

Notre Dame Report



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Faculty Notes

Honors

Asma Afsaruddin, associate professor of classics, was awarded a Carnegie Scholars Fellowship from the Carnegie Corporation of New York for the 2005–06 academic year.

J. Douglas Archer, librarian, has been invited to be a columnist on information resources for *The Peace Chronicle: The Newsletter of the Peace and Justice Studies Association*.

Theresa Delgadillo, assistant professor of English, was awarded a Woodrow Wilson National Fellowship Foundation fellowship.

Patrick E. Murphy, professor of marketing, Smith Co-Director, Institute for Ethical Business Worldwide, and Nanovic Institute fellow, received the Best Paper Award for 2004 from the *Journal of Advertising* for his article with M. Drumwright, "How Advertising Practitioners View Ethics: Moral Muteness, Moral Myopia and Moral Imagination."

Ke-Hai Yuan, associate professor of psychology, was awarded a James McKeen Cattell Fund fellowship for research.

Activities

Mark S. Alber, professor of mathematics and concurrent professor of physics, gave an invited talk titled "On Multiscale Approaches to Three-Dimensional Modeling of Morphogenesis" in the "Interdisciplinary Seminar in Nonlinear Science," Northwestern Univ., Evanston, on March 11.

David M. Bartels, professional specialist in the Radiation Laboratory, presented "Reactions of H Atom and Hydrated Electron in Supercritical Water" at the "229th American Chemical Society Meeting," San Diego, March 13–17.

Gary Belovsky, professor of biological sciences and the Gillen Director of UNDERC, met with a water quality group and UDWR

in Salt Lake City, March 14–16, and presented "Brine Shrimp Populations, Phytoplankton, and Modelling for Management (1994–Present)."

Leonard F. Chrobot, adjunct professor of sociology, presented the keynote address "American Ethnicity, Immigration and Justice: Past, Present, and Future" for "Multi-Cultural Week" at Saint Ambrose Univ., Davenport, Iowa, March 3, where he spoke to three classes on "Sociological Perspectives of 'Always our Children, A Pastoral Message to Parents of Homosexual Children' of the American Catholic Bishops (1987)" and presented "Catholic Social Theory for the Layperson: What Catholics Believe about Society."

Xavier Creary, the Huisking Professor of Chemistry and Biochemistry, presented the invited seminar "Radicals and Carbocations: Old Intermediates—New Chemistry" at the Univ. of Cincinnati, March 8; and "Tonic Liquids and DMSO: Novel Solvents for Formation of Carbocations" at the ACS local Cincinnati section meeting.

Lawrence S. Cunningham, the O'Brien Professor of Theology, presented a short course on the "Theology of Prayer" on March 5 and a lecture on "Thomas Merton: Action and Contemplation" on March 6 at Redemptorist Retreat House, Cortaro, Ariz.; a spiritual conference to novices at the Abbey of Gethsemani (Kentucky), March 10 and 12; and the keynote address "Causa non Poena: Reflections on Contemporary Martyrdom" for the "Oscar Romero Conference" at the Univ. of Notre Dame, March 15.

Mary R. D'Angelo, associate professor of theology, presented "Roman Imperial Family Values and Ancient Jewish and Christian Sexual Politics: Augustus' 'Family Values' Campaign and Moral Apologetic in 4 Macabees (and the Pastorals)" in the Boston Theological Institute New Testament Colloquium, Cambridge, on March 14.

William G. Dwyer, the Hank Professor of Mathematics, was an invited participant in

the workshop on "Emergent Applications of the Goodwillie Calculus," held at the Clay Mathematics Institute, Cambridge, Mass., March 11–13, where he presented "Natural Transformations, and Classification of Functors of Finite Degree."

Richard M. Economakis, associate professor of architecture, was an invited guest critic at a review of fourth-year student projects for a new urban masterplan for the town of Plymouth, Ind., held at Andrews Univ., Berrien Springs, Mich., on March 24.

Leonid Faybusovich, professor of mathematics, was the invited speaker at the "Positive Polynomials Conference," Luminy, France, March 14–18, where he presented "Calculation of Universal Barrier Functions and Cones of Squares."

Stephen Fredman, professor and chair of the English Dept., gave the invited lecture "Surrealism Meets Kabbalah: California Poetry and Art in the Fifties and Sixties" at St. John's College, Oxford Univ., March 9, and at Univ. of Southampton, March 16.

Kevin Hart, professor of English and Nanovic Institute fellow, was the Lansdowne Visiting Professor at the Univ. of Victoria, British Columbia, March 8–10.

Jessica Hellmann, assistant professor of biological sciences, presented "The Implications of Local Adaptation for Butterfly Populations under Climatic Change: A Study of Species with Contrasting Traits" at a symposium at the Entomological Society of America meeting, Purdue Univ., on March 23.

Laura Holt, assistant professional specialist and associate director, Undergraduate Studies in London, and concurrent assistant professional specialist in theology, organized and chaired the joint discussion "Keeping in Touch with the Home Campus" at the American Association of Study Abroad Programs in the United Kingdom meeting, Feb. 10, in London; and presented the invited lecture "The Challenge of Manichaeism" at the Cheneygates Theological Seminar, Westminster Abbey, London, March 9.

Prashant V. Kamat, professional specialist in the Radiation Laboratory and concurrent professor of chemical and biomolecular engineering, presented "ZnO Nanostructures as Smart Materials for

Simultaneous Detection and Degradation of Carboxylic Acids" written with V. Subramanian; and "Photoinduced Electron Storage and Transfer Properties of Metal-Semiconductor Composites" written with T. Hirakawa; and the seminar "Energy Challenge and Nanotechnology" to the Chemistry Dept. at Western Michigan Univ., Kalamazoo, March 21. He also was coauthor of presentations titled "Mechanistic Evaluation of Arsenite Oxidation during TiO_2 Photocatalysis," "Carbon Nanotubes for Fuel Cell Applications," and "Sonoelectrically Prepared Platinum Nanoparticles for Fuel Cell Applications," all of which were presented at "229th American Chemical Society National Meeting," San Diego, March 13–17.

David C. Leege, professor emeritus of political science, presented "Catholicism in American Politics: An Irrelevant Factor?" to the "Conference on German and American Catholicism: The Catholic Church, Nation, and Modernization since 1950" at the Katholische Akademie Berlin, May 27–30; a colloquium on "Religion in American Elections" at the Europa-Univ. Viadrina, Frankfurt (Oder), Germany on June 1; a lecture on "The Uses of Religion in the 2004 American Presidential Election" at the American Consulate in Leipzig, Germany, on June 3; "Religious Strategies in the 2004 Elections" to the Lutherhostel at Luther College, Decorah, Iowa, July 15; a lecture series on "Elections and Christian Citizenship" at St. Mark's Presbyterian Church, Tucson, in September and October; a lecture series on "Appealing to the Religious Citizen in the 2004 Elections" to the Adult Forum, Valley Presbyterian Church, Green Valley, Ariz., in October and November; "Meaning, Cultural Symbols, and Campaign Strategies" to the "Workshop on the Dynamics of Affective Intelligence," at the Univ. of Michigan, Oct. 22–23; "Interpreting the 2004 Elections in the Course of American Political History" to the Arizona Women's Political Caucus, Tucson, Nov. 16; "Who Wants to be a Loser? Reclaiming the Cultural and Political Agenda during the Bush Revolution" to the Democratic Club of the Santa Rita Area, Ariz., Jan. 8; "Roman Catholics in American Presidential Politics: A Contesting and Contested Group" to the "Conference on Religion and the American Presidency" at Claremont McKenna College, April 5–7; and, during the course of

the 2004 campaigns, gave interviews to approximately 60 political writers and religion writers in the U.S., France, Germany, the United Kingdom, and Canada.

Sherry C.M. Lindquist, visiting assistant professor in the Dept. of Art, Art History, and Design, chaired the panel "Art and Vision in Late Medieval and Early Modern Europe" at the "College Art Association Conference" in Atlanta, Feb. 18.

Neil F. Lobo, research assistant professor of biological sciences, presented "Indiana Center for Insect Genomics: A Center of Excellence" at a symposium at the Entomological Society of America meeting at Purdue Univ., March 21–23.

Michael Lykoudis, dean of the School of Architecture, presented "Contemporary Traditional Architecture and Urbanism in China" at the "Making Cities Livable" conference in Carmel, Calif., Feb. 18.

Peter R. Moody, professor of political science, presented "Chinese National Interest, Chinese National Identity, and the Taiwan Issue" at the "46th Annual International Studies Association Convention," Honolulu, on March 3; and again at the "Identity and Change in East Asian Conflicts: China-Taiwan and the Koreas Conference" at the Univ. of Wisconsin-Milwaukee, March 12.

Karen Morris, assistant professional specialist in chemistry and biochemistry, presented "Learning by Guided Inquiry using Research-Based Curricular Materials," "The NISMEC Center," and "Teacher Science Institute" at the annual meeting of the Hoosier Association of Science Teachers Inc., Indianapolis, Feb. 1–4.

Patrick E. Murphy, professor of marketing, the Smith Co-Director of the Institute for Ethical Business Worldwide, and Nanovic Institute fellow, presented "Ethical Marketing in the 21st Century" at the Association for Practical and Professional Ethics annual meeting, San Antonio, Feb. 25.

Tonia Hap Murphy, assistant professional specialist in the Dept. of Accountancy, served on a roundtable discussion of pedagogical methods, available textbooks, and materials in the symposium "Building a Better Business Law Community" sponsored by McGraw-Hill/Irwin, in Las Vegas, March 10–13.

Rev. Jerome H. Neyrey, S.J., professor of theology, presented "Role and Status in the Fourth Gospel: Rigor in Reading" to The Context Group at its annual meeting in Philadelphia.

Rev. Ronald Nuzzi, director, ACE Leadership Program, presented a retreat to Catholic high school teachers in the Diocese of Worcester, Mass., titled "Seasons of a Teacher's Life: Towards a Spirituality of Education," March 18.

John O'Callaghan, associate professor of philosophy, presented "Aquinas on Augustine's Mind" at the "Aquinas as Augustinian Conference," Ave Maria Univ., Feb. 3; "Aquinas' Loss of Mind" at Blackfriars Hall, Oxford Univ., March 3, and again at Thomas Aquinas College, March 18; and participated in the panel discussion "Pro-Life Progressivism in Law and Policy" at the *Univ. of St. Thomas Law Journal* symposium on "Can the Seamless Garment Be Sewn? The Future of Pro-Life Progressivism," March 11.

Jean Porter, the O'Brien Professor of Moral Theology, taught the course "Virtue, Sin and the Moral Life in St. Thomas Aquinas" at the Aquinas Institute at the Angelicum Univ., Rome, March 7–11.

Gabriel S Reynolds, assistant professor of theology, presented "Why is Abraham's Wife Laughing in Qur'an 11:71?" at the American Oriental Society meeting, March 18.

Robert Schmuhl, professor of American Studies and director of the Gallivan Program in Journalism, Ethics, and Democracy, presented the invited talk "The 'Splendid Misery' of the American Presidency" at a meeting of the Friends of American Writers in Chicago, Jan. 12; discussed "George W. Bush's Second Term" on the RTE program *Morning Ireland* on Jan. 20; and participated in a discussion of contemporary political affairs for the program *Politically Speaking* on WNIT-TV, March 20.

David Severson, professor of biological sciences, presented "*Aedes aegypti* Genomics" at a symposium at the Entomological Society of America meeting at Purdue Univ., March 21–23.

Thomas Gordon Smith, professor of architecture, was interviewed on the PBS television program *This Old House*.

Julia Adeney Thomas, associate professor of history, presented "Bringing Nature into History: The Radical Challenge of Environmental History" to the "Science, Technology, and Society" group at MIT on March 7.

Kevin Vaughan, associate professor of biological sciences, presented the seminar "Proteomic Dissection of Motor Protein Regulation" in Rutgers, N.Y., March 7–9.

Todd Whitmore, associate professor of theology and Kroc Institute fellow, presented "Charitable Violence: Is There a Christian Just War?" and "Christian Economic Disobedience: Resisting Consumer Society" at Associated Mennonite Biblical Seminary in March.

Publications

Mark S. Alber, professor of mathematics and concurrent professor of physics, published "Stability of n-Dimensional Patterns in a Generalized Turing System: Implications for Biological Pattern Formation" written with T. Glimm, H.G.E. Hentschel, B. Kazmierczak, and S.A. Newman, *Nonlinearity* 18 (2005): 125–138.

Francisco Aragón, Institute for Latino Studies fellow and adjunct assistant professor of English, published "Love Poem," "Nicaragua in a Voice," and "Of Wind and Rain" in *Jacket*, No. 26, J. Tranter, ed.

James M. Bishop, research professor emeritus of physics, published "Exotic Meson Decay to $\omega\pi^0\pi$ " with **Neal M. Cason**, professor of physics; **E.I. Ivanov**; **John M. LoSecco**, professor of physics; **J.J. Manak**; **William D. Shephard**, professor of physics; **D.L. Stienike**; and **S.A. Taegar**, *Physical Review Letters* 94 (2005): 032002–032005.

Neal M. Cason, professor of physics, published "Search for Doubly-Charged Higgs Boson Pair Production in the Decay to $\mu^+\mu^-\mu^+\mu^-$ in $p\bar{p}$ Collisions at $\sqrt{s}=1.96\text{TeV}$ " with **L. Coney**; **E.E. Galyaev**; **Anna Gousiou**, assistant professor of physics; **Michael Douglas Hildreth**, assistant professor of physics; **R. Hooper**; **Avtandyl Kharchilava**, research assistant professor of physics; **Monika Lynker**, guest assistant professor of physics; **Randal C. Ruchti**, professor of physics; **William D. Shephard**, professor of physics; **J. Torborg**; **Jadwiga Warchol**,

research professor of physics; **Mitchell R. Wayne**, associate dean of science and professor of physics; **N. Xuan**; and **H. Zheng**, *Physical Review Letters* 93 (2005): 141801–141808. He also published "Observation and Properties of the $X(3872)$ Decaying to $J/\psi\pi^+\pi^-$ in $p\bar{p}$ Collisions at $\sqrt{s}=1.96\text{TeV}$ " with the same coauthors, *ibid.*: 162002–162006.

Patricia L. Clark, the Clare Boothe Luce Assistant Professor of Chemistry and Biochemistry, published "Conformations of Co-Translational Folding Intermediates" with **M.S. Evans** and **T.F. Clarke IV**, *Proteins and Peptide Letters* 12 (2005): 189–195.

Paul M. Cobb, assistant professor of history and fellow of the Medieval Institute, published (with **W. van Bekkum**) the edited volume *Strategies of Medieval Communal Identity: Judaism, Christianity and Islam* (Leuven: Peeters, 2005); and "Usama ibn Munqidh's Book of the Staff: Autobiographical and Historical Excerpts," *Al-Masaq: Islam and the Medieval Mediterranean* 17 (2005): 109–123.

Lawrence S. Cunningham, the O'Brien Professor of Theology, published "Spirituality and Lay Leaders in Academe," in *Lay Leaders in Catholic Higher Education*, ed. **A.J. Cernera** (Fairfield, Conn.: Sacred Heart Univ. Press, 2005): 79–90.

Julia Douthwaite, assistant provost for international studies and professor of French, published "*Rousseau et ses lecteurs: le cas de l'Emile*" in *L'Engagement littéraire*, ed. **E. Bouju** (Rennes: Presses Univ. de Rennes, 2005): 321–335.

Stephen Fredman, professor and chair of the English Dept., published a review of **R. Duncan**, *Letters: Poems 1853–1956* in *Notre Dame Review* 19 (2005): 97–103.

Prashant V. Kamat, professional specialist in the Radiation Laboratory and concurrent professor of chemical and biomolecular engineering, published "Charge Separation and Catalytic Activity of Ag@TiO_2 Core-Shell Composite Clusters Under UV-Irradiation" with **T. Hirakawa**, *J. Am. Chem. Soc.* 127, No. 11 (2005): 3928–3934.

Kevin Hart, the Notre Dame Professor of English, concurrent professor of philosophy, and Nanovic Institute fellow, published "Mystic Maybes," *Revista Portuguesa*

de Filosofia 60, No. 4 (2004): 1011–1024; and four poems: "My Death," "The Stone's Prayer," "Mountains," and "Prayer" in *The London Magazine* (Feb.–March): 57–61.

Laura Holt, assistant professional specialist and associate director, Undergraduate Studies in London, and concurrent assistant professional specialist in theology, published "Augustine in Review," *Heythrop Journal* 46 (April): 199–207.

Alan Johnson, professor of biological sciences, published "Regulation of Follicle-Stimulating Hormone-Receptor Messenger RNA in Hen Granulosa Cells Relative to Follicle Selection" with **D.C. Woods**, *Biology of Reproduction* 72 (2005): 643–650.

Maxwell Johnson, professor of theology, published a review of **J.D.C. Fisher**, *Christian Initiation: Baptism in the Medieval West: A Study in the Disintegration of the Primitive Rite of Initiation* (Chicago/Lund: Hillenbrand Books, 2004), *Theological Studies* 66, No. 1 (2005): 238.

David C. Leege, emeritus professor of political science, together with **P.D. Mueller**, published "How Catholic is the Catholic Vote?" in *American Catholics and Civic Engagement: A Distinctive Voice* 1, ed. **M. O'Brien Steinfelds** (Lanham, Md.: Rowman & Littlefield Publishers, 2004): 213–250.

Sherry C.M. Lindquist, visiting assistant professor in the Dept. of Art, Art History, and Design, published "The 'Will of a Princely Patron' and Artists at the Burgundian Court," *The Artist at Court*, ed. **S.J. Campbell** (Univ. of Chicago Press for the Isabella Stewart Gardner Museum, 2004): 46–56.

Timothy Matovina, associate professor of theology and director, Cushwa Center for the Study of American Catholicism, published a review of *Reconstructing the Sacred Tower: Challenge and Promise of Latino/a Theological Education*, by **K. Davis** and **E.I. Hernández**, *Theological Studies* 66 (March): 233.

Dean A. Porter, director emeritus of the Snite Museum of Art, published "The Burlington Northern & Santa Fe Railway Collection," *American Art Review* XVII, No. 1 (Jan.–Feb.): 80–87; and "Picturing Taos Indians: Artists and Their Models," *Enchanted Visions: The Taos Society of Artists & Ancient Cultures* (Spokane, Washington, Northwest

Museum of Art and Culture/Eastern Washington State Historical Society), (March/Sept.): 4–27.

Gretchen Reydam-Schils, associate professor in the Program of Liberal Studies, published *The Roman Stoics: Self, Responsibility, and Affection* (Chicago: Univ. of Chicago Press, 2005).

Gabriel S. Reynolds, assistant professor of theology, published two articles in the *Encyclopedia of Medieval Islamic Civilization* (Routledge): “Bible” and “Seven Sleepers of Ephesus.”

W. Robert Scheidt, the Warren Professor of Chemistry and Biochemistry, published “Nuclear Resonance Vibrational Spectroscopy—NRVS” with S.M. Durbin and J.T. Sage, *Journal of Inorganic Biochemistry* 90 (2005): 60–71.

John A. Weber, associate professor of marketing, published “Wave Runners Galore: A Case on Selling Integrity” with P.E. Murphy and G.R. Lacznia, *Marketing Ethics: Cases and Readings* (Pearson/Prentice Hall): 107–108.

Henry Weinfield, professor and chair of Liberal Studies and fellow in the Nanovic Institute, published “Skepticism and Poetry in Milton’s *Infernal Conclave*,” *Studies in English Literature: 1500–1900* (SEL) 45, No. 1 (winter 2005): 191–212.

Olaf Wiest, associate professor of chemistry and biochemistry, published “Mechanistic Pathways of the Hydroxyl Radical Reactions of Quinoline 1. Identification, Distribution, and Yields of Hydroxylated Product” and “Mechanistic Pathways of the Hydroxyl Radical Reactions of Quinoline 2. Computational Analysis of Hydroxyl Radical Attack at C Atoms,” both with A.R. Nicolaescu and **Prashant V. Kamat**, professional specialist in the Radiation Laboratory and concurrent professor of chemical and biomolecular engineering, *Journal of Physical Chemistry A* 109 (2005): 2822–2828 and 2829–2835, respectively.

Martha Zurita, assistant professional specialist in the Institute for Latino Studies, published “Stopping Out and Persisting: Experiences of Latino Undergraduates,” *Journal of College Student Retention* 6, No. 3 (2004–2005): 301–324.

Administrators' Notes

Appointments

Jannifer Crittendon, most recently assistant athletics director for student development, was named director of the Office of Institutional Equity.

Thomas J. Harvey was appointed director of the Master of Science in Administration Program in the Mendoza College of Business.

Frances Shavers has been named executive assistant to incoming President Rev. John I. Jenkins, C.S.C.

Honors

David R. Prentkowski, director of food services, was awarded the International Foodservice Manufacturers Association’s Silver Plate Award in the college and university division.

Activities

Scott Siler, director of information technologies for the Alumni Association, presented “Launching Events without Losing Your Mind (or 0 to 2.0 in 3 months)” at a meeting of the Sungard BSR User Group in Savannah, Ga., on March 16.

Publications

Alan S. Bigger, director of Building Services, published “In-House/Adding Real Value: In-House Cleaners Know the Job Better—and Take Ownership” with L.B. Bigger, *CM Cleaning and Maintenance Management* 42, No. 3 (March): 30–31; and “Providing Cutting-Edge Cleaning—Without a Contract,” www.cmmonline.com/HowTo.asp?H_ID=1290 (March 22).

Documentation

University Committee on Women Faculty and Students

December 16, 2004

Members present: Katherine Spiess (chair), Susan Blum (chair elect), Belinda Byrne, Victor Deupi, Liz Dube, Sarah MacMillen, Mary Ann McDowell, Gretchen Reydamsschils, and Salma Saddawi

Members absent: Patricia Bellia, Rev. Patrick Gaffney, C.S.C., Mayra Gomez, Sr. Mary Louise Gude, C.S.C., Susan Harris, Jean Ann Linney, Agnes Ostafin, and Lizzi Shappell

Guests: Jill Bodensteiner (Interim Director, Office of Institutional Equity) and Eugene Walls

Prof. Spiess, chair of the University Committee on Women Faculty and Students, called the meeting to order at 11:30 a.m.

1. Minutes of the meeting of November 19, 2004: The minutes of the meeting of October 27, 2004 were approved without amendment.

2. Announcements: Prof. Spiess reported that a letter had been sent to Fr. Jenkins inviting him to join us at any of our spring semester meetings.

3. Childbirth Leave Policy for Graduate Students: Ms. Bodensteiner, Ms. Byrne, and Prof. McDowell shared a draft of the proposed policy regarding childbirth leave for graduate students and the establishment of the Graduate Student Childbirth Leave Fund (GSCLF). The proposal would allow female graduate students to apply for a childbirth leave of no longer than six weeks, during which time the student would receive a stipend equal to her normal stipend from the GSCLF. In addition, students on leave would retain their tuition waiver benefit, access to on-campus medical facilities, and all other resources available to students and fellows. The proposal calls for students

to be relieved of Teaching Assistant and Research Assistant duties during the leave, with arrangements to cover teaching duties to be made through the individual departments. The proposal further stipulates that the GSCLF would be administered by the Graduate School and that the money in the fund would be budgeted by the Office of the Provost, by the Graduate School, and by the individual colleges in proportion to the size of their graduate student population.

Ms. Bodensteiner reported that she is doing additional research into the legal issues of offering the leave only to women as a medical leave rather than offering it to all graduate students as a temporary disability or parental leave policy. Members discussed the tradeoffs involved in offering the leave only to female students, whether the proposal should include an estimate of the initial level of funding required, and whether it would be better to make this draft part of a larger policy document covering a range of gender issues. The consensus was that it was preferable to keep the proposal focused on childbirth leave policy to increase the chance of acceptance. Discussion ensued about how the proposed policy could be implemented in the various departments and colleges. The next step of the process is to consult with the Graduate School, College deans and key department heads to assess the level of support for the policy and to solicit suggestions.

4. Gender Equity in Health Benefits at Notre Dame: Prof. McDowell reported that she has heard from a number of colleagues regarding the health benefits information contained in the report that Ms. Denise Murphy (Director, Benefits and Technology, Office of Human Resources) gave at our November meeting. While that report was incredibly informative about the policy and benefits currently in place, the question remains whether our committee is satisfied that there is gender equity in Notre Dame's health benefits. While we are aware that the current policy was written to be consistent

with Catholic doctrine, a question that naturally arises is what other Catholic institutions offer in the way of health benefits. Prof. McDowell volunteered to do some preliminary research of this question and report back to the committee.

5. Retention of Female Graduate Students:

Ms. MacMillen reported that at a recent Graduate Council meeting, Peter Diffley, Associate Dean of the Graduate School, presented results of a study of attrition rates among graduate students. The study examined the outcomes for 1,889 students who entered Notre Dame between 1985 and 1995 with the intent of earning a Ph.D. The overall attrition rate among these students was 39 percent, with the rate varying significantly across departments from a low of 25 percent attrition in Mathematics to a high of 55 percent attrition in Electrical Engineering. The study included a comparison of attrition rates for male and female graduate students. Thirty-two percent of the entering students were female, and the overall attrition rate for female graduate students was 45 percent, compared with an overall attrition rate of 37 percent for male graduate students. While the disparity between male and female attrition rates also varied across departments, it was higher for women than for men in nine of the fourteen departments examined (attrition rates for women were lower than the comparable rates for men in Psychology and Political Science, and essentially equal to the rates for men in Chemical Engineering, Mathematics, and English). The greatest disparities in male and female attrition rates were in Chemistry (female rate of 55 percent compared to the male rate of 30 percent), Civil Engineering (female rate of 50 and male rate of 27 percent), Sociology (female rate of 52 percent and male rate of 30 percent), Mechanical Engineering (female rate of 67 percent and male rate of 47 percent), and Biology (female rate of 45 percent and male rate of 25 percent).

Committee members discussed issues that may contribute to differential attrition rates for women and men. The question of whether the Provost's office did systematic exit interviews of leaving graduate students was raised. If so, information from those interviews might help to identify the most

critical underlying causes and whether female students are having a different graduate school experience than their male counterparts. We concluded that the issue of retention of female graduate students is one that we should pursue in future meetings. In addition to checking with the Provost's office about the existence of any qualitative data on reasons for attrition, one suggestion was creating a more up-to-date study to examine the trend in attrition rates.

6. University Climate for Women Faculty: Prof. Blum reported an incident in which she and her husband (who is also a faculty member), had received an official written communication from the University which addressed her husband as "Dr." and addressed Prof. Blum as "Mrs. Susan Blum." While this is perhaps not an egregious example of "chilly climate" for female faculty, it does show that official University communications convey the implicit assumption that the most important distinction for men is their professional status and for women, it's their marital status. It also seems related to the issue some committee members have observed of differences in the way students address male and female faculty members. The question was raised about how we might best increase awareness of both the administration and students regarding appropriate forms of address. Prof. Reydam-Schils asked whether there is any gender awareness/sensitivity training going on in the First Year of Studies, and suggested that this might be something that we could coordinate with the Gender Relations Center.

7. Hiring/Promotion/Retention of Women Faculty: Prof. Reydam-Schils raised the concern that the general retention figures for female versus male faculty provided in Prof. Linney's report at our November meeting seem at odds with the anecdotal sense among a number of women on campus that retention of women faculty is a serious problem. She specifically reported that a number of female faculty members in the College of Arts and Letters had left Notre Dame (after being promoted to associate professor) in response to offers from other institutions. She questioned whether this is evidence of a fundamental problem with the negotiation process in that women with external offers may not be treated seriously in negotiations to retain them at

Notre Dame. Even if women are not treated differently than men in these negotiations, Prof. Reydam-Schils argued that we need to raise awareness with administrators that accomplished women and minorities are likely to be highly sought after, and will leave Notre Dame if we aren't actively working to provide an appropriate environment for their retention.

Committee members discussed ways that we might dig more deeply into this issue, including requesting additional information based on Prof. Linney's report and developing more general strategies to improve the climate for women on campus.

8. Other Announcements: Mr. Walls reported that the Law School Career Center has a policy of not posting listings for job openings that have anything to do with abortion or gay/lesbian rights. This has apparently been a "hidden" policy in that students seeking jobs were not informed that job openings were being screened prior to posting. The committee noted this information item but did not recommend any specific action at this time.

9. New Business: There was no new business.

Prof. Spiess adjourned the meeting at 1:05 p.m.

University Committee on Women Faculty and Students

January 24, 2005

Members present: Katherine Spiess (chair), Susan Blum (chair elect), Belinda Byrne, Sr. Mary Louise Gude, C.S.C., Susan Harris, Jean Ann Linney, Agnes Ostafin, and Lizzi Shappell

Members absent: Patricia Bellia, Victor Deupi, Liz Dube, Rev. Patrick Gaffney, C.S.C., Mayra Gomez, Sarah MacMillen, Mary Ann McDowell, Gretchen Reydam-Schils, and Salma Saddawi

Guests present: Jill Bodensteiner (Associate Vice President and Counsel, and Interim Director, Office of Institutional Equity) and Heather Rakoczy (Director, Gender Relations Center)

Observers present: Mary Hendriksen, reporter

Prof. Spiess, chair, called the meeting to order at 9:05 a.m.

1. Committee reports:

(a) **Leave related to childbirth:** Ms. Byrne reported that administrators in the Graduate School met and discussed the issue of childbirth leave for graduate students. They have since informed her that as the policy is developed, the Graduate School's position would be:

(1) The Graduate School will not agree to a policy that would require it to continue funding graduate students during a childbirth leave;

(2) The Graduate School likewise cannot mandate that stipends from research grants be continued during a childbirth leave.

Graduate School administrators did offer two suggestions for amendments to the proposed graduate student leave policy:

(1) The Graduate School will accept requests for childbirth leaves for any number of weeks. Leaves for this purpose need not be for a semester or a year.

(2) The childbirth leave policy will apply to women giving birth and to men who wish to take leave for the purpose of helping to care for a newborn child.

Finally, in regard to discussion of a Childbirth Accommodation Fund, administrators said that the Graduate School would certainly be willing to administer such a fund if the money can be assembled from various sources. Given the many demands on its own resources, however, the Graduate School cannot agree to contribute to the fund, at least in the near future.

(b) **Sexual harassment video:** The Committee is producing a film for faculty on what constitutes sexual harassment, how it should be avoided, and how incidents involving it are reported. Ms. Bodensteiner informed members that the script is written and the first production meeting scheduled for this week. Plans are to complete the film in the Spring term so that it can be shown next fall at orientation for new faculty and at departmental meetings early in the academic year.

Members commented that administrative support of the film is important, for that support—at all levels—will emphasize the

University's commitment to equal treatment of women.

2. Issues to discuss with Fr. Jenkins, president-elect, at the Committee's March meeting: Fr. John Jenkins, C.S.C., president-elect of the University, will attend the Committee's March meeting. At today's meeting, members held a wide-ranging conversation in which they identified certain problems and issues at the University they would like to discuss with Fr. Jenkins and made proposals for initiatives designed to address them.

Several members had concerns about the hiring, promotion, and retention of women faculty. Prof. Ostafin pointed out that many initiatives that help all junior faculty—male and female—would particularly benefit women, who, research shows, often do not ask for the professional help and mentoring critical to professional advancement. One example she provided was holding workshops on writing a successful grant proposal. She noted that speakers could be hired to address that topic as well as many others of interest to junior faculty. Another member suggested that the University hold workshops on the tenure process—even a mock tenure review. Ms. Bodensteiner noted that holding mock search committee discussions could be helpful as well.

After noting that she is in the process of updating and expanding the Provost's Office Web site on the tenure process to better guide both faculty and departments through the process, Prof. Linney pointed out that issues members have raised today center around two themes: (1) educating/training junior faculty; and (2) changing long-standing patterns at the University (e.g., those related to search committees, tenure review). She supported an idea raised by Prof. Blum earlier in the meeting of a series—to be sponsored by the president's office or, perhaps, the provost's office—to enhance faculty development, particularly that of junior faculty. Individual sessions could be held to deal with issues members have raised: grant proposals, faculty searches, faculty hiring, and tenure review. Prof. Linney also noted that in her previous position at the University of South Carolina, she headed up initiatives for junior faculty mentoring. She is currently exploring how to best implement certain mentoring programs at Notre Dame.

Prof. Ostafin volunteered to work up a proposal for a series of such workshops or talks in the faculty development area.

As members endorsed the suggestion of a series of workshops for junior faculty, there was some discussion about what they perceived as a rift between faculty—both men and women—and the administration. A member noted that the divide between faculty and administrators seems less pronounced at other institutions, particularly those at which faculty move more easily back and forth between teaching and administration. Some members said that by articulating to Fr. Jenkins the existence of such a rift, perhaps steps could be taken to reduce it. While acknowledging that there will never be total transparency in the tenure and promotion process, members suggested that more prompts and templates for documentation; annual review systems across all colleges and departments; and a higher level of transparency than exists now would all be an enormous benefit to junior faculty.

Other members noted that many perceive two other rifts at the University—one between faculty and students and another between the administration and students. They suggested recommending to Fr. Jenkins that he take steps to adopt and exhibit an increasingly collaborative approach to leadership that would help to minimize the divides between these segments of the University. A suggestion was made that it would be helpful to review the report of the ad hoc committee on academic and student life, completed in the year 2000 and chaired by Prof. Carol Ann Mooney, in order to assess progress on its many recommendations to improve the relationship between the academic and student life missions of the University.

Finally, members noted that with Prof. Hatch's announcement last week that he will leave his position as provost at Notre Dame this June to assume the presidency of Wake Forest University, they would advocate to Fr. Jenkins in March that he give issues important to women faculty and students a high priority while chairing the search committee (elected from the elected membership of the Academic Council) for a new provost.

There being no further business, Prof. Spiess adjourned the meeting at 10:20 a.m.

Faculty Board of Athletics

December 9, 2004

[Note: The Faculty Board on Athletics spent most of its three regularly scheduled meetings of December 9, 2004, January 20, 2005, and February 22, 2005, discussing the issues surrounding the termination of Coach Tyrone Willingham. The Faculty Board spoke with provost Nathan Hatch at the December 9 meeting, and with Father Malloy and Father Jenkins, separately and in that order, at two specially called executive-session meetings held on December 14 and December 15, 2004. Those discussions resulted in the statement, unanimously adopted by the Board's voting members, set out in the Appendix. Since the Faculty Board has unanimously agreed to limit its public pronouncements on the termination issue to that statement, no further account of those discussions occurs here.]

Members Present: Prof. Fernand Dutille (Chair); Prof. Harvey Bender; Prof. Eileen Botting; Dr. Matthew Cullinan; Prof. Stephen Fallon; Prof. Umesh Garg; Mr. Patrick Holmes; Prof. David Kirkner; (Rev.) Mark Poorman, C.S.C.; Prof. F. Clark Power; and Prof. John Weber.

Members Absent: Mr. Bobby Brown; Prof. William Kelley; Prof. Donald Pope-Davis; and Dr. Kevin White.

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

Guest: Dr. Nathan Hatch, provost.

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. Minutes of Previous Meeting: At this point a motion to approve the minutes of the meeting of November 18, 2004, was made, seconded, and unanimously approved.

3. Football-Coach Transition: [See note at beginning of this document].

4. Adjournment: The meeting was adjourned at 7:10 p.m.

Faculty Board of Athletics

January 20, 2005

Members Present: Prof. Fernand Dutile (Chair); Prof. Harvey Bender; Prof. Eileen Botting; Mr. Bobby Brown; Prof. Stephen Fallon; Prof. Umesh Garg; Mr. Patrick Holmes; Prof. William Kelley; Prof. David Kirkner; (Rev.) Mark Poorman, C.S.C.; Prof. Donald Pope-Davis; Prof. F. Clark Power; Prof. John Weber.

Members Absent: Dr. Matthew Cullinan; Dr. Kevin White.

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

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. **Minutes of Previous Meeting:** Prof. Garg moved that the minutes for the meeting of December 9, 2004, be approved; Prof. Weber seconded. A unanimous vote of approval followed. In connection with this approval, Prof. Kelley asked whether minutes had been prepared for the two special meetings held with Father Malloy and Father Jenkins, respectively, in late December with regard to the football-coach transition. The group agreed that these meetings should be treated as "executive sessions," thus precluding the need for official minutes.

3. **Announcements:** The Chair announced that Dr. Cullinan, Father Malloy's representative to the Faculty Board, would leave his University position on February 1, 2005. Father Poorman moved, and Prof. Garg seconded, a resolution thanking Dr. Cullinan for his years of service as a member of the Faculty Board on Athletics. The resolution passed unanimously.

The Chair announced that he had approved, on the Board's behalf, the 2004-05 schedule for baseball. That schedule calls for two games during the spring study-day period, an arrangement falling well within an understanding reached earlier between the Board and baseball. The Chair announced that he had approved an amendment to the hockey schedule for the current academic year; that amendment substituted the afternoon of Wednesday, November 24,

for Friday, November 12. The Chair has also approved the schedule for women's lacrosse for spring 2005 and that for men's and women's outdoor track and field for spring 2005 (despite the number of meets indicated on the latter schedule, no individual student-athlete will miss more than three class days in either the Monday-Wednesday-Friday sequence or the Tuesday-Thursday sequence). The Chair has also approved an amendment to the women's-tennis schedule: The team's match against the University of Wisconsin-Madison has been moved, requiring a substitution of April 21, 2005, for March 29, 2005, as a class-miss day.

The Chair has approved, on the Board's behalf, captains for men's lacrosse (Jim Morrison, Brian Giordano, Stewart Crosland, and Chris Richez); for football (2004) (Derek Curry, Mike Goolsby, Ryan Grant, and Carlyle Holiday); and for softball (Megan Ciolli).

At this point, the Board ratified these decisions.

In connection with the issue of team schedules, Father Poorman alluded to the track team's scheduled meet at Stanford on Good Friday. The Chair pointed out that the University's revised guidelines with regard to the Triduum permit away competition on Good Friday as long as a chaplain or some other access to services of worship is provided. Father Poorman asked how many student-athletes would be involved. Ms. Conboy: We do not know at this point; it all depends on how many student-athletes qualify.

4. **Football-Coach Transition:** [See note at beginning of this document].

5. **Notre Dame's Ranking in the Directors' Cup:** At this point the group unanimously passed a resolution congratulating the Department of Athletics and its varsity teams on Notre Dame's number-one ranking, following the fall season, in the Directors' Cup. The Directors' Cup seeks to rank colleges and universities according to the strength of their athletics program across a large number of sports, both high-profile and Olympic.

6. **Adjournment:** The Chair adjourned the meeting at 7:05 p.m.

Faculty Board of Athletics

February 22, 2005

Members present: Prof. Fernand Dutile (chair); Prof. Harvey Bender; Prof. Eileen Botting; Prof. Stephen Fallon; Prof. Umesh Garg; Mr. Patrick Holmes; (Rev.) Peter Jarret, C.S.C.; Prof. William Kelley; Prof. David Kirkner; (Rev.) Mark Poorman, C.S.C.; Prof. Clark Power; Prof. John Weber

Members Absent: Mr. Bobby Brown; Prof. Donald Pope-Davis; and Dr. Kevin White

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

Guest: Mr. Michael Karwowski, associate athletics director for compliance

1. **Call to order and prayer:** The Chair called the meeting to order at 5:07 p.m. Father Jarret led the group in prayer.

2. **Minutes of previous meeting:** Prof. Bender moved, and Prof. Fallon seconded, the approval of the minutes of the meeting of January 20, 2005. The motion carried unanimously.

3. **Announcements:** The Chair introduced to the Board Father Peter Jarret, C.S.C. Father Malloy has appointed Father Jarret to the Board as his representative, replacing Dr. Matthew Cullinan, who has left the University.

The Chair announced that he had approved, on the Board's behalf, the following team schedules: women's soccer (spring 2005) and men's soccer (spring and fall 2005). The Chair noted for the record that the Board had approved an extra class-miss day in the Monday-Wednesday-Friday sequence for the fall 2005 women's-soccer schedule; this necessity arose from complications attending the changing membership of the Big East Conference. The Chair has also approved amendments to the men's-tennis schedule: the match with Michigan State University has moved from Tuesday, February 15, to Tuesday, February 22; the match with Ohio State University has moved from Sunday, February 20, to Wednesday, April 13. That schedule remains within University guidelines. At this point, the Board ratified the Chair's decisions.

The Chair announced that he had sent to each head coach a reminder of the University's guidelines concerning practice, competition and travel during Holy Week. The letter asked each such coach whose team planned to travel during Holy Week to provide the Chair with information regarding how the team would be provided access to worship services.

The Chair informed the Board that he had also sent to each head coach information concerning the Byron V. Kanaley Award, Notre Dame's most prestigious student-athlete honor. Each coach was invited to nominate one senior team member for that award.

4. Application of new NCAA academic rules: At this point the Chair introduced Mr. Michael Karwoski, newly appointed associate athletics director for compliance. Mr. Karwoski reviewed for Board members the application of recently enacted NCAA academic-reform legislation. (Although the NCAA has recently released first-year data for all universities under the new legislation, no actual penalties will be assessed until next year). The system revolves around the academic progress rate (APR) for each institution. Intended to provide an improved real-time assessment of teams' academic achievement, the APR awards to every grant-in-aid student-athlete one point each semester for remaining eligible and another for returning to the institution the following term. (Appropriate adjustments are made for those institutions on a quarter, rather than a semester, system). The total number of points earned by a team is divided by the maximum points possible, and then multiplied by 1,000 to become the APR. The NCAA Board of Directors has set a "cut score" of 925 (which equates to about a 50% graduation rate) for application of contemporaneous penalties. (Although 2003-04 APR data show that 7.4% of all Division I teams fell below the cut score, no Notre Dame team did). Contemporaneous penalties, the most immediate in the reform arrangement, prohibit teams with an APR below the cut score to re-award the grant-in-aid of players who leave the institution and would not have been eligible to play had they returned. (Some exceptions are available for student-athletes who have exhausted their eligibility). Thus, contemporaneous penalties do

not automatically befall teams whose APR falls below the cut line; they are triggered by the departure of a student-athlete who would not be eligible to play upon return. Since rehabilitative rather than punitive objectives pervade the reform structure, contemporaneous penalties are limited to about 10% of a team's financial-aid limit. Example: In football, which allows 85 scholarships, a team could be penalized a maximum of 9 (8.5 rounded up) scholarships.

Historical penalties will eventually undergird contemporaneous penalties. Historical penalties will apply a "more significant punitive hit" to teams that the APR identifies as chronic academic under-performers. Although the NCAA's Committee on Academic Performance has not yet finalized the penalty structure for historical penalties, they will be incremental in nature, progressing from a warning to recruiting restrictions, financial-aid limitations, post-season bans, and restricted membership status.

This spring the NCAA launches its graduation success rate (GSR), a new graduation-rate calculation intended to supplement, but not replace, the current federal calculation. Unlike the federal system, the GSR will credit institutions for both incoming and outgoing transfer student-athletes who are academically eligible.

In answer to a question from Prof. Kirkner, Mr. Karwoski noted that the APR system does not allow telling comparisons between institutions because it relies on the concept of eligibility, an institution-specific determination. Some institutions base eligibility only on the NCAA minima, under which a student-athlete remains eligible for the spring semester merely upon successful completion of six credit hours during the fall semester. Notre Dame, on the other hand, re-certifies all student-athletes according to its grade-point-average calculations. Mr. Holmes noted that our composite APR would be about fifteen points higher if we used the more lenient calculation. Prof. Kirkner: Can't we use the same calculation that everyone else does? Mr. Holmes: Discussions with the NCAA on this point did not go far. Father Poorman bemoaned a system that did not use uniform standards; to the Notre Dame community and to the public, our APRs

will look much worse than they should when compared with those of some other schools. He suggested pushing the NCAA vigorously on this issue. Agreeing, Prof. Bender urged the use of two eligibility calculations—the local, Notre Dame one, and the NCAA's; otherwise, we are not "comparing apples to apples." Prof. Botting suggested that Notre Dame discuss the problem with other schools similarly situated; what are they doing about this? Mr. Karwoski predicted that the release of the first year's data will prompt many discussions with the NCAA; adjustments will definitely be needed. Prof. Power asked whether penalties would be applied to conferences, as opposed to individual teams; no, Mr. Karwoski answered. Prof. Fallon felt that the Faculty Board should object collectively to this arrangement. Prof. Weber: We need to know what other schools use as their eligibility measure; is such information on the Web? That would be unlikely, Mr. Karwoski replied; we would need to contact each institution. We could ask the Big East for the criteria used by its schools. Mr. Holmes hoped that a conference call among Big East members on March 2 might clarify some of the issue by revealing how other institutions calculate eligibility. Prof. Botting observed that a quantitative social scientist might analyze the situation and make a persuasive case to the NCAA. We need data in order to best make the point. Father Poorman, agreeing, added that we should do the assessment for each sport to make plain that the current standard is anything but airtight. Prof. Bender called the matter a very serious one; the range of APR scores at issue is considerable. He moved that the Board request both the Department of Athletics and the Office of Academic Services for Student-Athletes to ascertain the standards used by other institutions, to pursue the issue in every way possible otherwise, and to report back to the Board. Father Poorman seconded the motion, which was adopted by acclamation.

5. Football-Coach Transition: [See note at beginning of this document].

6. Fall 2004 grade summary and analysis: Mr. Holmes, as director of the Office of Academic Services for Student-Athletes, reported on the academic performance of student-athletes for fall 2004. The semester GPA for our 682 student-athletes was 3.18,

the cumulative GPA 3.11. Thirteen full-time student-athletes had perfect 4.0 GPAs. Of all student-athletes, 15% made the Dean's List, 39% earned GPAs above 3.4, and 67% garnered GPAs above 3.0 (all percentages have been rounded). Twenty-three of the 24 teams had GPAs above 3.0. Four teams (women's cross country, women's fencing, women's tennis, and volleyball) had GPAs above 3.4. In addition to winning the national championship, the women's soccer team posted its best-ever semester average GPA (3.38) and two of its team members, Erika Bohn (first team) and Annie Scheffer (second team) earned Academic All-America honors. Men's lacrosse also posted its highest semester GPA ever. Men's basketball, women's fencing, football, men's lacrosse, men's soccer, women's swimming, and women's tennis currently boast their highest cumulative team GPAs ever. Six student-athletes found themselves on probation following the fall 2004 semester.

Prof. Fallon: To what should we attribute these improvements? Mr. Holmes (jokingly): Grade inflation! Prof. Weber stated that the "300% trend increase" seen here cannot be laid solely at the feet of grade inflation. Prof. Bender suggested that much of the credit should go to Mr. Holmes's office. Mr. Holmes: This improvement is mission driven; our office plays a role, but everyone else does too. Notre Dame is a great place; it produces a University-wide effort. In answer to a question from Prof. Kirkner, Mr. Holmes remarked that it is difficult to get all the numbers that would allow a full comparison with student-athletes of years ago. The average SAT has gone up a bit for student-athletes, but it has gone up more for the student body at large. Father Poorman noted that full funding for all sports, which Notre Dame now provides, makes a huge difference. Prof. Bender emphasized that this story of marked improvement is an important one that needs to be told; something very exciting is going on here. Indeed, the story would benefit recruiting. Prof. Fallon noted that the assistant provost for admissions had recently lamented the growing gap between the SATs of student-athletes and those of other students. Mr. Holmes: That gap does continue to widen with regard to football, but not with regard to the other sports. In response to Prof. Garg's question

concerning the reduction in the number of student-athletes on Dean's List, Mr. Holmes stated that the fall semester was the first in which the new criterion for Dean's List took full effect; formerly, one made Dean's List by achieving a GPA of 3.4; now one must place in the top 30% of one's college. Prof. Botting emphasized the need to cultivate our best students too. And this should begin early in the student's career, so that the student knows what is available. The faculty itself should be doing more of this. It is wonderful that we have student-athletes with GPAs above 3.8. They must be encouraged to apply for post-collegiate scholarships like the Fulbright and other prestigious awards. The Byron V. Kanaley Award, given to seniors here, is superb, but it occurs after the fact. Mr. Holmes noted that such mentoring remains the goal of the academic-honors program in his office. We sort out such student-athletes every year by GPA. The list goes to the coaches, and the group comes together. Father Poorman said that he hoped an even closer connection might be established between these academically gifted student-athletes and the office charged with promoting prestigious fellowships and awards. Prof. Fallon called attention to the relatively low academic achievement of one team. That, responded Mr. Holmes, is a work in progress. We are moving in the right direction, but we need to change the culture there. The Chair thanked Mr. Holmes for his report.

7. Adjournment: The Chair adjourned the meeting at 6:45 p.m.

APPENDIX STATEMENT OF

THE FACULTY BOARD ON ATHLETICS REGARDING THE TERMINATION OF COACH WILLINGHAM

The Faculty Board on Athletics has concluded its discussion of the issues surrounding the termination of Head Football Coach Tyrone Willingham. As reported in the Faculty Board's first statement on this matter, Board members have voiced concerns regarding 1) the lack of faculty involvement in the termination decision, a decision significantly affecting a wide array of academic interests and the welfare of student-athletes; 2) the process attending

that decision, including especially the role of two members of the Board of Trustees; and 3) the timing, speed and wisdom of the decision itself. The Faculty Board addressed these concerns in five separate meetings. Dr. Hatch, Father Malloy, and Father Jenkins, separately and in that order, appeared before the Faculty Board to give their accounts of the termination meetings and to respond to questions put by Faculty Board members. Dr. Kevin White declined an invitation from the Faculty Board to discuss these meetings.

Faculty Involvement: Notre Dame's Statement of Principles for Intercollegiate Athletics specifies that the University's NCAA Faculty Athletics Representative (FAR), who also chairs the Faculty Board on Athletics, serves on search committees for all head coaches. Since the drafting of that document, both Father Malloy and Dr. Kevin White have agreed to consult the FAR with regard to the extension of all head-coaching contracts, an agreement written into the *FBA Manual*. Moreover, the FAR has been consulted on countless matters—large and small—well beyond those specified by the Statement or agreed to by the president and the director of athletics. The decision to terminate Coach Willingham certainly fell within the spirit of the Statement and of current practice; termination is obviously the flip side of continuation and thus implicates many of the same concerns that hiring and contract-extension do. Failure to involve the FAR in a decision having such an enormous impact on the University and its student-athletes seems indefensible. Moreover, since the name and initial pursuit of one head-coach prospect emanated from these meetings, it is clear that the search for a new head coach began in the absence of the FAR. This clearly violated the Statement's provision for the presence of the FAR on head-coach search committees.

The Faculty Board strongly protests the failure to include the FAR in both the termination and the initial search discussions. (The FAR did participate fully in all search-committee meetings following the two termination meetings). Fr. Jenkins accepts that it would have been optimal to include the FAR earlier in the process, and is open to working with the Faculty Board to formulate some policy of inclusion of the FAR

in future such situations. For its part, the Faculty Board will seek to institutionalize such a requirement, either through a revision of the Statement or, at the least, through some other written confirmation of Father Jenkins's agreement to so consult.

The process: In his written statement to the Board, Father Jenkins takes full responsibility for calling the meetings. He vigorously replied "no" to the following broad question put to him by a member of the Faculty Board on Athletics: "Did any member of the Board of Trustees, directly or indirectly, formally or informally, occasion the termination meetings?" He stresses that he "was not pressured into any action [he] took by any member of the Board of Trustees." He does state that "a number of [non-trustee] high-level administrators at the university" had expressed to him their concern about the football program, but on our limited information we cannot conclude that, with regard to the calling of the meetings, members of the Board of Trustees exerted their influence through those "high-level administrators."

The Faculty Board remains deeply troubled that members of the Board of Trustees did participate in these meetings (and, over the years, in others dealing with athletics), apparently as equals with University officers. (Father Jenkins notes that Father Malloy had agreed to accede to the recommendation of "the group"; newspaper and other reports suggest that in both the termination of Coach Willingham and the hiring of Coach Weis, two trustees did act as full committee members; and, moreover, four years ago newspapers reported that a trustee had interviewed a candidate for head-coach in men's basketball). Such intimate involvement by members of the Board of Trustees in operational (as opposed to oversight) activities of the University raises serious questions, to say the least. Indeed, in its March 2004 statement addressing the role of such boards with regard to athletics, the Association of Governing Boards of Universities and Colleges, of which Notre Dame is a member, itself stated, "Boards should not be directly involved in the process of hiring and firing coaches or other athletics department personnel." This clear indication of the inappropriateness of the involvement of trustees in the recent termination and search procedures undergirds

the Faculty Board's protest of that involvement and its commitment to institutionalize protections against similar involvement in the future. Of course, such questions may extend well beyond the jurisdiction and expertise of the Faculty Board on Athletics. Accordingly, the Faculty Board urges the Academic Council or the Faculty Senate to determine whether such involvement has occurred in other areas of University life and, in any event, to assess the extent to which such involvement deviates from the appropriate division of labor at American universities.

The involvement of two members of the Board of Trustees contrasts sharply with the absence not only of the FAR (see above), but also of other University officials who could have brought additional knowledge, perspective, and depth to the discussions.

Timing, speed and wisdom: Much has been said about the timing of the termination. Perhaps the biggest public misconception in this regard concerns the nature of Coach Willingham's contract. It is important to note that his contract, like typical football coaching contracts in Division I-A, included a two-way buy-out clause that allows either party to leave the relationship upon payment of a fairly stiff fee. (After the contract period in such contracts has run, either side may leave without cost). Notre Dame, therefore, did not break its contract with Coach Willingham; it invoked a separation clause, one fully agreed to by Coach Willingham. The Faculty Board would be still more concerned about the termination if Notre Dame had breached its contract. It did not.

Contract issues aside, reasonable people can differ on whether head coaches in general, and Coach Willingham in particular, should be given more than three years to manifest their coaching effectiveness. Many feel that the "five years" traditionally given other head football coaches here not only provides the appropriate window in which to develop a winning program, but also mitigates much better than shorter periods any pressure to compromise our academic and athletics values. Despite the considerable problems on the field over the last three years, arguments could be made that Coach Willingham needed more time to develop his system, to bring in his own

recruits, and the like. Important as well are several other considerations: the positive impact Coach Willingham has had on the personal development, academic performance and welfare of his student-athletes; the potential injury to Notre Dame's academic reputation (reflected in the many public allegations, since the termination, that Notre Dame has now shown that only winning matters); Coach Willingham's towering role as the head football coach at Notre Dame, one of the few black football coaches in Division I-A, the first black head coach in any sport here, and easily the most prominent African-American on our campus; the corresponding potential for a significant negative impact on diversity efforts at Notre Dame; the likelihood, in any event, that some would perceive in the decision racial implications, including a retreat in the University's commitment to diversity, or other lack of integrity; and the predictable controversy when the public learned, as inevitably it would, that Notre Dame's head football coach had been terminated without the personal support of the president. Precisely because the Faculty Board was not represented at the termination discussions, it can make no final conclusion regarding the wisdom of the decision. Moreover, such a decision reflects many factors beyond the immediate concerns of the Faculty Board. The Faculty Board strongly asserts, however, that any decision would have been better, and better received, if informed by the faculty view—and the views of others. Due to recruiting concerns, the difficulty of hiring a suitable replacement, and public confidence once reports of such discussions surfaced, any termination decision had to be made relatively quickly. But the speed of the decision to terminate Coach Willingham undoubtedly exacerbated the concerns raised by the narrowness of the group making it.

Conclusion: The Faculty Board on Athletics firmly believes that the termination decision affected the University and the welfare of its student-athletes in many, deep ways; that the faculty, at least through the FAR, and perhaps others should have been represented in discussions of the termination; that faculty representation should be institutionalized; that beginning the search for a new head coach without the presence of the FAR violated Notre Dame's

Statement of Principles for Intercollegiate Athletics; and that, despite the lack of any information that members of the Board of Trustees initiated the termination meetings, the direct involvement of trustees in the termination and search process undermined their oversight role. In this regard, the Academic Council or the Faculty Senate should look into the extent and appropriateness of the involvement of the Board of Trustees in this and other operational matters at the University.

University Committee on Libraries

January 21, 2005

The meeting was called to order at 7:30 a.m. at Café DeGrasta by Chairman David Smith. Also in attendance were John Adams, Susan Blum, Wesley Calvert, Agnes Ostafin, Andrew Sommese, Marsha Stevenson, John Weber, Jennifer Younger, guests David Jenkins and Nigel Butterwick, observer Gay Dannelly and secretary Melodie Eiteljorge.

The minutes of the meeting of December 3, 2004 were approved as written.

Director's Report: Younger announced that it is time once again to appoint a Foik Committee. An announcement has gone to Joy Vann-Hamilton for *Notre Dame Report*. John Weber and Wesley Calvert volunteered to serve. Committee members are welcome to contact Younger or the secretary with suggestions for additional members and/or a chair.

On January 20 Younger gave her fifth annual State of the Libraries Address to library faculty and staff at McKenna Hall. President-Elect Rev. John Jenkins, C.S.C. joined the meeting, made some remarks and participated in a question and answer session. In her remarks, Younger identified transformative priorities coming out of the goals and priorities of library departments and committees, including: service delivery on the first floor of Hesburgh Library; collections and services—from "collection development" as a separate focus to "collections and services" as an integrated focus; and developing greater self-sufficiency in technical skills—individually and collectively.

Younger also announced that the Libraries, in collaboration with the College of Arts and Letters, received funding from the Equipment and Restoration Fund from the Graduate School for the purchase of several major sets of books and serials (in digital or microformat), including an archive of *Early American Imprints* and a *Chicano Studies* serials collection.

In regard to the 2005–06 budget, we are awaiting instructions from the Provost Office. Dannelly added that we are preparing for one of two scenarios: a flat library materials budget, or one to meet inflation.

UCL Web site: Stevenson reported that she, Andrew Sommese, secretary Melodie Eiteljorge, Eric Morgan (Head, Digital Access and Information Architecture) and Elaine Savely (Library Web Developer) met to discuss the committee's proposed new web page. Work has begun on that. The secretary will provide a url link once the site is ready for review.

Continuing discussion on analysis of e-journal package use—guest Dave Jenkins. Jenkins distributed a document on "The Methodology for Analyzing the Packages." When the initial analysis was done, Kluwer/Springer emerged as a candidate for cancellation in terms of considerable dollar savings. However, given the uncertainties on inflation rates and increased prices that have been identified since, the counter argument is strong as well.

Before continuing discussions, Smith suggested that a small subcommittee of the UCL prepare a summary statement, including a set of principles and conclusions, for submission to the Provost's Library Task Force. It was agreed that this would be useful and that it should be appended to the UCL minutes.

Discussions continued with some of the following observations: Analysis has been heavily geared toward the metric of use, not inherent value. The library has considered what journals we would need to subscribe to if packages were cancelled. Numbers for downloads are changing rapidly from year to year. Many titles in the packages are ones to which we have never subscribed individually in the past, and many of those are getting high use. Many are new. On the other hand, many titles that we subscribed to individually in the past no longer get

high use. One advantage of packages is that the broad range of titles included supports new or changing research programs.

Question: Do we have access to electronic journals to which we have dropped subscriptions? Yes, we have access to many through our participation in the NorthEast Research Libraries Consortium (NERL) and through other online databases, which include full text articles in journals.

Contracts with publishers generally provide access as long as the publisher is maintaining the site. Historically, publishers are not responsible for archiving. This means they will only provide a data dump. Libraries throughout the country are looking at ways to retrieve and archive this information. No library can archive everything. This will lead to a coordinated and national archiving program.

Question: If a faculty member pays for and downloads an article, does the library receive a copy? The answer is no. Platforms and technology change. Sommese noted that he still has access to information he downloaded years ago, but the formatting and symbols sometimes change.

Question: Has the percentage of the library budget spent on books and journals changed? Yes, it has declined several percentage points in the last five years. One reason is that the salary budget has continued to increase every year while the non-salary University allocation has remained flat.

An analysis of e-journal package use should be done annually. However, what may look like the best decision one year might not be best over three years. Perhaps we should look at it every year but make decisions every 2–3 years. We should consider dynamic analysis. As people become more familiar with how to download material, use will change. We don't want to prematurely make decisions based on past use.

Question: Why do we make decisions by discipline? One reason is that it puts selection into the hands of people who are closest to those subject areas. However, "subject" means anyone who uses the material. The user population is anyone on campus. It is a time of transition. It seems there is a competition and that units look out for themselves. There is also a sense of inequity,

although it is not possible to look at every area the same way because of variables, such as differences in journal costs, etc. We must also consider the broader perspective and overall good. While it is good to ask for input, the library must make the decisions. We should also look at downloads over a longer period of time.

Question: How are we measuring the value of a journal for subscription? Librarians consult faculty members in the department and ask for their priorities and/or other value assessment. Librarians work individually with departments and as a result, there is some variation in the consulting process. It differs from subject to subject.

It seems we have three variables for analysis: faculty ranking, use, and cost. Faculty ranking and use don't necessarily correlate. Is it possible to come up with a metric across the University for value? ISI publishes impact factors, but not for the humanities.

Citations for journals might be considered an impact factor rather than a use statistic. The library has some data on citations from faculty at Notre Dame.

We must also think of document delivery as a viable means of getting content. Immediate access is an issue, but document delivery is much faster than in the past, particularly for journal articles. Younger suggested we consider emerging document delivery models at the next meeting.

The following committee members agreed to collaborate on a summary statement: Smith, Sommese, Dannelly and Weber. Jenkins will work with them.

In an earlier email to the committee, Blum raised a question about books that are stored in carrels but not checked out by the carrel holder, and are thus inaccessible to other patrons. Butterwick responded that the library policy is to check out books if you are going to leave them in a carrel overnight. However, with self checkout it is not easy to check. We are looking at technical solutions.

There being no further business, the meeting adjourned at 9:10 a.m.

Respectfully submitted,

Melodie Eiteljorge
Secretary

University Committee on Libraries

February 4, 2005

The meeting was called to order at 7:30 a.m. at Café DeGrasta by Chairman David Smith. Also in attendance were Susan Blum, Wesley Calvert, Roger Jacobs, Walter "Jack" Pratt, Charles Rosenberg, Andrew Sommese, Marsha Stevenson, John Weber, Jennifer Younger, guests Nigel Butterwick and Sherri Jones, and secretary Melodie Eiteljorge.

The minutes of the meeting of January 21, 2005 were approved as written.

Chair's report: Smith asked Stevenson about progress on the University Committee on Libraries (UCL) new web site. Stevenson distributed a copy of the front page developed by Melodie Eiteljorge and Elaine Savely. Subcommittee members Stevenson, Sommese and Eric Morgan (Head, Digital Access and Information Architecture) reviewed the site after development, and Eiteljorge then sent the URL to the full committee. There was some discussion, and committee members suggested some additions which Eiteljorge will incorporate. Stevenson will talk with Morgan about linking the UCL site to the library site.

Smith reported that the University Libraries Professional Development Committee has invited Dr. Peter Suber to visit Notre Dame on February 17-18, 2005. He will deliver a lecture on creating an intellectual commons through Open Access at 3:00 p.m. on Thursday, February 17, at 102 DeBartolo Hall. His afternoon presentation will be followed by remarks by Smith and Dr. Peter Cholak of Mathematics. Suber is project director for Open Access at Public Knowledge, (a Washington DC based non-profit group that advocates the free access to scholarly information), senior researcher for the Scholarly Publishing and Academic Resources Coalition (SPARC), and research professor of philosophy at Earlham College, Richmond, IN. On behalf of the Libraries Professional Development Committee, Smith asked if the UCL would be willing to co-sponsor this visit by lending its name to the publicity. This was approved. Committee members are invited to the lecture and

also to a breakfast with Suber and the Notre Dame journal editors on Friday morning, February 18. The announcement of this visit will be added to the committee's new Web site.

Director's report: Younger reported that the 2005 Foik Committee is in place:

Chair Joanne Mack, Associate Professional Specialist, Snite Museum, and Concurrent Associate Professor, Anthropology
John Weber, Associate Professor, Mendoza College of Business
John Adams, Associate Professor, Biological Sciences
Wesley Calvert, Graduate Student
Doug Archer, Coordinator, Reference Desk Services, 2004 recipient
Joanne Bessler, Organizational Development Librarian, 2003 recipient
Laura Bayard, Head of Documents Access & Database Management, 2002 recipient

The campaign is moving forward, and five broad areas have been identified for pursuing endowments and gifts: science and engineering; business; humanities; social sciences; and arts and architecture.

Younger also reported that she and Kathy Blackstead, Library Advancement Officer, met with Wesley Calvert and members of the Graduate Student Union. They will create a brochure, including testimonials of graduate library students on their use of library resources, for an appeal to graduate alumni.

Younger also announced that library faculty have been working with members of the Office of Information Technology staff to offer workshops on Endnote. This is a nice partnership.

Discussion on work of Library Task Force—David Smith, Jennifer Younger:

Subcommittees of the task force have been meeting to put together individual reports. They are: humanities; science, engineering and social science; and vision and mission. A draft will be ready for discussion in March.

It was noted that the fine arts was not mentioned as being included in the work of the humanities subgroup. There is a sense on the part of the Library Task Force representatives that the intention is to include

arts and architecture in the humanities. Dave Smith volunteered to take that back to the Library Task Force to be explicitly addressed.

Discussion on issues and options for extended document delivery—Sherri Jones, Nigel Butterwick:

Smith welcomed Sherri Jones, who reviewed an interim progress report from the Document Delivery Task Force. The UCL discussed the advantages and disadvantages of commercial document delivery. Some felt that in a sense it is "going backwards" since articles often cannot be saved and thus must be printed. There was concern that users would purchase the same article multiple times. Advantages include faster turnaround time and graphic quality improved over fax transmission.

Document Delivery Task Force

*Report for the University Committee
on Libraries*

February 4, 2005

Charge:

In June 2004, a Document Delivery Task Force was created and charged with identifying the critical features required for a successful document delivery service and then selecting one (or more) commercial document delivery system(s) to use during a trial period to test the service.

What is commercial document delivery?

The use of commercial suppliers to fill interlibrary loan requests by purchasing the material, rather than borrowing it through traditional interlibrary loan.

Mediated or unmediated? Subsidized or not subsidized?

A document delivery service can be set up with many different variations depending on the amount of library resources (i.e. funding) and level of service you want to provide to your users.

- mediated-not subsidized
- mediated-subsidized
- unmediated-subsidized
- unmediated-not subsidized

Advantages of commercial document delivery

- Faster turnaround time.
- The commercial supplier's compliance to the copyright law makes the

transactions of documents easier.

- Many vendors offer the table of contents of journals present in their collections, which helps to verify the citations before placing the order.
- Lowering labor costs.
- Commercial suppliers offer the possibility for users to order articles on a self-serve basis.
- Colors and resolutions of graphics in scientific articles are often critical to users. These features generally lose their qualities in faxed or photocopied articles.

Goals of document delivery project:

- Improve service by extending timely journal access outside the present collection.
- Determine what a satisfactory delivery time is, from the users' point of view.
- Use the project as a way to measure user satisfaction with document delivery as an alternate/substitute to journal ownership.
- Study the feasibility and costs of a permanent subsidized, unmediated document delivery service; what are the financial implications?
- How much staff intervention is needed? What is the impact on workload?
- What demands do the different document delivery options make on users' time?

Costs of commercial document delivery:

Costs for obtaining articles from commercial document delivery usually run from \$30-\$50 per article and usually includes the cost of copyright/royalty fees. The heaviest users of commercial document delivery at the Notre Dame Libraries are the Life Sciences & Engineering Libraries.

Document delivery expenditures:

- 2001-2002 \$16,000
- 2003-2004 \$32,000
- 1200 requests, primarily from Engineering and Life Sciences
- 2004-2005 \$13,000 (as of February 1, 2005)

Library-subsidized commercial document delivery as an alternative to journal subscriptions

- Is it more economical to use commercial document delivery for high cost low use journals than to subscribe to them?

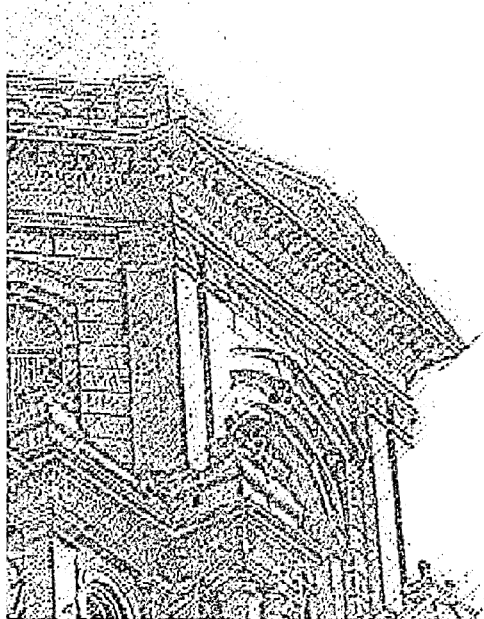
Toward the end of the discussion, the focus turned to possible practical difficulties, such as system crashes that have occurred during the trial period. These difficulties were acknowledged as such for further evaluation.

Smith thanked Jones for her report. There being no further business, the meeting adjourned at 9:05 a.m.

Respectfully submitted,

Melodie Eiteljorge
Secretary

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