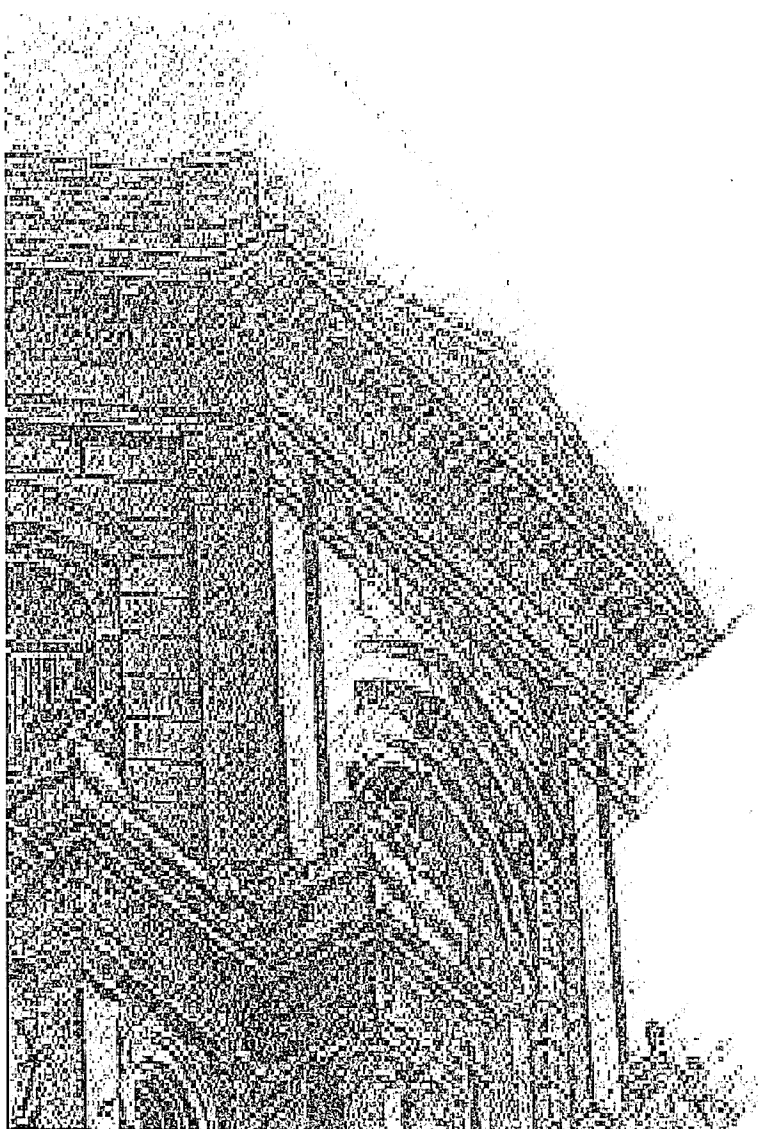


Notre Dame Report



Faculty Notes

175 Honors
175 Activities

Administrators' Notes

177 Publications

Documentation

180 Graduate Council Meeting
February 13, 2003
182 Faculty Board on Athletics
September 15, 2003
185 Annual Report of the Academic
Affirmative Action Committee for
Academic Year 2002–2003

NOTE: ISSUE 4, the annual listing of
faculty and administrative positions,
will be published out of order this year
as we await final information.

N O V E M B E R 1 4 , 2 0 0 3

N U M B E R 6

Faculty Notes

Honors

Ikaros Bigi, professor of physics, received the American Physical Society's 2004 J.J. Sakurai Prize in theoretical physics, to be shared with A.I. Sanda, in recognition of his work on CP violation in B decays, and for continuing contributions to CP and heavy flavor physics.

Kevin J. Christiano, associate professor of sociology, was elected president of the American Council for Quebec Studies, an international organization dedicated to the scholarly analysis of the society and culture of Quebec.

Fred Dallmayer, the Dee Professor of Political Science and Philosophy and Kroc, Kellogg, and Nanovic Institutes fellow, was elected president of the Society for Asian and Comparative Philosophy for 2004–2005.

Rev. Theodore M. Hesburgh, C.S.C., President emeritus, was named the inaugural recipient of the NCAA President's Gerald R. Ford Award for his leadership as an advocate for intercollegiate athletics on a continuous basis over the course of his career.

Barry Keating, the Jones Professor of Finance, was chosen to serve on the University Rhodes/Marshall Scholarship Selection Committee.

Pamela A. Krauser, professional specialist in the Graduate School, was appointed to the Society of Research Administrators (SRA) International Distinguished Faculty at the SRA International annual meeting, Pittsburgh, Pa., Oct. 20.

Scott C. Malpass, vice president for Finance and chief investment officer and concurrent assistant professor of finance and business economics, was selected a regional winner of the 2003 Financial Executive of the Year Award by Robert Half International Inc. and the Institute of Management Accountants.

Betsy Moore, associate professor of marketing, was presented Best JCR Paper of 2000 for "Children, Advertising, and Product Experiences: A Multimethod Inquiry," cowritten with R. Lutz, by the policy board of the *Journal of Consumer Research* at the Association for Consumer Research Conference, Toronto, Oct. 11.

Joy Vann-Hamilton, assistant provost, was awarded the 2003–04 Veda Leshner Endowed Scholarship from Andrews Univ. The competitive award is given to a woman graduate student.

Carolyn Y. Woo, the Gillen Dean and Siegfried Chair in Entrepreneurial Studies, received the John S. Day Distinguished Alumni Academic Service Award from the Krannert School, Purdue Univ., Oct. 2.

Activities

J. Douglas Archer, librarian, gave a presentation on the USA PATRIOT ACT at the fall meeting of the Northwest Indiana Library Boards Association in LaPorte, Oct. 22.

John Blacklow, pianist, assistant professor of music, performed with the Los Angeles Philharmonic in the world premiere of "Soundings," a new composition by film composer John Williams, at the opening of the Walt Disney Concert Hall, Oct. 25, in Los Angeles, and broadcast on PBS *Great Performances* program, Oct. 29. He also performed music by Bartok under conductor Pierre Boulez at the Philharmonic's farewell concerts at the Dorothy Chandler Pavilion at the end of the 2002–03 season.

Theodore Cachey, professor of Romance languages and literatures and the Ravarino Family Director of the Devers Program in Dante Studies, gave the invited lecture "Resurrecting Romance: Is There Life After Philology?" as part of a series "Romancing the Humanities" sponsored by the Dept. of Romance Studies, Duke Univ., Sept. 19; gave a workshop on "Making the Study of Languages and Literatures Indispensable

for Students and for the University Community," sponsored by the Kaneb Center for Teaching and Learning at Notre Dame, Oct. 9; and presented "What's Wrong with this Picture: Reading Dante Reading Hell," together with **Christian Moevs**, associate professor of Romance languages and literatures, and J. Steinberg, as part of the program "Classics in Context" sponsored by the Chicago Humanities Festival and the DePaul Univ. Humanities Center, Oct. 18.

David E. Campbell, assistant professor of political science and fellow of the Institute for Educational Initiatives, presented "Contextual Influences on Local and School Governance" at a conference on "School Board Politics" at the John F. Kennedy School of Government, Harvard Univ., Oct. 16.

Kevin J. Christiano, associate professor of sociology, chaired sessions on "Buying and Selling: Religion and Consumerism" and "Religious Organizations in Motion" at the annual meeting of the Society for the Scientific Study of Religion, Norfolk, Va., Oct. 24–26.

Tom Cosimano, professor of finance, presented "Optimal Experimentation and the Perturbation Method" at the ninth annual conference for the Society of Computational Economics, Univ. of Washington, Seattle, in July; and "Solving Asset Pricing Models when the Price-Dividend Function is Analytic," cowritten with **Stefano G. Athanasoulis**, assistant professor of finance, O. Calin, and **Alex Himonas**, professor of mathematics, at the meeting of the Summer Econometric Society at Northwestern Univ. in June and at the Stanford Univ. Institute for Theoretical Economics workshop on Computational Methods and Applications in Economics, also in July.

Frederick J. Crosson, the Cavanaugh Professor of Humanities emeritus, presented an invited lecture "Implicit Reason and Explicit Faith" at the annual meeting of the American Maritain Society, Chicago, Oct. 17.

Fred Dallmayer, the Dee Professor of Political Science and Philosophy and Kroc, Kellogg, and Nanovic Institutes fellow, presented "Homelessness: Heidegger on the Road" and "Hermeneutics and the Dialogue among Civilizations," Seattle Univ., May 2; "Political Theory Today," Western

Washington Univ., Bellingham, May 5; "Gandhi and Islam" at the annual meeting of the Society for Asian and Comparative Philosophy, Asilomar, Calif., May 27–30; "Gandhi and Islam" at the World Congress of Philosophy, Istanbul, Aug. 10–16; "Political Theory: Beyond the Canon" and "The Underside of Modernity: Adorno, Heidegger, and Dussel" at the annual meeting of the American Political Science Association, Philadelphia, Aug. 27–31; and "Gandhi and Islam" at the Univ. of Toronto, Oct. 3.

Leonid Faybusovich, professor of mathematics, presented a colloquium talk titled "Universal Barrier Functions in Interior-Point Algorithms of Optimization" at Rice Univ., Houston, Oct. 20; and an invited talk "Computation of Universal Barrier Functions" at the School of Industrial Engineering, Georgia Tech, Atlanta, Oct. 24.

Jeffrey L. Feder, associate professor of biological sciences, presented the invited talk "Host Fruit Odor Discrimination and Sympatric Speciation in the Apple Maggot Fly" at the meeting of the Entomological Society of America, Oct. 25–28; and was an invited panel member to a symposium discussion on improving teaching of undergraduate introductory biology to freshmen, Sundance, Utah, Oct. 17–19.

Thomas J. Frecka, the Lizzadro Professor of Accountancy, presented "The Financial Performance, Capital Constraints and Financial Reporting Environment of Cross-Listed Firms: Evidence from Mexico," cowritten with **Paquita Y. Friday**, assistant professor of accountancy, at the 2003 American Accounting Association annual meeting in Honolulu, Aug. 5.

Paquita Y. Friday, assistant professor of accountancy, presented "The Role of Non-U.S. Firms' Financial Reporting in International Mergers and Acquisitions," written with H. Ashbaugh, at the 2003 American Accounting Association annual meeting in Honolulu, Aug. 4.

Joachim Görres, research professor of physics, presented the invited talk "Alpha Capture in Stellar Evolution and Explosion" at the Canadian Association of Physicists Congress, Charlottetown, PEI, Canada, June 8–11.

Thomas Gresik, professor of finance, presented "Efficient Delegation by an Informed Principal" at the Midwest Economic Theory meetings, Indiana Univ., Bloomington, October 17–19.

Dirk M. Guldi, associate professional specialist in the Radiation Laboratory, presented a seminar titled "Novel Multifunctional Nanoarchitectures in Energy Conversion" at Bowling Green State Univ., Ohio, Oct. 15; and a seminar titled "Analytical Emission Assay of Single-Wall Carbon Nanotubes—Solutions and Dispersions, written with M. Holzinger, A. Hirsch, V. Georgakilas, and M. Prato, at the Federation of Analytical Chemistry and Spectroscopy Societies, Ft. Lauderdale, Oct. 20.

Hans Heidle, assistant professor of finance, presented (with X. Li) "Is There Evidence of Front-Running Before Analyst Recommendations? An Analysis of the Quoting Behavior of NASDAQ Market Makers" at the NBER Summer Institute Market Microstructure meeting, July 19, in Boston.

Michael Hildreth, assistant professor of physics, presented "The DØ Experiment: Recent Results and Future Prospects," Purdue Univ., Sept. 25, and again at the Univ. of Oregon High Energy Physics Seminar, Oct. 28.

Bei Hu, professor of mathematics, gave an invited PDE seminar talk titled "Blowup Behavior for a Nonlinear Parabolic Equation of Nondivergence Form" at Purdue Univ., Oct. 21.

Richard A. Jensen, professor and chair of the Dept. of Economics and Econometrics, concurrent professor of finance, and Kellogg Institute faculty fellow, presented "Academic Effects of Patentable Research" at the 30th annual meetings of the European Association for Research in Industrial Economics in Helsinki, in August.

Prashant V. Kamat, professional specialist in the Radiation Laboratory and concurrent professor of chemical and biomolecular engineering, presented "Photosensitization of Nanostructured TiO₂ Films with CdSe Quantum Dots," written with V. Subramanian and **Eduardo Wolf**, professor of chemical and biomolecular engineering, and "Fullerene Based Nanostructured Carbon Electrodes for Methanol Oxidation," written with K. Vinodgopal, M. Haria,

and **Dan Meisel**, director of the Radiation Laboratory and professor of chemistry and biochemistry, at the annual meeting of the Electrochemical Society, Orlando, Oct. 13–16; and presented a seminar titled "Photoresponsive Organic-Inorganic Hybrid Nanostructures" at the Univ. of Missouri, Oct. 20.

Rajiv Kohli, assistant professor of management, served as a panelist on the Healthcare Roundtable, Better Management Live Worldwide Conference, Las Vegas, in October; served as a guest editor, with S. Sherer and A. Baron, for a special issue of *Information Systems Frontiers* on "Measuring Business Value of IT in E-Business Environments" in September; and helped found the Academic Council, BTM Institute, a joint collaboration of business and academic professionals to further the effective management of IT, in October.

Michael Lykoudis, chair and professor of architecture, hosted an alumni reception in New York in October.

Edward Maginn, associate professor of chemical and biomolecular engineering, presented the following invited lectures: "Molecular Simulation of Ionic Liquids: Thermodynamic Properties and Phase Behavior," Univ. Blaise Pascal, Clermont-Ferrand, France, Sept. 30; "The Importance of Wall Slip on Diffusion in the Knudsen Regime," Centre Européen de Calcul Atomique et Moléculaire (CECAM) workshop, Ecole Normale Supérieure, Lyon, France, Oct. 3; "Molecular Modeling of Thermodynamic and Transport Properties of Fluids: Methods, Results and Insights," Univ. of Tennessee, Knoxville, Oct. 21; and "Molecular Modeling of Thermodynamic and Transport Properties of Fluids: Methods, Results and Insights," Univ. of Massachusetts, Amherst, Oct. 23.

Nelson C. Mark, the DeCrane Professor of Economics and Econometrics, concurrent professor of finance, and Kellogg Institute fellow, presented "Dynamic Seemingly Unrelated Cointegrating Regression" at the National Bureau of Economic Research Summer Institute meeting of the Working Group on Forecasting and Empirical Methods in Macroeconomics and Finance, in July; and "Official Interventions and Occasional Violations of Uncovered Interest Parity in the Dollar-DM Market" at

Dartmouth College, in March, at the Univ. of Wisconsin in April, and at the Federal Reserve Bank of New York in October.

James J. Mason, associate professor of aerospace and mechanical engineering, presented "Pairwise Data Clustering and Applications, Lecture Notes in Computer Science," written with X. Wu; **Danny Z. Chen**, the Rooney Professor of Computer Science and Engineering; and **Steven R. Schmid**, associate professor of aerospace and mechanical engineering, at the Ninth Annual International Computing and Combinatorics Conference (COCOON), Big Sky, Mont., July 25–28.

Connie L. Mick, assistant professional specialist and acting director of the University Writing Center, presented "Selling the Center" at the International Writing Centers Association Conference in Hershey, Pa., Oct. 23–25.

Eric Lease Morgan, librarian, received a grant from the OCKHAM Library Network to improve usage and access to the National Science Digital Libraries.

Samuel Paolucci, professor of aerospace and mechanical engineering, presented an invited plenary lecture "Computational Thermo-Fluid-Dynamics using Spectral and Wavelet Methods" at the 21st UIT National Heat Transfer Conference, Univ. degli Studi di Udine, Italy, June 23–25; and a lecture "On the SUPG and RKDG Finite Element Formulations of the Level Set Method" at the Seventh U.S. National Congress on Computational Mechanics, Albuquerque, July 27–31.

Joseph M. Powers, associate professor of aerospace and mechanical engineering, presented "Multiscale Modeling of Chemically Reactive Flows," written with **Samuel Paolucci**, professor of aerospace and mechanical engineering, S. Singh, and Y. Rastigejev, at the seventh U.S. National Congress on Computational Mechanics, Albuquerque, July 28; and the invited seminar "Two-Phase Multispecies Equations for Heterogeneous Energetic Material," Los Alamos National Laboratory, in August.

Szilvia Papai, assistant professor, department of finance, presented "Random Paths to Stability in Hedonic Coalition Formation" in the theory workshop series of the Center for Mathematical Studies in Economics and Management Science, Kellogg

School of Management, Northwestern Univ., Evanston, Ill., June 11.

Ryan K. Roeder, assistant professor of aerospace and mechanical engineering, gave the invited presentation "Bone-Like Bio-composites Using Hydroxyapatite Whisker Reinforcements" at the "Composites at Lake Louise 2003," Lake Louise, Canada, Oct. 21.

Jonathan Sapirstein, professor of physics, presented "Radiative Corrections to One-Photon Decays of Hydrogenic Ions" at the SHARCNET Workshop on QED in Atoms, Univ. of Windsor, Canada, Oct. 9.

Alan Seabaugh, professor of electrical engineering, presented an invited NSF IGERT (Integrative Graduate Education and Research Trainingship) lecture "Nanotechnology: Devices, Agents, and Swarms" at the Univ. of Michigan, Ann Arbor, Oct. 10.

John W. Stamper, associate chair and associate professor of architecture, presented "In Every Hoosier Community: Indiana's Art and Architecture" at the annual meeting of the Association of Indiana Museums, Notre Dame, July 25.

Kay L. Stewart, associate professional specialist and associate director of the Freimann Life Science Center, presented the poster "A Novel Tribute to Research Animals" and was a speaker for two roundtable discussions, "Environmental Enrichment: Program Development and Implementation Strategies" and "Environmental Enrichment: The Three Rs—Reasons, Resistance, Reality" at the AALAS 54th national meeting, Seattle, Oct 12–16.

Duncan Stroik, associate professor of architecture, was interviewed for "A Building that Teaches," *Catholic World Report* (February); was quoted in "Catholic Church Architecture Returns to Traditional Styles," *Kalamazoo Gazette* (March 15); was interviewed by Charles Osgood "Church Makeover" on *The Osgood Files*, CBS Radio, Oct. 13; presented "The Church as a Sacred Place" for the Diocese of Kalamazoo, Mich., in March; presented "Building the House of the Lord" at the parish of St. Anne and Joachim, Fargo, N.D., in May; presented "Architecture and Liturgy," at the Wisconsin Club in Milwaukee; was honored at the dedication of the All Saints Church in Walton, Ky. (which he codesigned), May 31; chose and interpreted a portrait "The

Genius of Salvator Rosa," for the exhibition "Face to Face, Examining Identity" at the Snite Museum of Art, which runs from Sept. 14 to Nov. 16.

Laurence R. Taylor, professor of mathematics, presented "Thickenings of Z/nZ -Manifolds and Remarks on Codimension Two Submanifolds," an invited address, at the American Mathematical Society sectional meeting in Binghamton, N.Y., Oct. 12.

Thomas S. Vihtelic, research assistant professor of biological sciences, presented "Lens Development in Mutant and Wild-Type Zebrafish" at the Midwest Zebrafish Conference, Univ. of Chicago, Sept. 11–13.

John A. Weber, associate professor of marketing, organized and presented a workshop on "Integrity in Selling" at the 2003 Summer Educators' Conference of the American Marketing Association, Chicago, Aug. 15–18.

Publications

Alicia M. Beatty, research associate professor of chemistry and biochemistry, published "Transition-Metal Variation as a Probe of the Origins of Hypoelectronic Metallaboranes: Eight- and Ten-Vertex Open Ruthenaboranes," written with **Sundargopal Ghosh**, research associate in chemistry and biochemistry, and **Thomas P. Fehlner**, associate chairperson and the Grace-Rupley Professor of Chemistry, *Angewandte Chemie International Edition* 42 (2003): 4678–4680.

Nora J. Besansky, professor of biological sciences, cowrote "Molecular Systematics of *Anopheles*: From Subgenera to Subpopulations" with J. Krzywinski, *Annual Review of Entomology* 48 (2003): 111–139; and "Semi-permeable Species Boundaries between *Anopheles gambiae* and *An. arabiensis*: Evidence from Multilocus DNA Sequence Variation" with J. Krzywinski, T. Lehmann, F. Simard, M. Kern, O. Mukabayire, D. Fontenille, Y. Toure, and N.F. Sagnon, *Proceedings of the National Academy of Science* 100 (2003): 10818–10823.

Roger K. Bretthauer, professor emeritus of chemistry and biochemistry, published "Genetic Engineering of *Pichia pastoris* to

Humanize N-Glycosylation of Proteins," *Trends in Biotechnology* 21 (2003): 459–462.

Theodore Cachey, professor of Romance languages and literatures and the Ravarino Family Director of the Devers Program in Dante Studies, published "Petrarchan Cartographic Writing," *Medieval and Renaissance Humanism: Rhetoric, Representation and Reform*, S. Gersh and B. Roest, eds. (Leiden-Boston: Brill, 2003): 73–91; and "The End of the Journey: From Gilgamesh to *Le città invisibili*," *Annali d'italianistica* 21 (2003): 67–93.

Thomas Cosimano, professor of finance, published "Capital Trading, Stock Trading, and the Inflation Tax on Equity: A Note," cowritten with S. Baier, C.T. Carlstrom, R. Chami, T.S. Fuerst, and C. Fullenkamp, *Review of Economic Dynamics* 6 (2003): 987–990.

Fred Dallmayer, the Dee Professor of Political Science and Philosophy and Kroc, Kellogg, and Nanovic Institutes fellow, published "A Global Spiritual Resurgence: On Christian and Islamic Spiritualities," *Religion in International Relations: The Return from Exile*, F. Petito and P. Hatzopoulos, eds. (Palgrave/Macmillan, 2003): 209–236; "Sacred Nonsovereignty," *The Sacred and the Sovereign: Religion and International Politics*, J.D. Carlson and E.C. Owens, eds. (Georgetown Univ. Press, 2003): 256–264; "Cosmopolitanism: Moral and Political," *Political Theory* 31 (2003): 421–442; "Confucianism and the Public Sphere: Five Relationships Plus One?" in *Dao: A Journal of Comparative Philosophy* 2 (2003): 193–212; "On Human Rights-in-the-World: A Response to Jamie Morgan," *Philosophy East and West* 53 (Oct.): 587–590; and "Global Ethics: Between Universalism and Particularism" *Voprosi Filosofii* (2003): 13–29.

Sarv Devaraj, associate professor of management, published "E-Loyalty: Elusive Ideal or Competitive Edge?" with M. Fan and **Rajiv Kohli**, assistant professor of management, *Communications of the ACM* 46, No. 9 (Sept.): 184–191.

Dennis P. Doordan, professor and chair, Dept. of Art, Art History, and Design, published a review of A.E. Slaton's *Reinforced Concrete and the Modernization of American Building, 1900–1930* in *The Journal of American History* 88, No. 4 (Sept.): 683–684; and "Modern Architecture and

the Cold War: The Curious Case of Frank Lloyd Wright and Post-World War II Italian Architecture" in *Center 23, Record of Activities and Research Reports at the National Gallery of Art, Center for Advanced Study in the Visual Arts* 23 (2003): 65–67.

Jeffrey L. Feder, associate professor of biological sciences, cowrote "Fruit Odor Discrimination and Sympatric Host Race Formation in *Rhagoletis*" with C. Linn Jr., S. Nojima, H.R. Dambroski, S.H. Berlocher, and W. Roelofs, *Proceedings of the National Academy of Science* 100, No. 2 (Sept. 30): 11490–11493; and "Allopatric Genetic Origins for Sympatric Host-Plant Shifts and Race Formation in *Rhagoletis*" with S.H. Berlocher, J.B. Roethele, H. Dambroski, J.J. Smith, W.L. Perry, V. Gavrilovic, K.E. Filchak, J. Rull, and M. Aluja, *ibid.*, No. 18 (Sept. 2): 10314–10319.

Umesh Garg, professor of physics, published "Recoil-Gated Plunger Lifetime Measurements in ^{188}Pb ," written with A. Dewald, et al., *Physical Review C* 68 (2003): 034314 (8 pp.); and "Nuclear Incompressibility from the Compressional-Made Giant Resonances," *Contemporary Nuclear Physics*, C.R. Praharaj, ed. (New Delhi: Narosa Publishing House, 2003): 80–90.

Joachim Görres, research professor of physics, published "Stellar He Burning of ^{18}O : A Measurement of Low-Energy Resonances and their Astrophysical Implications," written with S. Dababneh, M. Heil, F. Käppeler, **Michael C. Wiescher**, the Freimann Professor of Physics, R. Reifarh, and H. Leiste, *Physical Review C* 68 (2003): 02801 (11 pp.).

Kevin Hart, professor of English and Nanovic Institute fellow, published a review of Rev. Geoffrey Hartman's *Scars of the Spirit: The Struggle for Authenticity*, *Bryn Mawr Review of Comparative Literature* 4, No. 1 (2003), <http://www.brynmawr.edu/bmrcl/Summer2003/Hartman.html>; and published poems ("Prayer," "My Name," "Yes," "Amo te Solo," "A Sleeping Girl," "Nights," "To Australia," and "That Life") in *The Best Australian Poems, 2003*, P. Craven, ed. (Melbourne: Black Ink Press, 2003): 71–78.

Richard A. Jensen, professor and chair of the Dept. of Economics and Econometrics, concurrent professor of finance, and Kellogg Institute faculty fellow, published

"The Disclosure and Licensing of University Inventions: The Best We Can Do with the S**t We Get to Work With," in the *International Journal of Industrial Organization* (November).

Rajiv Kohli, assistant professor of management, published "IT Investment Payoff in E-Business Environments: Research Issues," cowritten with S. Sherer and A. Baron, *Information Systems Frontiers* 5, No. 3 (2003): 239–247; and "Complementary Investment in Change Management and IT Investment Payoff," written with S. Sherer and A. Baron, *ibid.*: 321–333.

Alok Kumar, assistant professor of finance, published "A Computational Analysis of Core Convergence in a Multiple Equilibrium Economy" with M. Shubik, *Games and Economic Behavior* 42 (January): 253–266.

Emily Lynn Osborn, assistant professor of history and Kellogg and Kroc Institutes fellow, published "'Circle of Iron': African Colonial Employees and the Interpretation of Colonial Rule in French West Africa, 1890–1910," *The Journal of African History* 44 (2003): 27–48.

Samuel Paolucci, professor of aerospace and mechanical engineering, published "Solidification of a Finite Slab with Convective Cooling and Shrinkage," written with Z. Yang and **Mihir Sen**, professor of aerospace and mechanical engineering, *Applied Mathematics Modelling* 27 (2003): 733–762; "Computational Thermo-Fluid-Dynamics using Spectral and Wavelet Methods," *Proceedings of the 21st UIT National Heat Transfer Conference* (book and CD), G. Cortella and G. Croce, eds. (Udine, Italy: Univ. degli Studi di Udine, 2003): 17–25; "On the SUPG and RKDG Finite Element Formulations of the Level Set Method," written with S. V. Shepel, *Proceedings of the Seventh US National Congress on Computational Mechanics* (CD), T. Baer, D. Kothe, and P.R. Schunk, eds. (Albuquerque: Sandia National Laboratories, 2003): 275; and "Multiscale Modeling of Chemically Reactive Flows," written with **Joseph M. Powers**, associate professor of aerospace and mechanical engineering, S. Singh, and Y. Rastigejev, *ibid.*: 436.

Szilvia Papai, assistant professor of finance, published "Strategyproof Exchange of Indivisible Goods," *Journal of Mathematical Economics* 39, No. 8 (2003): 931–959.

Ryan K. Roeder, assistant professor of aerospace and mechanical engineering, published "Hydroxyapatite Whiskers Provide Improved Mechanical Properties in Reinforced Polymer Composites," written with M.S. Sproul and C.H. Turner, *Journal of Biomedical Materials Research* 67A, No. 3 (2003): 801–812; cowrote the presentation "Modeling the Anisotropic Mechanical Properties of Hydroxyapatite Whisker Reinforced Biocomposites" with W. Yue, *Proceedings of the 27th Annual Meeting of the American Society of Biomechanics, Toledo, Ohio* (2003); and cowrote "Morphological Control of Hydroxyapatite Whiskers for Reinforced Biomaterials" with H. Leng, *ibid.*

Slavi C. Sevov, professor of chemistry and biochemistry, published "Synthesis and Characterization of the Zintl Phase $\text{Na}_4\text{Ba}_3\text{As}_6$ with Isolated As_3^{5-} Anions" with F. Gascoin, *Journal of Solid State Chemistry* 175 (2003): 306–309; and "Novel Mixed-Valence Heteropolyoxometalates: A Molybdenum Diphosphonate Anion $[\text{Mo}^{\text{V}}_7\text{Mo}^{\text{VI}}\text{O}_{16}(\text{O}_3\text{PPhPO}_3\text{H})_4]^{3-}$ and its One- and Two-Dimensional Assemblies," written with N. Calin, *Inorganic Chemistry* 42 (2003): 7304–7308.

John W. Stamper, associate chair and associate professor of architecture, published "Portrait of General Jean-Louis Reynier," *Face to Face* (exhibition catalog), **Charles R. Loving**, Snite Museum of Art director, ed. (Univ. of Notre Dame, 2003): 36–41.

Duncan Stroik, associate professor of architecture, published "Caveat Emptor" and "When Church Became Theatre," *Sacred Architecture* (fall/winter 2002); had his design for "Our Lady of the Most Holy Trinity Chapel" as the focus of the Winter 2003 *Newsletter* of Thomas Aquinas College in California. The booklet *All Saints Catholic Church, A House for the Lord* featured a number of drawings and photos by Stroik in May. A debate between Prof. Stroik and Rev. D. Launderville, O.S.B., on the topic of what makes a church a church was published in the Archdiocese of Baltimore *Catholic Review* on June 5. His essay "What Sacred Architecture is For" was published in the June/July issue of *First Things*. The *Messenger* of Covington, Kentucky devoted part of its June 20 issue to the new All Saints Church, for which Stroik was the design consultant. Prof. Stroik's essay "Allegorical Portrait" was published in the exhibition catalog *Face to Face: Examining Identity*, edited by **Charles Loving**, director of the Snite Museum of Art (Notre Dame) September.

James X. Sullivan, assistant professor of economics, published "Measuring the Well-Being of the Poor Using Income and Consumption," written with B. Meyer, in *Journal of Human Resources* 38 (2003): 1180–1220.

J. Kerry Thomas, the Nieuwland Professor Emeritus of Science, Dept. of Chemistry and Biochemistry, published "Photoinduced Electron Transfer at Solid Surfaces: The TiO_2 - SiO_2 System," written with S.A. Ruetten, *Photochemistry Photobiology Science* 2 (2003): 1018–1022; and "Reactions of Electrons on the Surface of γ - Al_2O_3 . A Pulse Radiolytic Study with 0.4 MeV Electrons," *Journal of Physical Chemistry B* 107 (2003): 19907–11910.

Christopher J. Waller, the Schaefer Professor of Economics, published "Can Monetizing Trade Lower Welfare? An Example," *Economics Letters* 81, No. 2 (November): 179–186; and "Jack of All Trades or a Master of One? Specialization, Trade and Money," *International Economic Review* 44, No. 4 (November): 1275–1294.

Henry Weinfield, professor in the Program of Liberal Studies, published "All Is Cold Beauty; Pain Is Never Done': Keats's Mind of Winter in the Sonnet 'On Visiting the Tomb of Burns,'" *Literary Imagination: The Review of the Association of Literary Scholars and Critics* 5, No. 3 (fall 2003): 441–455.

Administrators' Notes

Activities

Alan S. Bigger, director of Building Services, presented "Custodial Operations in the Next 10 Years" for the Association of College and University Building Supervisors, Ball State Univ., Muncie, Oct. 23.

Valerie Staples, coordinator of eating disorder services, and **Helen Bowden**, intern,

of the University Counseling Center, provided training and consultation for group facilitators of the local ANAD (Anorexia Nervosa and Associated Disorders) support group; and Staples has been asked to participate on the Childhood Obesity Task Force to develop and implement strategies to address the issue of childhood obesity in South Bend and surrounding communities.

Documentation

Minutes of the 292nd Graduate Council Meeting

February 13, 2003

Present: Terrence Akai, Ani Aprahamian, Timothy Dale, Gay Dannelly, Peter Diffley, Andrew Gould, Howard Hanson, Kevin Hart, Hope Hollocher, Anthony Hyder, Frank Incropera, Lionel Jensen, Joseph Marino, Darcia Fe Narváez, Timothy Ovaert, Donald Pope-Davis, James Powell, John Renaud, Gregory Sterling (representing Mark Roche), Barbara Turpin, Diane Wilson

Absent: Doris Bergen, Peter Burns, Peter Kogge, Edward Maginn, Mark Roche, Richard Sheehan, Michael Signer, Ravi Subramanian, Richard Taylor, Paul Weithman, Carolyn Woo, Jennifer Younger

I. APPROVAL OF THE MINUTES OF THE 291ST GRADUATE COUNCIL MEETING

Professor Kantor invited a motion to approve the minutes from the November 13, 2002 Graduate Council meeting. Professor Akai noted that the minutes record that he was absent when in fact he was in attendance. Professor Jensen moved to approve the minutes as amended. Following the appropriate second the minutes were then approved.

II. THE PROPOSAL TO SPLIT THE ECONOMICS DEPARTMENT

Professor Kantor described the proposal being brought before the Academic Council to split the current Economics Department into two distinct units. Should that action be approved, he said, two departments, the Department of Economics and the Department of Economic Thought and Policy, would be established. The new Department of Economics will put forward a proposal for a PhD program, although it is far too early to predict when such a proposal would come before the Council.

Dr. Powell asked if the Department of Economic Thought and Policy would also

propose a PhD program. Professor Kantor responded that although that was a possibility, it was not part of the recommendation to the Academic Council. He understood that the current graduate program would close and another would be established. Professor Sterling said that both departments would have the right to propose a graduate program. His feeling is that the new Economics Department will petition for a PhD program right away.

Professor Jensen commented that it was important for the Graduate Council to be clear on where the Graduate School stands regarding proposals for graduate programs in the two departments. Professor Kantor replied that this was just the first step in trying to define a role for the Council and an approval process for any graduate programs that may come forward.

III. PROPOSAL TO CHANGE THE NAME OF THE POST-PROFESSIONAL TRACK DEGREE IN THE SCHOOL OF ARCHITECTURE

Professor Kantor introduced Professor Norman Crowe, Director of Graduate Studies in the School of Architecture. Professor Crowe explained that there are currently two tracks in the graduate program in Architecture: One for candidates who already hold professional degrees and one for those who don't. The candidates take a number of classes together, with the post-professional students taking additional advanced courses, but their degrees have the same name. The department has been asked by one of the national organizations that controls the licensing of architects to distinguish between the two degrees. Professor Crowe proposed that the current degree, Master of Architecture, remain for those receiving a professional degree and that a new name, Master of Architectural Design and Urbanism, be used for the post-

professional graduates. Professor Crowe explained that there will be no change in the structure of the program. The addition of the second degree would only help define which students are pursuing which track.

Professor Kantor invited a motion to approve the proposal. The motion was seconded and then approved.

IV. DISCUSSION OF THE IMPLICATIONS FOR THE UNIVERSITY OF THE USA PATRIOT ACT

Professor Kantor opened the discussion by introducing Ms. Carol Kaesebier and Mr. Timothy Flanagan from the University's General Counsel's Office. Ms. Kaesebier began her presentation with a description of SEVIS, the Student Exchange Visa Information System, which specifies new guidelines for bringing foreign students, non-tenure-track faculty, post-docs, visitors, and researchers into this country on either F or J visas. All documentation for these students has to be prepared through this new system which gives the government immediate access to information on all foreigners. Ms. Kaesebier said that we need to be prepared to provide the government with any information at any time. Students must take responsibility for keeping us updated with this information, but she said that her office is trying to put stopgaps in place through the enrollment and registration process that would force students to provide it. She said that our responsibility to report is an important one because our ability to issue documents to international students and scholars is contingent upon our compliance with the law. She reported that we should be in good shape by the August deadline.

She went on to explain that there are new changes in the FERPA law that protects the privacy of students' records and limits access to them. The government has stated that there are times when it can override the law and get information despite the fact that FERPA wouldn't permit it to do so in the past. Ms. Kaesebier said that we can expect more requests for information, particularly information regarding foreign students. If a department receives such a request, it should contact the General Counsel's office immediately. Ms. Kaesebier explained that under the Patriot Act, the government has more rights to wiretap and to get into email systems.

The Patriot Act also includes bioterrorism provisions that expand the restrictions on possession and use of biological agents and toxins, which are now referred to as "select agents." It also prohibits restricted persons from possessing any of those select agents. Restricted persons include, but are not limited to, those with criminal backgrounds and those from certain countries. The Public Health and Security and Bioterrorism Preparedness and Response Act deals with these select agents. There are approximately 30 agents on the list put out by the CDC. The list includes viruses, bacteria, toxins, and fungi. The new regulations require the registration of anyone handling these select agents. The registration process includes security clearances, criminal background checks, identification of the agent and specification of its source. There are also restrictions on access to these select agents. Only those who need to handle or use the agent are permitted to be registered. It is now required that the University keep an inventory of these select agents, restrict their transfer and notify the agency of any theft or loss.

Ms. Kaesebier explained the Homeland Presidential Directive #2 which is designed to end the abuse of student visas, to prohibit international students from receiving education and training in sensitive areas (such as development and use of weapons of mass destruction) and to prohibit the education of born nationals who would use that education to harm the US or its allies. We should also expect, she said, to see more grants coming in with the label "sensitive but unclassified." Although this classification has existed in the law for some time, it will be used more often now. Mr. Flanagan commented that it's a different world out there and we will need to make some fundamental changes in the way we do business.

Mr. Howard Hanson commented on a survey conducted last fall of people on campus who have select agents. The results showed that four people had such agents in their labs. One of the individuals destroyed what he had, while the remaining three have quantities that fall below the threshold that would require the University to register. Mr. Flanagan responded that if use of a select agent is something that the University foresees, it is going to take prior planning

to put the right infrastructure in place ahead of time so that we know what we're doing. He said that the federal government is paying very close attention to this registration process with criminal penalties for non-compliance. Mr. Hanson added that in conversations he has had with researchers, select agents are not a key part of their research and we should ask ourselves if research using these select agents should even be done on campus.

Professor Jensen asked what constitutes "sensitive but unclassified" areas, since "sensitive" could be broadly defined and highly problematic. He suggested that the University demand clarification from the government on exactly what is meant by "sensitive but unclassified" so we may be clear on how to proceed with our students and with our own careers.

Ms. Kaesebier said that "sensitive and unclassified" courses have not been defined. She noted that the Presidential Directive states that the government should identify sensitive courses of study and problematic applicants while working with academic institutions to put the directive's policies in place. Mr. Flanagan commented that one or two government agencies have started to use the classification of "sensitive but unclassified" although it was rarely used in the past. Mr. Hanson stated that an agency might put a clause in a grant for research deemed "sensitive but unclassified" that states that the agency has the right to review and approve all publications before they are released. To date, that is something that we have always rejected. Should this become a requirement of a particular federal agency, Professor Kantor said, then we will face the real issue of whether we're able to work with that agency or not. Mr. Flanagan responded that this policy is not limited to government grants but encompasses any research that the University does.

Regarding release of information, Prof. Jensen asked if we as a university can, through the General Counsel's Office, demand certain warrants before releasing any information. Ms. Kaesebier responded that under the new laws the government does have a right to get certain information without warrants. However, the law is very limited. She suggested that anyone who gets a request for information call the General Counsel's Office.

Professor Incropera commented that he is not concerned with mandates concerning biological agents but he is concerned with issues regarding research and course content. He said that the College of Science gets a great deal of funding from the Department of Defense. A faculty member once received a call from a sponsor from the Department of Defense indicating that he didn't want any international students working on research being funded by his agency. Moreover, he was concerned about international students taking courses built around this research. The faculty member explained that any of the subject matter taught in the course could be very easily found outside the classroom. When faced with these challenges, Mr. Flanagan said, the Office of Research should be informed. He explained that the General Counsel's Office is also standing by to help with any of these issues and that ultimately what we want to do is keep our faculty and researchers out of the line of fire.

Professor Aprahamian asked whether Notre Dame is taking a stand on these issues. She said that the President has made all these directives without regard to how they would be paid for. Professor Kantor said that SEVIS is a good example of an unfunded mandate that comes at a very inopportune time for the University.

Professor Crowe stated that the School of Architecture has already run into problems with students who are here on F or J visas and need to go abroad for study. Because of conflicting rules in other countries it has become very difficult for international students, particularly the Chinese, to return to this country. He said that his department is considering adopting a policy of accepting only foreign students from the European Economic Community. Ms. Kaesebier responded that we will probably see more problems with students from China; there is a long delay, in some cases as much as six months, in getting Chinese students out of China.

Professor Gould commented that these new directives aren't much good at preventing the problems they're designed to prevent, but they are good at creating a lot of trouble for a lot of people. He remarked that it makes sense to follow those specific regulations that have been carefully worked

out in a national and democratic deliberative process and that it also makes sense for us to resist and seriously question those specific regulations that are vaguely worded and badly designed. In response, Mr. Flanagan said that many of these regulations are vague because there has been no direction. He said that the General Counsel's office is working to anticipate changes that are on the horizon and the effects those changes might have on the University. Professor Kantor noted that the goal of the Graduate School continues to be to facilitate the matriculation of foreign students here, and the successful completion of their degrees without restrictions on the type of courses or research that they do. When regulations go into effect he said, we are going to have to face the fact that there might be a criminal penalty. In the meantime, our goal should be to resist the regulation.

Professor Fe Narváez asked if the Justice Department really was drafting a proposal that will make it possible to revoke someone's citizenship for signing a petition or making a donation to certain organizations, and if the new regulations on electronic surveillance of email and the web might affect the ability of students and faculty to do research on the web. Ms. Kaesebier replied that the electronic surveillance regulation is designed to give the government the ability to track the use of certain sites on the Internet and that the proposed law would allow the government to revoke the citizenship of anyone proven to have been involved in activities that may involve terrorism.

Professor Incropera commented that there are potentially serious problems in regard to national security and that the proposals coming out of Washington are well intentioned. He said that providing real support without compromising our values is what we want to do. On the other hand, he said that he thinks that there are elements in our society that are extremely xenophobic and he would not like to see any evidence of an expression of xenophobia on this campus. He said that we need to be sensitive to the international students on campus and make sure that they know that we welcome them.

Professor Ovaert asked if the government is still required to get university permission before it can begin any electronic surveillance. Ms. Kaesebier responded that

the government must provide evidence of some kind of threat to the safety of the University. Mr. Flanagan added that the monitoring of any electronic communication has to be done with a warrant, albeit with a lower standard of proof than was needed in the past. Professor Ovaert then asked if it was prudent for faculty to advise international students who might be doing research of a questionable nature to report this research to the government. Mr. Flanagan responded that it's prudent for all our students to understand that it's a different world now and they should be aware of how their actions may be perceived.

Professor Sterling requested that the General Counsel's office let faculty know what to tell foreign students about their ability to move around before they come to campus. If we invite people in, he said, we need to have some idea of what their freedom of movement will be. Ms. Kaesebier responded that students are not required to report temporary travel plans but they must report any change in residence. She said that many of these travel questions are dependent on who the person is, how often he/she has been in this country and what country he/she is from.

Ms. Gay Dannelly said that in the past, library records were purged periodically, but that isn't the case any more. Thus any records can be subpoenaed.

Professor Ovaert questioned if universities are being overly scrutinized. Mr. Flanagan responded that universities are absolutely being scrutinized both because of the 9/11 terrorists who were in this country on student visas and because of the cutting edge research that is being conducted at universities. He said that universities are prime targets in the crosshairs of these efforts.

Should further regulations come out, Professor Kantor said that we may have to decide what specifically we need to do. He said that he would try to include the Graduate Council and other appropriate bodies that represent graduate education in the discussion. He invited the members to contact him if they have any ideas or thoughts on what actions might be appropriate for the Council.

Professor Kantor adjourned the meeting at 5:00.

Faculty Board on Athletics

September 15, 2003

5th Floor Conference Room, Main Building

Members Present: Prof. Fernand Dutille (Chair); Prof. Matthew Barrett; Prof. Harvey Bender; Prof. John Borkowski; Mr. Bobby Brown; Dr. Matthew Cullinan; Prof. Stephen Fallon; Prof. Umesh Garg; Mr. Patrick Holmes; Prof. David Kirkner; Prof. Layna Mosley; (Rev.) Mark Poorman, C.S.C.; Prof. Donald Pope-Davis; Prof. John Weber.

Observers Present: Ms. Missy Conboy and Mr. Bernard Muir, both of the Department of Athletics; and Ms. Kitty Hoyer, recorder.

Guests: Mr. Tyrone Willingham (head coach, football); Mr. Mike Brey (head coach, basketball); and Mr. Mike Karwowski (assistant athletics director for compliance).

1. **Call to Order and Prayer:** The Chair called the meeting to order at 5:05 p.m. Father Poorman led the group in prayer.

2. **Introductions:** After welcoming everyone to this, the first meeting of the academic year, the Chair introduced Ms. Kitty Hoyer, who served as recorder for the meeting. Since the meeting included several new members, the Chair invited all present to introduce themselves to the rest of the group.

3. **Minutes of the previous meeting:** At this point a motion to approve the minutes of the meeting of May 13, 2003, was made, seconded, and unanimously approved.

4. **Announcements:** For the record the Chair noted that, according to the NCAA's last report on this subject, Notre Dame ranked number one among Division I-A institutions in the percentage of student-athletes graduating; that ranking results, of course, from a joint effort. On the Board's behalf, the Chair congratulated our student-athletes, the Office of Academic Services for Student-Athletes, the Office of First Year of Studies, our coaches, the administration of the Department of Athletics, and all others having a hand in this outstanding result.

The Chair recognized that Prof. Pope-Davis had been promoted to associate vice-president for graduate studies, effective July 1, 2003, and congratulated him on that honor.

The Chair announced that Peter Ogilvie (baseball), whom the Board had approved for a fifth year of eligibility at a previous meeting, has decided not to return for that fifth year.

The Chair informed the Board that he had received from a member of the faculty a request that the Board pursue effecting a change to gender neutrality in the lyrics of the University's "fight song," The Victory March. (Apparently, the copyright owners have no problem with the song being sung to gender-neutral language, but insist that nothing in writing change the traditional lyrics). The Chair voiced some concern with regard to whether the Board had any jurisdiction even to consider this matter. Still, the Chair observed, the Board does have a general charge to address matters of "student-athlete welfare." Prof. Bender suggested that the student body be invited to state its views in this regard. Prof. Poorman worried that the Board really had no jurisdiction to consider the matter, even though it might be considered a student-welfare matter. Another Board member agreed; until the President asks us to consider this, we should abstain from dealing with it. Dr. Cullinan stated that the University's Officers Group had addressed this problem at length, saw it as very difficult indeed, and came up with no resolution. Prof. Borkowski: Has this been communicated to the larger University community? More important than the legal issue is how we react to the issue publicly. Should we go to The Observer? Prof. Mosley reminded the group that "writing anything down" would apparently violate the copyright. Nonetheless, Prof. Borkowski insisted, we ought not be silent; we should push for change, for what is right. The Chair pointed out that some Notre Dame constituents resist change on the ground that changing a work of art is inappropriate. Perhaps, he said, the controversy resembles that which surrounded the Columbus murals in the Main Building. Prof. Fallon expressed the hope that if the Faculty Board on Athletics encourages discussion, others in the community might be enfranchised to resolve the issue. Prof. Pope-Davis worried little about jurisdiction: That doesn't matter much when we are called upon to do the right thing. Prof. Borkowski: Even if we have no jurisdiction, we can go on record to ask the President

to take action. Prof. Mosley saw the matter as analogous to the debate over the use of "Him" rather than "God" at Mass; go into any parish, she stated, and you can glean from its choice between these alternatives the philosophy of the parish. She was not, she added, as "incensed" by the original words to the Victory March. At the end of the discussion, the group decided to send the matter to the subcommittee on student welfare so that it might consider what further action, if any, the Board might take. At the suggestion of Ms. Conboy, that subcommittee will also seek out, through the Student-Athlete Advisory Council, the views of our student-athletes on this issue.

Continuing his announcements, the Chair noted for the record that the director of athletics has briefed the Board regularly, either during its meetings or in conference calls, on the ongoing issue of conference affiliation.

The Chair stated for the record that the Board has approved, though an e-mail vote, a program for [a fifth-year student-athlete] that calls for two directed-readings or independent-study courses, despite the University regulation generally limiting such courses to one per semester for fifth-year student-athletes.

The Chair announced that, on behalf of the Board, he had approved the following team schedules: volleyball (fall 2003-04) (revised); rowing (fall 2003); men's tennis (2003-04); women's golf (2003-04) (through an e-mail the Board approved an extra class-miss day in the Monday-Wednesday-Friday sequence for this schedule); men's & women's cross-country (fall 2003) (on paper, the schedule calls for four class-miss days in the Monday-Wednesday-Friday sequence, but no individual student-athlete will miss more than three); women's lacrosse (fall 2003); cheerleading (fall 2003); and women's tennis (2003-04). The Chair has also approved a change in the schedule for women's soccer: A class-miss excuse for the afternoon of Thursday, August 28, has been substituted for one previously approved for the afternoon of Tuesday, September 30. The Board has approved, through its e-mail vote, a change in the men's-basketball schedule: The team's previously approved study-day game against DePaul will take place on Sunday,

December 15, rather than Saturday, December 14.

The Chair announced approval of captains for the following teams: men's cross-country (David Alber and Todd Mobley); men's track (Selim Nurudeen and Todd Mobley); women's track (Tiffany Gunn and Kerry Meagher); cheerleading-Gold Squad (Michael Riess and Catherine Shiel); cheerleading-Blue Squad (Alwar Velandia and Katy Crone); women's basketball (Le'Tania Severe);

men's basketball (Jordan Cornette, Torrian Jones, Chris Thomas and Tom Timmermans); men's golf (Gavin Ferlic); women's golf (Shannon Byrne and Rebecca Rogers); women's fencing (Alicja Kryczato, Kerry Walton and Destanie Milo); and men's fencing (Forest Walton and Brian Dosal).

At the Chair's request, the Board, in conformity with the University's Statement of Principles on Intercollegiate Athletics, ratified all those actions relating to schedules and captaincies.

5. Football schedule: The Chair brought to the Board a request from the football team for approval of an extra class-miss Friday. Although the issue had been first put to the Board through an e-mail message from the Chair, the return had been inconclusive. Mr. Tyrone Willingham addressed the Board in connection with this request. Coach Willingham stated to the Board that he was withdrawing the request for the additional missed-class Friday. He nonetheless wished to appear in order to make another point. The football team stays well under the University's limit regarding missed classes—rarely does the team use any of its three available excuses for classes in the Tuesday-Thursday sequence. He emphasized that he would prefer that the team miss no classes whatever—that it be given the best chance to succeed academically; that, however, is not realistic. Often, we cannot control the availability of charter aircraft. Often too, we are given Friday practice times at away sites requiring early departures. He did stress that when a class is missed, an informal arrangement results in the student-athlete securing the missed work from the professor. Although this provides an acceptable arrangement, he would like to see it formalized in order to guarantee that his student-athletes secure

from their professors all materials required to make up missed work. Prof. Barrett asked whether the Board or any other unit at Notre Dame could do anything to improve our practice schedule at away sites. Probably not, responded Coach Willingham. Indeed, home teams (including Notre Dame) often make access difficult for visiting teams precisely to secure a competitive advantage. Were we to accommodate other teams in this regard, it would be a unilateral gesture; no one else would do it. Have we sought better practice times, Professor Barrett asked. Such requests are always denied, the coach responded. Mr. Holmes added that it must be borne in mind that no other university operates under as rigid a class-miss policy as does Notre Dame. The Chair thanked Coach Willingham for his meeting with the Board.

6. Men's-basketball schedule: The men's basketball team had similarly requested a class-miss day beyond the limit provided by University regulations. Like Coach Willingham, Mr. Mike Brey came before the Board to announce that he was withdrawing that request, a withdrawal due both to the availability of practice time at away sites and due as well to the increased availability of charter flights made available to the team by the director of athletics. The coach stressed his appreciation of the Board's support; indeed, the greater availability of charters for travel by his team resulted in part from statements made by Board members to the effect that the expense of chartering should be undertaken in order to protect our class-miss policy. Coach Brey did note that the team this year has twelve contests scheduled for national television. In addition, the fact that the Big East Tournament this year will take place during Spring Break greatly reduces the need for missing class. Prof. Barrett observed that no games were scheduled for the period between December 28 and January 7, a time during which classes are not in session; is this a quirk? Coach Brey responded that since he does not receive the Big East conference schedule until quite late in the year (many of the arenas involved must first accommodate the needs of professional teams), he must reserve the period from late December through March for the Big East. Therefore, virtually all non-conference games must be scheduled for earlier times

and it remains difficult to schedule any such games after the conference schedule is known. In that respect, we find ourselves at the mercy of the Big East. We do have a Christmas-Eve game, and we are sensitive to the fact that many of our student-athletes will not be home for Christmas. We will find good places for them to be on Christmas Day and we will enable them to be home for New Year's Day. There being no further questions, the Chair thanked Coach Brey for meeting with the Board.

7. Men's-golf schedule: Mr. Karwoski, the administrator overseeing men's golf, addressed the team's request for an extra class-miss day in the Monday-Wednesday-Friday sequence. That necessity stemmed from the need to play a demanding tournament schedule. The Board has previously considered the scheduling difficulties faced by golf teams: matches take at least two days, practice rounds are especially desirable because golf courses vary so greatly, and such courses are increasingly unavailable on week-ends, when the paying customer most seeks to play. Father Poorman expressed concern with the fact that the tournament at Southern Methodist University would occur during midterm examinations. In answer to Prof. Mosley's question, Mr. Karwoski confirmed that only five players travel in men's golf, but generally they are the same five. To be sure, the slate might change toward the end of the season. Therefore, Ms. Mosley stated, unlike in other sports, travel for golf puts very few student-athletes in jeopardy. Prof. Fallon asked whether, in assessing how well particular student-athletes do academically, we should look merely at their graduation rate or rather at their entire educational experience. Prof. Barrett moved that a fourth class-miss day in the Monday-Wednesday-Friday sequence be approved for men's golf. Prof. Kirkner seconded. The motion carried.

8. Women's-Basketball Schedule: Mr. Muir presented to the Board the request of the women's basketball program for approval of a home game against Dayton on December 13, 2003, a study day. Mr. Muir stressed that no other games will be played either during study days or during the last week of class this semester. Without the Dayton game, the team would not compete at all over too long a period of time to maintain

its sharpness. Prof. Barrett moved that the game be approved; Prof. Mosley seconded that motion, which carried.

9. Waiver of fifth-year rule regarding independent study: University rules for student-athletes pursuing fifth years of eligibility prohibit counting independent-study or directed readings courses for more than three hours of required credit minima. A second fifth-year student-athlete sought a waiver of this rule in order to take two such courses. [For reasons of privacy, the discussion of that request has been heavily edited in these public minutes]. Prof. Barrett asked what standard the Board should use in assessing these requests for a waiver; should we just look at the independent-study course now proposed to be substituted for a "regular" course or re-assess as well the independent-study course already approved as part of the package in the original petition for a fifth year of eligibility? The Board just recently approved a similar request by e-mail, a fact which makes establishment of a standard still more necessary. Prof. Poorman stated that consideration of such waiver petitions would force the Board to look at the standards for such courses in the departments involved. He cited the Department of Theology as one unit that has addressed that issue. Prof. Weber agreed that directed-readings courses must be examined closely. Mr. Brown: I was in this student-athlete's situation just a couple of years ago; I can honestly say that some of my best education occurred in the kind of one-on-one situations these courses allow. I took away from such a situation valuable "life lessons." Of course, each student-athlete will bring to the course something different. Prof. Kirkner wondered how the Board could judge the validity of the countless such courses across the university. Prof. Borkowski observed that some of these courses are ill-defined and provide opportunity for abuse. Some go well, some do not. Much depends on the integrity of the student. If we are to allow this arrangement for six credits, we must ensure that two distinct courses are involved. We need to get clarification regarding the courses and their outcomes. We can then settle this through an e-mail vote. Agreeing, Prof. Pope-Davis urged deferral of the request pending the receipt of further information. Prof. Fallon concurred. Prof. Garg inquired

as to whether the Board was applying to student-athletes standards different from those applied to other students. Given the difficulty of judging disparate courses, do we want to get into the business of weighing petitions for such waivers? Moreover, if we are to do this, we need guidelines for dealing with future cases. The Chair noted that regulations developed by the Board did indeed establish requirements for fifth-year student-athletes that would not apply to other students on campus. Prof. Barrett joined in the concern that only one faculty member would oversee both courses; as now planned, the proposal looks like a single course. Prof. Weber, reiterating his skepticism about some such courses, emphasized that often the rigor of these courses develop over time. Father Poorman insisted that we do have a standard-academic engagement. That standard ordains that just one such course be allowed per semester. Referring to the waiver granted to another student-athlete through an e-mail vote, Mr. Holmes worried that a harsher standard was being applied to this student-athlete. Prof. Mosley urged the Board to set a time limit on the filing of such petitions for a waiver; we need guidelines for "renegotiating" these matters. Father Poorman agreed; it seems we labor all spring on these fifth-year petitions and then someone weighs in with a proposed change. We need to stick to our standards. Mr. Holmes countered that the Board must keep in mind the difficulty fifth-year student-athletes often have in securing access to the courses set out in their fifth-year plan. We should look at what best serves the student-athlete. The Office of Academic Services for Student-Athletes, Mr. Holmes continued, works to ensure that student-athletes receive a quality education; this request conforms with that goal. Noting that the current semester's fourth week of classes had already begun, Prof. Barrett moved that the request for a waiver of the rule limiting fifth-year student-athletes to one directed-readings or independent-study course be denied. Father Poorman seconded. The motion carried.

10. Report on Notre Dame's new process for certification of student-athlete eligibility: [This report was deferred due to the absence of Ms. Sandy Barbour, associate athletics director for compliance.]

11. Report on process for petitions for a fifth year of eligibility: Prof. Bender, for the subcommittee on academic integrity, reported on the development of proposed changes in the procedures prescribed for petitions for a fifth year of eligibility. After thanking several individuals for their help in the project, Prof. Bender commented on a draft of such proposals, copies of which he distributed to members of the Board. Among the proposed changes: an in-depth assessment of the petitioner by the appropriate head coach; scrutiny of the proposed program by academic advisors; and in-person interviews of fifth-year petitioners by the subcommittee on academic integrity. Prof. Bender alluded to the hope that such petitions might be processed on-line beginning next academic year. He concluded with the hope that an "action document" might be brought to the Board at its October 9 meeting.

Also for the subcommittee on academic integrity, Prof. Bender reported on the developments in connection with the proposed conference on religion, ritual and sport. The working theme for that conference: "mens sana in corpore sano." Prof. Bender provided Board members with an outline setting out possible dates, topics and participants for such a conference and invited Board members to set forth their suggestions for that conference.

12. Report on the reorganization of the Department of Athletics: [Due to the absence of Ms. Barbour, this report also was deferred to the next Board meeting.]

13. Adjournment: The Chair adjourned the meeting at 7:04 p.m.

Annual Report of the Academic Affirmative Action Committee for Academic Year 2002-2003

A. Commitment to Diversity

The University of Notre Dame has a long-standing commitment to increasing the presence of minorities, women, Catholics, and members of the Congregation of Holy Cross on the teaching-and-research faculty. In 1970, then President Rev. Theodore M.

Hesburgh created the Affirmative Action Committee and directed its members to prepare the University's Affirmative Action Program. The affirmative action plan was completed five years later in 1975. In a letter addressed to the University Officers, Deans, Department Heads, and Chairs, publishing the University's statement of affirmative action goals and objectives, Rev. Hesburgh articulated this commitment:

I have long since come to the conclusion that no amount of rhetoric can bring social change in a society, not even in such a committed society as the University of Notre Dame. We are committed to academic excellence, but, at the same time, we are committed to achieving this goal within the context of justice for all our minorities who in one way or another have never had an adequate share in the task here. I have no problem in visualizing this search for excellence with the constant concern for justice in the matter of hirings and promotions. It is not an easy task, but it will have to be accomplished at the departmental level because that is where the hirings mainly take place.

In his annual address to the faculty delivered on October 8, 1996, President Rev. Edward A. Malloy reaffirmed the University's commitment to affirmative action:

In a time in the history of American higher education when opposition to this policy of affirmative action has become commonplace and strident, I want to urge us to ratchet up our commitment. I am convinced that affirmative action is the best method available to make Notre Dame a more inclusive and representative institution.

Additionally, Provost Nathan O. Hatch, in an address to the faculty delivered on September 18, 1996, identified increasing the presence of women, racial minorities, and Catholic scholars as one of the Provost's "Six Priorities for Academic Life" at Notre Dame. Noting that in the next decade the University planned to add as many as 150 new faculty, in addition to replacing faculty who choose to retire, he stressed that special attention should be given "to women, people of color, [and] persons who would enliven Notre Dame as a Catholic center of learning . . ."

Diversifying the Notre Dame faculty remains a high University priority. However, we are far from achieving the diversity necessary to realize our aspirations as a premier Catholic research and teaching institution. In 2003, the number of faculty and students from historically underrepresented groups remains below the national averages for other institutions of higher education. As Father Hesburgh stated, "no amount of rhetoric can bring social change." In other words, good intentions, and an adherence to a written policy of non-discrimination, will not, by itself, change the racial and gender composition of the teaching-and-research faculty. Notre Dame's strategic plan for the next decade calls for giving special attention to translating the ideal of faculty diversity into a reality at Notre Dame. That our best efforts have been largely unsuccessful, especially with regard to increasing the numbers of African-American students and faculty, suggests the need to re-examine our efforts and strategies and to take bold steps in new directions. Specific strategic goals should include a commitment to double the numbers of African-American full-time teaching-and-research faculty by 2012, to strengthen and raise the visibility of African-American and multicultural studies at Notre Dame while continuing to support and strengthen Hispanic/Latino studies, and to expand and intensify efforts to recruit and retain faculty and students from historically underrepresented groups. At the same time, as Rev. Hesburgh correctly observed, if success is to be realized in this endeavor it must be accomplished at the departmental level where faculty recruitment and hiring takes place. Therefore, strategic planning must continue to emphasize accountability at the departmental level as well, and ensure that every reasonable effort is made to include highly qualified women and racial minorities in the faculty applicant pool.

B. Office of Institutional Equity

In the fall of 2001, the University of Notre Dame created a new Office of Institutional Equity and appointed Ms. Rhonda Brown as its first director. Brown was charged to work directly with departments on faculty hiring as well as with the Academic Affirmative Action Committee on furthering diversity initiatives. In addition, the Office

for Institutional Equity handles discrimination and gender equity issues and houses the University ombudspersons for sexual and discriminatory harassment. During the year 2002-03, Rhonda Brown worked closely with the College of Arts and Letters on faculty hiring. She also served on the Academic Affirmative Action Committee. During 2003-04, Rhonda plans to continue her work with the College of Arts and Letters and begin working with the College of Engineering.

Appointment of College Diversity Officers and Description of Their Duties

At the recommendation of the Academic Affirmative Action Committee (AAAC), the Provost directed the Deans of the Colleges of Arts and Letters, Science, Engineering, Business, and the Law School in Spring 1997 to appoint someone from their respective faculties who would have responsibility for developing and implementing a plan of action to increase faculty diversity in each college. It became readily apparent to the Provost and the members of the AAAC that in the absence of such action plans, there is simply no way to effectively motivate, monitor and evaluate efforts to enhance diversity on the faculty. The persons appointed in each college have been referred to by the AAAC as the "College Diversity Officers."

The College Diversity Officer (CDO) has several responsibilities. First, at the beginning of the academic year, the CDO is responsible for identifying the number of faculty vacancies to be filled within his/her college. Second, in coordination with the Dean, Committees on Appointments and Promotions (CAP), and department chairs, the CDO is responsible for developing an "action plan" intended to increase the number of racial and ethnic minorities and women in the applicant pool for filling the faculty vacancies. To this end, the CDO works with departments to develop creative, innovative, and nontraditional methods to identify highly qualified ethnic minority and female faculty candidates. The plan, as envisioned, should detail active outreach efforts to be undertaken during the academic year to identify minority candidates. Such efforts might include, for example, active networking, where members of the CAP would contact colleagues at

other peer institutions to identify prospective minority and women candidates; publishing vacancy notices in minority professional periodicals; using the Internet to identify so-called up and coming scholars whose academic interests and scholarship would make the person a good fit to fill a particular faculty vacancy; as well as attending minority professional conferences to identify prospective candidates.

The CDOs report directly both to the deans of their colleges and to the AAAC.¹ Once the CDOs have completed their action plans, a meeting is scheduled to review the affirmative action plans with the AAAC. At this initial meeting, the CDOs discuss the number of faculty vacancies in their respective colleges, and efforts to be undertaken to ensure that women and ethnic minorities will be considered to fill those positions. After this initial meeting, the AAAC meets regularly with the CDOs to monitor implementation of the action plans. At follow-up meetings, the CDOs are asked to report on the number of on-campus interviews conducted and whether ethnic minorities and women have been invited to interview on campus. The reason for this inquiry is to determine if the action plan has been effective. If no minorities or women, or relatively few, had been invited for on-campus interviews, this would obviously bring into question the effectiveness of the action plan, and whether the plan should be amended. Data on the national availability of women and minorities in the relevant fields is compared to the department's performance with the expectation that the performance will at least meet the national availability figures.

The CDOs are further asked to report on the number of faculty offers extended, and whether any offers have been extended to women and minority candidates. This is one important way of evaluating whether the action plan has been successful in identifying women and minority candidates. If no offers have been extended to either women or minority applicants, this suggests that efforts should be intensified to identify more women and ethnic minorities. Furthermore, if an offer has been extended, but rejected, the AAAC should examine the reasons for the rejection, e.g., salary offer not competitive, lack of research support, or a spousal hiring issue.

Additionally, in the case of a pending offer, if there is a spousal hiring issue that the AAAC becomes aware of, the AAAC typically asks the Administration to explore the possibility of finding the spouse a faculty position in another college or department or to assist in locating suitable employment in the surrounding communities. Early intervention by the Administration often proves helpful in securing an acceptance of the offer.²

At the end of the academic year the CDOs are required to submit a final report to the AAAC summarizing the hiring efforts for the year. The final report describes the efforts undertaken to fill the faculty vacancies with women and ethnic minorities. The report further details the total number of on-campus visits, as well as offers and acceptances by race and gender. The CDOs are also asked to evaluate whether their action plans were successful and, if not, why not.

Finally, the AAAC takes the final reports submitted by the CDOs and prepares a year-end report summarizing the progress made (or lack thereof) in increasing the ethnic and gender diversity of the faculty. The report is submitted to the Provost and published in the Notre Dame Report.

Evaluation of the College Diversity Officer Affirmative Action Plans

The College Diversity Officers were appointed for the first time in 1997 and asked to develop affirmative action plans for increasing faculty diversity. The results have been mixed. In 1996-97, before the College Diversity Officers began their work, there were 120 women on the regular teaching-and-research faculty. By the fall of 2002, that number grew by 53 to 173. Although the total number of teaching-and-research faculty has also grown during this same time period, the percentage of women on the teaching-and-research faculty has increased from 17.4% in 1996-97 to 22.8% in 2002-03. While the percentage of women has been steadily increasing, significant additional progress still needs to be made; indeed, the progress is not now as rapid as it was in the early 1990's.

The results have been less impressive with respect to racial minorities. In 1996-97, there were 11 African-Americans on the regular teaching-and-research faculty

(1.6%). By the fall of 2002, the number had increased to 16 (2.1%). In light of the minimal progress realized in increasing the number of African-Americans on the Notre Dame faculty, recruitment and retention efforts and strategies must be re-examined.

The number of Hispanics has increased slowly. In 1996-97, there were 25 Hispanics on the regular teaching-and-research faculty (3.6%). By 2002-03, the number of Hispanics increased to 34 (4.5%). The relatively stronger progress in this area is likely aided by the presence of the Latino Studies Institute.

The numbers cited above show the net change on the faculty over the period of time that the AAAC has established the practice of working with College Diversity Officers. The net change reflects not only new hires but also separations from the University. The hiring picture is a bit brighter.

The hiring patterns of the last several years reflect a growth in the total faculty as a consequence of new faculty lines being added as a part of the Colloquy plan which called for 150 new faculty slots over a ten-year period. In the past seven years, more than 80 new faculty positions were added to the teaching-and-research faculty. It is not possible to separate the persons who occupy those new positions from other newly hired faculty who replace a faculty member leaving the University.³ It has been our aim that the hiring patterns of departments at least reflect the national availability figures for the relevant disciplines. Over the past seven years, 369 new teaching-and-research faculty members were hired. One hundred and eleven of them (30%) were women and 65 (17.6%) were racial or ethnic minorities. The rate at which women have been hired has been relatively constant over that period of time (2002-03 - 33.3%; 2001-02 - 27.7%; 2000-01 - 30%; 1999-2000 - 30%; 1998-99 - 30%; 1997-98 - 33%; 1996-97 - 34%; and 1995-96 - 23%). The hiring of minorities varies more significantly (2002-03 - 27%; 2001-02 - 27.7%; 2000-01 - 16%; 1999-2000 - 22%; 1998-99 - 13%; 1997-98 - 3%; 1996-97 - 24%; and 1995-96 - 9%).

While the current profiles of most departments do not match the current availability figures, the departments typically have been built over a period of 30 years

and the availability figures have changed significantly during that time period. A better test is to compare our recent hiring patterns with national availability figures. Our hiring of women over the last six years has been at the rate of 30%, while the percentage of women receiving Ph.D.'s in 2000 was 43%. That suggests that we are falling short of our goal. However, in the Notre Dame group most closely comparable to the newly minted Ph.D.'s in 2000, assistant professors who were members of the teaching-and-research faculty in 2000-2001, the percentage of women was 40%. It is even more accurate to compare recent hiring percentages to the availability percentages in each discipline. The availability percentages vary widely by discipline. The 43% national figure includes Ph.D.'s in education, where women received 64.9% of the Ph.D.'s in 2000 and Notre Dame has a small education program (associated with the ACE program) and consequently does not really hire in that field. The availability percentages also include engineering. Only 15.7% of the engineering Ph.D.'s were awarded to women in 2000.⁵ In a number of disciplines, the percentage of assistant professors at Notre Dame equals or exceeds the national availability figures for new Ph.D.'s. See Table 3. An additional factor to bear in mind is that in some disciplines in science and engineering new Ph.D.'s commonly do a year, or even several years, of post doctoral work before entering the job market.

Promotion and Retention

While recruiting a diverse faculty (both gender and ethnic diversity) is an important goal of the University, it is equally important to strengthen the structures that would facilitate the promotion and retention of racial and ethnic minority and women members of the faculty. Furthermore, any progress made in recruiting a diverse faculty may be undermined if women and minority faculty, for whatever reason, leave the University. With this in mind, the Academic Affirmative Action Committee formed a Subcommittee on Promotion and Retention to study the issues that are of most importance with respect to retaining minorities and women.

In 1997-98, the Subcommittee on Retention and Promotion of the AAAC conducted a series of focus group meetings with women and minority faculty to

identify problems affecting promotion and retention and to suggest solutions. At these meetings, faculty expressed the need to have faculty mentors to assist incoming faculty in acclimating themselves to both the academic environment of the University, as well as the local community.

In 1998-99, based upon what was learned during the focus group meetings, the subcommittee determined that two distinct kinds of mentoring should be addressed: academic mentoring (providing guidance on professional matters, including, for example, navigating the tenure process, scholarship, teaching, and joint research) and informal mentoring (providing guidance about social structures of the University and the South Bend community).

The subcommittee met jointly with subcommittee members of the University Committee on Women Faculty and Students and the University Committee on Cultural Diversity, both of which had conducted their own research and discussions on the critical need of mentoring. Based on the recommendations made by these subcommittees, the University has implemented the following:

1. Academic Mentoring Program

Provost Nathan Hatch has recommended that the Deans of each of the Colleges establish a faculty mentoring program. The main objective of the mentoring program is to ensure that all departments have a plan in place to accommodate the academic needs of incoming faculty. Furthermore, in order for the academic mentoring programs to succeed, the support of the Deans is absolutely essential.

The University recognizes that a "one size fits all" mentoring program is not always desirable. Thus, Department Chairs should ask incoming faculty what particular type of mentoring they would find most helpful and whether they have a preference or suggestion for a mentor. Initially, the Chairs should suggest one-year pairings that could be renewed if the mentoring proves beneficial. To encourage faculty participation in the mentoring program, mentoring should be counted as a service contribution.

Additionally, Deans and Chairs are strongly urged to excuse incoming faculty from committee service during the first year of

their faculty appointment and to require limited service on committees before tenure. The University recognizes that committee work can consume valuable time more appropriately directed towards teaching, research, and scholarship. However, limited committee work is appropriate both to make new faculty members aware of the expectation of participation in the work needed to promote the common good of the department, college and University, and to permit evaluation of a faculty member's ability and willingness to so participate.

2. Social Mentoring Program

In 1999-2000, the Subcommittee on Promotion and Retention, together with the Committee on Cultural Diversity, organized a social mentoring program. Although motivated by the concerns raised by women and minority faculty members, the program is open to all faculty members. This service operates across all departments and colleges and is intended to complement existing sources of information about Notre Dame and the South Bend community. For example, the social mentoring program might be helpful in introducing incoming ethnic minorities to other ethnic members of the faculty, as well as to members of the local ethnic community. It offers the opportunity to discuss University-related matters with a person outside the new faculty member's department and frees the discussion from the possibility that the mentor may one day sit in judgment on the new faculty member's tenure or promotion case.

The mentoring program operates on an informal basis. The mentors and mentees may decide to meet monthly for lunch, or talk by phone when a question arises, or combine e-mail and personal meetings. This informal service will not replace the usual sources of information about promotion and tenure—indeed, the faculty mentors are urged to refer tenure-track faculty to their department chairs for information about their own departmental procedures.

To date, the program has been well received by the faculty. In the first year of offering this service (1999-2000), twenty-three requests were received from recently hired faculty seeking a mentor. These faculty were paired with senior faculty mentors. Requests for subsequent years have been

stable at between nine and twelve per year. The higher number of requests in the first year may partially reflect the desire of several junior faculty with more than one year of service to participate in this initiative, not just the group hired in the most recent year.

In order to obtain feedback on the effectiveness of the social mentoring initiative, an informal email survey of the 1999-2000 participants was conducted. The most common benefit stated by both groups is meeting new junior/senior faculty outside of one's department.

Both mentors and mentees made suggestions for enhancing the effectiveness of the initiative.

Based on the information obtained from the survey, the AAAC made plans to (i) better communicate the purposes for the initiative and provide better guidance for both the mentor and mentee; (ii) communicate somewhat more formally with participants, using typed letters in addition to e-mail messages; and (iii) hold an informal social event soon after the pairings to bring together all mentors, mentees and AAAC members to discuss the expectations and guidelines, as well as to provide a social occasion that will initiate communication between the mentors and their mentees.

During the 2002-03 academic year, the Subcommittee continued the informal or social mentoring program begun in 1999. Nine senior faculty members from Arts & Letters, Engineering, Science, Business, and the University Libraries volunteered to provide mentoring services to junior or new faculty from Arts & Letters, Engineering, Business, the Law School, and the University Libraries. A reception was held at Greenfield's Café on 7 November 2002 to promote the informal mentoring program. New faculty, the 2002 current mentors and their mentees, and members of the Committee on Women Faculty and Students were invited to attend.

In looking ahead to Fall semester (2003/04), the Subcommittee plans to hold several listening lunches with untenured faculty from the colleges. The information gathered from similar focus groups held five years ago led to the implementation of the informal mentoring program. The information gathered this year will be used to

make modifications to our programming as needed. In the fall the Subcommittee plans to conduct a survey of the mentors and mentees who have participated in the program since 2000 when the last survey was conducted to determine their level of satisfaction with the program.

Report of the Subcommittee on Recruitment for the Year 2002-03

During the 2002-2003 academic year progress was made in diversifying the teaching-and-research faculty at the University of Notre Dame. Of the 45 incoming teaching-and-research faculty, just over half (23 of 45) are women and members of historical minority groups. The new faculty will include 14 women (11 white and 3 minority-1 Asian American, 1 Hispanic and 1 African American) and 9 male minorities faculty (7 Asian/Asian Americans and 2 Hispanics). Especially encouraging is the addition of 2 more women to the faculty ranks of the College of Engineering and 3 women faculty in the College of Science.

The percentages of women hired increased compared to the previous year (from 27.7% to 31%). The percentages of minorities hired declined compared to the preceding year (down from 27.7% to 24.4%).

With respect to filling 23 teaching-and-research faculty positions in the College of Arts and Letters, 9 were filled by women, and 4 were filled by members of a racial or ethnic minority group, including 1 Asian man, 1 Hispanic man, 1 Asian woman, and 1 African American woman. The Mendoza College of Business made 6 new faculty hires, all men including two Asians. The College of Engineering hired 5 faculty members, including 2 women and 2 men who are members of ethnic minority groups (1 Asian and 1 Hispanic). Ten offers to join the faculty of the College of Science were accepted. The new hires include 3 women and 4 members of ethnic minorities (3 Asian men and 1 Hispanic woman). The Law School hired only one person, a white man.

An examination of these numbers reveals that of 45 faculty hires, only 1 is African-American, and 3 are Hispanic or Latino. No African-Americans or Hispanics were hired to join the teaching-and-research faculty ranks in the Mendoza College of Business

or the Law School. Women were hired in all colleges except Business.

College of Arts and Letters

Despite the progress that is being made, in 2002-03 the overall picture of the College continued to fall short of our aspirations in light of the fact that the availability of women and minorities is relatively high in a large number of the disciplines represented in the College. There were 389 members of the regular teaching-and-research faculty of the College of Arts and Letters. Of this number, 31% were women (120 of 389) and 12% were ethnic minorities (46 of 389).

There were 35 openings in the College of Arts of Letters for both tenure track and senior appointments. All departments advertised widely and used various electronic networks. Rhonda Brown, the Director of the Office of Institutional Equity worked with the departments to help them increase the numbers of women and members of historical minority groups in the applicant pools. Ms. Brown helped to clarify Affirmative Action processes and expectations and provided proactive strategies for recruitment. A number of special initiatives in the College were employed to attract both women and racial minorities to Notre Dame. For example, the Institute for Scholarship in the Liberal Arts (ISLA) sponsors the Young Scholars Program, which helps departments identify and bring to campus pre-tenure minority and female scholars by inviting them to present a lecture at Notre Dame. Similarly, the African and African-American Studies Program brings to campus at least two Erskine Peters Fellows annually. However, because of the quality of the pool and the importance of the endeavor, the College and the University funded four Fellows in 2000-2001, five Fellows in 2001-2002, six in 2002-2003, and will have four in 2003-04. Finally, each department's search committee has been encouraged to have an affirmative action designate.

In hiring 23 faculty members for the coming year, just under half of the persons hired (11) were women and minority men. The College hired a total of 9 women (7 white and 2 ethnic minorities) and 2 men from historically underrepresented groups.

Mendoza College of Business

In the fall of 2002, there were 94 members of the regular teaching-and-research faculty in the Mendoza College of Business -17% are women (16 of 94) and 22% are members of ethnic minorities (21 of 94).

The Mendoza College of Business recruited to fill six open positions at the entry level for 2002-03. Seventeen men and 9 women were invited to campus for interviews, including 10 members of ethnic or racial minorities (9 Asians and 1 Black). Five offers were extended, 4 to men (2 of whom are Asian American) and 1 to a woman. All accepted with the proviso that the employment for the woman candidate will commence in the fall of 2004.

The College also recruited to fill two chaired professorships, one in Accountancy and the other in Ethics. Over a several year period, the Recruiting Committee for the chaired position in Accountancy contacted several leading male and female professors in the country but was unable to make a hire. During the three years prior to the current year, three (3) men and one (1) woman were interviewed on campus for the position. An offer was made to a man; he declined. During the past year, the Accountancy department focused on one white man for the position, made an offer to him and he has accepted. With regard to the Gallo Chair in Ethics (also unfilled for several years), five (5) scholars (3 white men and 2 white women) were brought to campus for presentations. Three were brought back as official candidates, including one white woman. The female candidate subsequently withdrew from the search. This past year, an offer was made to a candidate (white male), and he accepted the offer.

In summary, in fall 2003, there will be six new faculty members joining the Mendoza College of Business (4 white men and 2 Asian men). All the departments advertised widely, including internet-based sites that are sponsored by key professional organizations. Contacts were also made with faculty and department chairs of target schools from which MCOB would like to hire Ph.D. candidates. While directories of women and minority Ph.D. candidates have been examined in the past, they have not been very helpful since the listings are quite broad.

All departments doing hiring had active search committees working diligently and aggressively to identify and pursue qualified minority and women candidates. This resulted in increasing the pool of qualified women and minority candidates invited for campus interviews.

College of Engineering

As of fall semester 2002, the College of Engineering had 89 teaching-and-research faculty members. Five were women (5.6%) and 15 were members of racial or ethnic minorities (16.9%). This year the College of Engineering continued its momentum of hiring women and hired two more women out of five new faculty members. The College also hired a Hispanic man.

The commitment to attracting qualified female candidates was evident through the hiring process. A search committee was formed to identify candidates for the Luce Assistant Professorship (an appointment which is reserved for a female faculty member and which has remained unfilled for the last two years). Twelve out of 40 on-campus interviews were of female candidates. Two of the 6 offers were made to female candidates. These numbers are particularly impressive given the relatively low availability of female engineering faculty candidates.

The College was successful this year in hiring an Hispanic man, a group historically underrepresented in Engineering. Overall, the College has made significant efforts to hire women and minorities over the past three years, although there is continuing concern over the lack of female faculty members in two departments (Aerospace and Mechanical Engineering and Electrical Engineering).

College of Science

There were 21 women among the 138 teaching and research faculty members in the College of Science in the fall of 2002 (15.2%) and 14 persons from historically under-represented minority groups (10.1%). It is noteworthy that the college has two departments (Mathematics and Physics) in which there are 3 women at the rank of full professor. In addition, over the last decade, the College has used junior, or term, chairs to hire 7 women (2 of whom were ethnic minorities) and 1 minority male. The College also makes special efforts

in the area of spousal hiring. There are nine couples, both members of which are on the faculty of the College.

During the academic year 2002-03, the College of Science recruited to fill 11 faculty positions. Of 36 on-campus interviews, 8 were of female faculty candidates and 12 were of candidates from ethnic or racial minority groups. Eleven appointments were made (8 men and 3 women). One additional offer to a female candidate was accepted with the person joining during fall 2004. Of the 11 offers accepted, four were to members of racial minorities (3 Asian American men and 1 Hispanic woman).

Law School

As of the fall of 2002, the Law School had 31 teaching-and-research faculty members, consisting of 8 women (25.8%) and 4 members of racial and ethnic minority groups (12.9%). In 2002-03, the Law School recruited to fill 3 faculty vacancies. Six prospective faculty members were invited for on-campus interviews including 2 female candidates and 2 Minority (1 Asian and 1 African-American) candidates. Three faculty hires were made, 2 men and 1 woman. No minority candidates were hired this year.

The Law School continues to explore strategies for attracting and retaining faculty from historically underrepresented ethnic or racial minority groups.

FACULTY STATISTICS

The following tables are similar to those published for the last several years. They describe the composition of the faculty during academic year 2002-03 and do not reflect the hiring done for fall 2004. The first three show the breakdown between men and women on the faculty and the last four provide information about the presence on the faculty of persons from minority groups.

The first table in each set (Tables 1 and 4) deals with the total faculty and includes all faculty members without regard to whether they are U.S. citizens, permanent residents, or non-resident aliens. Those tables provide a comprehensive view of the entire faculty. The second and subsequent tables in each set (Tables 2, 3, 4, 5.1, and 6) include data only for those members of the faculty who are U.S. citizens or permanent residents.

Compliance with federal equal employment law is determined only with respect to employees who are U.S. citizens and permanent residents, and we must construct the tables accordingly.

There was a slight increase in the overall percentage of women on the faculty (from 28.4% to 28.5%) and an increase in the overall percentage of minority faculty members (from 12.9% to 13.5%) from academic years 2001-02 to 2002-03. Within the ranks of the teaching-and-research faculty, the number of female full and associate professors increased (from 34 to 36 and from 57 to 59 respectively), while the number of female assistant professors decreased (from 69 to 66). The total number of regular teaching-and-research minority faculty members increased from 98 to 102.

Tables 3 and 6 compare the actual presence on the Notre Dame faculty of women and minority faculty members with a national availability figure. This year the availability figure is computed using 11 years of data, the production of Ph.D's from 1990 through 2000. This information is obtained from the National Opinion Research Council at the University of Chicago, which surveys all U.S. doctoral granting institutions. Because we are now using availability percentages computed on a multi-year basis, the availability figure is not as subject to drastic changes from one year to the next. In most disciplines the change from the availability percentage used in last year's report (based on a single year's data) to the percentage used this year is not great; in a few disciplines the change is significant. The availability percentage in both tables 3 and 6 are computed using only degrees awarded to U.S. citizens and permanent residents because, for reasons explained above, the departmental numbers and figures are based only upon those faculty members who are U.S. citizens and permanent residents.

There is a new table, Table 7, which shows the number and percentages of Ph.D's awarded to women and minorities by top ranked Ph.D. programs in selected disciplines from 1999 through 2002. The data represents the production of Ph.D's by institutions with NRC doctoral program rankings equal to or greater than 4.0 by discipline. In most instances it shows that the percentages of Ph.D's awarded to women

by the top ranked departments is virtually identical to the national availability figure. In engineering and sciences the percentages of minorities earning Ph.D.'s at the top ranked institutions is lower than the national availability figure. In contrast, in some humanities disciplines the percentage of minorities receiving Ph.D.'s from top ranked departments is equal to or greater than the national availability figures. The data in this table does not provide information about all of our disciplines or about each of our departments but, for the areas where it is available, it provides useful information.

TABLE 1

**Total Male/Female Composition for 2002-03 by Faculty Categories,
Number of Faculty, and Percentages¹**

Faculty Category	Total	Men	Women
Total Faculty	1606	1148 (71.5%)	458 (28.5%)
<u>REGULAR</u>			
Total Regular	1161	822 (70.8%)	339 (29.2%)
Teaching & Research	759	586 (77.2%)	173 (22.8%)
Special Professional	271	149 (55.0%)	122 (45.0%)
Research	27	21 (77.7%)	6 (22.0%)
Library	56	27 (48.2%)	29 (51.8%)
Other	48	39 (81.2%)	9 (18.7%)
<u>NON-REGULAR</u>			
Total Non-Regular	445	326 (73.3%)	119 (26.7%)
Teaching & Research	381	292 (76.6%)	89 (23.4%)
Special Professional	12	5 (41.7%)	7 (58.3%)
Research	9	7 (77.7%)	2 (22.2%)
Library	4	0 (0%)	4 (100.0%)
Other	39	22 (56.4%)	17 (43.6%)

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

TABLE 2

Male/Female Composition for 2002-03 by Faculty Categories and Rank
U.S. Citizens and Permanent Residents Only¹

	<u>REGULAR FACULTY</u>			<u>NON-REGULAR FACULTY</u>		
	Total	Men	Women	Total	Men	Women
TOTAL	1105	780	325	363	263	100
Teaching & Research						
Subtotal	720	557	163	313	238	75
Full	320	284	36	79	75	4
Associate	231	172	59	43	38	5
Assistant	165	99	66	103	73	30
Instructor	4	2	2	88	52	36
Special Professional						
Subtotal	263	143	120	12	5	7
Full	69	53	16	0	0	0
Associate	87	46	41	1	1	0
Assistant	106	43	63	10	3	7
Instructor	1	1	0	1	1	0
Research						
Subtotal	21	15	6	7	5	2
Full	8	6	2	4	3	1
Associate	8	6	2	0	0	0
Assistant	5	3	2	3	2	1
Library						
Subtotal	54	27	27	4	0	4
Full	19	10	9	0	0	0
Associate	20	9	11	1	0	1
Assistant	13	6	7	1	0	1
Instructor	2	2	0	2	0	2
Other	47	38	9	27	15	12

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

TABLE 3
Female Availability and Composition
Full-Time Regular Teaching and Research and Library Faculty, 2002-03

School	Female Availability¹	Women Actual²	Full	Associate	Assistant	Instructor
Arts and Letters						
American Studies	57.1%	2 (33.3%)	0	0	2	0
Anthropology	57.8%	9 (52.9%)	0	4	5	0
Art, Art History & Design	26.8%	5 (26.3%)	0	4	1	0
Classics	42.0%	4 (28.6%)	0	1	3	0
East Asian Lang.	50.1%	2 (33.3%)	0	0	2	0
Economics	28.4%	3 (13.6%)	0	3	0	0
English	58.7%	18 (40.0%)	7	6	5	0
Film, Television & Theatre	49.5%	6 (60.0%)	1	2	3	0
German & Russian Lang.	60.7%	3 (30.0%)	1	0	2	0
History	37.9%	8 (27.6%)	2	4	2	0
Music	39.5%	6 (46.2%)	2	3	1	0
Philosophy	27.8%	3 (8.1%)	2	1	0	0
Political Science	32.4%	9 (25.7%)	1	2	6	0
Program of Liberal Studies	NA	3 (21.4%)	0	2	1	0
Psychology	64.2%	10 (38.5%)	2	5	3	0
Romance Lang.	66.9%	11 (50.0%)	3	4	3	1
Sociology	57.1%	6 (26.1%)	2	2	2	0
Theology	27.3%	8 (20.0%)	1	4	3	0
Business						
Accountancy	42.8%	3 (14.3%)	0	1	2	0
Finance	27.1%	4 (14.3%)	0	1	3	0
Management	36.7%	4 (12.1%)	0	1	3	0
Marketing	37.6%	3 (21.4%)	0	0	3	0
Engineering						
Aerospace & Mechanical	9.0%	0 (0%)	0	0	0	0
Chemical	20.2%	2 (14.3%)	1	0	1	0
Civil & Geological	19.6%	2 (11.8%)	0	1	1	0
Computer Science	19.6%	1 (7.1%)	0	1	0	0
Electrical	10.2%	0 (0%)	0	0	0	0
Science						
Biological Sciences	43.1%	8 (25.0%)	2	2	4	0
Chemistry & Biochemistry	33.1%	3 (10.3%)	0	1	2	0
Mathematics	25.7%	4 (8.9%)	3	0	1	0
Physics	13.2%	4 (12.5%)	3	1	0	0
Architecture	NA	2 (14.30%)	0	0	2	0
Law School	NA	8 (26.7%)	3	2	3	0
Library	NA	21 (45.6%)	9	7	5	1
Law Library	NA	6 (60.0%)	2	1	2	1

1. Availability based on Ph.Ds awarded nationally in 1990-2000. Source: NSF/NIH/NEH/USED/USDA/NSA, Survey of Earned Doctorate, 2000 Doctoral Data Project, National Opinion Research Center at the University of Chicago. Availability computed using degrees earned only by U.S. citizens and permanent residents.

2. Includes U.S. citizens and permanent residents. Percentages are computed based on the number of full-time women who are U.S. citizens and permanent residents compared to the total number of full-time T & R members in the department.

TABLE 4

Minority Composition for 2002-03 Faculty Categories, Number of Faculty and Percentages¹

Faculty Category	Total	Total Minority	African/ African Am.	Asian/ Pacific Is.	Hispanic	Native Am.
TOTAL FACULTY	1606	217 (13.5%)	43 (2.7%)	85 (5.3%)	84 (5.2%)	5 (0.3%)
<i><u>REGULAR</u></i>						
Total Regular	1161	156 (13.4%)	32 (2.8%)	69 (5.9%)	51 (4.4%)	4 (0.3%)
Teaching & Research	759	102 (13.4%)	16 (2.1%)	50 (6.6%)	34 (4.5%)	2 (0.3%)
Special Professional	271	41 (15.1%)	13 (4.8%)	12 (4.4%)	14 (5.2%)	2 (0.7%)
Research	27	6 (22.2%)	0 (0%)	5 (18.5%)	1 (3.7%)	0 (0%)
Library	56	3 (5.4%)	1 (1.8%)	1 (1.8%)	1 (1.8%)	0 (0%)
Other	48	4 (8.3%)	2 (4.2%)	1 (2.1%)	1 (2.1%)	0 (0%)
<i><u>NON-REGULAR</u></i>						
Total Non-Regular	445	61 (13.7%)	11 (2.5%)	16 (3.6%)	33 (7.4%)	1 (0.2%)
Teaching & Research	381	34 (10.3%)	4 (1.9%)	15 (3.8%)	15 (4.6%)	0 (0%)
Special Professional	12	4 (33.3%)	0 (0%)	1 (8.3%)	3 (25.0%)	0 (0%)
Research	9	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Library	4	1 (25.0%)	1 (25.0%)	0 (0%)	0 (0%)	0 (0%)
Other	39	22 (56.4%)	6 (15.4%)	0 (0%)	15 (38.5%)	1 (2.6%)

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

TABLE 5
Minority Composition for 2002-03 by Faculty Categories and Rank
U.S. Citizens and Permanent Residents Only¹

	Total	REGULAR FACULTY				
		Total Minority	African American	Asian Pacific Is.	Hispanic	Native Am.
TOTAL	1105	142	30	59	49	4
Teaching & Research						
Subtotal	720	96	16	46	32	2
Full	320	35	1	18	16	0
Associate	231	26	3	13	10	0
Assistant	165	35	12	15	6	2
Instructor	4	0	0	0	0	0
Special Professional						
Subtotal	263	37	11	10	14	2
Full	69	3	0	2	1	0
Associate	87	13	4	4	5	0
Assistant	106	21	7	4	8	2
Staff	1	0	0	0	0	0
Research						
Subtotal	21	2	0	1	1	0
Full	8	1	0	0	1	0
Associate	8	1	0	1	0	0
Assistant	5	0	0	0	0	0
Library						
Subtotal	54	3	1	1	1	0
Full	19	1	1	0	0	0
Associate	20	0	0	0	0	0
Assistant	13	1	0	1	0	0
Instructor	2	1	0	0	1	0
Other	47	4	2	1	1	0

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

TABLE 5.1

**Minority Composition for 2002-03 Faculty Categories and Rank
U.S. Citizens and Permanent Residents Only¹**

	Total	NON-REGULAR FACULTY				Hispanic	Native Am.
		Total Minority	African American	Asian Pacific Is.			
TOTAL	363	43	10	11	21	1	
Teaching & Research Subtotal	313	25	3	10	12	0	
Full	79	4	0	3	1	0	
Associate	43	4	0	1	3	0	
Assistant	103	8	1	2	5	0	
Instructor	88	9	2	4	3	0	
Special Professional Subtotal	12	4	0	1	3	0	
Associate	1	0	0	0	0	0	
Assistant	10	4	0	1	3	0	
Instructor	1	0	0	0	0	0	
Research Subtotal	7	0	0	0	0	0	
Full	4	0	0	0	0	0	
Assistant	3	0	0	0	0	0	
Library Subtotal	4	1	1	0	0	0	
Associate	1	0	0	0	0	0	
Assistant	1	1	1	0	0	0	
Instructor	2	0	0	0	0	0	
Other	27	13	6	0	6	1	

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

TABLE 6

Minority Availability and Composition
Full-Time Regular Teaching and Research Faculty 2002-03

School	Total Minority Availability ¹	Minority Actual ²	Black Availability	Black Actual	Asian Availability	Asian Actual	Hispanic Availability	Hispanic Actual	Native Am. Availability	Native Am. Actual
Arts and Letters										
American Studies	17.8%	0	9.6%	0	3.8%	0	2.7%	0	1.7%	0
Anthropology	12.6%	4 (23.5%)	3.1%	0	4.2%	1 (5.9%)	4.1%	2 (11.8%)	1.1%	1 (5.9%)
Art	8.3%	5 (26.3%)	1.7%	2 (10.5%)	3.8%	1 (5.3%)	2.5%	2 (10.5%)	0.3%	0
Classics	5.2%	1 (7.1%)	0.9%	0	2.2%	1 (7.1%)	1.6%	0	0.5%	0
East Asian	38.1%	3 (50.0%)	1.0	0	36.4%	3 (50.0%)	0.7%	0	0%	0
Economics	20.6%	7 (31.8%)	4.3%	0	12.9%	6 (27.3%)	3.4%	1 (4.5%)	0.1%	0
English	8.9%	6 (13.3%)	3.2%	3 (6.7%)	2.9%	0	2.4%	3 (6.7%)	0.4%	0
FTT	9.3%	0	4.2%	0	3.0%	0	1.7%	0	0.4%	0
German & Russian	2.8%	0	0.6%	0	1.7%	0	0.3%	0	0.3%	0
History	10.7%	2 (6.9%)	3.6%	1 (3.4%)	3.5%	0	3.1%	1 (3.4%)	0.5%	0
Music	11.9%	0	2.8%	0	6.2%	0	2.5%	0	0.5%	0
Philosophy	8.6%	1 (2.6%)	1.9%	0	3.2%	1 (2.6%)	3.1%	0	0.6%	0
PLS	NA	1 (7.1%)	NA	1 (7.1%)	NA	0	NA	0	NA	0
Political Science	15.8%	5 (14.3%)	6.2%	1 (2.9%)	5.6%	0	3.4%	4 (11.4%)	0.6%	0
Psychology	13.4%	2 (7.7%)	4.6%	0	3.2%	1	5.0%	1 (3.8%)	0.6%	0
Romance Lang.	29.3%	4 (18.2%)	2.0%	1 (4.5%)	2.0%	0	2.5%	3 (13.6%)	0.3%	0
Sociology	20.5%	5 (21.7%)	8.2%	0	6.9%	2 (8.7%)	4.5%	3 (13.0%)	0.8%	0
Theology	10.8%	1 (2.5%)	3.8%	1 (2.5%)	4.8%	0	1.8%	0	0.4%	0
Business										
Accountancy	12.4%	5 (23.8%)	3.7%	1 (4.8%)	6.5%	2 (9.5%)	1.6%	2 (9.5%)	0.6%	0
Finance	20.6%	3 (10.7%)	4.1%	0	13.3%	2 (7.1%)	3.1%	1 (3.6%)	0.1%	0
Management	15.6%	11 (33.3%)	5.0%	1 (3.0%)	7.9%	9 (27.3%)	2.1%	0	0.7%	1 (3.0%)
Marketing	16.5%	1 (7.1%)	3.7%	1 (7.1%)	9.9%	0	2.2%	0	0.7%	0
Engineering										
Aero. & Mech.	25.5%	3 (12.0%)	2.0%	1 (4.0%)	20.7%	1 (4.0%)	2.4%	1 (4.0%)	0.3%	0
Chemical	22.4%	5 (35.7%)	2.3%	1 (7.1%)	16.7%	2 (14.3%)	2.9%	2 (14.3%)	0.4%	0
Civil & Geological	22.5%	1 (5.9%)	1.7%	0	17.5%	1 (5.9%)	3.0%	0	0.4%	0
Computer Science	24.0%	2 (14.3%)	1.7%	0	19.9%	2 (14.3%)	2.2%	0	0.3%	0
Electrical	31.2%	1 (4.3%)	2.6%	0	25.7%	1 (4.3%)	2.7%	0	0.2%	0
Science										
Biological Sciences	19.9%	1 (3.1%)	2.3%	0	14.1%	1 (3.1%)	3.3%	0	0.3%	0
Chem. & Biochem.	21.1%	2 (6.9%)	2.3%	1 (3.4%)	15.4%	1 (3.4%)	3.0%	0	0.4%	0
Mathematics	19.4%	9 (20.0%)	1.5%	0	15.2%	6 (13.3%)	2.4%	3 (6.7%)	0.2%	0
Physics	18.7%	2 (6.3%)	1.2%	0	14.7%	2 (6.3%)	2.6%	0	0.3%	0
Architecture	NA	1 (7.1%)	NA	0	NA	0	NA	1 (7.1%)	NA	0
Law	NA	4 (13.3%)	NA	1 (3.3%)	NA	0	NA	3 (10.0%)	NA	0

1. Availability based on Ph.Ds awarded nationally in 1990-2000. Source: NSF/NIH/NEH/USED/USDA/NSA, Survey of Earned Doctorate, 2000 Doctoral Data Project, National Opinion Research Center at the University of Chicago. Availability computed using degrees earned only by U.S. citizens and permanent residents.

2. Includes U.S. citizens and permanent residents. Percentages are computed based on the number of full-time women who are U.S. citizens and permanent residents compared to the total number of full-time T & R members in the department.

Table 7

Availability of PhD Graduates by Discipline: 1999–2002

	Women	Minority Total	Black	Native American	Asian	Hispanic	Total Count
Aerospace Engineering	28	17	4	0	9	4	228
Chemical Engineering	127	78	10	0	58	10	607
Civil Engineering		37	5	1	21	10	482
Electrical Engineering	193	265	25	3	208	29	1,583
Mechanical Engineering	110	108	16	3	77	12	922
Chemistry	530	203	19	3	131	50	1,718
Physics	192	149	11	3	105	30	1,569
Mathematics and Statistics	225	73	7	1	50	15	929
Computer Science	90	63	5	0	50	8	593
Biological Sciences	1,598	633	61	15	433	124	3,678
Psychology	672	221	70	11	65	75	1,087
Economics	240	78	12	0	48	18	1,026
Political Science and Public Administration	235	90	30	1	28	31	619
Sociology	267	114	46	4	36	28	461
Anthropology	171	38	12	5	13	8	307
History	470	152	48	4	57	43	1,075
English and Literature	482	153	50	3	50	50	831
Foreign Languages	169	28	3	0	17	8	292
Other Humanities	53	8	3	0	4	1	171
Religion and Theology	112	24	13	0	8	3	273
Arts and Music	491	79	23	1	37	18	890

	Women	Minority Total	Black	Native American	Asian	Hispanic	Total Count
Aerospace Engineering	12%	7%	2%	0%	4%	2%	228
Chemical Engineering	21%	13%	2%	0%	10%	2%	607
Civil Engineering	20%	8%	1%	0%	4%	2%	482
Electrical Engineering	12%	17%	2%	0%	13%	2%	1,583
Mechanical Engineering	12%	12%	2%	0%	8%	1%	922
Chemistry	31%	12%	1%	0%	8%	3%	1,718
Physics	12%	9%	1%	0%	7%	2%	1,569
Mathematics and Statistics	24%	8%	1%	0%	5%	2%	929
Computer Science	15%	11%	1%	0%	8%	1%	593
Biological Sciences	43%	17%	2%	0%	12%	3%	3,678
Psychology	62%	20%	6%	1%	6%	7%	1,087
Economics	23%	8%	1%	0%	5%	2%	1,026
Political Science and Public Administration	38%	15%	5%	0%	5%	5%	619
Sociology	58%	25%	10%	1%	8%	6%	461
Anthropology	56%	12%	4%	2%	4%	3%	307
History	44%	14%	4%	0%	5%	4%	1,075
English and Literature	58%	18%	6%	0%	6%	6%	831
Foreign Languages	58%	10%	1%	0%	6%	3%	292
Other Humanities	31%	5%	2%	0%	2%	1%	171
Religion and Theology	41%	9%	5%	0%	3%	1%	273
Arts and Music	55%	9%	3%	0%	4%	2%	890

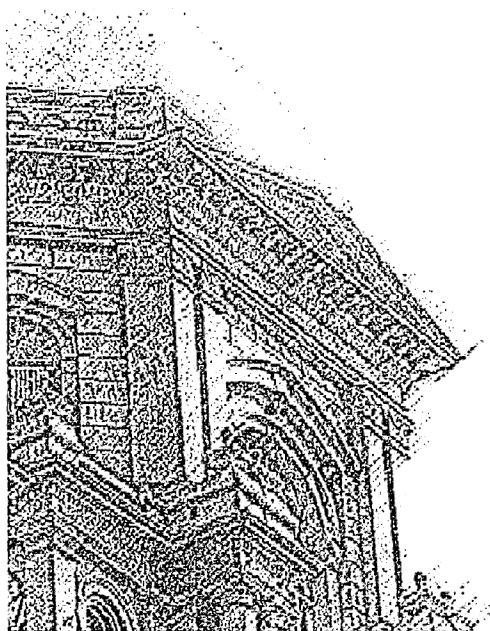
SOURCE: IPEDS Completions (extracted 06.30.2003)

4-year totals reported for completions in 1999–2002.

Data were extracted for institutions with NRD doctoral program rankings equal to or greater than 4.0 by discipline.

General data availability: total and by gender completions data available for 1999–2002, by race/ethnicity - for 1995–2002.

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