



Saint Mary's College
NOTRE DAME ° INDIANA

August 7, 1985

Linda A. McGovern
United States Department of Education
Office for Civil Rights - Region V
300 South Wacker Drive - 8th Floor
Chicago, Illinois 60606

Dear Ms. McGovern:

This letter is in response to your request of July 18, 1985, for information regarding the request of Saint Mary's College for religious exemption.

Saint Mary's College is owned and operated by the Sisters of the Holy Cross, an Order of the Roman Catholic Church. The degree to which the Sisters of the Holy Cross "control" the College can be best understood by looking at four areas:

1. composition of the Board of Regents;
2. the degree to which the Sisters of the Holy Cross influence administrative decisions;
3. the number of Sisters on faculty, staff and administration;
4. the percent of financial support annually provided by the Sisters of the Holy Cross.

As stated in the Saint Mary's College Governance Manual (see Appendix A), the College is governed by a two-tiered board, i.e., the Board of Regents and the Administrative Members. The Board of Regents, chaired by a Sister of the Holy Cross if the President is a lay person, consists of one-third membership from the Sisters of the Holy Cross. The Administrative Members, which consists of seven Sisters of the Holy Cross, are the "top tier" of the Governance structure. Their authority and responsibility are outlined in Appendix A.

Within the faculty and administration of the College, special effort is made to identify, hire and place Sisters of the Holy Cross in influential positions within the College (e.g., Senior Officers, administrative and faculty department heads). In 1984-85, Sisters of the Holy Cross held a number of significant positions in the College, e.g., Dean of Students, Director of Libraries,

Office of the President

Notre Dame, Indiana 46556-5001/(219) 284-4603

Linda A. McGovern
August 7, 1985
Page Two

Director of Institutional Research, Assistant to Vice President for College Relations, Special Assistant to the President, and chairs of three academic departments. The annual financial contribution of the Sisters of the Holy Cross was \$920,470 for the 84-85 fiscal year. This figure represents one-half of the College Sisters' salaries returned annually to the College for scholarships, and the return of annual building and property rental. In 1984-85, the Sisters of the Holy Cross also contributed \$100,000 to inaugurate a Center for Spirituality on campus. Saint Mary's College depends heavily on the financial support of the Sisters of the Holy Cross for its operations.

The religious tenets of the Sisters of the Holy Cross are listed in the Philosophy of Education Statement and in the Statement of Philosophy and Purpose of Saint Mary's College (see Appendix B). Each Division of the College submits bi-annual reports to the President evaluating the ways in which these beliefs are being implemented in the education of the women of Saint Mary's. The President, in turn, presents and discusses these reports with the Board of Regents and the Administrative Members.

Saint Mary's College was chartered as an institution for women and it has continued to adhere to that restriction. It is the intention of the College to continue to discriminate in enrollment on the basis of sex, limiting its admission to women, as allowed in Section 86.15 (E). As a women's institution, we expect that a significant portion of faculty and administrators will be women; thus where two or more applicants are equally qualified, preference will be given to the female applicant.

As a Catholic institution there are some positions for which religion will be a job qualification, i.e., the President of the College, the Dean of Students, the Chairman of the Religious Studies Department, and the Director of Campus Ministry. As a Catholic institution, we also expect that a significant portion of faculty and administrators will be Catholic. Thus, where two or more applicants are equally qualified, preference is given to the Catholic applicant.

Since Saint Mary's College was founded and continues to present itself as a Catholic liberal arts college for women, sponsored by the Sisters of the Holy Cross, it is necessary to the future of Catholic higher education that a strong "Catholic women's presence" be maintained. It is for this reason that Saint Mary's College requests religious exemption.

If you have any questions regarding the enclosed information, please do not hesitate to call.

Sincerely,

William A. Hickey
Acting President

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enclosure