

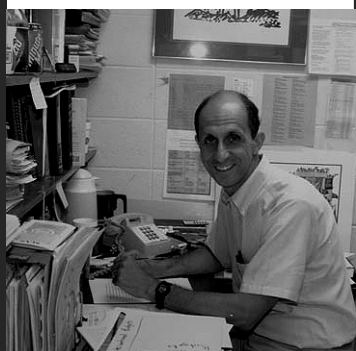
## IN THE WORKS



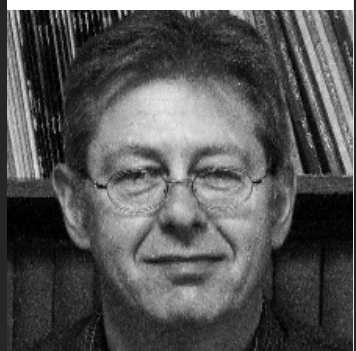
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## Job fair sees 2,000 students and glimpses of a better economy



Students and employer representatives fill the Joyce Center to capacity for the annual Winter Career and Internship Fair. In its earliest years, the fair fit neatly in the Monograph Room and drew about 300 students. **Photo by Matt Cashore**

By Gail Mancini

Glimmers of an improved economy surfaced Jan. 27 when the Career Center sponsored the 10th annual Winter Career and Internship Fair.

Lee Svete, Career Center director, said that visiting employers posted between 75 to 100 full-time jobs and more than 100 internships that they had not been anticipating as recently as late fall, when they first signed up to attend the fair. "Employment will lag behind the economy, but it's starting to catch up," he said.

More than 2,000 students attended the fair, most who already had participated in several Career Center workshops on resume writing, interviewing, researching job opportunities and networking. Anita Rees, Career Center associate director, coordinated the event.

The exchange between students and recruiters at the more than 115 employer booths in the Joyce Athletic and Convocation Center was

sandwiched by several other smaller but important venues of career development programming and employer outreach:

- This year premiered the first Diversity Reception, a pre-fair gathering that brought 128 students together with companies that have strong traditions of valuing diversity in the workplace. All students were invited, but the Career Center staff contacted student leaders in the diverse communities to encourage their participation. The staff provided business cards and engraved nametags for each

student who accepted an invitation to the reception.

- The night before the Career Fair, the center sponsored a series of employer presentations. Thirteen businesses with special appeal to students gave one-hour discussions about their organizations, including MTV, the National Football League, the Kennedy Center for the Performing Arts, the American Legislative Exchange Council, Organon Pharma and General Electric.

Svete said the staff tries to balance the presence of traditional career fair recruiters with businesses that have special appeal to young people. "We had the Fortune 500s, but we also had representatives from fashion, sports, nonprofits, government agencies, journalism and entertainment."

***"As successful as the fair was as an event, the end result is that we've encouraged students to participate in the process of career preparation. It's hours of resume writing, weeks upon weeks of company research. That experience for me is the success."*** Lee Svete, Career Center director

continued on page 2

## Nationally acclaimed biography is new approach for Marsden

Notre Dame historian George Marsden's biography on 18th century intellect Jonathan Edwards finished as one of the most lauded books of nonfiction in 2003. It began with a simple goal, says Marsden: "I wanted to show he had a life."

"Jonathan Edwards: A Life" is one of five finalists for the National Book Critics Circle (NBCC) award for biography. The winner will be announced in March at the organization's 30th annual awards ceremony.

A controversial Protestant theologian and author in his day, Edwards (1703-1758) has been credited with igniting the Enlightenment movement of the 18th century. Today, references describe Edwards in such terms as "the first superstar preacher."

"I have felt that Edwards was not well appreciated," said Marsden, who himself referred to Edwards in an essay as "the white whale of American Studies."

"The general public who know about him, usually know only about his sermon 'Sinners in the Hands of an Angry God,' which hardly gives a complete picture. Scholars who know of him think of him mostly as a talking-writing-head."

In researching the book, Marsden was able to rely on

Edwards' writings that had only recently been transcribed. "I could cover a range of material impossible for those who had to decipher his difficult hand," he said.

Were Edwards alive today, would he have fit in at Notre Dame?

"The fact that he called the pope the Antichrist might have caused problems for more conservative Catholics, and his conservative morals would have alienated almost everyone else," said Marsden.

"If we were to imagine that he was a 21st century Catholic, he would have been in the theology department, but on the very conservative wing. Today he is actually more

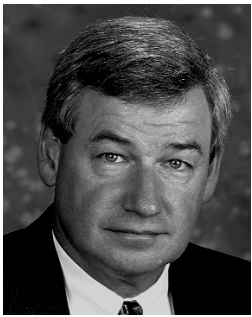


Marsden

popular among some of Notre Dame's philosophers, who appreciate his intellectual and theological rigor."

Marsden is the author of more than a dozen books, but he has never written a biography before. "I've always enjoyed reading biographies, so writing one was a remaining challenge. Also, some say one has to be older to be a good biographer who can appreciate a whole career."

He is at work on a shorter piece on Edwards, but has not picked his next big project.



Wishon

# Understanding the change that Renovare brings

Renovare is the program now underway to replace the administrative applications running on the University's legacy Hewlett Packard (HP) mainframes. The motivation for replacing these applications was driven by HP's decision to discontinue support for this technology. But the challenge dovetails with an ongoing University discussion about how to equip our administrative divisions with more responsive information software to support students, faculty, and staff. I am confident that Renovare will significantly boost the capacity and performance of the systems that power the academic enterprise. And it will do so in a way that is economically responsible, as the solutions to these operational challenges become the backbone of the replacement project.

Renovare is perceived as a technology challenge. But those of us who work on it day by day understand that it is as much a challenge on how to manage change. To achieve the goals discussed above, we must embrace the notion of change—we must be willing to lead and engage in change—not only through the efforts of Renovare team members, but in virtually all of our day-to-day operations.

Leading and engaging in change will move us through a

period of transition to more effective ways of operating our University and supporting our students.

- First, we will implement a quality conversion of our administrative technology.

- From this newly installed base platform, we will evaluate and redesign our business practices to take advantage of additional functionality, efficiency and flexibility offered by the system.

- Ultimately, we will put the system to work to provide increasingly more sophisticated data and analysis—enabling our critical management decisions and strategic initiatives—and furthering our work as a world-class university.

While this transition begins with Renovare, it requires sustained University commitment to ongoing change even beyond the program's completion.

Some changes we encounter along the way will be minor—a change in how something looks on a computer screen, for example. In other instances, change will be significant,

modifying an established business practice, and thereby changing how work gets done and potentially who does it.

Engaging in change is an integral part of Renovare. We will discover that there are certain efforts that can allay some of our concerns and confusion associated with change. However, our responses to the changes we encounter will many times be individual—perhaps impacting us at an emotional level and each in different ways.

As the stories on pages 4 and 5 show, many professionals have joined the Renovare team from other departments. They can attest that often the best way to handle change is to meet it head on, to jump in feet first. Experiencing the associated ups and downs is natural to the process—and a good sign that something is going on. The University leadership and the Renovare project team have jumped in and they are committed to providing the appropriate communications and structures to assist us all in understanding the transitions necessary to be successful.

Chief Information Officer, Associate Vice President and Associate Provost

## Career fair

continued from page 1

• Dozens of students stayed passed the fair closing time of 8 p.m. for a seminar on interviewing. They were to meet the following day with representatives from more than 40 companies who stayed over to do more intensive recruitment work.

A winter storm affected air and road travel throughout the day and threatened employer attendance at the fair. The Career Center staff rearranged employee flight schedules, cajoled United Limo into waiting for late-running visitors, and even making post-midnight pick-ups at the South Bend Regional Airport. In the end, the center

lost only about a dozen of the more than 125 employers who had planned to come. The last minute press culminated three months of planning and preparation by Rees and her team that included late-night resume-writing and pizza events built around students' nocturnal schedules, Svete said.

"As successful as the fair was as an event, the end result is that we've encouraged students to participate in the process of career preparation," Svete said. "It's hours of resume



Students present employer representatives with resumes that have undergone weeks of preparation. **Photo by Matt Cashore**

writing, weeks upon weeks of company research. That experience for me is the success.



Colleagues from the College of Engineering welcome home Jeffrey Talley, center, at the South Bend Regional Airport in July. Talley, an assistant engineering professor and Army Reservist, was deployed to the Middle East in preparation for Operation Iraqi Freedom. **Photo by Matt Cashore**

# Talley assisting Joint Chiefs

By Bill Gilroy

Fresh from extended service in Operation Iraqi Freedom, Jeffrey W. Talley has moved to a new role in the war on terrorism.

Talley, an assistant professor of bioengineering and environmental engineering, has been appointed a strategic planner for the Joint Chiefs of Staff's War on Terrorism Directorate.

A lieutenant colonel in the U.S. Army Reserve, Talley is one of only a handful of reserve officers who have been appointed to the Joint Staff. He will prepare Joint Staff Action Packages—white papers suggesting terrorism policies—for the Chairman of the Joint Chiefs, the Secretary of Defense and the President.

Prior to Operation Iraqi Freedom, Talley spent six months in Iraq, where he earned the coveted Bronze Star. He commanded 4,000 engineers and soldiers who prepared for the arrival of troops by building roads, airfields, base camp buildings, bridges, enemy prisoner-of-war camps and water and wastewater treatment plants. They also conducted environmental baseline surveys of areas impacted by the war.

In summer 2003, he attended Army War College. His nomination and confirmation to the Joint Staff followed.

Talley reported to the Pentagon late last fall expecting to serve as an engineering logistics director in the Joint Chiefs' Military and Policy Plans Directorate. Upon his arrival, however, he was informed that he was to report to Brig. Gen. Vincent Brooks, deputy director of the U.S. Central Command. Brooks became one of the recognizable

faces of the war as he provided daily televised press briefings.

When Brooks requested that he join the Terrorism Directorate, Talley suggested that he wasn't qualified for the assignment. "Gen. Brooks told me that he felt I was a citizen soldier who could bring a fresh set of eyes to the problems of the war on terrorism," said Talley. "He felt that, as a professor, I was trained to communicate well. And, as an engineer, I was used to solving problems, a skill that is highly valued in the directorate."

Talley remains a full-time member of the College of Engineering faculty; his work for the Joint Chiefs is conducted during semester breaks and summer reserve service. During those periods, he will report to the Pentagon to assist in the preparation of policy papers. He maintains ongoing familiarity about his work through daily briefing information from the Pentagon.

Talley joined the Notre Dame faculty in 2001 after earning a doctorate in civil and environmental engineering from Carnegie Mellon University. He holds three master's degrees—in religious studies from Assumption College, in history and philosophy from Washington University in St. Louis (he is a third-order benedictine with St. Anselm's Abbey) and in environmental engineering and science from John Hopkins University.

Talley's research examines chemical and microbiological processes that can treat contaminated groundwater, soils and sediments. Those processes can also be used to detect microbiological and chemical weapons. "I am trying to apply my hazardous substances research to weapons of mass destruction," he said.

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# The Write Stuff: 2,000 students a year take their prose for a second opinion

By Julie Flory

If you were to happen by the bustling second-floor space in the Coleman-Morse building, you might mistake the activity inside for a social gathering, a meeting of the debate club or even, at times, a scientific laboratory.

But the discoveries students make here are different from those made in chemistry or biology—these “aha” moments are based on the ordinary, but often trying, act of putting pen to paper. This is the University Writing Center, self-proclaimed home of the “Writing Irish.”

“I think this is one of the most exciting places in the University,” said John Duffy, assistant professor of English and the center’s director. “It’s really fun to wander from table to table and hear people arguing and talking about a wide variety of subjects. For many students, it’s kind of a discovery, something they haven’t done before.”

The center was established in 1999 in recognition of the need to support students beyond their freshman composition courses, said Stuart Greene, director of the University Writing Program and first director of the Writing Center. “Learning to write is a lifelong process,” he said.

The center is dedicated to assisting students of all ability levels become better writers. While some do come seeking help with the basics, Duffy is quick to point out this is not a place to go to “get your grammar fixed.” The vast majority of the center’s visitors are undergraduates who are competent writers but who want to improve their writing by engaging in constructive dialogue.

These conversations are guided by peer tutors, who have been carefully selected and meticulously trained and mentored and who can guide conversation on content from the first letter on the page through the final draft. Tutors come from every class and discipline, according to Connie Mick, assistant director at the center.

“Because we get writers from all different disciplines, it makes sense that the tutors would also come from a variety of academic areas,” she said. “We’re not genre specialists, we’re writing specialists.”

Senior English major Aidan Brett has been a frequent visitor to the center, often benefiting from having a “fresh pair of eyes” look at his work.

“Sometimes, when you work on a piece of writing for some time you become immersed in it and it becomes difficult to bring a critical eye to reading it,” he said.

Showing your writing to anyone can be scary, he adds. The Writing Center’s use of student tutors “neutralizes the intimidation factor,” he said.

In the lively discussions that tutors encourage, the give-and-take is apparent in more ways than one.

“Tutors discover that they end up helping themselves as much as they help the student who comes in,” Mick said. “Tutors say that they become better writers by analyzing students’ texts and offering strategies for improvement. When they sit down to do their own writing, tutors find themselves taking their own advice.”

What amazes Greene about the center is its success. “We’ve only been around for a few years and already 2,000 students a year make their way here, including graduate students. Our tutors’ schedules are always filled, and a lot of departments are taking advantage of our workshops,” he said.

The center provides tutoring and business writing workshops for Notre Dame staff members and assists faculty by visiting classes and encouraging professors to incorporate trips to the Writing Center as part of the classroom experience.

What the Writing Center provides goes beyond the written word, according to Duffy.

“I would also argue, borrowing from ideals of classical rhetoric, that learning to write well is an important dimension of becoming a citizen,” he said. “Constructing a good argument is an ethical act, in which writers need to make clear claims, weigh evidence honestly, and present it in ways that make sense to their audience—the members of their community. So while being a good writer is valuable to the individual, it is also important to the health of discourse in a democratic society.”



Writing Center tutor Jenn Randazzo, left, a senior, reviews a paper by law student Vineeta Gupta. Photo by Julie Flory

Patrick Murphy, professor of marketing and C.R. Smith II Co-director of Notre Dame’s Institute for Ethical Business Worldwide, is among a dozen leading scholars nationwide appointed to the core faculty of the newly established Institute for Corporate Ethics.

The institute will conduct research, create a cutting-edge business ethics curriculum, lead executive seminars on business ethics, and develop best practices in the area of corporate and business ethics. It will be housed at the University of Virginia.

Murphy recently was appointed to a three-year fellowship with the Ethics Resource Center in Washington, D.C. He specializes in studying how ethics influence marketing decision-making.

The institute was established by the Business Roundtable, a nationwide association of chief executive officers of leading corporations.

John Blacklow, assistant professor of piano, is traversing the globe as a designated “Rising Star” for Carnegie Hall and E.C.H.O. (European Concert Hall Organization). Blacklow will be presented throughout the year in Carnegie Hall’s “Distinctive Debuts” Series, and in prominent European concert series at venues such as the Concertgebouw in Amsterdam, the Konzerthaus in Vienna, Cite de la Musique in Paris, Symphony Hall in Birmingham, Palais des Beaux Arts in Brussels, and the Mozarteum in Salzburg.

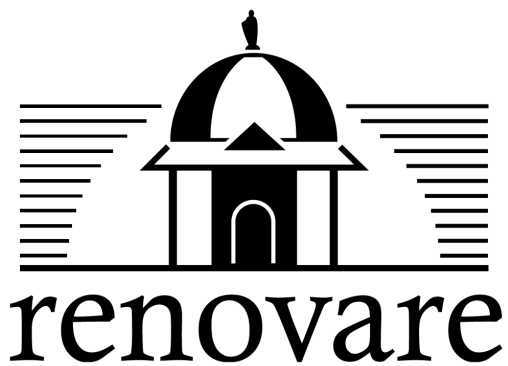
## Guthrie to present “Othello”

Notre Dame’s Summer Shakespeare program and the Guthrie Theatre’s Shakespeare in American Communities program will bring “Othello” to Saint Mary’s O’Laughlin Auditorium Feb. 26 to Feb. 29.

Joe Dowling, artistic director of the Minneapolis-based company, will direct this story of passion, manipulation and betrayal. This is the third consecutive year that the Guthrie organization has partnered with Summer Shakespeare to bring a performance to the area.

Tickets for Notre Dame faculty and staff are \$20.50 for evening performances: 7 p.m. Feb. 26 and 27 (Thursday and Friday) and 8 p.m. Feb. 28 (Saturday) and \$12 for Saturday and Sunday matinees at 2 p.m. Ticket information is available from the auditorium box office at 284-4626.

# Twenty newcomers The ship call



By James Cope and Gail Mancini

More than 20 employees from across the University have left their home departments to take on full-time positions on the Renovare project.

Their insights should lead to the best possible solutions for their departments. But many of these transplants are new to the world of information technology planning.

## Craig Brummell— Keeping it ship-shape

At the helm of this crew is Craig Brummell, a Notre Dame graduate who has spent most of his career undertaking corporate-level systems implementation and re-engineering projects. Beyond his expertise in technology, Brummell is a devoted student of the art of managing change.

Upon arrival, Brummell faced a mandate: Create a talent pool from people already on campus. The University could not hire a new staff for a project that was to last only five years. Those Brummell recruited would have to understand the operational nuances of their home divisions, and be able to learn systems implementation skills like planning, testing and execution.

Teaching new tasks and forming new teams takes someone with evangelical zeal and a soft heart—someone who's part mother hen, part Sigmund Freud.

"They're well respected professionals from across the University who are at the top of their game and have been blasted out of their comfort zones," says Brummell, who has mixed compassion with practical decisions such as sprucing up the employee lounge. "Change frequently brings with it a sense of loss accompanied by the excitement and adventure of a new challenge."

As the following vignettes show, technology neophytes can become technologically savvy business process change experts.

## Katherine Rosswurm— Bringing data to the desktop

In her position as director of stewardship programs in Development, Katherine Rosswurm might have produced endowment publications or organized events that acknowledged benefactor generosity.

Rosswurm describes her technological aptitude as "challenged"; the lingo known as computerese sounded to her like "a foreign language."

"I completely took my computer for granted," she said.

Nevertheless, she became the point person for revolutionizing Development systems and introducing new policies, processes and procedures. The change will transform awkward and time-consuming processes into practices she can conduct on her desktop by drawing on a central store of data.

"We have not had the tools to be able to manipulate data ourselves," she explained. "We have been completely dependent on others to pull the needed data out of the system."

"This will all change with the new system. This new system allows centralized data storage. It will increase efficiency and improve communication. It will improve campaign planning and ultimately assist in bringing in more dollars to the University."

The system is scheduled to be in place by July 1. And that's about when Rosswurm plans to return to her office on the 10th floor of Grace Hall, surrounded by development colleagues and friends.



Although strangers not that long ago, Renovare team members, clockwise from left, Katherine Rosswurm, Craig Brummell, Scott Kirner, Sue Brandt and Tracy Biggs form a tight unit.

Photos by Bryce Richter

## Sue Brandt—Assuring Financial Aid's competitive edge

It's commonly understood that Notre Dame competes with the nation's top universities for the best and brightest high school graduates. A financial aid division can clinch a deal by providing recruits with quick information about the aid they'll receive.

Under their outgoing information system, the Financial Aid staff could not produce that information quickly—at least not as quickly as some of the other top schools, said Sue Brandt, associate director of financial aid. And the professionals in that office have worried that Notre Dame therefore operates at a disadvantage.

Being able to shepherd technology systems with a fresh, leading edge has made the

Renovare assignment worthwhile for Brandt, who describes herself as "basically a 'user' of computers. I would definitely not consider myself a systems person."

Brandt joined the Renovare team in August 2003, leaving behind an office in the Main Building. Her office view went from the picturesque Main Quad to Juniper Road.

Although housed in a room that has more than a dozen workstations, Brandt is enjoying proximity to other professionals whose jobs have been to manage student services such as admissions, registration and student affairs.

One of the unexpected gains of changing technologies is that lots of other universities use Financial Aid's new system. Even though these



Rosswurm and Brummell

# rs and a captain: ed Renovare

schools may compete with one another for students, they're willing "to share best practices and stories about what to do and what not to do," she said.

## Tracy Biggs—Awaiting more timely reporting and a Starbucks

Tracy Biggs describes herself as "in the middle" of the spectrum between a technology specialist and someone who only knows how to use a computer.

She knew the ins and outs of the accounting software package used by her division—the Controller's office—and the system worked fairly well, even if some procedures were still manual.

On the Renovare team, Biggs is redesigning how the University will manage and prepare financial reports. The gain will be great: "We'll have greater efficiency, enhanced reporting, more integration with other campus systems and overall improved customer service to all of our end users—from students to alumni.

"We hope that our team will provide better and timelier reporting for both significant annual decisions and day-to-day operations," she said.

The new financial system is expected to be up and running by July 1. Biggs could be back in her office on the 8th floor of Grace Hall by summer, or sipping a Starbucks in Grace's Café de Grasta, a favorite stopping point.

Although that's an attractive proposition for her, she acknowledges, "I have grown from the many new relationships and I definitely have a greater understanding and appreciation for the University as a whole — professionally, the training, additional knowledge and more in-depth understanding of this new financial system have already provided a significant benefit to me."

## Scott Kirner—"Change is inevitable, struggle is optional"

Scott Kirner was a "techie" in his former posting, and he remains a techie today as the head of the OIT

team that is coordinating change to the systems serving admissions, financial aid, the Registrar's office and student accounts.

In his past life as an OIT technical advisor, Kirner might have been called upon to custom build or at least customize a software package to suit a division's demands. That job gave Kirner a front-row seat on why the University might want to phase out the old and adapt to the new.

"You don't have to look any further than the Irishlink system for an example of why we needed change," Kirner said. "Students use this system to register for classes and view grades among other things. We had serious system capability and capacity issues with Irishlink. At least four times during registration over the past few years the system crashed or became unavailable.

"We really needed something better."

One of Kirner's new challenges has been to "freeze" outgoing applications like IrishLink, so that he and his OIT team members could concentrate on the new applications, called the Banner system.

Another challenge relates to his work with colleagues new to the IT process, like Brandt, Rosswurm and Biggs. Adapting a new system inherently involves trial and error. Hours are spent on creating an approach, only to find it's a dead end. "Long hours that sometimes seem in vain when you have to go back to where you started after going down the wrong path."

Kirner will be on hand when Renovare solutions are delivered to departments, whose members themselves will have to adjust.

"In the end, I strongly believe Renovare will make Notre Dame a better place to work. I believe I will gain—indeed, I have already gained—a significant amount of technical and business knowledge to help me to be a stronger 'agent of success' for the Notre Dame community."

## RENOVARE IN BRIEF

### What is Renovare?

Renovare is the name of a multiyear project to replace Notre Dame's administrative computing systems. Although identified as an OIT initiative, Renovare leadership and management teams are comprised of our chief administrators and managers from a myriad of divisions.

### Why are we replacing our systems?

About three years ago, our primary system vendor, Hewlett-Packard (HP) announced that it was phasing out support of our HP administrative systems, making those systems obsolete.

### Describe the magnitude of the project.

It would be as if the City of South Bend were told it needed to completely replace the infrastructure of pipes that bring water to homes, schools and offices. But when someone turns on a faucet, they expect water. When Notre Dame administrators turn on their computers, what they expect differs depending on whether they work with budgets, student grades, fund raising, or student housing, to name a few. The challenge is to create common solutions while making sure that the needs of individual divisions are fulfilled.

### Who is affected?

Everyone; or at least everyone who applies for admission, requests a classroom, submits grades, pays bills, buys office supplies, registers for classes or dorm rooms or oversees University budgets.

This is a very expensive and labor-intensive process—in the range of \$40 million over five years. Some important projects will be delayed to make this happen, and those delays also affect faculty and staff.

### Is there an upside to Renovare?

It's allowing upgrades and cutting-edge programming that divisions have been requesting for years. Manual processes will be automated; data availability and data sharing enhanced.

Not that there isn't compromise. Some of the outgoing programs were so customized they didn't "talk" well to other University systems or even to upgraded versions of themselves. To make sure this doesn't happen again, the leadership committee's guiding principle has been to keep solutions simple—"vanilla." This philosophy can present a challenge for administrators accustomed to streamlined solutions.

### How will we know when Renovare is finished?

Most of the big changes have been scheduled in a carefully orchestrated timeline that introduces new systems every few months beginning this year. The final change is scheduled in 2006.

### Why the name Renovare?

The project needed a simple name that would be memorable and enduring and one that would imply that this change, although seemingly a crisis, is also an opportunity. Renovare is Latin for "renewal." More about the project is online at <http://renovare.nd.edu>.



Biggs



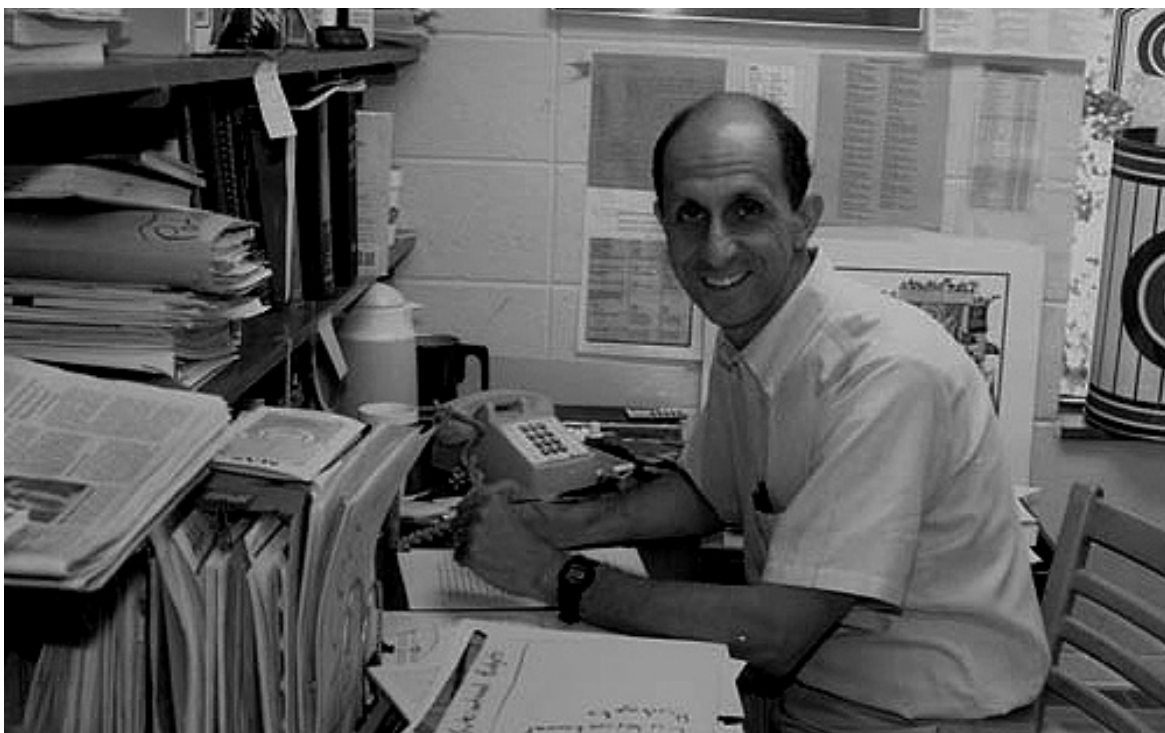
Kirner



Brandt

Photos by Bryce Richter

## Program makes tax time less taxing



Ken Milani, professor of accountancy, prepares for another tax season in his Mendoza College of Business office. *File photo*

By Jan Spalding

When Ken Milani's phone starts ringing in early January, he knows it's not his students calling. Milani says he enjoys keeping a foot in the door of the South Bend community, and his longtime involvement as director of the tax assistance program (TAP) helps him keep both feet firmly planted there.

"We start getting calls as soon as the W2s come out, people are making sure we're still doing the Tax Assistance Program," says the professor of accountancy.

Milani has spent 33 years overseeing the Vivian Harrington Gray Notre Dame-Saint Mary's College Tax Assistance Program, which operates clinics here on campus and throughout the area to help low-income people prepare their federal and state taxes. By the time tax season rolls around, he's already far ahead of his callers, with volunteer CPAs lined up and his class of 80 to 90 students already well into their training.

Many low-income people in the community have come to count on this service, offered free by Notre Dame and Saint Mary's junior, senior, and graduate accounting students. Over 3,100 returns were prepared last year.

"You could call them some of the best-trained volunteers in America," Milani says. "It's a terrific opportunity for them—the first chance for them to do something real."

Students begin their semester with a three-week training class that delves into the types of situations they are most likely to encounter with eligible individuals whose income is

\$35,000 or less. "We take the training very seriously," Milani insists.

The 2004 program opens Saturday, Feb. 7, with 10 locations throughout the city. "This is what distinguishes us. We go to them. Our focus is to go into the neighborhoods to locations convenient to where people live, so they feel they know where they are going," Milani says.

Milani has found that students work best in pairs, not only for quality control, "but for their own comfort and confidence." Four locations have CPAs on hand, drawn from campus faculty and local accounting firms, many of whom participated in the program as students.

Now in its fourth decade, TAP is a community institution. *South Bend Tribune* stories, posters at local libraries, TV and radio Public Service Announcements serve to get the word out each year. The effort is funded by an endowment from 1964 graduate Tim Gray, and supported by supplies from the

IRS and the Indiana Department of Revenue.

No doubt community members who take advantage of the service are grateful. But appreciation also comes from the students in no small quantity, as noted in their comments and letters and embodied by the fact that 40 alumni groups have established TAP operations in their communities.

You might suppose that Milani's annual foray into the real world meets his fix and fills his time, but no. Just for fun, Milani teams up with Saint Mary's accounting colleague Claude Renshaw to write the Tax Talk column for the *South Bend Tribune*, addressing e-mailed questions from readers asking for tax advice or planning strategies.

Though he can speak volumes, Milani has some quick tax tips for '03: When itemizing, don't overlook the personal property portion of Indiana license plates on federal tax returns, and don't forget renters or property deductions on Indiana state tax forms.

### 2004 Vivian Harrington Gray Notre Dame-Saint Mary's College Tax Assistance Program

**Eligibility: Free income tax preparation service (Federal and Indiana forms) to individuals whose income is \$35,000 or less**

**Service begins Saturday, Feb. 7 at 10 locations**

**On-campus service will be Wednesdays in the Center for Social Concerns Seminar Room; 2:30 to 5 p.m.**

**Other dates and sites are:**

**Northeast Neighborhood Center, 5:30 to 8 p.m. Mondays**

**Western branch, St. Joseph County Public Library, 5:30 to 8 p.m. Mondays**

**River Park branch, St. Joseph County Public Library, 2:30 to 5 p.m. Tuesdays**

**Centre Twp. branch, St. Joseph County Public Library, 5:30 to 8 p.m. Tuesdays**

**Saint Mary's College, 303 Haggard Hall, 3 to 5 p.m. Wednesdays**

**Notre Dame Downtown, 5:30 to 8 p.m. Wednesdays**

**LaSalle branch, St. Joseph County Public Library, 5:30 to 8 p.m. Thursdays**

**Main branch, St. Joseph County Public Library, 9:30 a.m. to 1 p.m. Saturdays (not Feb. 7, March 27 or April 10)**

**Mishawaka-Penn Public Library, 9:30 a.m. to 12:30 p.m. Saturdays**

**Eligible taxpayers should bring copies of their federal and state tax returns from 2002 year and all other relevant documents. Also bring information concerning possible itemized deductions – such as real estate taxes, personal property taxes, medical bills and charitable contributions.**

**For more information, call 631-7863 or visit [www.nd.edu/~taptax](http://www.nd.edu/~taptax).**

## WHAT THEY WERE DOING



Baseball coach Paul Mainieri welcomes best-selling author John Grisham to the annual Baseball Opening Night Dinner in the Joyce Center. About 1,300 fans attended the dinner Feb. 5. *Photo by Mike Bennett*

## Poet's advice for Valentine's: Your own words are the best words



Hart

With Valentine's Day upon us, who better than Kevin Hart, Notre Dame professor of English, to turn to for advice on putting some genuine romanticism into the day?

Hart has published seven books of poetry. In his most recent book, "Flame Tree" (Bloodaxe Books), a sequenced poem called "Nineteen Songs" is a primer on parlaying ordinary observations into heartfelt emotion. He, his wife, Rita, and their two daughters came to Notre Dame from Australia in fall 2002.

**Q.** You've written love poems yourself. What reactions do they get?

**A.** One of the best known of them, "Come Back," has been on the Web for some years now. I don't think my sequence "Nineteen Songs" is on the Web—but my publisher would be furious! — but I get e-mail about it each and every

week. Almost all of the mail is from women. I get a lot from girls who complain that their boyfriends don't write them poems like those, and once I got an e-mail from a woman in her 80s who was delighted with them. I've had some e-mails from men who have confessed that they've "borrowed" a poem from the sequence.

**Q.** How would the world be different without love poems?

**A.** Without love there wouldn't be a world, and without love poems we wouldn't be able to talk about love. René Char wrote, "The poem is the realized love of desire that has remained desire." Each strong poem is a distillation of desire; but at the

same time it keeps within it an ache and a longing. A memorable love poem is not only an exploration of a particular desire, it also offers itself as a guide or a warning or a diagnosis of the love that you too will experience, if you are fortunate.

**Q.** Among the options for gifts on Valentine's Day, the love poem seems underrepresented. Would you agree?

**A.** We live in a culture that continually whispers to us, "Why live when you can let professionals live for you?" I say that life is for amateurs.

**Q.** We don't want to discourage anyone from buying a nice card, but would you make a case for writing your own thoughts as opposed to letting Hallmark do it?

**A.** Why go to very bad verse? It's better to look for a poem that touches you and that will touch the one you love. Then write out that poem or a line or two from it. Think of Pablo Neruda, "I want to do with you/What Spring does with the cherry tree."

**Q.** So once someone is convinced to express their own thoughts in writing, what guidelines make it a poem?

**A.** The words will be a poem if any rearrangement of them diminishes it.

**Q.** Valentine's Day is almost here, so aspiring poets will have to move quickly. Are there surefire rules to follow, or classically wrong moves to avoid?

**A.** Make sure the emotion is genuine. Don't strive for effect. Don't be afraid of humor.

## FYI

### Non-degree programs gearing up for Exec Ed...

The Executive Education program of the Mendoza College of Business offers two non-degree development programs, and discounts its tuition for Notre Dame faculty and staff. The Certificate in Executive Management program is for managers, department heads, and directors who want a foundation or refresher course in core business management. It meets Monday evenings for 10 weeks in the spring and 10 weeks in the fall. The program starts March 8.

The Supervisory Development Program is a two-day program for supervisors, managers and team leaders who want to learn practical skills for dealing with day-to-day management challenges. It will be offered March 17 and 18.

Information is available at <http://www.nd.edu/~execprog/> or by contacting Chris Cushman in Executive Education at 631-5285 or [cushman.1@nd.edu](mailto:cushman.1@nd.edu).

### ND research supports marriage, families...

The Bush Administration's recent proposal to promote marriage among low-income families is not the federal government's first foray in that area. Using federal grants, Notre Dame researchers including **E. Mark Cummings**, professor of psychology and co-author of "Children and Marital Conflict," have broken ground in determining how marital conflict negatively influences a child's development.

"We have been developing a program at Notre Dame for several years that aims to support marriage by educating parents about how to handle conflicts better for the sake of the children," Cummings says. "Difficulties in handling marital conflict are a primary reason why marriages fail, and are linked with mental health problems in children and parents."

Cummings and his colleagues are in the final stages of developing a community program to help parents better handle marital differences for the sake of their children. Recruitment for participating families may begin as early as this summer.

In contributing to knowledge about everyday conflicts and their implications for children, Cummings and his staff have found a hopeful message. "We know a lot more about the distinction between constructive and destructive conflict from the children's perspective, and have shown that constructive conflict may even have beneficial implications for children's functioning."

### Our fondest memories now on display...

The cost of a pair of Notre Dame football game tickets today would almost have covered one year's tuition under the Dome in 1844. The \$100 fee (not including \$65 for room and board) is what the five members of the student body paid when classes began that fall 160 years ago. These and other details are chronicled in "Notre Dame: A Place in History," an exhibition in the Ernestine M. Raclin Gallery of Notre Dame History at the Northern Indiana Center for History at 808 W. Washington St. in South Bend.

The exhibit was researched and designed by staff from the University's archives and the Center for History. The Center for History is open Tuesdays through Saturdays from 10 a.m. to 5 p.m. and Sundays noon to 5 p.m.

### New opportunities from HR...

The Professional Development and Learning specialists in the Office of Human Resources (HR) are introducing two new certificate programs in their spring catalogue: one on Leadership Skills and one on Business Professional Skills. Courses in the leadership certificate program will examine such issues as strategic planning, creative thinking, managing change and the role of negativity in the workforce. The first course, "Developing Yourself as a Leader," is March 2. Register soon at <http://iLearn.nd.edu>.

The Business Skills Certificate Program begins later in the spring. Complete information about certificate programs is available online on the Human Resources Web site at <http://www.nd.edu/~hr/>. Programs range from multi-course certificate programs to health and wellbeing initiatives such as a Blood Drive Feb. 19 and 20 and a workshop

for parents on child guidance and discipline on Feb. 21. HR's Professional Development and Learning staff also sponsors the Popular Supervisor's Roundtable series, which meets Feb. 18 for a presentation about the University's master architectural plan and details about neighborhood revitalization projects in nearby neighborhoods. University Architect **Doug Marsh** and Director of Community Relations **Jackie Rucker** will present. Register at <http://iLearn.nd.edu>.

### It's always a good year to think about monkeys...

As the Chinese celebrate the Year of the Monkey, it's worth noting that Western culture, too, has its attachment to simians. The primate's presence in our cultural history goes well beyond the beloved Curious George (actually a chimpanzee, not a monkey), according to anthropologist **Agustin Fuentes**.

For example, the bones of monkeys were found among human bones at Pompeii, which was destroyed by a volcanic eruption almost 2,000 years ago. The same species found in Pompeii has lived on the Rock of Gibraltar for hundreds of years and is now occasionally used as a guard animal in Paris, France.

Monkeys have served a vast number of cultural purposes. In Medieval times and during the Renaissance, monkeys appeared in art and literature as human's darker and naughtier side, Fuentes says.

The primate's image has softened in recent decades, thanks to influences such as Hollywood, whose King Kong helped us see a kinder side of primates. "They're still portrayed as almost human, but they may be seen as closer to our 'good' side," Fuentes notes. Primates remain top

draws at zoos, and Fuentes certainly understands the attraction. "We can learn a lot about ourselves from watching the other primates," he says. It's also easy to understand Fuentes' attraction to his field research: Bali and Gibraltar are among the locations he studies.

### Ethics Week starts Feb. 16...

One wonders how he narrowed the field! Accounting Professor **Ken Milani** had a wealth of ethical meltdowns to choose from as he invited local members from the fields of accounting, law and banking to present during the annual Ethics Week. Four discussions will take place from 12:30 to 1:30 p.m. Monday through Thursday (Feb. 16-19) in the Giovanini Commons of the Mendoza College of Business.

Day One leads with a panel discussion on Enron. Discussions on the ethical dimensions of corporate government Tuesday and ethics from a multinational perspective Wednesday will be followed by an examination Thursday of the trouble experienced by South Bend's Sobieski Bank.

### Admissions video receives additional honors...

Adding to its list of accolades, "Nowhere Else but Notre Dame," a student recruitment video produced for the University of Notre Dame by South Bend-based NewGroup Media, has been recognized in the 2003 Aurora Awards with the Platinum Best of Show Award, the competition's highest honor.

Honored in the external communications/public relations category, the video was produced in cooperation with Undergraduate Admissions. The production also received a 2003 Telly Finalist Award, which recognizes outstanding non-network and cable television commercials, films and videos.

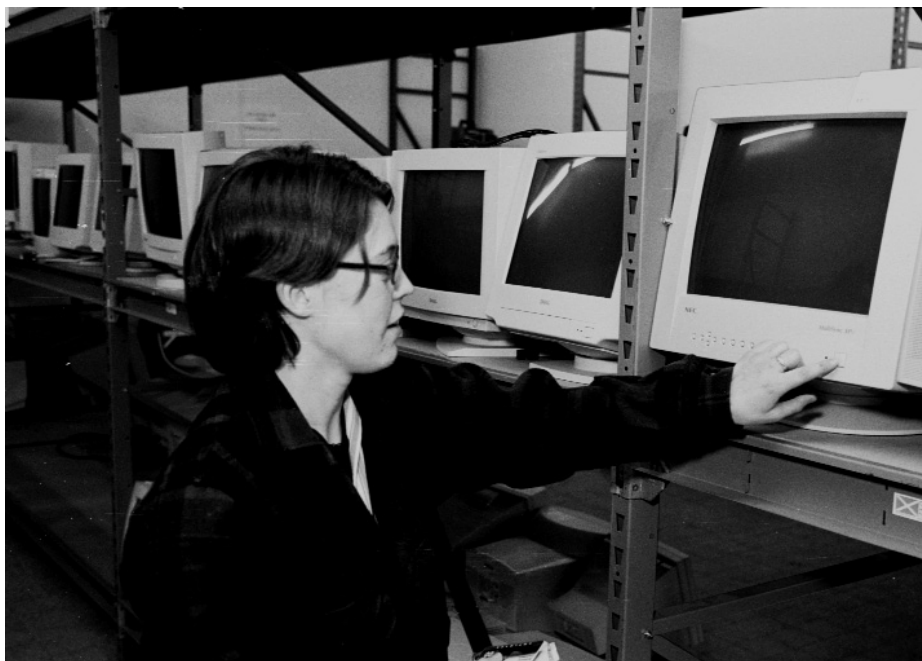
An international competition designed to recognize excellence in the film and video industries, the Aurora Awards focus on non-national commercials, regional or special interest entertainment and corporate-sponsored film and video.

## FROM THE ARCHIVES



The late entertainer Bob Hope accepts The Patriot Award on President's Day, 1962 from then President Rev. Theodore M. Hesburgh, C.S.C. and senior class president Earl Linehan. *Photo provided by Charles Lamb, University Archives*

## ND *Surplus* circulates recycled equipment and goodwill



Rows of monitors stand at attention as Bethany Cockburn reviews their features. Cockburn is a project assistant in the Laboratory for Social Research.

It's Christmas every week at *NDSurplus*, an initiative of Procurement Services that gives new life to discontinued Notre Dame property. Departments across campus are picking up desks, computers, chairs, book cases and numerous other items—at no cost.

*NDSurplus* also opens its doors to the community's non-profit agencies, whose administrators can find items for little or no cost, and to Notre Dame employees who want reasonably priced equipment for their personal use.

*NDSurplus* is located at 925 Eddy St., next to the Robinson Community Learning Center. But you don't have to brave the cold to find out what they have. A complete list of their inventory is on the Procurement Services Web site at <http://buy.nd.edu>. Central Receiving arranges delivery. Under many circumstances, they charge no fee for delivering items on campus. *Photos by Lou Sabo*



You can eyeball the chair of your dreams in the Eddy Street facility, or you can shop online at <http://buy.nd.edu>.



Jack Woolley, left, and Rick Anderson load purchases for an on-campus delivery. Deliveries are free under many circumstances.



Above: With assistance from *NDSurplus* assistant Kathy Hoffman, in background, Gladys Muhammad scouts computer equipment on behalf of the Charles Martin Youth Center.

Right: Dee Schlotfeldt reacquaints herself with an anachronism—an electric typewriter. Schlotfeldt is a recent retiree from the Department of Computer Science and Engineering.

