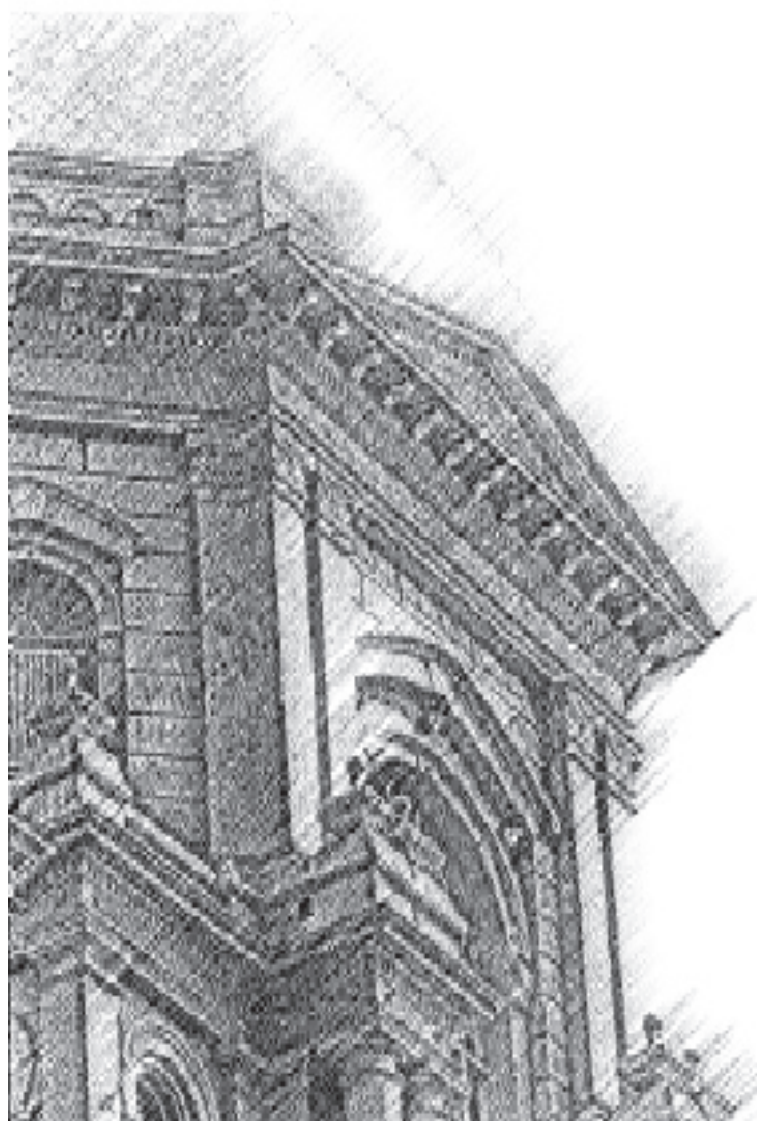


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Faculty Notes

Honors

Rev. Paul Bradshaw, professor of theology, was made an Honorary Fellow of the Guild of Church Musicians at Westminster Cathedral, London, on Nov. 4.

Lawrence Cunningham, the O'Brien Professor of Theology, received an honorary doctorate from Bellarmine Univ., Louisville, on Dec. 14.

Duncan Stroik, associate professor of architecture, received the 2005 Excellence in Masonry Award for his design of All Saints Church, Walton, Ky. at the Tri State Masonry Institute awards banquet, Cincinnati, on Nov. 17.

Activities

Samuel Amago, assistant professor of Spanish literature and Fellow of the Nanovic Institute, presented "Catalans, Spaniards, and Africans: Configuring Sub/Trans/National Identities in Contemporary European Cinema" at the "47th Annual Midwest Modern Language Association Convention" in Milwaukee, Nov. 10–13.

Rev. Paul Bradshaw, professor of theology, presented "The Genius of the Roman Rite Revisited" at a conference of the Society of St. Catherine of Sienna held at Blackfriars Hall, Oxford Univ., on Oct. 29; "Two Ways of Praying" at Trinity College, Dublin, Ireland, on Nov. 7; and a series of lectures on "Eucharistic Origins" at St. Patrick's College, Maynooth, Ireland, Nov. 7–11.

Kevin J. Christiano, associate professor of sociology, chaired the invited panel on "The French and Canadian Roles in an Expanding North America: Two New Historical Resources" with representatives of the Library of Congress and the Missouri Historical Society at the "Eighteenth Biennial Conference of the Association for Canadian Studies in the United States," held in St. Louis, Mo., Nov. 16–20.

Paul M. Cobb, associate professor of history and Medieval Institute Fellow, presented the invited lecture "A Muslim Elephant in Charlemagne's Court: Making Sense of Abulabaz" at the Univ. of Colorado–Boulder's Center for Medieval and Early Modern Studies, Nov. 11.

Lawrence Cunningham, the O'Brien Professor of Theology, was on the Saturday Scholar's panel on Benedict XVI, Nov. 11; presented "The Meaning of Blessed Frederic Ozanam" as the dinner speaker at the annual meeting of Saint Vincent de Paul Society, Nov. 16; and presented the December Commencement Address at Bellarmine Univ., Louisville, on Dec. 14.

Alan Dowty, professor emeritus of political science and Fellow in the Kroc Institute, presented the following invited lectures: on Oct. 18, "The Israeli-Palestinian Conflict in Broad Perspective" for the faculty of the Social Sciences and Israel Studies Program, Univ. of Calgary; on Oct. 28, "Israel after the Gaza Disengagement" for the "Adult Education Speaker Series," Temple Beth-El, South Bend; on Nov. 8, "Demystifying the Israeli-Palestinian Conflict" at the Kroc Institute, Notre Dame; on Nov. 10, "The Middle East Peace Process" at the "11th Presidential Conference: William Jefferson Clinton, The 'New Democrat' from Hope" at Hofstra Univ.; on Nov. 16, "Israel/Palestine: Book Launch" for the Jewish Federation of St. Joseph Valley, South Bend; and on Nov. 19, "Update on the Israeli-Palestinian Conflict" Temple Israel, Valparaiso.

David Fagerberg, associate professor of theology, presented "*Theologia Prima*: The Liturgical Mystery and the Mystery of God" on Dec. 10 at the "Word, Worship, and the Mysteries" conference at St. Paul Seminary, Pittsburgh.

Guillermo J. Ferraudi, professional specialist in the Radiation Laboratory, presented a conference in the V Workshop "Macrocycles of Transition Metals" at the Univ. of Santiago, Chile, titled

"Radiolytically and Photochemically Initiated Reactions of Polymers Decorated with Pendant Macrocyclic Complexes: On the General Reactivity of Polymers Containing Rh(III)(Phthalocyanine) in a Polyacrylate Backbone" on Nov. 15.

Agustin Fuentes, the O'Neill Associate Professor of Anthropology and the Flatley Director of the Office of Undergraduate and Post-Baccalaureate Fellowships, organized and presented the Executive Invited Session "Updating Human Evolution: Bringing Anthropological and Public Conceptions into Contemporary Perspective" and presented as a panelist in the "Biological Anthropology Invited Session on Ethics" at the annual meeting of the American Anthropological Association, Washington D.C., Nov. 30 through Dec. 4.

Mary Catherine Hilkert, professor of theology, presented "Feminist Theology and the Vocation of Women in the 21st Century," Welsh Family Hall, Nov. 16; and "Whose Experience Counts in the Church?" for the "Theology on Fire Series," Saint Mary's College, Nov. 30.

Maxwell Johnson, professor of theology, and the Oblates of Blues participated in "The Bible and The Blues," sponsored by The Liturgical Press, School of Theology, and the Ecumenical Institute, Saint John's Abbey and University, at the AAR/SBL annual meeting, Philadelphia, Nov. 19.

Xiaobo Liu, associate professor of mathematics, presented the invited talk "Gromov-Witten Invariants and Moduli Space of Curves" at Pennsylvania State Univ. on Nov. 11.

Rev. Richard McBrien, the Crowley-O'Brien Professor of Theology, presented "The Church as a Communion: A Roman Catholic Theologian Looks at *The Windsor Report*," at Clergy Day for the Diocese of Northern Indiana, St. Michael and All Angels Church, South Bend, on Nov. 2; presented "The Pontificate of Benedict XVI: A Preliminary Assessment" at "Call to Action National Convention" in Milwaukee, on Nov. 5; participated in a panel discussion on "A Change at the Top: Pope Benedict XVI" with **M. Cathleen Kaveny**, the Murphy Foundation Professor of Law and professor of theology, and **Lawrence Cunningham**, the O'Brien Professor of Theology, for the "Saturday Scholars Series"

at Notre Dame, on Nov. 12; presented "The Pontificate of Benedict XVI: A Preliminary Assessment" for the "Sinai Sunday Evening Forum" held in Michigan City, Ind., on Nov. 13; and gave numerous interviews for television, radio, and newspapers regarding the Vatican document on gays in the seminaries and priesthood.

Peter R. Moody Jr., professor of political science, served as a discussant at a conference on "Human Rights in the Shadow of China: The Case of Taiwan," held at the Notre Dame Law School on Nov. 4.

Rev. Paulinus Odozor, CSSP, visiting associate professor of theology, was the Augustus Tolton Lecturer for 2005 at Catholic Theological Union Chicago, where he presented "Mending Broken Fences: The Challenge of Solidarity between Africans and African Americans"; moderated retreats for various religious congregations of women in Florida and Michigan in June and July; was invited by the office of Black Ministry in the diocese of Sacramento, California to give a series of talks and workshops on solidarity with Africa, June 16–18; chaired a meeting of the Governing Council of Spiritan International School of Theology, Attakwu, Enugu, Nigeria in June in Nigeria, with follow-up meetings at the Spiritan Generalate in Rome; and was the invited keynote speaker in a conference at St Louis Univ. on "Christian Marriage and Family," Nov. 19–21, where he also presented "The Marital Sacrament: Issues, Challenges and Lessons from Africa."

Gabriel Said Reynolds, assistant professor of theology, presented "Why Does God Give the Children of Adam Feathers in Qur'an 7:26?" for the "Society of Biblical Literature Conference" in Philadelphia, Nov. 21

Yorke M. Rowan, visiting assistant professor of anthropology, presided at "Archaeology of Religion and the Sacred," a session he organized with A. Cohen for the annual meeting of the American Schools of Oriental Research in Philadelphia, Nov. 18.

Duncan Stroik, associate professor of architecture, presented "Teaching Classical Architecture Today" at the School of Architecture at Texas Tech Univ. on Oct. 7; participated in a panel discussion at the Snite Museum as part of the conference "Three Generations of Classical Architects:

The Renewal of Modern Architecture" on Oct. 1; exhibited his All Saints Church in Walton, Ky. at the Snite Museum from Sept. 25 through Oct. 20; presented "Architecture in the Benedictine Tradition" at the Monastery of the Holy Cross in Chicago on Oct. 15; spoke to the South Bend Art League on the topic of "Palladio and the new Palladianism" on Oct. 18; and gave the "Dolle Lecture on Architecture" at the St. Meinrad School of Theology titled "Movement and Transcendence in Catholic Architecture," on Nov. 8.

Yang Sun, visiting associate professor of physics, presented "Nuclear Shell Model and Its Applications in Nucleosynthesis" at Nanjing Univ., China, on June 6; and "Shell Model for Heavy Nuclei and Its Possible Application to Weak Interaction Rate Calculations" at the Institute for Nuclear Theory, Univ. of Washington, Seattle, on Oct. 18.

Laurence R. Taylor, professor of mathematics, presented "Even Manifolds" as an invited lecture at the conference, "Homotopy Theory Conference in Honor of Joe Neisendorfer's 60th Birthday" at the Univ. of Montreal, Nov. 19.

Joannes Westerink, associate professor of civil engineering and geological sciences, presented "From Katrina Forward: How Mathematics Helps Predict Storm Surges" at an American Mathematical Society congressional briefing, with C. Dawson, in Washington, D.C., Nov. 3.

Publications

Samuel Amago, assistant professor of Spanish literature and Fellow of the Nanovic Institute, published "Why Spaniards Make Good Bad Guys: Sergi López and the Persistence of the Black Legend in Contemporary European Cinema" in *Film Criticism* 30, No. 1 (fall): 41–63.

Bernard Doering, professor emeritus of Romance languages and literatures, published a review of *With or Against the World? America's Role among the Nations*, by J.W. Skillen, in *Notes Et Documents*, No. 2 (May–Sept.): 75–76.

Julia Douthwaite, professor of French and assistant provost for International Studies,

published "Vivre L'Emile: Le bilan des expériences pédagogiques de R.L. Edgeworth et Mme Roland," in *Emile ou de la praticabilité de l'éducation*, eds. P. Dupont and M. Ter-molle (Mons: Presses de l'Univ. de Mons-Hainault, 2004): 59–67.

David Fagerberg, associate professor of theology, published "A Theology of the Liturgy," *Liturgical Ministry* (fall).

Denis Goulet, the O'Neill Professor Emeritus in Education for Justice, and Kellogg Institute and Kroc Institute Fellow, published "On Culture, Religion, and Development" in *Reclaiming Democracy: The Social Justice and Political Economy of Gregory Baum and Kari Polanyi Levitt*, ed. M. Mendell (Montreal: McGill–Queen's Univ. Press, 2005): 231–32

Gordon L. Hug, associate professional specialist in the Radiation Laboratory, published "Photochemistry of 1,3,5-Trithianes in Solution: Steady-State and Laser Flash Photolysis Studies" with E. Janeba-Bartoszwicz, et al., *Journal of Photochemistry and Photobiology A: Chemistry* 177 (2006): 17–23.

Maxwell Johnson, professor of theology, published "The Apostolic Tradition" in G. Wainwright and K. Westerfield-Tucker (eds.) *The Oxford History of Christian Worship* (Oxford/New York: Oxford Univ. Press, 2006): 32–75; "Benedictine Oblates: Communal, Ecumenical, Liturgical, and Benedictine," *Benedictine Bridge* 18 (Advent/Christmas, 2005): 10–11.

Nathan D. Mitchell, professional specialist in theology, contributed the chapter titled "Reforms, Protestant and Catholic" to *The Oxford History of Christian Worship*, eds. G. Wainwright and K.B. Westerfield Tucker (New York: Oxford Univ. Press, 2006): 307–50.

Rev. Paulinus Odozor, CSSP, visiting associate professor of theology, published "The Challenge of Africa to the Western Conscience: US Bishops and Solidarity with Africa," *Bulletin of Ecumenical Theology* 7 (2005): 3–28.

Simon M. Pimblott, professional specialist in the Radiation Laboratory and concurrent research professor in physics, published "Radiolysis of Aqueous Solutions of 1,1- and 1,2-Dichloroethane" with **Bratoljub H.**

Milosavljevic, visiting assistant professor in the Radiation Laboratory, and **Jay A. LaVerne**, professional specialist in the Radiation Laboratory and concurrent research professor in physics, *J. Phys. Chem. A* 109, No. 45 (2005): 10294–301.

Jean Porter, the O'Brien Professor of Moral Theology, published "Chastity as a Virtue," *The Scottish Journal of Theology* 58, No. 3 (fall): 285–301.

John E. Renaud, professor of aerospace and mechanical engineering, published "Hybrid Variable Fidelity Optimization Using a Kriging-Based Scaling Function" with S.E. Gano and B. Sanders, *AIAA Journal* 43, No. 11 (Nov.).

Gabriel Said Reynolds, assistant professor of theology, published a review, "Samuel-Martin Behloul, *Ibn Hazms Evangelienkritik: Eine methodische Untersuchung*," *Journal of the American Oriental Society* 124 (2005): 14–15.

Duncan Stroik, associate professor of architecture, published "Duncan G. Stroik Architect LLC" in *Licensed Architect Journal* 9, No. 3 (2005).

Administrators' Notes

Honors

Anne Kolaczyk, instructional designer/trainer for OIT's Technical Training Programs, won "Overall Winner" in the Printed Instructional Materials category of the national ACM SIGUCCS Communications Award competition in November.

Activities

Valerie Staples, coordinator of Eating Disorder Services at the University Counseling Center, presented "When Unhealthy Looks Normal: Treatment Challenges with College Students" at the "Eating Disorders: Enhancing Treatment Interventions" conference, Notre Dame.

Documentation

Faculty Board on Athletics University of Notre Dame

Meeting of October 5, 2005

Room 331 of the Coleman-Morse Centers

Members Present: Prof. Fernand Dutille (Chair); Prof. Patricia Bellia; Prof. Harvey Bender; Prof. Eileen Botting; Mr. Bobby Brown; Prof. Stephen Fallon; Mr. Patrick Holmes; Prof. David Kirkner; (Rev.) Mark Poorman, C.S.C.; Prof. Donald Pope-Davis; Prof. F. Clark Power; Dr. Frances Shavers; Prof. John Weber; and Dr. Kevin White.

Member Excused from Attending: Prof. Francis Castellino.

Observers Present: Ms. Missy Conboy, Mr. Mike Karwoski and Mr. Stan Wilcox of the Department of Athletics; Ms. Kitty Hoye, recorder.

Guest: (Rev.) John Jenkins, C.S.C.

1. **Call to order and prayer:** The Chair called the meeting to order at 3:05 p.m. Father Poorman led the group in prayer.

2. **Minutes of previous meeting:** On a motion by Prof. Bender, seconded by Prof. Weber, the Board unanimously approved

the minutes for the meeting of September 7, 2005.

3. **Announcements:** The Chair announced that he had approved, on the Board's behalf, schedules for men's basketball (2005–06); women's basketball (2005–06); and women's lacrosse (fall 2005). The Chair announced amendments to the class-miss schedules of the following teams: volleyball (deleting the afternoon of September 8; and adding the morning of September 15, an addition made necessary by the change in venue for the match against Tulane, a change occasioned by Hurricane Katrina); men's soccer (adding the morning of September 19, due to the cancellation of a flight the previous night); women's soccer (adding the afternoon of October 6, due to cancellation of an outbound flight from South Bend).

The Chair announced approval of the following captaincies for 2005–06: men's basketball (Torin Francis and Chris Quinn); women's cross country (Molly Huddle, Stephanie Madia and Elizabeth Webster); and men's lacrosse (Patrick Walsh, Drew Peters, Matt Karweck and Dan Driscoll). The Chair approved an additional captain for hockey (Chris Trick). All of these captains met University guidelines with regard

to approval by the Office of Student Affairs and with regard to required grade-point average. At this point, the Board ratified the decisions of its Chair.

The Chair noted for the record the Board's breakfast that morning with Charlie Weis, head coach of football. At that breakfast, Coach Weis spoke to the Board about his outlook regarding student-athletes, academics and athletics. Following his statement, the Chair invited Board members to ask questions of the Coach and, thereafter, invited Coach Weis to address questions to the Board.

4. Visit with (Rev.) John Jenkins, C.S.C., president: At this point, the Chair welcomed to the meeting Father Jenkins, president of the University. The Chair had met with Father Jenkins during the summer; both had agreed on the desirability of his meeting with the Board, with no specific agenda, during the fall. Father Jenkins noted his pleasure at the opportunity to speak to the Board. He deems the role and work of the Board very important. He stressed the Board's role by reading from Article IV, Section III(k) of the *Academic Articles*, the provision setting out, among other things, the Board's responsibilities. He emphasized that athletics at Notre Dame must reflect the deeper values of the institution. It remains crucial that everything done in connection with athletics be done with integrity. Both the recruiting of our student-athletes and the treatment of them once they come here must reflect the highest levels of integrity. Our student-athletes must receive an education of the utmost quality and, in turn, must be held to the highest of standards. Notre Dame's graduation rates for student-athletes are high, and Father Jenkins thinks it important that they remain high. Indeed, he aspires to even greater academic achievement in this context; he would, for example, like to see a student-athlete here become valedictorian or be named a Rhodes Scholar. Of course, he continued, Notre Dame must perform at the highest levels in the athletics context, as well. The Faculty Board's role is to support those ideals by reviewing academic policy and procedures, and by providing advice with regard to them. Father Jenkins said that he was happy to be working with the Chair of the Faculty Board, who has played such a vital role in this context, and looked

forward to working with the entire Board. Father Jenkins stated that he had encouraged the current Chair of the Board to continue in that position; to make that possible, the president had indicated his willingness to seek an amendment of the term limits currently precluding the Chair from continuing beyond the 2005–06 academic year. Since the Chair has declined that invitation, Father Jenkins faces the important decision of choosing a suitable successor. He asked the Board for its suggestions in that regard. He has already learned that he cannot be “all places at all times.” His executive assistant, Dr. Frances Shavers, will therefore provide an important liaison between him and both the Board and the Department of Athletics. At this point, Father Jenkins invited questions from the Board. Noting the great increase in the responsibilities of the Faculty Board over the past five years, Professor Power asked Father Jenkins for his perspective concerning these evolving duties. Father Jenkins: The changes, as I see them, constituted an attempt to augment the sense of oversight, thereby ensuring that the appropriate educational ideals were being met. Prof. Bender asked for an update on physical space—the Joyce Center, for example—and the related funding efforts. Father Jenkins responded that he felt reassured by the progress made so far. It's “a bit of a dance—very dependent upon each individual.” Dr. White added that “we are getting closer, and I think we will reach our goal sooner rather than later.” Prof. Botting agreed with Father Jenkins's desire to see a student-athlete as a Rhodes Scholar. We have promoted excellence in both academics and athletics, but we do need to do a better job in helping our student-athletes. Yes, Father Jenkins replied; we need to identify candidates earlier and then help bring them along. Doing such things embodies everything we seek, namely, excellence both in academics and in athletics. Prof. Pope-Davis stated that the Board has been discussing the “Chair succession” issue and predicted that a recommendation with regard to term limits will issue in the very near future. The term limits in force at Notre Dame hinder the ability of the Board's Chair, who also serves as the University's faculty athletics representative, to achieve positions of prominence in national organizations. Dr. White, recognizing the extent to which

the current Chair has developed a national reputation, especially in light of those term limits, stressed the importance of Notre Dame, especially as an independent, having its emissaries, including the faculty athletics representative, achieve national prominence. Prof. Fallon noted that changing those term limits would require action by the Academic Council; would Father Jenkins support such a change? Yes, Father Jenkins responded, especially if that recommendation came with a unanimous vote of the Faculty Board on Athletics. After the discussion, the Chair thanked Father Jenkins for taking time from his busy schedule to meet with the Board.

5. Report on academic performance of student-athletes: Mr. Holmes, director of the Office of Academic Services for Student-Athletes, provided to the Board a report on the academic performance of student-athletes. Notre Dame's 641 student-athletes, having posted a grade-point average of 3.173 during the spring 2005 semester, now carry a cumulative grade-point average of 3.134. Among those student-athletes, 93 (14.51%) found their names on the Dean's List. Of those, 21 (3.28% of all student-athletes) earned a perfect 4.0 grade-point average. Fourteen student-athletes found themselves on probation following the spring 2005 semester. The 397 student-athletes receiving grants-in-aid achieved a semester grade-point average of 3.125, yielding a cumulative grade-point average of 3.090. Of those student-athletes, 44 (11.08%) made the Dean's List. Ten grant-in-aid student-athletes ended the semester on probation. The mean grade-point average for all 8,002 Notre Dame students for the semester was 3.392. The median grade-point average for student-athletes was 3.25, while that for all students was 3.5. The 64 senior grant-in-aid student-athletes living off-campus during the 2004–05 academic year achieved an annualized grade-point average of 3.459. Of these student-athletes, 53 experienced an increase in their grade-point average; 11 experienced a decrease. The average change: +.202. Finally, fifth-year student-athletes proved to be very successful academically during the 2004–05 academic year. Of the 17 such student-athletes, only one experienced significant academic difficulty. All others surpassed a 2.5 grade-point average, most

surpassed a 3.0 grade-point average, and several surpassed a 3.5 grade-point average. Prof. Bender asked whether we could compare our numbers with those of peer institutions. Mr. Holmes: That would be very difficult; after all, were I asked by other institutions for such information, I would be reluctant to share it. We do, however, get some good “feedback” from new coaches who come here from other programs. Dr. White stressed the extent to which we earn the academic envy of our peers. Prof. Fallon asked about the relatively low academic achievement of one team. We are, Mr. Holmes replied, dealing with an “entirely different culture” there. We continue to seek ways to “tweak” the program. We are keeping a close eye on that situation. In response to a question from Prof. Bender, Mr. Holmes stated that eligibility requirements under NCAA rules differ from Notre Dame’s. During the spring semester, student-athletes are eligible under NCAA rules so long as they earned six credit hours during the fall semester. At Notre Dame, however, student-athletes must also achieve a grade-point average of 2.0 (1.7 for first-year student-athletes) in order to compete during the spring semester. Mr. Karwoski added that we have communicated several times with the NCAA concerning this problem. Since we are not “comparing apples to apples,” the annual progress rate (APR) issued by the NCAA creates a highly inaccurate public perception. The Chair asked whether we could report a second set of numbers reflecting those student-athletes who are “NCAA eligible.” Mr. Karwoski responded that the problem arises from the fact that “eligibility” gets determined by the academic standards set by the educational institution. The Office of Academic Services for Student-Athletes does prepare such a second set for internal purposes, but we cannot report those numbers as our “eligibility rates.” Beyond issuing a press release explaining the situation, therefore, not much can be done about the problem. Mr. Wilcox pointed out that another new NCAA measuring stick, the Graduation Success Rate (GSR), will allow schools like Notre Dame to better reflect their high graduation rates. The older, federal rate, which will continue to be available, counted against a university’s graduation rate those student-athletes who, though in academic

good standing, left to pursue their education elsewhere or to seek a professional athletics career. The new GSR, which measures graduation rates over a five-year period, will not deal so negatively with such student-athletes. Associate Provost Chris Maziar will contact other universities to ascertain how they certify the eligibility of student-athletes. Mr. Holmes pointed out that Notre Dame’s system of certification works an especial disadvantage because students on probation only after the spring semester can “get better” during summer school; thus those student-athletes never show up as ineligible. Since Notre Dame certifies following the fall semester as well, however, any student-athletes on probation at that point cannot remedy the situation prior to spring competition.

Prof. Pope-Davis asked whether, in light of a national trend in that direction, Notre Dame too might admit some student-athletes in January. This mid-year enrollment presents a perceived advantage to football prospects seeking to participate in spring practice with an eye to playing during their first fall semester on campus. That issue, Mr. Holmes replied, is an “ongoing” one with “ongoing” discussion. With regard to such admissions, Dr. White distinguished two different issues. First, we currently find ourselves with a relatively low number of football players. Second, such mid-year admissions are occurring more frequently across the country. Any January admission here, he said, would require a student-athlete who is a real “difference maker.” Prof. Pope-Davis: How many institutions will do this? Dr. White: Most of the public universities will; elite private universities will act cautiously, but nonetheless be open to it. Father Poorman remarked that the biggest challenge will be finding a way to incorporate such student-athletes into residence life and into the First Year of Studies. Indeed, the latter will present more difficulties than the former. We will need to determine how such student-athletes “transition” and with what class—the one they actually come into or the next one—they identify. We will have to provide a special orientation to assimilate them into campus life. Moreover, he added, the ability to practice in the spring seems a relatively small payoff. Are there other incentives? Of course, it remains better for such student-athletes to stay in high

school until normal graduation. Institutionally, we owe it to them to say just that. Dr. White responded that these concerns require that such student-athletes represent “extraordinary talent.” Father Poorman: I would say “extraordinary” in many ways—maturity, academics, athletics and the like. Prof. Fallon thought this issue to deserve a full discussion by the Board and its advice to the president. Father Poorman agreed that the Board should discuss and advise on this issue. Already one group, including Mr. Daniel J. Saracino, assistant provost for admissions, Dr. Maziar and Mr. Kevin Rooney, associate dean in the First Year of Studies, are targeting this situation. At the suggestion of the Chair of the Faculty Board, Prof. Bender agreed to bring the matter to the subcommittee on academic integrity, which he chairs, for a preliminary discussion.

6. Appeal procedure for “one-time transfer exception”: A policy of the Department of Athletics, as mandated by the NCAA, provides an appeal procedure for student-athletes unhappy with the Department’s restrictions concerning possible transfer to other institutions. Under that procedure, three members of the Faculty Board on Athletics hear the appeal. In light of a recent invocation of that provision, the Department of Athletics has asked the Faculty Board on Athletics to discuss this issue in order to determine what changes might be necessary in the procedures. Mr. Karwoski expressed concern that the procedures contain no real “charge” for the appeals panel. The Chair added that no one seems to know whence the current provision for appeal emanated. It does date at least from the mid-nineties. Interestingly, the process uses the Faculty Board on Athletics as a pool for the panel, but the panel really is not a “Board panel,” and the Board therefore has no juridical authority over that panel. In any event, changes seem to be called for. For example, the process alludes to the executive vice-president of the University, presumably because that person chaired the Faculty Board on Athletics at the time the provision was written. Moreover, the process calls for the president to appoint the panel; this seems not to be a good use of the president’s time. Accordingly, the Chair continued, we do need to take a look at both the process and the

criteria for reversal. Dr. Shavers added that the Office of General Counsel should be involved. Mr. Karwoski stated that the Department of Athletics is “benchmarking” at other schools to discover whatever procedures they use in this context. Prof. Pope-Davis: Does the NCAA speak to this? Mr. Karwoski: No; beyond requiring some appellate process, that organization is silent on this issue. Mr. Wilcox observed that the NCAA, in mandating such a provision, intended to create a vehicle for students to appeal an adverse transfer decision. But the NCAA provided no direction for that panel once it gets put together. The Chair pointed out that the process does not evolve much since it is so rarely invoked. Mr. Karwoski agreed; Notre Dame has had only three cases in the past fourteen years. The Chair suggested that a few people from the Board’s academic-integrity and student-welfare subcommittees join with a similar number from the Department of Athletics and someone from the Office of General Counsel to pursue this matter. Dr. White agreed with that approach.

7. Possible amendment of *Academic Articles and Statement of Principles for Intercollegiate Athletics*: Prof. Power, chair of the Board’s subcommittee on communications, introduced a discussion of possible changes to the *Academic Articles* and to the University’s *Statement of Principles for Intercollegiate Athletics*. The subcommittee has addressed three different issues. First, should the current term limits (two three-year terms) applicable to the Chair of the Board, who also serves as faculty athletics representative, be lengthened or even eliminated? Second, should the *Statement of Principles for Intercollegiate Athletics* be amended to specify that members of the University’s Board of Trustees adhere to the *Statement on Board Responsibilities for Intercollegiate Athletics*, a statement adopted in March 2004 by the Board of Directors of the Association of Governing Boards of Universities and Colleges, to which Notre Dame belongs? (This would, of course, require the consent of the Board of Trustees, possibly through adding its Chair as a signatory of the *Statement of Principles for Intercollegiate Athletics*; currently only the president, the director of athletics and the Chair of the Faculty Board on Athletics are signatories.) Third, should the *Statement*

of Principles on Intercollegiate Athletics be amended to make clear that the University’s faculty athletics representative must be consulted with regard to contract extensions and terminations of high-ranking athletics administrators and head coaches? (The *Statement* already provides for such consultation with regard to hiring, and the president’s office and the director of athletics have already agreed to so consult regarding extensions.)

Prof. Fallon, a member of the subcommittee on communication, emphasized that the proposal for amending term limits did not come from the current Chair of the Faculty Board. Prof. Fallon asked the Chair to discuss, nonetheless, why it might lie in Notre Dame’s best interest to extend those term limits. The Chair, emphasizing that any such amendment would not apply to him but rather be prospective only, agreed that the limits should be extended or eliminated. Those term limits affect two positions, held by one person at Notre Dame—Chair of the Faculty Board and faculty athletics representative. (At most other institutions, those positions are held by two separate individuals.) The Chair voiced his view that Notre Dame must be visible on the national athletics stage and, to do so, its faculty athletics representative must have more than six years to move into positions of prominence. In his six years, he has managed to get elected to the executive committee of the Faculty Athletics Representatives Association (FARA), a national group. He also has served on the executive committee of an organization in whose founding he played a role: the Division I-A Faculty Athletics Representatives. During this past year, he has been approached to become vice president of the former organization, but could not accept due to the expiration of his second term. With regard to the latter organization, he declined the opportunity to seek re-election since the term of office would take him beyond his term limits at Notre Dame. To be sure, one can make an argument in favor of term limits: the concern that faculty athletics representatives might become too comfortable in the position or be perceived as being “too cozy” with athletics on campus. In any event, it is important to point out, the Chair noted, that FARA has enacted a formal position

against term limits for faculty athletics representatives. Indeed, even the Coalition on Intercollegiate Athletics, a so-called “watch-dog” group, has dropped its initial endorsement of such term limits.

At this point, to allow for a freer discussion of this issue, the Chair left the room at 4:50 p.m. He returned to adjourn the meeting at 5:15 p.m.

University Committee on Library

Minutes of the Meeting
of September 15, 2005
4–5 pm Foster Room

Present: Chair, David Smith. Committee members Susan Blum, Roger Jacobs, Charles Rosenberg, Parker Ladwig, John Robinson, Semion Lyandres, Laurence Taylor, John Weber, Gordon Wishon, Jennifer Younger, Andrew Sommese, and Carol Hendrickson (student)

Absent: Agnes Ostafin, Brian Pitts (graduate student)

Observers/guests: Nigel Butterwick, Kitty Hoye (recorder)

Call to order at 4 pm by Chair, David Smith

Welcome and Introductions

David Smith, UCL Chair, called the meeting to order and welcomed all in attendance, especially the newest members of the committee—Semion Lyandres (Humanities), Laurence Taylor (Science), John Robinson (Law), and Carol Hendrickson (undergraduate student representative).

Election of UCL Chair

After brief introductions from each of the members, David Smith directed the committee to the first item of business on the day’s agenda—the election of a new committee chair. After opening the floor for discussion, Smith made a motion nominating John Weber (Business) to serve as the new chair. The nomination was seconded by Roger Jacobs (Law). There was no additional discussion. Weber was unanimously elected UCL chair for the 2005–2006 academic year. Smith then turned control of the meeting over to John Weber.

Noting that he has been instrumental in raising awareness for the UCL throughout campus, Jennifer Younger commended David Smith for his 2 years of outstanding service to the committee. Chuck Rosenberg made a motion that the UCL formally recognizes David Smith for his outstanding contributions and years of dedicated service to the UCL. The motion was seconded by Semion Lyandres and passed unanimously.

Minutes

The May 6, 2005 minutes (with typographical corrections as noted) were voted on and approved unanimously by the committee

Recognitions

The University Committee on Libraries recognizes Melodie Eiteljorge, Senior Administrative Staff Assistant, for her 25 years of superior service to the University of Notre Dame libraries.

The University Committee on Libraries recognizes Librarian Eric Lease Morgan, recipient of the 2005 Rev. Paul J. Foik, C.S.C. Award. The Foik Award, given annually to a library faculty member who has contributed significantly to library service, the Notre Dame community, or the library profession, recognized Morgan for, among other things, his "tireless efforts to elicit input from library users while the Web page was being created and modified."

UCL Chair's Report

New committee chair John Weber, proposed the following UCL meeting schedule for the 2005–2006 academic year. Although UCL meetings will continue to take place on a monthly basis (2nd Thursday), Weber proposed an alternating early morning (7:30 am) and afternoon (3:30 pm) schedule to allow committee members with class or similar conflicts a greater opportunity to participate in UCL meetings. The meeting location would also alternate accordingly. Proposed UCL meeting dates/times are as follows:

| | |
|-------------------|------------------------------------|
| October 13, 2005 | 3:30 pm (Rm 222 Hesburgh Library) |
| November 10, 2005 | 7:30 am (Grace Hall—Café DeGrasta) |
| December 8, 2005 | 3:30 pm (Lafortune—Foster Room) |

| | |
|------------------|------------------------------------|
| January 2006 | No meeting scheduled |
| February 9, 2006 | 7:30 am (Grace Hall—Café DeGrasta) |
| March 9, 2006 | 3:30 pm (Lafortune—Foster Room) |
| April 13, 2006 | 7:30 am (Grace Hall—Café DeGrasta) |

After a brief discussion regarding individual member conflicts, Susan Blum made a motion in favor of the alternating UCL meeting schedule for 2005–06 as proposed by John Weber. The motion was seconded by Carol Hendrickson and passed.

Weber called upon past chair Dave Smith to give an update on the current status of the 2004–2005 UCL Annual Report. Draft copies of the report were distributed to all UCL members for their review prior to the meeting. Weber encouraged new UCL members to fully review the draft report. Having already incorporated a number of changes previously submitted by committee members, Smith urged the committee to approve the draft report as soon as possible.

Andrew Sommese motioned for the committee to approve—subject only to non-substantive changes—the 2004–05 UCL Draft Annual Report. Semion Lyandres seconded the motion. A lengthy discussion followed on proposed changes to the annual report. Chuck Rosenberg asked for clarification and additional information to be included on the "Campus and external grants and funding" section located on page 5 of the report. Noting that she will make appropriate edits and update the section immediately, Younger directed the committee to a discrepancy in the language on page 1 describing our Association of Research Library rank as including "holdings," which requires further explanation, since that term does not accurately reflect the overall quality of today's libraries. Smith agreed to amend accordingly.

In response to concerns raised by both Susan Blum and Parker Ladwig, Smith explained his rationale for including the statement (on page one) "Notre Dame does not have a great library." After a discussion on "greatness" and what constitutes a "great"

library, Smith agreed to re-write the paragraph with more specificity and to distribute the new draft for the committee's final review. In an effort to expedite the process and have the final report in time for the next Academic Council, Weber asked the committee to review the changes and vote on the proposed final draft via email.

The meeting then shifted to a discussion of the status of UCL web site. Younger volunteered that, at the direction of the Committee, Melodie Eiteljorge, Senior Administrative Staff Assistant, is available to continue posting documents and maintaining the accuracy of information on the UCL web site. Smith also volunteered to continue helping with refinement of the UCL web site and suggested that the UCL might learn something from contacting developers of the Faculty Board on Athletics web site. In response to a question from Parker Ladwig, Smith indicated that there is a link to the UCL web site on the main page of the library web site, but that the link is in danger of moving off the main page into the 'more' category if more "spotlights" are added to the main library web page. Younger affirmed the library commitment to maintaining the link from the main page. Rosenberg commented that he thought the UCL web site is well written.

Update on Springer—Kluwer e-journals

Weber asked Associate Director for User Services Nigel Butterwick to update the committee on recent developments concerning the University's e-journal subscriptions. Butterwick prefaced his remarks with an overview of the events leading up to what some described as a "crisis situation" in 2004. The use of e-journal packages from vendors such as Springer and Kluwer was deemed "insufficient to justify the high cost" and caused the Library to quickly develop an alternative plan for potentially re-subscribing to some of its higher use journals on an individual basis, while opting out of certain journal packages (because of high and fast rising costs). A Library Task Force was appointed to investigate the situation. Recognizing the need for broader campus-wide input on this complex and controversial issue, the Provost's Office stepped in and funded the packages for one more year, thus deferring a final decision on the future of e-journal packages until this year.

Circumstances have changed substantially since the e-journal issue was first presented over a year ago. The Springer and Kluwer companies have actually merged, resulting in a number of additional pricing revisions. Additional economic factors, as well as the changing scope of campus scholarship, technology and staffing weigh heavily on the decision to cancel or revise our current e-journal subscriptions. Describing the decision as having a "significant impact" on the University community as a whole, Weber asked Butterwick and the committee to "keep close tabs on the pulse" of the company's reactions and resulting activities.

Director's Report

Younger briefly explained portions of the instructions from the Provost governing annual reports for the academic year 2004/05 and described the library report as having two components; a summary or "diary of events" portion, as well as a "mission or message focused" portion. It is the latter section, explained Younger, which describes the "plight of the Library" in more detail—adding that much of the "mission focused" portion of the report will guide the work of this committee. Overall, Younger described the Library as having "an overall good year," she reported on a number of notable achievements that occurred during the last academic year. Topping her list was the addition of three new faculty members: Julie Arnott, Head, Preservation Department; Joe Holtermann, Head, Serial Acquisitions Department; and Aedin Clements, Irish Studies Librarian. Younger indicated that the library has also been working diligently to develop a service which allows e-reserves content to be included inside individual course sections in WebCT Vista, using a link to our new electronic reserves management system. The result is an electronic reserve system with a major step forward in improved productivity for faculty and library staff. Initial reaction to the new program has been quite positive. Younger also described access to the "unique holdings" within the Indiana statewide holdings catalogue as an "added benefit" for faculty and students. She briefly touched upon the subject of "recall success" and asked that the topic be included as an agenda item for a future meeting. Younger concluded her report by specifically recognizing the "remarkable achievements and superb lead-

ership" of Gordon Wishon who recently accepted the CIO Magazine's "Bold 100" Award. Wishon stated that "This award is a testament to the hard work of many, many people across the University."

Academic Libraries of Indiana Direct Request Pilot Project

Nigel Butterwick outlined a new statewide initiative to try to streamline the current library loan procedures by essentially eliminating one of the key steps in the process. The 3 month (January—March 2006) pilot project will enable users to make "direct requests" to other Indiana academic libraries for library materials, resulting in faster access to the desired resources. A discussion comparing the relative advantages and disadvantages of the current WorldCAT system with the Direct Request Pilot Project followed. In response to a question raised by Susan Blum regarding potential effects on inter-library loan staff assignments, Younger emphasized no positions would be in jeopardy under the plan. Instead, she argued, the workload would remain constant as the actual "volume" of direct requests "skyrocket". Additional questions and concerns were discussed including a number of previously "unforeseen" costs related to the project. Describing Notre Dame generally as a "net exporter" of research materials, Younger believes additional information is necessary to ensure that no one school is overburdened by the process. As a result, she would like to see a comprehensive "collection analysis" of the participating Indiana schools to determine both the extent of our "overlap" and/or "unique" collections and the relative costs associated with the results.

Issues for 2005–2006 discussions

Weber asked members to suggest additional topics or related issues for committee review and/or discussion during academic year 2005–6. Noting her prior request to include "recall success" in the list of potential agenda items, Jennifer Younger asked that "philosophy and goals" as well as "information literacy" also be included as possible issues for discussion. In addition to the continuing discussions on e-packaging and open access, David Smith asked that the committee consider preparing a formal statement on the issues for discussion before the Faculty Senate. With respect to

the Indiana Direct Request project, Chuck Rosenberg asked the committee to explore similar potential consortial relationships with Ohio, Illinois and others.

Weber encouraged members to forward any additional issues or discussion topics on to him via email. Keeping in mind the serious issues currently before the UCL, the Chair is asking members to give serious consideration to a proposal that would add an additional "subcommittee layer" to the current UCL. With the current committee membership topping 16 in number, Weber worries that many issues currently needing attention will be left "undone" or not thoroughly addressed. Adding a subcommittee layer will allow for a more thorough investigation and understanding of the issues as presented before the larger committee as a whole.

Roger Jacobs made a motion to adjourn the meeting at 5:15 pm. It was seconded by Chuck Rosenberg and unanimously passed.

Adjourned: 5:15 pm

The next meeting is scheduled for October 13, 2005, 3:30 pm (Rm 222 Hesburgh Library)

Respectfully submitted,

Kitty Cooney Hoyer
Recorder

University Committee on Libraries (UCL)

October 13, 2005

Hesburgh Library—Room 222

Present: Chair, John Weber. Committee members, Roger Jacobs (ex officio), Parker Ladwig, Semion Lyandres, John Robinson, David Smith, Andrew Sommese, Laurence Taylor, Jennifer Younger (ex officio), Carol Hendrickson (student), and Brian Pitts (graduate student).

Absent but excused: Susan Blum, Agnes Ostafin, Charles Rosenberg, Gordon Wishon (ex officio)

Observers/Guests: Nigel Butterwick, Kitty Hoyer (recorder)

Call to order

The meeting was called to order at 3:30 pm by UCL chair, John Weber.

Welcome and agenda review

Weber welcomed committee members and guests in attendance. The meeting, he explained, will focus primarily on identifying issues and discussion topics for future UCL meetings. While some topics have already been identified and will be included in discussions today, Weber urged the committee to propose new topics for the UCL to consider during this academic year.

Minutes

Weber announced that the minutes from the September 15, 2005 meeting will be forthcoming in the next few days. Once they have been reviewed, he will entertain a motion for their approval via e-mail.

UCL Chair's Report

UCL Annual Report for 2004–5

Before moving on to a discussion of future potential agenda items, Weber asked former UCL chair, David Smith, for an update on the status of the **2004–2005 UCL Annual Report**.

Smith indicated that the 2004–2005 UCL Annual Report has been approved by the UCL and sent on to the Academic Council for their consideration and review. A copy of the report is available online at [http://www.library.nd.edu/ucl/annual-reports/documents/UCL Annual Report 2004-5.pdf](http://www.library.nd.edu/ucl/annual-reports/documents/UCL%20Annual%20Report%202004-5.pdf). The next step, explained Smith, is to make ourselves available to the Academic Council for a prospective spot on their agenda for discussing the report (perhaps along with discussion of results of the Library Task Force Report, when that report is issued—probably in early 2006). John Robinson, a member of the Executive Committee of the Academic Council, volunteered to help in the effort to gain a spot on the Academic Council's agenda.

A discussion followed regarding the desirability of and procedures for also approaching the Faculty Senate to try to get discussion of the 2004–2005 UCL Annual Report on their agenda (perhaps along with discussion of the Library Task Force Report, when that report is issued—probably in early 2006). John Robinson, a member of the Executive Committee of the Faculty

Senate, volunteered to also help in the effort to get on the Faculty Senate agenda. He explained that a three-tiered process would be required. We would first approach the Executive Committee of the Faculty Senate, with a goal of having them refer us to the Academic Affairs Committee of the Faculty Senate. The Academic Affairs Committee in turn could recommend a spot on the Faculty Senate agenda.

In anticipation of these prospective spots on the agenda of the Academic Council and the Faculty Senate, the group discussed the desirability of developing a UCL position statement on library issues for the possible meetings with the Academic Council and the Faculty Senate. With that in mind, Smith has collected a number of position statements from other schools regarding e-journal packages and other important library issues and offered to share those with UCL members. (Smith subsequently sent a list of relevant web-site addresses to the UCL chair for distribution to UCL members.) Weber indicated that this topic will be brought up again for continuing discussion at the November UCL meeting and again when the Library Task Force Report is issued.

Possible Agenda Items for This Academic Year

Next, Weber reiterated that the primary goal of today's meeting was to identify and briefly overview potential UCL agenda items for the upcoming year. In introducing the discussion, Weber asked members to consider the possibility of forming standing UCL subcommittees to address particularly complex and important issues that make the planned UCL agenda. He noted that "standing subcommittees" are used effectively by other groups on campus as a way to more consistently and thoroughly gather information and analyze complex issues of continuing significance and importance. In addition to current UCL members, he suggested that, where deemed appropriate, a given subcommittee might include UCL members, key members of the library staff, plus a small number of other faculty and students. The potential creation of specific possible UCL subcommittees will be discussed further at the November and December UCL meetings, following the identification and initial overview of UCL agenda items selected for this academic year.

Director's Report—Jennifer Younger

For her "Director's Report", Library Director, Jennifer Younger, mentioned a number of issues she would like to see included as agenda items or discussion points during this academic year. She began by describing the "**e-journal packages**" issue as being "timely" and "extremely important." Referring to the email recently (10/05) sent to all faculty members, Younger updated the committee on the recent decision to terminate the Springer SBM (previously known as Springer/Kluwer) e-journal packaging contract. Looking for ways to streamline the process, she described two vendors, CISTI (Canada Institute of Scientific and Technical Information) and INGENTA, currently providing document delivery services. Younger is "looking to the UCL for suggestions and guidance" as she and her staff assess the situation and move forward with alternative document delivery packages.

Younger also addressed the need to assess and update a number of library policies and procedures, including the current "**recall policy**." Noting that many new faculty members are "shocked" when they learn the recall process does not always result in prompt returns, Younger stressed the importance of addressing the recall policy issue as soon as possible. With this in mind, she has asked Nigel Butterwick to prepare a report with information and statistical data on faculty compliance regarding requested recalls. Younger indicated that she is looking to the UCL for advice and counsel on the recall policy and would, therefore, like to see it included as an agenda item to be examined in greater depth at an upcoming UCL meeting.

2005–06 Agenda Items Discussion, cont.

Following these introductory from Jennifer Younger above, the discussion then continued with the identification and brief overview of additional potential items for the UCL agenda this year.

Information Literacy

Weber called upon Librarian Nigel Butterwick for an overview of "information literacy" and related issues. Butterwick described "information literacy" as an area of "enormous interest and importance" not only within the library, but throughout the

many academic departments on campus. Many faculty members consider current students to be “ill prepared” and otherwise lacking in the skills necessary to conduct meaningful research. Describing this as being a “significant issue” throughout higher education in general, Butterwick referred the committee to an article (American Library Association (2000) “Information Literacy Competency Standards for Higher Education,” 18 p.) detailing a set of guidelines on “information literacy standards” to be considered when evaluating academic programs. The article identifies five “key competencies” and related performance indicators. In response to concerns expressed by Weber on technological advances with the internet since the article was originally written in 2000, Butterwick noted that a couple of the performance indicators would likely be rewritten and be richer given today’s internet technology, but that the other indicators remain as relevant today as when the paper originally appeared. [Butterwick also referred the UCL to a second publication on information literacy—Barbour, W., et al (2004), “Integrating Information Literacy into the Academic Curriculum,” *Research Bulletin* Vol. 2004, Issue 18, Aug. 31, 2004, 10 p. Both articles were subsequently distributed to the entire UCL committee.]

The key question for Notre Dame regarding information literacy, argued Butterwick, lies in determining “where” Notre Dame wants to be regarding information literacy and “what” the library can do to assist in meeting that need. He added that the role of the UCL regarding the information literacy issue should also be determined.

When asked if the issue stems from a “proliferation of information” or an “increased ability to access information,” Butterwick responded that both factors are relevant. Regarding the second factor (accessing information), he noted that students are tending to rely more and more on popular search engines such as “Google” for much of their research and, therefore, the library resources are “not being fully utilized”.

A discussion on the traditional role of libraries followed. Roger Jacobs contrasted the role of those who “use” or seek information with those who “teach” or guide users regarding what information is relevant or important. Recognizing that his experiences in legal education may differ

from those in other academic areas, Jacobs briefly explained the role of law librarians as “teachers” within the three year legal education process. Referring to it as being “highly integrated,” Jacobs went on to describe the unique relationship between law faculty and law students. He added that the “success of this system depends upon or stems from everyone—faculty, student, and law librarian—being on board”.

Younger described both the Law School and Music Department as “model programs” for developing successful relationships between their department and the library. When it comes to research, she added, many college students are left to “do it alone”. Younger indicated she would like to see more of a focus on establishing a partnership between the library and faculty as opposed to an “either or” proposition—that is, something similar to the “law school model” described by Jacobs. Noting that it is not just a student issue, Parker Ladwig added that “more can also be done to educate faculty on new and better ways of doing research”.

Given the significance and complexity of this issue, “information literacy” at Notre Dame, Weber suggested that the UCL consider forming a UCL subcommittee to address this issue. Noting that a number of committee members were unable to attend today’s meeting, Weber agreed to revisit the issue at the November meeting. He encouraged members to reflect upon the issues and report back to the UCL at the next meeting to express interest in serving on the potential subcommittee. Should the UCL be in favor of establishing such a subcommittee, a reasonable goal, he suggested, would be to have an ‘Information Literacy Subcommittee’ named and charged by the conclusion of the December 2005 meeting.

Faculty Outreach

Weber deferred to Director Younger for a brief overview and discussion of issues relating to the “**faculty outreach**” issue. Explaining that the faculty outreach issue routinely comes up during meetings with library staff and administration, Younger emphasized that “faculty outreach” includes “much more than collection development.” She sees an “expanding role” of the library in faculty outreach, a role that might include using library “liaisons” to explain new

resources and to work more proactively with faculty on specific issues relating to the library.

In response to a request for clarification on the differences between “information” and “outreach,” Parker Ladwig described ‘outreach’ as more than explaining what ‘materials’ are available—also including information and training on how to more productively use what ‘services’ are available. He referred to the “recall policy” as a good example of a “service” area that could be explained in an “enhanced faculty outreach” program. He suggested that as the trend moves towards “on demand” access to materials, the Library finds itself in a “constant battle” to develop new programs and initiatives that will continue to provide “equitable access” to its users. He also indicated that the library staff is currently exploring “marketing initiatives” in addition to the more traditional method of “faculty outreach”.

A lengthy discussion on the differences between “marketing” and “information literacy” as applied to both faculty and students followed. Ladwig expressed the underlying desire for faculty to keep the library resources in the “forefront of their students’ mind.” The real issue, he argued, is that the faculty doesn’t seem to have a clear sense of “who their librarian is and what their library can do” for them and their students. Dave Smith reminded that another dimension complicating the discussion of faculty outreach is a desire from faculty to meet their “very narrow” and “extremely specific” resource needs.

Ladwig suggested that another potential dimension for faculty outreach was to “proactively monitor” reactions to significant changes in library policies, so as to address faculty concerns in a more effective and timely manner. As an example, Ladwig described the recent complaints heard from faculty after learning the Library decided to cancel its contract with Springer/Kluwer. The Library might have “mitigated” much of the concern, argued Ladwig, had it “proactively” addressed these concerns via “faculty outreach” programs.

Recognizing that “faculty outreach” is a complex issue, Younger suggested that the committee not focus so much on “solving the problem” but instead on “ensuring

that the relevant issues are appropriately addressed” by the proper parties and/or committees. With that suggestion, Weber asked that the topic be included for further discussion on the November agenda, with the possibility of creating a UCL ‘Faculty Outreach’ subcommittee.

Old/New Business

The Chair suggested the committee institute a general meeting policy stating an intention to adhere to a 1 1/2 hour time limit on regularly scheduled monthly meetings. Weber suggested that the November agenda might include, among potential additional items, the following:

- Update (from Dave Smith and John Robinson) on prospective consideration of the 2004–5 UCL Annual Report on the Academic Council agenda for this year (including a UCL discussion of possible goals, strategies and development of a UCL position statement for that prospective meeting);
- Update on Library Task Force Report from Associate Provost Chris Maziar’s office;
- Continued discussions of e-journal packages, recall policy, information literacy (including potential establishment of UCL subcommittee), and faculty outreach (including potential establishment of UCL subcommittee).
- A prospective organizational overview of the library for UCL members would be moved to December or January agenda.

UCL members were again encouraged to bring other issues of concern to the Chair’s attention as soon as possible so that they can be included as discussion items on upcoming agenda.

Adjourn—

Meeting adjourned at 5:10 pm.

The next meeting is scheduled for November 10, 2005, 7:30 am (Grace Hall—Café DeGrasta).

Respectfully submitted,

Kitty Cooney Hoye
Recorder

University Committee on Women Faculty and Students University of Notre Dame

Meeting of October 10, 2005

Members present: Susan Blum (chair), Patricia Bellia, Doris Bergen, Alexandre Chapeaux, Renee D’Aoust, Victor Deupi, Liz Dube, Mary Louise Gude, C.S.C., Jean Ann Linney, Mary Ann McDowell, Zach Ortiz, Kaity Redfield, Salma Saddawi, Gina Shropshire

Members absent: Patrick Gaffney, C.S.C., Kevin Misiewicz, Agnes Ostafin

Guests present: Jill Bodensteiner, Associate Vice President and Counsel; Jannifer Crittendon, Director, Office of Institutional Equity; Cathy Pieronek, Director, Women’s Engineering Program

Observers present: Mary Hendriksen, Office of the Provost, reporter

Prof. Blum, chair of the University Committee on Women Faculty and Students, called the meeting to order at 12:05 p.m.

1. Minutes of the meeting of September 9, 2005: The minutes of the meeting of September 9, 2005, were approved without change.

2. Election of Committee chair-elect: Prof. Blum suggested that, as it did last year, the Committee choose a chair-elect—both to avoid loss of continuity over the summer and to better prepare next year’s chair for the position. She said that according to the Academic Articles, the chair of the UCWFS must be a tenured member of the teaching and research faculty. See Academic Articles, Art. IV, Sec. 3(l).

Members discussed the implications of a small pool of candidates for the chair position—a perennial problem that is particularly acute this year because both Professors Bellia and Bergen may be unavailable during upcoming semesters. (Prof. Bergen will be on leave in Spring of 2006, and Prof. Bellia may not be teaching in Fall of 2006.) [During the meeting, members assumed that Prof. Kevin Misiewicz, a tenured, elected member of the Committee who was not able to be present that day was eligible to serve as chair as well; however, when

the actual text of the *Articles* was consulted after the meeting, it was discovered that the *Articles* require that the chair be “one of the tenured women serving on the Committee” [emphasis added]. While the *Articles* do not require that the chair be an elected member, that has been the custom of the Committee.] They considered whether the Committee should petition the Academic Council to amend the *Academic Articles* so that special professional faculty and library faculty are eligible to serve as chair. Some members pointed out that the rationale for requiring the chair to be a tenured member of the faculty is that she need not fear taking a position on an issue that might be counter to that of the University’s administration. Others said that while special professional faculty (SPF) and library faculty receive three-year contracts at the University, in practice, these positions are quite secure. Still other members said, however, that while SPF and library faculty positions may be more secure than those of untenured teaching-and-research faculty, they are certainly less secure than those of tenured faculty.

Profs. Bellia and Bergen briefly discussed the possibility of sharing the chair position.

Members also briefly discussed the implications of having a male chair.

Members decided to table this item until the next meeting to give the Committee as a whole greater opportunity to consider whether proposing an amendment to the *Academic Articles* is the best course of action.

3. Sexual harassment film: Members previewed the sexual harassment film that is nearly ready to be distributed throughout the University. The film had its genesis in the UCWFS in the Spring of 2004, in which one agenda item for the Committee was sexual harassment and the climate of the University for women. The film’s script was written by Prof. Terry Godwin Phelps; Prof. Jill Godmilow served as producer.

Members praised the film’s depictions of situations that are problematical in terms of sexual harassment. The scenarios include interactions between faculty members, between faculty members and students, and between faculty members and staff. Ms. Bodensteiner noted that all the vignettes

staged in the film (or some variation thereof) had occurred at Notre Dame, some multiple times. She noted as well that it is important for Notre Dame to take a proactive stance on sexual harassment.

Members agreed that they believe that the Office of Institutional Equity and the Provost's Office should send the film to the deans, who should then require all department chairs to show it at faculty meetings. They also provided suggestions to Ms. Crittendon, director, Office of Institutional Equity, on other venues for the film. Those suggestions included the new faculty retreat, various sessions connected with graduate students' orientation, Teaching Assistant training at the Kaneb Center, undergraduate orientation, and residence halls. Prof. Deupi suggested that the University play the video frequently on television in such student gathering places as Reckers and La Fortune.

4. Business versus academic employment/promotion practices: At Prof. Blum's invitation, Ms. Pieronek briefly presented information to the Committee on ways some corporations have redefined the promotion process the past 20 years to better accommodate women. Thus, companies such as General Electric, DuPont, Kodak, and Bausch and Lomb systematically promote women who have worked part-time or who have made other changes to the standard work trajectory. Saying that business may provide some models for the academic world, members agreed that they would like a fuller presentation on this issue, preferably with a "best practices" focus. Ms. Redfield added that she believes a campus-wide presentation on the subject would be beneficial to students, who have concerns about balancing work and family.

Prof. Blum offered to work with Ms. Pieronek on this topic.

5. Committee reports:

(a) **Health:** Ms. Redfield and Mr. Ortiz said they would keep the Committee informed of the status of student healthcare issues, such as the call by the organization Feminist Voice for a full-time gynecologist on staff at University Health Services.

(b) **Web site:** Dr. Shropshire informed members that she had surveyed several university Web sites devoted to women's

issues, including Northwestern's and Yale's. She also said that in deciding whether and how to construct its own Web site, the Committee should consider that WATCH, an unofficial Notre Dame women's faculty group, already has an active Web site. There is no need to duplicate its information.

(c) **Graduate student retention:** Prof. Sadawi informed members that she is asking for statistics on graduate student retention in her college. Sr. M. L. Gude, an assistant vice president in Student Affairs, reported that she is co-chairing, with Prof. Donald Pope-Davis, associate vice president and dean of graduate studies, a committee on graduate student retention. That committee is currently conducting a survey of graduate students and, when the results are compiled, she will share them with the UCWFS.

(d) **Infant care:** Prof. Linney reported that when the Early Childhood Development Center facility was built, the University did not expect there to be a significant demand for infant care. Now, with all available space occupied by children ages 2 through kindergarten, the only way ECDC could accommodate infants is by adding on to the present facility. In addition, requirements for infant care pertaining to the ratio of full-time care providers to infants—as well as the advanced degrees the providers hold—are such that, even with Notre Dame's institutional subsidy, costs to parents would run about \$200/week.

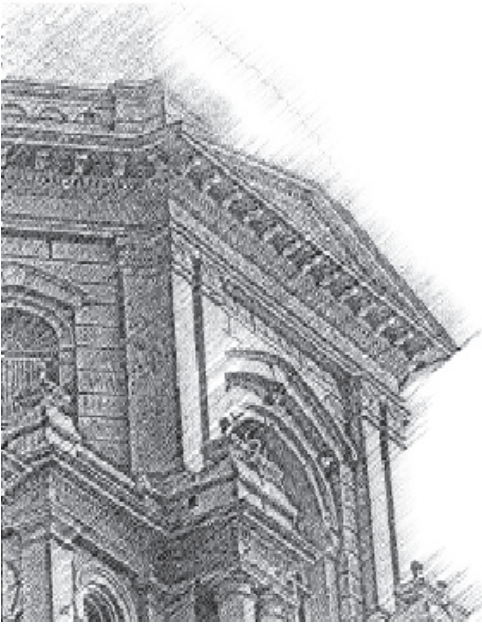
Prof. Linney said that if the index for demand for infant care is faculty who request FMLA leave, the number would be approximately eight babies/year. Graduate student demand might be significantly higher: 30-50 babies/year.

Members discussed the possibility of Notre Dame-sponsored "cottage care" with its associated safety, health, and liability issues. They also discussed the feasibility of Human Resources compiling a list of childcare providers, although some members noted that a local organization, Community Coordinated Child Care, Inc.-4C's, already fulfills that function.

Members' consensus was that the Committee should not take immediate action on the issue of infant care; the issue will, however, remain "on the Committee's radar."

There being no further business, Prof. Blum adjourned the meeting at 1:40 p.m.

Notre Dame Report



Volume 35, Number 7

December 17, 2005

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

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