

# NOTRE DAME REPORT

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## Health and Human Services Gives Grant for National Youth Sports Program

Notre Dame has received a \$47,000 grant from the U.S. Department of Health and Human Services and the NCAA to conduct the National Youth Sports Program (NYSP) on campus this summer.

Scheduled for weekday afternoons July 1 through Aug. 2, NYSP will offer athletic and other enrichment activities to economically disadvantaged boys and girls ages 10 through 16 in Michiana. Between 250 and 300 young people are expected to take part.

This year's activities will include athletic training in a variety of sports, as well as instructions on personal computers, information on the dangers of alcohol and other drugs, advice on career and higher educational opportunities, and wellness training with an emphasis on nutritional, health and emotional education.

## First Year of Studies Is New Name for Freshman Year

Notre Dame's Freshman Year of Studies will become the First Year of Studies effective June 1.

Eileen Kolman, dean of the First Year of Studies, proposed the name change so as to define the program by its content rather than its constituency and to make the name more inclusive. The change was approved earlier this academic year by the Academic Council and Board of Trustees.

Established in 1962, the innovative First Year of Studies is designed to provide all first-year students with a broad yet structured core curriculum without the pressure of committing to a major. In addition to academic advising, Kolman and her staff provide guidance on any and all challenges students face in their first year of university study.

The First Year of Studies plays a primary role in Notre Dame's 96 percent retention rate among freshmen — a standard that is among the best in higher education.

## Campus Ministry Receives Grants

Campus Ministry received a \$50,000 grant for further development of the Communities ND program from a foundation which has expressed interest in making Campus Ministry programs available to other Catholic colleges and universities, as well as Catholic student centers at public institutions.

Campus Ministry also received a \$20,000 grant from the Koch Foundation to support the Freshmen Retreat program and the "Share the Light" program which provides 60 trained teachers for weekly CCD programs in parishes in the Diocese of Fort Wayne-South Bend.

## Army ROTC Receives MacArthur Award

The Army Reserve Officer's Training Corps at the University has received the 1996 MacArthur Award as the top Army ROTC unit in the nation.

The award is presented annually to outstanding battalions for "exemplary performance in production and training." Notre Dame ranked first out of 120 units in the large category.

About 170 students currently are attending Notre Dame on Army ROTC scholarships.

## Technical Review Wins Awards

*Technical Review*, published by students in the College of Engineering, won eight awards, including two first place awards at the annual meeting of the Engineering College Magazine's Association.

*Technical Review* won first place awards for "Best Covers, All Issues" and "Most Entertaining Feature" for the article "The Death of Photography" by Jeff Roth. The magazine won second place awards for "Best Single Issue," "Best Art/Photography, Single Issue" and "Best Art/Photography, All Issues." A third place award was received for "Most Improved Magazine" and honorable mention awards were received for "Best Layout, Single Issue" and "Best Single Cover."

*Technical Review's* editors for 1995-96, the period covered by the awards, were Amy L. Schulte and Jeremy Holland, graduating seniors in chemical engineering. The faculty advisor for the magazine is John Lucey, associate professor of aerospace and mechanical engineering.

# FACULTY NOTES

## Honors

**Katharina J. Blackstead**, librarian, has been appointed to the Publications Committee of the Library Administration and Management Association, Public Relations Section. The appointment is for a two-year term.

**John G. Borkowski**, McKenna professor of psychology, has been appointed chair of the National Advisory Board for the John F. Kennedy Center on Human Development at Vanderbilt University in Nashville, Tenn.

**Julia V. Douthwaite**, associate professor of Romance languages and literatures, received the "1995 James L. Clifford Prize" for the best article on an 18th-century subject from the American Society for Eighteenth-Century Studies. This prize was awarded for her article "Rewriting the Savage: The Extraordinary Fictions of the 'Wild Girl of Champagne'" published in *Eighteenth-Century Studies*.

**Nai-Chien Huang**, professor of aerospace and mechanical engineering, has been elected a fellow of the American Society of Mechanical Engineers for his significant contribution to the field of applied mechanics.

**Rev. Timothy R. Scully**, C.S.C., vice president and associate provost and associate professor of government and international studies, was elected to the Board of Governors of the University of Notre Dame-Australia at its board meeting in Fremantle, Australia, March 25.

**Eugene Ulrich**, professor of theology, has been appointed a member of the Board of Advisors for the Dead Sea Scrolls Electronic Database by the Foundation for Ancient Research and Mormon Studies at Brigham Young University in Provo, Utah.

**Rev. Joseph L. Walter**, C.S.C., chairman of preprofessional studies and associate professor of chemistry, was announced as the Honorary President for Life of the 160,000 member premedical society, Alpha Epsilon Delta, at the 1996 convention held in Birmingham, Ala., March 21-24. He was reappointed editor of the *AED Newsletter*, the national publication of the society, for the seventh year.

## Activities

**Ikaros Bigi**, professor of physics, gave the physics colloquium titled "The Breakdown of Microscopic Time Reversal Invariance and the Cathedral Builders' Paradigm" at Vanderbilt University in Nashville, Tenn., April 18.

**Daniel J. Costello Jr.**, chairperson and professor of electrical engineering, presented an invited talk titled "A Distance Spectrum Interpretation of Turbo Codes" at the IEEE Communication Theory Workshop in Destin, Fla., April 15.

**Dennis P. Doordan**, associate professor of architecture, chaired the session "Reassessing Twentieth-Century Architecture" at the 49th annual meeting of the Society of Architectural Historians in St. Louis, Mo., April 17-21.

**Julia V. Douthwaite**, associate professor of Romance languages and literatures, presented a paper titled "Nature, Woman, and the Limits of Tolerance" at the Kentucky Foreign Language Conference at the University of Kentucky in Lexington, Ky., April 20.

**Elizabeth D. Eldon**, assistant professor of biological sciences, presented the seminar "Conserved Signaling Pathways in Development and Immunity: A Role for 18-wheeler in the Drosophila Immune Response" at the Midwest Society for Development Biology Meeting in Chicago, Ill., March 14-16.

**Liangyan Ge**, assistant professor of classical and Oriental languages and literatures, presented "Voyeurism, Exhibitionism, and the 'Examination Complex': A Reading of *The Carnal Prayer Mat*" at the annual conference of the American Comparative Literature Association in Notre Dame, Ind., April 11-13. He presented "Modes in Chinese Narrative: From Linguistic Apathy to Linguistic Empathy" at the international conference of American Chinese Comparative Literature Association at the University of Georgia in Athens, Ga., April 19-21. He presented "De-personalization in Classroom Error Correction" at the conference on Chinese Pedagogy at Princeton University in Princeton, N.J., April 27.

**James A. Glazier**, assistant professor of physics, presented the invited seminar "Properties of Three Dimensional Liquid Foams" to Dow Chemical Company in Freeport, Tex., April 18. He gave the invited colloquium "How Cells Know Where to Go" to the Department of Physics at the University of Houston in Houston, Tex., April 19.

# FACULTY NOTES

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**Denis Goulet**, O'Neill professor of economics, served as commentator on two panels at the "Forum on Community Development" held at Wheaton College in Wheaton, Ill., April 15. He presented a paper titled "Authentic Development: Making It Sustainable" to the workshop/seminar on Environment, Development, and Government Policy sponsored by Fundação Joaquim Nabuco, Instituto de Pesquisas Sociais, in Olinda, Brazil, April 24. He delivered a lecture on "Directions for Environmental Policy in Brazil" at the Fundação Joaquim Nabuco in Recife, Brazil, April 25.

**Christine Jensen Hogan**, adjunct instructor in the Freshman Writing Program, presented a reading of "Un Pas de Deux, Un Pas de Dieu," drama about Thomas Merton and Anne Bradstreet, at the first Invitational Scholars Retreat at the Merton Studies Center at Bellarmine College in Louisville, Ky., Feb. 24. She presented a four-lecture series titled "The Life and Spirituality of Thomas Merton" held at St. James Episcopal Cathedral Church in South Bend, Ind., March 3, 10, 17, 24.

**Suellen Hoy**, visiting associate professor of history, spoke on "The Discovery of Irish Nuns in Nineteenth-Century America" at the annual meeting of the American Conference on Irish Studies held at Southern Illinois University in Carbondale, Ill., April 18.

**Lloyd H. Ketchum Jr.**, associate professor of civil engineering and geological sciences, provided an introductory lecture titled "Design and Physical Features of SBR Reactors: An Overview" which was published in the proceedings, coauthored a paper titled "A Strategy for Coupling Municipal Wastewater Treatment Using the Sequencing Batch Reactor with Effluent Nutrient Recovery Through Aquaculture" which was published in the proceedings and delivered by Arthur K. Umble, and chaired a session titled "Full Scale Applications" at the first international Association on Water Quality Specialized Conference on Sequencing Batch Reactor Technology held in Munich, Germany, March 18-20.

**Gyula Klima**, associate professor of philosophy, served as an invited commentator on Robert Pasnau's "The Identity of Knower and Known" presented under the title "Nulla virtus cognoscitiva circa proprium obiectum decipitur" at the 1996 meeting of the Central Division of the American Philosophical Association in Chicago, Ill., April 25.

**Catherine Mowry LaCugna**, professor of theology, served as a respondent to Richard P. McBrien at the conference "Reception of Vatican II" in Notre Dame, Ind., April 14. She was the guest homilist at Sigfried Hall, University of Notre Dame, April 28.

**David C. Leege**, professor of government and international studies, delivered the keynote and closing addresses to the Research and Development Conference on Congressional Elections sponsored by the National Election Studies in Chicago, Ill., March 1-2. He served on a panel on the 1996 presidential election at Pangborn Hall, Notre Dame, Ind., April 10. He directed the Forum on the 1996 Election Study at the Midwest Political Science Association annual convention in Chicago, Ill., April 19. He served as an invited discussant at the planning conference to launch comparative studies of congregations and parishes sponsored by the Lilly Endowment in Chicago, Ill., April 29-May 1. He delivered a talk at the Notre Dame Board of Trustees' luncheon titled "Catholics and the Election of 1996: The Grim Reaper, the Stork, and (In) Effective Social Teaching" in Notre Dame, Ind., May 2.

**Michael N. Lykoudis**, assistant chairperson and associate professor of architecture, gave the concluding remarks to the international conference "A Vision of Europe: Urban Renaissance" at the University of Bologna, Italy, March 30. The conference explored the relationship of architectural and urban forms to contemporary social and environmental issues. He had two urban projects in the accompanying exhibition at the Centro San Giorgio in Poggiale showing a master plan proposal for the town of Lavrio, Greece, and a proposal for a new public library and civic center for the town of Blacksburg, Va. He gave the ninth Thomas E. Leontis lecture titled "Classicism and Modern Culture: The Art and Politics of How We Build and Live Together" on how classical and traditional architectural and urban forms relate to a broader discussion about civic life from environmental, political and cultural perspectives in the Department of Near Eastern, Judaic and Hellenic Languages and Literatures at Ohio State University in Columbus, Ohio, April 19. He gave a follow-up seminar made up of an interdisciplinary group of graduate students and faculty from the departments of literature, economics, engineering and political science focused on how the current resurgence of classical ideas has impacted the arts, professions and citizenry at large, April 20.

**Bradley J. Malkovsky**, assistant professor of theology, presented "Teaching Klaus Klostermaier's *Hindu and Christian in Vrindaban* in the Core Course" for a session of core course teachers in Notre Dame, Ind., April 12. He presided at the evening session of the "Reception of Vatican II" conference in Notre Dame, Ind., April 15.

# FACULTY NOTES

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**Vicki J. Martin**, associate professor of biological sciences, gave a seminar titled "New Visions: Advanced Optical Imaging of Primitive Neurons" and conducted a workshop at the University of North Carolina in Charlotte, N.C., March 7-14. She gave a presentation titled "Spatiotemporal Distribution of a Subset of Interstitial Cells and Subsets of Neurons in *Hydra Vulgaris* Developing from Embryos" at Cold Spring Harbor Laboratory, N.Y., March 15-17.

**Rev. Richard P. McBrien**, Crowley-O'Brien-Walter professor of theology, presented "The Achievement of Vatican II: An Ecclesiological Analysis" at "The Reception of Vatican II" Conference at the University of Notre Dame, Notre Dame, Ind., April 14. He was a member of the round table discussion of Archbishop Marcos McGrath's lecture "Vatican II and the Future" at that conference.

**Patrick E. Murphy**, chairperson and professor of marketing, gave a Hesburgh lecture "Character Ethics: Personal, Leadership and Corporate Traits" to the Orlando Notre Dame Alumni Club at Rollins College in Winter Park, Fla., March 14; to the Houston Club at the University of St. Thomas in Houston, Tex., April 15; and to the Jackson, Mich., Alumni Club at Spring Arbor College in Spring Arbor, Mich., April 20.

**Walter Nugent**, Tackes professor of history, chaired a session on "New Perspectives on the North" at the annual meeting of the American Conference on Irish Studies at Southern Illinois University in Carbondale, Ill., April 18.

**Teresa Godwin Phelps**, professor of law, presented "The Voice of Justice: Vengeance in Literature and Beyond" for the 1995-96 Law and Literature Series Lecture at Loyola University Chicago School of Law in Chicago, Ill., April 17.

**Charles M Rosenberg**, associate professor of art, art history and design, chaired a session titled "High Culture in the Fifteenth-Century North Italian Courts: The Interplay of the Verbal and the Visual" at the Renaissance Society of America annual meeting in Bloomington, Ind., April 19.

**Joachim Rosenthal**, associate professor of mathematics, gave the colloquium talk titled "Convolutional Codes, a Bridge Between Coding Theory, Systems Theory and Algebraic Geometry" at East Carolina University in Greenville, N.C., March 22. He gave the talk "Inverse Eigenvalue Problems and Matrix Completion Problems Arising in Systems Theory" at the second Southeastern Linear Algebra Meeting held at the College of William and Mary in Williamsburg, Va., March 23.

**Arvind Varma**, Schmitt professor of chemical engineering, presented an invited graduate seminar titled "Combustion Synthesis of Advanced Materials" at the Department of Chemical Engineering and Materials Science at the University of Minnesota in Minneapolis, Minn., April 16. He presented the invited seminar titled "Optimal Distribution of Catalyst in Pellets" at the Technology Development Center of ABB Lummus Global Inc., in Bloomfield, N.J., April 19.

# ADMINISTRATORS' NOTES

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## Honors

Rev. Richard V. Warner, C.S.C., counselor to the president and director of Campus Ministry, has been re-elected to a three-year term to the Board of Regents of the University of Portland in Portland, Ore. He has been elected to a three-year term as a director of the Board of Directors of the Memorial Health System in South Bend, Ind.

## Activities

Iris L. Outlaw, director of minority student affairs, presented "Seeing Themselves in a Multiethnic Context" and gave the retreat "Learning to Talk about Race" at the Southern Society for Philosophy and Psychology in Nashville, Tenn., April 4.

## Publications

Alan S. Bigger, director of building services, and Linda B. Thomson, assistant director of purchasing, wrote "Floor 'em at the Door" published in the April 1996 issue of *Maintenance Solutions*. Bigger and Thomson wrote "I Hate My Boss" published in the May 1996 issue of *Executive Housekeeping Today*.

## Academic Affirmative Action Report on Faculty Diversity: 1995-96

### I. Overview

The faculty of the University of Notre Dame is predominantly white and male. Men constitute 75.6 percent of the total faculty and 76.9 percent of the regular faculty. When resident aliens who are not considered minorities are excluded from the calculations, whites constitute 89.9 percent of the total faculty and 89.5 percent of the regular faculty. The faculty of the University of Notre Dame is clearly not diverse.

The percentages of women and minorities on: a) the regular teaching and research faculty, b) total teaching and research faculties (i.e., regular and nonregular), c) regular faculties, and d) all faculties for the last three years are presented below. The numbers not in parentheses in Table 1 include resident aliens whereas the numbers in parentheses exclude them. As noted above, resident aliens are not considered minorities. Thus, the relevant comparisons for women are the percentages not in parentheses and the relevant comparisons for minorities are the percentages in parentheses. In 1993-94, the total faculty (including resident aliens) numbered 1218, 23.0 percent of whom were women. Excluding resident aliens, the total faculty numbered 1090, 8.8 percent of whom were minorities. In 1995-96, the total faculty (including resident aliens) numbered 1256, 24.4 percent of whom are women. When resident aliens are excluded the faculty numbers 1183, 10.1 percent of whom are minorities. Thus, the total faculty is slightly more diverse now than it was in 1993-94. We cannot, however, claim to have made yearly progress toward including underrepresented groups on the faculty. Comparison of the 1994-95 and 1995-96 percentages indicate no significant changes in the percentage of women and minority faculty.

Table 1 presents women and minority composition for 1995-96 by faculty categories (e.g., regular teaching and research, regular professional specialist). U.S. citizens, permanent residents, and resident aliens are included in this table. (Thus the percentages for minorities reported in this paragraph include individuals who are not, technically, minorities.) These data confirm that no progress in increasing faculty diversity appears to have been made between 1994-95 and 1995-96. Of the total faculty (i.e., regular and non-regular teaching and research, professional specialists, special research, fellows of the institute, faculty fellows and library staff), 24.5 percent are women, 75.5 percent are men, and 10.7 percent are minorities. Comparable percentages for the regular teaching and re-

search faculty alone are 16.7 percent women, 83.3 percent men, and 12.3 percent minorities. Last year, the percentages of women, men and minorities on the regular teaching and research faculty were 17.1 percent women, 82.9 percent men, and 13.0 percent minorities. Thus, the percentages of women and minorities on the regular teaching and research faculty decreased slightly from last year.

Furthermore, the slight decrease in the percentage of women and minority faculty, occurred when the absolute size of the regular faculty was growing. During 1995-96, the total regular faculty (excluding fellows of the institute and faculty fellows which were not included in Table 1 in 1994-95) increased to 969 from 945 in 1994-95, thus providing 24 opportunities to increase faculty diversity. Yet, the total number of regular female faculty remained the same (223). More disheartening than the data for women however, are the data for minorities. When resident aliens (as in Table 2), fellows of the institute and faculty fellows are excluded (because they were not included in the comparable table from 1994-95), minority presence on the regular faculty actually decreased by three. Altogether, eight minority faculty were lost to the regular faculty and only five were added, resulting in the observed three person decrease. While the numbers involved in these cases are small and do not necessarily indicate a trend, they do suggest that hiring patterns should be monitored carefully.

The regular teaching and research faculty, like the total regular faculty, appeared to become somewhat less, rather than more, diverse between 1994-95 and 1995-96. Despite a 22 position increase in the size of regular teaching and research faculty, the number of women on the regular teaching and research faculty only increased by one. When resident aliens are excluded (as in Table 2), the number of minorities decreased by one. Again, although these numbers are small and may reflect an anomaly rather than a trend, they do suggest that departments and the University need to be watchful that these hiring patterns do not continue. In addition, these data indicate that departments should increase significantly their efforts to enhance faculty diversity and the University should emphasize the importance of doing so.

### II. Faculty by Rank

Table 2 lists the distribution of faculty by gender and minority status according to their ranks. All faculty who are citizens or permanent residents are included in this table, but resident aliens are excluded. Details of these distributions by colleges can be found in "Analysis for the Affirmative Action Report" which has been distributed to all academic units of the University.

Of the total faculty (i.e., regular and non-regular, teaching and research, professional specialists, faculty fellows, etc.), 24.6 percent are women and 10.1 percent are minorities. The demographics of the teaching and research faculty is similar with 23.1 percent women and 11.5 percent minorities. Last year women constituted 24.8 percent, and minorities 10.7 percent, of the total faculty. With respect to the teaching and research faculty, women constituted 23.5 percent, and minorities 12 percent, of the teaching and research faculty last year. As was clear earlier, no progress was made in increasing faculty diversity between 1994-95 and 1995-96.

Dividing the data for regular teaching and research faculty found in Table 2 into senior (i.e., full and associate levels) and junior (i.e., assistant and instructor levels) and examining the percent of women and minorities at each of these two ranks is also informative. Seventy-three point six percent of the teaching and research faculty are at the senior levels. Of the senior faculty, 10.6 percent are women and 10.6 percent are minorities. The remaining 26.4 percent of the faculty are at the junior levels. Of this number 32.4 percent are women and 16.2 percent are minorities. Thus, women and minorities are especially underrepresented at the senior levels. Although women and minorities are better represented at the junior levels, their percentages remain so low that even the junior faculty could not be described as diverse. Furthermore, because the percentages of women and minority faculty at the junior levels are low, significant increases to faculty diversity at the senior levels will not be realized in the near future.

### III. Availability by Departments

Table 3 provides data on the Regular Teaching and Research faculty by departments; faculty included in this table must have their primary appointment on the teaching and research faculty. In addition to the actual percentages, Table 3 also provides an availability index which can be used to evaluate the affirmative action status of academic departments. These availability figures are reflective of national trends and were compiled by the University of Washington Equal Employment Office. This index reflects the availability of affirmative action appointments at all ranks; in many instances, the current availability of new women Ph.D.s is much higher. Of the 29 academic units in Table 3 for which availability figures are known, three (music, chemical engineering and physics) meet or exceed the availability figures for women. Eleven of the academic units (anthropology, art, classical and Oriental languages and literatures, economics, English, government and international studies, Romance languages and literatures, sociology, accountancy, management and the Law School) have more minorities than would be expected from the availability figures. (These

figures exclude Asians in engineering and science because Asians are not underrepresented in these disciplines.) Comparable figures from last year were five units meeting the availability figures for women and 11 meeting those figures for minorities. Clearly, the University seems to be losing diversity with respect to women.

### IV. Conclusions and Recommendations

The faculty of the University of Notre Dame remains primarily white and male. In addition, the faculty appears to becoming slightly more, rather than less, so. Clearly, the University has failed to make progress, in increasing faculty diversity. An important question for faculty and administrators to address is why diversity has not increased, especially when the total size of the faculty has grown. In any event, stronger efforts at all administrative levels are clearly needed to approach the elusive goal of having a diverse faculty.

Although the provost's distinguished visitors series does bring women scholars to campus, much more needs to be done. The affirmative action committee recommends that: 1) departments retrieve and review their departmental plans for increasing faculty diversity, just as the affirmative action committee is doing and, further, that departments report the results of their reviews to the college council; 2) each fall, departments state their goals with regard to hiring women and minorities and in the spring submit a self-evaluation of their progress toward those goals to the affirmative action committee; 3) the administration show their appreciation for departments that are successful in hiring and retaining women and minorities by providing extra resources to those departments; 4) the administration review the minority junior scholars proposal developed several years ago and report to the affirmative action committee about the status of, and funding for, the proposal in the fall of 1996; 5) committees on appointments and promotions use the three women and minority doctoral directories that are routinely sent to department chairs and also contact personally women and minority faculty and potential candidates; 6) experts in affirmative action strategies be brought to campus to conduct workshops for department chairs and other administrators; 7) department chairs share with faculty the list of openings in other departments to facilitate spousal hiring; and 8) the provost pay particular attention to hiring women and minorities, particularly senior-level women and minorities, to fill the positions designated as provost's positions in the latest fund drive.



# DOCUMENTATION

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## Affirmative Action 1996

	Women 95-96	94-95	93-94
Regular Teaching and Research	23.2% <sup>1</sup> (23.1%)	23.6%(16.8%)	16.7%(16.5%)
All Faculties	24.5%(24.6%)	24.2%(24.7%)	23.9%(23.0%)

	Minorities <sup>2</sup> 95-96	94-95	93-94
Regular Teaching and Research	11.9%(11.5%)	12.6%(12.5%)	9.8%(12.8%)
All Faculties	10.7%(10.1%)	11.3%(10.7%)	8.8%(11.5%)

<sup>1</sup>These percentages include U.S. Citizens, Permanent Residents, and Resident Aliens. The percentages in parentheses exclude Resident Aliens because Resident Aliens are not considered minorities.

<sup>2</sup>These percentages include Asian Americans who do not constitute an underrepresented group in certain disciplines such as engineering and science.

# DOCUMENTATION

Table 1

Woman and Minority Composition for 1995-96 by Faculty Categories Number of Faculty and Selected Percentages<sup>1</sup>

Faculty Category	Women	Men	Total	African American	Native American	Asian	Hispanic	Total
Number of Faculty:								
Regular								
Teaching/research	113	563	676	8	0	49	26	83
Special professional	68	105	173	3	0	11	5	19
Special research	2	13	15	0	0	6	0	6
Fellows of the Institute	2	5	7	0	0	0	2	2
Faculty Fellows	1	0	1	0	0	0	0	0
Librarian	23	22	45	1	0	1	0	2
Other	17	43	60	3	0	1	1	5
Total Regular	226	751	977	15	0	68	34	117
Non-Regular								
Teaching/research	74	187	261	2	1	11	4	18
Special professional	5	6	11	0	0	0	0	0
Fellows of the Institute	1	3	4	0	0	0	0	0
Librarian	1	0	1	0	0	0	0	0
Other	0	2	2	0	0	0	0	0
Total Non-Regular	81	198	279	2	1	11	4	18
Total Faculty	307	948	1256	17	1	79	38	135
Selected Percentages:								
Teaching and Research Faculty								
Regular	16.7%	83.3%	100.0%	1.3%	0.0%	7.3%	3.8%	12.3%
Non-Regular	28.4%	71.6%	100.0%	0.8%	0.4%	4.2%	1.5%	6.9%
Total T & R	20.0%	80.0%	100.0%	1.1%	0.1%	6.3%	3.2%	10.6%
Other Regular	37.7%	62.3%	100.0%	2.0%	0.0%	6.3%	2.7%	11.0%
Other Non-regular	38.9%	61.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Faculty	24.5%	75.5%	100.0%	1.3%	0.0%	6.3%	3.0%	10.7%

<sup>1</sup>Includes U.S. Citizens, Permanent Residents and Resident Aliens

# DOCUMENTATION

**Table 2**

**Affirmative Action**

**Women and Minority Composition for 1995-96 by Faculty Categories and Rank**

**U.S. Citizens and Permanent Residents Only**

**Number of Faculty and Selected Percentages**

	Regular Faculty								Non-Regular Faculty							
	Women	Men	Total	African Amer	Native Amer	Asian	Hispanic	Total Minority	Women	Men	Total	African Amer	Native Amer	Asian	Hispanic	Total Minority
Teaching and Research																
Full	20	264	284	2	0	24	11	37	4	36	40	1	0	2	0	3
Associate	31	168	199	2	0	6	6	14	2	39	41	1	0	1	0	2
Assistant	54	115	169	3	0	16	8	27	26	54	80	0	0	3	2	5
Instructor	2	2	4	1	0	0	0	1	34	26	60	0	0	0	1	1
Subtotal	107	549	656	8	0	46	25	79	66	155	221	2	0	6	3	11
Special Professional																
Full	4	20	24	0	0	2	0	2	0	0	0	0	0	0	0	0
Associate	15	36	51	1	0	1	1	3	1	2	3	0	0	0	0	0
Assistant	46	39	85	2	0	6	4	12	3	2	5	0	0	0	0	0
Instructor	2	6	8	0	0	0	0	0	0	1	1	0	0	0	0	0
Subtotal	67	101	168	3	0	9	5	17	4	5	9	0	0	0	0	0
Special Research																
Full	1	3	4	0	0	1	0	1	0	0	0	0	0	0	0	0
Associate	1	3	4	0	0	1	0	1	0	0	0	0	0	0	0	0
Assistant	0	5	5	0	0	3	0	3	0	0	0	0	0	0	0	0
Subtotal	2	11	13	0	0	5	0	5	0	0	0	0	0	0	0	0
Fellows of the Institute																
Full	2	3	5	0	0	0	1	1	1	2	3	0	0	0	0	0
Associate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	2	3	5	0	0	0	1	1	1	2	3	0	0	0	0	0
Faculty Fellows																
Full	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Library																
Full	7	4	11	1	0	1	0	2	0	0	0	0	0	0	0	0
Associate	11	11	22	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant	5	6	11	0	0	0	0	0	1	0	1	0	0	0	0	0
Staff	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	23	22	45	1	0	1	0	2	1	0	1	0	0	0	0	0
Other	17	42	59	3	0	1	1	5	0	2	2	0	0	0	0	0
Totals	219	728	947	15	0	62	32	109	72	164	236	2	0	6	3	11
Percent	23.1	76.9	100	1.58	0.0	6.55	3.38	11.5	30.5	69.5	100.0	0.8	0.0	2.5	1.3	4.7

Includes Permanent Residents and U.S. Citizens Only

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**Table 3**

**Women and Minority Availability and Composition Regular Teaching and Research Faculty, 1995-96**

	Women <sup>1</sup> Availability	Women Actual	Minority Avail- ability	African American Actual	Asian Actual	Hispanic Actual
<b>Arts and Letters</b>						
American Studies	NA	20.0%	NA	0.0%	0.0%	0.0%
Anthropology	42.5%	20.0%	7.6%	0.0%	0.0%	10.0%
Art, Art History and Design	53.2%	35.3%	5.5%	5.9%	5.9%	11.8%
Classical and Oriental Languages and Literatures	32.7%	25.0%	16.1%	0.0%	16.7%	0.0%
Communication and Theatre	36.6%	25.0%	9.5%	0.0%	0.0%	0.0%
Economics	14.4%	5.3%	11.7%	0.0%	21.1%	5.3%
English	46.8%	33.3%	5.5%	7.7%	0.0%	0.0%
Freshman Writing	NA	0.0%	NA	0.0%	0.0%	0.0%
German and Russian Languages and Literatures	45.4%	12.5%	1.6%	0.0%	0.0%	0.0%
Government and International Studies	20.2%	16.0%	11.9%	0.0%	4.0%	8.0%
History	23.8%	22.7%	7.9%	0.0%	0.0%	0.0%
Medieval Institute	NA	0.0%	NA	0.0%	0.0%	0.0%
Music	27.7%	37.5%	6.6%	0.0%	0.0%	0.0%
Philosophy	18.9%	6.1%	5.4%	0.0%	3.0%	0.0%
Program of Liberal Studies	NA	23.1%	NA	0.0%	0.0%	0.0%
Psychology	41.9%	39.1%	8.1%	0.0%	0.0%	0.0%
Romance Languages and Literatures	51.9%	42.9%	24.1%	0.0%	0.0%	28.6%
Sociology	36.5%	21.1%	13.4%	0.0%	0.0%	15.8%
Theology	NA	23.3%	NA	3.3%	0.0%	0.0%
<b>Business</b>						
Accountancy	15.8%	14.3%	10.2%	4.8%	14.3%	9.5%
Finance	15.8%	13.6%	10.2%	0.0%	0.0%	4.5%
Management	15.8%	12.0%	10.2%	0.0%	20.0%	4.0%
Marketing	15.8%	0.0%	10.2%	0.0%	8.3%	0.0%
<b>Engineering</b>						
Aerospace and Mechanical Engineering	2.5%	0.0%	19.5%	0.0%	17.9%	3.6%
Chemical Engineering	6.5%	6.7%	21.4%	0.0%	13.3%	13.3%
Civil Engineering and Geological Sciences	8.8%	6.3%	13.4%	0.0%	6.3%	0.0%
Computer Science and Engineering	12.7%	0.0%	12.1%	0.0%	12.5%	0.0%
Electrical Engineering	3.1%	0.0%	21.7%	0.0%	14.3%	0.0%
<b>Science</b>						
Biological Sciences	27.5%	14.3%	9.1%	0.0%	3.6%	0.0%
Chemical and Biochemical	15.1%	8.0%	11.6%	4.0%	8.0%	0.0%
Mathematics	13.6%	8.1%	11.2%	0.0%	21.6%	5.4%
Physics	6.7%	8.8%	9.7%	0.0%	8.8%	2.9%
<b>Architecture</b>						
Architecture	25.7%	13.3%	18.8%	0.0%	6.7%	0.0%
<b>Law</b>						
Law School	27.5%	24.1%	9.7%	3.4%	3.4%	3.4%

<sup>1</sup>Availability figures are from 1994-95.

<sup>2</sup>Asians Americans are not considered underrepresented in engineering or science.

## Academic Council Minutes January 23, 1996

**Members in Attendance:** Edward A. Malloy, C.S.C., Timothy O'Meara, E. William Beauchamp, C.S.C., Timothy R. Scully, C.S.C., Patricia O'Hara, Nathan O. Hatch, Harold Attridge, John G. Keane, Eileen Kolman, David T. Link, Anthony N. Michel, Robert C. Miller, Richard P. McBrien, Jonas McDavit, Cornelius F. Delaney, Gary M. Gutting, Philip L. Quinn, Mario Borelli, Bruce A. Bunker, Andrew J. Sommese, Hafiz M. Atassi, Stephen M. Batill, Jeffrey H. Bergstrand, Edward J. Conlon, Dennis Doordan, Regina A. Coll, C.S.J., Matthew Fitzgerald, Catherine A. Schehr

**Observers in Attendance:** Andrea Midgett, James J. O'Brien Jr., Harold L. Pace

Prof. O'Meara opened the meeting at 3:05 p.m. with a prayer.

1. *Ex corde Ecclesiae*. Dean Attridge stated that the Bishops' Presidents Committee for the Implementation of the *Ex corde Ecclesiae*, on which Fr. Malloy serves, has proposed a new application of the *Ex corde* document to the United States that is quite different from past documents. Last fall, a subcommittee of the Executive Committee of the Academic Council was charged with reviewing the new application to check for consistency with recommendations passed by the Academic Council two years ago. The subcommittee concluded that the new application appropriately calls for a relationship between the University and ecclesiastical authorities that is based on collaboration and goodwill. Thus, the Executive Committee endorsed Fr. Malloy's letter of response to the new application with a resolution that it hoped would be approved by the full council. (See Attachment A.)

Prof. Bergstrand asked for clarification. What specifically was the council being asked to respond to? Prof. O'Meara answered that there had been a lot of discussion over the years concerning *Ex corde* and that it should not be necessary to go back to the beginning. He asked if the council wished to respond to Fr. Malloy's letter in any way. Dean Attridge added that it would be most appropriate for the council to respond to the Executive Committee's resolution regarding Fr. Malloy's letter.

Prof. Quinn asked about a document on doctrinal responsibilities referred to in the new application. Could anyone familiar with the document assure its compliance with the AAUP guidelines on such issues as academic due process. Dean Attridge replied that the subcommittee had studied the document in question, and that it seemed to serve the University well. For example, the

document recommended strictly voluntary procedures for faculty whose views might be questioned by ecclesiastical authorities.

Fr. McBrien added that he had studied the document referred to by Prof. Quinn carefully. Fr. McBrien said that the bishops had exercised their pastoral responsibility by recommending procedures for settling conflicts within the context of the church. However, such conflicts between church officials and theologians should have no consequences for the academic life of the University.

Fr. Malloy called for a vote on the Executive Committee's resolution of support for his letter regarding the new application of *Ex corde Ecclesiae*. The resolution was approved unanimously.

2. **Proposed Revision of Academic Article IV, Section 3, Subsection (a).** Prof. O'Meara explained that the proposal, which issued from last year's Faculty Affairs Committee, called for the Academic Council to conduct its business in a more parliamentary manner than it currently does. For example, the revision would require that the Executive Committee put all proposals in legislative form and pass them on to the full council as legislative bills. (See Attachment B.)

Prof. O'Meara informed the council that the Executive Committee had responded negatively to the proposal, primarily because the procedures did not seem collegial. However, the committee did not rule out the possibility that some changes in procedures might be called for.

Dean Attridge agreed that some members of the Executive Committee felt that the proposal constituted a call for the Academic Council to establish more clearly-articulated procedures of operation. However, the proposal itself called for a procedural style that seemed far too formal for the council and which presumed relationships between elements within the University that are not constitutionally clear and are probably inappropriate.

Prof. Hatch said that it seemed inaccurate to discuss the University in terms of executive and legislative functions. He also felt that much helpful discussion would be curtailed by the use of legislative bills. Prof. Conlon agreed with Prof. Hatch, and added his view that such a change in procedure would slow down the work of the Executive Committee and the council. Prof. O'Meara said that some necessary changes in procedure had been made a few years ago, and that such additional change seemed unnecessary. He also recalled that the council operated in a much more parliamentary fashion 20 or 30 years ago, with the result that many people felt unsure of procedures and therefore said nothing. He pointed out that the format of the current discussion itself would be

contrary to the spirit of regimentation in the proposed revision.

Dean Link said that the proposal was not originally conceived of in such a legalistic form but became more formal over time. He questioned whether the establishment of new procedures was appropriate for the Academic Articles. And he suggested that the Executive Committee or the Faculty Affairs Committee propose more suitable, collegial procedures that the council could adopt without changing the Academic Articles.

Prof. O'Meara responded that rejecting this proposal should not be viewed as a mandate to issue another one. Prof. Atassi agreed, and asked why change something that seems to work.

Fr. McBrien said that he would be happy to vote down the proposal, with the stipulation that the Executive Committee perform some sort of review of procedures to check for areas where improvements could be made. For example, the agenda and supporting documents for today's meeting of the Academic Council had not gone out to members until the very last moment, preventing some members the chance to review material that warranted discussion. He said that some procedures could be perfected.

Fr. Malloy said that he would prefer to have the motion be withdrawn and returned to the Executive Committee. Dean Attridge's motion that the proposal be so withdrawn was unanimously approved by the council.

**3. Proposed Change in the Election of Committee Chairs.** Prof. Hatch reported that the Executive Committee was aware that the standing committees of the Academic Council had been somewhat hindered by not having chairpersons to serve at the beginning of the academic year. As a result, some committees had not met for the first time until late in the semester. The Executive Committee thus proposed that the committees elect a chairperson for the coming year during their last meeting of the year. This would enable committee chairs to schedule meetings early in the fall, before schedules are filled. And it would provide continuity in that the chairs would have already served on the committee for at least one year.

Dean Attridge remarked that past committees had been constituted after new council members were elected. Would that remain the case? Prof. Hatch replied that, as proposed, the committee chairs could not be new members of the council. Dean Attridge asked if the chairs would have to be elected members of the council, not ex-officio members. Fr. Scully replied that there is no written rule on the matter. Prof. O'Meara said that a chair

could not be elected if his or her term on the council expired at the end of the year. Dean Attridge asked for clarification: Would the chairs be elected from within the ranks of continuing members on the old committees? Fr. Malloy replied that this was correct.

Prof. Atassi said that the only drawback to the proposal was that new committee members would not participate in electing their chairperson. Prof. Gutting said that it might be possible that in a given year no members of the old committee met all of the requirements to be a chairperson: being an elected member with a continuing term, being able to serve as chair, etc. Prof. Batill asked if it would be possible to reserve a small portion of time from the first, extended Academic Council meeting in the fall to elect chairs for the newly constituted committees.

Dean Kolman said that two factors make the work of the committees more difficult. First, leadership of the committees often does not evolve until the semester is well under way. Second, the agenda of the committees tends to become fragmented over a period of time because of member turnover. She said that although Prof. Hatch's proposal would unfortunately deny new committee members a voice in the election process, having experienced members serve as chairs would allow the committees to proceed without such a loss of ground from year to year.

Dean Attridge asked if it would be possible to constitute the new committees after the election of new members to the council by the various colleges has taken place at the end of the spring semester, rather than constituting the committees at the beginning of the fall semester. If an earlier timetable were followed, the newly constituted committees could elect their own chairs at the end of the spring semester. Fr. Scully said that different colleges hold elections for council members at different times, sometimes not until the beginning of the fall semester.

Prof. Sommese said that it seemed logical for a chair of a committee to have had at least a year's experience on the committee. Dean Link suggested that the proposal should carry with it a late spring deadline for college elections to the council. Fr. McBrien said that the Faculty Senate uses such a schedule. For the Academic Council, it would mean that after concluding business at the final council meeting of the year the newly elected members would be invited in to elect committee chairs. Fr. McBrien said that the process could become cumbersome, since new members would need to be informed of the preferential constituency of the committees in advance. Fr. Scully agreed that it would be very difficult to undertake all of the logistics mentioned by the end of every spring semester. He suggested that Prof. Hatch's proposal be adopted for a year. If newly elected council members

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felt disenfranchised because they did not participate in the election of their committee's chair, the issue could be reconsidered.

Prof. Delaney said that there could be a brief meeting of the committees at the first extended council meeting in the fall, with the express purpose of electing a chair who had served on the committee the previous year. This would not entail an extra meeting, would preserve continuity, and would not lead to the disenfranchisement of new council members. Prof. Hatch said that such a scenario could become complicated if college elections and committee preferencing had not been completed by the time of the fall council meeting. Fr. Scully added that another potentially complicating factor is that he shows the lists of the committees to the Executive Committee and to the full council to give opportunity for objections and to move committee members if necessary; it all takes time.

Dean Link called for the council to adopt Prof. Hatch's original proposal. The motion was seconded and approved unanimously.

Prof. Hatch then brought another suggestion from the Executive Committee to the council, that the three standing committees write and circulate to its members brief minutes of their meetings. Fr. Malloy added that he would like the Executive Committee to receive the minutes as well, to aid its working relationship with each of the standing committees. He also asked that he personally receive a copy of each committee's minutes. Prof. Sommese said that the Academic Affairs Committee has been circulating minutes of its meetings and has learned that the minutes should not be too detailed. They should include all of the topics covered, but not who said what, and should be no longer than a page in length. Fr. Malloy ended the discussion by saying that no formal motion was necessary regarding the suggestion.

**4. Committee Reports.** Prof. Sommese reported that the Academic Affairs Committee's first meeting in November was largely for organizational purposes. In December, Prof. Hatch reviewed procedures for evaluating graduate programs, and discussed the extension of reviews to include undergraduate programs and how deans, the provost and the Graduate School make use of reviews. In January Prof. Conlon discussed a proposed graduate program for the College of Business Administration.

Fr. McBrien reported that the first meeting of the Faculty Affairs Committee had been very informal. At that time the committee decided that they would submit the proposed revision to the Academic Articles that had been discussed at today's meeting. He said that the committee had gone for a long time without a chair and had not met with any regularity.

Prof. Delaney reported that two subcommittees of the Undergraduate Studies Committee were investigating student financial aid and foreign student exchange programs.

Fr. Malloy expressed hope that the collegial style of the Academic Council, especially in the committees, would result in the committees bringing to the council material of substance that involved the academic life of the University. He encouraged the committees to work energetically and enthusiastically.

There being no further business, the meeting was adjourned at 3:55 p.m.

Respectfully submitted by

Rev. Timothy R. Scully, C.S.C.  
Vice President and Associate Provost

## Attachment A

Rev. John J. Leibrecht

Dear Bishop Leibrecht,

I am writing in response to your memorandum of August 25, 1995 and the draft of the implementing document "*Ex Corde Ecclesiae: An Application to the United States.*" I do so having consulted with members of the faculty and administration at the University of Notre Dame. It was important to engage in that consultation because of the reaction of the University community to the "Ordinances" that were initially proposed as the method for implementing *Ex corde Ecclesiae*. Many colleagues at the university shared my concern that those ordinances threatened the legitimate autonomy of academic institutions and were likely to produce discord and scandal rather than collaboration between universities and ecclesiastical leaders.

In contrast, the reaction to the new document has been positive. My colleagues at the University welcome the document's affirmation of the fundamental values of trust, cooperation and continuing dialogue as the foundation on which to build a positive relationship between academic and ecclesiastical institutions. The affirmation of such values is clearly a far better way to approach the issue than was the legalistic cast of "Ordinances."

The more particular recommendations of the new document are fully in accord with principles to which the University of Notre Dame has long subscribed. That Catholic universities should publicly acknowledge their relationship to the Church and that they should pay special attention to the recruitment and retention of faculty who are committed to the Catholic tradition or who are aware and respectful of it are reasonable expectations. In the case of the University of Notre Dame, our most recent mission statement, which forms part of our decennial self-study, the *Colloquy for the Year 2000*, clearly affirms the University's commitment to its Catholic heritage and stresses the importance of hiring faculty sympathetic to the commitment. We understand the concern for "retention" of such faculty not as a plea for special, non-academic consideration of colleagues at the time of tenure or promotion, but as a call to make the University an attractive environment for all who have become our academic colleagues.

One of the most neuralgic points in the Ordinances regarded the relationship between theologians and bishops. The new "Application" handles that relationship in a balanced fashion. It recognizes the teaching function of bishops, who certainly have the responsibility to articulate the Church's position on matters of faith and morals.

To resolve disagreements between bishops and theologians that may arise, the "Application" relies upon the guidelines developed by theologians and bishops in 1989, outlining a process of voluntary dialogue and arbitration. This suggestion recognizes the legitimate autonomy of academic faculties and precludes the internal interference in academic affairs implied by the Ordinances. I applaud this constructive move by the committee to resolve one of the thorniest issues arising from *Ex corde*.

The call in the "Application" for Catholic institutions to plan ways of being of service to the Church and to provide for an adequately staffed campus ministry is eminently reasonable and completely consistent with the efforts of institutions such as Notre Dame to be of service through various programs of social and pastoral ministry. This section of the "Application" might be improved if it were to recognize the distinctive and unique service that a University provides to the Church, to provide a framework for the Church's intellectual life, for the development of its theology and the dialogue with the wider intellectual world.

The recommendation in the "Application" that there be continued dialogue at the local and national levels between leaders of academic institutions and the bishops is certainly sound, as is the recommendation that Catholic institutions regularly review the congruence of their programs with ideals expressed in magisterial documents such as *Ex corde*. My colleagues and I at Notre Dame have long been committed to both sorts of dialogue, internal and external, and will continue to participate in them actively.

In sum, the latest recommendation for implementing *Ex corde Ecclesiae*, stressing *communio* and cooperation between ecclesiastical authorities and academic institutions, is a positive document that provides a framework for productive collaboration.

Sincerely yours,

Edward A. Malloy, C.S.C.  
President, University of Notre Dame



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## Resolution

### Background

The Executive Committee, in response to the request of President Malloy to review the draft "*Ex corde Ecclesiae*: An Application to the United States," appointed a subcommittee, Prof. Attridge, Conlon, Sommesse, to assess the document. On the basis of that report of that subcommittee the Executive Committee recommends the following resolution:

Whereas the draft document "*Ex corde ecclesiae*: An Application to the United States," proposes a framework for collaboration between ecclesiastical authorities and academic institutions that emphasizes a spirit of 'communio' or cooperation, and

Whereas, the document avoids any interference in the institutional autonomy of Catholic Universities and Colleges,

The Academic Council endorses President Malloy's response to Bishop Leibrecht regarding the draft.

## Attachment B

### University of Notre Dame Hesburgh Library

To: Timothy R. Scully, C.S.C., Vice President and Associate Provost  
From: Lorry Zeugner, Chair, Faculty Affairs Committee of the Academic Council  
Date: January 3, 1996  
Subject: Proposed revision to the Academic Articles

The Faculty Affairs Committee of the Academic Council proposes the following amendment to Article IV, Section 3, Subsection (a) of the University's Academic Articles.

This paragraph should be inserted as the fourth paragraph of Subsection (a) The Academic Council.

To the extent of its jurisdiction, the Council shall operate as a legislative body under rules of order adopted and amended by the Executive Committee. Except in emergency situations (designated by the Executive Committee), all proposals on those functions set out in the paragraph above, whether generated by an academic organization, the Faculty Senate, a committee of the Council, or by the methods set out in the following paragraph, shall be automatically referred to the Executive Committee of the Council. The Executive Committee shall put propos-

als into legislative form and the proposals shall be referred to as legislative bills. The Executive Committee will give sufficient notice of legislative bills to be proposed at future meetings and has the option of offering such legislative bills to the full body of the Council with or without a recommendation from the Executive Committee. The full Council shall then discuss, debate and vote on the legislative bills or may refer a bill to committee. If a proposal involves a decision by the executive branch of the University (such as the need for funding) the proposal or legislative bill may be referred to the appropriate officer or officer advisory organization, but it shall then be returned to the Executive Committee of the Council for preparation of the final bill.

April 21, 1995

## Faculty Senate Journal April 10, 1996

The chair Professor Richard McBrien called the meeting to order at 7 p.m. in room 202 of the Center for Continuing Education and asked Professor Roger Mayer to offer an opening prayer. The journal for the meeting of March 7, 1996, having been previously distributed, the chair asked for corrections, additions, etc. None having been offered, the senate agreed to accept the journal as written.

In his chair's report, McBrien made eight points. The text of his report is printed as appendix A including a letter from the president of the University in response to the senate's resolution in March on the removal of the provost from the Fellows group.

After the report, Professor Wilson Miscamble, C.S.C., asked, in reference to the survey whose results McBrien had reported earlier, which senators had authored the specific questions on the survey. McBrien replied that it was a joint effort by all the members of the executive committee. Miscamble referred to an exchange of correspondence with the chair (printed as appendix B of this journal). He had asked Professor Mario Borelli to whom he was referred by the co-secretary Peter Lombardo, and had received no information. He wondered if this was what the senate meant by "accountability." Professor Michael Detlefsen said he would claim authorship of all the questions, and Miscamble asked the chair if that was an accurate claim. McBrien responded only in so far as all executive committee members could claim authorship of all the questions, but he further stated that the senate in open discussion (at a meeting Miscamble was unable to attend because of other commitments) fully debated, amended and approved the survey. Under the rules the survey could not be further discussed.

On other matters of the chair's report, Detlefsen asked what version of the senate's grievance and appeals resolution would eventually be presented to the Academic Council. The chair said the senate's proposal had been discussed at length in the Provost's Advisory Council, and while the members had been impressed by the work of the senate and by Detlefsen's own presentations on it, they were frustrated by having detailed standards applied to all segments of the University. PAC finished its discussion without a firm recommendation. The council will receive it as the senate had passed it. Detlefsen also asked if the senate office could do future surveys via e-mail, and McBrien agreed to follow up on this.

Miscamble asked who tabulated the surveys and if there were any comments made. The senate secretary Sharon Konopka did the tabulation, and, yes, some comments

were made. Professor Jean Porter expressed a reservation about printing the comments when there was no prior indication that this would be done, to which Detlefsen agreed. But Miscamble pointed out that no names would be attached to these comments so an individual's anonymity would be protected. Professor Philip Quinn, agreeing with Porter and Detlefsen, nevertheless saw no harm in making the surveys and comments available to senators in the senate's Decio office. Detlefsen saw that as a mistake because a person's handwriting might be detectable. Professor Sonja Jordan, seeking a solution, thought a written summary on a separate sheet would be appropriate, and Detlefsen agreed with this if the comments were not taken verbatim. Mayer agreed with Jordan's solution. Professor Gary Hamburg thought that, since people filled out the survey and made comments, they believed someone would read them. The chair pointed out that the survey instrument did not ask for comments. Agreeing with Hamburg, Professor William Eagan said the most incisive parts of many surveys are the comments people make. Professor Umesh Garg agreed with Eagan. But to Professor David Ruccio, it would be inappropriate to release comments, since they were not asked for. Professor Jill Godmilow objected to having her comments published; they were informal and not for publication.

The chair, summarizing, thought the senate wanted to communicate the comments in some generic way, question by question in digest form without names attached. He saw little sentiment for xeroxing the forms and releasing them, and less for a third option: do nothing. Hamburg moved the first option and Miscamble seconded. Quinn asked if such a digest would be published along with the results of the survey to senators only. Hamburg agreed with that, and Miscamble withdrew his second. Professor Patrick Sullivan, C.S.C., then seconded. Ruccio reiterated his opposition. In the vote, the senate agreed with the motion 18 to 13. The survey results themselves are printed as appendix C of this journal.

Miscamble asked if the senate office would look into the procedures for conducting surveys. While he only filled out one, he threw three away in his departmental office. McBrien pointed out that the list comes from the provost's office, and contains the names of well over 1,000 people, all with faculty status.

Next the senate considered, at the request of Eagan and the Department of Marketing, a resolution to honor the memory of our recently deceased colleague Wesley Bender. Eagan called him a quiet, kindly, highly moral man, a "pre-'49er" — referring to those hired as faculty before 1949; they were treated, especially in salary matters, in a different way from those hired after 1949, and the pre-'49ers suffered. He read the resolution and the

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senate passed it unanimously. It is printed as appendix D of this journal. The senate then observed a moment of silence in honor of Professor Bender.

The senate recessed for committee meetings for 45 minutes. Upon reconvening, the senate heard committee reports.

**Academic Affairs** — Detlefsen said his committee worked on a resolution for presentation in May on the recent cutback in federal funds for research in the arts, humanities and social sciences. They will also present some material later on the library director's search, and on electronic services in the library.

**Administration** — Porter said her committee will have a resolution on adjunct faculty later in the meeting and a subcommittee report on affirmative action policy as an information document for the senate.

**Benefits** — Professor Kathleen DeLanghe, acting for the chair Professor Mario Borelli, reported on a discussion with Director of Human Resources Roger Mullins on the results of the health care survey. He was aware of the problems with CIGNA PPO and they have officially notified the company that they should clear up the situation or Notre Dame will drop them; other companies, like Metropolitan, Aetna and Prudential, are being considered. He said adjunct faculty were not covered by any health insurance. Since Notre Dame could not subsidize such coverage, their premiums if they were to be covered would be high. He agreed to talk to some providers to see if a plan could be developed for part-time faculty and staff, under a group rate borne by the employees and not by Notre Dame. In other areas the committee is looking into alternate health care plans if Retiree 2000 is dropped, and into discounts for retirees at campus dining facilities.

**Student Affairs** — Sullivan reported on two items. They are studying the Office of Student Affairs in light of the North Central Accreditation report: conformity, lack of intellectual life, legalism; they had a briefing by Tom Mattzie, student judicial chair, on the history of *du Lac*, changing from a pastoral tone to one that is legalistic and defensive. Second, on the gays and lesbians issue, recent developments have sparked interest and calls for dialogue which Student Affairs has rejected. The committee will present a resolution later in the meeting.

**Nominating** — Ruccio, appointed chair, called for a new "culture of elections," saying that no member has a claim on any office and that there should be contested elections. Through mail and e-mail, the committee will solicit nominations, make follow-up calls, and send out a slate prior to the next meeting. In discussion Miscamble appreciated his call for contested elections, saying only eight people in arts and letters were running for eight

spots; he would like there to be an opportunity for each candidate to make a presentation before the elections are held, and that the numerical results be given at the meeting. Ruccio said they were planning on the presentations, either by mail or at the meeting, and he would talk to the committee about the second point. Porter, appreciating the work of the committee, pointed out that more senators must be willing to run for election for there to be contested elections. The chair thanked the committee for its willingness to undertake this assignment.

Next the senate considered a resolution on electronic services in the University libraries, presented by the Academic Affairs Committee (no second needed). Jordan, as a member of the library faculty, saw this as an excellent resolution and fully supported it. Professor Kathleen Biddick asked if electronic recall requests would be possible in the future. Detlefsen said this was covered. As a friendly amendment, which Detlefsen accepted, Biddick proposed a word change. The resolution passed unanimously and is printed as appendix E.

Continuing with its agenda, the senate began considering a resolution on adjunct faculty representation on the Faculty Senate, prepared and approved by the Administration Committee and presented by Porter. She said the concern arose from Dean Harry Attridge's letter to the senate chair, referred to the committee in the fall, concerning adjunct faculty voting and representation rights. After discussing the matter, the committee felt adjunct faculty should have representation on the senate. Professor James Collins, a co-author of the resolution, spoke about the vague requirements that existed for adjunct faculty voting; the Attridge letter clarified this situation by disenfranchising them. The committee believed the resolution was a better way to proceed. The chair reminded the senate that if passed, the resolution would be requesting a change in the Academic Articles, and thus would have to be approved by the Academic Council and the Board of Trustees.

A discussion ensued among Professor James O'Brien, Collins, Porter and McBrien over characterizing the ROTC faculty as "non-regular." Collins admitted this was infelicitous and inaccurate. ROTC faculty are regular faculty and Collins agreed to strike the phrasing. DeLanghe asked where research fellows stood in relation to the senate. Porter did not know for sure, but assumed, since they were regular faculty, they stood and voted with their college. Garg confirmed this for the College of Science.

Miscamble said the resolution was meant to validate Sullivan retroactively, and the committee had not reflected enough on its implications. Adjuncts were hired generally on one-year contracts, so when will their elections take place and who of their 146 number would be eligible to stand and vote? A second and larger issue was

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the transitory nature of adjuncts: They taught on a short-term basis not on any regular or long-term basis. This resolution will change the nature of the senate from representing full-timers to part-timers. Collins replied that it was not an attempt to validate Sullivan; he didn't need any such help nor did his status need help from the senate. This was an attempt to take care of an infrastructural situation, but it was true that some were long-term and others not; they all presumably make some contribution or they wouldn't be here, and they should have some voice in the senate. Porter spoke to Miscamble's point on voting eligibility, saying this was an imperfect attempt to rectify a situation not unique to Notre Dame. Their solution was to solicit nominations by college, but hold elections on a University-wide basis. Within a college, people have a chance to know each other, and would be in the best position to nominate someone. She envisioned such an election taking place at the same time other elections for the senate would. Godmilow expressed dissatisfaction with this answer. Sullivan thanked Collins for his remarks, and reminded the senate of the Catholic social justice principle of representation. Biddick told the senate that within her college the elections committee removed from nomination several adjunct faculty who wished to run for the senate. Adjuncts are not a large group, and the resolution at hand will address some problems. Technical issues, like who can run or who can vote, can be worked out.

Quinn, supporting the resolution, said adjunct faculty have special problems and special interests but no way to voice them; they should be represented on the Senate, and the mechanics can be worked out with some fine tuning. Hamburg questioned why non-regular faculty should be on the senate to speak and vote on all issues. The senate should listen to them, and should be concerned about them, but should they be given two spots on the senate? Porter responded that this constituency has no voice anywhere else, and it was the senate's responsibility to be that voice. As to representation, two is not a large number, and she disagreed with Hamburg's underlying assumption: Senators vote on issues not directly relevant to them all the time because they are *Faculty* Senators. Eagan pointed out that emeriti representatives vote on everything even though emeriti are technically non-regular.

Mayer was concerned that some adjuncts were not fully-affiliated with Notre Dame; they taught one course and went back to town to their full-time job. They were not fully involved in University life. He did not know if it was appropriate to have them on the senate. Ruccio said everyone has a special interest, but votes on everything. The "transitory" adjuncts will not bother to run and vote, but the ones who are fully affiliated will do so.

Miscamble asked how the committee determined that two would be adequate, and would adjuncts vote in the

survey of the dean of arts and letters? Porter said the resolution did not speak to his second question, but that two was not a magic number, only a parallel to the number of emeriti representatives. Miscamble pressed for an answer, and Porter said the resolution would change no current policy on that issue within the college. McBrien said the senate was not the norm for college elections. Eagan moved the previous question and the senate voted 25 in favor, three opposed and two abstentions to approve the resolution. The resolution is printed as appendix F of this journal.

Next the senate considered a resolution from the Student Affairs Committee on the issue of gay and lesbian student needs in light of the recent Ad Hoc Committee report and the response by the Vice President for Student Affairs Patricia O'Hara. The chair of the senate committee moved the resolution, which had been distributed to senators after the recess. It called O'Hara's response inadequate, asked her to reconsider and begin to dialogue with the GLND/SMC, and supported that group as "the student group to which we will refer gay and lesbian students for continued counseling and support. . . ."

Detlefsen, without meaning to criticize the committee or its proposal, objected to the method in which the resolution was presented; there was no time to study it or give it the serious consideration it warranted. He would move to table it after a short period of discussion to give other senators an opportunity to speak. The chair agreed to recognize Detlefsen later in the meeting. The discussion continued, and Mayer asked how O'Hara had provided a response to the Ad Hoc Committee report. Sullivan replied that her answer was in the form of a four-page paid advertisement in the student newspaper, in which she emphasized that to recognize GLND/SMC in any form would be contrary to Notre Dame's Catholic character. Sullivan added that this argument was effectively countered by two Faculty Senators in our open meeting with O'Hara in March 1995. Porter asked if there was any urgency that the senate should pass this resolution at this meeting. While Sullivan saw none, committee member Professor Ava Preacher did: To her timeliness was an issue, with the end of term coming, students and faculty leaving campus for the summer ending the discussion for months, and the students of GLND/SMC desiring some clear response to their needs other than O'Hara's rejection. For her, community pressure before May was important, yet she too did not like to rush consideration without giving senators an opportunity for reflection and discussion. But the issue was important and timely. Hamburg, agreeing with Detlefsen, felt like a gun had been put to the head of this deliberative body; it would be helpful if we tabled this and at our next meeting the committee was able to present a clear rationale to support the motion. The committee should not assume everyone is fully knowledgeable on this issue. Quinn too wanted time to think about O'Hara's response before voting on

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this very substantive resolution. Professor Clive Neal also was uncomfortable and not fully knowledgeable on this issue; he requested of the chair a copy of O'Hara's response. The chair readily agreed to copy and circulate the document to all senators.

Ruccio asked what happened to what he perceived as a senate procedure: Present a resolution, discuss it thoroughly, and hold a vote at the next meeting; absent mitigating circumstances which the committee might supply to the senate, he preferred that route. He wondered where the resolution, if passed, would go. McBrien answered that all senate resolutions are public, so they would be fully reported. This particular one would be forwarded to the vice president for student affairs for a response.

Sullivan asked for a point of privilege and was granted the floor. His committee had no intention of facing the senate with a loaded gun. The issue has been before the University community for at least 18 months. A year ago the senate unanimously voted to recommend recognition of GLND/SMC. As a University body and as members of the community, we should all be tuned into the issues that affect us or that may come before us. The committee had acted only out of concern for Notre Dame's gay and lesbian students.

Detlefsen moved to table and it was seconded. The senate voted 16 in favor, 14 opposed, one abstention to table the resolution to the next meeting. Biddick objected that the chair failed to see her requesting recognition to speak before the motion to table, and the chair regretted the oversight very much.

Under New Business, Detlefsen asked the senate to approve the text of a letter to be sent to the search committee for a new director of University libraries on behalf of the senate, outlining the principal qualities and qualifications to consider in its deliberations. The Academic Affairs Committee had previously endorsed it, and Professor Laura Bayard, as a member of the library faculty, gave her endorsement of it. The senate voted 29 in favor, none opposed, one abstention to approve sending the letter, which is printed as appendix G.

There being no further business to consider, the senate adjourned at 9:30 p.m.

**Present:** Bayard, Biddick, Bottei, Broderick, Coll, Collins, DeLanghe, Detlefsen, Eagan, Garg, Godmilow, Gundlach, Gutting, Hamburg, Hemler, Jordan, Lamanna, Lombardo, Mayer, McBrien, Miscamble, Neal, Neyrey, O'Brien, Porter, Preacher, Quinn, Ruccio, Sayers, Simon, Stevenson, Sullivan, Taylor, Wei

**Absent:** Bradley, Conlon, Doordan, Esch, Hyde, Mathews, Pillay, Schmid, Zachman, McCarthy (Student Government Representative), Kuhn (Graduate Student Representative)

**Excused:** Atassi, Borelli, Bunker, Buttigieg, Huang, Mason, Sheerin, Rai, Rathburn, Weinfield

Respectfully submitted,

Peter J. Lomardo Jr.  
Secretary

## Appendix A

### Chair's Report April 10, 1996

1. The Academic Council decided at its meeting of March 21 that the chair of the new University Committee on Women Faculty and Students will be a senior, i.e., tenured, woman professor elected by and from among the members of the Committee itself. Elections are now being held for membership on this newly erected Committee.
2. The Academic Council also concluded its discussion of the "Statement of Principles for Intercollegiate Athletics." The statement was approved and will be included in the Policy Section of the *Faculty Handbook*.
3. The Provost's Advisory Committee (PAC) has completed its discussion of the Senate's proposal regarding grievances and appeals. It will move eventually to the agenda of the Academic Council.
4. Upon consultation with the Senate's Executive Committee, I have appointed a nominating committee for the selection of candidates for Senate offices and committee chairs, in anticipation of the elections that will be conducted on May 2, following the seating of the new members of the Senate and the departure of those members who will not be continuing next year. The nominating committee is chaired by David Ruccio, and includes Hafiz Atassi, Regina Coll, Bill Eagan, and Gary Gutting. They have been asked to give serious consideration to candidates with some experience on the Senate and with a demonstrated commitment to the work of the Senate as reflected in their attendance records. However, every member of the Senate who will be continuing on this body next year is eligible for election to any of the Senate offices and as chairs of any of the four standing committees. Members should make their interest known to David Ruccio.

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5. I have received the following letter from the President of the University in response to our resolution, passed on March 7, concerning the dropping of the Provost from membership on the Fellows of the University:

Dear Dick:

Thank you for your letter of March 14, 1996, with the enclosed resolution passed by the Faculty Senate. I will be happy to bring your concern to the attention of the Fellows of the University. For the sake of accuracy I would make two points. First, neither the provost nor the executive vice president are now ex-officio members of the Fellows of the University. But both of those officers will continue to be ex-officio members of the Board of Trustees. Second, there are no universities listed in the top 25 category of the *U.S. News and World Report* where the chief academic officer is a member of the governing board in any capacity.

I will report back to you after the Fellows of the University have had an opportunity to discuss this matter.

Cordially,  
Monk

6. In accordance with a resolution passed last year, the Faculty Senate will be conducting an independent survey of the faculty of the College of Arts and Letters on the re-appointment of Harold Attridge as Dean of the College. The chair and membership of the Review Committee have been informed of our survey and welcome it. They would like a copy of the results as soon as they are available so that they can take those statistics into account as they continue with their own independent review of Dean Attridge's performance in office. The survey will be circulated among the faculty of Arts and Letters by the end of this week, with a deadline for returns of Friday, April 19.

7. The results of the survey of faculty opinion regarding faculty involvement in university governance and other related matters have now been tabulated and have been distributed to the members of the Senate this evening and will be included as an appendix to the Journal. There was a remarkably high 40% return on the survey.

8. One final point: The secretary of the Faculty Senate, Sharon Konopka, has asked me to remind you to return your marked ballots for the election of members of the Campus Life Council and the Board of Traffic and Parking Appeals. As of today, there are 21 ballots that have not yet been returned. If any member of the Senate needs a new ballot, call Sharon at 1-7612, e-mail her at Sharon.A.Konopka.1, or drop by her office in the steno pool on the second floor of Decio between the hours of 8:00 a.m. and 2:30 p.m., with the exception of the noon lunch hour.

## Appendix B

March 5, 1996

Dear Dick,

I won't be at the Faculty Senate meeting on Thursday. My mum and sister are arriving in town that day and they get higher priority than the Senate.

This disappoints me a little as I would like the chance to speak against that pathetic survey that somebody (who exactly?) is proposing. It indicates the kind of thinking that makes the Senate such a sad body. I trust that you, at least, are not involved with such a childish exercise.

Regards,  
Bill Miscamble, C.S.C.

March 12, 1996

Dear Bill:

I was delighted to learn that your mother and sister are visiting. I trust you will have a wonderful time with them. The survey did pass but with several amendments.

Have a good break-week.

Regards,  
Richard P. McBrien  
Chair

March 19, 1996

Dear Dick,

I have returned from a most delightful week with my mother and sister. I was slightly saddened but hardly surprised that the pathetic survey had passed the Senate. No amendments — no matter how constructive — could rescue that infantile exercise.

Be that as it may, I'm interested, for purposes of records I'm keeping for a possible essay on events at Notre Dame, in gaining some sense of the origins of this stupid proposal. Could you please tell me who proposed it? Also, would you be so kind as to inform me as to your own position on this survey. Did you favor the proposal? I would appreciate a direct response as I haven't really the time for "follow-up" communications.

I hope you had a good break.

Bill Miscamble, C.S.C.

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March 26, 1996

Dear Bill:

This is by way of a reply to your letter of March 19. The proposal of the faculty survey originated in the Executive Committee and was collaboratively developed in that committee over the course of two or three meetings. Mario Borelli had the task of putting the survey into a scientifically acceptable form and also of presenting it to the full Senate on behalf of the Executive Committee. On March 7, the Senate discussed, amended, and approved the survey by a vote of 26-4, with one abstention. I was, and remain, in full support of the survey.

Sincerely,  
Richard P. McBrien  
Chair

March 28, 1996

Dear Dick:

Getting a straight and direct reply from you has not proved to be a simple undertaking. I read your letter of March 26 as another exercise in evasion. I asked you for some sense of "the origins" of the proposal. When I asked you who "proposed it" I obviously meant who originated the idea for the survey and who had framed the questions. (That Mario Borelli presented it at the Senate meeting already was public knowledge.) Your response that it developed collaboratively in the Executive Committee is laughable. It's like saying something emerged from the politburo in the days of the old Soviet Union — it really tells one nothing. Furthermore, two other members of the Executive Committee seem a little unclear on its origins. Pete Lombardo referred me to Mario Borelli. Mario seemed eager to make clear that he put the questions into the survey form but had nothing to do with the writing of them. He said they were given to him by you.

So let me ask you again: Who [i.e. which person or persons] initially proposed a survey of the sort which was approved at the last meeting of the Senate? Who [which person or persons] drafted the puerile questions which Mario Borelli put into 'survey' form?

Sincerely,  
(Rev.) Wilson D. Miscamble, C.S.C.  
Associate Professor and Chair

April 12, 1996

Dear Bill:

In your letter of March 28 you complain that "Getting a straight and direct reply from [me] has not proved to be a simple undertaking." In the same spirit of candor, I should say that getting a letter from you that is not at once rude and sarcastic has also "not proved to be a simple undertaking." I wish to inform you that I will no longer acknowledge, much less reply to, such letters.

Sincerely,  
Richard P. McBrien  
Chair

April 13, 1996

Dear Dick:

It was with a certain wry amusement that I read your letter of April 12. I am glad you felt able, at last, to write in a "spirit of candor." I had hoped that such a spirit might have guided your earlier responses to my question regarding the origins of the faculty senate survey. It is really quite sad that they did not.

Sincerely,  
(Rev.) Wilson D. Miscamble, C.S.C.  
Associate Professor and Chair

## Appendix C

April 10, 1996

466 SURVEYS RETURNED (OUT OF 1,190) APX. 39%

### Faculty Senate Questionnaire

1. Do you think that the faculty's involvement in important academic decisions and in academic governance generally is:

1. Far too much	8
2. Too much	14
3. About right	162
4. Too little	160
5. Far too little	98
No opinion	22

2. Please indicate your general estimation of the work of the Faculty Senate.

1. Very favorable	58
2. Somewhat favorable	162
3. Neutral	82
4. Somewhat unfavorable	90
5. Very unfavorable	45
No opinion	27



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3. Please indicate your general estimation of the work of the Academic Council.

1. Very favorable	28
2. Somewhat favorable	143
3. Neutral	126
4. Somewhat unfavorable	68
5. Very unfavorable	23
No opinion	73

4. Are you generally pleased with the quality of leadership exercised by the University's upper Administration?

1. Very pleased	61
2. Somewhat pleased	144
3. Neutral	66
4. Somewhat displeased	111
5. Very displeased	69
No opinion	7

5. Please rate the quality of Edward Malloy, C.S.C.'s, leadership as President of Notre Dame.

1. Very high	75
2. Somewhat high	131
3. Neutral	92
4. Somewhat low	86
5. Very low	67
No opinion	13

6. Please rate the quality of Timothy O'Meara's leadership as Provost of Notre Dame.

1. Very high	127
2. Somewhat high	129
3. Neutral	75
4. Somewhat low	72
5. Very low	46
No opinion	13

7. Please rate the quality of William Beauchamp, C.S.C.'s, leadership as Executive Vice President of Notre Dame and overseer of athletics.

1. Very high	53
2. Somewhat high	102
3. Neutral	98
4. Somewhat low	82
5. Very low	64
No opinion	66

8. Do you think the University's statutes should be changed to allow future Presidents of Notre Dame to be distinguished Catholic educators who are not necessarily members of the Indiana Province of the Congregation of Holy Cross?

1. Strongly disagree	83
2. Disagree	54
3. Neutral	27
4. Agree	98
5. Strongly Agree	187
No opinion	15

## Appendix D

Whereas Wesley C. Bender was Professor of Marketing Emeritus in the College of Business Administration at the University of Notre Dame; and

Whereas Professor Bender was a member of the faculty at the University of Notre Dame for 42 years (beginning in 1931) and 22 years as emeritus status; and

Whereas Professor Bender was the founder and editor of the *University of Notre Dame World Trade Conference Papers*; and

Whereas Professor Bender influenced many students during his tenure as faculty member; and

Whereas Professor Bender was the first chair of and respected colleague in the Department of Marketing; and

Be it therefore resolved that the Faculty Senate acknowledge with profound sadness the death of our colleague Wesley C. Bender, on December 14, 1995; and

Be it further resolved that the Faculty Senate extend this expression of respect and sympathy to Professor Bender's widow, Genevieve Robolt Bender, and his two daughters, Marilyn and Alane; and

Be it further resolved that the Faculty Senate extend this expression of respect and sympathy to Professor Bender's faculty colleagues and students in the Department of Marketing and the College of Business Administration; and

Be it further resolved that the Faculty Senate observe a moment of silence as an expression of profound respect and affection for Professor Wesley C. Bender, not only for his extraordinary years of service to Notre Dame but also his personal witness of integrity and commitment to others.

Passed by unanimous vote, April 10, 1996

## Appendix E

### A Proposal Concerning Electronic Services at the University Libraries

The recent, rapid development of electronic technology offers new opportunities for library services at Notre Dame. The resolution that follows is intended to express the faculty's resolve to take fullest advantage of these opportunities. We intend that they be presented to (i) the Provost, (ii) the Search Committee for the new Director of



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University Libraries, (iii) the University Committee on Libraries, (iv) the Library Advisory Committee, (v) the University Committee on Computing and Information Services, (vi) the Director of University Libraries and (vii) the libraries' Assistant Director of User Services. Given the recently announced resignation of the current Director of University Libraries, we view the resolution as timely. In addition, we take it to be in keeping with the recommendations of the President's Colloquy 2000 and the post-Colloquy report of the Ad Hoc Committee on University Libraries (May 1994) concerning the development of university libraries.

We divide into two parts, one dealing with matters of general policy, the other with matters pertaining to specific services.

## (I) General Policy

(1) That a high priority be placed upon training existing personnel and, where necessary, hiring new personnel who are both equipped to take full advantage of the possibilities that exist for the development of electronic services and committed to doing so.

(2) That the library make all its offices and services accessible electronically and that it publish a list of electronic addresses for these offices and services in the university's telephone directory and also build access to them into its homepage on the ND Network.

## (II) Specific Services

(1) That the university libraries put the following services into operation by the fall of 1996:

(a) Electronic filing of interlibrary loan requests.

(b) Electronic means of checking on the current status of interlibrary loan requests, including a record of all actions taken by the office of interlibrary loans and the dates on which those actions were taken.

(c) Electronic renewals of library material for which only the last two digits of the bar code need be entered.

(2) That the university libraries put the following services into operation by the fall of 1997:

(a) Electronic distribution of lists of items under consideration for purchase by the library together with an electronic form on which a faculty member can register his/her opinion of whether the library should purchase the item.

(b) Electronic filing of recall requests.

(c) An electronic system designed to facilitate speedier return of materials charged out to another user. One means by which this might be accomplished would be the development of a system of electronic 'code names' for users. Using the code name of the party holding the materials, another user needing those materials could contact her by e-mail and arrange for a timely return of the material. Such a system could then be augmented by a voice-mail option to cover those users who either do not use or do not care to use e-mail communication for such purposes. This should increase both the speed and the efficiency with which materials needed by a user are made available to her. Here one thinks particularly of students, who do not currently have a means of contacting faculty members directly for use of materials for which the press of time is great.

(d) Multiple-user electronic literature searches conductible from individual faculty and student work-stations either on or off campus.

(e) Multiple-user electronic access to a substantial and growing body of reference works (e.g., the OED, various encyclopedias, various indexing and abstracting services, collected works of various thinkers, etc.) from individual faculty and student work-stations either on or off campus.

## Appendix F

Whereas the adjunct faculty at Notre Dame make up at present a significant portion of the total faculty (in the 1994-95 academic year, there were 146 adjuncts, compared to, for example, 654 regular teaching and research faculty, 175 Professional Specialists, and 44 Librarians); and

Whereas the adjunct faculty should have a forum in which their views and interests are represented, and the Faculty Senate provides a natural such forum; and

Whereas other non-regular faculty such as Emeriti, have designated representation in the Faculty Senate;

Be it resolved that subsection (b) of Section 3 of Article IV of the Academic Articles be amended by adding: "Two members are also elected by and from the Adjunct Faculty, elections being on a university-wide basis, and nominations on a college-wide basis"; and

Be it further resolved that subsection (b) of Section 3 of Article IV of the Academic Articles be amended by striking "53" in the first sentence ("The Faculty Senate consists of 53 members of the faculty,") and substituting "55".

Passed by the Faculty Senate  
April 10, 1996  
25-3-2

## Appendix G

Dear Members of the Search Committee,

This is a recommendation from the Faculty Senate concerning the qualities they think are important for the new Director of University Libraries to have. We ask that you bear them in mind as you conduct your search.

The principal qualities and qualifications as we see them are these:

(1) That the Director be knowledgeable of and experienced concerning the development of a first-class library at a major research university. It would also be desirable for the library director to have had substantial, successful faculty experience in an academic discipline other than librarianship.

(2) That the Director be a committed and articulate spokesperson for library development with an ambitious and imaginative vision of what that could and should be and with a demonstrated ability to mobilize large and possibly sluggish bureaucracies.

(3) That the Director have a clear commitment to deepening communication with the faculty and students of the university and to being responsive to their needs and desires concerning library holdings and services.

(4) That the Director have a clear and cogent strategy for establishing special collections and other scholarly resources that will further the research interests of Notre Dame's faculty and students while also increasing the University's role as a national and international center for scholarly research.

(5) That the Director have a clearly stated and well thought out view concerning a firm commitment to the establishment and preservation of the full range of state-of-the-art electronic services characteristic of the best libraries at the best universities.

Thank you for your attention. We would welcome any further discussion regarding items touched upon in this letter that you might deem desirable or necessary.

Sincerely,  
Prof. Michael Detlefsen  
Chair, Academic Affairs Committee  
For the Faculty Senate

## University Committee on Cultural Diversity January 30, 1996

**Members in attendance:** D'Juan D. Francisco, Jose M. Gonzalez, Martin F. Murphy, Iris L. Outlaw, Jonathan E. Patrick, Maria F. Pinto, Janice M. Poorman, Carrie L. Pugh, Frances L. Shavers, Roland B. Smith Jr., Richard V. Warner, C.S.C., Priscilla W. Wong

**Members excused:** Ani Aprahamian, Carolyn M. Callahan, Jean Lenz, O.S.F., Dennis K. Moore, Roger Mullins

The regular meeting of the University Committee on Cultural Diversity was called to order at 12:09 p.m. on Tuesday, January 30, 1996, in Room 411 of the Main Building. The chair, Dr. Roland B. Smith Jr., was in the chair and the secretary was present.

**1. Announcements.** Committee members provided updates on future events and programs. Jan Poorman noted that the Graduate School will be inviting prospective minority students to campus between February and April to visit campus. Poorman suggested that these individuals should have contact with members of the University Committee on Cultural Diversity, the Office of Multicultural Student Affairs, and other offices and individuals. Such exposure will provide the prospective students with a more complete perspective of Notre Dame.

**2. Minutes.** The minutes of the meeting of November 15, 1995, were approved as written.

**3. Subcommittee reports. Curriculum and Academic Support Services** — Martin Murphy, chair of the subcommittee on curriculum and academic support services, asked if there was an update on items requiring follow up from the previous meeting: The request for the appropriation of a committee budget and the meeting with Dr. Nathan Hatch, provost elect. Richard Warner, C.S.C. noted that a meeting with Hatch had occurred, and a request for \$15,000 to support the committee's goals was made at that time. Dr. Hatch was very supportive of the efforts of the committee and agreed to allocate some monies to the committee. Chair Smith noted that a letter would be sent to the departments informing them of the funding opportunities once the budget was officially secured. It was noted that the establishment of a committee budget is a major positive step for the committee.

**Campus Climate** — Iris Outlaw, chair of the subcommittee on campus climate, noted her meeting on November 27, 1995, with Denny Moore, Jonathan Patrick, Richard Warner, C.S.C., and Priscilla Wong. The President's Office is running two ads regarding John Borkowski's position and the Discriminatory Harassment Policy's supplements have been delivered. The committee suggested that a meeting should take place with the officers and advisor of NASAND. Also, it was recommended that Dr. Roland Smith be notified of new hires as a support mechanism. Jonathan Patrick noted the Faculty Senate resolution which was passed previously regarding the murals located in the Main Building. The resolution, he stated was essentially one of nonacceptance of the murals and provided various recommendations including the following: 1) The University should assume a stance in regard to the murals; 2) A permanent display should be established in the rotunda depicting cultural diversity; and 3) A meeting take place with leaders of Native American Students at Notre Dame (NASAND). Patrick reiterated that this resolution was passed awhile ago prior to the University's most recent statement on the issue. In discussion, Carrie Pugh noted that the initiative has expanded from only members of NASAND — coalitions have been formed with other student organizations. Thus, the response to the most recent statement will reflect a collective voice, not just that of NASAND. Outlaw noted the recent display of African culture in the Main Building rotunda. Chair Smith stated that the display was provided by the Snite Museum for Black History Month; it will rotate during specific months of celebration. Outlaw stated the importance of collaborating with various offices in planning such displays, as well as events and programs. Although the display of African art is quite notable, there is no apparent correlation with African American culture and experience. Father Warner responded that the display was done rather quickly, and in the future, there would be consultation with other offices.

**Recruitment and Retention** — Jan Poorman, subcommittee chair, distributed a draft copy of the subcommittee report — A Proposal for Action Toward Greater Equity and Diversity at the University of Notre Dame — to the committee for review and discussion. Poorman noted that the goal of the report was to focus on the need for faculty hiring. Having met several times during both fall and spring semesters, the subcommittee wished to present this report to the committee as a whole and then to Provost Elect Hatch. Poorman and subcommittee members Gonzalez and Shavers reviewed the report to the committee. The report included the rationale for the proposal as well as specific recommendations and an initial strategy for implementation. The committee received various questions and suggestions from committee members. Martin Murphy suggested that the committee should in-

corporate a broader statement defining cultural diversity to extend beyond race and/or skin color. Pugh stated that although Asian Pacific Americans may be adequately represented overall, we should attempt to determine if any departments are underrepresented. Outlaw added that this should be done in all areas so that there is not a disproportionate "lumping" of groups into one department. Furthermore, the committee, in defining Hispanic, should ensure that individuals be considered by criteria beyond that of surnames to guarantee true cultural representation.

Noting the subcommittee's suggestion to appoint an Assistant Provost for Equity and Diversity or the delegation of diversity responsibilities to an existing assistant or associate provost, Outlaw asked if the recruitment and retention subcommittee had spoken to other institutions that have a similar position established. Poorman responded that she had spoken with other institutions and that the position has largely been established "after the fact" to respond to civil rights suits. The subcommittee hopes that such an individual at Notre Dame would function pro-actively to assist the highest academic officer of the University in promoting equity and diversity. Chair Smith added that at other institutions, the position is generally not high enough within the hierarchy to be effective or everyone advocates their responsibilities to that individual. On the other hand, we have been trying to accomplish our goals without such a position and have been unsuccessful. Father Warner suggested that the subcommittee meet with a few deans and department chairs to obtain their ideas and suggestions. He suggested a staged implementation of the recruitment goal to coincide with the University's time line which extends through 2010 for the placement of the 150 new appointments. Chair Smith asked for a general agreement that the committee pass a recommendation that the executive committee review the draft proposal in the near future. A motion was made by Father Warner to accept the proposal as a draft with the suggested changes. Outlaw seconded the motion.

The meeting was adjourned at 1:45 p.m.

Respectfully submitted,

Frances L. Shavers  
Recording Secretary  
University Committee on Cultural Diversity

# THE GRADUATE SCHOOL OFFICE OF RESEARCH

## Current Publications and Other Scholarly Works

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

### COLLEGE OF ARTS AND LETTERS

#### Anthropology

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- K. E. Moore. 1996. Manners and morals. Review of *The de-moralization of society: From Victorian virtues to modern values*, by G. Himmelfarb. *University Bookman* 36 (1): 12-17.

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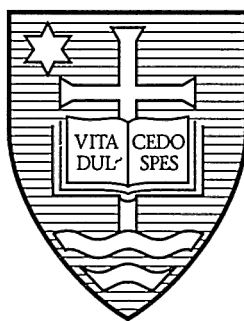
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# NOTRE DAME REPORT

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