboratory; **Richard H. Fessenden**, professor emeritus of chemistry and biochemistry; and **Ian Carmichael**, professional specialist in the Radiation Laboratory, *Journal of Physical Chemistry A* 106, No. 50 (2002): 12178-12183.

Eugene Ulrich, the O'Brien Professor of Theology, published "*Quelle lumière les rouleaux de la mer Morte ont-ils jetée sur la Bible?*" in *Les manuscrits de la mer Morte*, F. Mébarki and É. Puech, eds. (Rodez, France: Éditions de Rouergue, 2002): 133-141.

James Vanderkam, the O'Brien Professor of Theology, published *The Meaning of the Dead Sea Scrolls* (San Francisco: HarperSanFrancisco, 2002), written with P. Flint; and the paperback edition of *From Revelation to Canon: Studies in the Hebrew Bible and Second Temple Literature* (Boston and Leiden: Brill).

John P. Welle, professor of Romance languages and literatures, concurrent professor of film, television, and theatre, and Nanovic fellow, wrote a review of M. Bertozzi's *L'immaginario urbano*

nel cinema delle origini: la veduta Lumiere" (Bologna: CLUEB, 2001) in *Annali d'Italianistica*, 20 (2002): 590-593.

Olaf Wiest, associate professor of chemistry and biochemistry, published "Radical-Induced Oxidative Transformation of Quinoline," cowritten with A.R. Nicolaescu and **Prashant V. Kamat**, professional specialist in the Radiation Laboratory, *Journal of Physical Chemistry A* 107, No. 3 (2003): 427-433; and "Theoretical Studies of Mixed-Valence Transition Metal Complexes for Molecular Computing" with S.B. Braun-Sand, in *Journal of Physical Chemistry* 107 (2003): 285-291.

Samir Younés, associate professor of architecture and director of Rome Studies, published an essay titled "Constructing Architectural Theory" in the *Journal of the Royal Institute of Philosophy* 78 (Cambridge, U.K.: Cambridge Univ. Press, 2003): 231-251.

Administrators' Notes

Publications

Alan S. Bigger, director of Building Services, published "Keeping Up Appearances" with L.B. Bigger, in *Executive Housekeeping Today* 24, No. 1 (Jan.): 6-7+.

Akihiro Hiroki, research associate in the Radiation Laboratory, published "Hydrogen Peroxide Production in the Radiolysis of Water with High Radical Scavenger Concentrations" with **Simon M. Pimblott** and **Jay A. LaVerne**, professional specialists in the Radiation Laboratory, in the *Journal of Physical Chemistry A* 106, No. 40 (October): 9352-9358.

Documentation

James A. Burns, C.S.C., Graduate School Award

Nominations are requested for the James A. Burns, C.S.C., Graduate School Award given annually to a faculty member for distinction in graduate teaching or other exemplary contributions to graduate education. Contributions can be in any or all of the following areas: building or developing a graduate program, teaching quality graduate courses, excellence as an adviser or thesis director, and excellence in service as a director of graduate studies or in any other similar position. This honor will be presented at the President's dinner for the faculty in May, and the recipient will receive a citation and cash prize.

The nomination packet should include a minimum of four letters of support (two from students and two from faculty) but no more than six, and a copy of the nominee's CV. All documentation should be sent to the department chair, who will forward the complete packet to the Graduate School by Friday, March 7, 2003.

The first Notre Dame President with an advanced degree, a doctorate from the Catholic University of America, Father Burns was the leading reformer of Catholic education in this country in the first quarter of the 20th century. One of his most significant contributions was to raise academic standards by recruiting faculty with doctoral degrees.

James A. Burns, C.S.C., Graduate School Award Winners Since 1990

1989-1990	Rev. Ernan McMullin
1990-1991	Lawrence Marsh
1991-1992	Wilhelm Stoll
1992-1993	Scott Maxwell
1993-1994	Joan Aldous
	Francis J. Castellino
1994-1995	Robert C. Johansen
	Kwang-Tzu Yang
1995-1996	Jeanne D. Day
1996-1997	Arvind Varma
1997-1998	David Leege
	Thomas Mueller
1998-1999	Gail Bederman
1999-2000	Katherine O'Brien O'Keeffe
2000-2001	Thomas Nowak
2001-2002	Cindy Bergeman

Research Achievement Award

The Research Achievement Award is awarded annually to honor a distinguished Notre Dame faculty member who has made significant contributions to scholarship in his or her discipline and to the research and education goals of the University.

The deans of each of the colleges may nominate two full-time faculty members, currently active in research and teaching. In addition to a copy of the nominee's résumé, each nomination should include a two-page letter that addresses the selection criteria:

- Evidence of the nominee's commitment to his or her profession and efforts to further the University's research and scholarship mission.
- The nominee's past research accomplishments and future research potential.
- Demonstration of universal recognition as a research leader.

The vice president for Graduate Studies and Research will appoint a committee to review the nominations. The committee will include one member from each of the colleges and will make recommendations to the vice president for Graduate Studies and Research, who will select the winner.

The award will consist of a plaque and a \$10,000 award placed in a discretionary research account for the recipient's use. The winner will be also be recognized in the Commencement program and at the President's faculty dinner.

Nominations must be received by the vice president for Graduate Studies and Research, 416 Main Building, no later than March 7, 2003.

Research Achievement Award Winners

2000-2001	Arvind Varma
2001-2002	Eugene Ulrich

Faculty Award Nominations Sought

Established in the 1927-28 academic year by the Alumni Association, the Faculty Award singles out that faculty member who, in the opinion of his or her colleagues, has contributed outstanding service to the University of Notre Dame. Each year a selection committee, composed of prior winners and representing the colleges and the Law School, studies the recommendations submitted by former recipients of this award, the deans, and individual faculty members, and selects a winner.

Nominations must be received by Nathan Hatch, provost, 300 Main Building, no later than March 7, 2003.

Faculty Award Winners Since 1960

1959-1960	Otto Bird
1960-1961	John Frederick
1961-1962	Milton Burton
1962-1963	Stephen Kertesz
1963-1964	Raymond Gutschick
1964-1965	Matthew Fitzsimons
1965-1966	Bernard D. Cullity
1966-1967	John Magee
1967-1968	Rev. Charles E. Sheedy, C.S.C.
1968-1969	Bernard Waldman
1969-1970	James Massey
1970-1971	Thomas Stritch
1971-1972	Ernest Sandeen
1972-1973	Rev. Ernan McMullin
1973-1974	Robert E. Rodes Jr.
1974-1975	Herbert E. Sim
1975-1976	Ronald Weber
1976-1977	Walter Miller
1977-1978	J. Philip Gleason
1978-1979	K.-T. Yang
1979-1980	Frederick J. Crosson
1980-1981	Jeremiah P. Freeman
1981-1982	Morris Pollard
1982-1983	James Kohn
1983-1984	John Malone
1984-1985	Rudy Bottei
1985-1986	Rev. David Burrell, C.S.C.
1986-1987	Paul Weinstein
1987-1988	Ray Powell
1988-1989	Robert A. Leader
1989-1990	Edward J. Murphy
1990-1991	Eugene Henry
1991-1992	George B. Craig Jr.
1992-1993	Lee Tavis
1993-1994	Sonia Gernes
1994-1995	Ralph McInerny
1995-1996	Carol Ann Mooney
1996-1997	William B. Berry

1997-1998	George S. Howard
1998-1999	Frank Reilly
1999-2000	John Borkowski
2000-2001	Yusaku Furuhashi
2001-2002	Jean Porter

Reinhold Niebuhr Award Nominations Sought

Rev. Theodore M. Hesburgh, C.S.C., and Chancellor Willy Brandt of West Germany were the first recipients of Reinhold Niebuhr awards sponsored by friends of the Protestant theologian and author. Receiving this award in September 1972, at ceremonies at Union Theological Seminary in New York City, Father Hesburgh announced the establishment of a Reinhold Niebuhr Award at the University of Notre Dame. This award is made annually to a student, faculty member, or administrator whose life and writings promote or exemplify the area of social justice in modern life. The initial award to Father Hesburgh was \$5,000. This he turned over to the Notre Dame endowment to underwrite an annual cash award of \$250 for the winner of this campus honor. The selection committee includes representatives from the colleges and the Law School, Campus Ministry, Center for Social Concerns, rectors, Ladies of Notre Dame, and the student body. All members of the Notre Dame community are invited to submit recommendations for this award to Nathan Hatch, provost, 300 Main Building, prior to March 7, 2003.

Reinhold Niebuhr Award Winners

1973	Msgr. John J. Egan
1974	CILA (Community for the International Lay Apostolate)
1975	George N. Shuster
1976	Rev. Louis Putz, C.S.C.
1977	Mr. and Mrs. Arthur Quigley
1978	Thomas P. Broden
1979	Rev. William Toohy, C.S.C.
1980	Rev. Don McNeill, C.S.C.
1981	Charles K. Wilbur
1982	Kenneth and Penny Jamieson
1983	Julian Pleasants
1984	John W. Hock and Oliver F. Williams, C.S.C.
1985	James Sterna
1986	John H. Yodel
1987	Stephen Borland
1988	Denis Goblet
1989	Sharon Lynn O'Brien
1990	John J. Gilligan

1991	Thomas and Nancy Shafer
1992	Patrick E. Murphy
1993	John Borkowski
1994	Bernard Doering
1995	Rev. Richard McCormick, S.J.
1996	Rev. William M. Lewers, C.S.C.
1997	Rev. Joseph D. Ross, C.S.C.
1998	Lee Tavis
1999	Robert E. and Jeanne Rodes
2000	Kathleen Maas Weigert
2001	Dinah Shelton and R. Scott Appleby
2002	Rev. Patrick Gaffney, C.S.C.

Grenville Clark Award Nominations Sought

On October 20, 1978, Father Hesburgh was one of three recipients of the Grenville Clark Prize, an award given every three years by the Grenville Clark Fund at Dartmouth College. Following the procedure established when he won the Reinhold Niebuhr Award in 1972, Father Hesburgh donated the \$5,000 Clark stipend to the Notre Dame endowment to underwrite a cash prize of \$250 to be awarded each year. This award is made to a faculty member, administrator, or student whose volunteer activities serve to advance the cause of peace and human rights to which Grenville Clark devoted his extraordinary life of public service. The selection committee includes representatives from the colleges and Law School, Campus Ministry, Center for Social Concerns, rectors, Ladies of Notre Dame, and the student body. All members of the Notre Dame community are invited to submit recommendations for this award to Nathan Hatch, provost, 300 Main Building, prior to March 7, 2003.

Grenville Clark Award Winners

1977	Peter Walshe
1978	James and Mary Ann Roemer
1981	Sr. Judith Ann Beattie, C.S.C.
1982	Kenneth W. Milani
1983	Peggy Roach
1984	The Notre Dame Legal Aid and Defender Association
1985	Cecil and Mary Mast
1986	Rev. Robert F. Griffin, C.S.C.
1987	Conrad Kellenberg
1988	D'Arcy Chisholm and David Link
1989	Lloyd and Shelly Ketchum Kevin and Kathy Misiewicz

1990	Peter Morgan and Sr. Anne Giarrante, O.S.F.
1991	Kathleen Maas Weigert and Dolores Tantoco-Stauder
1992	Rev. H. Thomas McDermott, C.S.C.
1993	Michael and Christine Etzel
1994	Bro. Bonaventure Scully, C.F.X.
1995	Eugene J. McClory
1996	Jennifer A. Morehead Matthew Fitzgerald
1997	Thomas V. Merluzzi
1998	Jerry and Marge Marley
1999	Teresa Phelps
2000	Dave Kirkner
2001	Roger Jacobs
2002	Stephen Silliman

Foik Award Nominations Sought

The Rev. Paul J. Foik Award Committee invites nominees for the award, which is given annually to a library faculty member who has contributed significantly to library service to the Notre Dame community or to the library profession through personal scholarship or involvement in professional associations. The award is named for the Holy Cross priest who served as director of Notre Dame's library from 1912 to 1924 and was a leading figure in the library profession in the first quarter of the 20th century. It is among those announced at the President's faculty dinner in May. Previous winners, beginning with the first award in 1991, include Maureen Gleason, Robert Havlik, Joseph Huebner, Rafael Tarrago, Janis Johnston, Charlotte Ames, Dwight King Jr., Stephen Hayes, Katharina Blackstead, Margaret Porter, Lucy Salsbury Payne, and Laura Anderson Bayard.

All members of the University Libraries' and Law Library faculty with two or more years' service are eligible. Please send letters of nomination to the Reverend Paul J. Foik Award Committee, c/o Melodie Eiteljorge, 221 Hesburgh Library, by March 7, 2003. Such letters should include reasons for considering the nominee for this award.

Faculty Board on Athletics

November 11, 2002

Room 331 Coleman-Morse Center

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

Observers Present: Ms. Sandy Barbour and Mr. Bernard Muir (both of the department of athletics); and Ms. Mary Hendrickson (reporter).

Guest: Dr. James Moriarity, chief of medicine, Student Health Center.

1. **Call to Order and Prayer:** The chair called the meeting to order at 4:20 P.M. Father Poorman led the group in prayer.

2. **Minutes of the Previous Meeting:** Following the appropriate motion and second, the Board unanimously approved the minutes of its meeting of October 14, 2002.

3. **Announcements:** The chair announced that he has approved a change in the schedule for men's swimming; the November 9 meet that had been tentatively scheduled against the University of Western Ontario has been cancelled. The chair also approved the following captains: Ashlee Warren and Juliet Buckstaff (rowing); Travis Wells, John Souch, Eric Simon, and Steve Clagett (men's lacrosse); Kris Billmaier, Jon-Paul Gagne, and Steve Sollmann (baseball). The chair has approved an additional captain for hockey: John Wroblewski. Finally, the chair approved a slate of candidates for captain of the football team. From that slate, the ultimate captains for the 2002 season will be selected and announced at the Football Banquet on December 6.

4. **Medical Treatment of Student-Athletes at Notre Dame:** Dr. Moriarity, chief of medicine at the Student Health Center, listed three different ways in which medical treatment might be provided to student-athletes at colleges and universities. The first model, the student-health-center model, calls for

student-athletes to receive their care at the institution's general health facility as a subset of the general student body. Under the second model, the athletics department hires its own physicians. This model prevails at Indiana University, Michigan State University, and other Big Ten institutions. Under the third model, physicians in the community treat student-athletes with the blessing of the athletics department. Many smaller schools adopt this model. Some larger schools employ this model for part of their medical treatment for student-athletes by subcontracting with such physicians for football or other specific sports. Notre Dame's approach reflects a hybrid. Medical services for student-athletes primarily emanate from the Student Health Center. Medical clinics take place every day at 5:00 P.M. at athletic sites on campus, with a separate clinic for football. As a result, Notre Dame physicians treat student-athletes from 5:00 P.M. to 7:30 P.M. daily. They also provide game coverage for contact sports and for "non-contact" sports that in fact involve substantial contact. But our medical treatment of student-athletes relies heavily on community physicians. South Bend Orthopaedic Associates has for many years been a "huge partner" in the provision of medical services. The partnership began with Dr. Les Bodnar decades ago. This indispensable aid continues today through the invaluable contributions of, among others, Drs. Willard Yergler, David Bankoff, Frederick Ferlic, Robert Clemency, and Michael Kelbel. Approximately 400 to 450 student-athletes undergo University physical examinations each year. The Bengal Bouts require an additional hundred. These physicals take place in a four-night period each year and require the cooperation of many community physicians. The community physicians who come to our aid are a magnanimous group; many do not take any fees whatever. Indeed, if a student-athlete breaks a leg, for example, sometimes the orthopaedic surgeon will file for insurance, but turn the money back to Notre Dame. Student-athletes are not charged for physical examinations or for the other services of physicians. University physicians, whose primary allegiance is to the Office of Student Affairs, exercise a "fiduciary" responsibility over the training room.

Of course, athletic trainers provide the first contact for injury or illness of student-athletes. We have well equipped facilities, including an X-ray machine in the football stadium. We have an MRI machine as well, donated by Lunar Technologies. Besides doing the obvious things, University physicians must exercise responsibility for our training rooms, work with insurance coverage, and educate and treat student-athletes with regard to eating disorders. Finally, University physicians exercise oversight over the approximately 6,000 young athletes in Notre Dame's various summer sports camps. To Professor Bender's question regarding problems unique to female student-athletes, Dr. Moriarity cited "ACL" injuries and certain stress fractures. Gynecological problems receive treatment at the Health Center. Professor Pope-Davis: How many of our physicians are women? Dr. Moriarity: One of the three University full-time physicians is female. Professor Pope-Davis asked how many physicians attend each football game; three, Dr. Moriarity replied, two of whom are orthopaedic specialists. In response to Professor Borkowski's question, Dr. Moriarity stated that the University did not need more physicians. More is not always better. Indeed, care for student-athletes constitutes but a small part of what these physicians do and student-athletes are, of course, students first and athletes second. Moreover, we make a concerted effort not to separate physicians from certain teams; even if we added four more physicians, each physician wants a continuing relationship with a particular team. Also, for sports-psychology problems, like performance anxiety, we do have access to psychologists. Professor Weber: Is the "pro-bono" model used at Notre Dame unique? Dr. Moriarity: Yes; we don't want to charge athletes for physicals or for physical therapy. A lot of what we do is self-contained, so we have less paperwork. Of course, many physicians love to work with student-athletes. At least one university has "auctioned out" the "opportunity" to treat its student-athletes. In reply to Professor Garg's question, Dr. Moriarity observed that the vast majority of student-athletes have their own insurance. If not, they are encouraged to buy University insurance. For surgery that is done locally, the University "picks up" the deductible

charge. Professor Weber asked if our grants-in-aid cover medical insurance for underprivileged athletes. Ms. Barbour responded that student-athletes normally maintain coverage under their parents' policy or pay a premium of about \$800. The neediest student-athletes receive grants and the University can pay out-of-pocket expenses. Professor Berry asked how often each student-athlete receives a physical examination. Dr. Moriarity stated that the NCAA requires only one physical examination for four years of play; Notre Dame elects to do all contact sports every year. Professor Berry: What percentage of the Health Center's activities involve student-athletes? Dr. Moriarity: We do try to take care of student-athletes at training sites. Addressing questions from Professor Bender, Dr. Moriarity stressed the extremely good relationship which Notre Dame has with specialists in town. With the possible exception of dermatology, any medical specialty can usually be accessed within a day. The Health Center is staffed during regular business hours by physicians. A registered nurse is on duty at all other times. Professor Pope-Davis requested information on how confidentiality might be maintained in the psychological care of student-athletes. Dr. Moriarity: I make clear to student-athletes that matters they bring to me in the training room may be shared with trainers or coaches. If they want a private conversation, they should see me at the Health Center. Accordingly, problems of depression or anxiety should be brought to me there. The chair of the Board asked Dr. Moriarity to comment on the duty of physicians to insure that student-athletes do not play when injured. Fortunately, that has never been a problem, Dr. Moriarity stressed. We have tremendous coaches here at Notre Dame; in sixteen years, he has never had a serious argument with a coach over a medical decision that a student-athlete should not play. (Alas, he cannot say the same with regard to the parents of student-athletes). Eating disorders, however, do present a "gray area." A coach may not think this to be a problem. Eating disorders, he emphasized, occur with both male and female student-athletes. One Board member inquired into efforts being made to treat eating disorders. Dr. Moriarity answered that Notre Dame this

year added a dietitian dedicated to the nutrition of student-athletes; this addition has been a "very big help." Doctor Moriarity answered in the negative Professor Barrett's question: In our medical treatment of student-athletes, do we fail to do anything that we should do or, conversely, do anything that we should not do? The Chair thanked Dr. Moriarity for his presentation.

5. Drug Testing: At this point, Professor Barrett reported on the work of the University Ad Hoc Drug-Testing Committee, on which he serves. Notre Dame's drug-testing policies date back to the time of former director of athletics Gene Corrigan. Our policy operates independently of the NCAA's. In March 2000, outside consultants thoroughly assessed Notre Dame's program. In May 2000 they reported that our procedures met or exceeded those of the NCAA, thus certifying us to be in full compliance. Nonetheless, the report voiced some concerns. First, reporting lines should be changed to make clear that drug testing falls outside the control of the Department of Athletics; second, the role of the drug-testing committee should expand to include drug education; third, the membership of the permanent drug-testing committee should be reconfigured to exclude the director of athletics and to include representation from the Faculty Board on Athletics; and fourth, the program should provide for an annual outside review of drug-testing procedures. In developing its recommendation to the Board, the University Ad Hoc Drug-Testing Committee presented a policy draft to a meeting of Notre Dame head coaches on July 9 and to the Student-Athlete Advisory Council on October 30. Under the policy proposed by the ad hoc committee, drug testing of student-athletes would answer to the University president rather than to the director of athletics, thus increasing the credibility of the program. The policy calls for mandatory reporting of positive results, with two offenses leading to the "death penalty," i.e., a permanent disqualification from athletic competition at Notre Dame. As recommended by the outside consultants, a teaching-and-research faculty member of the Board would serve on the permanent drug-testing committee. Due to concerns regarding confidentiality, no student would serve on that committee. The

policy's most significant change: the move towards random testing. Under the policy, twenty student-athletes would undergo testing each week, resulting in the testing of 560 student-athletes per academic year (previously, more than 700 tests had been conducted annually). The policy provides hair testing for illicit drugs and urine testing for steroids. Professor Barrett acknowledged that some concerns had been raised about testing hair samples since, on average, the hair of certain racial groups (due to the coarseness of hair and its rate of growth) allegedly retains drug residue longer than that of other groups. Nonetheless, there remains, even within specific racial groups, a wide range of duration of retention. Moreover, the matter had been submitted to the Office of General Counsel, which concluded that hair testing met Constitutional and other legal concerns. Nonetheless, Professor Pope-Davis remained concerned with regard to possible discrimination in the use of hair testing. In the absence of conclusive information, should we use that device? Professor Barrett noted that hair testing provides significant advantages. First, it is cheaper. Second, securing the sample is dramatically less invasive than administering urine tests. Finally, it is more accurate. Dr. White added that the testing of student-athletes should be consistent with that used in the pre-hire testing of Notre Dame employees. The latter does rely on hair testing. Professor Borkowski urged that the committee provided for by the policy review existing data at least once a year so as to remain on top of the research regarding possible discrimination. That would allow the University to revise its policy as needed. We need not amend our motion to that effect, Professor Borkowski added, so long as we make a statement to the committee. Father Poorman, convinced that the Office of General Counsel had "done its homework" on this point, suggested that the request appear in a letter to the committee, not in a footnote to the procedures. Dr. Cullinan pointed out that Father Malloy could simply require the committee to keep abreast of this issue. Under the policy, student-athletes, as a condition of participation in athletics, would agree to testing and to the release of the information according to the policy's provisions. A failure by the student-athlete to cooperate would constitute

the equivalent of a positive test. So too would the "sabotage" of a test (for example, shaving off all body hair). Professor Barrett said that the policy automatically expands to include any new drugs added by the NCAA to its proscribed list. Any positive result would be reported to the designated representative of the Counseling Center (Dr. Luis Manzo), the student-athlete involved, the director of athletics, the designee of the director of athletics, the parents of the student-athlete and the student-athlete's coach. Head coaches were added to the notification list at the recommendation of the department of athletics. Because coaches here are held accountable for the behavior of student-athletes and often have the best chance to modify their behavior, the committee ultimately found it appropriate that coaches be informed of all positive tests. Moreover, it seemed unfair that a coach might learn about drug use only after the student-athlete may no longer participate in athletics at Notre Dame. The policy provides for appeals. Student-athletes would be exempt from random testing while undergoing treatment pursuant to the policy's provisions. The policy provides for an outside audit at least once every three years. Professor Borkowski asked whether the proposal should call for drug education. Professor Barrett replied that all first-year students get such education and that the Department of Athletics provides such education to student-athletes. In any event, the charge to the ad hoc committee comprised only drug testing, not drug education. Professor Berry: These sanctions apply only to student-athletes' participation in athletics programs? Yes, Professor Barrett responded, but all student-athletes are subject to other University sanctions and, of course, to the civil law. Professor Bender wanted to know the error rate of the proposed testing. Professor Barrett: All positive results will be re-tested by the same lab. The method used for the re-testing, Dr. Moriarity added, carries no chance of error as long as no mishandling of the sample precedes the second test. In response to a question by Professor Bender, Dr. Moriarity emphasized that the testing methodology reliably distinguishes between illicit drugs and medically prescribed drugs. At this point, Professor Barrett moved that the Board recommend that Father Malloy implement, through executive order, the

proposed drug-testing policy. Professor Bender seconded that motion. The Board unanimously approved the motion. [See Appendix for the policy ultimately approved by Father Malloy.]

Anticipating Father Malloy's acceptance of the Board's recommendation, the chair noted that the policy calls for the election by the Board of one of its teaching-and-research faculty members to the permanent drug-testing committee. The chair hoped that the election could take place through e-mail in the near future. To promote continuity on the drug-testing committee, the chair suggested the election of a Board member whose current term on the Board began this fall. Regarding one Board member's concern that the election not take place prior to Father Malloy's approval of the proposal, Professor Barrett suggested a provisional election so that drug testing might take place as early as December 2. No drug testing of student-athletes, he emphasized, has yet taken place this academic year.

6. Report on Notre Dame Football Bowl Possibilities: The FBA Manual provides for periodic reports by the director of athletics to the Board with regard to Notre Dame's prospects of a football Bowl appearance. Dr. White stressed that, with several weeks remaining in the football season, no clear prognosis was possible. The BCS Bowls currently in play for Notre Dame seem to be the Orange, the Sugar and, remotely, the Rose. As an independent, Notre Dame must deal with the Bowls just as if it were a conference. Accordingly, we hosted visits from Bowl officials last August. We also must work with the ABC television network, since it exercises so much power with regard to Bowl selections, which will take place on December 8. If Notre Dame should finish the season with only one loss, it would most likely rank in the top six in the BCS rankings; such a finish would guarantee it a position in a BCS Bowl, most likely the Orange Bowl. Two losses would likely result in an invitation to the Sugar Bowl. With three losses, we would have the requisite number of wins for a BCS appearance, but would likely rank eleventh or twelfth in the BCS lineup and, therefore, would probably not earn an invitation to a BCS Bowl. Professor Borkowski: Do these Bowl possibilities exert too

much pressure on our coaches or players? Mr. Muir: They cherish this kind of situation; they are excited about our possibilities. Inevitably, the players do talk about the money at stake in our BCS prospects. The Department of Athletics tells them that it will do all it can under NCAA rules to enhance their experience if they do go to a BCS Bowl.

7. Report on Preferential Registration for Student-Athletes: Mr. Holmes, director of academic services for student-athletes, recalled that over the past two years members of the football team have been given preferential registration for the fall semester. This arrangement, urged by team physicians, allowed team members to practice earlier in the afternoon, eat dinner on a more regular basis, and appear at the study center by 7:00 P.M. This arrangement also has allowed football players to balance their studies better and has occasioned a rise in the team's grade-point average. The Provost has spoken with the "working deans" with regard to extending this preferential-registration arrangement to both men's basketball and women's basketball, and also to football players, in the Spring semester. These three teams comprise the most academically at-risk student-athletes. Mr. Holmes noted that the "working deans" had concerns about affording the policy to "walk-ons" and, in general, about allowing alterations of academic schedules. Under the proposal, however, student-athletes would not be able to modify their schedules without talking to a dean. The proposal would involve 88 students: 64 in football, 13 in men's basketball and 11 in women's basketball. Of these, 30 are in Arts & Letters, 32 are in Business, 2 are in Engineering and 24 are in the First Year of Studies. All 88 have met with an advisor. The feedback so far has been positive. Father Poorman: What happens when practice conflicts with a lab? I worry that practice schedules sway people from certain majors. Concurring, Professor Berry cited the need to learn more about how many students get "pushed out" of particular majors due to the scheduling of classes or labs. Mr. Holmes stated that he knew of only one student in that situation. Professor Barrett added that we need to look at those athletes who chose not to come to Notre Dame; are they "self-selecting out" early? Maybe our

departments could show more flexibility in scheduling, perhaps by offering labs in the morning. Professor Garg noted the difficulty of providing a wide selection of times for labs; graduate students help, but they themselves have classes to attend. Ms. Bienko observed that student-athletes won't "self-select out" because of coaches or because of time constraints. Professor Weber suggested that the Office of Academic Services for Student-Athletes provide information on the choice of majors by student-athletes over the last five years, as compared to choices made by the general student population. Professor Fallon observed that both the College of Science and the Program for Liberal Studies have mandatory classes until 3:00 P.M. on Tuesdays and Thursdays; would this schedule eliminate some majors for student-athletes? The chair thanked Mr. Holmes for his presentation.

8. Big East Golf Tournament: Mr. Muir provided an "update" regarding re-scheduling of the Big East Golf Tournament originally set to be held at Notre Dame during Holy Week of 2003. At the urging of the Department of Athletics, the Big East Conference has agreed to change the schedule. Under the revision, practice rounds would be held on Easter Sunday, with each participating institution having the option to avoid practice rounds on Easter morning. Thirty-six holes would then be played on the Monday following Easter and eighteen on the Tuesday. The chair thanked the Department of Athletics for accommodating the concerns of the Board in this matter.

9. Adjournment: The chair adjourned the meeting at 6:06 P.M.

APPENDIX

Drug Testing Program for Student-Athletes

University of Notre Dame

Introduction

In the University of Notre Dame's *Statement of Principles for Intercollegiate Athletics*, Notre Dame dedicates itself to offering an outstanding education to its student-athletes. As a Catholic university, Notre Dame embraces Christian values and principles that both call student-athletes to personal integrity and responsibility and challenge them

to develop fully their minds, bodies and souls. In addition, Notre Dame commits itself to the unquestioned integrity of its athletics programs.

Our aspiration for a drug-free environment and our belief that a student-athlete can compete successfully in such an environment stand as the cornerstone of Notre Dame's Drug Testing Program for Student-Athletes ("the Program"). Given the harm that illicit drug use causes and the pressure on student-athletes to use "performance enhancing" drugs, the University's efforts in drug education and drug testing strive to safeguard the health, safety, and welfare of the student-athlete. As a starting point, Notre Dame believes that drug-related education merits particular emphasis. Through education, the University strives to alert student-athletes and coaches to the potential harm arising from "performance enhancing" substances, "socially used" drugs, and alcohol abuse. Drug testing, and the sanctions that result from a positive test, supplement education efforts because studies show that education alone often does not deter drug abuse. Under this Program, all student-athletes remain subject to regular, random, and unannounced drug testing pursuant to the procedures that follow.

Apart from Notre Dame's drug education efforts and this Program, the National Collegiate Athletics Association (NCAA) administers its own drug testing program under a separate protocol. As a member of the NCAA, Notre Dame participates in, and seeks to cooperate fully with, that program. The NCAA program mandates separate testing from that described in this document, both during the season and in tournament and post-season competitions. The NCAA program also screens for a broader range of performance enhancing drugs and imposes different sanctions. This Program, therefore, functions independently from, but works in conjunction with, the NCAA program.

The policies and sanctions of the Drug Testing Program apply only within the Program. However, student-athletes do remain subject to civil laws and University and Department of Athletics policies set forth in both *Du Lac* and the *Student-Athlete Handbook*. In particular, both the Office of Residence Life and Housing

and the Department of Athletics reserve the right to impose sanctions for rule violations involving the possession, use, sale, or other transfer of banned substances, separate from and more severe than, the sanctions that this Program establishes.

The procedures that follow strive to address, identify, and treat student-athletes' problems and concerns surrounding drug abuse; to inform and educate student-athletes and others associated with athletic teams about drugs and the effects of their use and abuse; to seek to maintain "fair play" in intercollegiate athletics by Notre Dame's student-athletes; and to safeguard the University's integrity.

I. The Committee on the Drug Testing of Student-Athletes

The Committee on the Drug Testing of Student-Athletes (the "Committee") reports to the Office of the President and shall consist of five members. The President shall appoint three members: one from the Office of the President, one from the Counseling Center, and one from among the physicians at the Student Health Center. The Director of Athletics shall appoint one member from among the administrators in the Department of Athletics. The Faculty Board on Athletics shall designate one member from among the appointed or elected members of the teaching and research faculty on that body. The President designates the chair of the Committee (the "Chair") on an annual basis.

Members of the Committee will be appointed for terms of three years. If a member no longer holds the position that qualified the member for appointment, the member's term ends upon leaving the position. The President may allow a member to serve one or more additional terms.

Upon the expiration of their terms, the members appointed from the Counseling Center and from among the physicians at the Student Health Center shall nominate their successors. Any individual so nominated, however, shall become a member only after approval by the President.

The President, the Director of Athletics, or the Faculty Board on Athletics may, at their sole discretion, remove or replace temporarily a member of

the Committee they appointed. They must appoint an individual to replace the departing member and give written notice to the new member, the departing member and other members of the Committee.

II. Definition and Classification of Prohibited Drugs

This Program applies to the following categories of drugs (sometimes referred to collectively as "banned substances") that threaten the health or safety of student-athletes or fair competition among student-athletes. Consult the current NCAA banned drug list for the names of these substances at: http://ncaa.org/sports_sciences/drugtesting/banned_list.html.

Illicit Drugs: These drugs, often known as street drugs, pose a threat to the health or safety of individuals using them.

Performance Enhancing Drugs: These drugs, although usually legal under civil law, violate NCAA or Olympic rules. When taken in excessive amounts, they may give an advantage during competition by delaying fatigue. During drug testing, student-athletes must list any medications containing these compounds. Such a requirement seeks to prevent use of these drugs and to educate student-athletes that detection of these drugs during an NCAA or IOC rule-governed event may result in disqualification and suspension.

Anabolic Steroids: These substances, which include growth hormones, promote muscle growth in student-athletes who are concurrently weight training, when taken internally by mouth or injected by needle.

Masking Agents: These agents, when taken internally or deposited in specimens, disguise or prevent the detection of banned substances.

III. Conduct of Drug Testing

Prior to the beginning of the academic year, the Committee shall identify the following:

A member of the Committee to serve as the liaison between the Committee and the drug testing laboratories (the "Liaison").

One or more persons to administer the technical aspects of the collection process (the "Technical Administrators") pursuant to the procedures that the Committee may adopt and amend from time to time.

A designee of the Director of Athletics to receive notification when a student-athlete incurs a positive result (the "Designee").

A representative of the University Counseling Center to convey drug testing results to student-athletes and to coordinate drug evaluations (the "Designated Representative").

One or more laboratories to conduct drug testing on the samples collected under this Program (the "Laboratory" or "Laboratories").

This Program will utilize the testing of hair or urine samples.

This Program covers all varsity student-athletes.

Upon final approval of this Program or at the beginning of each academic year or at the time of certification, every student-athlete will sign a form ("the Consent Form"), giving consent to drug testing and authorizing the laboratory to release the results to any person authorized by the Program to receive or review such results, including the student-athlete's parents and Notre Dame employees or agents designated by the President or the Director of Athletics as having a need to know the results.

IV. Procedures for Hair Testing

This Program uses hair testing as the primary method for detecting illicit drug abuse by student-athletes. The following procedures will be used for testing:

Selection of student-athletes for hair testing will utilize a random selection process conducted by the Institute for the Study of Contemporary Society or another entity selected by the Committee.

Selected student-athletes will be notified of their selection via e-mail and must report to the designated test site within a two-week period. They must present their student identification card to the Technical Administrator, sign their name, and provide their social security number.

The Technical Administrator or a designee at the test-site will cut an appropriate length and quantity of hair, place the sample in a tamper proof container, and transport it under appropriate protocols to the designated laboratory for analysis. The Laboratory will use gas chromatography-mass spectroscopy or alternate testing methods approved by the Committee to confirm a positive test.

V. Procedures for Urine Testing

The detection of anabolic steroid use by student-athletes requires urine testing. The following procedures will be used for testing:

Selection of student-athletes for anabolic steroid testing may utilize random selection of student-athletes or team selection protocols as designated by the Committee.

Selected student-athletes will be notified of their selection via e-mail and must report to the designated test site at an appointed time. They must present their student identification card to the Technical Administrator, sign their name, and provide their social security number.

A container is given to the student-athlete; to ensure that the specimen remains unadulterated, a witness observes the collection of the urine specimen.

The student-athlete personally takes the specimen container to the check-in station and seals the specimen with evidence tape to protect the specimen physically from any and all possible contamination that may call into question the validity of the testing results. The container is labeled with the student-athlete's initials and a coded identification number.

The test-site coordinator transports the sealed urine container under lock to the Laboratory for splitting of the sample and testing of the specimen. The Laboratory will use gas chromatography-mass spectroscopy or alternate testing methods approved by the Committee to confirm a positive test.

VI. Definition of Positive Results

A student-athlete incurs a positive result under any of the following circumstances:

The student-athlete tests positive for the use of an illicit drug, performance enhancing drug, or anabolic steroid as a result of a drug test by the University or the NCAA.

The student-athlete refuses or fails to appear for a drug test or fails to cooperate with a drug test conducted by the University or the NCAA.

A drug test uncovers a masking agent in the student-athlete's urine.

The student-athlete attempts to sabotage the collection process, such as by arranging or performing total body shaving of hair after notification of anticipated testing.

VII. Notification of Positive Results

In the case of a positive result:

The Laboratory reports a positive test to the Liaison.

The Liaison reviews the list of drugs the student-athlete is taking to determine if the student-athlete was appropriately taking prescribed medication that rendered the test positive. If the Liaison determines that the positive test is the result of prescription medicine, the Liaison may void the result and notify the Committee of such action.

If no such determination is made, in cases of the first positive result for a student-athlete (a "first positive"), the Liaison notifies the Designated Representative, who in turn notifies the student-athlete. In addition, the Liaison notifies, in writing the Chair of the Committee, who in turn notifies the Director of Athletics and the Designee about the identity of the student-athlete and the nature of the positive result.

In cases of the second positive result for a student-athlete (a "second positive"), the Liaison convenes the Committee to notify its members about the identity of the student-athlete and the details of the positive results, including the results of the first positive so that the Committee can review the case. If the Committee confirms the second positive, the Chair

notifies, in writing, the student-athlete, the Director of Athletics, the Designee, and the President about the identity of the student-athlete and the nature of the positive results.

The Director of Athletics or the Designee will meet with the student-athlete after every positive result. Consistent with the University's philosophy to provide information to a student's parents or guardian in extraordinary circumstances involving threats to health or potentially serious disciplinary action, the Director of Athletics or the Designee notifies the student-athlete's parents or guardians about every positive result. The Director of Athletics may notify other individuals pursuant to the language of the Consent Form.

VIII. Appeals

A student-athlete may request review of a positive result by setting forth in writing all of the reasons for the appeal to the Chair within three business days after notification of the positive result. Decisions of the Committee are based on a review of the written file and are final. At its discretion, the Committee may require a student-athlete to undergo a drug test using a hair or urine sample or both, prior to making its decision.

IX. Sanctions

Upon the first positive, a student-athlete must undergo a drug evaluation administered under the direction of the Designated Representative and must comply with all mandatory treatment recommendations that may arise from that evaluation. The Designated Representative will provide in writing all mandatory treatment recommendations to the student-athlete and will send a copy of those recommendations to the Director of Athletics and the Designee. The Designated Representative will report to the Committee any failure to cooperate with the evaluation or to comply with mandatory treatment recommendations. As determined by the Committee, the failure of the student-athlete, either to cooperate in the drug evaluation or to follow all mandatory treatment recommendations, may be treated as a second positive.

A. A student-athlete with a first positive that involves the use of anabolic steroids or a masking agent may not compete,

practice, or participate in formal conditioning programs until such time as repeat testing confirms that the steroid or masking agent has exited the body.

B. If the Designated Representative deems a student-athlete with a first positive sufficiently impaired, dangerous to self or others, or needing formal drug treatment, the Designated Representative may bar the student-athlete from competition, practice, and formal conditioning programs until after psychological and medical clearance. As part of mandatory treatment, the Designated Representative may require a student-athlete to undergo more frequent drug testing.

C. Random testing under Parts IV and V will not apply to a student-athlete in treatment for a first positive involving illicit or performance enhancing drugs. After completing treatment or after three months, whichever occurs sooner, the student-athlete again becomes subject to random testing.

D. A student-athlete with a second positive is permanently banned from competing in varsity athletics at Notre Dame. The Director of Athletics or the Designee shall notify the student-athlete, the coach, and the parents or guardian of the ban.

X. Committee Responsibilities

The Committee shall meet at least twice annually.

1. At an organizational meeting, which shall occur upon final approval of this Program or before the first day of classes each fall, the Committee shall identify the Liaison, the Technical Administrators, the Designee, the Designated Representative, and the Laboratories.

2. After the last day of classes each spring, but before June 1, the Committee shall meet to approve a report to the President and the Director of Athletics that provides the number of student-athletes tested during the past year, the test results, and a statement that describes the circumstances underlying any positive results. The report will include the minutes of the Committee's meetings that year.

In addition, the Committee will meet as needed to review positive results,

consider appeals, review policies and procedures, and recommend any necessary changes in this Program to the President.

The Student Health Center keeps the records of this Program for at least five years.

At least once every three years, the Committee's annual report to the President and the Director of Athletics will include the findings of an external audit of the University's policies and procedures conducted by a knowledgeable and qualified sports medicine physician unaffiliated with the University.

The Academic Council

September 10, 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., Frank Incropera, Eileen Kolman, Joseph Marino, Patricia O'Hara, Mark Roche, Michael Lykoudis, Jennifer Younger, John Robinson, Jay Brandenberger, James Ryan, Patricia Maurice, Thomas Noble, Joan Aldous, Teresa Ghilarducci, Cornelius Delaney, MaryRose D'Angelo, Umesh Garg, Steven Buechler, Panos Antsaklis, Mihir Sen, Robert Bretz, Jay Tidmarsh, J. Douglas Archer, Kenneth DeBoer, Ava Preacher, Anthony Hagale, Megan McCabe, Bradley Buser, Stephanie Arnett, Sean Thornton.

Members Absent: Jackie Brogan, Thomas Frecka, Dino Marcantonio.

Members Excused: Carolyn Woo, Thomas Merluzzi, Albert Miller, Patricia Blanchette, Dennis Jacobs, Susan Blum, Vittorio Hosle, Joseph Buttigieg, Mitchell Wayne

Observers Present: Mary Hendriksen, Dennis K. Moore, Lt. Col. David Mosinski, Alexander Hahn.

Observers Absent: Daniel Saracino.

Observers Excused: Harold Pace.

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

1. Changes to the Structure of the Academic Council. Prof. Hatch reviewed the changes that were made last year to the structure of the Academic Council:

The chairs of the four standing committees of the Faculty Senate are *ex officio* members of the Academic Council (Profs. Jay Brandenberger, Jacque Brogan, Thomas Merluzzi, and Albert Miller);

The chair of the School of Architecture is an *ex officio* member (Prof. Michael Lykoudis);

Fr. Malloy, chair of the Academic Council, appoints three additional at-large faculty members to the Council (Profs. Dennis Jacobs, Patricia Maurice, and Thomas Noble);

There are now six student members with voting privileges: the Academic Commissioner of Student Government (James Ryan, Arts and Letters); an undergraduate from each of the other undergraduate colleges (Anthony Hagale, Engineering; Megan McCabe, Science; Bradley Buser, Business); a student from the graduate school (Stephanie Arnett), and one student from the professional schools (Sean Thornton, MBA Program).

Prof. Hatch noted that another provision approved last year requires the Executive Committees of the Academic Council and the Faculty Senate to hold a joint meeting at least once a semester. Profs. Hatch, Mooney, and Robinson will arrange the meeting as soon as the executive committees are constituted.

2. Remarks of Fr. Malloy: Fr. Malloy first thanked all members of the Academic Council for their willingness to serve on the Council. With the presence of the leadership of the Faculty Senate, he looks forward this year to a more integrated agenda. There are also more opportunities this year for greater student participation.

Fr. Malloy said that there will be many remembrances of the tragedies of September 11, 2001, throughout the University this week. This evening, a student-run reflection will begin at the Grotto and process to the reflecting pool area of the Hesburgh Library. Tomorrow, he will celebrate a Mass at the reflecting pool. There will be other prayer services and

events related to September 11. He expects, too, that many faculty will use this special week as a teaching opportunity.

Fr. Malloy announced that because of fears by many that terrorist activities may be planned near September 11 of this year, he met with Kevin White, the Athletic Director, and they decided that, at the upcoming September 14 football game, the University would replicate the increased security measures used last year for the first football game after the World Trade Center and Pentagon tragedies. Fr. Malloy said that he and Dr. White decided to implement the added security not because of any particular threats, but because they believed it to be a prudent course of action.

Fr. Malloy said that a major focus of his work this year will be the University's strategic planning process. The next step in that process will be the convening of the Coordinating Committee, whose members will receive preliminary reports from the various academic units—the colleges, schools, the library, the computing center, etc. While not these units' final reports, the preliminary reports will enable the members of the Coordinating Committee to begin their process of study and reflection.

The time line is such, said Fr. Malloy, that he must present the final report on the strategic plan to the Board of Trustees at its May meeting. For him to meet that deadline, there must be sufficient time for the interaction, discussion, and drafting necessary for a good and useful report. While the May deadline will put some pressure on deans and other leaders of major academic units, the flow of information to the Coordinating Committee must begin.

Fr. Malloy said that he hopes the University will fashion the best ten-year plan of which it is capable. Although all involved in the planning hold high aspirations for the years to come, they will, of course, build on the foundation that has already been laid. All are aware, too, of the present economic environment. He knows of several private universities that have cut back their budgets this year and next because of significant losses in their endowment and its earnings. Thus, just as the University must be wise and prudent as it builds its budget for the next academic year, it must do the same

for the ten-year strategic plan. The planners must recognize that Notre Dame is not immune from the pressures other universities face. Because of the deficits facing nearly every state, the state universities are now feeling a huge hit. Some private universities have decided that they, too, must take comparable steps.

Fr. Malloy said his comments are not meant as a threat, nor does he intend to create a negative environment for discussion; however, we must be realistic. The stock market, which is one part of Notre Dame's portfolio, has been down significantly. People who are capable of generous donations to the University can be affected by the economy and may hesitate to make commitments or may pay more slowly on the commitments they have already made. Also, families may decide to make a choice against what is generally a more costly private education. Thus far, most of the indicators the University tracks—enrollment, tuition payments, etc.—appear strong, but he knows that no institution is immune to the effects of economic downturns. If Stanford, which many regard as one of the strongest universities in the nation, has decided to reduce its budget significantly over the next two years, all must take notice. Thus, as those involved in strategic planning dream big and fashion a plan as to which the Notre Dame community can be proud, all must recognize the pressures faced by the University in the short term.

3. Remarks of Prof. Hatch. Prof. Hatch said that because of time constraints at today's meeting he would defer his reflections on the past year and his aspirations for the year to come until the meeting of September 17. He did note that as part of the strategic planning process, members of the Academic Council will need to review and vote this year on the report of the curriculum committee headed by Fr. John Jenkins. That will be one of the Council's most important tasks.

Fr. Malloy noted that Notre Dame's institution-wide accreditation occurs next year. One of the tasks of the planners is to incorporate into the plan certain expectations of the North Central Accrediting Agency. Fr. Jenkins and Prof. Walvoord are directing that effort.

4. Election of Members of the Executive Committee. Prof. Mooney explained the voting process used to elect the members of the Council's Executive Committee. During the course of the meeting, the Council members elected five of its members to the Committee: Professors Bob Bretz, Umesh Garg, Teresa Ghilarducci, Eileen Kolman, and Mark Roche. Fr. Malloy named Professors Panos Antsalklis and Neil Delaney and Mr. James Ryan, Academic Commissioner of Student Government, to fill the three appointed positions.

5. Presentation of Mr. John Haynes, Executive Director, DeBartolo Center for the Performing Arts. Prof. Affleck-Graves introduced Mr. John Haynes, the newly-appointed executive director of the Marie P. DeBartolo Center for the Performing Arts, now under construction at the south end of the DeBartolo Quadrangle. Prof. Affleck-Graves said that the Center will be a magnificent addition to the campus facilities. Thus, the Provost's Office conducted a national search for an executive director who will bring the leadership and vision necessary to bring superb programming into the venue. Mr. Haynes was the search committee's first choice because members felt that he fit the mission of the Center extremely well.

Prof. Affleck-Graves noted that Mr. Haynes has had an extensive career in both the arts and the commercial world. From 1992 to 1999 he served as the director of the very prestigious Children's Theater Company in Minneapolis. He left that position to head up the California Center for the Arts, a multi-venue arts, cultural and conference complex.

Mr. Haynes began his presentation by thanking Academic Council members for the opportunity to describe his background, his vision for Notre Dame's new performing arts center, and why he believes the existence of the Center and what will happen in it should matter so much to Notre Dame. Mr. Haynes related that he began his career as a program executive at CBS-NY, where he was responsible for six hours of prime-time programming weekly and all late-night network broadcasting. He then moved to CBS-Hollywood as a writer-producer of network promotion in 1977 and to Viacom a year later as a program development and production executive.

Following those first dozen years in television, he became the CEO of a California computer services company for ten years. Mr. Haynes said that while he learned much about business, finance, and management during his time at the computer services company, he also came to realize that his real home was in the arts.

Thus, in the years prior to his appointment at Notre Dame, Mr. Haynes was the CEO of several large, non-profit arts organizations. He has been variously responsible for a producing theater, a museum, a convention center, a performing arts center, and extensive arts education programs for young people. His most recent position was President of the California Center for the Arts. There, he managed a staff of 170 on a 12-acre cultural campus. Mr. Haynes noted that in May of 2002, he was invited by the government of China to lecture and participate in discussions in Nanjing concerning the development of China's cultural industry and, subsequently, to consult on the design of a new performing arts complex and arts academy in Beijing.

Mr. Haynes said that reflecting on his life and career, he has realized that the most critical formative factor in his life was his hood fortune to grow up as a minority in a community defined by the richness and passion of its arts and spiritual life. As an Anglo growing up in Santa Fe, in a parish where the dominant voices spoke in Latin and Spanish, he was beguiled by the mystery, the beauty, the color, the music, and the images that surrounded him. Too many environments, he said, starve the natural sense of wonder that each child has as his birthright. He was fed a rich diet and understood *that* culture as his own, as part of the tapestry of his own life—not something to be visited on vacation or in a museum. He is convinced it is that experience that has made him what he is. Because of it, he brings a passion—for art, for diversity, for dialogue, for the life of the spirit, for community—wherever he goes.

Now, at the beginning his tenure at Notre Dame, Mr. Haynes said, his first task is to participate in the crafting of a vision for the performing arts at the University. That vision should be one unique to Notre Dame—and one that is both organic and intimately connected

to the University's mission. The vision should celebrate the diversity of the human experience as the only path to unity, capitalize on the University's intellectual and spiritual vigor, and recognize learning as a lifelong activity of our *entire* being, pursued with every sense and every faculty we possess. Thus, some goals he hopes to include in the vision are:

That Notre Dame will achieve a state in which the arts are universally understood to be a vital element of Notre Dame's culture—in the way that athletics are.

That no student will graduate without having engaged the world through the arts, as well as through intellectual, athletic, community service, and spiritual endeavors.

That the Notre Dame experience will instill in students a lifelong love affair with music, dance, theater, fine arts, film, and literature.

That Notre Dame students will develop the capacity for critical aesthetic judgment.

That the University community will develop a sense of pride and ownership in the creations and performances of Notre Dame artists.

That all members of the faculty will discover ways in which the arts can enhance their teaching, their research, and their lives.

That the Performing Arts Center will help to create closer ties to the individuals and families of this community.

That the arts will become one of the primary means by which members of the Notre Dame community engage ethical, cultural, and spiritual matters.

That the arts at Notre Dame will become one of our most effective tools for academic enhancement.

That Notre Dame's reputation as a great university will be further elevated by virtue of the pervasiveness of the arts as an element in academics, student life, public events, and faculty accomplishments.

Mr. Haynes continued that he chose his work because, like many, he holds a dream that each person can somehow make a difference, and he has found

that cultural institutions have a unique power. They are centers of commonality. They exist to celebrate—and to perpetuate—all that is most wonderfully human about us. He came to Notre Dame because it is both a great University and a place conversant with the ineffable. It is a place where art and academics may walk hand-in-hand and where the life of the mind is not exalted at the expense of the life of the spirit. The long history of the Church cannot be separated from the arts she has inspired and nurtured. His hope is that the same will one day be equally true of Notre Dame.

Mr. Haynes noted that in 1780, James Madison wrote: "I must study politics and war that my sons may have the liberty to study mathematics and philosophy, geography, natural history, navigation, commerce and agriculture in order to give their children a right to study painting, poetry, music and architecture." Why, he asked, in the cauldron of revolution and nation building, did Madison give primacy to painting, poetry, and music? And why should the arts be especially important to Notre Dame at this point in its already illustrious history?

The answer, Mr. Haynes said, is that he does not believe that there is any undertaking with more potential for community building and the creation of a civil, safe, stable, creative, and just society than the flourishing of our cultural life. While that is a bold assertion, our age is not for the weak of heart. Is there anything of greater value to us than the propagation of a civil society characterized by mutual respect? Is not that the essential aim of our efforts? After all, the principle on which our nation was founded is that the most essential liberty is the liberty of free expression. The founders pledged to *that* their lives, their fortunes, and their sacred honor.

Mr. Haynes continued that on September 11 the world will pause to remember the tragedy that occurred one year ago that day. The events of the past year remind us that although we *can* map the human genome and photograph the farthest reaches of the galaxy, we do not fully understand the human heart—neither its boundless capacity for love nor its seemingly inexhaustible capacity for hatred. Unlike the centrifugal forces that

spin us *away* from one another, dividing us by class, race, ethnicity, region, religion, and economics, the arts are an essentially centripetal force. They gather us together in dialogue, understanding, and the celebration of the world's wonderful diversity.

Thus, the arts and culture are indispensable. They are not frills or hobbies. They are the cry of humanity, our laughter, our joy, our fear, and our faith wrapped up in a package we can only open together . . . and that *creates* community. They are the threads that run through the ages, reminding us that the essential human requirements are not power and glory, but courage and compassion. And, as we must be good stewards of God's great natural gifts, so must we be good stewards of our cultural legacy.

The arts are ancient, Mr. Haynes said, perhaps our oldest invention. The coming together of an audience and an actor to share a story is an experience so primal and so basic to our nature that children everywhere invent and perform plays. The raw stuff of our arts—imagination—is abundantly present in all of us. The need to *express* that imagination and to draw out of each of us what it means to be so wonderfully and exuberantly alive and free is what inspires everything from jazz to ballet. What, he asked, would it mean to be human without Louis Armstrong, without the sound of a violin, without Picasso, Mozart, or Matisse?

Mr. Haynes continued that he believes that as much as we create them, our arts create us. They give us a powerful way to understand and share a common conception of what it *means* to be human and alive, even when words fail us. We derive our communal and individual identities from our cultures. They tell us who we are and what things are unique about being American or French or Chinese—or Catholic—and what things may be common to us all. Few of our other inventions seem to have any real permanence. Nations that dominated the news a few years ago have disappeared from the map. The astonishing rapidly becomes routine, the modern becomes antique. In such a world it is difficult to recognize ourselves. Without our continuing story, it would be nearly impossible—and that is what art is, after all, the unfolding story of humankind, and

perhaps our grandest invention.

Mr. Haynes concluded by saying that most arts organizations discuss their work almost exclusively in terms of "quality." They measure success by the *quality* of a performance or an exhibition. Instead, he thinks, we need increasingly to think of arts organizations in terms of *value*. What *value* will the arts have to you, to your students, to your families, to the community?

Mr. Haynes said that whatever compromises were made in the Center's design, whatever disappointments may have been encountered in either process or outcome, in the end, the performing arts center will be what members of the Notre Dame community make it, not merely what planners or architects decreed. His hope is that it becomes the catalyst for a renaissance of the arts at Notre Dame. To that endeavor, he will give all of his passion and ability. Mr. Haynes said it is an honor for him to join Notre Dame and a joy to be surrounded by so many distinguished colleagues. He asks all members of the community for their help and their enthusiastic embrace of their mutual adventure.

Prof. Mooney asked Mr. Haynes several questions. What is the first step for a person coming into a position such as yours? How will you start programming the vision for the performing arts center?

Mr. Haynes replied that the first step is listening. Only by understanding the needs, desires, and traditions of the community can he put together a sound program.

Fr. Malloy asked that in terms of outside groups, what is the lead time necessary for attracting performers?

Mr. Haynes answered that the lead time depends on the type of performance, but it can range from 15 months down to 3 months. The lead time is much longer for classical music artists, who tend to book themselves much farther in advance. The more illustrious the musician, the longer time necessary. Yo-Yo Ma, for example, is booking for 2008.

6. Presentation by Robert Foldesi, Associate Vice President, Human Resources. Fr. Scully introduced Bob Foldesi, Associate Vice President, Human Resources. He explained that Mr.

Foldesi has had a lifelong career in human resources management, both in the private sector and in higher education. Mr. Foldesi's most recent position was chief officer of human resources at the University of Iowa, where he served for five years. Now at Notre Dame for one year, Fr. Scully said Mr. Foldesi has found some real strengths at the University in the human resources area as well as some potential for growth.

Mr. Foldesi provided a short description of his professional background. He began his career at the Ford Motor Company in Detroit, where he worked in a variety of positions. Moving from industry to higher education, he accepted a position at Central Michigan University; then he worked at Saint Mary's College, Illinois State University, the University of Iowa, and now, Notre Dame.

Mr. Foldesi said he fully recognizes that the Office of Human Resources (HR) exists to support the University's faculty and staff. Over the past year, he has changed the organizational structure of the HR Office. Its three major elements are now Organizational Effectiveness, headed by Sarah Misener; Employment and Compensation, headed by Dorothy Mincy; and Benefits and Applied Technology, headed by Denise Murphy.

The unit now called Organizational Effectiveness was formerly "Employee Relations." Mr. Foldesi said that one reason for the name change is that "Employee Relations" suggests a focus on "disciplining" employees; however, disciplinary actions involve such a small percentage of Notre Dame employees that he wanted that unit to change its focus to an emphasis on the development of systems of employee recognition and reward. There have been successes in that area over the past year, particularly with a service recognition function in May and the Awards of Excellence luncheon in August. Thus, at this year's August reward ceremony, rather than only presidential awards for five to seven people, nearly 75 employees were acknowledged with team awards, spirit awards, awards of merit, as well as presidential awards. For employees with a number of years of service at the University, HR has added an award system that gives a tangible gift in recognition of the services, loyalty, and dedication of so many Notre Dame employees.

Mr. Foldesi said another new service provided by the Organizational Effectiveness group pertains to helping faculty and staff be most productive in terms of interpersonal relationships. HR staff has been trained in both mediation and consulting services and will go to various University units, such as departments or even smaller units, and talk to those experiencing difficulties in communication or other interpersonal areas. HR plans to expand this service as it becomes better known and successful.

Also under the Organizational Effectiveness umbrella are such services as new employee orientation, new supervisor orientation, and programs related to eldercare, childcare, and work life/wellness programming. Mr. Foldesi said that there will be greater emphasis from his office on issues related to the work/life area, for HR recognizes that the University's faculty and staff face a number of competing challenges. HR cannot ignore that many Notre Dame faculty and staff are parents and caregivers. Thus, his office distributed a brochure this week announcing a variety of seminars and programs in support of families and work/life balance.

Mr. Foldesi said that in the second HR area, Compensation and Employment, his staff is working on several measures that affect faculty. For example, with Profs. Mooney and Affleck-Graves, HR is developing a spousal referral network. Thus, when a department is trying to recruit an outstanding faculty member, there will be community partners to whom a spouse's resume can be sent. Two of the largest partners are the South Bend School Corporation and AM General, although the network includes several smaller partners. Notre Dame, of course, will reciprocate and receive resumes of the spouses of persons its partners are attempting to hire. The goal of the program is to provide opportunities for spouses *during* the recruiting process, so that accepting a position at the University becomes more attractive. While the spousal referral program is relatively new, it has already met with some success.

Mr. Foldesi said that a current emphasis in the Compensation and Employment area is developing "employment verification" measures. Thus, computer and keyboarding skills can now be tested

so that departments will know that all those they interview have the abilities and skills necessary for success on the job.

In the third HR area, Benefits and Applied Technology, Mr. Foldesi said that HR has been taking a very careful look at Notre Dame's benefits programs—regarding health and dental care, flexible spending, disability, retirement, and tuition plans. The objective is to be competitive. Thus, all summer, HR employees—along with Prof. Miller of the Faculty Senate and representatives from Procurement Services, the Office of Budget and Planning, and various staff members and administrators—have been examining the University's products and proposals to vendors.

Also in this area, HR employees are in the process of evaluating retiree relations. The University hosts five luncheons a year for retirees—three for faculty and administrators, two for staff. The luncheons, however, are now simply luncheons. He would like to see some programming included so that retirees can hear from various speakers about campus events and programs that may be of interest to them.

Mr. Foldesi continued that a large part of the work of the Benefits and Applied Technology area involves HR technology, web support, and imaging. Just two days ago, the University put out two requests for proposals for a software system to replace the current legacy platform used throughout the University for administrative computing applications, including those of HR. A decision on a vendor or vendors for these software solutions should be made in the next few months.

In connection with benefits, Mr. Foldesi said, HR would like incoming faculty to become familiar with their benefits package before they arrive on campus and make their elections. Thus, this year, HR made a compact disc that will be sent to all recently hired faculty. The disc includes a welcome from Fr. Malloy, an explanation of benefits, and connections to all the University's providers.

Mr. Foldesi said he realizes that there is dissatisfaction on campus with the difficulties of contacting HR by phone. The problem is that the HR systems are very transactional, so that staff members are

not always available by phone. He and others in HR are working to solve this problem. Part of the solution is to make more information available on the Web. That process has begun with paycheck information, sick leave information, vacation accumulation, flexible spending accounts, and other areas. There will be more information accessible on the Web in the future.

As for professional development, Mr. Foldesi stated that HR's emphasis this year will be on change management and business process review. With much new leadership on campus, there is a great deal to learn about the change management process—both how to cope with it and how to lead it. In connection with this area, HR invited both faculty and senior administrators to attend a six-week executive development seminar in early 2002. Some of those who spoke were Fr. Malloy, Fr. Scully, Mr. Malpass, and Dean Woo. Together, they discussed issues related to leadership at the University.

Mr. Foldesi concluded by acknowledging that HR has put a great deal of work into marketing the South Bend community to potential faculty and staff. Almost all departments have a website extolling the many attractions and benefits of the University and the larger community. HR is hoping to develop a website that would centralize the various departments' existing materials.

Fr. Malloy thanked Mr. Haynes and Mr. Foldesi for their presentations.

There being no further business, he adjourned the meeting at 4:30 p.m.

Respectfully submitted,
Carol Ann Mooney
Secretary

University Committee on Women Faculty and Students

December 6, 2002

Members present: Teresa Godwin Phelps (Chair), Charlotte Ames, Jennifer Anthony, Libby Bishop, Mary Rose D'Angelo, Megan Markey, Maura Ryan, Katherine Speiss

Members absent: Joan Aldous, Patricia Bellia, Barbara Mangione, Patricia Maurice, Martiqua Post, Carol Tanner

Guests present: Sr. Kathleen Cannon, O.P., Associate Dean, College of Science and Concurrent Associate Professor, Theology; Kathleen Brannock, Rector, Howard Hall; Rhonda Brown, Director, Office of Institutional Equity

Observers: Mary Hendriksen, Reporter
Prof. Phelps called the meeting to order at 3:40 p.m.

1. Further discussion of underrepresentation of women students in science majors at the University/Sr. Kathleen Cannon, O.P., Associate Dean of the College of Science and Concurrent Associate Professor,

Theology: Throughout the semester, the Committee has gathered data on the representation of women students in various colleges and majors at Notre Dame. At the October 4 meeting, Catherine Pieronek, Director of the Women's Engineering Program, spoke to the Committee about attrition of women engineering students—which, at 52%, is double the attrition rate for men—and steps the College is taking to decrease that high rate. At the November 18 meeting, Kristin Lewis, General Biology Lab Coordinator and Assistant Professional Specialist, provided data and information on women in the Biology Department. In that department, the number of undergraduate women students has been greater than the number of male students for the past several years. The Committee's invited guest for this topic at today's meeting was Sr. Kathleen Cannon, O.P., Associate Dean of the College of Science and Concurrent Associate Professor, Theology.

Sr. Kathleen explained that Institutional Research has compiled data on the number of women students in the sciences at Notre Dame and published it in the *Fact Book*; however, that data is aggregated by college rather than by major or department. Additionally, the figures represent only first-year students' intentions—not the actual realities of enrollment and retention. Thus, for her report, she asked each department to prepare its own figures on the number and retention of women students. Some departments have kept better records than others.

(a) Biology. Sr. Kathleen said that the high number of women in biology is the key reason the number of women in the College of Science is as high as it is. In fact, as Ms. Lewis showed at the last meeting, the number of female students in biology at Notre Dame is greater than the number of male students. For example, in the Class of 2003, there are 34 female students and 24 male students. It appears that the number of women students in biology will remain at a high level over the next few years. In the Class of 2006, 77 women and 42 men have declared biology as their intended major. The trend is that there is an increasingly higher proportion of women in biology than men.

The data for graduate students is similar with a 1.2:1 female/male ratio (women—55; men—45). Retention has been over 90% for the past several years.

Sister Kathleen said that one reason for that high number of women in biology is that there are several committed women faculty in the department. They talk to women students to see if there are any problems and are excellent role models for the students.

Prof. D'Angelo commented that the high number of women students in biology is itself a strategy for keeping the numbers high.

(b) Science PreProfessional. Although firm data on retention for this program is not available, Fr. Joseph Walter, department chair, estimates that every year from 1997 to 2002, there have been 190 seniors in this program, with the number of women fairly constant at 38%.

(c) Chemistry and Biochemistry. There are no statistics available for the undergraduate students in this department. As for graduate students, the number of women continuing in either a master's or Ph.D. program is 57%, as compared to 73% for men. Looking at raw numbers, there were 20 male graduate admits and 9 female in 2002–03; 12 males and 10 females in 2001–02.

Sr. Kathleen said that in consultation with women faculty and graduate students in chemistry and biochemistry several years ago a number of problems were identified. She met with the department to develop strategies to address the issues and the department instituted a

regular system of feedback on performance in research. Another strategy instituted at that time was to reactivate the graduate student committee. Additionally, she has met periodically with women students as a group so that she is aware of potential difficulties or problems.

(d) Mathematics. The Department of Mathematics has both a high number of women students and an excellent retention rate. Currently, women make up 43% of undergraduates. In the 2002–2003 academic year, of 110 math majors, 63 are men and 47 women. Sr. Kathleen said that this percentage is high for a research university. The retention rate for women has been 100% for four out of the past five years.

Sr. Kathleen said that Prof. Buechler, department chair, is working to build a community of graduate and undergraduate students in which the graduate students mentor the undergraduates. She noted that for graduate students, the department's largest recruitment problem is that there is no applied math. Sr. Kathleen also noted that women mathematics students have won prestigious national prizes and scholarships in the last few years.

(e) Physics. Sr. Kathleen said that, like Chemistry and Biochemistry, the Physics Department has a low ratio of women students. Of the 33 undergraduates in the department, 6 are female and 27 male. Nationally, the percentage of women receiving a bachelor's degree in physics is about 21. Thus, Notre Dame is below that national average. For graduate students, that is not the case. Nationally, the percentage of women earning a doctorate in physics has remained constant at 13%. Since the early 1990s, Notre Dame has consistently exceeded that at about 24%. Currently, however, there are 12 female and 92 male graduate students in the department.

Sr. Kathleen noted that the problem in the department is more with recruiting than with retention. In fact, the retention rate for women is 88.4%, as compared to 78.3% for men students.

After Sr. Kathleen concluded her presentation, Prof. Ryan asked whether thinking on gender issues has entered at all into the College of Science's articulation of goals in the strategic planning process now underway at the University.

Sr. Kathleen answered that while the issue has come up in discussion, it is not a part of the final document. The same was true of strategic planning during the Colloquy. The College has focused more on the underrepresentation of minority faculty and students than with the underrepresentation of women. Nevertheless, she is confident that the various departments and the College as a whole will address the issue. In the last three years, two Clare Booth Luce chairs have been hired, as well as five women faculty members.

At future meetings of the Committee, members will hear about the representation of women students in the Mendoza College of Business and the School of Architecture.

2. Equity between Men's and Women's dorms: Kathy Brannock, Rector of Howard Hall. The Committee continues to explore the issue of equity in men's and women's housing at the University. Specific areas of concern are 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.

Ms. Kathy Brannock, Rector of Howard Hall, was invited to the meeting today to give her perspective on the dorm equity issue.

In its letter to Fr. Mark Poorman, Vice President of Student Affairs, the Committee said that the assistant rectors in women's dorms, on average, have many more students to supervise, more hours on duty, and more job responsibilities than ARs in men's dorms, although they share an identical job description. In the 2001-02 academic year, for example, the women's dorms had a 208:1 student to AR ratio; the men's dorms had a 154:1 ratio. Ms. Brannock said that the difference in ratios was surprising to her. Rectors have themselves discussed this issue. In her opinion, if the women's dorms had two ARs it would cut down on duty night. It is taxing to be on duty every other night.

As for the issue of security monitors, Ms. Brannock said that while she is aware that women students at times perceive their presence as intrusive, as a rector, she is often happy for the help the security monitors provide. Their presence is vital in any emergency. In less serious circumstances, they can alert the hall rector to a problem as well as provide continual coverage throughout the night. If any student has a concern about how the security monitor handles a situation it should be brought to the rector's attention. She believes that some male rectors would like to add security monitors to their dorms.

Ms. Brannock agreed that there have been problems with security monitors interpreting dormitory rules more strictly than hall rectors. Related to this issue is the equal application of University-wide rules across all dorms. Ms. Brannock said that particularly since the University instituted a new alcohol policy on campus, rectors are working very hard to be "on the same page" regarding enforcement of rules. They meet regularly for very frank discussions about problems that concern them all. Their attitude is very much one of working out a "best practices" approach for incidents involving alcohol abuse, violation of parietals, etc.

Ms. Markey said she was encouraged to hear that rectors are pursuing a best practices philosophy of rule enforcement. The different interpretation and enforcement of rules in dorms has been a concern of students.

Ms. Bishop said that the security monitors' interpretation of rules in residence halls' 24-hour space continues to be a problem. She sees inconsistency nearly every night in what behavior security monitors demand of women students. In response, the students have formulated a "Bill of Rights" to address the issue. She suggests a meeting with security monitors and rectors to address the continuing problem.

Members agreed that they would like to invite Fr. Poorman to a Committee meeting next semester to discuss the inequity issue.

3. Minutes of the meeting of November 18, 2002. Members offered various clarifications to the minutes of November 28, 2002. As amended, they were approved unanimously.

4. Continuation of discussion of whether the Committee should examine whether sexual harassment through the existence of a hostile environment exists on campus. A form of sexual harassment well recognized in the law is "hostile environment sexual harassment." As explained at the last meeting, 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 employer or institution has a responsibility to address the problem and change the practices. Building a case that a hostile environment exists involves putting together information and stories that show a pattern of conduct towards women that interferes with their education.

Members discussed various incidents in which female students are taken less seriously than male students. The Committee decided to put the issue on hold for the time being.

5. Equity in compensation for women faculty members. Prof. Ryan, chair of the subcommittee on equity in compensation for women faculty members, reported that Associate Provosts Carol Mooney and John Affleck-Graves met with her and plans are moving forward to institute an equity audit at the University. At this stage of the discussions, the preliminary plans for the audit are that it: (1) be conducted annually rather than on an *ad hoc* basis; (2) faculty would participate in its design; (3) the audit would attempt to discern if systemic bias exists, not only pockets of inequity; (4) the confidentiality of salary information would be maintained; (5) results of the audit would be reported to this Committee as well as to other committees at the University with an interest in its outcome.

Prof. Ryan said that it would now be appropriate for this Committee to formally recommend to Prof. Nathan Hatch, Provost, that discussions move forward to specifics of implementation. Thus, the Committee could recommend that the members of the design committee include elected faculty members of the University Committee on Women Faculty and Students and other groups with particular interests in salary equity—for example, the Academic Council and the Faculty Senate—along with Profs.

Mooney and Affleck-Graves. While Committee members could recommend that one or more of its elected members serve on the design committee, they might prefer to have the right to appoint a faculty member with expertise in this area who is not on the Committee.

Ms. Ames asked if current plans for the audit include library faculty.

Prof. Ryan said that equity audit models she has seen examine salaries by department. Thus, if the Notre Dame audit is based on those models, salaries of library faculty would be examined as one unit; however, the scope and design of the audit are matters to be worked out the design committee.

Ms. Ames said that Jennifer Younger, Director of University Libraries, is sensitive to the issue of pay equity. Dr. Younger is anxious to address this issue as well as the issue of salary compression. She then asked if the audit would include professional specialists.

Prof. Ryan responded that, again, these are questions to be worked out by the design committee.

Profs. Ryan and Phelps agreed to write an initial draft for discussion at the next meeting on the Committee's recommendation to Prof. Hatch.

Ms. Ames asked if a single recommendation is enough to begin the process.

Prof. Ryan said that there may be additional recommendations from the Academic Council and the Faculty Senate. Both have subcommittees studying the issue. In fact, the Faculty Affairs Committee of the Academic Council plans to hold a forum for faculty this February on salary equity and review. Perhaps this Committee could cosponsor that forum.

Members agreed that they would like the Committee to cosponsor the forum.

Prof. D'Angelo said she was concerned about what emphasis the current draft of the University's ten-year strategic plan placed on recruiting and retaining women faculty members. While recruitment and retention of faculty from historically underrepresented racial and ethnic groups is important, it should not overshadow similar attention to women faculty.

Prof. Phelps said that as chair of the University Committee on Women Faculty

and Students she would send a letter to Prof. Hatch expressing the Committee's concern that the University articulate a commitment to increased number of women faculty in the strategic plan.

Prof. D'Angelo said that next semester the Committee should ask departments for records on hiring and retention of women faculty. Standards on record-keeping should be set and distributed to the departments.

After summarizing various "action" items, Prof. Phelps adjourned the meeting at 5:20 p.m.

University Committee on Libraries

November 21, 2002

The meeting was called to order at 3:30 p.m. in the Civil Rights Reading Room in the Law School by Chair Jack Pratt. Also in attendance were Wesley Calvert, Stephen Dumont, Felipe Hernandez, Roger Jacobs, Theresa Krier, Mark Pilkinton, Dave Smith, Marsha Stevenson, Gordon Wishon and Jennifer Younger.

The minutes of September 19, 2002 and October 11, 2002 were approved.

Younger reported as follows. The position for the associate director of user services was offered and accepted with March 1, 2003 the proposed starting date. A new library service "MyAccount" is functional and should save the time of faculty in dealing with renewing library materials. Harvey Bender and John Adams were attending a meeting of the Biological Sciences Department concerning library subscriptions to science journals, and therefore were unable to attend the UCL meeting. Stevenson reported that while the investigation continues on the issue of recalled books, the data so far show about two thirds are returned on time. She will provide an update in spring and proposals for any next steps to address the problem of recalled books not returned on a timely basis.

On behalf of the University Libraries Professional Development Committee, Stevenson invited UCL to cosponsor the lectures by Michael Keller, university librarian at Stanford University and publisher of Stanford's HighWire Press, who

will be on campus in early December 2002. He will speak on the future of research libraries and scholarly communication in academia.

The discussion moved to the *Report on the University Libraries Strategic Planning* which was sent via campus mail to all committee members. Younger drew attention to several areas of the report, including the four strategic challenges, the continuing need for the library to grow and the strategic areas in which the library operates. She explained briefly how the challenges articulate several roles and expectations for the library, which at times will compete in their demands for resources. The strategic challenges are:

achieving excellence in meeting information needs across all disciplines and in providing services to all campus constituencies,

building rich and unique research collections in areas that support Notre Dame's aspirations to be a scholarly destination,

defining our role and place within the global network of research libraries in acquiring, cataloging and preserving the record of scholarship for future generations, and

creating a Catholic identity in a research library.

There is still work needed on the library's strategic planning report, especially consultation with colleges and departments on their needs and priorities for collections and information resources.

Younger provided an update on the recently-announced cancellation of paper copies of journals received electronically. The announcement was made in a letter to all faculty dated October 24, 2002 from Younger. It said: "The library will soon cancel print versions of journals that we receive electronically through many of our publisher digital journal packages. These targeted pack-

ages include titles primarily in engineering, science, business and social science from five publishers: Academic, Elsevier, Kluwer, Springer and Wiley. Together, they provide access to 2,993 journals. We will cancel 891 print journal subscriptions that are duplicated in these packages. No core content in the form of scholarly articles will be lost. In order to free these funds for this fiscal year, these cancellations must be submitted in early November. Our receipt of these printed journals will stop as of the end of calendar year 2002."

Smith pointed to the concern about availability of this information in perpetuity and subsequently to the more positive way in which new content (in the journal packages) offsets the loss of paper. In response to a question about what happened as a result of the 6% reduction in serial commitments (6% of the FY 01/02 expenditures) done in April 2002, Younger said that approximately 520 subscriptions were cancelled for a savings of nearly \$400,000. Of the 520 cancelled titles, the library estimates that about 40% are duplicates where a paper copy was cancelled but the electronic version was retained, while the remaining 60% were unique serial titles. Although the \$400,000 was nearly 10% of the serials expenditures for FY 01/02, the projected expenditures for FY 02/03 were still higher than the budget; thus the decision was made to cancel more copies of journals received electronically in October 2002. Each year inflation reduces the purchasing power and additional cuts can be expected in following years.

Several suggestions were made to find out the effect of these cancellations from users, including

putting a box labeled "What are you missing?" in current periodicals reading areas.

The Mathematics Library staff were complimented on their work in informing students and faculty about new ways of "browsing" journals and thus smoothing the transition to electronic-only journals.

The next meeting is Thursday, January 23, 2003, at 3:30 p.m. in Room 222A Hesburgh Library.

Notes respectfully submitted,

Jennifer Younger

Issue No. 9 contained the wrong information for the November summaries of research activity. Here is the corrected information. The editor apologizes for the error.

Awards and Proposal Summary

11/01/2002 to 11/30/2002

Awards Received

Category	No.	Amount
Research	26	\$3,925,393
Instructional Programs	4	\$138,115
Total:	30	\$4,063,508

Proposals Submitted

Category	No.	Amount
Research	40	\$16,524,331
Instructional Programs	1	\$1,354,988
Total:	41	\$17,879,319

November 2002 Cumulative summary

Awards Received

Category	07.01.2000 - 11.30.2000		07.01.2001 - 11.30.2001		07.01.2002 - 11.30.2002	
	No.	Amount	No.	Amount	No.	Amount
Research	205	\$27,691,324	183	\$18,082,462	144	\$27,315,240
Facilities and Equipment						
Instructional Programs	7	\$360,779	9	\$1,184,402	9	\$905,016
Other Programs	1	\$25,000				
Service Programs						
Total:	213	\$28,077,103	192	\$19,266,864	153	\$28,220,256

Proposals Submitted

Category	07.01.2000 - 11.30.2000		07.01.2001 - 11.30.2001		07.01.2002 - 11.30.2002	
	No.	Amount	No.	Amount	No.	Amount
Research	248	\$135,530,921	300	\$98,004,949	262	\$80,975,109
Facilities and Equipment						
Instructional Programs	1	\$11,500	5	\$3,763,223	6	\$3,048,092
Other Programs						
Service Programs						
Total:	249	\$135,542,421	305	\$101,768,172	268	\$84,023,201

Research

Awards and Proposal Summary

Centers and Institutes Report

11/01/2002 to 11/30/2002

Awards Received

Department or Office	No.	Amount
Alliance for Catholic Education	1	\$75,249
Center for Flow Physics and Control	1	\$140,000
Center for Molecularly Engineered Materials	1	\$6,000
Freimann Life Science Center	1	\$5,020
Institute for Latino Studies	1	\$120,000
Interdisciplinary Center for the Study of Biocomplexity	1	\$10,000
Kellogg Institute for International Studies	3	\$217,218
Kroc Institute for International Peace Studies	1	\$15,000
Nano Science and Technology Center	1	\$10,000
South Bend Center for Medical Education	1	\$243,855
Total:	12	\$842,342

Proposals Submitted

Department or Office	No.	Amount
African/African-American Studies	1	\$128,000
Center for Astrophysics	2	\$852,741
Center for Molecularly Engineered Materials	1	\$214,538
Cushwa Center for American Catholicism	1	\$30,000
Institute for Latino Studies	1	\$8,000
Kellogg Institute for International Studies	2	\$1,475,168
Nano Science and Technology Center	6	\$8,848,460
Physics	1	\$443,288
Total:	15	\$12,000,195

Awards and Proposal Summary

Centers and Institutes Report

07/01/2002 to 11/30/2002

Awards Received

Department or Office	No.	Amount
Alliance for Catholic Education	2	\$141,249
Center for Astrophysics	1	\$17,928
Center for Environmental Science and Technology	1	\$80,000
Center for Flow Physics and Control	4	\$494,174
Center for Molecularly Engineered Materials	1	\$6,000
Center for Orphan Drug Development	1	\$20,000
Center for Transgene Research	3	\$1,023,510
Center for Tropical Disease Research & Training	7	\$3,515,490
Freimann Life Science Center	2	\$6,520
Institute for Latino Studies	5	\$719,512
Interdisciplinary Center for the Study of Biocomplexity	2	\$15,000
Kellogg Institute for International Studies	3	\$217,218
Keough Institute for Irish Studies	1	\$107,694
Kroc Institute for International Peace Studies	1	\$15,000
Nano Science and Technology Center	3	\$1,169,999
Radiation Laboratory	1	\$20,000
South Bend Center for Medical Education	1	\$243,855
TRIO Programs	2	\$636,901
Total:	41	\$8,450,050

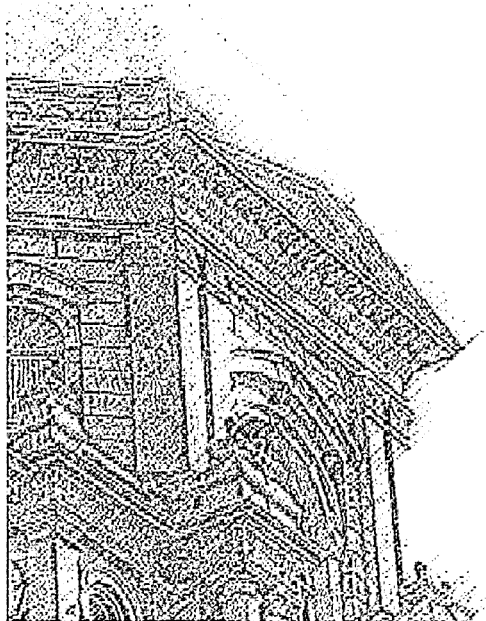
Proposals Submitted

Department or Office	No.	Amount
African/African-American Studies	1	\$128,000
Center for Astrophysics	4	\$1,773,852
Center for Flow Physics and Control	5	\$2,499,643
Center for Molecularly Engineered Materials	8	\$5,529,839
Center for Transgene Research	2	\$2,335,541
Center for Tropical Disease Research & Training	6	\$1,055,245
Center for Zebrafish Research	1	\$334,125
Cushwa Center for American Catholicism	1	\$30,000
Environmental Molecular Science Institute	1	\$7,460
Freimann Animal Care Facility	1	\$5,020
Freimann Life Science Center	1	\$309,875
Higgins Labor Research Center	1	\$12,500
Institute for Latino Studies	4	\$403,000
Interdisciplinary Center for the Study of Biocomplexity	1	\$594,000

Awards and Proposal Summary**Centers and Institutes Report****07/01/2002 to 11/30/2002**

Department or Office	No.	Amount
Kellogg Institute for International Studies	4	\$1,738,558
Kroc Institute for International Peace Studies	1	\$15,000
Laboratory for Social Research	1	\$247,992
Lobund Laboratory	1	\$513,280
Nano Science and Technology Center	30	\$23,399,974
Nanovic Institute	2	\$16,176
Office of Special Instructional Projects and Activities	1	\$1,625,789
Physics	1	\$443,288
Program of Liberal Studies	1	\$103,591
Radiation Laboratory	2	\$330,076
South Bend Center for Medical Education	3	\$395,500
Walther Cancer Research Center	7	\$3,133,815
Total:	91	\$46,981,139

Notre Dame Report



Volume 32, Number 11

February 14, 2003

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

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