



Notre Dame

R E P O R T

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November 20, 1992

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1992-93

The University

Wilmouth Elected Chair of Badin Guild

Notre Dame trustee Robert K. Wilmouth has been elected chairman of the Badin Guild for a two-year term. Wilmouth succeeds Rev. Edmund P. Joyce, C.S.C., executive vice president emeritus, who has chaired the Badin Guild since its establishment in 1987.

Wilmouth is president and chief executive officer of the National Futures Association in Chicago. He was elected to the Board of Trustees in 1975 and chairs its Investment and Finance Committee.

A graduate of the College of the Holy Cross, he obtained a master's degree from Notre Dame in 1950. His 27-year career in the banking industry began that year with the First National Bank of Chicago, where he moved through the management ranks to become executive vice president and director in 1973. In 1975 he became president and director of Crocker National Bank in San Francisco, and since 1977 he has held several positions in the futures business, including the presidency of the Chicago Board of Trade. He is chairman of LaSalle National Bank, a director of the Private Export Funding Corporation and the Economic Club of Chicago and a member of the advisory council of the graduate school of management at Northwestern University.

The Badin Guild, Notre Dame's honorary recognition society for planned gift donors, has more than 425 members whose combined gift commitments to the University exceed \$105 million.

Undergraduate Accounting Program Ranks Sixth

The undergraduate accounting program in the College of Business Administration ranks sixth nationally in academic quality, according to a survey by the industry newsletter *Public Accounting Report*.

Notre Dame historically has ranked among the top 10 accountancy programs in the annual survey of accounting faculty and department chairs nationwide.

The University of Illinois ranked first in this year's survey, followed by the Universities of Texas, Southern California and Michigan, and Brigham Young University. Trailing Notre Dame in the top 10 were Northern Illinois University, the University of Pennsylvania, Miami (Ohio) and Ohio State Universities.

Kresge Foundation Gives Challenge Grant to Chemistry and Biochemistry

The University has received a \$750,000 challenge grant from the Kresge Foundation to assist in the renovation of instructional laboratories used by the Department of Chemistry and Biochemistry.

The grant will enable the department both to expand and renovate its laboratories and to acquire new chemical instrumentation for its programs. A condition of the challenge grant is that Notre Dame raise the \$2,559,437 needed for completion of the project by October 1, 1993.

The Kresge Foundation has also supported past Notre Dame projects. Its last challenge grant to the University was for \$500,000 in support of the Center for Bioengineering and Pollution Control.

The Kresge Foundation is an independent, private foundation created by the personal gifts of Sebastian S. Kresge. It is not affiliated with any corporation or organization.

Army ROTC Wins Awards

The Fightin' Irish Battalion, Army ROTC, at the University of Notre Dame was recognized for excellence at the 1992 Second Army ROTC Region Commanders Conference at Fort Knox, Kentucky, October 22. Of 110 colleges and universities in the second region, Notre Dame was awarded the General Douglas MacArthur Award for 1992 (large school category). This award recognizes the Notre Dame Army ROTC unit as the overall best battalion of 40 large schools in the region, based on the performance of the cadets and cadre members in training, enrollment and academics.

In addition to the MacArthur Award, the battalion was recognized as the top achiever in "Program Management Excellence." This recognizes the fact that the battalion exceeded enrollment goals and completed administrative and scholarship actions with precision and timeliness.

The third award given to the unit was the "1992 Overall Best Battalion" trophy. This award recognized the cadre and cadets as the finest in the entire region, based on an overall assessment of all areas.

This is the third year in a row that the unit has won the MacArthur and Program Management Awards, and the first for the Best Battalion trophy.

The University

Sesquicentennial Video Wins Golden Eagle Award

Notre Dame's sesquicentennial videotape has won a Golden Eagle Award from the Council on International Non-Theatrical Events (CINE). CINE was established in 1957 to recommend the best American short films for showing at international film festivals, and this year more than 1,200 films and videos competed for such designation.

"The Unfolding Vision" was written and directed by Andy Burd, 1962 graduate of the University who heads a creative services firm in Chicago. Bruce Harlan, director of photography and television production at Notre Dame, was the producer and Ernie Schubert of Chicago the editor. Karl Kirbie and Michael Jones of Golden Dome Productions in South Bend were responsible for camera and sound, respectively, and the music was composed by Greg O'Connor, Burbank, California. Executive producer was Richard W. Conklin, associate vice president of University Relations. Harlan, O'Connor and Conklin are Notre Dame graduates.

In the video, interviews with Notre Dame faculty, students, administrators, alumni and trustees are interwoven with archival and contemporary images of the University to restate its institutional vision on the 150th anniversary of its founding.

Douglass Receives Pax Christi USA Book Award

The 1992 Pax Christi USA Book Award was presented to peace activist and Notre Dame alumnus and former faculty member James W. Douglass for his book, *The Nonviolent Coming of God*. Provost Timothy O'Meara represented the University, which co-sponsored this year's award with the national Catholic peace organization. Bishop Walter Sullivan of Richmond, Virginia, president of Pax Christi USA, presented the award to Douglass, who received a master's degree from Notre Dame in 1962 and was a visiting professor in the University's Program for the Study and Practice of Nonviolence during the 1969-70 academic year.

Pax Christi recommends Douglass' latest book "for its serious study of the nonviolence of Jesus and what that transforming way of life means for us today." Other books by Douglass include *The Nonviolent Cross*, *Resistance and Contemplation* and *Lightning East to West*.

The Pax Christi USA Book Award, established in 1990, annually recognizes a book "which promotes Christ's peace, upholds the vision of Pax Christi USA, and offers a valuable contribution to the Catholic peace movement."

Snite Establishes Freshman Essay Prize

A new freshman essay prize has been established by the Snite Museum of Art. The prize will be jointly administered by the Freshman Writing Program and the Snite.

Awards of \$125, \$75 and \$50 will be presented to three first-year students who have used a work of art in the Snite Museum as the subject of their essays. Edward Kline, director of the Freshman Writing Program, and Dean Porter, director of the museum, hope participants will combine the skills of observation with written form to create good essays. The essays may be descriptive, narrative, or imaginative in style and require no particular format.

Food Services Institutes Cook Training Program

Notre Dame Food Services will institute a new cook training program affiliated with the Educational Institute for the American Culinary Federation. The three-year program will train apprentices under certified chefs Denis F. Ellis of Food Services and Donald R. Miller of the Morris Inn.

Notre Dame will hire one apprentice each year for the first three years and maintain three apprentices every subsequent year. The new program will provide Food Services with the education and mechanics to further train its present culinary staff.

The Cook Apprenticeship Program is sponsored by the South Bend chapter of the American Culinary Federation and the Bureau of Apprenticeship and Training in the U.S. Department of Labor. It is the only national apprenticeship training program for cooks.

The program will require at least 576 hours of theory-related instruction at the Niles campus of Lake Michigan College and 6,000 hours of training in various kitchen stations at the North and South Dining Halls and at the Morris Inn. Once they have passed oral, written and practical exams, the program's graduates will be approved as certified cooks by the American Culinary Federation Educational Institute.

Apprentices will be rotated through 10 kitchen stations: steward, breakfast cook, vegetable cook, butcher, broiler cook, soup and sauce cook, pantry cook and garde manger, sauté cook, baker and pastry chef, and lead cook. Other areas of instruction include introduction to foodservice, sanitation and safety, basic food preparation, food cost accounting, food and beverage service, nutrition, garde manger, menu planning and design, baking, purchasing, supervisory management and advanced food preparation.

Faculty Notes

Honors

J. Douglas Archer, associate librarian has been appointed to the Twentieth Anniversary Celebration Ad Hoc Committee and to a two-year term on the Membership Promotion Committee of the American Library Association's Intellectual Freedom Round Table.

Rev. Theodore M. Hesburgh, C.S.C., president emeritus and professor emeritus of theology, received the National Service Lifetime Achievement Award at SuperConference '92 in Washington, D.C., Nov. 6. The first major national meeting focusing on the role of young people in community service, SuperConference '92 was a collaborative effort of Youth Service America, United Way of America, StarServe, the Points of Light Foundation, and the Assembly of National Voluntary Health and Social Welfare Organizations, Inc.

Catherine Mowry LaCugna, associate professor of theology, was appointed to Comité de Consultation de Liturgie (Advisory Council for Liturgy) for *Concilium*, an international review of theology.

David C. Leege, professor of government and international studies, had his syllabus for GOVT 408: American Voting and Elections selected as the featured syllabus in the Political Behavior Collection of the American Political Science Association's model syllabus project. The project aims to show college teachers how desirable learning objectives can be accomplished in undergraduate courses and is underwritten by the Fund of Improvement of Post-Secondary Education.

Dean A. Porter, director of the Snite Museum of Art and associate professor of art, art history and design, has been appointed to the Museum Council of the Harwood Foundation at the University of New Mexico in Taos, N.M. He was elected to the board of the Southwest Art History Association and has been invited to serve on a task force to devise a Community Role Analysis for the Eiteljorg Museum of American Indian and Western Art in Indianapolis, Ind.

Jean Porter, associate professor of theology, was elected to the Moral Theology Section of the Advisory Committee of *Concilium*, an international review of theology.

J. Eric Smithburn, professor of law, has been elected to a three-year term on the Faculty Council of the National Judicial College, the largest educational institution for state trial court judges in the United States. He received a Distinguished Teaching Award from the National Judicial College, which is affiliated with the American Bar Association Judicial Administration Division, Oct. 8.

Activities

Mark S. Alber, assistant professor of mathematics, gave an invited talk "On Resonances and Geometric Phases" at a workshop on Conservative Systems and Quantum Chaos at the Fields Institute for Research in Mathematical Sciences in Waterloo, Ontario, Canada, Oct. 22.

Kevin M. Bauman, adjunct instructor in romance languages and literatures, presented the paper titled "Novelistic Discourse as History: Asturias' (Re)Vision of Estrada Cabrera's Guatemala, 1898-1920" at the fourth annual Purdue University conference on Romance Languages, Literatures and Film in West Lafayette, Ind., Oct. 15-17.

Kathleen A. Biddick, associate professor of history, delivered the paper "Writing History in Virtual World: Memory, Artificial Memory, Cyborg Re-membering" at the symposium "The Question Concerning Art and Technology" held at the University of Notre Dame, Notre Dame, Ind., Sept. 19. She delivered the paper "Corpus Christi, The Jew's Body, and Medieval Female Mystics: Theoretical Problems in Engendering Western Christendom" at the 26 annual conference of the Center for Medieval and Renaissance Studies titled "The Roles of Women in the Middle Ages: A Reassessment" at S.U.N.Y. in Binghamton, N.Y., Oct. 16.

Ikaros Bigi, professor of physics, gave the talk "Inclusive Decays of Beauty (and Charm): QCD vs. Phenomenological Models" at the XXVI international conference on High Energy Physics in Dallas, Tex., Aug. 6, and at the High Energy Physics Seminar at Princeton University in Princeton, N.J., Oct. 21. He presented two lectures on "CP Violation" at the 1992 CERN School of Physics in Monschau, Germany, Sept. 19, 21. He obtained a NATO grant for collaborative research with Dr. J.M. Frère of the Université Libre de Bruxelles.

Hsueh-Chia Chang, chairman and professor of chemical engineering, presented the James and Catherine Patten seminar titled "Interfacial Wave Dynamics on Thin Films" at the University of Colorado in Boulder, Colo., Oct. 22. He chaired a session on Analysis of Complex Systems at the annual AIChE Meeting in Miami, Fla., Nov. 3-5. He delivered the talks "Effective Multiphase Transport: A Center Manifold Theory," "Formation of Drops on Films Falling Down a Fiber," "Interfacial Turbulence in Two-Phase Channel Flow," "Thermal Patterns on Catalytic Surfaces" and "Spatio-Temporal Chaos — Is it Turbulence?"

Lawrence S. Cunningham, chairperson and professor of theology, presented "The Persistence of Thomas Merton" on the audio tape "Overheard" for Paulist Productions, Sept./Oct. 1992. He presented "The State of Theological Studies" to the church leaders group at Notre Dame, Ind., Sept. 21. He lectured on "The Theology of Prayer" for Continuing

Faculty Notes

Formation in Ministry at Holy Cross College, Notre Dame, Ind., Sept. 25. He presented the Hesburgh Lecture "Why Remain Catholic: Reflections on the Contemporary Church" at the Notre Dame Alumni Club in Ann Arbor, Mich., Oct. 18.

Fred Dallmayr, Dee professor of government and international studies, presented a lecture on "Western Thought and Indian Thought: A Comparison" at the South Asia Institute of the University of Heidelberg, Germany, July 2. He presented a lecture on "Self and Other: Gadamer on Cross-Cultural Encounter" at a Gadamer conference held at the Philosophy Institute of the University of Heidelberg, Germany, July 4. He lectured on "Redemptive Remembrance: Ethics and Recollection" at a symposium on Phenomenology and Continental Philosophy held in Perugia, Italy, July 14. He presented several lectures at the M.S. University of Baroda, India, on Theories of Development, July 24, on Democracy and Postmodernism, July 28, and on Gadamer, Aug. 5. Dallmayr presented a lecture on Gadamer at the University of Puna, India, July 30. He lectured on Heidegger at De Nobili College in Puna, India, July 30. He presented a lecture on development theory at the Center for Social Studies in Surat, India, Aug. 6. He lectured on cross-cultural encounter at the Center for the Study of Developing Societies in Delhi, India, Aug. 14. He gave a lecture on historical remembrance at Teenmurti Library in Delhi, India, Aug. 15. Dallmayr presented a talk on "Redemptive Remembrance" and served as a discussant on a panel on Psychoanalysis and Politics at the annual meeting of the American Political Science Association in Chicago, Ill., Sept. 5-6. He presented a lecture on "Postmodernism and Democracy: Comments on Voegelin and Lefort" at the annual meeting of the Society of Phenomenology and Existential Philosophy in Boston, Mass., Oct. 9. He lectured on "Self and Other: Gadamer on Cross-Cultural Encounter" at Yale University in New Haven, Conn., Oct. 15.

Roberto DaMatta, Joyce professor of anthropology and faculty fellow in the Kellogg Institute, gave the keynote address at the XVIII Congress of Human Resources in Rio de Janeiro, Brazil, Oct. 7. As the distinguished Latinamericanist invited by the New England Council of Latin American Studies, he lectured at Brown University, at the University of Massachusetts, at Connecticut College and at the University of Connecticut, Oct. 18-23.

Julia V. Douthwaite, assistant professor of romance languages and literatures, presented a paper titled "The Uses of History in Tocqueville's 'Souvenirs' and Flaubert's 'Education sentimentale'" at the Purdue University Romance Languages, Literatures and Film conference in West Lafayette, Ind. She presented the paper "'Ourika' and Her Sequels: Race and Gender in Nineteenth-Century France" at the Midwest Modern Languages Association annual meeting at St. Louis, Mo., Nov. 5.

J. Massyngbaerde Ford, professor of theology, gave a homily in St. Peter's Church in East Bridgford, Nottingham, July 12. She gave the homily in Pasquerilla West, Notre Dame, Ind., Oct. 7.

Emerson G. Funk Jr., professor of physics and faculty fellow in the Kroc Institute, visited Russia and the Ukraine, Aug. 3-16, as a member of a nuclear protection delegation which was organized by the Citizen Ambassador Program of People to People International in conjunction with the newly-formed Ministry of Nuclear Industries of the Commonwealth of Independent States. The delegates participated in technical meetings, discussion sessions, and institutional and facility visits with Commonwealth colleagues in Moscow, Kiev, Chernobyl, St. Petersburg and Obninsk.

Mary Gerhart, visiting professor of theology, presented "Theology and Religious Studies — Their Relationship" as an invited participant at the Consultation on the Study of Religion and the Liberal Arts sponsored by the Lilly Foundation at Wabash College in Crawfordsville, Ind., Sept. 25-27.

Benedict F. Giamo, assistant professor of American studies, served as a faculty representative for the University of Notre Dame contingent which participated in the Fall Planning Conference of the Indiana Consortium for Voluntary Service at Indiana University-Purdue University at Indianapolis, Ind., Aug. 28.

Denis Goulet, O'Neill professor in education for justice, economics, lectured on "Development Ethics: Tasks and Methods" to the Development Discussion Group at the University of Wisconsin in Madison, Wis., Oct. 23.

Alexander Hahn, professor of mathematics, gave the lecture "Discriminants and the Arithmetic in the Quadratic Witt Group" at the conference "Formes quadratiques entieres et reseaux" held at the Centre International de Rencontres Mathematiques in Luminy, Marseilles, France, Sept. 6-11. He chaired the second general session "Organization and Governance of the University of the Future" at the conference on Higher Education Reform in Europe and America held in Innsbruck, Austria, Sept. 17.

Lloyd H. Ketchum Jr., associate professor of civil engineering and geological sciences, presented the Hesburgh Lecture titled "The Elkhart, Indiana, Approach: Environmental Education" sponsored by the Notre Dame Alumni Association to the Alumni Club of Mexico in Mexico City, Mexico, Oct. 8. He presented a talk titled "Environmental Learning Centers" to the Environmental Affairs Committee of the St. Joseph County Chamber of Commerce in South Bend, Ind., Oct. 21.

Faculty Notes

Catherine Mowry LaCugna, associate professor of theology, presented the annual Steele lecture "Living Trinitarian Faith" at the University of St. Thomas School of Theology in Houston, Tex., Nov. 5. She presented "Living Trinitarian Faith in the Household of God" to the Catholic Worker group in South Bend, Ind., Nov. 13.

David C. Leege, professor of government and international studies, delivered a paper co-authored with **Michael R. Welch**, associate professor of sociology, titled "Abortion Attitudes and the Potential for Political Mobilization, and the Power of a Galvanizing Issue" to the annual meeting of the American Political Science Association in Chicago, Ill., Sept. 5. Leege served as discussant for a panel on Religion and American Political Behavior at that meeting, Sept. 3.

Rev. Edward A. Malloy, C.S.C., president and professor of theology, spoke on "The Challenge of Catholic Higher Education in the 1990s" in the 14th annual Moreau lecture at King's College in Wilkes-Barre, Pa., Nov. 2. He presented a faculty colloquium titled "Intellectual Diversity, Academic Freedom and Catholic Higher Education" and discussed with students the "Challenges of Multicultural Diversity at Catholic Colleges and Universities" at King's College.

Rev. Richard P. McBrien, Crowley-O'Brien-Walter professor of theology, gave the Gertrude Hubbard lecture "The Church in the Future: Challenges and Opportunities" at Holy Family Church in Richmond, Ind., Oct. 1. He presented "The Future of the Church and the Present Conflict" at the Archdiocese of Chicago Ministerial-Evangelization Convention in Chicago, Ill., Oct. 10. He presented "The Future of the Church" and "The Future of the Priesthood" to the Archdiocese of Hartford third annual Convocation for Priests in Southington, Conn., Oct. 12. He gave the Hesburgh lecture "The Role of the Catholic in the Election Year" to the Memphis Notre Dame Alumni Club in Memphis, Tenn., Oct. 27.

Anthony N. Michel, McCloskey dean and Freimann professor of electrical engineering, and **K. Wang** presented a paper titled "Sensitivity and Perturbation Analysis of Artificial Feedback Neural Networks" at the 1992 IEEE international conference on Systems, Man and Cybernetics held in Chicago, Ill., Oct. 18-21.

Juan Migliore, associate professor of mathematics, gave a series of four talks titled "Liaison of Projective Algebraic Varieties, and Related Topics" at the Global Analysis Research Center of the Seoul National University in Seoul, Korea, Oct. 19-22. He gave a colloquium titled "Hyperplane and Hypersurface Sections of Curves" in the Department of Mathematics at the Seoul National University in Seoul, Korea, Oct. 23.

Rev. Edward D. O'Connor, associate professor of theology, gave the lecture "Why Theologians Must Take Marian Apparitions Seriously" at the International Mariological Congress XI in Huelva, Spain, Sept. 18-25.

Dean A. Porter, director of the Snite Museum of Art and associate professor of art, art history and design, chaired the accreditation committee visitation for the American Association of Museums at the Harrison Museum at Utah State University in Logan, Utah, Sept. 24-25.

Terrence W. Rettig, associate professional specialist and concurrent associate professor of physics, and **Stephen C. Tegler**, visiting faculty fellow in physics, were guest observers at the NASA 3-meter Infrared Telescope Facility on Mauna Kea, Hawaii, Aug. 2-4. The observations resulted in the first detection of solid water and CO (carbon monoxide) in pre-cometary disks around several young T Tauri stars. Rettig and Tegler presented the paper titled "Frozen CO, H₂O and XCN Toward T Tauri Stars" at the second international Planetary Sciences meeting in Munich, Germany, Oct. 15. Rettig, Tegler and **Daniel J. Pasto**, professor of chemistry and biochemistry, presented the paper "A New Mechanism for Cometary Outbursts" at that meeting. Rettig and Tegler presented a paper titled "Spontaneous Dimerization of Parent Volatiles as a Trigger of Cometary Outbursts" at the 1992 workshop on the Activity of Distant Comets in Lenggries, Germany, Oct. 21.

Jonathan Sapirstein, professor of physics, gave the talk "Hyperfine Splitting in Hydrogenic Ions" at Lawrence Livermore National Laboratory in Livermore, Calif., Oct. 22.

J. Eric Smithburn, professor of law, presented a lecture titled "Recent Issues in Termination of Parental Rights Proceedings" to the County Attorney's Training Conference of the Indiana Family and Social Services Administration in Indianapolis, Ind., Oct. 23.

James C. VanderKam, professor of theology, presented "The Dead Sea Scrolls and the New Testament" in the public lecture series "The Dead Sea Scrolls Today" at the University of Michigan in Ann Arbor, Mich., Oct. 13. He presented "The Priestly Messiah at Qumran" in the Jewish Studies workshop "Messianism in the Dead Sea Scrolls" at the University of Chicago in Chicago, Ill., Oct. 28.

Thomas Werge, professor of English, gave the invited paper "An Almost-Chosen People: American Voices and the American Vision" and participated in a panel discussion at the conference "The Place of Literature in American Culture" at Wheaton College in Wheaton, Ill., Oct. 2-3.

Administrators' Notes

Appointments

Howard T. Hanson has been appointed assistant director of the Research Division of the Graduate School. He will be responsible for most of the post-award activity in the Research Division. Hanson is retired from the United States Air Force after 30 years of service. From 1988 to 1992, he was employed at the University as professor of aerospace studies in the ROTC program. He has worked in teaching and training capacities on campuses and within the Air Force since 1982. Hanson received his bachelor's degree in economics from St. Olaf College and a master's degree in systems management from the University of Southern California.

Honors

Denis F. Ellis, executive chef of Food Services, was made an Honorary Faculty Member at the School of Hotel, Restaurant and Institutional Management of Michigan State University. He was invited as part of the as part of the school's "Visiting Distinguished Chef's" series to give a class on English cooking, its applications and history. He addressed the students on the opportunities in College Food Service and his own culinary philosophies and values. He spoke on his 43-year career in the kitchen from his early days on transatlantic liners, working in major hotels in Canada, the United States, and the Bahamas before coming to Notre Dame in 1987.

Documentation

Corrections to Notre Dame Report #4

Business Affairs

William F. McKinney, M.B.A., C.P.A., C.I.A.
Director of Accounting

Department of Athletics

Lawrence (Bubba) Cunningham
Assistant Director and Business Manager

Editors of Scholarly Publications

Faith and Philosophy
Philip L. Quinn, Editor

Social Concept

Philip Mirowski, Editor

Faculty Grievance Committee

Barbara Fick, Law School

Faculty

JOSEPH P. BAUER, *Professor of Law*. B.A., Univ. of Pennsylvania, 1965; J.D., Harvard Law School, 1969. (1973)

VERONICA C. BLASQUEZ, *Galla Assistant Professor of Biochemistry*. B.S., Univ. of the Philippines, 1978; Ph.D., Purdue Univ., 1985. (1990)

SANFORD M. BROOK, *Adjunct Associate Professor of Law*. B.A., Indiana Univ., 1971; J.D., *ibid.*, 1974. (1987)

SR. ELAINE DesROSIERS, O.P., *Professional Specialist and Director of Educational Media*. A.B., Spalding College, 1960; M.S., Univ. of Notre Dame, 1966; Ed.D., Boston Univ., 1976. (1992)

EILEEN M. DORAN, *Associate Professional Specialist in Law*. B.S., Duquesne Univ., 1981; J.D., Univ. of Notre Dame, 1986. (1990)

STEPHEN M. FALLON, *Chairperson and Associate Professor in the Program of Liberal Studies and Concurrent Associate Professor of English*. A.B., Princeton Univ., 1976; M.A., McGill Univ., 1978; Ph.D., Univ. of Virginia, 1985. (1985)

BARBARA SZWEDA GASPERETTI, *Associate Professional Specialist in Law*. B.A., Lawrence Univ., 1975; J.D., Pepperdine Univ., 1980. (1990)

CHARLES R. HOHENSTEIN, *Adjunct Assistant Professor in the Arts and Letters Core Course*. B.A., Illinois Wesleyan Univ., 1976; M.Div., Chicago Theological Seminary, 1979; M.A., Univ. of Notre Dame, 1985; Ph.D., *ibid.*, 1990. (1989)

CANDACE HOWES, *Assistant Professor of Economics*. B.A., Barnard College, 1975; Ph.D., Univ. of California, Berkeley, 1991. (1990)

RICHARD P. JOHNSON, *Assistant Professional Specialist in Business Administration*. B.S., St. Michael's College, 1951; M.S., Naval Postgraduate School, 1970; M.S.A., Univ. of Notre Dame, 1988. (1983)

GARY A. LAMBERTI, *Assistant Professor of Biological Sciences*. B.S., Univ. of California, Davis, 1975; Ph.D., Univ. of California, Berkeley, 1983. (1989)

PETER K. LUNT, *Adjunct Assistant Professor in the London Arts and Letters Program*. B.S., Univ. of London, 1983; Ph.D., Wolfson College, Oxford, 1988. (1992)

LUCIE MARSDEN, *Assistant Professional Specialist in the Graduate School*. B.A., Calvin College, 1975. (1992)

STEPHEN R. MORIARTY, *Assistant Professional Specialist in the Snite Museum of Art and Adjunct Assistant Professor in the Sophomore Core Course*. B.A., Univ. of Notre Dame, 1969; M.F.A., *ibid.*, 1980. (1988)

ROBERT C. NELSON, *Professor of Aerospace and Mechanical Engineering*. B.S., Univ. of Notre Dame, 1964; M.S., *ibid.*, 1966; Ph.D., Pennsylvania State Univ., 1974. (1975)

CORNELIUS O'BOYLE, *Assistant Professor in the Program of Liberal Studies*. B.A., School of Slavonic Studies, 1982; M.Phil., Darwin College, Cambridge Univ., 1983; Ph.D., *ibid.*, 1987. (1990)

TERESA GODWIN PHELPS, *Professor of Law*. B.A., Univ. of Notre Dame, 1973; M.A., *ibid.*, 1975; Ph.D., *ibid.*, 1980; M.S.L., Yale Law School, 1989. (1980)

BARTH POLLAK, *Professor of Mathematics*. B.S., Illinois Institute of Technology, 1950; M.S., *ibid.*, 1951; Ph.D., Princeton Univ., 1957. (1963)

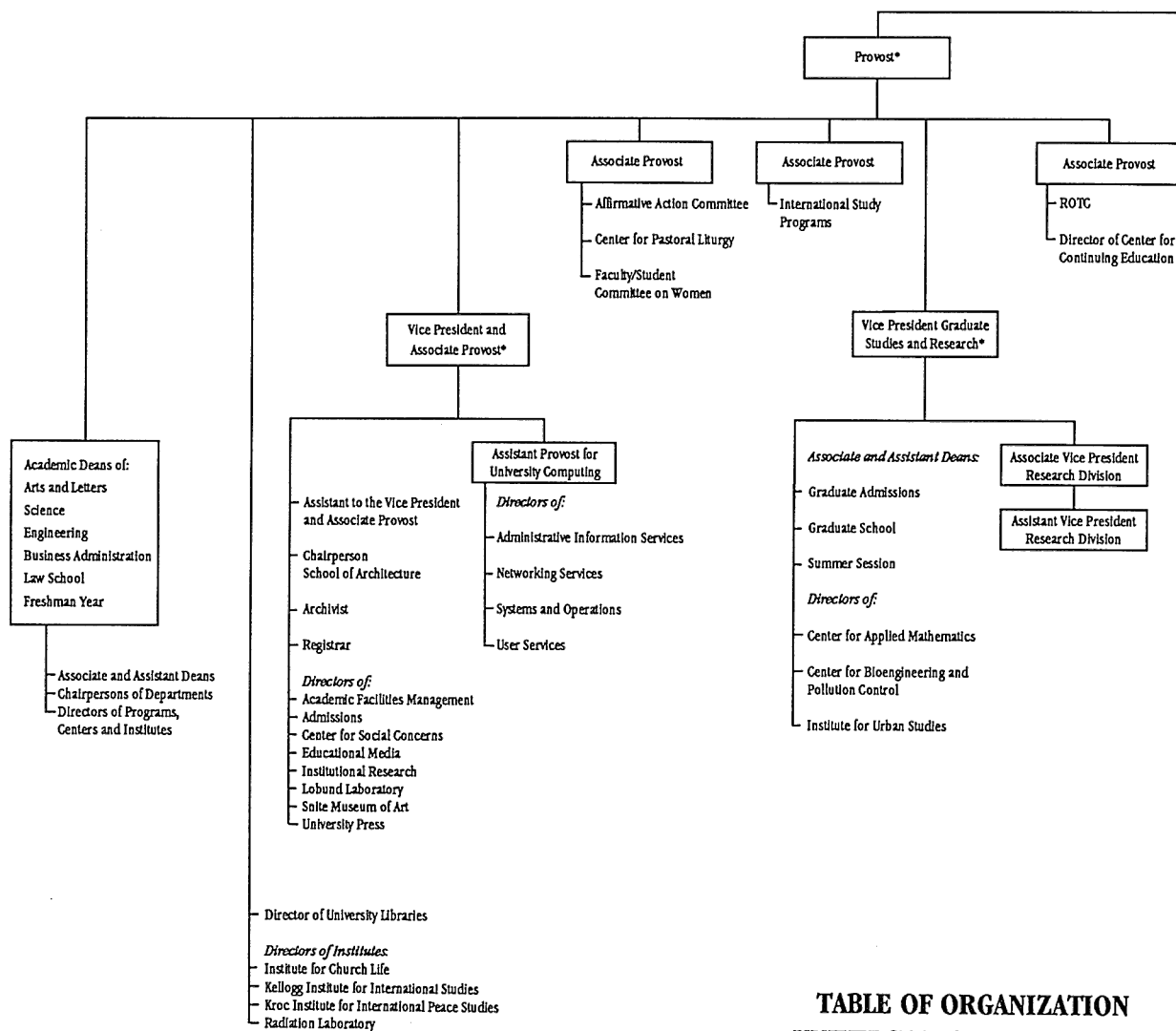
JOHN E. RENAUD, *Clark Assistant Professor of Aerospace and Mechanical Engineering*. B.A., Univ. of Maine, Orono, 1982; M.A., Rensselaer Polytechnic Institute., 1989; Ph.D., *ibid.*, 1992. (1992)

TERRENCE W. RETTIG, *Associate Professional Specialist and Concurrent Associate Professor of Physics*. B.A., Defiance College, 1968; M.S., Ball State Univ., 1970; M.A., Indiana Univ., 1972; Ph.D., *ibid.*, 1976. (1983)

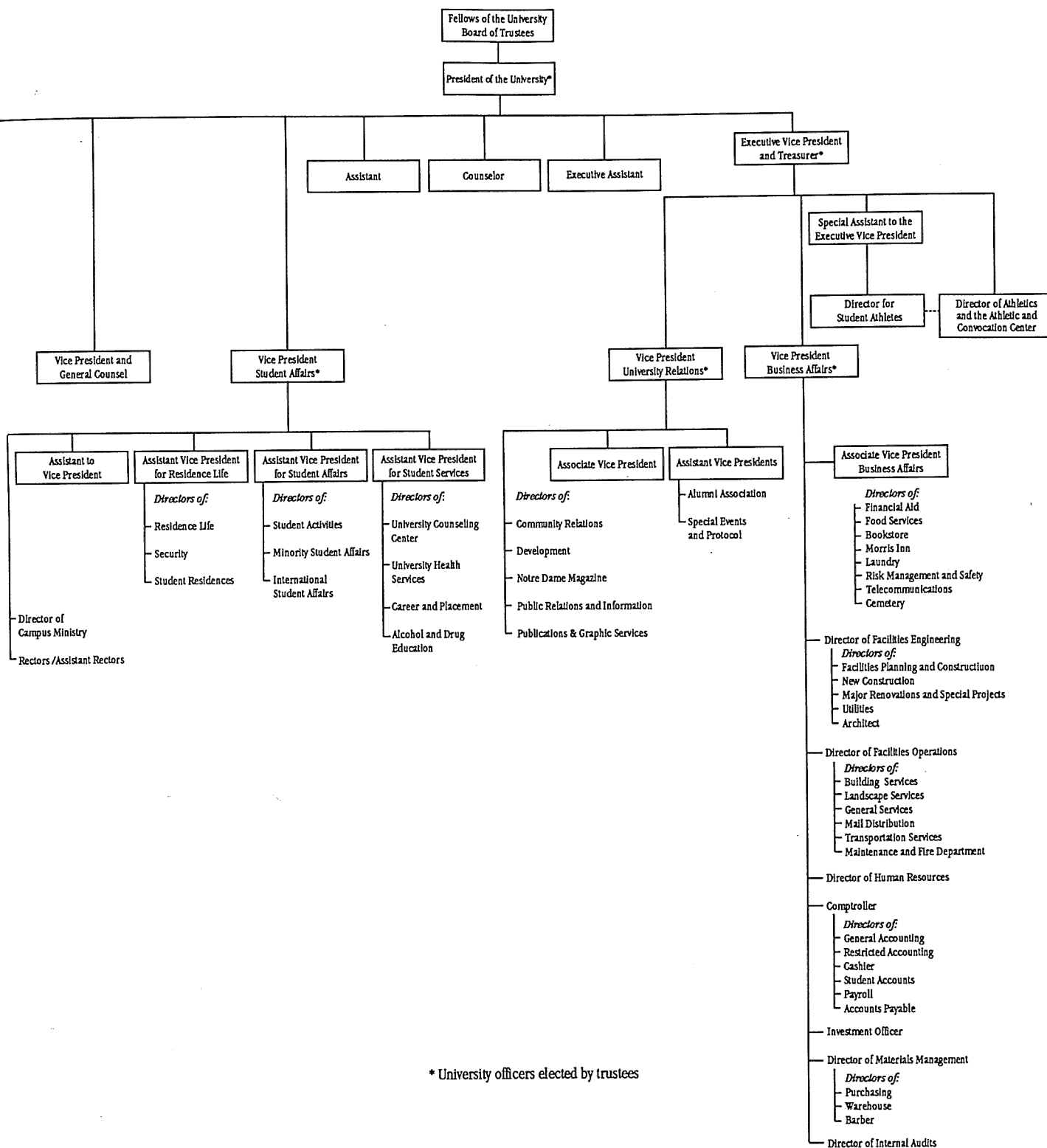
JOHN H. ROBINSON, *Director of the Thomas J. White Center for Law and Government and Assistant Professor of Philosophy and Law*. B.A., Boston College, 1967; M.A., Univ. of Notre Dame, 1972; Ph.D., *ibid.*, 1975; J.D., Univ. of California at Berkeley, 1979. (1981)

DUNCAN G. STROIK, *Assistant Professor of Architecture*. B.S., Univ. of Virginia, 1984; M.Arch., Yale Univ., 1987. (1990)

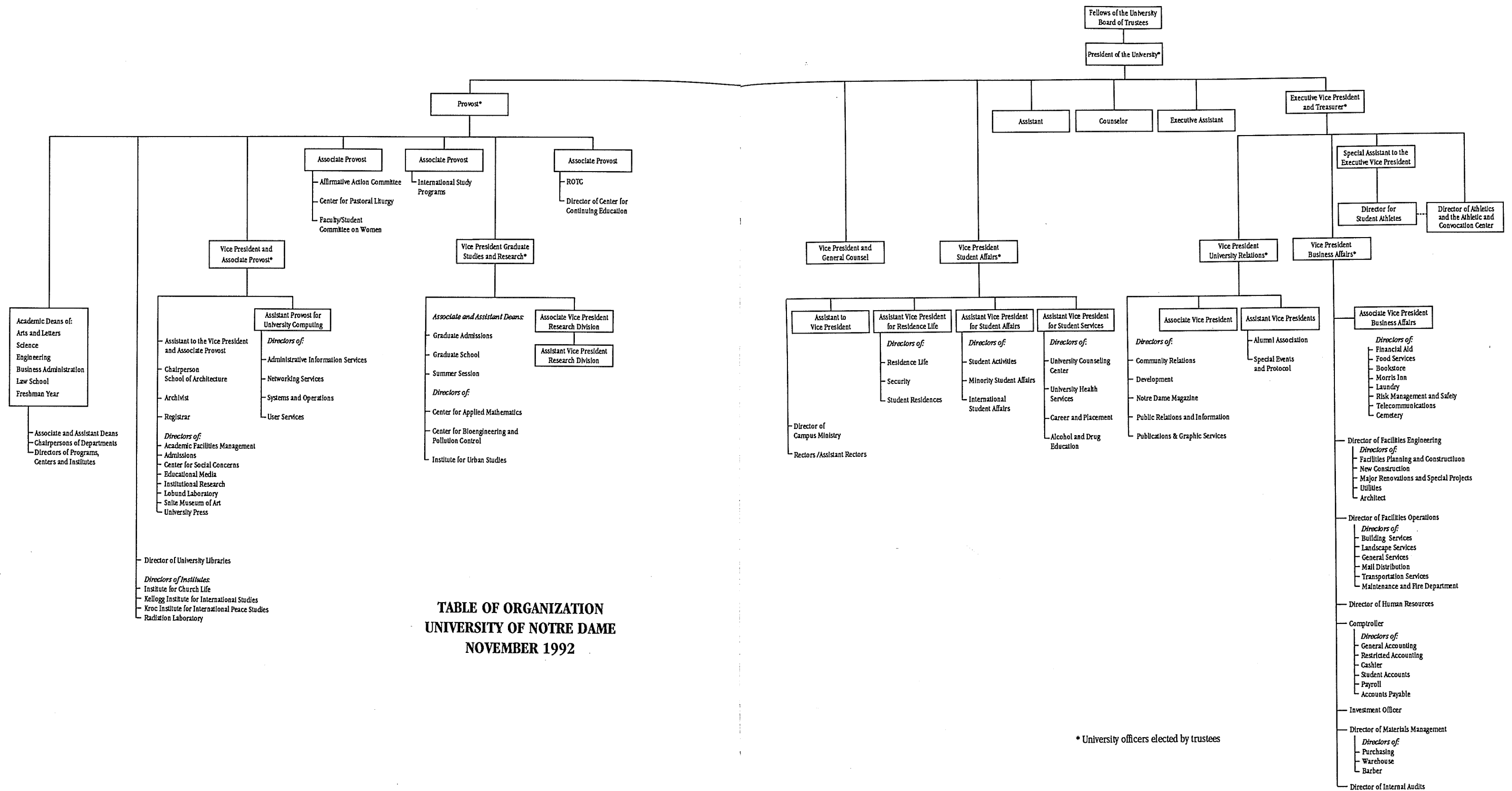
PATRICK W. UTZ, *Director of University Counseling and Concurrent Associate Professor of Psychology*. B.A., St. Mary, Mundelein, Ill., 1960; M.A., S.T.L., *ibid.*, 1964; M.A., Univ. of Notre Dame, 1971; Ph.D., *ibid.*, 1974. (1987)



**TABLE OF ORGANIZATION
UNIVERSITY OF NOTRE DAME
NOVEMBER 1992**



* University officers elected by trustees



Documentation

Board of Trustees Executive Summary October 2, 1992

The Hon. Ann Williams was elected secretary of the board.

A report was given by Thomas Coleman, chair of the newly formed Audit Committee, in which proposed changes in accounting procedures for not-for-profit organizations currently under discussion by the Financial Accounting Standards Board and the Government Accounting Standards Board were noted.

Father Malloy gave his report to the board. He described an erosion of public confidence in public and private higher education which, in tandem with a troubled national economy, is putting the resources of colleges and universities under great stress. Comparatively, Notre Dame is in good shape, but it is not immune from such challenges as affordability, a poor job market, the psychological hesitancy on the part of parents and students to take on educational debt, the competitiveness for federal research dollars, and other negative factors affecting American higher education in general. Compared to where it was 20 years ago, Notre Dame has made great strides. However, compared to its peer group of private, highly selective universities, it lags still in tuition revenue, research income and endowment size. He reported favorably on the Colloquy process and his corollary visits with the faculties of University departments. He expressed some concern over a tendency to misunderstand the function of endowment and to be overly optimistic about the ability of a tuition-dependent Notre Dame to assume an expansive mode simultaneously in several areas. He briefed the trustees on University-assisted activities to counteract a deterioration in the quality of life in the northeast neighborhood and emphasized Notre Dame's commitment to that area. He briefed the group on the international outreach of the University undertaken mainly during the summer by himself and other officers. The intention is to establish a beneficial international network for the University, principally composed of individual institutions of higher learning, educational associations, government and international agencies, the Church and multinational corporations. He said Notre Dame has no plans to alter substantially the student mix it now has, 75 percent undergraduate, 25 percent graduate. The Colloquy process has seemed to suggest an increase of four or five graduate programs and the possible expansion of the M.B.A. program in a new College of Business Administration complex. He emphasized a trend in undergraduate admissions which has seen the University admit more students from a smaller applicant pool and go further into the waiting list in order to fill the freshman class. Quality, however, remains high, with the current class one of the five best ever matriculating.

Dean Harry Attridge reported on the College of Arts and Letters. He stressed that the keystone to improving the college along the lines suggested in the COUP and PACE reports has been to assemble a faculty "capable of making a difference in their fields, men and women who would be teaching not simply what others have thought, but what they themselves were discovering." He noted the problem arising from an imbalance between college faculty resources and the demands placed upon them by increasing enrollments, especially in the popular majors, as well as increased requirements and teaching responsibilities structured to match the top end of the academic market. The pressures have diminished as college enrollment has peaked, but they have not entirely disappeared, and the college will have to address long-standing issues of class size, the character of faculty assigned to certain classes, and accessibility of classes at various levels.

Provost O'Meara continued the discussion begun in the last trustees' meeting concerning the proper balance between teaching and research at the University. He recalled the twin principles of the PACE report that tied the goal of bringing faculty salaries into the top 20 percent to enhanced standards for promotion and tenure. We are now being judged by our aspirations to be a University in the full sense of that term, including excellence in graduate education and research, and we are trying to make strides in an adverse economic climate. The Catholic character of the University remains a central issue and has been treated as such in Colloquy discussion.

The following resolution, introduced at the last meeting with the support of both the Academic and Student Affairs Committees, was passed:

WHEREAS, the University of Notre Dame has embarked upon Colloquy for the Year 2000 a structured self-review designed to determine priorities and needs for the next stage of University development; and

WHEREAS, the University has always been committed to a proper blending of undergraduate, advanced studies and graduate education; and

WHEREAS, there are certain well-defined needs in the undergraduate school, and opportunities in the area of advanced studies and graduate education, which should be attended to, and realized, between now and the implementation of recommendations emanating from the Colloquy; and

WHEREAS, it is recognized that any action taken by the University between this time and the implementation of those recommendations must be consistent with, and subject to, existing University commitments, priorities and conditions, particularly with respect to student aid and faculty salaries; now, therefore,

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BE IT RESOLVED, that the officers of the University take appropriate action between this time and the implementation of recommendations emanating from the Colloquy for the Year 2000:

- 1) To maintain excellence in the undergraduate program of education at Notre Dame, and to take into consideration in that process, the establishment of faculty positions for those departments of the University with acute undergraduate teaching needs; and
- 2) To continue the enhancement of advanced studies and graduate education at Notre Dame, and to take into consideration in that process, an increase in the funding of financial aid for advanced studies and graduate students.

Robert Wilmouth reported for the Investment and Finance Committee. He noted several trends in university financial policy across the country, including that toward global/international equities and away from domestic stocks; greater investment in alternatives such as distressed securities, high-yield bonds, real estate and venture capital; a shift to basing endowment payout on total return, and improved cash management. Over 15 years, he noted that the University has achieved an average nominal return of 11.7 percent in the general endowment fund, which now totals \$726.5 million.

Vice President for University Relations William Sexton described the image of the University as thought to be perceived in some selected constituencies of the University: alumni, business and corporate community, the Washington influence hierarchy, the institutional Church leadership and peer universities. The review concluded that these constituencies held generally positive impressions of Notre Dame. The matter of the *U.S. News & World Report* annual ranking of American institutions of higher learning was brought up. Notre Dame finished 26th among national universities. The University was ranked among the top 25 in the majority of areas in the survey, such as student satisfaction, student selectivity and faculty resources, but is severely hurt by a low ranking in expenditure per student, which has a weight of nearly 20 percent in the survey. Several factors seem to be involved in this low ranking, including the still-modest size of the University's graduate programs, the institution's prudent fiscal policies, and, to a lesser degree, the absence of a medical school. Athletics was characterized as a positive element in the reputation of the University, especially in the area of academic integrity. Used to advantage, the attention sports draws to Notre Dame can be an opportunity to convey messages about its overall educational endeavor. However, in an era when skepticism about intercollegiate sports and mass media conveyance is instantaneous, athletics can sometimes be static on the communications line.

Vice President for Business Affairs Thomas Mason used slides to review the annual published Financial Statements of the University. He noted that there was a surplus of revenues over expenses in fiscal 1992, but warned that balancing the budget is becoming more difficult each year. He pointed out the significant contribution to student aid endowment made by Athletic Department income.

Father E. William Beauchamp, executive vice president, presented financial data illustrating trends in University finances. Among them were the growth of tuition income from 51 to 58 percent of total revenues and from 73 to 82 percent of total unrestricted revenue, the flat growth (2.7 percent a year) of non-tuition revenue, the dramatic increase in the operating costs of new buildings, the growing impact of medical benefits on operating costs, the increasing role of University-sponsored financial aid in the total financial aid picture, and the major salutary effect of the Sorin Society on unrestricted giving.

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Faculty Senate Journal May 5, 1992

The chair professor, Paul Conway, opened the meeting at 7:34 p.m. in the auditorium of the Center for Continuing Education and asked Professor Thomas Cashore to offer the opening prayer. In attendance for this meeting were both the 1991-92 senators and those newly-elected members whose terms would begin with the election of the 1992-93 officers; each member then introduced herself or himself. The journals for April 7 and April 22 were considered; Professor William Tageson moved conditional approval (seconded by Professor Phil Quinn), with a deadline for corrections 10 days from the date of this meeting.

In his report the chair reviewed the events of the past year. In May 1991, the senate's motion on notification of tenure decisions at each step of the process was introduced to the Academic Council; this began a series of events and confrontations with the administration which culminated in the so-called "April Accords" of April 16. He congratulated the executive committee of the senate for their participation and attention to responsibility in achieving this agreement. The optimism which has existed in recent days now must be translated into tangible actions for the benefit of the faculty. The senate had some correspondence with the chair of the Board of Trustees on the procedures the board followed in its reappointment of the provost; the most recent reply has restated the position of the trustees in this matter, but it did promise a better synchronization for the future while asking that the faculty review committee's report be made part of the board's record. Two senate proposals are pending in the Academic Council: guidelines for the appointment of directors of institutes and centers; and one to have Committees on Appointments and Promotions consider only matters reasonably related to the points specified in the Academic Articles. Finally, he reported that the spring meeting of the trustees was fruitful with four faculty presentations to the Academic and Faculty Affairs Committee.

Standing Committee Reports

A. Administration - Tageson reported for the chair professor, Anand Pillay, who was unable to attend, that the chair and the provost had discussed the matter of sexual orientation in hiring practices. There is no established policy on this but the provost agreed to look into the situation. He feels it is a matter for the administration to take up, not the senate. The committee had no proposal at this time.

B. Benefits - the chair professor, Richard Sheehan, presented the annual compensation report and asked that it be included in an appendix to the journal; this was agreed, and it is printed as Appendix A. This year's report is not as long as last year's but just as comprehensive. Last year's experience was beneficial to the committee in the preparation of

this year's, and next year's will be even smoother; it should be an annual compilation. Essentially, the report shows that Notre Dame's ranking has not changed from last year's, which is consistent with the provost's objective. He pointed out for special consideration the tables on fringe benefits, women faculty and library faculty. The committee's greatest on-going problem remains "Notre Dame secrecy" — the administration should share information more widely if it is truly concerned with maintaining good faculty relations.

In the discussion, the chair pointed out, and Sheehan agreed, that the medical costs reflect only the University contribution, not the individual's contribution, as the recent restructuring demands. Professor Frank Connolly remembered that in some years, while faculty salaries were high, fringe benefits were not; what is the current situation? Sheehan responded that it has dramatically improved (Table 1). Professor John Wells returned to the secrecy issue; is there a way to have a breakdown in salary by college? The committee feels that next year's report should emphasize this in greater detail; perhaps a faculty survey might be taken to get this information if the administration is not willing to release it. The April issue of *Academe* has a chart which breaks down salaries on a national basis by academic discipline. Professor David O'Connor remarked that a survey by discipline or college would be helpful; Sheehan said breaking out chaired professors would also be beneficial. Professor Stephen Fallon made a similar point. Sheehan said the committee would have to push for this next year; one thing that others have which drives up average salaries is a medical school. Professor Edward Vasta reminded the senate that library salaries remain low, and that the senate should take this up. O'Connor said his committee has been looking at the whole issue of library funding, and this is one point that must be addressed; there is virtually no faculty input at this time to dividing up University resources, and it is an issue for the new summer committee to take up. Sophia Jordan reported in response that some recent correspondence on the part of the library faculty with the provost gives some cause for optimism, but still senate attention would be welcome. Yea! ←

C. Student Affairs - the chair professor, Clark Power, moved a resolution to endorse the application of "Gays and Lesbians of Notre Dame/Saint Mary's College" for University recognition as an official student organization. As a standing committee motion, no second is needed, and discussion followed. The group had been denied recognition by the Student Activities Office, and an appeal had been filed with the vice president for student affairs. Senate action would be directed at Vice President O'Hara. Cashore asked if the application had been denied, was it still an active issue? Power replied that the appeal was pending, thus the application remains active. O'Connor felt he was opposed to senate action on this. Beyond that, he requested further information and discussion on the reasons for rejection; he appreciated receiving from the committee informa-

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tion, such as the GLND/SMC constitution. The sticking point, to him, was its article II, section 2, "purpose" statement, where it states GLND/SMC "seeks to support" those with the orientation; what does it mean "to support"? Perhaps Student Affairs (OSA) and GLND/SMC should discuss this before the senate acts. Professor Sandra Harmatiuk responded that such discussion would be fine, but OSA does not do so with unrecognized groups, a classic catch-22. O'Connor asked why they rejected the constitution. Power said no real answer has been forthcoming because the office is in the process of hearing an appeal. However, he wanted the senate to know that GLND/SMC had assured his committee that it understood the distinction between orientation and activity; its "support" extended to the former, not the latter. All of its literature maintains this.

Professor Willis Bartlett wondered if there were not too many myths around about gays and lesbians, was the organization unfairly denied recognition? He attended their meetings some years ago and was favorably impressed. They have no other "safe haven" at this University. Professor Charles Parnell asked if the senate had been asked to recognize any other group? Connolly noted that we should take care that our actions properly engage the administration on this issue. He asked how involved OSA was in the committee's work. Was it given every chance to respond? Does GLND/SMC really mean what it says, and does it have a chaplain? The representative of the Graduate Student Union, Timothy Schorn, responded that the committee was unanimous in its support of the resolution and thought GLND/SMC had been forthright in its dealings. Graduate Student Union is concerned about OSA procedures, and catch-22 affairs. He urged the senate not to get caught up in the question of orientation vs. activity; heterosexual groups are not asked about sexual matters. The senate should endorse this resolution. Vasta, at this point still a nonvoter, spoke against the resolution, not because it doesn't deserve recognition, but because it is not a senate issue to decide on recognition for sexual orientation groups. Professor Jean Porter, also a nonvoter, spoke in support because as a University we should be providing opportunity for our students to grow and mature; we should not refuse recognition as a University because a group's orientation is against the "magisterium."

Professor James Collins, a committee member, was impressed with the members of GLND/SMC, their sincerity and responsibility. The issue has reached an impasse, and we can't wash our hands of it. It would be not only irresponsible but immoral on our part. Professor John Borkowski, a nonvoter, asked the senate not to confuse homosexuality with disorder; people need support; passing this resolution and promoting dialogue would be important signs of support. Quinn asked again if the assurances from GLND/SMC of non-activity were credible. Power said they were. Bartlett pointed out that in certain counseling situations the Counseling Center refers people to GLND/SMC,

and that's more than reassuring. Cashore asked about the timetable for an appeal with summer coming. Fallon said that should have no effect on senate action; its endorsement would still be good. Schorn, referring back to Bartlett's remarks, pointed out that GLND/SMC cannot reserve meeting space on campus, cannot advertise and has no office space; it is open to space only in the Counseling Center.

Returning to the distinction between orientation and activity, O'Connor said this misses the point; perhaps an analogy like "a cohabitation society" is clearer and on this the administration may be justified in refusing recognition. Captain James Pattison, reflecting on the senate's pledge to study the Catholic identity of Notre Dame, thought that the issue should wait upon the conclusion of that survey. Fallon responded that Church teaching is clear on supporting "people," and the University should do so also. Professor Mark Jordan took the issue away from Church teaching and brought it back to the real problems: ignorance, hypocrisy and fear of the external reaction; the University is frightened by GLND/SMC and refuses to deal with it. Professor Louise Litzinger, a committee member, reminded the senate that the bishops have urged support for those of a gay orientation, but not activity; GLND/SMC is doing just that, and she was impressed with their presentation. Tageson said that homophobia exists on this campus; let's show compassion and justice on this issue as we did on the issue of sexual harassment.

Connolly returned to the attitude of Student Affairs; do we know how they feel on this? Power said O'Hara had not responded to the committee because of the appeal; earlier her attitude was that she would be as supportive as possible. Professor David Burrell, C.S.C., a nonvoter, asked that if in the event this motion fails, can some kind of conversation take place among the senate, OSA and GLND/SMC, not so much on recognition but on understanding? According to Power, some of this is going on in the Colloquy. For him, the issue is not so difficult: GLND/SMC as a student organization deserves recognition. The committee did not seek a middle ground as a broker because that is not the senate's function. We should vote on the merits; as individuals we can be involved any way we want. Mark Jordan, who said the group has been in existence for 20 years, spent the year 1990-91 talking with O'Hara whose position hardened over that time; President Malloy asked Fr. Warner to become involved — none of these prior conversations has helped. Burrell thought adding faculty to the conversation would dramatically change the equation; further, "recognition" does mean something to the administration. O'Connor said that, since too many issues had been raised tonight, senate endorsement would be a mistake at this time.

Professor Joseph Blenkinsopp having called the question without objection, the senate voted in favor of the resolution: 21 affirmative, four opposed, one abstention. It is printed as Appendix B of this journal.

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There being no further old business, the chair asked for new business. He proposed that the senate remain in session through the summer and hold off on elections until August. After some discussion, focusing on both the senate bylaws and the precedent that would be established by this move, the senate did not agree to this proposal, and discussion of it was ruled out of order.

Since the business meeting had been concluded, the senate's activities for 1991-92 also finished. Those members whose terms expired were replaced by those whose terms were beginning. There was one constituency whose members had not reported the results of their 1992-93 elections; however, pending these results the sitting senators were allowed to vote for 1992-93 officers. Departing senators left to a well-deserved round of applause, and elections proceeded after a 10-minute recess.

Chair - nominees: Connolly, Sheehan
elected: Sheehan

Vice Chair - nominees: Borelli, S. Jordan, O'Connor
elected: O'Connor

Committee chairs:

Academic Affairs - nominees: Burrell, Lopez, Hayes, S. Jordon
elected: Burrell

Administration - nominees: Power, Connolly
elected: Power

Student Affairs - nominees: Lopez, Harmatiuk
elected: co-chairs - Lopez, Harmatiuk
(pending results of professional specialist elections)

Benefits - nominees: Affleck-Graves
elected: Affleck-Graves

Secretary - nominees: Bartlett, Lombardo, Tageson
elected: co-secretaries - Bartlett, Lombardo

Treasurer - nominees: Bartlett, Borelli, S. Jordan
elected: S. Jordan

The meeting continued. Vasta questioned the timeliness of the journal and proposed that a summary of each senate meeting be available within 10 days; this might be distributed to senators, to all faculty or be published as a column or advertisement in the *Observer*. In some way, we must have better access for everyone to the business of the senate. His motion was seconded by Burrell, and the senate agreed to it. It is printed as Appendix C of the journal. Professor Harvey Bender moved a resolution of appreciation for the 1991-92 senate for its excellent service, to which the senate unanimously and heartily agreed.

The meeting adjourned at 10:15 p.m..

Respectfully submitted,

Peter J. Lombardo Jr., Secretary

Attendees: Affleck-Graves, Bartlett, Bender, Bentley, Blenkinsopp, Borelli, Borkowski, Burrell, Cashore, Collins, Connolly, Conway, Detlefsen, Egan, Fallon, Goetz, Harmatiuk, Hayes, Higgins, Johnson, C.L., Jordan, M., Jordan, S.K., Kantor, Leighton, Litzinger, Lombardo, Lopez, McDonald, O'Connor, Parnell, Pattison, Plantinga, Porter, Power, Powers, Quinn, Schorn, Sheehan, Sporleder, Tageson, Tidmarsh, Vasta, Welle, Yoder

Absent: Boyd, Chang, Day, Esch, Falkenburg, Garg, Johnson, Kenney, Miller, Moody, Nichols, Pillay, Sauer, Scully, Serianni, Smyth

Excused: Antsaklis, Jenkins, Vecchio

Appendix A

1991-92 Notre Dame Faculty Compensation Report: A Report to the Faculty Senate

Abstract

This year's faculty compensation report documents that Notre Dame has maintained its rank of fifth in terms of total compensation within the group of peer institutions. However, an increasing fraction of total compensation is in the form of fringe benefits, mainly due to increasing TIAA-CREF contributions and the cost of medical benefits. The report also documents that Notre Dame continues to lag peer institutions in regard to the proportion of the faculty with the rank of full professor, to the percentage of women on the teaching and research faculty, and the compensation of library faculty. Finally, the report documents that faculty size continues to grow at a faster rate than student numbers with an accompanying decline in the student-faculty ratio. However, such growth differs markedly across colleges.

This report was prepared by Richard Sheehan and John Affleck-Graves.

1991-92 Notre Dame Faculty Compensation Report

1. Summary

The 1986-87 and 1990-91 Notre Dame Faculty Compensation Reports provided detailed analyses of the level of faculty compensation at Notre Dame during the decade of the 1980s. In addition, the 1990-91 report contrasted levels of compensation at Notre Dame with that at 10 peer institutions. The purpose of this report is to update those reports and set in motion a process whereby annual updates continue to be performed.

There are several reasons why the Benefits Subcommittee of the Faculty Senate deems annual updates desirable. First, it

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provides an ongoing record of an important aspect of academic life and on progress Notre Dame is making relative to its peer institutions. Second, annual reports should highlight those areas where dramatic changes have occurred. Third, it provides a continuity of data collection and record keeping which simplifies the process and which will allow greater comparability between successive reports. Previous compensation reports required considerable investment in data collection because neither the faculty senators involved nor the administration staff contacted had been a part of earlier reports.

The overall results of this year's report are encouraging with regard to compensation. Notre Dame continues to maintain or improve its ranking relative to its peer institutions in almost all areas examined. In particular, average total compensation per faculty member continues to grow above the inflation rate and Notre Dame has maintained its rank of fifth among 11 peer institutions (Notre Dame and 10 similar institutions). However, the cost of fringe benefits per faculty member was 20 percent higher in 1990 than in 1989. This resulted mainly from a 66 percent increase in the cost of medical benefits and a 9.6 percent increase in TIAA/CREF contributions, compared to a 5.3 percent increase in average salary and 5.4 percent inflation. The growth rate in fringe benefits over the decade of the 1980s shows a similar (but smaller) trend which leads us to two conclusions. First, fringe benefits costs are growing rapidly, and second, unless controlled, faculty will have to accept a greater percentage of their total compensation in the form of fringe benefits rather than salary.

Other aspects documented in the report include the continued increase in the size of the faculty and a continued decline in the student-to-faculty ratio. However, there are significant differences across the five colleges with, for example, arts and letters awarding an increasing percentage of the undergraduate degrees while engineering has experienced a decline in the number of undergraduate degrees awarded. The report also indicates that Notre Dame continues to lag its peer institutions with regard to the percentage of the faculty with the rank of full professor.

With regard to the status of women at Notre Dame, the report documents an increase in women as a percentage of the teaching and research faculty although considerable improvement is still required. This ratio continues to be lower at Notre Dame than at any of our peer institutions, especially at higher ranks. Finally, the report indicates that the status of the library faculty has remained unchanged since the previous report.

II. Faculty Compensation

Total compensation (salary plus fringe benefits) per faculty member at Notre Dame is contrasted with that of 10 peer institutions in Table 1. Averages are given for each rank

within the academic faculty and overall. In addition, Table 1 provides separate comparisons for salary and fringe benefits. Results in the table show that compensation at Notre Dame is slightly above the average for our 10 peer institutions (rank five out of 11) and substantially (16 percent) above the average for all category I institutions. The rankings are not substantially different across the salary and fringe benefit subdivisions with Notre Dame ranking fifth in both categories relative to the peer group. Similarly, there is little difference when separate analyses are performed across the academic ranks (i.e., full, associate and assistant).

To examine patterns in salary increases over time, Table 2 displays average increase in compensation on an annual basis from 1980 to 1990. (Similar figures for peer institutions are shown in Table 1A of the Appendix.) The table also shows the annual average increases at the peer institution group and the annual inflation rate. In every year since 1980, compensation at Notre Dame has increased at a rate greater than inflation, both overall and within each academic rank.

Table 3 provides an overview of fringe benefits at Notre Dame (additional details can be found in Tables 2A, 3A, 4A, and 5A in the Appendix). Table 3 shows that fringe benefits grew by 20 percent from 1989 to 1990 and that they continue to constitute an increasingly higher percentage of total compensation. More specifically, fringe benefits as a percentage of total compensation grew from 17.4 percent in 1989 to 18.7 percent in 1990. This was mainly due to the 9.6 percent increase in TIAA-CREF contributions and a 66.4 percent increase in medical benefits. While 1990 was clearly an exceptional year in terms of the cost of medical benefits, the 10-year growth rates provided in Table 3 indicate a similar trend, with fringe benefits growing at 10.8 percent per year on average, compared to inflation of 4.7 percent and an 8.2 percent average annual growth rate in salary.

III. Faculty: Growth Rates and Composition

Table 4 provides summary statistics for the number of teaching and research faculty, the number of students, and the student-to-faculty ratio annually from 1974 to 1990. The table documents the continued growth in the teaching and research faculty, and shows that this has all occurred at the full and associate professor level. The table also shows that faculty growth has exceeded the growth in student numbers so that the student-to-faculty ratio has declined from 19.2 in 1974 to 16.5 in 1990. This clearly indicates the University's growing commitment to provide more faculty time for research, but may also reflect an opportunity for smaller class sizes.

Table 5 provides a breakdown of faculty size and growth rates by college. Overall, the faculty grew by 13.2 percent over the period 1984-90 (an annual average of just over 2 percent). All colleges experienced positive growth in faculty

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size with the College of Law having the highest growth rate at 25 percent (4 percent per year) and science having the lowest growth rate at 3.9 percent (less than 1 percent per year).

Table 5 also provides an analysis of the degrees awarded in each college from 1984 to 1990, both in terms of the number of degrees awarded and as a percentage of the total number of degrees awarded by the University each year.

While the total number of degrees awarded by the University over this period showed a slow growth of 6.8 percent (1.1 percent growth per year on average) there were large differences across colleges. For example, in 1984 arts and letters awarded 37.4 percent of the undergraduate degrees awarded at Notre Dame but this had grown to 46 percent by 1990. In contrast business had remained almost constant at about 24 percent while engineering had a substantial decline from 21 percent to 14 percent (from 384 to 274 in absolute numbers).

In line with the University's stated objective of encouraging graduate programs, both masters and doctorate degrees awarded increased substantially over the six-year period with masters degrees awarded growing by 16 percent and doctorate degrees growing by 27.5 percent.

The final section of Table 5 contrasts the growth rates in degrees awarded by college with the growth rates in faculty size. While arts and letters had the highest growth rate in degrees awarded (22.1 percent) it had the second lowest growth rate in faculty (14.7 percent). In contrast, engineering had a 25.8 percent decrease in degrees awarded and a 16.9 percent increase in faculty. Finally, the ratio of degrees awarded per faculty member remains highest in law and business and lowest in science.

Figure 1 provides a plot of the percentage of the teaching and research faculty that have the rank of professor at Notre Dame and contrasts this with the average for our 10 peer institutions. The figure shows that while there has been a small improvement over time the ratio at Notre Dame is still only 40.8 percent compared to the average of 46.8 percent at our peer institutions. [The actual numbers are available in Table 6A of the Appendix.]

IV. Status of Women and Library Faculty

As discussed in the previous Faculty Compensation Report, Notre Dame lags peer institutions with regard to the hiring, promotion, and retention of women faculty. While Table 6 suggests a small improvement with the percentage of women on the teaching and research faculty rising from 11.6 percent in 1989 to 13 percent in 1990, this ratio remains well below those of our peer institutions (average 20.8 percent). A more detailed examination of Table 6 (and Table 7A in the Appendix which provides additional details)

reveals that most progress has been made at the assistant level. In 1980, women constituted 18.4 percent of the assistant professors at Notre Dame compared to 29.1 percent at our peer institutions. By 1990 this had improved to 26.8 percent at Notre Dame versus 32.3 percent at peer institutions. However, in the area of senior faculty Notre Dame continues to lag peer institutions by a large margin. In 1980 the percentage of women among the associate professors at Notre Dame was 3.9 percent, compared to 17.2 percent at peer institutions. By 1990 these percentages were 13.2 percent and 26.2 percent respectively. Similarly, the percentages for full professors in 1980) were 0.6 percent for Notre Dame and 5.3 percent for peer institutions. By 1990, these percentages were 4.0 percent and 10.3 percent. These percentages suggest that over all ranks, Notre Dame in 1990 had not yet reached the levels achieved, on average, by our peer institutions a decade earlier!

With regard to the compensation for library faculty, the compensation figures in Table 7 show almost no relative change from those in last year's compensation report. Library salaries continue to fall well outside those in the upper 20 percent of American Research Libraries ranking. Also, library faculty remain untenured at Notre Dame, unlike those at many peer institutions.

Definition of Terms

AAUP Ratings: The American Association of University Professors publishes annual salary information from approximately 1800 American colleges and universities. Each institution is placed in one of five categories — Notre Dame is in category I consisting of institutions having significant doctoral degree programs. For each category, salaries and total compensation are rated as follows:

Rating 1* :	the 95th percentile
Rating 1:	the 80th percentile
Rating 2:	the 60th percentile
Rating 3:	the 40th percentile
Rating 4:	the 20th percentile
Rating 5:	below 20th percentile.

This data is published annually in the March-April issue of *Academe*, the Bulletin of the American Association of University Professors.

Peer Institutions: Brown, Duke, Fordham, Indiana, Johns Hopkins, Northwestern, Princeton, Southern California, Tulane and Vanderbilt. This group of 10 institutions was agreed by the Faculty Senate and the provost to be broadly similar to Notre Dame, or to what Notre Dame aspires.

Regular Teaching and Research Faculty: Includes only instructional faculty on a regular appointment and excludes part-time faculty, deans and administrative officers.

Salary and Total Compensation: Exclude funds for summer teaching or from an outside funding source.

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Figure 1
Full Professors as % of T & R Faculty

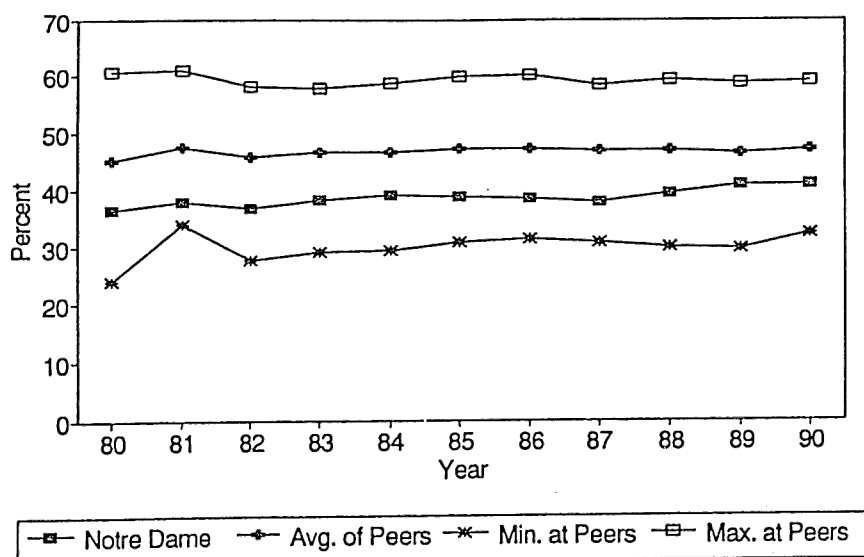


Table 1
Average Salaries, Compensation and Fringe Benefits
(in thousands) 1991-92

Average Compensation

	Prof.	Assoc.	Asst.	All
Princeton	99.3	60.8	46.8	76.0
Duke	93.4	63.8	51.9	76.0
Northwestern	89.3	62.8	52.5	73.5
Southern Cal	93.4	66.9	56.3	73.5
Notre Dame	89.0	62.9	51.5	70.5
Brown	83.7	57.2	48.5	69.9
Vanderbilt	88.8	59.5	49.6	67.7
Hopkins	89.5	63.4	50.5	67.1
Fordham	84.8	63.5	49.3	65.4
Tulane	80.0	60.0	45.5	62.5
Indiana	77.9	55.3	44.4	62.3

Averages

Cat I institutions	76.8	55.8	47.0	60.8
Peers	87.9	62.1	50.5	69.5
Notre Dame as Percentage of Averages				
of Cat I inst.	115.9	112.7	109.6	116.0
of Peers	101.3	101.2	102.0	101.5

Average Salaries

	Prof.	Assoc.	Asst.	All
Princeton	82.4	50.3	38.6	63.1
Duke	75.8	51.8	43.5	62.0
Northwestern	73.7	51.1	44.2	60.6
Southern Cal	74.4	51.7	43.5	57.6
Notre Dame	72.4	50.5	42.6	57.3
Brown	67.0	46.1	39.3	56.1

Vanderbilt	71.8	47.2	40.2	54.5
Hopkins	73.3	50.7	40.3	54.2
Fordham	67.7	49.7	40.2	52.1
Tulane	64.6	48.4	38.7	51.0
Indiana	62.3	43.5	35.2	49.6

Averages

Cat I institutions	62.9	44.9	37.8	49.3
Peers	71.4	49.2	40.6	56.2
Notre Dame as Percentage of Averages				
of Cat I inst.	115.1	112.5	112.7	116.2
of Peers	101.4	102.7	105.0	102.0

Average Fringe Benefits

	Prof.	Assoc.	Asst.	All
Princeton	16.9	10.5	8.2	12.9
Duke	17.6	12.0	8.4	14.0
Northwestern	15.6	11.7	8.3	12.9
Southern Cal	19.0	15.2	12.8	15.9
Notre Dame	16.6	12.4	8.9	13.2
Brown	16.7	11.1	9.2	13.8
Vanderbilt	17.0	12.3	9.4	13.2
Hopkins	16.2	12.7	10.2	12.9
Fordham	17.1	13.8	9.1	13.3
Tulane	15.4	11.6	6.8	11.5
Indiana	15.6	11.8	9.2	12.7

Averages

Cat I institutions	15.3	11.2	8.5	12.3
Peers	16.7	12.3	9.1	13.3
Notre Dame as Percentage of Averages				
of Cat I inst.	108.5	110.7	104.7	107.3
of Peers	99.4	101.0	97.4	99.2

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Table 2
Percentage Increases in Salaries of Continuing Faculty and the Inflation Rate

	Notre Dame Average Salary Increment			Category I Institutions' Average Salary Increment			Peer Institutions' Average Salary Increment			Inflation Rate
	Full	Assoc.	Asst.	Full	Assoc.	Asst.	Full	Assoc.	Asst.	
1980	8.7	10.0	10.5	9.8	10.4	11.1	10.2	11.6	11.9	13.5
1981	10.9	13.1	15.5	9.8	10.4	11.4	9.5	10.6	10.9	10.3
1982	12.3	13.3	15.9	7.1	7.2	7.9	9.8	10.3	11.3	6.2
1983	8.8	10.0	12.7	6.8	6.2	6.9	7.5	8.0	8.8	3.2
1984	7.6	7.4	5.7	6.6	7.3	8.0	6.4	7.5	7.8	4.3
1985	9.8	7.7	9.6	7.2	7.6	8.5	7.6	8.7	9.0	3.6
1986	8.3	7.3	7.8	6.5	6.7	7.2	7.6	8.2	8.5	1.9
1987	7.6	6.3	7.4	6.2	6.9	7.5	7.1	7.5	8.2	3.6
1988	7.9	7.1	8.4	6.6	7.4	8.0	6.6	7.3	8.1	4.1
1989	7.2	8.9	8.0	6.7	7.3	7.9	6.8	7.7	8.3	4.8
1990	5.6	8.0	7.1	6.0	6.5	6.9	7.2	8.1	8.2	5.4
Average	8.6	9.0	9.9	7.2	7.6	8.3	7.8	8.7	9.2	5.5

Sources: Academe, March-April 1991, Economic Report of the President 1991,
1990-91 Notre Dame Faculty Compensation Report

Note: The inflation rate is measured by the Consumer Price Index and 1984, for example,
equals the year to year increase from 1983 to 1984.

Table 3
Fringe Benefits at Notre Dame: All Ranks Combined

	Dollars per Faculty member				1-Year	5-Year	10-Year
Academic Year	1980	1985	1989	1990	Growth	Growth	Growth
Mandatory Contributions					Rate	Rate	Rate
Social Security	1643	2658	3334	3446	3.4	5.3	7.7
Other (a)	40	40	40	40	0.0	0.0	0.0
Subtotal	1683	2698	3374	3486	3.3	5.3	7.6
Non-Mandatory Contributions							
TIAA/CREF	1621	2658	4216	4619	9.6	11.7	11.0
Medical Benefits	842	1627	1862	3099	66.4	13.8	13.9
Tuition Benefits	982	1621	1867	1838	-1.6	2.5	6.5
Disability Insurance	144	213	93	93	0.0	-15.3	-4.3
Life Insurance	12	48	33	34	3.0	-6.7	11.0
Subtotal	3601	6167	8071	9683	20.0	9.4	10.4
Total Fringe	5284	8865	11445	13169	15.1	8.2	9.6
Inflation					5.4	4.0	4.7
Average Salary (,000)	26.1	41.5	54.4	57.3			
Average Total Comp. (,000)	31.4	50.4	21.0	70.5			
Fringe as % of Comp.	16.8	17.6	17.4	18.7			

(a) Includes unemployment compensation and workers compensation.

Sources: 1990-91 Notre Dame Faculty Compensation Report
Andrew Hollander, Assistant to the Vice President and Associate Provost

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Table 4
Background Information

	Number of T & R Faculty				Total T & R Faculty	Total Faculty	Number Students	Student T & R Faculty Ratio	Student Total Faculty Ratio
	Full	Assoc.	Asst.	Inst.					
1974	144	145	152	18	459	734	8808	19.2	12.0
1975	147	150	143	16	456	747	8750	19.2	11.7
1976	157	157	147	12	473	775	8829	18.7	11.4
1977	147	157	125	12	441	798	8682	19.7	10.9
1978	156	143	130	11	440	795	8731	19.8	11.0
1979	163	154	136	15	468	811	8666	18.5	10.7
1980	168	154	125	17	464	814	8874	19.1	10.9
1981	180	159	120	18	477	851	9123	19.1	10.7
1982	181	162	138	19	500	896	9294	18.6	10.4
1983	192	158	135	25	510	921	9480	18.6	10.3
1984	198	156	144	10	508	923	9531	18.8	10.3
1985	204	158	158	6	526	913	9676	18.4	10.6
1986	219	175	162	13	569	951	9727	17.1	10.2
1987	213	190	158	7	568	1054	9851	17.3	9.3
1988	229	198	150	5	582	1041	9880	17.0	9.5
1989	238	199	144	5	586	1034	10040	17.1	9.7
1990	248	205	149	8	610	1073	10037	16.5	9.4

Sources: 1990-91 Notre Dame Faculty Compensation Report, Academe, March-April 1990-91,
Notre Dame Fact Sheet, 1991-92

Note: 1974 refers to the academic year 1974-75 throughout this report. Definitional differences make the total faculty numbers for 1987-90 not strictly comparable with prior years. T & R refers to teaching and research faculty.

Table 5
Background Information by College

	Faculty Size A&L		Business		Engineering		Science		Law		Total
	#	%	#	%	#	%	#	%	#	%	#
1984	266	47.2	70	12.4	77	13.7	127	22.5	24	4.3	564
1985	274	47.1	80	13.7	76	13.1	129	22.2	23	4.0	582
1986	286	47.5	82	13.6	78	13.0	130	21.6	26	4.3	602
1987	288	47.7	87	14.4	77	12.7	127	21.0	25	4.1	604
1988	290	47.4	87	14.2	80	13.1	128	20.9	27	4.4	612
1989	290	46.9	84	13.6	84	13.6	131	21.2	29	4.7	618
1990	305	47.7	82	12.8	90	14.1	132	20.7	30	4.7	639

Growth Rate 1984-90

Average Per Year	2.3		2.7		2.6		0.6		3.8		
Total	14.7		17.1		16.9		3.9		25.0		
Number of Degrees Awarded											
Baccalaureate											
1984	694	37.4	459	24.7	384	20.7	320	17.2	0	0.0	1857
1990	877	46.0	462	24.2	274	14.4	295	15.5	0	0.0	1908
Masters											
1984	157	26.0	206	34.0	62	10.2	21	3.5	159	26.3	605
1990	181	25.7	285	40.5	43	6.1	25	3.6	170	24.1	704

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	A&L #	%	Business #	%	Engineering #	%	Science #	%	Law #	%	Total #
Doctorate											
1984	43	53.8	0	0.0	15	18.8	22	27.5	0	0.0	80
1990	34	33.3	0	0.0	25	24.5	43	42.2	0	0.0	102
All Degrees											
1984	894		665		461		363		159		2542
1990	1092		747		342		363		170		2714
Growth Rate	3.4		2.0		-4.9		0.0		1.1		1.1
Ratio of Degrees per Faculty Member											
1984	3.4		9.5		6.0		2.9		6.6		4.5
1990	4.0		9.3		4.5		2.8		7.4		4.7

Source: University of Notre Dame Fact Book, September 1991

Table 6
Status of Women Faculty at Notre Dame

Women as a Percentage of Total T & R Faculty

	ND Avg.	Peer Avg.	Full	Assoc.	Asst.
1980	7.5	15.4	0.6	3.9	18.4
1981	8.8	13.2	2.2	3.8	23.3
1982	10.0	16.0	2.8	4.3	22.5
1983	9.8	16.0	2.1	5.1	20.7
1984	9.6	16.5	2.5	5.1	22.9
1985	9.9	16.5	3.4	5.1	22.8
1986	9.3	17.2	4.1	4.6	21.0
1987	10.5	18.1	4.1	7.4	22.8
1988	10.8	18.9	3.9	10.1	21.3
1989	11.6	19.6	3.8	12.6	21.5
1990	13.0	20.8	4.0	13.2	26.8

Women's Salaries as Percentage of Men's Salaries at Notre Dame

	Full	Assoc.	Asst.
1980		98.4	84.2
1981		99.6	87.3
1982		90.1	88.0
1983		95.9	90.5
1984		97.3	91.4
1985	98.8	101.6	89.1
1986	99.1	101.5	93.9
1987	100.0	98.4	92.0
1988	102.1	96.6	91.0
1989	103.0	94.1	91.8
1990	103.2	94.5	94.0

Source: Academe, March-April, various issues

Table 7
Library Faculty

	Beginning Salary (,000)	Median Salary (,000)	A.R.L. Ranking Beginning Salary	A.R.L. Ranking Median Salary
1983	14.5	22.2	86	78
1984	15.5	24.0	90	69
1985	17.0	27.5	32	61
1986	19.0	28.1	32	41
1987	20.0	28.4	34	66
1988	21.7	29.9	34	72
1989	23.0	32.1	38	64
1990	24.5	34.2	38	59

Sources: 1990-91 Notre Dame Faculty Compensation Report
Affirmative Action Report, 1991
Journal of American Research Libraries, 1991

Documentation

Table 1A
Average Salaries and Fringe Benefits (in thousands)

	Average Salary Levels				Growth Rates					
	1976	1981	1986	1987	1988	1989	1990	1976-90	1981-90	1986-90
Princeton	17.3	31.9	48.9	52.0	55.3	57.9	63.1	9.7	7.9	6.6
Duke	18.9	32.0	47.2	51.1	54.1	57.9	63.0	9.0	7.8	7.5
Northwestern	19.3	33.6	46.8	50.4	53.0	56.6	60.6	8.5	6.8	6.7
Southern Cal	16.6	31.4	44.5	47.4	50.4	53.6	57.6	9.3	7.0	6.7
Notre Dame	16.3	29.4	44.4	47.5	51.2	54.4	57.3	9.4	7.7	6.6
Brown	18.8	32.2	44.7	46.8	52.0	53.4	56.1	8.1	6.4	5.8
Vanderbilt	17.4	27.9	41.5	45.2	47.9	51.5	54.5	8.5	7.7	7.1
Johns Hopkins	19.8	34.8	46.4	48.8	49.8	51.3	54.2	7.5	5.0	4.0
Fordham	16.0	26.0	40.2	43.0	45.1	48.8	52.1	8.8	7.2	6.7
Tulane	15.5	25.3	38.6	41.4	44.4	47.3	51.0	8.9	8.1	7.2
Indiana	16.6	28.6	39.7	41.8	44.2	46.6	49.6	8.1	6.3	5.7

	Average Fringe Benefits				Growth Rates			
	1981	1986	1987	1988	1989	1990	1981-90	1986-90
Southern Cal	6.1	11.2	13.9	14.5	14.5	15.9	11.2	9.2
Brown	7.4	10.3	10.7	10.9	10.9	13.8	7.2	7.6
Fordham	3.5	9.0	9.2	10.6	12.9	13.3	14.3	10.3
Vanderbilt	5.3	9.6	10.7	11.6	12.9	13.2	10.7	8.3
Notre Dame	6.2	9.6	9.7	11.1	11.3	13.2	8.8	8.3
Duke	7.1	10.2	11.3	11.6	13.0	13.0	7.0	6.3
Johns Hopkins	7.0	8.3	9.1	10.9	12.3	12.9	7.0	11.7
Princeton	6.4	10.4	7.1	11.4	11.9	12.9	8.1	5.5
Northwestern	5.3	9.5	10.3	10.5	11.6	12.9	10.4	7.9
Indiana	6.9	10.1	10.7	11.9	12.7	12.7	7.0	5.9
Tulane	5.0	9.3	9.7	10.5	11.2	11.5	9.7	5.5

Sources: 1990-91 Notre Dame Faculty Compensation Report
Academe, March-April, various issues

Table 2A
Fringe Benefits – Dollars per Faculty Member
All Ranks Combined

Academic Year	Notre Dame							
	1973	1980	1985	1986	1987	1988	1989	1990
Mandatory Contributions								
Social Security	724	1643	2658	2827	2891	3111	3334	3446
Other (a)	40	40	40	40	40	40	40	40
Subtotal	764	1683	2698	2867	2931	3151	3374	3486
Non-Mandatory Contributions								
TIAA-CREF	900	1621	2658	3508	3759	3948	4216	4619
Medical Benefits	481	842	1627	1615	1719	2468	1862	3099
Tuition Benefits	146	982	1621	1456	1466	1634	1867	1838
Disability Insurance	68	144	213	179	106	102	93	93
Life Insurance	27	12	48	35	34	34	33	34
Subtotal	1622	3601	6167	6793	7084	8186	8071	9683
Total Fringe Benefits	2386	5284	8865	9660	10015	11337	11445	13169
Average Salary (in thousands)		26.1	41.5	44.4	47.5	51.2	54.4	57.3
Fringe Benefits as % of Salary		20.2	21.4	21.8	21.1	22.1	21.0	23.0
Avg. Total Comp. (in thousands)		31.4	50.4	54.1	57.5	62.5	65.8	70.5

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	All Category I Institutions					
Academic Year	1985	1986	1987	1988	1989	1990
Mandatory Contributions						
Social Security	1969	2238	2299	2511	2708	2901
Other (a)	221	235	244	300	350	348
Subtotal	2190	2473	2543	2811	3058	3249
Non-Mandatory Contributions						
TIAA-CREF	3759	3948	4216	4500	4617	4839
Medical Benefits	1424	1481	1517	1845	2266	2525
Tuition Benefits	280	297	328	320	346	367
Disability Insurance	117	122	90	93	104	110
Life Insurance	120	127	129	130	134	152
In Kind	150	94	127	147	104	119
Subtotal	5850	6069	6407	7035	7571	8112
Total Fringe	8040	8542	8950	9846	10629	11361
Average Salary (in thousands)	37.3	39.8	41.8	44.4	47.1	49.3
Fringe Benefits as % of Salary	21.6	21.5	21.4	22.2	22.6	23.0
Avg. Total Comp. (in thousands)	45.3	48.3	50.8	54.2	57.7	60.7

(a) Includes unemployment compensation and workers compensation.

Sources: 1990-91 Notre Dame Faculty Compensation Report
Andrew Hollander, Assistant to the Vice President and Associate Provost

Table 3A
Average Salary and Fringe Benefits
Full Professors

	Average Salary (,000)	% Inc. Cont. Faculty Members	Average Fringe Benefits (,000)	Fringe Benefits as % of Salary	Average Total Comp. (,000)
1981	36.2	10.9	8.5	23.5	44.7
1982	40.7	12.3	9.4	23.1	50.1
1983	44.2	8.8	10.4	23.5	54.6
1984	48.0	7.6	11.4	23.7	59.4
1985	52.6	9.8	11.7	22.2	64.3
1986	56.0	8.3	12.4	22.1	68.4
1987	60.7	7.6	12.6	20.8	73.3
1988	65.7	7.9	13.9	21.2	79.6
1989	69.1	7.2	14.6	21.1	83.7
1990	72.4	5.6	16.6	22.9	89.0

Averages at 10 Peer Institutions (a)

	Average Salary (,000)	% Inc. Cont. Faculty Members	Average Fringe Benefits (,000)	Fringe Benefits as % of Salary	Average Total Comp. (,000)
1985	51.5	7.6	12.0	23.3	63.6
1986	55.3	7.6	12.1	21.9	67.4
1987	59.2	7.1	12.7	21.4	71.9
1988	62.7	6.6	14.1	22.5	76.7
1989	66.7	6.8	15.5	23.2	82.3
1990	71.3	7.2	16.7	23.4	88.0

Averages at All Category 1 Universities

	Average Salary (,000)	% Inc. Cont. Faculty Members	Average Fringe Benefits (,000)	Fringe Benefits as % of Salary	Average Total Comp. (,000)
1985	47.3	7.2	9.9	20.9	57.2
1986	50.5	6.5	10.6	21.0	61.1
1987	53.0	6.2	10.9	20.6	63.9
1988	56.4	6.6	12.1	21.5	68.5
1989	59.9	6.7	13.1	21.9	73.0
1990	62.9	6.0	13.9	22.1	76.8

Notre Dame as a Percent of Averages

	Peer Institutions			Category I Institutions		
	Salary	Fringe	Comp	Salary	Fringe	Comp
1985	102.1	97.3	101.2	111.2	118.2	112.4
1986	101.3	102.4	101.5	110.9	117.0	111.9
1987	102.5	99.4	102.0	114.5	115.6	114.7
1988	104.9	98.8	103.7	116.5	114.9	116.2
1989	103.5	94.1	101.8	115.4	111.5	114.7
1990	101.5	99.3	101.1	115.1	119.4	115.9

Sources: Academe, March-April, various years
1990-91 Notre Dame Faculty Compensation Report

Notes: The percentage increase for 1982 refers to the increase from 1981-82 to 1982-83. (a) Data for the percentage increase per continuing faculty excludes Johns Hopkins for all years, Princeton for 1987, and Fordham for 1987, 1989 and 1990 since that data is unavailable.

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Table 4A
Average Salary and Fringe Benefits
Associate Professors

	Average Salary (,000)	% Increase Cont. Faculty Members	Average Fringe Benefits (,000)	Fringe Benefits as % of Salary	Average Total Comp. (,000)
1981	28.2	13.1	5.6	19.9	33.8
1982	31.3	13.1	6.6	21.1	37.9
1983	34.0	10.0	7.6	22.4	41.6
1984	36.4	7.4	8.4	23.1	44.8
1985	38.4	7.7	8.8	22.9	47.2
1986	40.6	7.3	9.2	22.7	49.8
1987	42.4	6.3	9.3	21.9	51.7
1988	44.5	7.1	10.4	23.4	54.9
1989	47.0	8.9	10.4	22.1	57.4
1990	50.5	8.0	12.4	24.6	62.9

Averages at 10 Peer Institutions (a)

1985	36.2	8.7	8.6	23.8	44.8
1986	38.5	8.2	8.9	23.1	47.4
1987	40.8	7.5	9.5	23.3	50.3
1988	43.2	7.3	10.6	24.5	53.8
1989	46.0	7.7	11.5	25.0	57.5
1990	49.1	8.1	12.2	24.8	61.3

Averages at All Category I Universities

1985	34.0	7.6	7.6	22.4	41.6
1986	36.2	6.7	8.2	22.7	44.4
1987	38.0	6.9	8.6	22.6	46.6
1988	40.3	7.4	9.4	23.3	49.7
1989	42.8	7.3	10.3	24.1	53.1
1990	44.9	6.5	10.9	24.3	55.8

Notre Dame as a Percent of Averages

	Peer Institutions			Category I Institutions		
	Salary	Fringe	Comp	Salary	Fringe	Comp
1985	106.1	102.3	105.4	112.9	115.8	113.5
1986	105.5	103.4	105.1	112.2	112.2	112.2
1987	103.9	97.9	102.8	111.6	108.1	110.9
1988	103.0	98.1	102.0	110.4	110.6	110.5
1989	102.2	90.4	99.8	109.8	101.0	108.1
1990	102.9	101.6	102.6	112.5	113.8	112.7

Sources: Academe, March-April, various years
1990-91 Notre Dame Faculty Compensation Report

Notes: The percentage increase for 1982 refers to the increase from 1981-82 to 1982-83. (a) Data for the percentage increase per continuing faculty excludes Johns Hopkins for all years, Princeton for 1987, and Fordham for 1987, 1989 and 1990 since that data is unavailable.

Table 5A
Average Salary and Fringe Benefits
Assistant Professors

	Average Salary (,000)	% Increase Cont. Faculty Members	Average Fringe Benefits (,000)	Fringe Benefits as % of Salary	Average Total Comp. (,000)
1981	22.1	15.5	3.9	17.6	26.0
1982	25.1	15.9	4.3	17.1	29.4
1983	27.7	12.7	5.3	19.1	33.0
1984	29.5	5.7	5.7	19.3	35.2
1985	31.3	9.6	6.1	19.5	37.4
1986	33.7	7.8	6.4	19.0	40.1
1987	35.8	7.4	6.4	17.9	42.2
1988	38.3	8.4	7.5	19.6	45.8
1989	40.8	8.0	7.4	18.1	48.2
1990	42.6	7.1	8.9	20.9	51.5

Averages at 10 Peer Institutions (a)

1985	29.3	9.0	5.8	19.8	35.1
1986	31.3	8.5	6.7	21.4	38.0
1987	33.8	8.2	7.2	21.3	41.0
1988	35.6	8.1	8.3	23.3	43.9
1989	38.0	8.3	8.7	22.9	46.7
1990	40.4	8.2	9.1	22.5	49.5

Averages at All Category I Universities

1985	28.5	8.5	6.2	21.8	34.7
1986	30.4	7.2	6.7	22.0	37.1
1987	32.1	7.5	7.1	22.1	39.2
1988	34.0	8.0	7.9	23.2	41.9
1989	36.1	7.9	8.6	23.8	44.7
1990	37.8	6.9	9.2	24.3	47.0

Notre Dame as a Percent of Averages

	Peer Institutions			Category I Institutions		
	Salary	Fringe	Comp	Salary	Fringe	Comp
1985	106.8	105.2	106.6	109.8	98.4	107.8
1986	107.7	95.5	105.5	110.9	95.5	108.1
1987	105.9	88.9	102.9	111.5	90.1	107.7
1988	107.6	90.4	104.3	112.6	94.9	109.3
1989	107.4	85.1	103.2	113.0	86.0	107.8
1990	105.4	97.8	104.0	112.7	96.7	109.6

Sources: Academe, March-April, various years
1990-91 Notre Dame Faculty Compensation Report

Notes: The percentage increase for 1982 refers to the increase from 1981-82 to 1982-83. (a) Data for the percentage increase per continuing faculty excludes Johns Hopkins for all years, Princeton for 1987, and Fordham for 1987, 1989 and 1990 since that data is unavailable.

Documentation

Table 6A
Percentage of Full Professors

	Notre Dame	Average Among Peers	Minimum Among Peers	Maximum Among Peers	Difference Between Peers & N.D.
1980	36.6	45.2	24.1	60.5	8.6
1981	38.1	47.5	33.9	60.9	9.4
1982	36.7	45.6	27.6	58.1	8.9
1983	38.4	46.5	29.0	57.8	8.1
1984	39.2	46.7	29.3	58.6	7.5
1985	38.9	47.3	30.8	59.9	8.4
1986	38.6	47.2	31.3	60.0	8.6
1987	38.0	46.7	30.7	58.5	8.7
1988	39.5	46.9	29.8	59.2	7.4
1989	40.8	46.5	29.7	58.6	5.6
1990	40.8	46.8	32.3	58.9	6.0

Source: Academe, March-April, various issues

Table 7A
Percent Women by Rank at N.D. and Peer Institutions: 1990-91

	Full	Assoc.	Asst.	Total
Fordham	18.7	30.7	34.6	29.1
Johns Hopkins	12.5	27.1	35.3	25.1
Indiana	11.6	28.4	34.9	21.7
Tulane	10.6	22.9	29.5	20.7
Brown	8.5	33.3	38.3	20.2
Vanderbilt	8.4	23.4	33.6	20.1
Southern Cal	9.5	19.7	31.6	19.1
Duke	6.8	26.3	28.6	17.1
Northwestern	8.1	21.3	30.1	16.9
Princeton	8.6	29.3	26.2	16.3
Notre Dame	<u>4.0</u>	13.2	26.8	13.0

Percent of Women by Rank at N.D. and Peer Institutions: 1980-81

	Full	Assoc.	Asst.	Total
Fordham	15.4	21.5	35.6	25.6
Vanderbilt	4.1	20.4	44.9	22.1
Tulane	5.3	16.1	26.0	16.2
Southern Cal	6.2	14.6	24.0	15.4
Indiana	6.2	15.5	32.9	15.0
Johns Hopkins	4.7	13.9	33.7	14.9
Northwestern	4.1	15.5	27.1	13.2
Brown	2.9	27.0	27.9	12.4
Princeton	2.2	13.2	19.3	9.8
Duke	2.2	13.9	19.8	8.9
Notre Dame	0.6	3.9	18.4	7.5

Source: Academe, March-April, various issues

Appendix B

Resolution from Student Life Committee: Recognition of GLND/SMC

Whereas GLND/SMC (Gays and Lesbians at Notre Dame/ Saint Mary's College) fulfills the criteria in *du Lac* for the recognition of student groups;

Whereas the current university position that recognition of GLND/SMC would, in the words of a former Vice President for Student Affairs, "carry with it an implicit approval of homosexuality, which is not in keeping . . . with the teaching of the Church, between homosexual orientation and homosexual acts;

Whereas the recognition of GLND/SMC is consonant with Notre Dame's Catholic mission to promote the good of all members of the human community;

Be it resolved that the Faculty Senate endorses the application of GLND/SMC for university recognition as an official student organization.

Appendix C

Moved: that notification and a brief informative summary of business of each senate meeting be communicated to the faculty within ten (10) days after each meeting.

Documentation

University Committee on Libraries September 17, 1992

The meeting was called to order at 4 p.m. in the office of the Director of Libraries by the chairman, Robert Scheidt. Also in attendance were Harvey Bender, Maureen Gleason, James Kohn, Robert Miller, Michael Morris, Daniel Sheerin and secretary Melodie Eiteljorge.

The minutes of the meeting of September 11 were approved with a correction.

Harvey Bender noted that serious problems exist in the branch libraries and recommended that a study be done. In addition to escalating serials costs and subsequent cuts, there are serious space problems to be considered. Robert Miller noted that the focus of this year's Advisory Council meeting on November 12 and 13 will be library services to science and engineering. Committee members are welcome to participate in the discussions.

Miller reported that Notre Dame's decision to cut very expensive titles has been the trend nationwide. Maureen Gleason added that there is a national sense that the growing number and price of serial publications is out of hand. We need to have a more precise measure of the problem locally. One possibility is to develop a needs survey, asking what people use, what they need, what they are unable to obtain, etc. Michael Morris suggested that such a survey to science and engineering might be more effective if it were funnelled through the departments, creating a measure of accountability.

Miller asked how much pre-print circulation of articles is being used by faculty. Morris replied that this is very common in business. Miller asked if personal subscriptions, beyond the basic publications, are being carried by faculty. It was agreed that this is also common and that some subscriptions are connected to memberships. It was also agreed that many faculty members use tear sheet services.

For the next meeting, Gleason will prepare a list of possible steps in dealing with journal costs, including some things being done at other libraries. This is a complex problem which will require steps beyond making cuts. James Kohn noted that the national trend to cut serials contributes to their rising costs. Gleason added that finding solutions to these problems will require the cooperation of the administration and individual faculty members.

There being no further business, the meeting adjourned at 5:20 p.m. The next meeting is scheduled for October 29.

Respectfully submitted,

Melodie Eiteljorge
Secretary

Documentation

University Libraries' Hours for Study Days and Finals Week December 10-18, 1992

Hesburgh Library

	Building	Public Services
Thursday, December 10	8 a.m.-2 a.m.	8 a.m.-midnight*
Friday, December 11	8 a.m.-2 a.m.	8 a.m.-10 p.m.
Saturday, December 12	9 a.m.-2 a.m.	9 a.m.-10 p.m.
Sunday, December 13	10 a.m.-2 a.m.	1 p.m.-midnight*
Monday, December 14 through	8 a.m.-2 a.m.	8 a.m.-midnight*
Thursday, December 17		
Friday, December 18	<u>8 a.m.-midnight</u>	8 a.m.-5 p.m.

*The Audio-Video Center and Reserve Book Room will close at 10:45 p.m.

Branch Libraries

	Architecture	Chem/Physics	Engineering	Life Science	Math
Thursday, December 10	8 a.m.-10 p.m.	8 a.m.-10 p.m.	8 a.m.-10 p.m.	8 a.m.-10 p.m.	8 a.m.-10 p.m.
Friday, December 11	8 a.m.-5 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.
Saturday, December 12	9 a.m.-5 p.m.	9 a.m.-5 p.m.	9 a.m.-5 p.m.	9 a.m.-5 p.m.	9 a.m.-5 p.m.
Sunday, December 13	1 p.m.-10 p.m.	1 p.m.-10 p.m.	1 p.m.-10 p.m.	1 p.m.-10 p.m.	1 p.m.-10 p.m.
Monday, December 14 through	8 a.m.-10 p.m.	8 a.m.-10 p.m.	8 a.m.-10 p.m.	8 a.m.-10 p.m.	8 a.m.-10 p.m.
Thursday, December 17					
Friday, December 18	8 a.m.-5 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.	8 a.m.-5 p.m.

Saturday, December 19, all libraries adopt Christmas holiday break hours.

The Graduate School Research Division

Current Publications and Other Scholarly Works

Current publications should be mailed to the Research Division of the Graduate School, Room 312, Main Building.

COLLEGE OF ARTS AND LETTERS

Art, Art History and Design

- Adcock, Craig E.
C.E. Adcock. 1992. Dispossessed Installations: Robert Barry, John Fekner, Adrian Piper, Mierle Laderman Ukeles, Bill Viola. Florida State University Art Gallery and Museum, Tallahassee, Florida. 54 pp.
- Dibble, Jean A.
J.A. Dibble. 1992. Xerography on Gessoed Panel with Oil Paint. New Prints. SOHO20 Gallery, New York, New York.
- Kinsey, Douglas
D. Kinsey. 1992. Monotype. Chain Without End. Granville, Ohio. Denison University.
- D. Kinsey. 1992. Murals/Oil on Canvas. Orpheus Murals. South Bend Regional Museum of Art, South Bend, Indiana.
- D. Kinsey. 1992. Oil Painting. After the Fall. Northern Indiana Arts Association, Munster, Indiana.
- D. Kinsey. 1992. Oil Painting. Portrait of Edward DeBartolo. University of Notre Dame (DeBartolo Classroom Building), Notre Dame, Indiana.

Classical and Oriental Languages and Literatures

- Amar, Joseph P.
J.P. Amar. 1992. Review of Ephrem the Syrian: Hymns, by K. McVey, 1989. *Religious Studies Review* 18(2):232.
- J.P. Amar. 1992. Review of St. Ephrem the Syrian: Hymns on Paradise, by S. Brock, 1990. *Religious Studies Review* 18(2):232.

Economics

- Dutt, Amitava K.
A.K. Dutt. 1992. The NICs, Global Accumulation and Uneven Development: Implications of a Simple Three-Region Model. *World Development* 20(8):1159-1171.
- Skurski, Roger B.
R.B. Skurski. 1992. Review of The Nature of Socialist Economies: Lessons from Eastern European Foreign Trade, by P. Murrell. *Journal of Economic Literature* 30(2):940-942.
- Wilber, Charles K.
C.K. Wilber. 1992. Bread, Butter and Infrastructure: Economic Issues in the Campaign. *Commonweal* 119(17):11-16.

English

- Dougherty, James P.
J.P. Dougherty. 1992. Jacob Riis: Citizenship and Art. *The Canadian Review of American Studies* 22(3):551-566.
- Henry, Peaches M.
P.M. Henry. 1992. The Struggle for Tolerance: Race and Censorship in *Huckleberry Finn*. Pages 25-48 in, J.S. Leonard, T.A. Tenney and T.M. Davis, eds., *Satire or Evasion? Black Perspectives on Huckleberry Finn*. Duke University Press, Durham, North Carolina.
- Moran, Dennis W.
D.W. Moran and D.W. Hudson, Editors. 1992. The Future of Thomism. University of Notre Dame Press, Notre Dame, Indiana.

German and Russian Languages and Literatures

- Lanzinger, Klaus
K. Lanzinger. 1992. Jason's Voyage: The International Theme of Thomas Wolfe. *The Thomas Wolfe Review* 16(Fall):34-43.

Government and International Studies

- Arnold, Peri E.
P.E. Arnold. 1992. Reorganizing the Presidency. Pages 177-196 in, K.W. Thompson, ed., *The Presidency and A World of Change*. University Press of America for the Miller Center of the University of Virginia, Lanham, Maryland.
- Weigle, Marcia A.
M.A. Weigle and J. Butterfield. 1992. Civil Society in Reforming Communist Regimes: The Logic of Emergence. *Comparative Politics* 25(1):1-23.

History

- Murray, Dian H.
D.H. Murray. 1992. The Practice of Homosexuality Among the Pirates of Late 18th and Early 19th Century China. *International Journal of Maritime History* 4(1):121-130.

Philosophy

- McInerny, Ralph M.
✓ R.M. McInerny. 1992. Desert Sinner. St. Martin Press, New York, New York. 180 pp.
- R.M. McInerny. 1992. Excerpt from Alder on Freedom, by R. McInerny in Freedom in the Modern World. Pages 255-260 in, *A Second Look in the Rearview Mirror*, by M.J. Adler. Macmillan Publishing Company, New York, New York. *SEARCH*
- ✓ McMullin, Ernan
E. McMullin. 1992. Es Activa la Materia? [Translated by A. Tomasini]. *El Concepto de Materia* 80-102.

The Graduate School Research Division

Program of Liberal Studies

- Crosson, Frederick J.
 F.J. Crosson. 1992. The Analogy of Religion. *Proceedings of the American Catholic Philosophical Association*, Volume 65.
 F.J. Crosson. 1992. The Laws of Nature and of Nature's God. *Vera Lex* 11(2):10-11.
 F.J. Crosson. 1992. Reconsidering Aquinas as Postliberal Theologian. *Thomist* 56(3):481-498.
 Tillman, M. Katherine
 M.K. Tillman. 1992. La Idea de una Universidad según Newman. Pages 125-136 in, A.G. Montes, ed., *Pasion de Verdad*. Bibliotheca Oecumenica Salmanticensis 17. Universidad Pontificia de Salamanca, Salamanca, Spain. Also in *Dialogo Ecumenico* 27(87-88):125-136.

Psychology

- White, Karen J.
 K.J. White and J. Kistner. 1992. The Influence of Teacher Feedback on Young Children's Peer Preferences and Perceptions. *Developmental Psychology* 28(5):933-940.

Romance Languages and Literatures

- Cachey, Theodore J., Jr.
 T.J. Cachey, Jr. 1992. Review of Bibliografia Colombiana 1793-1990, by S. Conti. *Italica* 69(3):422-424.
 T.J. Cachey, Jr. 1992. Tasso's Navigazione del Mondo Nuovo and the Origins of the Columbus Encomium (GL, XV, 31-32). *Italica* 69(3):326-344.

Theology

- Gerhart, Mary
 M. Gerhart. 1992. Review of Biblical Hermeneutics in Historical Perspective, M. Burrows and P. Rorem, eds. *Religion and Literature* 24:77-81.
 M. Gerhart. 1992. Review of The Demonic Imagination: Biblical Text and Secular Story, R. Detweiler and W.G. Doty, eds. *Religion and Literature* 24:77-81.
 M. Gerhart. 1992. Review of Reading the Text: Biblical Criticism and Literary Theory, S. Prickett, ed. *Religion and Literature* 24:77-81.
 LaCugna, Catherine M.
 C.M. LaCugna. 1992. Catholic Women as Ministers and Theologians. *America* 167(10/10/92):238-248.
 C.M. LaCugna. 1992. Review of The Distancing of God: The Ambiguity of Symbol in History and Theology, by B.J. Cooke. *Theology Today* 49/3:416-418.
 Porter, Jean
 J. Porter. 1992. Review of Readings in Moral Theology Number 7, R. McCormick and C. Curran, eds. *The National Catholic Reporter* 28(39):34.

- J. Porter. 1992. Salvific Love and Charity: A Comparison of the Thought of Karl Rahner and Aquinas. Pages 240-260 in, E.N. Santurri and W. Werpehowski, eds., *The Love Commandments: Essays in Christian Ethics and Moral Philosophy*. Georgetown University Press, Washington, D.C.
 J. Porter. 1992. The Subversion of Virtue: Acquired and Infused Virtues in the *Summa Theologiae*. *The Annual of the Society of Christian Ethics*. 19-41 pp.
 Yoder, John H.
 J.H. Yoder. 1991. Conscientious Objection. Page 221 in, N. Lossky, J.M. Bonino et al., eds., *Dictionary of the Ecumenical Movement*. World Council of Churches and Eerdmans, Grand Rapids, Michigan.
 J.H. Yoder. 1991. Peace. Pages 786-789 in, N. Lossky, J.M. Bonino et al., eds., *Dictionary of the Ecumenical Movement*. World Council of Churches and Eerdmans, Grand Rapids, Michigan.

COLLEGE OF SCIENCE

Mathematics

- Thorbergsson, Gudlaugur
 G. Thorbergsson. 1992. Clifford Algebras and Polar Planes. *Duke Mathematical Journal* 67(3):627-632.

Physics

- Bunker, Bruce A.
 K.M. Kemner, B.A. Bunker, H. Luo, N. Samarth, J.K. Furdyna, M.R. Weidmann and K.E. Newman. 1992. EXAFS Studies of Interfaces in ZnTe/CdS Superlattices. *Physical Review B Rapid Communication* 46:7272-7275.
 Cushing, James T.
 J.T. Cushing. 1992. Causal Quantum Theory: Why a Nonstarter? Pages 37-68 in, F. Selleri, ed., *Wave-Particle Duality*. Plenum Press, New York, New York.
 J.T. Cushing. 1992. Historical Contingency and Theory Selection in Science. Pages 446-457 in, D. Hull, M. Forbes and K. Okruhlik, eds., *Proceedings of the 1992 Biennial Meeting of the Philosophy of Science Association*, Volume 1. Philosophy of Science Association, East Lansing, Michigan.
 Dobrowolska-Furdyna, Malgorzata
 J.R. Meyer, C.A. Hoftman, F.J. Bartoli, T. Wojtowicz, M. Dobrowolska-Furdyna, J.K. Furdyna, X. Chu, J.P. Faurie and L.R. Ram-Mohan. 1992. Magnetic Generation of Electrons and Holes in Semimetallic HgTe-CdTe Superlattices. *Semiconductor Science and Technology* B 10(2):885-887.
 See under Luo, Hong. 1992. *Journal of Vacuum Science and Technology* 10(2):915-917.
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 See under Luo, Hong. 1991. *Physical Review Letters* 67:3824-3827.

The Graduate School Research Division

Furdyna, Jacek K.

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D.H. Youngblood, Y.-W. Lui, U. Garg and R.J. Peterson. 1992. Giant Quadrupole Resonance in Ni Isotopes. *Physical Review C* 45:2172-2176.

W. Reviol, M.P. Carpenter, U. Garg, R.V.F. Janssens, I. Ahmad, I.G. Bearden, Ph. Benet, P.J. Daly, M.W. Drigert, P.B. Fernandez, T.L. Khoo, E.F. Moore, S. Pilotte and D. Ye. 1992. Shape Driving Effects in ^{193}Tl from the Spectroscopy of Yrast and Near-Yrast States. *Nuclear Physics A* 548:331-352.

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N. Samarth, H. Luo, A. Pareek, F.C. Zhang, M. Dobrowolska-Furdyna, J.K. Furdyna, W.C. Chou, A. Petrou, K. Mahalingam and N. Otsuka. 1992. New Low-Strain II-VI Superlattices: ZnTe/CdSe and AnTe/Cd_{1-x}Mn_xSe. *Journal of Vacuum Science and Technology* 10(2):915-917.

F.C. Zhang, N. Dai, H. Luo, N. Samarth, M. Dobrowolska-Furdyna and J.K. Furdyna. 1992. Observation of Localized Above-Barrier Excitons in Type-I Superlattices. *Physical Review Letters* 68:3220-3223.

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N. Dai, H. Luo, F.C. Zhang, N. Samarth, M. Dobrowolska-Furdyna and J.K. Furdyna. 1991. Spin Superlattice Formation in ZnSe/ZnMnSe Multilayers. *Physical Review Letters* 67:3824-3827.

Newman, Kathie E.

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Reviol, Walter

See under Garg, Umesh. 1992. *Nuclear Physics A* 548:331-352.

Wayne, Mitchell R.

M.R. Wayne et al., (DELPHI Collaboration). 1992. A Measurement of the $b\bar{b}$ Forward-Backward Asymmetry Using Semileptonic Decay into Muons. *Physics Letters B* 276:536-546.

M.R. Wayne et al., (DELPHI Collaboration). 1992. Bose-Einstein Correlations in the Hadronic Decays of the Z^0 . *Physics Letters B* 286:201-210.

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Evidence for B_s^0 Meson Production in Z^0 Decays. *Physics Letters B* 289:199-210.

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Multiplicity Dependence of Mean Transverse Momentum in e^+e^- Annihilations at LEP Energies. *Physics Letters B* 276:254-262.

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Production of Strange Particles in the Hadronic Decay of the Z^0 . *Physics Letters B* 275:231-242.

M.R. Wayne et al., (DELPHI Collaboration). 1992. Search for Scalar Leptoquarks from Z^0 Decays. *Physics Letters B* 275:222-230.

COLLEGE OF ENGINEERING

Aerospace and Mechanical Engineering

Paolucci, Samuel

D.R. Cheneweth and S. Paolucci. 1992. Compressible Flow of a Two-Phase Fluid between Finite Vessels - II Abel-Noble Carrier Gas. *International Journal of Multiphase Flow* 18(5):669-689.

Renaud, John E.

J. Korngold, J.E. Renaud, G.A. Gabriele and G. Kott.

1992. Application of Multidisciplinary Design Optimization to Electronics Package Design. Pages 130-140 in, Paper # AIAA 92-4704-CP, Fourth AIAA/USAF/NASA/OAI Symposium on Multidisciplinary Analysis and Optimization, Conference Proceedings. American Institute of Aeronautics and Astronautics, 370 L'enfant Premeade, SW, Washington, D.C.

J.E. Renaud and G.A. Gabriele. 1992. Approximation in Non-Hierarchic System Optimization. Pages 1030-1039 in, Paper # AIAA 92-4826-CP, Fourth AIAA/USAF/NASA/OAI Symposium on Multidisciplinary Analysis and Optimization, Conference Proceedings. American Institute of Aeronautics and Astronautics, Washington, D.C.

Sen, Mihir

See under CHEMICAL ENGINEERING; Chang, Hsueh-Chia. 1992. Pages 175-188 in, J.H. Kim and J. Stringer, eds., *Applied Chaos*. John Wiley and Sons, Inc., New York, New York.

Yang, Kwang-tzu

D. Mukutmoni and K.-T. Yang. 1992. Wavenumber Selection for Rayleigh-Benard Convection in a Small Aspect Ratio Box. *International Journal Heat Mass Transfer* 35(9):2145-2159.

Y.C. Michael and K.T. Yang. 1991. Three-Dimensional Temperature Reconstruction Using Mach-Zehnder Interferometric Tomography. Pages 514-521 in, J.F. Keffer, R.K. Shah, E.N. Ganic, eds., *Experimental Heat Transfer, Fluid Mechanics and Thermodynamics*, 1991. Elsevier Science Publishing, New York, New York.

The Graduate School Research Division

Chemical Engineering

Chang, Hsueh-Chia

- H.-C. Chang and M. Sen. 1992. Chaotic Mixing for Heat-Transfer Enhancement. Pages 175-188 in, J.H. Kim and J. Stringer, eds., *Applied Chaos*. John Wiley & Sons, Inc., New York, New York.

Civil Engineering and Geological Sciences

Gray, William G.

- See under ELECTRICAL ENGINEERING; Michel, Anthony N. 1992. Pages 2247-2253 in, *Proceedings of the Twenty-Third Annual Pittsburgh Conference on Modeling and Simulation*.

Neal, Clive R.

- C.R. Neal and L.A. Taylor. 1992. Petrogenesis of Mare Basalts: A Record of Lunar Volcanism. *Geochimica et Cosmochimica Acta* 56:2177-2211.

Electrical Engineering

Berry, William B.

- Z. Lin and W.B. Berry. 1992. FT-IR Evaluation of UV and Thermally Degraded Ethylene Vinyl Acetate (EVA) Solar Module Encapsulant. *11th European Photovoltaic Solar Energy Conference and Exhibition Abstracts*, B.08.

Michel, Anthony N.

- D. Liu and A.N. Michel. 1992. Asymptotic Stability of Systems Operating on a Closed Hypercube. *Systems and Control Letters* 19:281-285.

- A.N. Michel and K. Wang. 1992. Sensitivity and Perturbation Analysis of Artificial Feedback Neural Networks. Page 1332 in, *Proceedings of the 1992 IEEE International Conference on Systems, Man and Cybernetics*, Volume 2. Chicago, Illinois.

- C.-H. Kuo, A.N. Michel and W.G. Gray. 1992. Sensor Placement for State Estimation in Contaminated Groundwater Systems. Pages 2247-2253 in, *Proceedings of the Twenty-Third Annual Pittsburgh Conference on Modeling and Simulation*.

Porod, Wolfgang

- W. Porod, H.K. Harbury and S.M. Goodnick. 1992. Lateral p-n Junction and Quantum Wires Formed by Quasi-Two-Dimensional Electron and Hole Systems at Corrugated GaAs/AlGaAs Interfaces. *Applied Physics Letters* 61(15):1823-1825.

Sain, Michael K.

- C.B. Schrader and M.K. Sain. 1992. Extended Zeros, Poles and Anticausal Systems. Pages 363-374 in, *Proceedings Third International Conference on Advances in Communication and Control Systems*. University of Nevada Las Vegas Publications, Las Vegas, Nevada.

COLLEGE OF BUSINESS ADMINISTRATION

Management

Goltz, Sonia M.

- S.M. Goltz. 1992. Practicing Management in the Classroom. *Journal of Management Education* 16(4):444-460.

Mayer, Roger C.

- R.C. Mayer and F.D. Schoorman. 1992. Predicting Participation and Production Outcomes through a Two-Dimensional Model of Organizational Commitment. *Academy of Management Journal* 35(3):671-684.

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- O.F. Williams, C.S.C. 1992. The Economy and the Christian Business Leader in the Vision and Challenge of Centesimus Annus. *The Priest* 48(10):33-36.

O'NEILL CHAIR IN EDUCATION FOR JUSTICE

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D.A. Goulet. 1992. La Cultura y los Valores

- Tradicionales en el Desarrollo. *Revista de Filosofia de la Universidad de Costa Rica* 30(71):27-36.

RADIATION LABORATORY

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- K. Vinodgopal and P.V. Kamat. 1992. Environmental Photochemistry on Surfaces. Charge Injection from Excited Fulvic Acid into Semiconductor Colloids. *Environmental Science and Technology* 26(10):1963-1966.

Vinodgopal, Kizhanipuram

- See under Kamat, Prashant V. 1992. *Environmental Science and Technology* 26(10):1963-1966.

UNIVERSITY LIBRARIES

Hayes, Stephen M.

- G. Cornwell, R. Kessler, D. Aldrich, T. Anderson, S. Hayes, J. Sulzer and S. Tulis. 1992. Problems and Issues Affecting the U.S. Depository Library Program and GPO: The Librarians' Manifesto. *Government Publications Review* 20(2).

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- J.R. Langford. 1992. *Galileo, Science and the Church*, Third Edition. University of Michigan Press, Ann Arbor, Michigan. xv + 225 pp.

The Graduate School Research Division

Summary of Awards Received and Proposals Submitted

In the period September 1, 1992, through September 30, 1992

AWARDS RECEIVED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	9	968,899	16	1,335,831	26	2,334,730
Facilities and Equipment	1	30,000	5	595,967	6	625,967
Instructional Programs	0	0	1	139,264	1	139,264
Service Programs	0	0	0	0	0	0
Other Programs	<u>0</u>	<u>0</u>	<u>2</u>	<u>25,135</u>	<u>2</u>	<u>25,135</u>
Total	10	998,899	16	1,335,831	26	2,334,730

PROPOSALS SUBMITTED

Category	Renewal		New		Total	
	No.	Amount	No.	Amount	No.	Amount
Research	5	929,674	20	5,067,453	25	5,997,127
Facilities and Equipment	0	0	0	0	0	0
Instructional Programs	4	457,944	2	210,571	6	668,515
Service Programs	0	0	0	0	0	0
Other Programs	<u>1</u>	<u>309,643</u>	<u>3</u>	<u>2,056,589</u>	<u>4</u>	<u>2,366,232</u>
Total	10	1,697,261	25	7,334,613	35	9,031,874

The Graduate School Research Division

Awards Received

In the period September 1, 1992, through
September 30, 1992

AWARDS FOR RESEARCH

Biological Sciences

Kulpa, C.
Remediation of Hazardous Waste
Argonne National Laboratory
\$75,000 12 months

Bender, H.
Regional Genetics Center
Indiana State Department of Health
\$61,375 12 months

Chemical Engineering

Wolf, E.
Transient Studies of Catalyst for Methane Conversion
Department of Energy
\$198,218 36 months

Varma, A.
Mechanistic Studies of Combustion Synthesis
National Science Foundation
\$75,147 12 months

Chemistry and Biochemistry

Thomas, J.
Photochemistry on Clays
Environmental Protection Agency
\$149,000 12 months

Helquist, P.
Synthesis and Activity of Streptogramins A and Analogues
National Institute of Health
\$135,647 12 months

Nowak, T.
NMR Studies of Metals in Kinases and Related Enzymes
National Institute of Health
\$219,577 12 months

Electrical Engineering

Bernstein, G.
Presidential Faculty Fellows Program
National Science Foundation
\$100,000 12 months

English

Buttigieg, J.
Old English Language and Literature
National Humanities Center
\$23,500 9 months

Mathematics

Stolz, S.
Curvature and Topology
National Science Foundation
\$68,600 36 months

Taylor, L., Dwyer, W.
Algebraic and Geometric Topology
National Science Foundation
\$112,800 12 months

Philosophy

McInerny, R.
Politics and the Common Good in the Thought of
M. Oakeshott
Lynde & Harry Bradley Foundation
\$35,000 12 months

Physics

Furdyna, J.
Far Infrared Magneto-Optics
Department of the Navy
\$10,000 4 months

Glazier, J.
NSF Young Investigators Award
National Science Foundation
\$25,000 12 months

Dobrowolska-Furdyna, M., Furdyna, J., et al.
Optical Studies of Heterostructures
National Science Foundation
\$90,000 12 months

Furdyna, J., Giebultowicz, T., et al.
Neutron Studies of Magnetic Semiconductor
Heterostructures
National Science Foundation
\$75,000 12 months

South Bend Center for Medical Education

Olson, K.
Hormone Metabolism for Fish Gills
I.U. School of Medicine
\$90,500 24 months

The Graduate School Research Division

AWARDS FOR FACILITIES AND EQUIPMENT

Aerospace and Mechanical Engineering

Powers, J.
Computer Hardware for Pyrotechnic Modeling
NASA - Lewis Research Center
\$7,000 4 months

Civil Engineering and Geological Sciences

Neal, C., Irvine, R.
Acquisition of an ICP-MS
National Science Foundation
\$250,000 14 months

Physics

Browne, Aprahamian, et al.
Upgrading Equipment and Instrumentation
National Science Foundation
\$227,967 12 months

Cason, LoSecco, et al.
Equipment for Brookhaven Experiment E-852
Brookhaven National Laboratory
\$81,000 36 months

Equipment for Brookhaven Experiment E-852
National Science Foundation
\$30,000 36 months

Tanner, C.
Absolute Calibration of Atomic PNC Measurements
National Institute of Standards and Technology
\$30,000 12 months

AWARDS FOR INSTRUCTIONAL PROGRAMS

O.S.I.P.A.

Borelli, M.
CANDAX McNair
Department of Education
\$139,264 12 months

AWARDS FOR OTHER PROGRAMS

Reilly Center

McMullin, E., McKim, V.
Causality in Crisis
National Endowment for the Humanities
\$5,135 24 months
Causality in Crisis
National Science Foundation
\$20,000 24 months

Proposals Submitted

In the period September 1, 1992, through
September 30, 1992

PROPOSALS FOR RESEARCH

Aerospace and Mechanical Engineering

Powers, J.
Spherical Waves
Department of the Navy
\$410,224 36 months

Civil Engineering and Geological Sciences

Silliman, S., Babic, M.
Particle Transport through Heterogeneous Porous Media
Department of Energy
\$155,989 12 months

Halfman, J.
ACS-PRF Undergraduate Research Supplement Application
ACS Petroleum Research Fund
\$4,422 12 months

Gray, W.
Acoustic Visibility of Friction Fractures in Ice
Department of the Navy
\$374,240 36 months

Chemical Engineering

Hill, D.
Measurement of Chain Relaxation in Polymer Brushes
Department of the Navy
\$380,295 36 months

Chemistry and Biochemistry

Castellino, F., Bretthauer, R.
Oligosaccharide Assembly on Recombinant Proteins
National Institute of Health
\$222,336 12 months

Pasto, D.
Generation of Radicals from Sulfenates
National Science Foundation
\$326,527 36 months

Basu, S.
Glycolipid Metabolism in Normal and Pathological
Tissues
National Institute of Health
\$169,046 12 months

Castellino, F.
Blood Coagulation Protein-Metal Ion-Lipid Interactions
National Institute of Health
\$228,717 12 months

The Graduate School Research Division

Chemistry and Biochemistry

- Blasquez, V.
Structure and Function of Chromatin in B-Cell
Development
National Institute of Health
\$90,530 12 months
- Miller, M.
Methods for the Asymmetric Synthesis of Lorabid
Eli Lilly Company
\$299,258 36 months

Computer Science and Engineering

- Lumsdaine, A.
Parallel Numerical Methods for Large Scale Value Problems
Department of the Navy
\$381,845 36 months
- Parallel Numerical Methods for Large Scale Value Problems
Department of the Navy
\$381,845 36 months

Center for Study of Contemporary Society

- Dawson, G., Santos, J.
Survey Funding for Gerontological and Geriatrics
Specialization
Retirement Research Foundation
\$32,160 12 months

Electrical Engineering

- Bandyopadhyay, S., Das, B., et al.
Supercomputing with Spin Polarized Single Electrons
DARPA
\$1,131,012 36 months
- Supercomputing with Spin Polarized Single Electrons
Department of the Navy
\$1,131,012 36 months
- Alcock, C.
On-Line Sensor Development for I.F.R.
Argonne National Laboratory
\$76,664 12 months

Romance Languages and Literatures

- Della Neva, J.
Minor Model Imitation among the French Pleiade Poets
American Philosophical Society
\$2,211
- Douthwaite, J.
The History and Fictions of the 'Wild Girl of Champagne'
National Endowment for the Humanities
\$7,002 2 months

Mathematics

- Hu, B.
Nonlinear PDE and Free Boundary Problems
National Science Foundation
\$90,000 36 months
- Yin, H.
Nonlinear Partial Differential Equations and Applications
National Science Foundation
\$90,000 36 months

Physics

- Tegler, S., Rettig, T.
A New Method to Determine 12c/13c in Molecular Clouds
Science and Engineering Research Council
\$0* 12 months
- XCN/H2O Abundance in the Rho Ophiuchus Cloud
Science and Engineering Research Council
\$0* 12 months

Theology

- Porter, J.
Action, Character and Community: The Moral Act in
Social Context
National Endowment for the Humanities
\$5,896 3 months
- Sterling, G.
Philo of Alexandria and Luke-Acts
National Endowment for the Humanities
\$5,896 3 months

PROPOSALS FOR INSTRUCTIONAL PROGRAMS

Biological Sciences

- Rai, K.
Experimental Parasitology and Vector Biology
National Institute of Health
\$271,748 12 months

Civil Engineering and Geological Sciences

- Ketchum, L.
Materials and Programs for Grades K-12
University of Utah
\$75,571 12 months
- Gray, W.
REU Site in CE/GEOS at the University of Notre Dame
93-95
National Science Foundation
\$135,000 36 months

The Graduate School Research Division

Law School

McLean, W.

Food and Drug Law Course

Food and Drug Law Institute

\$3,900 4 months

Physics

Rettig, T.

REU Site Program for Physics

National Science Foundation

\$158,632 36 months

Psychology

McCabe, S.

Student Experiential Program of Work with Homeless and Elderly

Retirement Research Foundation

\$23,664 14 months

PROPOSALS FOR OTHER PROGRAMS

College of Arts and Letters

Wright, F.

Patricia Roberts Harris Fellowship Program

Department of Education

\$57,025 12 months

Center for Educational Opportunity

Outlaw, W., Smith, R., et al.

Talent Search

Department of Education

\$309,643 12 months

Graduate School

Hatch, N.

Evangelical Scholars Project

Pew Charitable Trust

\$1,885,080 36 months

Purchasing

Thomson, L.

Office Paper Recycling Program

Indiana Department of Environmental Management

\$114,484 18 months

* Telescope Time

Notre Dame

R E P O R T

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