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President's plans focus on fulfilling University's promise

By Dennis Brown and Gail Hinchion Mancini

The University of Notre Dame has talked for decades about being a world-class Catholic university. Now, after 10 years of rapid growth in human and capital resources, the University is poised to prove that it can fulfill a destiny as a great research institution and maintain its traditional commitment to undergraduate teaching, says University President Rev. Edward A. Malloy, C.S.C.

"We are at a moment in our history where we can strive to be an outstanding professional and graduate institution with high-quality scholarship and research, and at the same time preserve our excellence in teaching at all levels," Father Malloy said in an interview on campus last week. "Now is the time for us to move beyond that seeming contradiction."

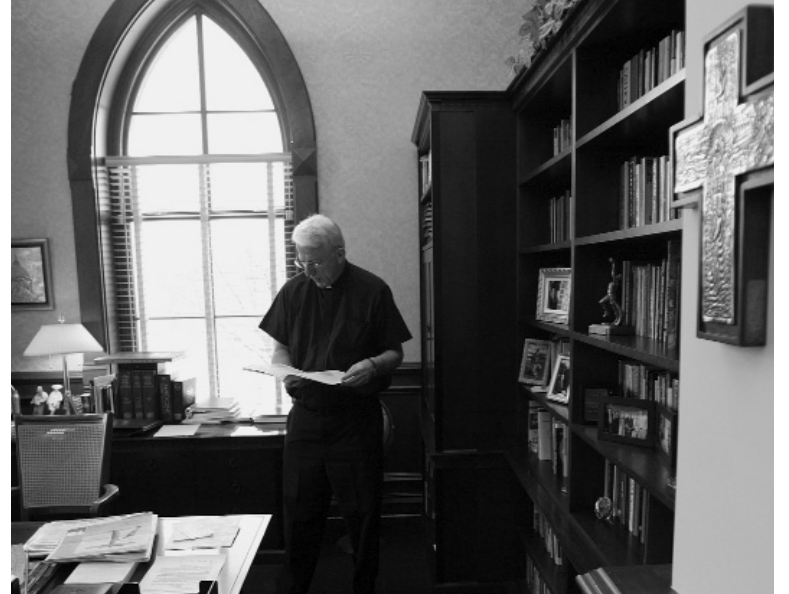
Father Malloy's observations followed his return from Bangladesh—his third international trip this academic year and 64th as president. Appointed in 1987, in July Father Malloy will be the nation's longest serving president of a Catholic university.

Father Malloy and the other officers are very much involved in preparing for the implementation of a strategic planning document called "Fulfilling the Promise" (<http://strategic.nd.edu>). The goal and timing of a correlative capital fundraising campaign have not been announced, but the campaign will be a fiscally ambitious endeavor designed to advance the University in the heavily competitive environment of top-flight universities.

"There are natural and understandable fears by some that to embrace this next step will be detrimental to our commitment to teaching and instruction," Father Malloy said. "What this (strategic planning) document does is make the case that this is not a zero-sum game, and that you don't have to give up something in order to get something. I believe, and the document tries to articulate this, that we can 'fulfill the promise.'"

By making the transition, Father Malloy believes the University will be a "center of Catholic intellectual life; the place policymakers, the media, academics and others turn to for solutions to complex problems. I think there is a need for a Notre Dame of that kind—for a Catholic institution of a specific sort—and now is the time for us to assume this role."

With the vision in place, University officers are now focusing on specifics related to faculty resources, academic and student life support structures and programs, and additional resources for financial aid. "All of



Rev. Edward A. Malloy, C.S.C., Notre Dame president since 1987, works in his office in the administration building. **Photo by Matt Cashore**

those are details that are needed to realize the broader plan," Father Malloy said. "It will be expensive."

As he spoke of plans to be formulated in the near future, Father Malloy also reflected on several developments in the recent past.

Just before the trustees met February 5 and 6, a NCAA committee completed an accreditation visit to campus. A final written report will be submitted in coming months, but the committee generously praised the "quality of our athletic administration and the way we are responding to the different criteria the NCAA uses to evaluate programs," Father Malloy said.

He added: "We're very optimistic about all of our programs, including football. Obviously when you have a down year, certain constituencies get upset and look for Machiavellian motives, or think there's a lack of priority for football. But we've invested heavily in (head coach) Tyrone Willingham and the program and are confident that we will get the job done."

Before the second semester began, Father Malloy traveled to Brazil, Argentina, Paraguay and Uruguay, a trip that affirmed Notre Dame's preeminent reputation in South America among U.S. universities.

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A new bounty of bandwidth

By Gail Hinchion Mancini

The Office of Information Technologies flipped a proverbial switch this week on a new high-speed optical connection that has increased the University's bandwidth fivefold for researchers on Internet2 and twofold for regular Internet users.

The new system—born of relationships with new participants in the local and regional fiber optic and Internet provider markets and with the City of South Bend—allows the University to vastly increase response time and productivity without markedly increasing the cost of these services, said Dewitt Latimer, deputy chief information officer and chief technology officer.

Among advantages, the improved service instantly allows a pool of Notre Dame researchers who rely on high-speed computing and network access to better compete for funding in the national arena, he said.

In general, faculty, staff and students will see improved response times when using the Internet. Several groups are expected to see significant performance gains, including:

- Classroom instructors who have recently experienced slow Internet performance in late afternoons, when student, faculty and staff use is at its highest volume.

- Faculty and staff who use the University's eProcurement system to place orders with off-campus University vendors—Office Depot, for example.

- The staffs of the Development division's regional offices who are located around the country and for whom connection back to campus and to essential Development department software has been troublesome.

In this improved atmosphere of connectivity, Notre Dame is the anchor tenant in a new partnership called Global Access Points (GAP) that provides optical service between South Bend and Chicago. Because the Chicago communications market is so much more competitive than the South Bend market, Notre Dame

is able to purchase much more bandwidth for the same amount of money, Latimer said.

Chicago and Northwestern University are also home to Starlight Gigapop, the center where all significant international networks connect to U.S. carriers. "Notre Dame's direct connection to Starlight gives the University unparalleled access to both the Internet2/Abilene network and all the intercontinental networks," Latimer said.

GAP is working with a new South Bend-based organization located in the old Union Station that will serve as the local connection point. To reach the Union Station connection point, the University is using optic lines that are part of the City of South Bend's traffic light connection. The city connection was crucial, Latimer said. "The mayor and his staff are to be commended for making this happen on our time schedule."



Storin

A watchful media questions student choices

Without equating the dangers and bravery involved, working in the University's Office of News and Information bears some resemblance to the life of a firefighter. It can be quiet for a while, but when the alarm bells ring, you'd better be prepared.

This has been one of those months. The near simultaneous presentations of "Vagina Monologues" and the Queer Film Festival by various academic departments set off a firestorm of press inquiries.

As the calls came in from The Chicago Tribune, Fox News Network, Catholic News Service, The Observer and many other media outlets, our staff scrambled to stay ahead of the story. (Most of the protest calls from alums, parents and others went to the Office of the President, the Office of the Provost, or the sponsors, such as the Department of Film, Theatre and Television.)

It was not easy terrain to negotiate. Many devoted Notre Dame stakeholders, on and off campus, feel passionately that both events are not consistent with the Catholic character of the

University. Most say so politely; some don't. Others, equally devoted to the institution, feel the principle of academic freedom must be honored, even if we have reservations about the topics.

In essence, handling media queries on either event, I noted that they were sponsored by academic departments, that they explored aspects of American cultural life, and that their presentation did not mean the University endorsed or disparaged the subject matter, only that we recognize the need to analyze and discuss it.

As Nathan Hatch put it in a letter on the film festival: "In keeping with the ideal of free and open exploration of ideas, even controversial ones, the University administration does not attempt to censor events or other offerings that are sponsored by academic departments."

I also like the words of the

Associate Vice President, News and Information

late Denny Moore, my predecessor, who wrote last year:

"Our contemporary culture certainly is not Catholic, nor even, many would argue, Christian; it is aggressively secular and routinely mocks the very notion of belief. A Catholic institution will not embrace that culture, but neither can a Catholic educational institution ignore it."

When I try to sit back and ponder what is at work here, I think of the use of words as weapons. Both campus events were titled in a way to shock and provoke. But so are the words of the critics, such as the full page ad in USA Today, protesting the "Vagina Monologues" at Notre Dame, Georgetown, Boston College and other Catholic schools. Or the e-mail writer who told me that for him "Notre Dame has simply ceased to exist."

Promise

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"We identified parts of South America (Paraguay and Uruguay) that I had not had a chance to visit before in an organized way, and that proved to be very productive," he said. "The visit to Brazil was connected to the Kellogg Institute awarding its Notre Dame Prize (to current Brazilian president Luis Inacio Lula da Silva and former president Fernando Henrique Cardoso). That received huge amounts of media attention. It not only allowed us to recognize achievement, but it also made Notre Dame better known."

Last summer Father Malloy attended an assembly of the International Federation of Catholic Universities in Uganda, where he was able to combine the work of the assembly with activities of the Congregation of Holy Cross there.

Father Malloy's trip this month to Bangladesh for the celebration

of 150 years of Holy Cross service in the country provided a view of a world not commonly accessed by university presidents, and one that provided perspective on the unique role of Catholic higher education in integrating knowledge.

Notre Dame College, considered the finest college in Bangladesh, is just one operation in a Holy Cross ministry that responds to every age group and human need. This integration — made necessary by war, poverty and disease—mirrors what the University attempts to build in a vastly different arena: "a connection between teaching, scholarship, prayer and service."

Notre Dame's planning strategies for enhancing the University's place among the nation's finest higher education institutions offers a different model relative to the patterns and practices of modern academia. "It is Notre Dame's identity as a Catholic institution that lends it to

explore issues of peace and justice, the humane use of science and technology, integrity in the professions, and other such matters across the curriculum and in its research activities," Malloy said.

The University pursues these commitments in an environment defined by, as Father Malloy puts it, "the balkanization of learning, where academics are tempted to live in alcoves and where disciplines can think their perspectives are exhaustive."

"In the world of the academy and in contemporary intellectual life, there is a lack of conviction about absolute truth or the relativity of knowledge. There's not a lot of broadly based conviction that people find compelling," Malloy said. As the leading 21st century Catholic university, Notre Dame will continue to promote an integration of knowledge and attention to the "fundamental questions."

Embryo cloning raises new concerns

By Susan Guibert

An announcement this month by South Korean scientists that they had cloned the world's first mature, human embryos suggests the scientific community is unable to control its own—even with the ethical standards currently in place, according to Phillip Sloan, a professor of the history of biology, nature and human genetics.

Though this latest scientific advancement could speed the development of new medical treatments, it also brings scientists one step closer to cloning humans, reigniting a long-standing debate over human cloning and embryo research.

"The work of the Korean team from inside respectable science—with its report published in the main organ of the American Association for the Advancement of Science—indicates the fallacy in the assumption that the scientific community would itself be able to prevent these developments from taking place by the operation of its own internal ethical standards," said Sloan, who is chair of the Program in Liberal Studies.

In the South Korean experiment, each embryo was grown from a single cell taken from a woman—with no contribution from a father—and developed past the stage at which fertility doctors typically put embryos into their patients' wombs. This resulted in a form of replication never before achieved in humans.

"The reductive assumption that life is only a complex state of matter needs to be examined again," Sloan said. "The reasons given for this research—its assistance in the use of stem cell technology—raise again the questions concerning the degree to which nascent human life can rightfully be used as a commodity for the improvement of existing life."

Legislation banning the creation of cloned babies has failed to pass because of the insistence by some that the legislation not only prohibits the creation of cloned humans but also prohibits advancements in the creation of embryos for medical research.

Said Sloan: "Unless the scientific community recognizes the need for profound reflection on these questions before proceeding over this line, then the union of modern science and biotechnology may only be controllable by thoughtful and well-reasoned legislation drawn up by people outside the scientific community who are willing to consider issues, rather than potential medical benefit, as a normative guide."

Biologists study options for managing ballast water invasions

By Bill Gilroy

A new study led by biologist David M. Lodge identifies for the first time the best options for managing biological invasions from ballast water in ships.

Biological invasions from ballast water are a leading environmental concern in navigable freshwater and marine ecosystems. The invasions result when ships take on ballast water that include a variety of species, and later discharge that water and the species in areas where they previously did not exist.

"Although most of the tens of thousands of species that are transported don't survive, the small fraction that do can be extremely troublesome," Lodge said. The findings will be published in an upcoming issue of the Proceedings of the Royal Society, a publication of the independent scientific academy of the United Kingdom.

In it, Lodge and doctoral student John M. Drake identify global hot spots for biological invasions from ballast water. U.S. ecosystems are not the most in imperiled; large regions of Southeast Asia, northern Europe and the Mediterranean Sea are, the researchers report.

"Some of these microscopic organisms are pathogens, such as cholera, and others cause red tides threatening fisheries and human health," Drake said. A 2001 cholera outbreak at a port in Peru which infected 500,000 people and caused 4,000 deaths, is believed to have been started by a release of cholera in ballast water.

Lodge and Drake's research examined strategies for controlling the spread of invasive species through ballast water. They concluded it is more effective to institute shipboard treatment on individual vessels than the current practice of ballast water exchange, in which ships pump out ballast water in the middle of the ocean.

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Stories of racial mixing enliven discussions of modern history



Heidi Ardizzone, coauthor of "Love on Trial: An American Story in Black and White."



From News and Information

When Essie May Washington-Williams announced in December that she is the daughter of the late U.S. Sen. Strom Thurmond and a black woman named Carrie Butler, Heidi Ardizzone heard more than a nugget of news.

Ardizzone, assistant professor of American Studies, heard a crystal-clear voice join a chorus of stories on a little-appreciated aspect of our American fabric: the presence of racial mixing in a history deeply invested—politically and culturally—in racial purity.

Twice now, Ardizzone's research has focused on the story of a mixed-race woman whose life was shaped by her ability to keep her African-American heritage a secret.

In "Love on Trial: An American Story in Black and White," Ardizzone and coauthor Earl Lewis tell the story of the 1924 Rhinelander case, in which a family sued to annul the marriage of their society son to a mixed-race woman. "His family convinced him to leave her and sue for annulment, claiming he thought she was white," Ardizzone explains.

Ardizzone is now finishing a book on Belle da Costa Greene. Influential and controversial, Greene ran the Pierpont Morgan Library from 1905 until her retirement in 1948, and she was a

confidant to industrialist J. Pierpont Morgan. Although she attributed her "exotic" look to Portuguese lineage, she was the daughter of Richard Greener, the first black Harvard graduate. After Greener abandoned his family, his wife and children changed their name and cut ties with black family and friends.

These instances of racial ambiguity and intermarriage challenged laws and practices designed to keep blacks and whites separate as categories and social groups.

"By the time Washington-Williams was born in 1925, the United States had developed numerous ways to try to control and deny several centuries of racial mixing," Ardizzone notes. Segregation had developed as a legal system in the South and a social system throughout the country.

The social taboo of mixed relationships was reinforced by laws outlawing marriages between blacks and whites. Dividing Americans into two social and political categories required that people of mixed ancestry identify as one or the other. "Some

states didn't mind if lighter-skinned people of mixed ancestry chose whiteness; others, particularly in the South, worked hard to prevent that from happening," Ardizzone says.

The image of an illicit affair and a secret daughter brings drama and human interest to the history of mixed race and racism in America. But it is Carrie Butler's role as a maid in the Thurmond family home, more than as the mother of Strom Thurmond's child, that reveals the nature of the tension between slavery and civil rights.

"It was not really a separation of the races that segregation touted: separate public facilities, yes, inferior schools, absolutely. But separation? Not when every white family that could afford it had a black woman cleaning, cooking and, most significantly, caring for their children.

"Segregation was not about separation as much as it was about control and domination," Ardizzone insists.

Stories like Washington-Williams' provide that human history took this country in a different direction, and one we might do well to appreciate.

These stories are of great interest to a new generation of Notre Dame students, who are incorporating them into their own research. Some of these students are the children of mixed-race relationships, or are in one themselves, Ardizzone said. "But regardless of their own experience, many look to stories of individuals to help make sense of the dates and events of history."

And while some Americans have seen racial mixing as the future path to a unified nation, Ardizzone notes that a multicultural society is far more likely to remain. The history of interracial relationships, whether romantic, social, or working coalitions, takes on even greater significance then

"That some individuals, white and black, could rise above the structures of race, slavery, segregation; discard the roles, and make true human connections: Those are important stories, ones that may help us reach the ideals we hold so high," Ardizzone said.

Of Note

Collegiate Jazz Festival is on this weekend

The University of Notre Dame Collegiate Jazz Festival returns for its 46th year Friday and Saturday nights, featuring 11 collegiate bands competing before a panel of distinguished judges.

Jazz bands performing in this year's festival represent Notre Dame, Michigan State University, Western Michigan University, Marshall University, Texas State University, Oberlin College and Indiana University.



Peter Erskine Trio

The performances by the bands selected for this year's festival begin at 6:45 p.m. Friday in Washington Hall, concluding with the traditional Judge's Jam, featuring saxophonist Jeff Clayton, trumpeter John Faddis, pianist Alan Pasqua, bassist Dave Carpenter and percussionist Peter Erskine. All are professional musicians who have toured and recorded with jazz masters such as Dizzy Gillespie, Cannonball Atterly, Duke Ellington and the Count Basie Orchestra.

A judge's clinic at 2 p.m. Saturday will feature free instruction sessions by the panel of judges. The evening session will begin at 6 in Washington Hall, to be followed by the awards ceremony.

Admission to all events is free.



Jeff Clayton, saxophonist

5th annual Carnaval to take place Friday at Palais Royale

The spirited music and dance of Brazil will come to downtown South Bend on Friday when the Notre Dame's Kellogg Institute for International Studies partners with WVPE-FM to host the area's fifth annual celebration of the Brazilian cultural tradition known as Carnaval.

The event, which is free and open to the public, will begin at 9 p.m. at the Palais Royale Ballroom, 105 W. Colfax Ave., South Bend. Authentic Brazilian music and dance will be provided by the popular group Chicago Samba.

The Kellogg Institute is Notre Dame's center for comparative social science research about Brazil and other countries and regions. Other campus sponsors of Carnaval are the Office of International Study Programs, International Student Services and Activities, the Brazil Club and La Alianza.

Cirque Eloize at the Morris

It takes a visual to understand the kind of performance offered by the Montreal-based Cirque Eloize, which is at the center of a new generation of circus performances. Cirque Eloize features nomadic travelers performing acrobatic feats with surreal theatrical effects. NDPresents will bring their show "Nomade" to the Morris Center for the Performing Arts March 22. Ticket information is available at the Morris at 235-9190.



Photo: Image-Media Maurice/Patrick Beauchamp



John Faddis, trumpeter

BUILDING THE NO

The year 2004 will be remembered in higher education as a time of layoffs and salary freezes. Notre Dame did not face such hardships. But for the first time in modern history, it reduced budgets and its reliance on the endowment. The following stories describe that process and the slightly brighter pictures that the 2005 budget presents.

Belt-tightening but no layoffs in fiscal 2004

From any vantage point, the budget year that began July 1 was as restricted as any Notre Dame budget in recent history.

From the perspective of any one employee, the current fiscal year may be remembered as a time when raises were nominal, health insurance costs rose yet again and, unrelated to the University but still challenging, a new Indiana property tax system delivered unwanted bills around Christmastime.

In the annals of higher education budgeting, the 2004 Notre Dame budget is a story of deliberate caution and unusual resilience amid national stories of hiring and salary freezes, and layoffs.

Stanford University was one of the first private universities to signal trouble when it announced in March 2003 that it would freeze faculty and staff hiring. In fall 2003, MIT considered laying off 200 people to eliminate a \$70 million budget deficit. Yale University faced a \$30 million deficit and considered eliminating as many as 780 jobs.

Cornell and Brown eventually enacted hiring freezes and Cornell joined other colleges in announcing layoffs. All were affected by the worst bear markets since the 1930s and the first downturn in donor gifts since 1975.

Notre Dame did not have to resort to downsizing and employee reductions in part because the University had never expanded its day-to-day operations quite as much as its endowment revenue would have allowed, said Linda Kroll, director of University budgeting.

Also, more than five years ago—and during the years

investment markets were seeing some of their largest gains—the University budget office instituted new, conservative day-to-day budget practices. For example, it stopped increasing non-salary budget areas such as supplies. “We could see there were dollars that weren’t being used as efficiently as possible,” Kroll said.

By 2004, the heyday of the investment markets had passed and the University budget was battered by everything from a dramatic decline in investment income to unanticipated fallout from the Sept. 11 terrorist attacks—insurance increases, for example. University budget planners faced actual cash shortfalls that needed to be corrected. Also of concern was the question: What if this isn’t the last bad year? Budget decisions for 2004 represented both the need to reduce expenses and the need to be prepared for leaner years in the long run, Kroll said.

Perhaps the most visible manifestation of the University’s fiscal belt-tightening was the way construction projects fell silent between fall 2002 and late 2003. The new post office and security building had just had its foundation poured, and construction of an addition to the athletic facilities was ready to

launch when the Board of Trustees suspended most University construction. The move seemed dramatic, but savings were derived from the delay in providing heat and light to those buildings.

Indeed, much progress in the 2004 budget was made invisibly, by renegotiating health care contracts and pension costs, by refinancing the debt portfolio, and by changing the way the University purchased items from office supplies to copy machines.

The University turned to two sources of new dollars. First, after several consecutive years of holding tuition increases below 5 percent, it approved a 6.5 percent increase. Tuition increases of greater than 7 percent had been the norm in the late 1990s, but a national conversation about college affordability slowed tuition increases early in this decade.

Second, Auxiliary Services was asked contribute 10 percent more to the University coffers. Auxiliary Services includes University housing, which instituted a 6.5 percent increase in room and board costs. Auxiliary Services also includes athletics, food services and the bookstore. Rather than increasing prices by double-digit percentages, these groups met the goal by decreasing their own costs and by improving volume.

With those gains tallied, the University still needed to cut \$13.4 million from general



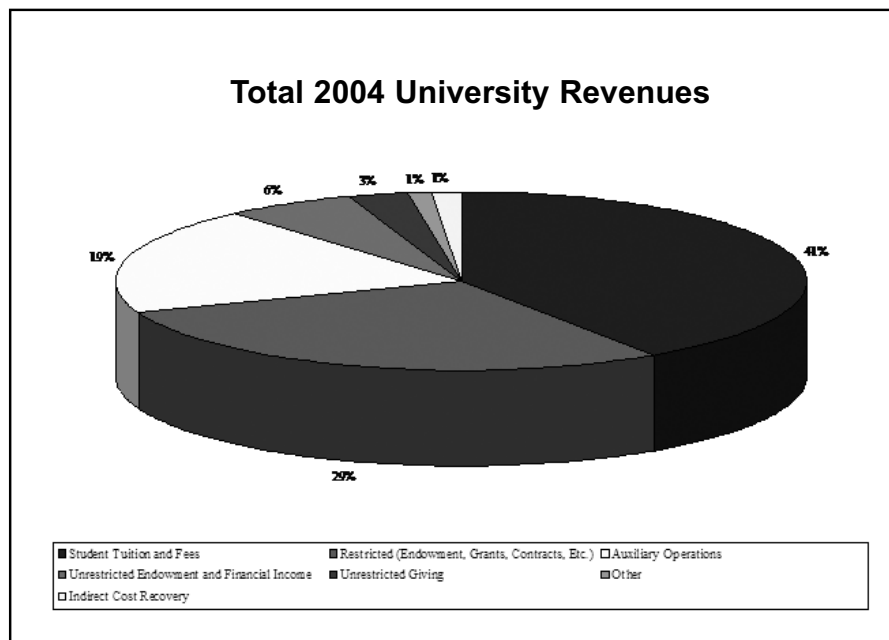
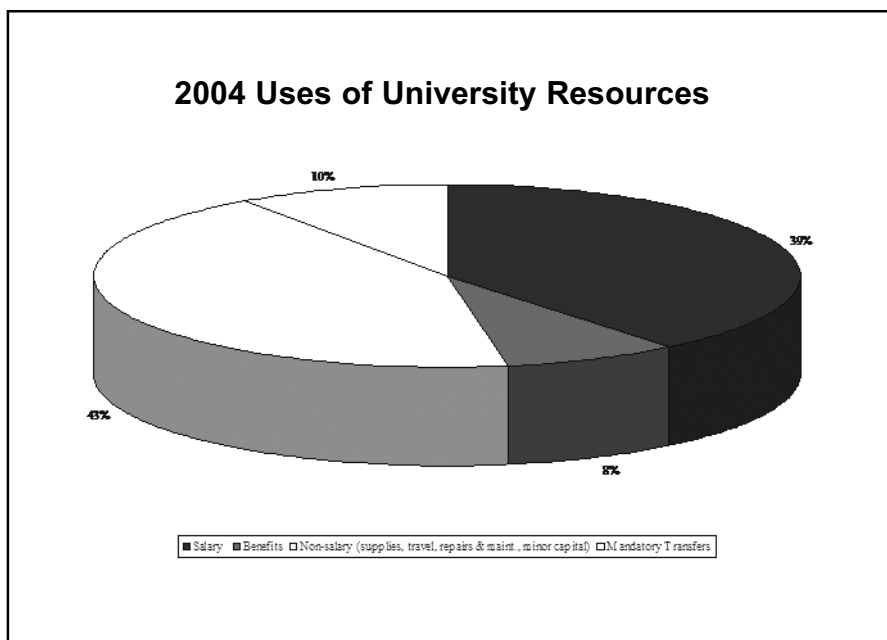
Members of the Office of Budget and Planning begin training University budget administrators to make out their department and divisional 2005 budgets earlier this month, immediately after the Board of Trustees approved 2005’s general budget parameters. Above, Director of University Budgeting Linda Kroll works with Susan Steibe-Pasalich, director of the University Counseling Center, on how to plug in the latest information. Trent Grocock, standing, assistant director of University Budgeting, discusses a point with Michael Low, director of University Licensing.

programs to fulfill the dual goals of facing cash shortages and decreasing reliance on endowment income. Budget directors across campus were encouraged to reduce their budgets by up to 7 percent.

The economy began turning around in 2003, but not so convincingly that Kroll or John Sejdinaj, vice-president for

finance, have let down their guard.

“The signs have been mixed,” said Kroll. “We see two quarters when it looks as though the economy has rebounded, then a third when it turns down and loses its gains. There’s enough uncertainty that we’re doing nothing aggressive.”



University's 2005 budget represents careful balancing act

By Gail Hinchion Mancini

The 2005 University budget approved earlier this month by the Board of Trustees is a document of cautious recovery following a year of fiscal belt-tightening.

The budget provides a small infusion of new money following a year so restricted, departments were asked to reduce expenses by 5 to 7 percent.

Pay raises for 2005 will draw from a salary pool that is slightly larger than last year's, according to John Sejdinaj, vice president for finance.

He said he could not identify a specific pay increase percentage, as deans and vice presidents themselves must decide how to allocate their portions of salary dollars. All raises are based on performance, and the administration is encouraging solutions that consider that some employees' paychecks—balanced against health care costs—could go backward. Gains from pay raises continue to be threatened by the rising cost of health care benefits, estimated at about 9.9 percent for Notre Dame employees.

Salary decisions will be communicated between now and July 1, when the 2005 fiscal year begins.

The 2005 budget is a \$700 million "careful balancing act" whose construction began halfway through 2003, before a potential upswing in the economy could be measured and just as the belt-tightening measure of the 2004 budget became effective.

"We knew there were still budget pressures, and we had to decide what to do," said Sejdinaj, recalling the first budget discussion at the officer's annual meeting at Land O' Lakes. "Our goal was to find a way to prepare a budget that did not include reductions. All anyone had been hearing about for the 2004 budget was reductions, and we worked hard to balance the budget without further cuts.

"We also wanted to find the resources to provide a larger salary increase. We wanted to find a way to begin construction of the science building, and we wanted to make sure our students continued to find Notre Dame affordable," Sejdinaj said.

Ultimately, the 2005 budget presents \$27.9 million in incremental resources. Mirroring the University's overall division

of resources, in which salaries and benefits represent about 50 percent of expenses, the first \$13.3 million of new money will be put into its people—through increases in salaries and various benefit programs.

With a goal of recruiting the best and brightest employees—including academic stars from such areas as nanoscience technology, materials science, business ethics and transgene research—the University sets some of its salaries, and salary increases, and establishes benefits packages comparable to those paid by the top Universities in the country. Continuing to provide pay raises during difficult economic times reflects a strategy to be competitive with the research universities from which Notre Dame recruits its faculty.

Staff salaries also are calibrated to their respective marketplaces, whether the search for new employees is conducted on a national level or locally, Sejdinaj said.

A fair amount of new dollars not assigned to salaries and benefits is absorbed by inevitable increases to the operating fund. For example, the University will open the Marie P. DeBartolo Center for the Performing Arts and the new Post Office and Security Building, and operating them will require everything from housekeeping and security to light bulbs and paper towels. Projects such as the Jordan Hall of Science and the Don F. and Flora Guglielmino Family Athletics Center incur operating costs such as heat and electricity even during construction.

Also noteworthy in the 2005 budget is that the non-salary supplies budget remains at zero for the sixth year in a row, according to Sejdinaj. For some departments whose supplies require mainly paper products and computers, the situation is manageable because Procurement Services has negotiated lower costs with preferred vendors. The new NDSurplus program also is helping stretch dollars. But for

departments whose supplies budgets cover such expenses as classroom equipment—for science labs, for example—the flat budget remains a major concern. The burden is equally difficult for divisions that rely on maintenance contracts, whose prices climb annually even though the budget to pay those bills does not.

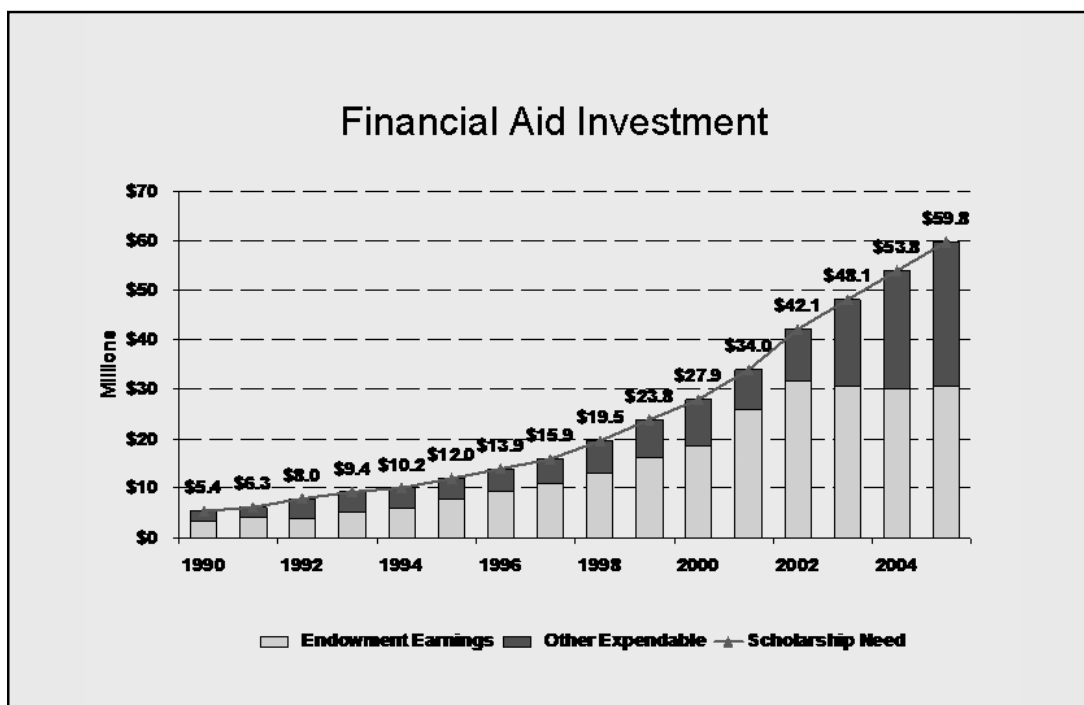
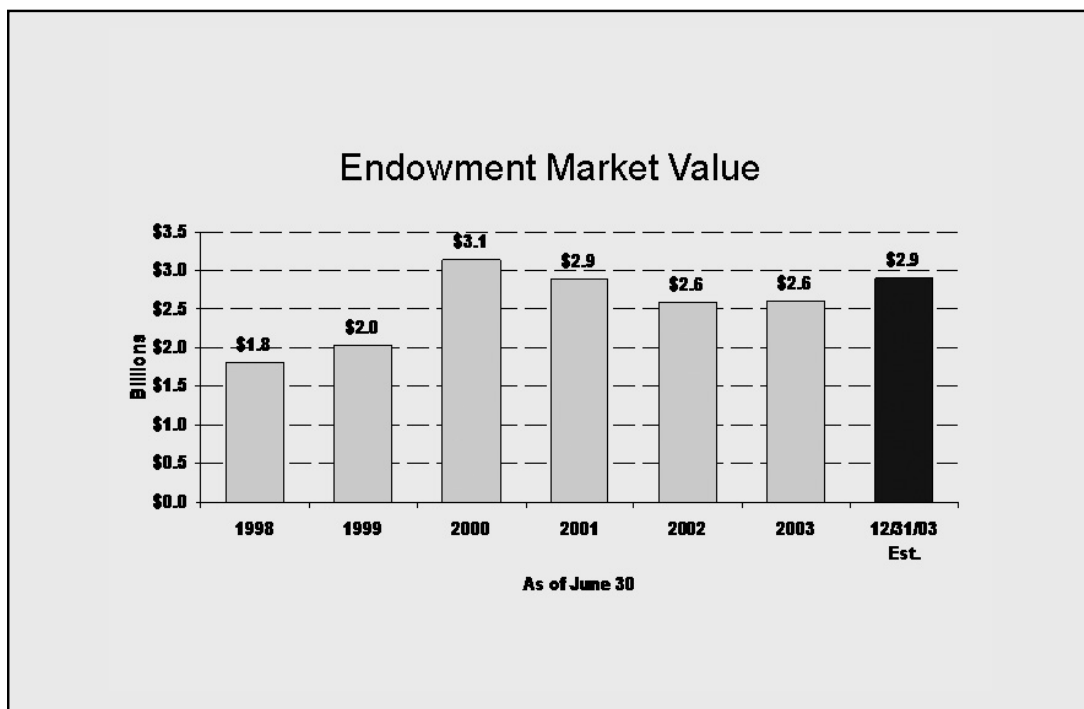
The 2005 budget continues to reflect the University's commitment to meet the full financial needs of all incoming freshmen (see page 6 for further information about financial aid). The University has tapped various sources to increase funding for financial aid from \$27.9 million in fiscal 2000 to \$53.8 million in 2004.



John Sejdinaj, vice president for finance. Photos by Bryce Richter

The commitment to affordability also has meant restraint with regard to tuition increases. Student fees for 2005 have been approved by the Board of Trustees but not formally announced, a process which

begins with a formal letter to parents that should be mailed in early March. However, Sejdinaj said he expected the tuition increase to be about the same as last year's 6.7 percent increase.



The face of financial aid

By Jan Spalding

When it comes to the world of financial aid, Joe Russo is clearly a part of the fabric, if not a master weaver.

Russo has been at Notre Dame for 26 years—long enough to counsel the children of students he has served. He refers to himself as an “elder statesman” of higher education financial aid. In the national arena, a better term might be “influencer.” Russo has written two books and numerous professional articles, and has been editor of the *Journal of Student Financial Aid* since 1986.

His expertise has been sought by Congress, the National Collegiate Athletic Association, and aid-providing financial organizations from Citibank to Sallie Mae. Little wonder he is in the Rolodex files of journalists at NPR, NBC and the *New York Times*.

For Russo, it’s all part of the job; all part of his primary direction—supporting the enrollment goals of quality and diversity of the Notre Dame student body. Or, as Russo alternately puts it, “building the best freshman class ever.”

As Russo recounts, his success is rooted in a bold change in Notre Dame’s approach to financial aid. He came to the University in 1978 and spent the better part of the 1980s stretching the financial aid resources available, ever mindful of the national trends in his profession. It was in 1989, after several years of double-digit tuition increases, that University officers and trustees posed the question he had been waiting for: “How are families affording us? Is it impacting our quality?”

Russo still jumps at the point: “That was my *carpe diem!*” Though he was given a year to investigate the issue, it took a matter of days to report back with the research to show that Notre Dame did not compare well to what peer institutions were doing.

Additional University scholarship funds immediately became a top priority, and the deployment of significant unrestricted funds—such as those from the Sorin Society and NBC football contracts, along with very successful capital campaigns—began to build the needed resources. During the 1990s, Notre Dame truly became a “more affordable institution,” based not so much on sticker price, but the cost after subtracting scholarship assistance.

The change has been dramatic, with 45 percent of this year’s freshman class averaging \$16,000 in University scholarship aid. “In the past few years, we have been able to look them in the eye and say, ‘We



Joe Russo, longtime director of financial aid for Notre Dame, makes a note on a student application in his office in the Administration Building. *Photo by Bryce Richter*

can make this happen.’ We are really proud as a university to be ‘need-blind’ in the admissions process and are one of the few universities in this country that can say to admitted students that we will meet their needs for four years,” Russo said.

After all these years, one-on-one counseling still engages Russo. “It is an art and a science,” he said. “College is a huge decision for families. Every file that comes through is precious and thoroughly reviewed by human beings.”

But the demands always change. Each year students’ applications are reevaluated, because every year can bring change. The commitment to making Notre Dame affordable every year contributes to the University’s remarkable fourth-

in-the-nation ranking for student retention, with 94 percent of students graduating in four years.

As family planning for college has become more crucial and complex, the University has responded. The University’s support of the Independent 529 Plan for private schools became a reality last fall, creating a new prepaid savings option designed to lock in future tuition at today’s prices. Another illustration was the creation of the very attractive

provisions of the Notre Dame Undergraduate Loan, which was among the first of its kind in the late ‘90s.

“Now we are a national leader,” said Russo, who can switch from the big picture to the intimate challenges of a particular family in a second. “Planning is the key,” he says. “The sooner you start saving, the cheaper it is going to be and the more choices you’ll have.”

New HR program helps you make life work

By Becky Wiese

Are you dealing with a bed wetter? An empty nest? Debt? A diet? An ornery coworker or disgruntled spouse? Retirement planning, home buying, or relocating? If you’ve worried about it, **LifeWorks** covers it.

LifeWorks is a new Human Resources (HR) program you can access day or night, online or by phone, for advice, support and practical solutions to everyday issues involving life, work, family and money. All contacts are confidential. LifeWorks counselors are available at any hour at 1-888-267-8126; 1-888-732-9020 in Spanish.

The LifeWorks website examines hundreds of topics with articles, audio tips, and archived workshops like “Becoming a Homework Coach,” “Identity Theft,” and “Fitting Exercise into Your Daily Life.” Self-assessment quizzes, financial calculators, child care locators, elder care finders, and summer camp listings are among the sites’ features. Log on to <http://www.lifeworks.com> (User ID: notredame; password: gond) for more.

Perhaps LifeWorks’ most interactive features are collaborative “webinars,” live seminars delivered over the Internet, with the audio provided via a toll-free phone line. Webinars are conducted by experts in their fields and facilitated by technical meeting hosts.

Participants use online tools such as polling, chatting, verbal exercises, and feedback. You can participate from home, work, or a designated campus location. According to HR’s Dee Dee Sterling, the webinars will “allow participants across campus to come together, learn valuable information, and share through questions and common experiences.”

The first webinar, “Concepts for Planning and Prioritizing,” is March 10 from 11:30 a.m. to 1 p.m. Program objectives include clarifying time management concerns and linking personal values and the use of time. Register at <http://iLearn.nd.edu> or at 631-5777.

WHAT THEY WERE DOING



Vanessa Easterday puts the finishing touches on a food station commemorating the film “Grease” for the annual Junior Parents Weekend Gala. Stations commemorating “Godzilla,” “Addams Family,” and “Finding Nemo” represented an annual competition among Food Service workers. The winner will be announced at a forthcoming event. *Photo by Matt Cashore*

Keep Lent simple

Not all of us at Notre Dame are Catholics or Christians. But as a Catholic university, Notre Dame takes on a slightly different tenor during the pre-Easter period known as Lent.

To illuminate Lenten Christian traditions, we asked Rev. Kevin Rousseau, C.S.C., for some simple words on how to approach the season. Father Rousseau has served in a parish and now is head of freshman retreats and associate director of vocations for the Congregation of Holy Cross.

Q: What was the most enlightened perspective of Lent anyone gave you?

A: My parents taught me that fasting without prayer and almsgiving did not make any sense. We did all three. Since mom and dad always gave up caffeine, my siblings and I would not drink pop or hot tea. Our family gave up desserts and eating between meals. We used the money that we saved from snacks and put it into “rice bowls” that we then gave to our parish. We also went to Mass during the week.



Rousseau

Many Lents, I decided to go each day, and I prayed the Stations of the Cross each Friday.

Q: So if one of your students said “Father, I’m torn between giving up my cell phone or dedicating specific time to prayer and reflection,” what would you advise?

A: A combination of the two would be ideal because giving up the cell phone is really a way of fasting, and prayer is another Lenten discipline.

I encourage students and adults to do one thing well in prayer, fasting and almsgiving. Lent is a time of renewal—not a time to be miserable. Simple tasks, done well, often make Lent more enjoyable and holy, in my experience.

Q: So it’s not a matter of picking the most difficult challenge?

A: The focus has to be on God. Lent is a way to remind us of our constant need and dependence on God. Giving up things or going on diets is not

necessarily going to remind ourselves of our Creator.

When I give up red meat (something that is challenging), I remember when I’m drooling over a hamburger that I’m doing it for a purpose—I’m reminded that I’m called to live a certain way. Every time I see meat during Lent, I can offer a quick prayer to God thanking him for his gifts and asking for strength in my life.

If “giving up” things doesn’t do this, then maybe we’re not really doing it for the right reasons. Becoming more and more aware of God during six weeks is really meant to ensure that, annually, we Christians recall how we’re living our baptismal commitment.

FYI

Do Unto Yourself—The Art of Elder Care

Two excellent resources are available for those coping with aging family members. LifeWorks’ online **ElderCare Locator** puts you in touch with assisted living options, home healthcare agencies, and skilled nursing facilities. Just visit <http://www.lifeworks.com> (Username: notredame; password: gond).

A five-part lunchtime workshop, “**Caring for You, Caring for Me: Education and Support for Caregivers**,” begins March 31 with a discussion “What it Means to be a Caregiver.” The series was developed by the Rosalynn Carter Institute of Georgia Southwestern State University and will provide information and support, and encourage problem solving for participants’ specific caregiving issues. Sessions take place in Grace Hall or LaFortune. Other topics are “Taking Care of Yourself” (April 13), “Building Cooperative Relationships,” (April 28), “Preventing and Solving Problems,” (May 12), and “Accessing and Developing

Resources” (May 26). Register for individual sessions or the entire program at <http://iLearn.nd.edu> or 631-5777.

More Family Matters

Keep them safe, healthy, and happy—good advice for any family. Human Resources and ECDC are teaming up to help parents do all of the above. March 9, the American Red Cross invites parents and children over six to “**First Aid for Today’s Family**” to learn basic first aid. A handbook and materials will be provided to each family. Register at <http://iLearn.nd.edu> or 631-5777.

ECDC’s “**Positive Parenting**” series will help parents bring a sense of humor, compassion, and creativity to child rearing. Four one-hour sessions will take place from 7 to 8 p.m. at ECDC (Wednesdays, March 24, April 7, April 21, and May 5). Register at <http://iLearn.nd.edu> or 631-5777.

Finally, for women just starting out on their parenting adventure, **BEST (Breastfeeding Encouragement Support Team)**

is an informal monthly support group where pregnant women and moms discuss the challenges of working motherhood, breastfeeding, and baby care. The group meets in the Foster Room of LaFortune from noon to 1 p.m. Wednesdays. Upcoming dates are March 3, April 7, May 5, and June 2. No registration is needed.

Make it a Daffodil Day

Why not banish cabin fever with a bouquet or two of fresh daffodils? During its annual Daffodil Days event, the American Cancer Society will offer 10 flowers for \$7, with a glass vase for an additional \$3. Orders are due by March 5, and flowers will be delivered to your campus location on March 18. Order by emailing brookshire.4@nd.edu or by visiting the Rolfs Sports Recreation Center.

Spring Has Sprung at Rec Sports

When the students are away on spring break, employees...get fit? Rec Sports is announcing a new

slate of spring classes and spring break facilities hours. For those who need motivation to dust off their gym shoes, **GET FIT** will combine fitness testing, goal setting, and fun approaches to getting in shape. Activities will incorporate functional strength training, Pilates, yoga, and low-impact aerobics. The class begins March 8 and will run from 12:15 p.m. to 12:45 p.m. Mondays and Fridays. Sign-up begins February 24 at the RSRC front desk.

Individuals and couples are again invited for **Latin Dance** lessons on Tuesday evenings (7 p.m. beginners, 8 p.m. intermediates) beginning March 23. Registration begins March 16. For little and big fish among us, **swim lessons** will begin the week of March 15. Separate sessions will be offered for children and adults. Registration begins March 1.

Speaking of spring break, RecCenter facilities will abbreviate their hours during the

off week. Rockne Memorial will close weekdays at 7 p.m. and weekends at 6 p.m., and pool and weight room hours also will be shorter. Rolfs Aquatic Center will be open weekdays from 11 a.m. to 3 p.m. and from 1 to 6 p.m. Sunday. Rolfs Sports Recreation Center will close weekdays at 7 p.m., Saturdays at 4 p.m., and Sunday at 6 p.m. All three facilities will host normal family hours during the break. Full schedules are available at recsports.nd.edu. Regular hours resume March 14.

A Shout Out for Bengal Bouts

The 74th annual Bengal Mission Bouts kick off at 6:30 p.m. Wednesday and Thursday in the Joyce Center Field House. Quarterfinal and semifinal rounds will be March 1 and 3 at 6:30 p.m. Finals will be contested March 17 at 8 p.m. Tickets are available at the Joyce Center ticket window or by phone at 631-7356.

DISTINCTIONS

The University offers its thanks and congratulations to employees celebrating employment anniversaries, including **James Nissley** and **Christa Trok**, Radiation Lab, and **Frederick Sonneborn**, Utilities, for 25 years of service.

Observing 20 years of service are **Mary Finn**, Chemistry and Biochemistry; **Shari Fye**, Financial Aid; **Richard Spenner**, Building Services; and **George Walter**, Food Service Support Facility-Warehouse.

Catherine Brown, Athletics, has been with Notre Dame for 15 years, as have **Michael Goglio**, Information Technology; **Leon Glon**, Cedar Grove Cemetery; **Sandra Johns**, Building Services; **Charles Klein**, Aerospace and Mechanical Engineering; **Neil Rightmire**, South Dining Hall; and **Jane Wroblewski**, Computer Science and Engineering.

Marking their 10-year anniversaries are **Donna Collins**, Building Services; **Yul Hubbard**, Athletics; **Eliza Macon**, St. Michael’s Laundry; **Mary Maloney**, Alumni Association; and **Debra Wenzel**, Reckers.

Michael Klosinski, most recently regional account manager with R.W. Martin & Sons Inc. of Kent, Ohio, has been appointed director of St. Michael’s Laundry at the University of Notre Dame. His new duties include oversight of the management, planning and organization of operations at St. Michael’s.

Klosinski is a member of the National Association of Industrial Laundry Managers and the Textile Rental Services Association of America. He earned his associate’s degree in coatings technology from the University of Missouri, Rolla.

FROM THE ARCHIVES



Ralph Bunche, United Nations undersecretary for special political affairs, addresses an international forum on campus in March 1966. Bunche, the first African American to receive a Notre Dame honorary degree, won the 1950 Nobel Peace Prize for his mediation of Arab-Israeli relations in the late 1940s. He was a noted civil rights activist, political scientist and advisor on domestic affairs. This year marks the 100th anniversary of his birth. *Photo provided by Charles Lamb*

COLD WORK FOR FIREFIGHTERS

Notre Dame, Clay Township firefighters simulate battle with icy water

On a frigid Sunday in early February, members of the Clay Township fire department join the Notre Dame fire department to practice ice rescues. Whether done the old-fashioned way, with a rope and a hook, or with a Rescue Alive sled that travels over ice or water, there always needs to be helpers on land to pull someone to safety.

Photos by Matt Cashore

Below, Notre Dame firefighter Wayne Bishop demonstrates how to secure a victim with a hook and rope. He demonstrates on Clay Township firefighter Clay Remley, who also is a Notre Dame graduate student.



Marty Orlowski prepares to rescue Gordon Martinczak, who is nearly submerged by water. Both are Notre Dame fire fighters.



Mike Szucs, at rear, enters the water to hook a rope around Andy Roberts. Both are from the Clay Township department.



Clay Township firefighter Alex Parker steers the Rescue Alive sled with Notre Dame Fire Capt. Marty Orlowski aboard.



Once a victim is secured, the process of pulling them to dry land begins.



Colleagues pull Kurt Sells out of a protective suit of closed-cell neoprene that keeps the rescuer warm.