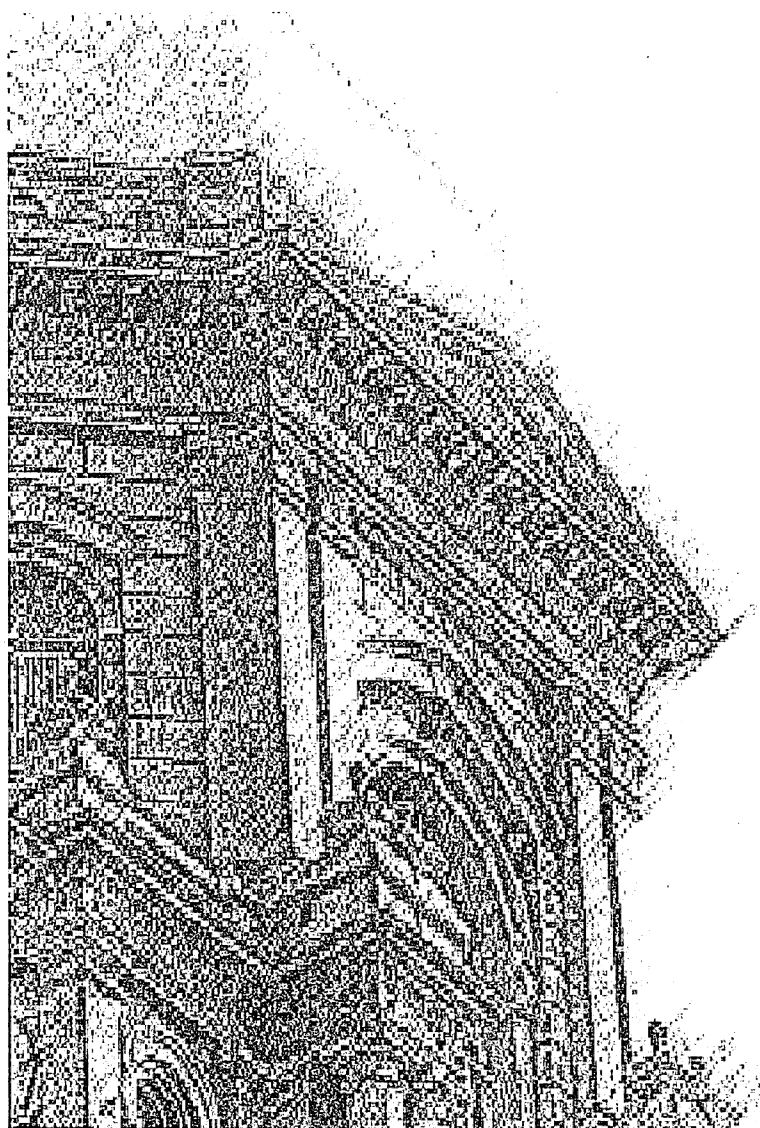


Notre Dame Report



Faculty Notes

- 267 Honors
- 267 Activities
- 269 Publications

Administrators' Notes

- 271 Activities

Documentation

- 271 University Committee on Libraries—
September 29, 2004
- 272 University Committee on Women
Faculty and Students—
October 27, 2004
- 273 Faculty Board on Athletics—
October 12, 2004

DECEMBER 10, 2004

NUMBER 8

Faculty Notes

Honors

Lawrence S. Cunningham, the O'Brien Professor of Theology, was appointed to the board of advisors of the Monastic Wisdom Series of Cistercian Publications, and to the advisory board of *Church* quarterly of the National Pastoral Life Center, New York.

Stephen Hayes, librarian, University Libraries, was appointed to serve on the Association of Business Library Director's Admission Criteria Committee.

Richard A. Jensen, professor of economics, chair of Dept. of Economics and Econometrics, concurrent professor of finance, and Kellogg Institute fellow, was appointed an editor of the *International Journal of Industrial Organization*.

Activities

Jeffrey Bergstrand, professor of finance, presented "Do Free Trade Agreements Actually Increase Members' International Trade?" (written with S. Baier) at the annual meeting of the International Society of New Institutional Economists in Tucson, Oct. 1-3.

Joseph Blenkinsopp, the O'Brien Professor of Old Testament Theology, led a seminar at New College, Univ. of Edinburgh, Jan. 22, on "Benjaminite Traditions Read in the Persian Period"; lectured at Durham Univ. on Feb. 19 on "Jewish Sectarianism in the Second Temple Period"; led a seminar on the same subject at Trinity College, Dublin, Mar. 5, and delivered a public lecture on Mar. 6 on "In Israel Only God Forgives"; led a seminar on Mar. 15 at Glasgow Univ. on "Sectarianism from Isaiah to Early Christianity," participated in the annual meeting of the Catholic Biblical Association United Kingdom in Lampeter, Wales, April 1-3, and took part in the Reconciliation conference at Tantur, Israel, where

on May 23 he presented "Reconciliation, War and Peace in the Hebrew Bible: The Distant Horizon"; presented "The Mature Monastic Thinking of Thomas Merton," an invited lecture for the "International Conference on Thomas Merton," Bose Monastic Community, Italy, Oct. 10; and presented "New Monastic Movements" conferences to the Cistercian Monastic Community of Our Lady of Gethsemani, Trappist, Ky., Oct. 17-18.

Rev. Paul F. Bradshaw, professor of theology, presented "The Anglican Eucharist: One Rite, Many Theologies" at the *Centro Pro Unione*, Rome, Nov. 9; and a lecture titled "The Eucharistic Sayings of Jesus" at the Gregorian Univ., Rome, on Nov. 11.

Kirsten M. Christensen, assistant professor of German and Medieval Institute and Nanovic Institute fellow, presented the invited paper "Mapping Mysticism onto Confessional Cologne" at a gathering of U.S. and German medievalists, "Topographies of the Early Modern City," Cornell Univ., Ithaca, Sept. 25.

Rev. Austin I. Collins, C.S.C., associate professor, Dept. of Art, Art History, and Design, presented invited lectures on his art at the Center for Contemporary Art, Southeastern Louisiana Univ., Hammond, Oct. 28; and at the Dept. of Art, Univ. of Dallas, Mar. 23.

Lawrence S. Cunningham, the O'Brien Professor of Theology, presented "Reflections on Three Decades of Teaching," the Kaneb Fellow Lecture, at the Univ. of Notre Dame, Nov. 11; "Reflections on Catholic and Charity," an invited lecture at the meeting of Catholic Charities Directors held at Mendoza College of Business, Notre Dame, Nov. 11; and "Themes in Franciscan Spirituality," a lecture and seminar, to the Saint Joseph Educational Center for Continuing Education, Des Moines, Iowa, Nov. 13.

Rev. Brian E. Daley, S.J., the Huisking Professor of Theology, presented "One Thing and Another: the Mutual Influence

of Trinitarian and Christological Thought in the Development of Patristic Theology" at "Christian Late Antiquity and Its Reception," SBL annual meeting, San Antonio, Nov. 21.

Mary Rose D'Angelo, associate professor of theology, presented "Roman Imperial Family Values and Early Jewish and Christian Sexual Politics" at the Yale Divinity School, April 20; "Women and the Gospel of Mark: A Christology of Shared Spiritual Power" in the lecture series "Women and Religion" at St. Joseph's College, West Hartford Conn., Oct. 7; and "Augustus' Family Values" Campaign and Moral Apologetic in 4 Maccabees" at the colloquium on "Religion in the Ancient Mediterranean" Brown Univ., Providence, R.I., Nov. 16.

Greg Downey, assistant professor of anthropology and Kellogg Institute fellow, presented "From Reflection to Investigation: Undergraduate Research as Re-Entry" as part of the panel "Follow-up Courses for Study Abroad Returnees: Problems and Possibilities" at the meeting "Closing the Circle: Creating an Enduring International Experience" conference on international educational exchange Nov. 11, in Santa Fe, N.M.

Keith J. Egan, adjunct professor of theology, participated with Cardinal Francis George in a conversation on "Higher Education and the Evangelization of Culture," Oct. 1; presented "John Cassian on Prayer" at the Cornerstone Center, Phoenix, on Oct. 18; presented "Therese of Lisieux" at Little Flower Parish, South Bend, Sept. 26, Oct. 3, and Oct. 10; lectured on "John of the Cross: What are the Issues?" to the History of Christianity Section of the Notre Dame Theology Dept., Nov. 9; and made two presentations on "Medieval Mysticism" for the "Seeds of the Spirit" program at Lindenwood Conference Center, Donaldson, Ind., Nov. 20.

Guillermo Ferraudi, professional specialist in the Radiation Laboratory, presented "Photochemistry of Transition Metal Macrocyclic Complexes: The Effect of Pendent Groups on the Photochemical Pathway" at the "Seventh Latinoamerican Encounter of Photochemistry and Photobiology," La Plata, Argentina, Nov. 8-12.

Meredith J. Gill, assistant professor of art history, presented "Augustine: The Invention of a Bookish Hermit Saint" at the Univ. of Michigan, Ann Arbor, on Nov. 22, and discussed her forthcoming book chapter, "Augustine's Light," with the university's interdisciplinary Premodern Colloquium on Nov. 21.

Jimmy Gurulé, professor of law, gave the invited presentation "The Link Between Investment, Fraud, and Money Laundering" to the International Organization of Securities Commissions "Conference on the Future of International Capital Markets" in New York, Oct. 28–29.

Maxwell E. Johnson, professor of theology, presented "Ecumenical Reflections on Baptism" to the Sisters and board of directors, St. Benedict's Center, Benedictine Women of Madison, Wisc., Oct. 9; and "Mary of Guadalupe in a Lutheran Context, *María de Guadalupe en un Contexto Luterano*" *Encuentro Luterano*: "In Christ—Room and Welcome: God's People Encountering and Nurturing Latino Ministry," *La Iglesia Luterana de Santa Cruz*, Joliet, Ill., Nov. 20.

Jay LaVerne, professional specialist in the Radiation Laboratory, presented "Radiolysis of Liquid Pyridine" at the Institute of Scientific and Industrial Research, Osaka Univ., Japan, Oct. 7; "Hydrated Electron Yields in the Radiolysis of Water" at the Japanese Radiation Chemistry Society meeting, Sapporo, Japan, Oct. 9; " H_2/H_2O_2 Production from Water/Oxide Mixtures" at the Univ. of Tokyo, Oct. 13; and "Hydrogen Production in the Radiolysis of Water at Interfaces" at Waseda Univ., Tokyo, Oct. 12, and Osaka Univ., Oct. 18.

Edward J. Maginn, associate professor of chemical and biomolecular engineering, organized and chaired the following sessions at the American Institute of Chemical Engineers meeting in Austin, Tex., Nov. 7–12: "Teaching Thermodynamics and Statistical Mechanics at the Graduate Level," "Transport in Nanostructured Porous Materials," and "Ionic Liquids: Thermodynamic and Transport Properties"; and was a coauthor of the following papers presented at the meeting: "How Ionic Liquid Structure Affects Gas Solubilities," written with J.L. Anthony and **Joan F. Brennecke**, the Keating-Crawford Professor of Chemical and Biomolecular Engineering; "Deter-

mination of Cation and Water Positions in Crystalline Silicotitanates and Polyoxoniobate Ion Exchange Materials," written with J.P. Larentzos; "Toward a Robust and General Molecular Dynamics Approach for Computing Solid-Liquid Equilibrium of Complex Molecular Systems," written with D.M. Eike; "Isomolar Semigrand Ensemble Molecular Dynamics: Development and Application to Liquid-Liquid Equilibria," written with T.I. Morrow; and "Molecular Dynamics Simulation of Bubble Nucleation at a Patterned Solid Surface," written with B.R. Novak and **Mark J. McCready**, professor of chemical engineering. He also gave the following invited lectures at the "North American Lectures in Chemical Engineering" in Mexico City: "In Search of Environmentally Benign Solvents: Are Ionic Liquids the Right Solution?" at the *Instituto Mexicano del Petróleo*, Oct. 22; and "Development of New Molecular Dynamics Sampling Methods for Phase Equilibria Calculations" at the Dept. of Physics, *Univ. Nacional Autónoma de México*, Oct. 23.

Tim Matovina, associate professor of theology and director of the Cushwa Center for the Study of American Catholicism, presented "Patron Saints and Divine Providence: The Origins of Guadalupan Devotion in San Antonio" to the annual meeting of the American Academy of Religion, San Antonio, in November.

Rev. Richard P. McBrien, the Crowley-O'Brien Professor of Theology, presented "Theological Issues in *The Da Vinci Code*," a panel discussion for the Saturday Scholar Series, Notre Dame, Sept. 25; "The Future of the Papacy: An Agenda for Reform" at the Church of the Holy Family, Virginia Beach, Va., Sept. 28; "Justice in the Church: The Still Unfinished Business of Catholic Social Teaching" at the annual convention of the National Association of Catholic School Teachers in St. Louis, on Oct. 9; and appeared on the FOX News program *The O'Reilly Factor* on Oct. 13 to discuss "The Bishops and Politics."

Ralph McInerney, professor of philosophy, presented "Epiphany of Fiction" at the "Epiphanies of Beauty: the Arts in a Post-Christian Culture" conference, McKenna Center, Notre Dame, Nov. 19.

Rev. John Allyn Melloh, coordinator of the Marten Program in Homiletics and Liturgics and professional specialist in theology,

presented "Basics of Communication and the Preaching of Jesus," "Helpful Theories re: Preaching and Catechesis," "A Structural Method for Preparing Preaching and Catechesis," and "Illustrations and Group Work on 'Method'" at the Hesburgh Center for Formation in Ministry at the Catholic Theological Union, Chicago, Sept. 23–24.

Nathan D. Mitchell, professional specialist in theology, presented three addresses on the "Eucharist in Benedictine Community Life" at Belmont Abbey, Nov. 19–20.

Daniel J. Myers, professor of sociology and Kroc Institute fellow, presented "Police Departments and Riots, 1964–1971" with N.E. Walls at the annual meeting of the American Sociological Association, San Francisco.

William O'Rourke, professor of English, gave a reading and discussed the 2004 election in the series "Writing Out Loud" at the Michigan City, Ind. public library, on Nov. 6.

Teresa Godwin Phelps, professor of law, presented "The Far Side of Revenge: Truth Commissions and Beyond" at the Univ. of New Mexico Law School in Albuquerque, Nov. 8.

Dean A. Porter, director emeritus, the Snite Museum of Art, delivered three invited lectures: "All Aboard! Training the World to Come West," "Southwest Visions: Images of the Grand Canyon, the Pueblo Southwest and the Work of Women Artists," and "William Haskell Simpson: and the Atchison Topeka & Santa Fe Railway" at the Desert Caballeros Western Museum, Wickenburg, Ariz., Nov. 1, 2, and 4.

Jean Porter, the O'Brien Professor of Moral Theology, presented "The Common Good as Political Norm" under the auspices of the Center for Faith and Culture, St. Mary's Seminary, Houston, on Oct. 20; "The Common Good in Thomas Aquinas" at the Center for Thomistic Studies, Univ. of St. Thomas, Houston, Oct. 21; and "Common Good, Ethics and Economics" at a study group on the common good and economic issues sponsored by the CFI, Houston, Oct. 21.

Thomas Prügl, associate professor of theology, presented "Medieval Biblical Principia as Reflections on the Nature of Theology" at the conference "What is Theology in the Middle Ages?" in Warsaw, June 23–26; "*Modelle konziliarer Kontroverstheologie*:"

Johannes de Ragusa OP und Juan de Torquemada OP auf dem Basler Konzil" at the *Herbsttagung des Konstanzer Arbeitskreises für mittelalterliche Geschichte: "Die Konzilien von Pisa (1409), Konstanz (1414–1418) und Basel (1431–1449). Institutionen und Personen"*, Insel Reichenau, Germany, Oct. 5–8.

Alan Seabaugh, professor of electrical engineering and associate director of the Center for Nano Science and Technology, gave the invited presentation "Tunnel Diodes and Transistors" at the "Post-CMOS Deep Dive Workshop" held at the IBM T.J. Watson Research Center, Yorktown Heights, N.Y., on Sept. 22.

Robert Sedlack, assistant professor of design, presented "How Art History Can Make You a Better Designer" and "Post-Graduation Networking" as guest lecturer in the graduate graphic design program at the Univ. of Illinois at Chicago, Nov. 18.

Eugene Ulrich, the O'Brien Professor of Theology, was a major resource for "The Scrolls and Scripture" in the *U.S. News and World Report* Special Collector's Edition, "Mysteries of the Bible" (November).

James Vanderkam, the O'Brien Professor of Theology, presented "The Dead Sea Scrolls" at Temple Beth-el, South Bend, Oct. 8; "Daniel 7 in the Similitudes of Enoch (1 Enoch 37–71)" at the "Enoch Seminar," Univ. of Michigan, Oct. 11; "The Dead Sea Scrolls and the Bible" at the Rothermel Foundation Lecture, New Bern, N.C., Oct. 17; and "The Community of the Dead Sea Scrolls and the Earliest Christian Church" at "Investigating the Dead Sea Scrolls," Houston Museum of Natural Science, Nov. 4.

Carolyn Y. Woo, the Gillen Dean and Siegfried Chair in Entrepreneurial Studies, presented "Business Ethics: Can it be Taught?" to the First Friday Club of Greater Akron, Univ. of Akron, Aug. 6; and "What Makes an Effective Board Member?" to the AACSB, St. Louis, Sept. 13.

Randall C. Zachman, associate professor of theology, presented "The Highest Work of Faith: Prayer in the Theology of John Calvin" at the "Sixteenth Century Studies Conference, Pittsburgh, Oct. 31, 2003; "The Theology of John Calvin," Academy of Faith and Life, Fourth Presbyterian Church, Chicago, Jan. 4, 11, 18, and 25;

"The Living Icons of God in Calvin's Theology," Adult Education Course, Sunnyside Presbyterian Church, South Bend, Feb. 29, Mar. 7, 14, 21, 28, and April 4; "Protestant Reformation" (with M. Marty), *Extension* 720, WGN Radio 720, Chicago, Mar. 29, <http://wgnradio.com/shows/ex720/audio/index.html>; "Image and Word in the Theology of John Calvin," Adult Education Course, First Presbyterian Church, South Bend, April 18, 25, May 2, 9, 16, and 23; "The Challenge of Teaching Theology to Those Who Believe," "Fostering Student Development through Faculty Development," Loyola Univ., Chicago, May (<http://www.luc.edu/projectfaculty/pdf/teachingtheology.pdf>); "The Unity of Judgment and Love," "Symposium on the Theological Interpretation of Scripture," North Park Seminary, Chicago, Sept. 24; "The Signs of Election and Reprobation in Calvin's Theology" at the "Sixteenth Century Studies Conference," Oct. 30; and "The Living Icons of God: Report on Research," Henry Luce III Fellows in Theology, Pittsburgh, Nov. 5–7.

Publications

David E. Aune, professor of theology, published "Divination and Prophecy: Christianity," *Religions of the Ancient World: A Guide*, ed. S.I. Johnston (Cambridge: Belknap Press of Harvard Univ. Press, 2004): 390–391.

Matthew J. Barrett, professor of law, published "'Tax Services' as a Trojan Horse in the Auditor Independence Provisions of Sarbanes-Oxley," as part of the symposium issue titled "In the Wake of Corporate Reform: One Year in the Life of Sarbanes-Oxley—A Critical Review" in *2004 Michigan State Law Review*: 463–504.

Jeffrey Bergstrand, professor of finance, published "Trade Agreements and Trade Flows: Estimating the Effect of Free Trade Agreements on Trade Flows with an Application to the European Union—(Persian) Golf Cooperation Council Free Trade Agreement" (written with S. Baier) on the Web site of the European Commission of the European Union, in their *European Economy Economics Papers* series No. 214 (Sept.).

Rev. Paul F. Bradshaw, professor of theology, published "Liturgy in the Absence of Hippolytus" in *Yale Institute of Sacred Music, Colloquium: Music, Worship, Arts* 1 (2004): 1–10.

Ian C. Carmichael, professional specialist and director of the Radiation Laboratory, published "B3LYP Investigation of HPO₂, trans-HOPO, cis-HOPO, and Their Radical Anions" with N.R. Brinkmann, *Journal of Physical Chemistry A* 108, No. 43 (2004): 9390–9399.

Kirsten M. Christensen, assistant professor of German and Medieval Institute and Nanovic Institute fellow, published "Poetic Piety: The Interplay of Mysticism and Catechism in the Late Middle Ages," in A. Groos and H.-J. Schiewer (eds.) *Kulturen des Manuskriptzeitalters* (Göttingen: V&R Unipress, 2004): 41–59.

Rev. Austin I. Collins, C.S.C., associate professor, Dept of Art, Art History, and Design, participated in the "2004 Navy Pier Walk 2004, The Chicago International Sculpture Exhibition," Chicago, (May 6 through Nov. 8); the "2004 Outdoor Sculpture Exhibit," Mill Brook Sculpture Garden, Concord, N.H. (June 26 through Oct. 18); "Contemporary Sculpture at Chesterwood 2004: Reflections of Nature," Stockbridge, Mass. (June 25 through Oct. 11); the "Sixth Annual Sculpture on the Avenues 2004–2005," Effingham, Ill. (May 2004 through May 2005); "Art in Public Places: Sculpture On Second," Cedar Rapids, Iowa (June 2004 through June 2005); "Sculpture Tour 2004–2005," Western Michigan Univ., Kalamazoo (Oct. 2004 through September 2006); and "Art in Place 2004–2005," Univ. of Virginia, Charlottesville, (Oct. 2004 through Aug. 2005).

Lawrence Cunningham, the O'Brien Professor of Theology, published *A Brief History of Saints* (Oxford: Blackwell, 2004): 178 pp.; "Religion Book Notes," *Commonweal* cxxx (Sept. 24): 35–37; "Murder in Palermo" in *The Best Catholic Writing 2004* (Chicago: Loyola Univ. Press, 2004): 15–18; reviews of E. Bianchi's *Words for Eternal Life* and A. Louf's *A L'Ecole de la Contemplation in Cistercian Studies Quarterly* 39, No. 4 (2004): 472–473; "Prayer and Silence," *Church* (fall): 57; and the Korean translation of *Christian Spirituality: Themes from the Tradition*, written with Keith J. Egan, adjunct professor of theology.

Mary Catherine Doak, assistant professor of theology, published *Reclaiming Narrative for Public Theology* (SUNY Press, 2004).

Rev. Daniel C. Groody, C.S.C., assistant professor of theology, published "Obedience: Listening to God in a 'Just Do It' Culture," *Review for Religious* 64, No. 4 (Oct.-Dec.); "A Theology of Migration," *Notre Dame Magazine* (fall); "Horizons of the Sacred," a book review, **Timothy Matovina**, associate professor of theology and director of the Cushwa Center for the Study of American Catholicism, and G.R. Estrella, eds., *Theological Studies*.

Kevin Hart, professor of English and Nanovic Institute fellow, published "Kingdoms of God," *Kant after Derrida*, ed. P. Rothfield (Manchester: Clinamen Press, 2004): 142-170.

Richard A. Jensen, professor of economics, chair of Dept. of Economics and Econometrics, concurrent professor of finance, and Kellogg Institute fellow, published "Strategic Debt and Patent Races" in the *International Journal of Industrial Organization* (Oct): 887-916.

Maxwell E. Johnson, professor of theology, published "The Feast of the Virgin of Guadalupe and the Season of Advent," *Worship* 78, No. 6 (Nov.): 482-500; and a review of G. Winkler, *Das Sanctus: Über den Ursprung und die Anfänge des Sanctus und sein Fortwirken*, *Orientalia Christiana Analecta* 267 (Rome: Pontificio Istituto Orientale, 2002), *St. Nersess Theological Review* 8 (2004): 161-167.

Robert A. Krieg, professor of theology and Nanovic Institute fellow, had his *Romano Guardini* (1997) appear in Spanish: *Romano Guardini: Un precursor*, trans. J.B. Zilli Manica (Jalapa, Veracruz: Univ. Veracruzana, 2003).

Keith P. Madden, associate professional specialist in the Radiation Laboratory, published "Free Radical Destruction of N-Nitrosodimethylamine in Water" with S.P. Mezyk, W.J. Cooper, and **David M. Bartels**, professional specialist in the Radiation Laboratory, *Environmental Science and Technology* 38, No. 11 (2004): 3161-3167.

Edward J. Maginn, associate professor of chemical and biomolecular engineering, published "A Molecular Modeling Investigation of Cation and Water Siting in Crystalline Silicotitanates," written with J.P.

Larentzos, A. Clearfield, and A. Tripathi, *Journal of Physical Chemistry B* 108 (2004): 17560-17570.

Rev. John P. Meier, the Warren Foundation Professor of Catholic Theology, published "The Historical Jesus and the Plucking of the Grain on the Sabbath," *Catholic Biblical Quarterly* 66 (2004): 561-581.

Nathan D. Mitchell, professional specialist in theology, published "Fire from Fire: The Eucharistic Focus of Bede Maler's Early Liturgical Work," in C. Davis, ed. *To Prefer Nothing to Christ: Saint Meinrad Archabbey 1854-2004* (St. Meinrad, Ind.: Abbey Press, 2004): 335-389; and "Communion: The Power of Emptiness," *Worship* 78, No. 6 (Nov.): 540-550.

Daniel J. Myers, professor of sociology and Kroc Institute fellow, published *Social Psychology*, 5th edition, with H.A. Michener and J.D. Delamater (Belmont, Calif.: Wadsworth, 2004); "All the Rioting That's Fit to Print: Selection Effects in National Newspaper Coverage of Civil Disorders, 1968-1969" with B. Schaefer Caniglia, *American Sociological Review* 69, No. 4 (2004): 519-543; "Fanning the Flames? Riot Commissions and the Mass Media" with T.D.K. Monroy, *Race, Gender, and Class* 11, No. 1 (2004): 136-157; "Comment on the Labor Market Effect of the 1960s Riots," W.G. Gale and J. Rothenberg Pack (eds.) *Brookings-Wharton Papers on Urban Affairs* (Washington, D.C.: Brookings Institute, 2004): 38-43.

Joseph M. Powers, associate professor of aerospace and mechanical engineering, published "On the Necessity of Positive Semi-Definite Conductivity and Onsager Reciprocity in Modeling Heat Conduction in Anisotropic Media," *Transactions of the ASME* 126 (Oct.): 670-675.

Dorothy Pratt, assistant professional specialist, concurrent assistant professor of history, and assistant dean of the College of Arts and Letters, published *Shipshewana: An Indiana Amish Community* (Indiana Univ. Press, 2004).

Yang Sun, visiting associate professor of physics, published with M. Guidry and C.-L. Wu "Mott Insulators, No-Double-Occupancy, and Non-Abelian Superconductivity," *Physics Review B* 70 (2004): 184501.

Eugene Ulrich, the O'Brien Professor of Theology, published the 2004 translation into Hebrew of "The Absence of 'Sectarian Variants' in the *Jewish Scriptural Scrolls Found at Qumran*," (Meghillot, 2004): 18-35.

James Vanderkam, the O'Brien Professor of Theology, published *From Joshua to Caiaphas: Jewish High Priests after the Exile* (Minneapolis: Fortress, 2004); and (with G. Nickelsburg) *1 Enoch: A New Translation* (Minneapolis: Fortress, 2004).

James Walton, professor emeritus of English, published "Vision and Vacancy: 'Schalken the Painter' and Le Fanu's Art of Darkness," *Papers on Language and Literature* 40, No. 4 (fall): 353-383.

Charles K. Wilber, emeritus professor of economics and Kroc Institute fellow, published "Teaching Economics as if Ethics Mattered," in *A Guide to What's Wrong with Economics*, ed. E. Fullbrook (London: Anthem Press, 2004): 147-157; and a book review of R.M. Blank and W. McGurn *Is the Market Moral? A Dialogue on Religion, Economics and Justice*, in *Journal of Economic Behavior and Organization* 55 (2004): 437-441.

Randall C. Zachman, associate professor of theology, published "Protestant Theology in German Speaking Lands" in *The Blackwell Companion to Protestant Theology*, edited by A. McGrath and D. Marks (Oxford: Blackwell Press, 2003); "Expounding Scripture and Applying It To Our Use: Calvin's Sermons on Ephesians," *The Scottish Journal of Theology* 56, No. 4 (2003); "Confession" in *Encyclopedia of Protestantism*, edited by H. Hillerbrand (New York: Routledge/Taylor and Francis, 2004); "Crying Out to God on the Brink of Despair: The Assurance of Faith in Calvin Reconsidered," in *Calvinus Praeceptor Ecclesiae*, edited by H. Selderhuis (Geneva: Librairie Droz, 2004); "The Conciliating Theology of John Calvin," in *Conciliation and Confession: The Struggle for Unity in the Age of Reform, 1415-1648*, edited with H. Louthan (Univ. of Notre Dame Press, 2004); response to "I See Something You Don't See: Barth's Doctrine of Providence" in *For the Sake of the World: Karl Barth and the Future of Ecclesial Theology*, edited by G. Hunsinger (Grand Rapids, Mich.: Wm. Eerdmans, 2004): 136-142.

Administrators' Notes

Activities

Alan Bigger, director of Building Services, presented "The Dragon Series" (addressing outsourcing issues) at the International Executive Housekeepers' Association convention, New Orleans, Nov. 20.

Documentation

University Committee on Libraries

September 29, 2004

The meeting was called to order at 7:30 a.m. in Café DeGrasta by Chairman David Smith. Also in attendance were John Adams, Craig Barbolla, Susan Blum, Wesley Calvert, Roger Jacobs, Agnes Ostafin, Walter "Jack" Pratt, Charles Rosenberg, Andrew Somme, Marsha Stevenson, John VanEngen, John Weber, Jennifer Younger, observer Gay Dannelly and secretary Melodie Eiteljorge.

The minutes of the meeting of May 6, 2004 were approved as written.

The first item of business was to select a chair for the academic year. By acclamation, David Smith will continue for a second year.

The committee discussed possible meeting times for the semester. It was decided that Friday morning meetings would work best for the most people and that it would be better to meet in the same week of each month. Younger will put together a proposed schedule and send it to the committee.

Smith distributed a draft of the committee's annual report 2003-04 to the Academic Council. He will incorporate suggested revisions and send the report to the chair of the Academic Council.

Announcements:

Younger reported that Eric Morgan and a redesign team recently completed a redesign of the Libraries' website. It is now a database driven website. Feedback so far has been positive. The redesign was the result of a LibQUAL+ survey indicating some changes needed to be made.

Younger reported that as a result of extensive UCL discussion and close consultation with undergraduate and graduate student groups, student printing in the Hesburgh Library is now part of the campus-wide quota system. An email was sent to the factotal listserv announcing this change. In order to accommodate courses with unusually large printing demands, we discussed the desirability of increasing student print quotas on a course-by-course basis when this is requested by the course instructor. Gordon Wishon is presently arranging the implementation of this provision.

Academic Libraries of Indiana (ALI) is developing a state-wide reciprocal borrowing program in which Notre Dame will participate. Associate Director for User Services Nigel Butterwick will report on this in November or December.

Younger reported that the Collection Development Committee did a thorough analysis and determined Notre Dame should cancel the Springer and Kluwer journal packages. However, summer was not a good time to proceed with this. Meanwhile, the provost agreed to cover the cost of the packages through 2005. In November or

December Gay Dannelly will address this issue with the committee.

The provost's Libraries Task Force held its first meeting on September 21. Associate Provost Chris Maziar is chairing the group of faculty and administrators. Representing the Libraries and the UCL are Jennifer Younger, Roger Jacobs, David Smith, Steve Hayes and Gay Dannelly. Since the task force was late in scheduling meetings, they will not have a report ready by October as planned. In addition to Dannelly, Younger and Hayes, library faculty and staff are gathering information from selected peer institutions on how they are handling library collection budget issues.

Marsha Stevenson next reported on a communication survey that was conducted in the Libraries with the assistance of a consultant, Lou Wetherbee. She highlighted the following areas for follow-up:

1. Need to increase the frequency and modes of vertical communication.
2. Need to experiment with new types of cross-functional communication.
3. Value of taking better advantage of new communication technologies.
4. Importance of clarifying individual communication responsibilities.

Since the survey, Lou Wetherbee visited campus and held both open focus groups and targeted meetings with the Library Executive Committee (LEC) and the Library Administrators and Managers Group (LAM) to discuss the survey and to better understand internal communication issues. She also met with a newly formed body—the Communications Working Group. That group is charged with identifying structures and events that represent "best practices" for internal organizational communication, establishing communication policies and expectations for library committees and decision-makers, and setting a course of actions that the Libraries can take to support these expectations.

Younger noted that committee members are welcome to submit agenda items to David Smith or to her. There being no further business, the meeting adjourned at 8:55 a.m.

Respectfully submitted,

Melodie Eiteljorge
Secretary

University Committee on Women Faculty and Students

October 27, 2004

Members present: Susan Blum, Belinda Byrne, Liz Dube, Rev. Patrick Gaffney, C.S.C., Sr. Mary Louise Gude, C.S.C., Jean Ann Linney, Sarah MacMillen, Mary Ann McDowell, Salma Saddawi, Lizzi Shappell, Katherine Spiess

Members absent: Patricia Bellia, Susan Harris, Agnes Ostafin, Gretchen Reydams-Schils

Guests: Jill Bodensteiner, associate vice president and counsel, and interim director, Office of Institutional Equity; Ava Preacher, assistant dean, Arts and Letters; Heather Rakoczy, director, Gender Relations Center

Observers: Mary Hendriksen, reporter

Prof. Spiess, chair of the University Committee on Women Faculty and Students, called the meeting to order at 11:05 a.m.

1. Minutes of the meeting of September 20, 2004: The minutes of the meeting of September 20, 2004, were approved without amendment.

2. Meeting with the president and provost: Members decided at a previous meeting that, as suggested by members of the North Central Accreditation team, they would invite President Malloy, President-elect Jenkins, and Nathan Hatch, provost, to meet with the Committee some time this year. The consensus today was that those meetings would be most productive if questions were prepared and sent to the administrators in advance.

Four members agreed to meet to draft the questions: Susan Blum, Liz Dube, Katherine Spiess, and Heather Rakoczy.

3. Update on subcommittee work:

(a) *Co-residentiality options at Notre Dame:* Sr. M.L. Gude, C.S.C. updated members on conversations at Notre Dame concerning co-residentiality—that is, men and women undergraduates living in the same residence hall. She explained that co-residentiality has been one of a number of issues explored this year by a committee on the future of residence life at the University.

The committee surveyed and held focus groups for many constituents—including undergraduates, graduates, faculty, parents, student-athletes, recent alumni, and administrators—to measure satisfaction with current housing options at Notre Dame and to identify what factors motivate students to live on or off campus. Sr. Gude said that the committee is in the process of writing its final report, which she will ask to be distributed to UCWFS members. That will most likely be some time in January.

(b) *Maternity benefits for graduate students:* In consultation with Jill Bodensteiner, associate vice president and counsel, Ms. Byrne and Prof. McDowell have been working on a proposed University policy guaranteeing graduate students some measure of maternity leave. The leave would be health related and extend only to mothers. It would not be a “new parent” leave.

Ms. Byrne distributed copies of the survey sent to male and female graduate students at the University in April 2004 and her collation of the responses. The responses indicate that time taken off by graduate students to give birth and to care for a newborn has ranged from “none” to six/seven weeks to one year. She said that there was an overall positive response to the possibility of a University policy guaranteeing graduate students a specific amount of leave. The only negative response to the proposal was from some male graduate students, who wrote that they objected to a benefit that did not extend to them. Ms. Bryne noted that some respondents wondered if any written policy might be too restrictive; that is, it might be more advantageous to continue with the practice of individual graduate students working out arrangements with their advisors.

Ms. Bodensteiner commented that there are several factors to be aware of when attempting to draft a policy such as that under consideration. For example, the graduate student population is very diverse. Students are at Notre Dame in a wide variety of fields, with many different duties according to their field and the length of time they have spent in a program. It will be difficult to draft a “one size fits all” policy. The University must be mindful of gender equity, disability issues, confidentiality, interface with current leave-of-absence policy, and other issues. In addition, the Family

and Medical Leave Act and other employment policies do not apply to graduate students—regardless of their teaching duties or level of participation in research. Any policy on maternity benefits would need to state that fact clearly. Finally, there are visa issues to consider whenever leaves of absence are considered for foreign students.

Ms. Bodensteiner noted that Northwestern has recently adopted a maternity leave policy for graduate students. She will research its provisions and how it is being put into practice.

(c) *Salary equity study for library faculty:* Prof. Spiess reminded Committee members that there had been some discussion at a previous meeting of requesting a salary equity review for the University’s library faculty. Such a study would look for evidence of gender or race bias in salaries. Library faculty were not included in the recent faculty salary equity review, which considered only teaching-and-research faculty. [Special professional faculty were not included in that study either, for the reasons set forth in the minutes of the meeting of September 20, 2004.] With that study now complete, Prof. Spiess asked whether members were interested in pursuing the question of undertaking a similar study for the library faculty.

Ms. Dube offered her sense that there would be an interest in such a study and said that she will raise the question with the library faculty to confirm their level of interest.

Prof. Spiess said that, meanwhile, she will make inquiries as to the possibilities of conducting such a review.

(d) *Hiring/retention of women faculty members:* Prof. Linney reported that she is currently sifting through data in the Provost’s Office to determine if there are any trends that warrant further examination in connection with Notre Dame’s hiring and retention of women faculty members. In studies of this type, she explained, the usual point of comparison is the number of women in a certain department vis à vis the number of women available in that field at a certain point in time. Prof. Linney also mentioned that she has discussed with the deans of the colleges possible strategies for mentoring newly hired women faculty and women faculty midway on the path to tenure.

Ms. Bodensteiner commented that within the College of Arts and Letters, Institutional Equity is piloting a program to assist search committees in finding qualified women and minority candidates to encourage to apply for open positions at Notre Dame. Seven departments have requested assistance to date. She said that she would be happy to help department chairs in other colleges who wish to participate as well.

4. Student issues: Members discussed what issues might be important for the Committee to consider this year from the perspective of Notre Dame's women students.

Ms. Rakoczy suggested that it would be useful to collect feedback on the new system of campus security monitors. As of this year, security monitors patrol each quadrangle from 9 p.m. to 5 a.m. rather than staffing a front desk throughout the night in women's residence halls only.

Ms. Shappell said that sexual assault is an issue requiring attention. From her vantage point as chair of the student government gender relations committee, she believes that sexual assault is part of an array of women's needs that must be better addressed by University Health Services. The gender relations committee is addressing the topic of sexual assault, and she would like the Committee to take it up as well.

Committee members then discussed many aspects of the issue of sexual assault—primarily, how to most effectively discuss the subject with students. Ms. Rakoczy observed that what is needed is attention by both male and female students to the entire continuum that exists within male/female relationships: healthy relationships to sexual harassment to sexual assault. Fr. Gaffney agreed. He said that discussion of sexual assault should be taken beyond the level of legalities—for that rarely captures students' attention. Students will respond to the issue more readily when it is rooted in the wider context of healthy gender relations.

In a discussion of how the topic of sexual assault has been handled at orientation and during other first-year student activities, Ms. Rakoczy said that she has been encouraged by the large number of students attending programs at the new Gender Relations Center. Perhaps, she observed, the campus culture has changed and less coercion of students is necessary when the

University attempts to gather students to discuss the topic of sexual harassment/sexual assault.

Members discussed the pros and cons of presenting information on sexual assault at orientation. Some members said that no matter how "overprogrammed" students might be at that time, it is important to present information early in the year because, historically, that is when the worst cases of sexual assault have occurred. Addressing the issue of sexual assault at orientation might help to prevent or reduce the number of those incidents. The general consensus was that while an initial presentation of sexual assault is necessary at orientation, ideally, there should be follow-up sessions later in the year.

There was then some discussion by members of the advantages/disadvantages of mixed-gender groups and single-gender groups during presentations and discussions of sexual assault. Prof. Preacher and Ms. Rakoczy commented that they thought Orientation 2004's configuration of single-gender groups had contributed to those being the most effective sessions in recent history.

Finally, members discussed the importance of conveying to students early in the first year the interrelation of alcohol abuse and sexual assault.

Two other issues affecting students were raised as possible agenda items:

(1) Is there continuity among residence halls regarding the hours of the day that the halls are locked and accessible only through "key card access." In the past, only women's halls had the "lock down" (locked doors with the card-reader system). More recently, the University has been adding the system to other halls.

(2) Are violations of parietals are handled differently for men and women students?

5. New business: gender equity in health/prescription benefits: Members discussed various issues related to equity between men and women faculty/staff in health and prescription benefits offered by the University—for example, coverage of treatment for infertility. Ms. Bodensteiner said that she would present information on this topic at the next meeting.

There being no further business, Prof. Spiess adjourned the meeting at 12:25 p.m.

Faculty Board on Athletics

October 12, 2004

Members Present: Prof. Fernand Dutille (Chair); Prof. Harvey Bender; Prof. Eileen Botting; Mr. Bobby Brown; Dr. Matthew Cullinan; Prof. Stephen Fallon; Prof. Umesh Garg; Mr. Patrick Holmes; Prof. William Kelley; Prof. David Kirkner; Prof. Donald Pope-Davis; Prof. F. Clark Power; Prof. John Weber; Dr. Kevin White.

Member Absent: (Rev.) Mark Poorman, C.S.C.

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

Guests: Mr. Daniel Saracino, assistant provost for enrollment; Mr. Michael Karwoski, assistant director of athletics for compliance; and Ms. Gail Hinchion Mancini, editor-in-chief, *ND Works*.

1. Call to order and prayer: The Chair called the meeting to order at 5:05 p.m. Dr. Cullinan led the group in prayer.

2. Minutes of previous meeting: The Board unanimously approved the minutes of the meeting of September 2, 2004.

3. Announcements: The Chair introduced to the group Ms. Mancini, editor-in-chief of *ND Works*. Ms. Mancini asked to be present at this meeting of the Board in order better to inform herself with regard to an article she is currently writing on the workings of the Board.

The Chair announced that he had approved, on the Board's behalf, the following captaincies for the 2004–05 academic year: Lauren King, Kerry Meagher and Stephanie Madia (women's cross country); Alicja Kryczalo, Kerry Walton and Danielle Davis (women's fencing); and Meredith Thornburgh and Maureen Gibbons (rowing). All of these student-athletes met University guidelines regarding candidates for captain of varsity teams.

The Chair announced that he had also approved, on behalf of the Board, the following team schedules: women's lacrosse (fall 2004); men's lacrosse (fall 2004); and women's tennis (2004–05). The Chair noted for the record that the Board had approved, through an e-mail vote, the schedule for women's basketball (2004–05). [That

schedule contained two study-day games, an away contest on Thursday, December 9, and a home game on Saturday, December 11.] The Chair informed the Board that he had approved two amendments to team schedules: 1) for volleyball, two additional mornings, those of September 9 and September 16; and 2) for cheerleading, one additional Friday, that of October 15. Even with these amendments, both schedules remain within University guidelines.

At this point, the Board ratified these decisions.

For the record the Chair announced the membership of the Board's three subcommittees for the 2004-05 academic year. Prof. Bender chairs the subcommittee on academic integrity, whose other members are Mr. Holmes, Prof. Pope-Davis, and Prof. Weber. Prof. Fallon chairs the subcommittee on communication, whose other members are Prof. Kelley and Prof. Power. Finally, Prof. Garg chairs the subcommittee on student welfare, which includes Mr. Brown, Prof. Botting, and Prof. Kirkner.

4. Admission of student-athletes: At the Chair's invitation, Mr. Daniel J. Saracino, assistant provost for enrollment, addressed the Board with regard to the admission of student-athletes at Notre Dame. In introducing Mr. Saracino, the Chair noted that nothing looms larger in the protection of academic integrity with regard to a University's athletics program than the process for the admission of student-athletes. Mr. Saracino stated that the Undergraduate Admissions Office and the Department of Athletics have an excellent relationship based upon our mutual goal of enrolling the most talented young men and women—athletically and academically—at Notre Dame. The senior admissions staff works with the coaches in each of the sports. A form, with each recruited student-athlete's academic record (transcript and test scores) attached, is given to my staff and we then provide a prompt evaluation. We then inform the specific coach whether it is a reasonable expectation that the recruit would be a viable candidate for admission should that recruit formally apply. Our commitment to all the coaches is to try and respond to them within twenty-four hours. It is my opinion that we have at Notre Dame an outstanding group of coaches who represent the University well. There is mutual respect between

my staff and the coaches and we have never experienced inappropriate pressure from personnel in the Department of Athletics related to the admission of recruited student-athletes. My only current concern at this time is the gap between the academic profile of the entering football recruits and that of the overall incoming class; that gap is greater than ever. In terms of high-school college-prep courses, grades and test scores, the overall student profile has gotten significantly stronger in recent years while the profile of our recruited football players has remained virtually unchanged. This could become a problem should the trend continue. Addressing Mr. Saracino's concern that the University might be at the "breaking point" with regard to the admission of student-athletes, Prof. Kirkner asked: What do you consider the "breaking point"? After all, he added, the average Notre Dame grade-point average for student-athletes seems to be up. True, Mr. Saracino replied, but about one-third of our high-profile student-athletes are high-risk students. Prof. Pope-Davis asked for a definition of "high-risk." Mr. Saracino: "High-risk" to me means a substantial chance of not making it beyond the first year. Prof. Botting expressed the view that the SAT might not be the best predictor of success. Mr. Saracino agreed that many factors enter into the likelihood of a student's success at Notre Dame. Mr. Saracino emphasized that the people handling admissions look closely at the courses students have taken in high school. A student with six "solids" has an enormously better chance of success than the student who has taken only three "solids." Course load offers a much better predictor of success than does even the grade-point average; a prospective student who barely satisfies the NCAA minimum regarding course load will not make it at Notre Dame. Mr. Brown asked who determines the factors governing admissions; after all, what it takes to "make it" here involves many intangibles. Mr. Brown added that he himself had been a five-sport athlete and, indeed, one that might be referred to as a "premier" prospect. People at his high school, though, advised him not to take any advanced-placement courses. Admissions people need to appreciate these differences, must understand the intangibles, the unique dynamic involved in the performance of such student-athletes. You

can look at the scores all you want, but, he stressed, the intangibles got him here and made him succeed. Many things get implicated, including parents, high-school athletics administrators, and social and economic factors. Some of these student-athletes see making it athletically not as a dream, but as mandatory to get a house for their parents. Notre Dame does a great job; one cannot overestimate the positive influence of Notre Dame's environment. The Office of Academic Services for Student-Athletes, in particular, does a great job. Living with guys who are going to graduate, he said, makes you want to graduate. Mr. Saracino: I don't think we should change; I just think we must "stay nervous," be worried. We do try to counteract the erroneous advice that high-school student-athletes might get. We do tell student-athletes in high school what types of courses they need to take in order to secure admission to Notre Dame. Moreover, we emphasize to incoming students that half the battle is going to class and doing the homework. Nonetheless, in order to field a competitive team, we do admit a small group, say fifteen to seventeen student-athletes, whose "credential gap," relative to the rest of the student population, increasingly widens. Dr. White indicated his pride at the academic achievements of our student-athletes. Even our few casualties, he added, come back, thanks to a great system. With regard to graduation rates and otherwise, we remain the envy of the country. We must continue to work hard, but our systems are very good. Ms. Conboy asked whether faculty/staff children at Notre Dame actually present a lower profile as applicants than do student-athletes. Mr. Saracino replied that in at least one recent year that indeed was the case. Responding to a question from Prof. Botting, Mr. Holmes lauded the role played by the Office of First Year of Studies, and especially Mr. Kevin Rooney, in advising student-athletes during the first year. The Office of Academic Services for Student-Athletes, of course, provides advice during the students-athletes' entire stay at Notre Dame. Prof. Kelley expressed his surprise at the lack of any "benchmarking" in this area, a baseline by which we can measure success. Some student-athletes from the high-risk group will go on to the National Football League, but the majority will need to succeed in some other way. I

would worry less about the so-called gap, he continued, and more about getting these student-athletes through our program successfully. Education at Notre Dame can be life-changing in a very profound way. In response to a question from the Chair, Mr. Saracino stated that he in fact interviews each prospective football player prior to admission. The Chair observed that Notre Dame always finds itself at, or close to, the top of the graduation-rate list for student-athletes. Does this reflect that the screening interview done by admissions is a "big deal"? Yes, Mr. Saracino responded; I stake my reputation on everyone accepted. Some prospective student-athletes come to realize that Notre Dame is not the right place for them, that they are not a "good fit." Is it fair to say, the Chair inquired, that we make more admissions concessions for our high-profile teams? Yes, Mr. Saracino responded. But the likely makeup of different teams warrants mention. For example, the most common extracurricular activity among National Merit Scholars is cross-country. Playing the violin comes in second. The Chair: How do you insulate yourself from any inappropriate pressure? Happily, Mr. Saracino responded, our coaches are "on the same page" concerning admissions. In this regard, we have never seen a better group of coaches than we have today. I get more pressure from our alumni. The Chair: Do you have much contact with head coaches? Mr. Saracino: Not that much. We do exchange e-mail and some meetings do take place. In response to a question from Prof. Weber, Mr. Saracino stated that the statistics distributed to Board members during the meeting did reflect changes in the way the SAT now gets graded. In answer to Prof. Pope-Davis's reference to fears that SAT scores will drop under the test's new format, Mr. Saracino said that sample testing indicates scores will remain about where they are. The Chair thanked Mr. Saracino for his report.

5. Proposed NCAA Legislation: Mr. Michael Karwoski, assistant director of athletics for compliance, discussed with the Board eight proposals currently working their way through the NCAA's legislative process. Mr. Karwoski felt that these eight, selected from among many others, held particular relevance to the work of the Board.

The first of these proposals would specify that an individual enrolled and receiving institutional athletics aid during the summer prior to initial full-time enrollment is not a "prospective student-athlete." This would allow institutions to treat such student-athletes (currently limited to men's and women's basketball) like current students rather than like recruits. Mr. Karwoski pointed out to the group that the NCAA will consider expanding this early summer-school option to all "at risk" student-athletes, as defined by each institution. This expansion, Mr. Holmes added, will have no serious impact on the Office of Academic Services for Student-Athletes; "we are ready." There remain some hurdles, however, including housing, orientation, and class offerings.

The second proposal would increase the maximum number of permissible contests in basketball from twenty-eight to twenty-nine and in hockey from thirty-four to thirty-five. The proposal would also eliminate all non-traditional-segment competition in soccer, volleyball, and women's lacrosse. Finally, the legislation would eliminate all "exempt" contests in all sports. Mr. Karwoski said that both coaches and players oppose eliminating the non-championship segments of the sports involved; the non-competition period provides many useful opportunities to train student-athletes and to provide them with experience. Bobby Clark, head coach of men's soccer, for example, feels that the fall season offers competition and the spring season a chance to develop younger players. So far, Mr. Karwoski observed, it remains unclear whether this proposal will pass. Prof. Power argued that, from an academic point of view, limiting off-season competition helps significantly. Ms. Conboy: But coaches and student-athletes say they would rather work out. They miss virtually no classes during the non-traditional season. Moreover, being away from your sport for eight months is not ideal for any athlete. Prof. Botting stated that, as a former student-athlete herself, she realizes that college sports inevitably means training throughout the entire year.

The third proposal would allow student-athletes in all sports a one-time transfer option. Currently, student-athletes in football, men's and women's basketball, and ice hockey cannot transfer without "sitting

out" a full year prior to further competition. Mr. Karwoski deemed the proposal unwise. Dr. White agreed; student-athletes in these sports would be looking around for a better opportunity the first time they did not get the playing time they feel they deserve. This could have a huge impact on graduation rates. Prof. Garg: Wouldn't the proposal also present the possibility of recruitment continuing during a student-athlete's first two or three years in college? Yes, Mr. Karwoski replied; indeed, it would present a never-ending problem. Prof. Pope-Davis wondered whether the rule wouldn't provide at least one good result: Student-athletes who come to a school for a particular head coach, only to find that coach going to another institution, would themselves have latitude to move. The Chair: But shouldn't student-athletes choose a university largely based on factors other than the head coach? Mr. Karwoski noted that under the proposal, at least in theory, a school could find itself left with no players should the head coach decide to go elsewhere.

The fourth proposal would allow institutions to play twelve regular-season football contests every year. Currently institutions may compete in twelve regular-season games only in those years having fourteen Saturdays between the first permissible playing date and the last playing date in November (the years 2002, 2003, 2008, 2013, 2014 and 2019 fall into that category). Dr. White stressed the financial motivations at work in this proposal; many institutions need additional revenue to sustain what he calls the "athletic cathedrals" on their campuses. Only about ten to fifteen of the 117 division I-A institutions fare well financially; the others are fiscally "hemorrhaging." We should also remember that a Notre Dame home game wields an immense financial impact on this community.

The fifth proposal would allow student-athletes in Division I-A football to play five seasons of competition within five years of their initial full-time enrollment. Currently, with very few exceptions, student-athletes have five years in which to play a maximum of four years of competition. (The National Association of Basketball Coaches originally sponsored a parallel proposal, but has since withdrawn support for it.) Dr. White expressed his opposition to the

proposal; it just would not fit well at Notre Dame. At some schools, the typical student takes more than four years to graduate, but that is not the case here. We are more traditional. Moreover, the five-year window could soon turn into a six-year window; student-athletes could start looking like "hired help." Moreover, about a fifth fewer students would experience Notre Dame as student-athletes should the rule be extended to all sports. The Chair noted that in many cases regular students take longer to graduate due to financial pressures; obviously, full grant-in-aid student-athletes do not generally face that problem. The Chair predicted that the proposal, once approved for football, would soon extend to other sports. In response to Prof. Kirkner's question regarding the likelihood of approval, Dr. White expressed his worry that the proposal might pass.

The sixth proposal would permit an institution to pay the air transportation for one parent (or legal guardian) to accompany a prospect during an official visit to the campus. Mr. Karwoski noted that under current rules institutions may pay for lodging for parents in such a situation. Although a good idea, the proposal certainly creates an issue of cost. Dr. White stated that prospects often come to campus unaccompanied by a parent. Obviously, it is difficult to decide what college to attend without any parental input; that is a huge decision. Moreover, the probability of our getting the prospect rises when a parent comes along; we can sell the parents. Told in response to his question that about fifty-six student-athletes make official visits to Notre Dame each year in football alone, Prof. Garg calculated the additional expense to be approximately \$50,000 per year. Prof. Pope-Davis saw the issue as a socioeconomic one. The parents of many student-athletes cannot afford a trip to campus. We should endorse this proposal. The NCAA Task Force on Recruiting tabled this proposal once before, but it is now back. The Chair pointed out that the prospects for passage reflect tension between two different values: the advantages of having a parent accompany the student-athlete on the official visit versus the huge budgetary implications. At many schools the budget value will trump. Prof. Kelley agreed that the presence of a parent during the student-athlete's official

visit would be "hugely beneficial." Ms. Conboy cautioned that the proposal would apply even to sports without NCAA limits on the number of visits. Prof. Garg: In some sports, therefore, we may need to set such limits.

The seventh proposal would allow student-athletes to use credit hours earned prior to enrollment through advanced-placement tests or credit by examination to meet the minimum progress-toward-degree requirement. Mr. Karwoski reported that most academics oppose this proposal; they resist any rule which would affect "progress towards degree" requirements through completion of pre-enrollment credits at secondary institutions. Were this proposal to pass, some colleges might cater to student-athletes who might not otherwise "make the numbers" required by the progress-toward-degree standards. This could undermine the recently enacted academic reform.

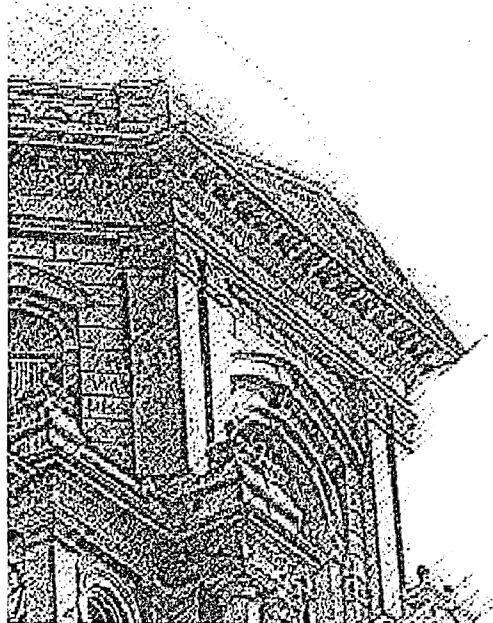
The eighth proposal would require all head coaches of men's basketball to develop annually, using community and institutional resources, an individual personal growth plan for each student-athlete under their charge. Furthermore, it would require that such coaches meet periodically with each student-athlete to ensure appropriate progress toward the objectives set out in that plan. Prof. Garg asked whether head coaches actually want this responsibility. Mr. Karwoski responded that head coaches actually seek more access to their student-athletes. Prof. Pope-Davis worried about what might happen to student-athletes who have a poor relationship with the coach. Prof. Fallon: Isn't this a Trojan Horse? Yes, Mr. Karwoski responded; that explains the over 130 guidelines accompanying this proposal. The Chair thanked Mr. Karwoski for his participation in this discussion.

6. Reorganization of the Department of Athletics: Ms. Conboy reported on recent changes in the administration of the Department of Athletics. Ms. Sandy Barbour, formerly deputy director of the department, has left Notre Dame to become director of athletics at the University of California-Berkeley. Mr. James Phillips, formerly senior associate athletics director, has left Notre Dame to become director of athletics at the University of Northern Illinois. These two departures have presented an opportunity to reorganize, especially

at the senior level. Ms. Conboy and Mr. Muir have both become deputy athletics directors. Ms. Conboy will supervise business and legal affairs; Mr. Muir will oversee administration and facilities. Two senior positions, associate athletics director (for compliance and student-athlete welfare and development) and associate athletics director (for corporate relations and marketing), remain open. The department hopes to fill these positions by the end of the month. Mr. William Scholl and Mr. John Heisler have both become senior associate athletics directors. Mr. Scholl will oversee external affairs, formerly handled by Mr. Phillips. Mr. James Fraleigh will serve as assistant athletics director for external affairs and as executive director of the Monogram Club, a position formerly held by Mr. Scholl. Prof. Weber asked how these changes would affect student welfare. Ms. Conboy: We will now have one person overseeing compliance and student-athlete welfare and development, rather than two. These two areas work well as a package because too often student-athletes see the compliance person as the "bad guy." The combination of responsibilities will provide a more positive image. Prof. Kelley: Is there any concern that student-athletes will react negatively to the "good guy-bad guy" scenario? Dr. White responded that the quality of the administrative staff leads him to believe that this will not be a significant issue. Dr. White emphasized that Ms. Conboy oversees human resources for the department and has been very instrumental in the reorganization process. Prof. Pope-Davis applauded Dr. White for making the hiring of women and people of color a "hallmark" of his tenure. Ms. Conboy added that the compliance-student welfare position has yielded an incredibly diverse pool of applicants; she anticipates an equally diverse pool for the other vacant position. Dr. White: We have been aggressive in this regard and will continue to be, but it is, as everyone knows, a constant challenge. In any event, by using entry-level vacancies to provide opportunities to a diverse group of people, we in effect work hard to create our own tomorrow. The Chair thanked Ms. Conboy for her report.

The Chair adjourned the meeting at 7:00 p.m.

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Notre Dame Media Group
502 Grace Hall
Notre Dame IN 46556-5612
e-mail: ndreport@nd.edu

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