NDWorks

UNIVERSITY OF NOTRE DAME
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He could see hurricane's damage before it happened

By Bill Gilroy

Joannes Westerink wishes he had been wrong after all. A Notre Dame associate professor of civil engineering and geological sciences, he is one of the developers of the Advanced Circulation Model, or ADCIRC, an authoritative computer model for storm surge. The U.S. Army Corps of Engineers, the Federal Emergency Management Agency and the state of Louisiana use the model to determine water levels due to hurricane surge as well as to design appropriate levee heights and alignments.

For years, the ADCIRC model has given Westerink and other scientists insight into what would happen if a major hurricane hit New Orleans. Unlike those of us who were shocked at the devastation hurricane Katrina wrought when it slammed into New Orleans and the Gulf Coast on August 29, Westerink has long been aware of how New Orleans might flood. In 2004, in an exercise simulating a direct hit by a slow-moving and very large Category 3 hurricane, the ADCIRC model showed that the levees would not prevent the flooding of New Orleans.

As New Orleans and the Gulf region struggle to recover from Katrina, and as hurricane researchers warn that the United States is in the midst of a period that is likely to bring more major hurricane strikes, Westerink is playing a leading role in the effort to understand the causes of the catastrophe and the steps needed to prevent its reoccurrence.

"Ultimately, these models allow the design of safe protection systems with optimal alignments and sufficient heights so that this damage doesn't happen again," Westerink said.

On Nov. 4, Westerink and Clint Dawson of the University of Texas at Austin, provided a briefing on the mathematical modeling of hurricane storm surge for members of the U.S. House of Representatives' Committee on Science. He also is co-leader of the surge and waves team of the Army's Task Force that is evaluating hurricane protection policies for New Orleans and southeastern Louisiana.

The ADCIRC model was developed by Westerink and MIT classmate Rick Luettich, now a University of North Carolina professor. Over the past 16 years, the pair and other ADCIRC researchers have refined the computer program. The model employs computer science, coastal oceanography, mathematics and engineering. Its calculations require 132 computer processors which are housed in Westerink's Computational Hydraulics Laboratory in Cushing Hall.

ADCIRC is also used to forecast incoming hurricane storm surge by researchers at Louisiana State University who use Westerink's models together with National Oceanic and Atmospheric Administration weather forecasts..

Joannes Westerink describes the mathematical modeling of hurricane storm surge for members of the U.S. House of Representatives' Committee on Science during a Nov. 4 presentation. He also is co-leader of Army Corps of Engineers team that is evaluating hurricane protection policies for New Orleans and southeastern Louisiana. ***Photo provided by the American Mathematical Society.***

Although frequent images of television reporters being buffeted by strong winds during hurricane season have firmly established the dangers of wind damage in our minds, storm surge is actually a greater danger and a leading cause of destruction and death. Storm surge is the wall of water pushed onto land as a hurricane comes ashore. New Orleans is especially vulnerable to storm surge because roughly 80 percent of the city lies below sea level. ADCIRC models have long shown that a strong hurricane taking the right track could "overtop" the five or more meter high levees that keep the waters of the Gulf and Lake Pontchartrain from New Orleans.

Westerink points out that Category 4 Katrina's immense damage underscores just how devastating storm surge from a Category 5 hurricane would be to New Orleans.

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Program emphasizes restorative justice

By Judy Bradford

In theory, the juvenile justice system has had a good idea: Ordering an offender to make restitution will make that juvenile more thoughtful about their misdeed.

In practice, though, restitution hasn't always encouraged self-reflection. A vandal might be ordered to clean the building where he's caused damage. But if he's just pushing a broom down the hallway of that building, or just paying for damages with a check, what could he be learning?

"Many victims of juvenile crimes have needs that should be addressed, too," says Peter Morgan, a member of the Robinson Community Learning Center staff and a 1999 Law School graduate. "They want to express the sense of violation. They want to have some sense that justice was done."

These concerns inspired formation of the Youth Justice Project (YJP), an RCLC endeavor that Morgan directs. The program espouses restorative justice, which goes beyond restitution, and it appears to be gaining ground in its efforts to make the juvenile justice experience more meaningful for both the offender and the victim.

The main thrust of the program is to help juvenile offenders fully understand what they've done—and to help the community reach out to them, Morgan says. The 75 youngsters who have completed it did so after they were caught for a crime, but before they were charged or prosecuted, keeping them out of the criminal justice system.

"An offender has to realize what his or her responsibility is to the person who has been harmed, but also what their responsibility is to the larger community," says Morgan. "The community in turn both wants and needs to help youth."

YJP launched as a pilot project in the spring of 2004, handling 50 children referred by juvenile justice officials. Most of the crimes committed were theft and shoplifting; there were a few battery and intimidation cases.

Plans are developed for each young person, usually involving community service, personal development, and reflection. Plans can become creative; they may start out with business and nonprofit partnerships—or lead to them. Volunteer intermediaries facilitate a plan for restitution and restoration that satisfied the offender and the victim. While volunteers help the juveniles through a process of self-reflection; they do not handle the administrative responsibilities of probation officers.

Peter Morgan meets with a young client of the Youth Justice Program, an intensive juvenile counseling program that helps turn potentially troubled students away from crime. As the program expands, Morgan will be looking for more volunteers to help mentor youth clients. ***ND Works staff photo.***

One young man who was linked with his local parish for community service became friends with the pastor and a church staff person. Even after completing his plan for restitution, he and his two younger siblings continue to attend church there. Another young man accused of shoplifting at a local department store will perform community service and attend a cooking class, a career interest of his.

The program has trained 43 volunteers, recruited via presentations at local churches. Volunteers range in age from 21 to 71, are evenly divided between males and females, and reflect the community's racial balance. "We have a mix, from attorneys and other professionals to some volunteers who are unemployed, and some who are ex-offenders," Morgan says.

The success of the program is partially measured by whether or not its clients return to crime. Eighty-five percent have not been arrested again. The county's Juvenile Justice Center would like the program to grow, taking as many as 400 new cases. As a result, YJP is looking for a new wave of volunteers to support the expansion. For information on volunteering, call Morgan at 631-8758.

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UNIVERSITY OF NOTRE DAME

Proposal to tax education benefit could be costly

By Gail Hinchion Mancini

It's hard to imagine an accountant would say this, but Ken Milani was hovering over computations on a yellow legal pad last week, commenting, "These numbers are scary."

After 35 years doing and teaching accounting, can any numbers really seem scary?

Milani explained: It's not the accountant in him that was getting scared. It was the native of Cicero, Ill., from a blue-collar family. He was looking over the proposed changes in the federal income tax code, which Congress soon will consider. He saw a very disturbing proposal, one that could hurt a lot of people.

Prominent in a "laundry list" of proposed tax law revisions is one that would begin to tax the higher education tuition benefits that colleges and universities offer their employees. (Notre Dame's education benefit is described in detail on the Human Resources Web site.)

Accounting professor Ken Milani is concerned that a proposal to tax tuition benefits could hurt employees across the state. ***Photo provided.***

Tuition would be counted as income, substantially raising an employee's taxable income and their annual tax bill.

Milani has run the University's Tax Assistance Program since 1972. Last year, TAP prepared more than 3,000 federal and state tax returns for clients, who qualify for the free service because they earn $35,000 or less each year. The program doesn't track users by where they work, so Milani cannot say how many clients are Notre Dame employees. But his longtime dedication to the program has given him a keen eye for financial challenges faced by hourly wage earners and the lower-level salaried employees. And there are plenty of them employed at Notre Dame.

Milani runs a few scenarios of families whose students are accepted to Notre Dame, using a ballpark tuition figure of $30,000. Indeed, the numbers are scary.

An unmarried parent of two children who earns $20,000 a year now pays about $450 a year in federal income tax. If Notre Dame's roughly $30,000 tuition were added as taxable income, that employee suddenly would appear to make $50,000 a year and would owe the federal government about $5, 515 and the state government an additional $1,050. "That's a $6,000 bite," he says. "Where is someone who makes $20,000 a year going to get $6,000?"

A salaried staff member making $30,000 who participates in the Notre Dame tuition program would receive a combined federal and state tax increase of about $5,580. "Somebody making $40,000—which is not high on the hog—they have to come up with $5,500."

Employees whose salaries are in the six figures are in a higher tax bracket and would face approximately $9,000 to $10,000 in additional income taxes for each child using the benefit at Notre Dame. Imagine, he adds, families who have more than one child receiving the education benefit in the same year.

Milani is concerned that employees will pay more taxes, but also that they and their children will face discouraging quality-of-life choices. If the change is enacted, it could become less expensive to send a child to a local public commuter college or even to a state university than to accept Notre Dame's tuition benefit.

And, Milani notes, while the tax change would take away a valued support for employees, the University would also lose a key faculty and staff recruitment and retention tool.

Recalling that the proposal is only beginning to make its way through Congress, Milani recommends some civic involvement: Write your congressional representatives. "Tell them that if this particular part of the program passes, it will hurt a lot of people in this district, and in this state," he warns.

He recommends contacting South Bend-area U.S. Rep. Chris Chocola because Chocola serves on the House Ways and Means Committee, which will review the proposed changes in committee. Swift lobbying and letter writing could sweep this proposal off the table before it ever reaches a House vote, Milani notes.

Conference to explore myths, realities of Social Security

By Sara Woolf

What's wrong with Social Security–does it really need to be "fixed?" Should people be allowed to invest some of their own social security funds? What happens if people invest unwisely? What are other options?

These and other questions will be the focus of a panel discussion promising a nonpartisan education on the realities behind the Social Security controversy.

"The Social Security Puzzle: Dispelling Myths, Discussing Solutions," part of the Castellini Lecture Series in Economic Policy, will examine our government's economic assistance program and the implications surrounding it on Friday, Dec. 9 in the Jordan Auditorium of the Mendoza College of Business. Sponsored by the Department of Economics and Econometrics and the Seng Foundation, the conference will be facilitated by three expert scholars in the field:

- Thomas Saving is a Distinguished Professor of Economics at Texas A&M University and a trustee for the Social Security Trust Fund. He has published multiple works examining Social Security.
- Peter Diamond, Institute Professor of Economics at the Massachusetts Institute of Technology. Author of numerous publications, he was elected president of the American Economic Association in 2003.
- Laurence J. Kotlikoff is a Professor of Economics at Boston University while also serving as a Research Associate for the National Bureau of Economics Research and President of Economic Security Planning, Inc. Kotlikoff has also published several economics-related books and articles.

The conference will analyze the common misconceptions surrounding Social Security and seek to provide answers and practical solutions.The conference is free and open to the public.

Hurricane

Continued from page 1

"We can design a barrier to withstand a Category 5 storm," Westerink said. "It is technologically feasible. Holland, for example, which is in an extremely vulnerable position, is protected from North Sea surges by a 40-foot dike system."

Congress approved a project for Category 3 protection in 1965 following Hurricane Betsy and the Army Corps of Engineers has been working on these protection projects as funding has been made available. Currently the Army Corps of Engineers is looking into what it will take to provide Category 4 and 5 protection for the region. "It becomes a societal and political question," Westerink said. "How much do we want to spend on this type of protection? Katrina will cost hundreds of billions of dollars in devastation, economic losses and reconstruction. Do we want to spend that again?"

NDWorks

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Tax planning tool considered

ND Works staff writer

As the youngest of 12 siblings, and as an economist, Jim Sullivan has a unique perspective on who might want to invest in a Roth 401(k).

Beginning Jan. 1, the Roth 401(k) option (known as the Roth 403 (k) for employees of non-profit organizations like universities) will allow investors who are saving for retirement to choose to have those dollars taxed today, instead of when they are withdrawn during retirement. Traditional 401(k) retirement accounts operate in the opposite fashion. They allow workers to save dollars before they are taxed, and to pay taxes on that income as it is withdrawn later.

The traditional approach is attractive if you think your income after retirement will be lower than your income at the point when you are saving. This would be the case for many of us, and certainly for Sullivan's older siblings. "Two of my sisters are physicians. They expect their income, and their marginal tax rate, to be lower after retirement than it is now."

"But I have a niece who is a freshman here who waits tables during the summer," says the assistant professor of economics and econometrics. "If she were to save for retirement, I would encourage her to pay tax on that money now, because she is currently in a very low tax bracket."

In general, undergraduates and graduate students who are saving for retirement might want to look at this option, he says, as may employees who are putting their spouses through graduate programs.

Another group that might be interested in a Roth-type investment tool includes those who look at the nation's economic outlook and feel "uneasy," Sullivan says. If you believe factors such as the national debt are likely to permanently drive up income taxes, you may feel more comfortable paying taxes at today's rate.

Before deciding, Sullivan advises, check your overall tax profile. Are you qualifying for various tax breaks because your taxable income is low? Investing in a Roth means your taxable income level will be higher than if you invested pretax dollars. If higher taxable income reduces your tax breaks, then this choice may not be worthwhile, he says.

Get your W-2 at your correct home address

ND Works staff writer

Here's a quick note from the Controller that could save you time, grief and maybe some money.

If you have moved during 2005, please make sure the University has your new address, says Paul A. VanDieren, assistant controller of payment services.

W-2 forms, essential for filing income taxes, are mailed to employees' homes in late January.

Every February, hundreds of Form W-2s are returned to the payroll office as undeliverable because employees have moved during the year without notifying the University of a change of address, explains VanDieren.

Upon receiving a returned W-2 form, Payroll Services must research to determine if a new address has been established or if it's appropriate to send the W-2 to the employee's department. "If even 2 or 3 percent of W-2s have wrong addresses, it's a significant quantity to contend with," he says.

Payroll Services holds undeliverable W-2s for five years; VanDieren says they now number in the hundreds.

Employees and former employees who do not receive their W-2s could be setting themselves up for tax problems. "Either these individuals don't attach their W-2s to their tax returns as required, or worse, don't file tax returns at all. They could be subject to tax assessments, interest and penalties."

Or, he adds, "Perhaps they've missed out on a tax refund opportunity."

An online change-of-address form can be found on the Human Resources Web site, under the Self-Service section, or at **http://hr.nd.edu/forms/nd_name_addr_chng2.pdf.** You also may request the form from Human Resources by calling 631-5900 or Payroll Services by calling 631-7575. However, you cannot phone in your change of address; the information must be submitted in writing.

VanDieren says that forms submitted to Human Resources by mid-January can be entered into the system. Any later, though, and your W-2 is likely to go to your former address.

Infant co-sleeping expert sheds light on controversial practice

By Susan Guibert

If sleepless nights and stretch marks aren't enough, new mothers can also expect a litany of unsolicited and often uncompromising opinions and judgments on the best way to care for their new babies.

Even the medical community is divided on questions of infant care, with conflicting information and shifting directives issued every few years to new parents.

Should babies be breast-fed or bottle-fed? For how long? Is it safe to sleep with newborns? If so, for a few months or for several years? Are babies safest sleeping on their backs or their tummies?

The American Academy of Pediatrics (AAP), regarded by many as the authority on infant well-being, recently reversed recommendations it issued earlier this year, and now cautions against "any and all mother-infant bed sharing." Along with that reversal came the recommendation that all babies use pacifiers during sleep—quite a change from its earlier position issued in February of this year that encourages, among other things, "exclusive breastfeeding for approximately the first six months and support for breastfeeding for the first year and beyond as long as mutually desired by mother and child."

Confusing, isn't it?

James McKenna, professor of anthropology, director of Notre Dame's mother/baby sleep lab, and renowned expert on infant co-sleeping, breastfeeding and sudden infant death syndrome (SIDS), served as one of three expert panel members for the AAP committee that made this most recent recommendation against bed sharing. However, he voted *against* the recommendation.

Based on his scientific studies and familiarity with how mothers bed share and what it means to families, McKenna points to the differences among contemporary cultural practices, personal preferences and just good science.

"The truth is, not all families and babies are the same. Bed sharing is a heterogeneous practice with outcomes ranging from lethal when practiced unsafely to being beneficial and protective when practiced safely."

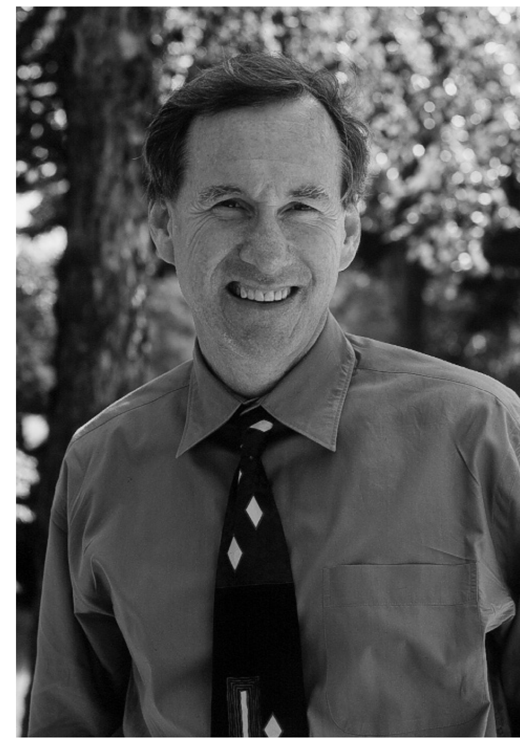
McKenna considers infant co-sleeping unsafe when either or both parents are chemically impaired; if the mother smokes, sleeps in a chair, sofa or recliner with a baby; when babies are placed on thick pillows; when other children are permitted to sleep in the same bed; or if the baby is placed in the prone—or tummy—position to sleep.

"The AAP 'one-size-fits-all' recommendation certainly shows that Western medical authoritative knowledge has failed to learn tragic lessons from our past," says McKenna.

"Without a full understanding of what it meant to dismantle an age-old integrated biological system … that is, infants sleeping on their backs, to breastfeed, next to their mothers, Western medical science created the conditions within which hundreds of thousands of babies died from SIDS. The AAP now seems set on perpetuating aspects of this tragedy by assuming that American parents, in contrast to mothers everywhere in the world, are uneducable as to how to lay safely next to their infants to successfully breastfeed, nurture and sleep with their infants. It is not bed sharing that is dangerous but how it is practiced. The AAP chose not to be forthcoming about this important distinction."

Rather than abdicating decisions about caring for babies to external medical authorities, McKenna stresses the importance of parents trusting their own knowledge about their infants' needs:

"These new AAP recommendations insult and dismiss the special contributions and knowledge that mothers and fathers bring to their infants' lives, and the authoritative tone is sure to undermine both parental confidence and parental judgments to make informed choices as to how and where they will provide care for their infants."



Not all babies and parents are alike, counsels James McKenna, Joyce Chair of of Anthropology. Frequently changing and contradictory recommendations on infant care undermine parent confidence, he says. ***ND Works photo***

A video presentation by McKenna on caring for newborns is available on the Web at:

streaming.nd.edu\artsletters\Saturday05\McKenna.wmv (broadband)

streaming.nd.edu\artsletters\Saturday05\McKennalow.wmv (modem).

Giving it their BEST

By Julie Flory

For many new mothers, it's a topic that's (literally) close to their hearts. Ask any nursing mom and she'll likely tell you that breastfeeding is one of the most rewarding— and sometimes challenging—things she's ever done. While the benefits for both mothers and babies are many, it's not always an easy thing to do, especially if Mom works outside of the home.

Tracy Weber, a senior application developer in the Office of Information Technologies, gave birth to a baby boy in 2002. She and her sister-in-law, Sara Weber, a supervisor in the library's Special Collection and a fellow nursing mother, got to thinking that there should be some resources on campus to help encourage women like themselves keep up the good work.

"When we mentioned the idea of a breastfeeding support group to other nursing moms we knew around campus, we were met with great support," Weber recalls. "So, working with Jessica Brookshire from Human Resources, we set up some meetings."

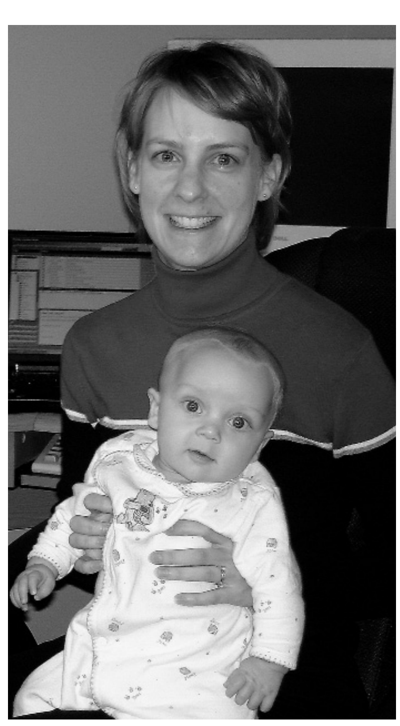
That's how BEST (Breastfeeding Encouragement Support Team) was born. It's BYOB (the "B" stands for bag lunch and/or baby) and the setting is informal and friendly. Each month participants discuss a different topic of interest, for example "Birth Experiences and Impact on Breastfeeding" in November, and "Working Moms—Fitting It All In" this December. Upcoming guest speakers will include a representative from the sleep lab at the University's Center for Children and Families to discuss nighttime parenting, and a Human Resources representative to talk about flexible work options.

Mostly, it's a chance for friendship, shared experiences and the all-important support that some new mothers say makes all the difference in the success of their breastfeeding experience.

"Every once in a while I receive a verbal or written testimonial to the success of the group," Weber reports. "Some moms just are happy to know there are other women out there who breastfeed their babies. A number of pregnant women have told me that attending the meetings gave them the confidence to ask their supervisor or department head for what they need in terms of lactation space, flexible work arrangements or other assistance."

Anyone interested in participating in BEST is welcome to pop in on a meeting or to visit the group's Web site, **www.nd.edu/~bestnd,** for more information. You needn't be a currently nursing mother (some regular members are veterans who come to offer support to the newbies), or even have breasts for that matter (dads are welcome, although thus far none have joined) to be a part of the group.

"In my opinion, attendees have represented a great cross-section of the University," says Weber, who now is an old pro herself, breastfeeding her second son, who was born just four months ago. "While our jobs vary, whether we are faculty, staff, student or stay-at-home parent, we all have a common interest in supporting each other in providing the best possible nutrition for our babies."



Tracy Weber, with her second child, Charlie, started BEST with her sister-in-law, Sara Weber, to support other new mothers. ***Photo by Julie Flory.***

Beyond ladies who lunch: The modern-day Ladies of ND

By Carol C. Bradley

The Ladies of Notre Dame was founded in 1934, in an era when faculty wives served as hostesses for the priest-presidents of the University. Things hadn't changed much when Marge Marley joined in 1969.

In those days, says Marley, spouse of a faculty member, "the dean's wife took you to the Ladies of Notre Dame meeting, and there was no question about whether or not you'd join. It was expected that wives would be involved." Meetings were built around Tuesday afternoons, when faculty husbands had no teaching duties and could be home to watch the children.

Heidi Lamm is president of Ladies of Notre Dame and Saint Mary's, which welcomes all women who are employee spouses or who work at Notre Dame and Saint Mary's. ***Photo by Carol C. Bradley.***

Today membership in the Ladies (now officially the Ladies of Notre Dame and Saint Mary's) is open to all working women and wives of employees at either institution, says current LND/SMC president Heidi Lamm, a senior staff assistant and storekeeper in the Department of Physics, who keeps program agendas interesting.

The organization has evolved with the times, Lamm says. She has tried to involve the University's working women to support projects such as Relay for Life, and members volunteer at the regional science fair.

An annual bookstore benefit, a luncheon and donations allow the club to donate up to $9,000 a year to the University's scholarship fund.

Today, the club accommodates special interest groups. A bridge group meets monthly at the University Club. There is also a creative cooking group and a literature group. Membership in the Newcomers group is a useful way for new employees and spouses to meet people and learn about the community.

"Another thing we're starting is a support group for international visitors," Lamm adds. "It lets them know about the community and what's available in the community."

"I'm still friends with some of the people I met in Newcomers," Marge Marley says. There's also a playgroup for mothers of young children. "I wish we'd had that when I came," Lamm says.

Those interested in becoming members or finding out more can contact Lamm or Julie Nelson at 272-2502. Information is also available on the group's Web site, **www.LNDSMC.com.** Upcoming events include the annual Christmas Tea, Dec. 4 at 2 p.m. in the Eck Visitors' Center.

ADMINISTRATIVE JOB REALIGNMENTS AIM TO MAKE NOTRE DAME'S MONEY WORK HARDER

Aiming to earn more than $100 million in research dollars and looking toward a $1 billion annual budget, Notre Dame's financial planning talent focuses on thinking smarter about technology and working closely with the managers of our 7,000 budget accounts.

By Gail Hinchion Mancini

In the part of the Main Building where the budget numbers are crunched, the University's fiscal specialists experienced a particularly joyous moment this past year.

Analysts had studied how much of the University's expenses were being applied to the educational mission, explains John Sejdinaj, vice president of finance. This view of money not just as a dollars-and-cents total, but also from the perspective of how expenditures serve our mission, is already a hallmark of the University's new leadership team.

They found that 74 percent of the University's 2004 expenses—set at $669 million—supported academic and student needs. In 1994, only 64 percent of annual expenses supported the academic mission.

"I saw that and I thought, 'We really *are* doing this right,' " Sejdinaj recalls.

A number of changes could have pulled money away from academics. For example, the new buildings the University has opened since 1994 all have needed heat, lighting, electricity and maintenance, housekeeping and security staff. And yet the University has gained ground in supporting students and faculty.

So what can we expect in the next 10 years? By then, President Rev. John I. Jenkins, C.S.C., aspires to see the number of external research dollars grow to well over $100 million from its current mark of $80 million. If revenue again grows by $368 million in the next 10 years, as it did in the last decade, the annual budget will surely exceed $1 billion.

Handling these changes will mean a lot of people will have to work smarter with better information about where money is, how creatively it can be made to grow, and how thoughtfully the University can hold down costs. Sejdinaj's 100-person division has just finished a reorganization that affected the positions of some two-dozen employees. Here are some of the challenges for which Financial Services is girding itself.

Creative investing:

In 1990, the University had no debt and it had between $100 million and $150 million invested in 90-day treasury bills. T-bills are considered a safe investment, but the interest rate is low enough that it's the modern-day equivalent of stuffing the money into a mattress. Shortly after that point, under the leadership of Scott Malpass, vice president and chief investment officer, Notre Dame began using a number of new investment techniques. By investing its money more aggressively, the University has made some $300 million more than it would have earned had it continued to only use T-bills, according to Sejdinaj.

In the coming years, the University expects to push the envelope in its investment program by investing its ready cash with the same rigor as it invests its endowment. A new Office of the Treasury will help oversee this strategy (see accompanying story).

The Dome's re-gilding, photographed up close and from afar, on next page, is among many projects financed by bonds and loans. The University began using debt for capital improvement projects in the early 1990s. ***Photos by Matt Cashore.***

Growing research dollars:

The Controller's Office and theOffice of Research, have begun to prepare for the growing research base by realigningstaff. The Office of Research has assigned Rick Hilliard and Shanda Wirt to the colleges of Science and Engineering, respectively, to support faculty in managing their research awards. In the Controller's Office, Sue Vissage has been appointed as assistant director working with Ann Strasser's team in Research and Sponsored Program Accounting (RSPA) to provide additional administration and financial oversight of the University's growing research base.

A burgeoning research enterprise has so many more challenges than just capturing new dollars. Compliance, Sejdinaj says, is a key higher education challenge. Slip-ups in the appropriate use of research dollars have turned into major scandals. So far, the University has a clean slate. But administrators are working to establish a standing compliance committee that includes representatives from the Finance Division, the Graduate School, General Council, Audit and other units to assure the University's integrity.

As those research dollars grow, the number of faculty who will need to become versed in budgets will expand, as will the depth of the knowledge they need. The Controller's Office has a new department known as Business Process and Advisory Services (see accompanying story), whose members will work closely with RSPA to assist faculty and to assure they are well informed. Part of BPAS's work will be to make new online business systems provide instant information about grant activity, filing dates, and remaining balances.

Budget bird-dogging:

Linda Kroll and Trent Grocock have been the pillars of the University budgeting process serving, respectively, as director and assistant director of Uuniversity budgeting.

As their new titles suggest, both are taking on duties that include thinking beyond the annual budget cycle. Kroll has been reassigned to director of university budgeting and financial planning. Grocock is associate director of budgeting and financial planning.

Two others, Andy Linkhart and Andrea Johnson, have joined the budget office as assistant director of budgeting and financial planning and as a financial analyst, respectively. The team will dig deeply into the financial makeup of the University to find additional ways of maximizing its limited resources as they serve its strategic goals.

They will seek creative ways to allocate funds so that our accounts tell positive stories about the University's support of its mission—stories like the rising percentage of dollars that support academics.

Directors bring synergy to student financial services

By Gail Hinchion Mancini

More than $237 million passed through the Office of Student Financial Services last year. Every dollar the office sees carries the story of a student and, especially for undergraduates, parents who are making financial sacrifices so their children can come to Notre Dame.

Joe Russo, longtime director of the Office of Student Financial Services, and Kevin Cannon, new director, review data on student borrowing trends. ***ND Works staff photo.***

Some of these stories are more dramatic than others, and some call on the staff's determination and creativity. Case in point: Hurricane Katrina. In part because of increasingly close relations between its financial aid office, where assistance packages are put together, and its student accounts office, where the flow of that money is managed, the OSFS staff was able to launch a proactive, unified response to the needs of students whose families were affected by the late-August hurricane.

"Forty-nine students came from areas that took a direct hit," says Kevin Cannon, newly appointed director of OSFS. "We got out maps. We figured out who was affected, so we could be ready when they called. We wanted to be prepared to work with them on a one-to-one basis."

"Some of them don't even have homes to go to anymore," adds Joe Russo, who recently stepped from Cannon's position into a new role as director of student financial strategies. He and Cannon will spend the year ensuring that the transfer of leadership goes smoothly. Already, though, they complete each other's thoughts, particularly on the subject of serving students.

"Some students already had plane tickets home for fall break, and their parents aren't even there," Cannon says. "Their parents are in Houston, or somewhere. We worked with Anthony Travel to get the flights changed.

"We told them, if you need more time, you have it. Take things one step at a time. You're going to stay in school here."

Cannon inherits an ethic advanced by Russo in his 42-year career helping students: Financial aid and student accounts play a critical role in enrolling Notre Dame students and allowing them to have a positive and supportive experience. Since the financial aid and student account offices both deal with mountains of paperwork and oceans of rules and policies, they have the potential to be bureaucratic nightmares. Cannon and Russo, with the encouragement of their boss, John Sejdinaj, vice president of finance, work to make the two offices a sea of sanity instead. "Organization, structure and accountability must be balanced with compassion, sensitivity and common sense," says Russo.

Cannon's recent Renovare assignment pegs him as something of a technical guy—he's the manager guiding admissions, financial aid, registrar and student accounts through the adoption of a new student/faculty information system. In truth, besides an undergraduate major in finance and a brief stint in banking, his experience has been strictly in higher education student affairs. At Eastern Illinois University, where he earned his undergraduate degree and a master's in counseling, he served on a residence hall staff and eventually managed the university's residence halls and food services. He came to Notre Dame in 1994 as director of student housing. Though he's been director of student accounts for the past eight years, he has probably still negotiated as many roommate disputes as account issues.

Russo believes the Office of Student Financial Services should be directed by the kind of professional who understands the importance of technology—someone like Cannon. "He's a proven successful manager of what clearly is the future."

By Cannon's account, Russo's new assignment grew from a recognition that the University benefits from the national role Russo has played over three decades spent shaping the college financial aid field. This has involved building close relationships with alumni, whose clubs sponsor more than $2 million annually in scholarships. He also helped to champion the federally approved college pre-savings programs known as the Independent 529 Plan, and negotiated with the lending industry for private and very competitive financing options for Notre Dame students and their families. Among top-ranked private universities, Russo has also been a major voice in the assessment and definition of principles used to determine student aid policies.

In his new job, Russo will move among Notre Dame alumni, government contacts and lending institutions, and his counterparts at other institutions, all in an effort to keep the University affordable.

Cannon, meanwhile, will work on the day-to-day coordination that makes the tuition-paying process go smoothly for Notre Dame's admitted students.

Expertise keeps the wheels of technology turning

By Gail Hinchion Mancini

Vic DeCola started in the accounting business back when a sharpened pencil with a good eraser was still a standard piece of operating equipment. The portable, battery-operated calculator was a novelty, and an expensive one.

It's nice to see experience and longevity count, and they certainly do in the case of DeCola, who is the assistant controller of the new Business Process and Advisory Services (BPAS) department in the Controller's Office.

DeCola and his seven-person team—several of them also trained as accountants—now are information technology specialists who focus on establishing and maintaining harmony among the University's budget managers and its complex online business applications system.

The improvements in technology across the campus have allowed resources to be redistributed within the Controller's area, so the headcount there has remained essentially flat over the past five years despite an increasingly complex financial picture, says Controller Drew Paluf.

The creation of DeCola's new department acknowledges that while those sophisticated systems automate some of the accounting, ongoing human expertise is required to help everyone get the most out of the technology.

Among those who tend to the University's finances, the Controller's Office is charged with "reporting" financial activity. This includes the ongoing internal reports on departmental budgets, and it includes the many reports required by outside groups such as funding agencies, banks and other lending agencies or the federal government.

DeCola, who joined the University in 1978, recalls when information was recorded on paper, and data was entered by punch cards into the financial system. Even after the University entered the online reporting era in the mid-1990s with a system known as IFAS, reporting was both labor-intensive and paper-oriented. "When we had our monthly close through IFAS, we produced 23 boxes of paper. It took another three days to sort it out and distribute it through campus mail. Overall distribution took two weeks and by then, the data was old news."

Today, with a system that is just a year old, data that once was summarized monthly is delivered fresh, every day, on the Web.

The Controller's Office's reorganization and creation of BPAS evolved when IFAS was marked for retirement in the massive business systems replacement project known as Renovare.

Because DeCola had been part of the team that brought IFAS to fruition in the mid-1990s, he became one of the Controller's Office's point people on the Renovare team.

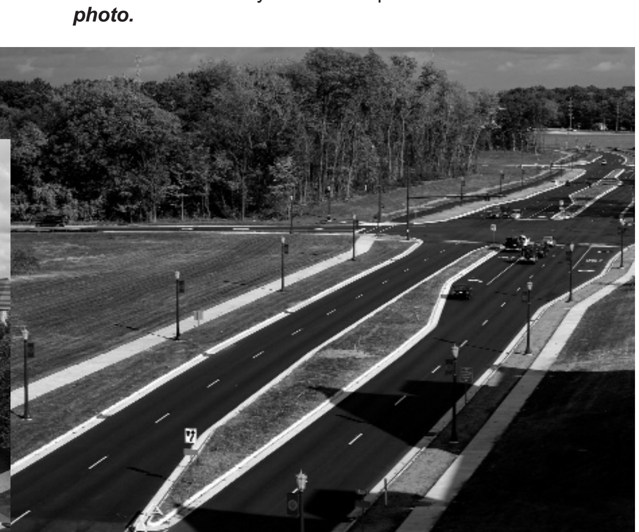
DeCola's job extended beyond helping to answer how the new system would mesh with his division's existing data and business practices.

Soon, it became clear that every division's transition also was a Controller's Office transition, because every division has a budget that must be compatible with the Controller's Office reporting systems. "It's like building a house," DeCola says. "You have to have a foundation before you can build up."

The establishment of BPAS is also a recognition that changes to the accounting systems never end. Even as the last phases of Renovare finish in the next year or so, there will be software upgrades and other system implementations, explains Tom Guinan, associate controller. There will always be new innovations like buy.nd.edu, the online purchasing system run by Procurement Services. There will always be external funding agencies introducing their own new online reporting systems.

DeCola's team, comprised of Bill McKinney, Tracy Biggs, Joan Crovello, Carol Grontkowski, Mark Zeese, Lee Farner, and Roxie Brock, has not been taken out of action, says Guinan. "It's integrating them in a way that makes sense."

Assistant Controller Vic DeCola heads the new Business Process and Advisory Services department. ***ND Works staff photo.***



To pay for several projects including recent and ongoing road work, the University is using low-interest bonds and short-term loans that it sought in cooperation with the St. Joseph County Council. Bond issues taken out with the county give the University access to lower interest rates. ***Photos by Matt Cashore.***

Beth Swift, from left, Nancy Majerek and Pia Barros keep a careful eye on cash flow and debt in the new Office of Treasury Services. ***Photo by Carol C. Bradley.***

New treasury office manages money on a large scale

By Carol C. Bradley

Managing the University's money isn't that different from managing your personal finances, says Nancy Majerek, treasury manager in the new Office of Treasury Services. It's just that the sums involved are much larger. As you become familiar with the patterns of your paycheck and bills, you can create a strategy that lets you get the most of your money.

The newly created department oversees the University's cash management program and debt portfolio, and prepares its capital plan. It has been formed primarily from reassignments from other departments. Majerek previously worked in the Controller's Office, while Beth Swift, manager of capital planning, was in the Budget Office. Pia Barros, treasury analyst, joined the department as a fellow after graduating from Notre Dame in May with a master's in business administration.

The process of managing cash flow has grown increasingly complex in the past 10 years. Merging the functions of cash management, capital planning and debt portfolio management brings under one roof the specialists who deal closely with the banking and lending industries, explains John Sejdinaj, vice president for finance.

The office has a mission, says Sejdinaj: to bring in the cash as quickly as possible and then to see it invested to its maximum potential. Majerek handles the University's commercial banking relationships and treasury management products and services. She works closely with departments so she can forecast the University's cash needs. She manages the University's working capital pool to identify excess cash that can be turned over to the Investment Office. These decisions are similar to the way we manage our own personal funds, with cash and income coming in, money moving out as bills are paid, and the excess going to savings or investments.

Swift works with the debt side. "We prepare the University's capital plan, which drives the decision to issue debt for infrastructure needs on campus," she says. The team is preparing for a visit from Moody's Investor Services, the independent provider of credit ratings. The University will issue debt in December for multiple projects and hopes to maintain its 'Aaa' rating, the highest awarded by Moody's.

The projects in the upcoming bond issue will include new campus roads and improvements to infrastructure. The bond issue will also reimburse the University for previous capital projects such as regilding and repairing the Dome. Some of the new debt will be used to refinance existing debt at more favorable rates.

Recently, the Board of Trustees approved a commercial paper program. This will allow additional funds to be invested for the long term, and will offer short-term financing when operating cash is low. This technique has been used by other higher education institutions for several years, according to Sejdinaj.

Commercial paper, Swift says, is a short-term borrowing instrument. In layperson's terms, bonds are analogous to a mortgage, providing long-term financing. Swift likens commercial paper to a home equity loan, or a line of credit for operating expenses. The program will help with working capital needs, and serve as interim financing for construction expenses.

Please write; Einstein did

Like Einstein and Darwin, Albert-László Barabási answers his mail. ***Photo by Matt Cashore.***

ND Works staff writer

We had an urge recently to correspond with physicist Albert-László Barabási, who is on sabbatical and living in Boston. We were curious to know: Would he write back? Would it be soon?

Barabási brought this ND Works experiment on himself by publishing an analysis of the correspondences of Charles Darwin and Albert Einstein. Einstein, of course, is considered the father of modern physics and Darwin advanced the theory of evolution.

Barabási, too, is a pioneer, in the field of in networking as a unified scientific theory.

Barabasi's purpose in studying the correspondences was to see if they reflected a pattern of human behavior. Earlier this year, another paper published by Barabási identified consistent patterns among e-mail correspondents. He has found that e-mail and snail mail usage is not uniform, but, rather, is marked by bursts of activity.

While it was not Barabási's motive to determine if Darwin and Einstein were polite and gentlemanly, he discovered that both were avid letter writers who answer much of their mail, some sent by schoolchildren. Darwin's archive included some 16,000 letters; Einstein's held 30,000. "The speed with which they responded was impressive."

Et tu, László?

On Nov. 4, ND Works sent the following letter by e-mail.

Dear László,

Heard about your sabbatical in Boston, and your recently published research on the correspondence patterns of Darwin and Einstein. My goodness! Tens of thousands of letters written, some to schoolchildren. At first we wondered how they got any work done. Then we realized that much of that correspondence constituted work—intellectual collaboration done from a distance.

It strikes us that as Darwin was breaking ground for evolution and Einstein for physics, they probably had to reach out in all directions to find people who shared their interests.

Do you find the same with your work on networks? Do you, as they did, find correspondence a part of scientific inquiry? Do you ever get an idea for a new project from some shared thought in an e-mail message?

And in a world of e-mail, do you ever send an old-fashioned letter?

Hope you'll write soon,

Sincerely,

ND Works

On Nov. 8, we heard back:

Dear ND Works,

While the means of communications have changed, the purpose and nature of our communication patterns has not: I do get dozens of e-mails every day, most from colleagues dealing with ongoing projects, and some unsolicited.

The unsolicited e-mails, from a wide variety of fields, help me monitor what fascinates others. I rarely send letters with stamps any longer, but my response pattern is not different from the one observed for Einstein and Darwin: While they replied to most of their letters within days, occasionally it took them a year to respond. I have also fallen in the same trap occasionally. Like now, things look good: The oldest e-mail that still needs a reply is only four months old—and I know that I will get to it eventually.

One other thing that came out from this analysis is that, strictly speaking, there is no characteristic response time. I cannot honestly say that I respond to most of my e-mails in one day, or one week. The scale-free nature of response time—observed both for Einstein and Darwin, as well as e-mail users in an earlier paper—indicates that the average is not characteristic, and there is no way of knowing if it will take me one day or one year to reply to your e-mail.

Finally, this pattern is by no means limited to letters or e-mails. We find that in the Notre Dame library the time interval between two books checked out by the same faculty follows the same pattern: Most of the time we check many books out in short time intervals, but occasionally we go on for months without the urge to take a new book home. FBI Antiwarning: Do not worry, all these data sets are anonymous. We do not know who you are, and what you check out.

All the best,

L.

Care packages for the troops

Members of the Notre Dame Accounting Association will be collecting items for care packages for troops serving overseas. The group has obtained more than 100 names of individuals serving in the Middle East. Donations will be collected in the College of Business atrium from 10 a.m. to 2 p.m., through Friday, Nov. 18. Some suggested items include beef jerky, candy, Notre Dame Glee Club or other Christmas CDs, snack foods and store-bought cookies, which travel better than homemade. Cash donations, which will be used to cover necessary purchases and postage, would be greatly appreciated. For more information, contact faculty advisor Margot O'Brien at **mobrien@nd.edu.**

Learn about the new employment site

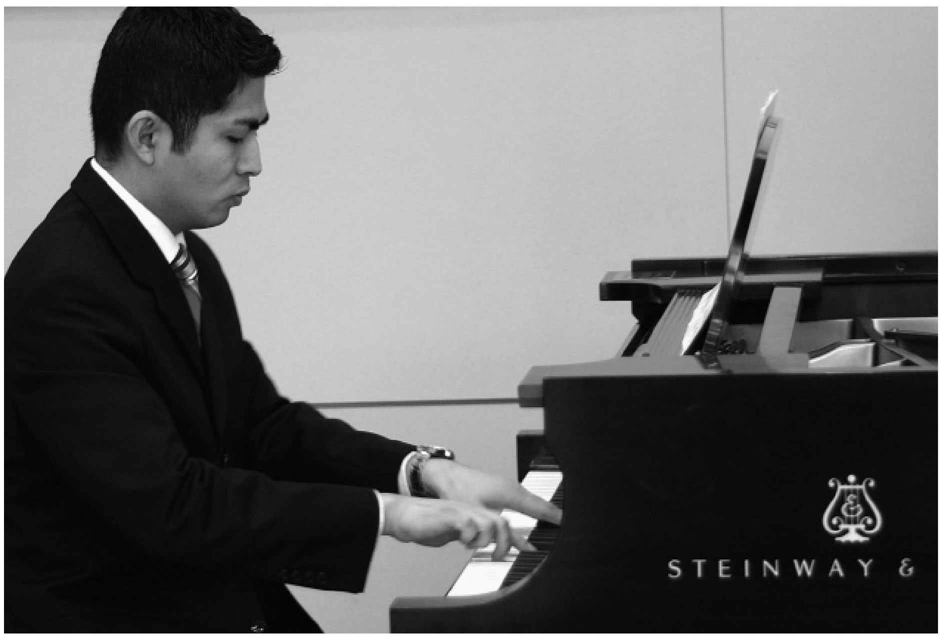
Hiring managers, budget administrators and directors who will be using the new Human Resources employment Web site may choose from three training sessions in late November that will familiarize them with the new site. Several sessions also are scheduled for employees who will use the system to apply for jobs. The new site launches in December.

For administrators, 90-minute sessions will take place at 10 a.m. or 2:30 p.m. Monday, Nov. 28 and at 8 a.m. Tuesday, Nov. 29.

Employee applicants can attend one-hour sessions at 10 a.m. or 3 p.m. Tuesday, Nov. 22; 8 a.m. Monday, Nov. 28, and 10 a.m. or 3 p.m. Tuesday, Nov. 29.

All sessions will be conducted at 328 ITC (Information Technologies Center). Register at **http://iLearn.nd.edu,** where sessions are listed under "New Online Employment Site—User Training Sessions." For additional information about the new online employment site, visit the Office of Human Resources Web site at **http://hr.nd.edu/.**

WHAT THEY WERE DOING



There may be no such thing as a free lunch, but there is the occasional free lunchtime concert. Haruhito Miyagi performed Chopin for an appreciative crowd of about 50 in a small venue of the Marie P. DeBartolo Center for the Performing Arts. Audience members like freshman Stephanie Nguyen provide up to the challenge of appreciating music and a sandwich simultaneously. ***Photos by Joe Raymond.***

Distinctions

The University offers its thanks and congratulations to the following employees, who are celebrating anniversaries. They include **Marlou Hall,** School of Architecture, who has worked here for 25 years.

Celebrating 20 years anniversaries are:

- **Deborah Coch,** Mendoza College of Business
- **Gloria Coplin, Elaine Griffen** and **Richard Wojtasik,** University Libraries
- **Rosemarie Green,** Kroc Institute for Peace Studies
- **John Saylor,** Rolfs aquatic
- **Elizabeth Schneider,** Provost's office

Celebrating 15 years of service:

- **Michael Brewington,** utilities
- **Patrick Farrell,** aviation
- **Tina Jankowski,** Law School
- **Patricia Moorehead,** investment
- **Marty Nemeth,** chemical engineering
- **Janet Rose,** law library
- **Scott Siler,** Alumni Association
- **Gwendolyn Troupe,** financial aid

Celebrating 10 years of service:

- **Rosetta Corbitt,** Moreau Seminary food services
- **Julie Deschaine,** athletics
- **Myrtle Doaks,** history
- **William Doyle,** development
- **Lisa Harris,** South Dining Hall
- **Patricia Krivan,** University Libraries
- **Cheryl Pauley,** Center for Research on Educational Opportunity
- **Barbara Richmond,** Alumni Association
- **Diane Seufert,** Latino studies
- **Taisah Tarvin-Wilson,** development

DPAC performances stitched together in the costume shop

By Carol C. Bradley

In the basement of the DeBartolo Performing Arts Center, there's a brightly lit little world where Jane Zusman creates stage magic.

Zusman has been the costume shop specialist for Notre Dame's Department of Film, Television, and Theatre for the past 18 years. She and cutter/draper Aimee Cole, along with a crew of student workers and other helpers, create costumes for campus theater performances.

The theater department's current production of Noel Coward's risqué 1932 comedy "Design for Living" features authentic 1930s costumes. In fact, Zusman says, some of the designs were based on actual patterns of the era, which can still be purchased at garage sales and in Internet auctions.

When a play is chosen for performance, costume designer Richard E. Donnelly meets with the director and design staff to discuss the concept for the costumes. A Shakespearean play might be performed in modern dress or in period costume. The designer chooses fabrics for the costumes.

Then Zusman and Cole go to work. Cole's job is to take the designer's sketch and the actor's measurements, and create a paper pattern. She may work from an actual pattern and scale it up or down, or create a brown paper pattern from scratch on a dress form. Then she creates a muslin mockup before starting work on the expensive silks of the finished product.

After the muslin is tweaked with final fitting adjustments, the fabric is cut and stitchers do the sewing. Zusman's crew includes beginning theater students, as well as eight students who are enrolled in costume design.

Costumes aren't always made from scratch. For some shows they are rented and altered to fit. The 1930s-style men's suits for the Coward play were rented from Rick's Fashion Americain, a shop that provides costumes for film and stage productions. The suits in this performance were also used in the movie "Seabiscuit."

Zusman says she got into the costume business by accident. She took her first Singer sewing class in eighth grade. She laughs when she reveals that she has a B.S. in psychology, with a minor in sociology. "With a concentration in gerontology."

Eighteen years ago the department contracted with Donnelly to costume a performance of "Amadeus." A neighbor of Zusman's told her the department also was looking for someone who could sew Donnelly's designs.

"That's where this begins," she says.

Cole traveled an even more curious path. Her major for the first two years of college was forensic science. "My grandmother sews. My mother sews. A home economics major saw me laying patterns out on the floor in the dorm, because I made my own clothes. I had no idea there was such a thing as Home Ec."

She changed majors, and graduated with a B.S. in clothing and textiles, with an emphasis on apparel design. She later went on to earn an MFA in costume technology.

Cole and Zusman's tasks are many and varied. In addition to making costumes, they handle cleaning, laundering and repairs during a play's run. Some plays may require dyeing fabrics, making wigs, or crafting crowns or sword belts.

"It can be anything and everything," Cole says. "It's always something different."

Zusman concurs. "I love my job," she says. "It's not work. Even when I put in 80-hour weeks, it's great. Always something new and different."

"Design for Living" runs through Sunday, Nov. 20 in the Philbin Studio Theatre in the DeBartolo Performing Arts Center. Evening shows begin at 7:30 p.m., except Nov. 19, which begins at 8:30 p.m. Sunday shows are matinees at 2:30 p.m. Ticket information is available by calling 631-2800 or by visiting ***http://performingarts.nd.edu.***

Dressmaker's dummies are used for creating and fitting patterns and costumes. The process starts with a precise set of measurements for each actor. ***Photo by Carol C. Bradley***

Cutter/draper Amiee Cole, left, and costume shop specialist Jane Zusman display some of the more than 20 costumes they fabricated for the Noel Coward play "Design for Living." Some of the dresses were made from vintage 1930's patterns. ***Photo by Carol C. Bradley.***

FYI

Eat right or work off the holiday pounds

Learn about healthy holiday eating in a RecSports workshop at 7 p.m. on Wednesday, Nov. 16. Avoiding Holiday Eating Pitfalls, led by Jocie Antonelli, will offer techniques to help keep off the pounds during food-filled holiday gatherings. To register for the free workshop, contact Adrian Shepard at shepard.10@nd.edu or call 631-3432.

RecSports Thanksgiving holiday hours are as follows.

Rolfs

Wednesday, Nov. 23: 6 a.m. –7 p.m.

Thanksgiving Day: Closed

Friday, Nov. 25: 9 a.m.–7 p.m.

Saturday, Nov. 26: 9 a.m.–4 p.m.

Sunday, Nov. 27: noon to midnight

Rockne Memorial

Wednesday, Nov. 23: 6 a.m.–7 p.m. (pool 6–9:30 a.m. and 3–6:30 p.m.)

Thanksgiving Day: Closed

Friday, Nov. 25: noon–6 p.m. (pool 3–6 p.m.)

Saturday, Nov. 26: noon–6 p.m. (pool 1– 6 p.m.)

Sunday, Nov. 27: 10 a.m.–11 p.m. (pool 9–11 p.m.)

Handbell and Folk Choir performances

There will be several opportunities to enjoy the Notre Dame Handbell Choir and the Folk Choir at the Basilica of the Sacred Heart this season. At 9 p.m. on Saturday, Nov. 19, the choirs will perform the annual Concert for the Holy Cross Missions. All proceeds will be sent to Holy Cross Missions for support of the Haiti Province. The choirs will also play at 11:45 Mass on Sunday, Nov. 20. At 7:15 p.m., Dec. 4, a service of Advent Lessons and Carols will be held, featuring the combined choirs of the Basilica. At 5:15 p.m. Friday, Dec. 9, the Feasts of St. Juan Diego and Our Lady of Guadalupe will be celebrated. Music will be provided by the Notre Dame Folk Choir and Coro Primavera de Nuestra Señora, a choir of more than 25 voices that sings both contemporary and traditional Spanish liturgical music.

Students, pros to ring in cheer

Several student and professional performance groups will present concerts in late November and early December in the Marie P. DeBartolo Center for the Performing Arts, where the staff also is mounting some classic holiday films. Call the ticket office at 631-2800 to buy tickets or make reservations for the following events.

- Notre Dame Chorale and Chamber Orchestra will present its fall concert (Friday, Nov. 18; 9 p.m.; $8 faculty/staff; $3 students).
- Notre Dame Symphonic Winds and Concert Band (Sunday, Nov. 20; 3 p.m.; free tickets required).
- University Band Concert (Sunday, Dec. 4; 3 p.m.; free tickets required).
- Notre Dame Jazz Band (Sunday, Dec. 4; 7 p.m.; free tickets required).
- Collegium Musicum, a small vocal ensemble of voices specializing in music of the medieval, Renaissance and Baroque eras (Wednesday, Dec. 7; 8 p.m.; $3 faculty/staff/students).
- Vienna Choir Boys (Sunday, Nov. 27; 3:00 p.m.; $21 faculty/staff; $10 students).
- Handel's "Messiah," directed by Alexander Blachly, will be performed by the Notre Dame Chorale and Chamber Orchestra. Performances for this popular annual event typically sell out early (Friday, Dec. 2 and Saturday, Dec. 3; 8 p.m.; $8 faculty/staff; $3 students).
- Notre Dame Glee Club presents its annual Christmas Concert with all proceeds benefiting the South Bend Center for the Homeless (Saturday, Dec. 10; 6 p.m. and 8:30 p.m.; $5 faculty/staff; $3 students).
- Cherish the Ladies, the first all-woman traditional Irish band, (Sunday, Dec. 11; 7 p.m.; $31 faculty/staff; $15 students).
- Christopher Parkening and Jubilant Sykes team up for a special holiday guitar-bass duet. (Friday, Dec. 9; 8 p.m.; $31 faculty/staff; $15 students).
- Bing Crosby and Danny Kaye's 1954 classic "White Christmas," featuring a star-studded cast and score by Irving Berlin. (Thursday, Dec. 15; 7 p.m. and Saturday, Dec. 17; 3 p.m.; $5 faculty/staff; $3 students).
- Frank Capra's 1946 classic "It's a Wonderful Life," (Friday, Dec. 16; 7 p.m. and Saturday, Dec. 17; 6 p.m.; $5 faculty/staff; $3 students).

A best bet for holiday shopping

Invitations will soon be in the mail for the Hammes Notre Dame Bookstore annual Faculty/Staff Open House. The event will be held from 8 a.m. to 10 p.m. on Thursday, Dec. 1 and Friday, Dec. 2. Receive 25 percent off emblematic apparel and gifts with your invitation or I.D. card. Light refreshments will be served.

Celebration Choir sings for CRS

At 8 p.m. on Wednesday, Dec. 7, the Notre Dame Celebration Choir will perform a benefit concert for Catholic Relief Services at the Coleman-Morse Center. The Celebration Choir is a Campus Ministry ensemble that does works of good will in the community, including singing at prayer services at the Center for the Homeless.

President's Christmas Reception

All staff are invited to the President's Christmas Reception from 3 to 5 p.m. Friday, Dec. 9 in the Main Building, with performances by the Handbell Choir at 3 p.m. and the Glee Club at 4 p.m.

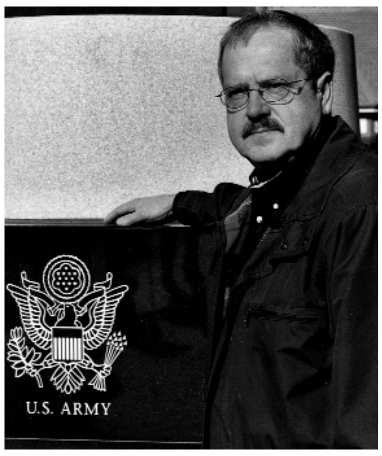
United Way update

This year's United Way fund drive raised $214,098.22 as of Nov. 11, says Lisa Yates, University campaign director. The total may increase as last-minute donations trickle in. If you missed the Nov. 9 deadline, it's not too late to contribute. Download the form at **http://unitedway.nd.edu/kickoff/kickoffs.htm** and return to 200 Grace Hall.

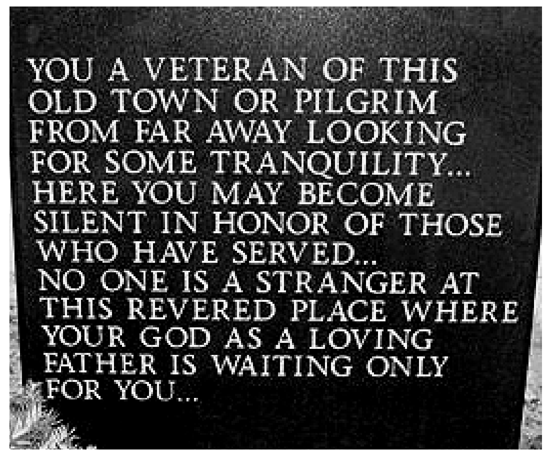
FROM THE ARCHIVES

A World War I-era initiative called the Students' Army Training Corp allowed students to train for the military while remaining in college. In this 1918 photo, SATC members prepare for trench warfare with target practice on a rifle range in front of Old College. ***Photo provided by Elizabeth Hogan, University Archives.***

BACK STORY



Ray Phillips pauses at the memorial after dedication of a time capsule on Veteran's Day 2005. Included in the time capsule's contents is the Purple Heart Phillips won in Vietnam. ***Photo by Carol C. Bradley.***



Construction of the Veteran's Memorial was part of a healing process for Phillips. His goal in creation of the memorial was to make vets feel appreciated.

Ray Phillips donated a marble bench in honor of the five Phillips brothers who served during the Vietnam era: Vic (Air Force), Jim (Marines), James (Army), Ray (Army) and Chuck (Navy).

Veteran's Day is always special to him

By Carol C. Bradley

Ray Phillips' campus office is easy to find—it's the first construction trailer on the left in front of the new Jordan Hall of Science.

Phillips, construction administrator in the Office of the University Architect, has been on the job for four years. In addition to the Jordan Hall project, he's worked on construction of the DeBartolo Center for the Performing Arts and other building and renovation projects on campus.

But the construction project closest to his heart is one off campus, where he has done a lot of the building with his own two hands. Phillips constructed the Veteran's Memorial in Riverfront Park in Niles. The monument, which was designed by fellow Vietnam vet Mike Ellis, is a simple granite column topped by a black granite globe etched with a map of the world.

Flags surrounding the monument—the American flag, as well as flags representing the Army, Navy, Air Force, Marines, Coast Guard and POW/MIA. The dedication inscription reads, in part, "…in honor of all veterans past and present who served their country during times of war and peace to preserve our rights and freedoms."

The Veteran's Memorial in Niles is one of three veteran's monuments Phillips has constructed. The first is in Howard Park in South Bend, the second on the bluff in St. Joseph, Mich. The memorial in Niles, he says, will be his last.

"It's important to me," Phillips says. "One reason is, it's my home town." Phillips and four of his brothers were in the service during Vietnam. In their honor, Phillips has installed a granite bench engraved with their names and branches of service. Phillips, who served in Vietnam in 1968 with the 198th Light Infantry, was wounded in action and received a Purple Heart.

He donated his medal to a time capsule that was dedicated at the Niles memorial last Friday in a ceremony commemorating Veteran's Day 2005. The capsule, which is to be opened in 50 years, contains memorabilia representing each war from the Civil War through today. It contains medals, newspaper articles, photographs, and a piece of shrapnel from a Scud missile fired by Iraq during Desert Storm.

The most important reason for construction the memorial is to show respect for veterans, Phillips says. "And it's part of a healing process for myself," he adds. "It's helping vets feel appreciated. That's the short of it."

Photos courtesy Ray Phillips

Above: The Veteran's Memorial in Riverfront Park, Niles, Michigan flies flags representing the Army, Navy, Air Force, Marines, Coast Guard and POW/MIA, as well as the American flag. The column is topped by a mirror-polished black granite globe etched with a map of the world

Left: Ray Phillips, center, during construction of the memorial. The Niles memorial is one of three he's helped construct, including memorials at Howard Park in South Bend and on the bluff in St. Joseph, Michigan.

Kids get a kick out of Snite's 'Sculpture to Go'

"Nydia," by American sculptor Randolph Rogers, is one of the pieces featured in the Snite Museum's "Sculpture to Go," activity series for parents and children. All of the sculptures either move, or have the appearance of motion.

Jackie Welsh, Curator of Education at the Snite Museum, has created "Sculpture to Go," an activity box for children and parents to use while touring the museum. Families can ask for the box at the visitor desk, and learn about sculpture while viewing seven works by American artists.

By Carol C. Bradley

More than 9,000 area schoolchildren tour the Snite Museum of Art annually with school groups, says Curator of Education Jackie Welsh, but until now there haven't been activities available for parents and children to do on their own.

Welsh has created the Snite's new "Sculpture to Go" program for children from kindergarten through third grade to use with a parent or other adult. Families can pick up the activity box at the visitor desk in the atrium.

The accompanying guidebook leads families around the museum to look at seven sculptures by American artists. The samples range from the abstract to the realistic, and each either moves, like a Calder, or has a sense of motion about it, says Welsh.

The book defines sculpture and describes how sculptures are created. It explains that some are additive, made by adding shapes to other shapes, the way one piece of wood might be glued to another.

Subtractive sculptures, on the other hand, are created by taking something away. Examples of subtractive sculpture are wood or stone carving.

"It teaches them techniques, and what things are made of," Welsh says of the program, which was introduced in early October. "It teaches the difference between two-dimensional and three-dimensional."

It's also interactive. Inside the Sculpture to Go box, families will find colorful Chinese food takeout containers that hold illustrative examples. While touching the actual sculptures isn't allowed for conservation reasons, after viewing the figurative marble sculpture "Nydia," children can open a box and find a piece of marble to touch and handle. "How does it feel in your hand?" the guide asks. "Cold, smooth, rough, hard?"

The informative activity guide, which families can take home, also tells users that Nydia was a character in the 1834 novel "The Last Days of Pompeii," and that she is depicted listening to the sounds of the volcanic eruption of Mount Vesuvius.

Welsh hopes the activity package will appeal to members of the general public, as well as faculty, staff and graduate student families with children.

"We're inviting families to come in and look at the museum, and use the Sculpture to Go box if they like," Welsh says. If families fill out a brief evaluation form, they'll receive a gift—a kit of small objects (pipe cleaners, clay) to make tiny sculptures at home.