

IN THE WORKS



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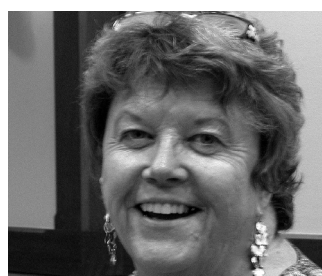
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Unique emphasis spells success for journalism program

By Susan Guibert

For as long as she can remember, junior Katie Stuhldreher has wanted to be a foreign correspondent. With internship training in Prague, Sarajevo, and most recently at the Moscow News, her real-world experiences have reinforced those aspirations.

A political science and Russian double major, Katie also is enrolled in Notre Dame's Gullivan Program in Journalism, Ethics and Democracy, a minor for students interested in careers in print and broadcast journalism. Unlike many journalism programs, the Gullivan Program subordinates technical training to the ethical and social dimensions of journalistic instruction, demanding a traditional major while fulfilling the requirements of the journalism minor. This distinctive approach provides students with a rare and valuable perspective in a journalism world often shaken by blurred lines and fuzzy facts.

"I did an internship at the Moscow News, which was founded during the Soviet period as a propaganda paper," Stuhldreher explains. "The paper now is in transition to a 'free press system,' and is struggling to decide its political leaning."

During her internship, she worked with the editorial staff, helping them rewrite their standards and develop a sense of ethics.

"The editors asked me to work as a consultant on these matters," she says. "In having to explain the importance of ethics in a newsroom to people in a system still lacking a full understanding of journalistic ethics and responsibilities, I better understood myself why the Gullivan Program's focus on ethics is so well placed."

Notre Dame's journalism program took shape 10 years ago with the first meeting of an advisory committee of alums with positions in journalism. Current members include Anne Thompson, chief financial correspondent for NBC News; Tom Bettag, executive producer for The Koppel Group, Discovery Networks; and Bill Dwyre, sports columnist for the Los Angeles Times.

"What journalism desperately needs these days are people who have a vision for the role of media in American society, people who have the backbone to stand up to the political and economic pressures that are a daily fact of life," Bettag says. "Notre Dame's long tradition of commitment to social justice and

ethical standards makes this a program that can train leaders in a field that needs bold leadership."

The advisory committee believed that the program should not be restricted solely to the study or practice of journalism. One member, in particular, felt that journalism's role in our democracy was essential to consider, says Bob Schmuhl, founding director of the Gullivan Program and the Walter H. Annenberg-Edmund P. Joyce Professor in American Studies and Journalism.

The program began in 1997 with a grant from the John S. and James L. Knight Foundation. It became a permanent academic enterprise through support from an endowment created by the family of John W. Gullivan. The Gullivan gift also provides internship support to students and sponsorship of conferences, lectures and publications. Experienced and respected journalists serve as adjunct faculty members and as visitors, including former Boston Globe executive editor Matt Storrin; former Chicago Tribune managing editor Dick Ciccone, who currently teaches the Fundamentals of Journalism course; Pulitzer Prize winner Julia Keller; and New York Times managing editor Jill Abramson.

Former and current program members point to their professional

experiences as proof of the program's direction. Alumna Sarah Childress '03, who reports for Newsweek magazine, has found, "You can learn journalism skills in the newsroom—actually, that's where you learn it best. Most editors I've spoken with say they would rather aspiring reporters be excellent readers, writers and critical thinkers," Childress says.

Senior Joey Falco got his taste "learning by doing" with internships as a research assistant at "Meet the Press" and at CNN. "I've met lots of people from traditional journalism schools who take nothing but journalism classes. We all learn on the job, and I'd much rather have a fuller background that includes other subjects—political science, economics, media ethics classes are more useful," Falco says.



Robert Schmuhl is founding director of a journalism program that emphasizes ethics and social contexts. He is Walter H. Annenberg-Edmund P. Joyce Professor of American Studies and Journalism. **Photo by Carol C. Bradley.**

Campus United Way champions see a deep local need

2006 campaign features employee compassion fund

By Carol C. Bradley

More United Way information on page 8.

When Notre Dame's 2006 United Way campaign kicked off in late September, Bob McQuade, associate vice president for human resources, called on the University to "reverse the downslide in giving" experienced in recent years.

Local charities nationwide have experienced declines in giving over the past two years as donations have flowed to tsunami relief and the victims of Hurricane Katrina.

McQuade, a new member of the United Way board, is one of a number of Notre Dame staff with in-depth involvement in United Way and the agencies it supports. "It's critical for the success of United Way for Notre Dame to lead the way," he says.

New to the campaign this year is the Employee Compassion Fund. Those pledging to United Way can earmark either three or five percent of their contribution to an emergency fund available for employees who have experienced catastrophic losses, be they losses from a house fire, or medical bills from an illness. The fund will be administered by an employee committee.

It's an idea that was developed by employees, for employees, McQuade notes. So far, most of the pledge cards returned have included a donation to the

fund.

Many Notre Dame employees are directly involved with United Way programs and fundraising, including Alan Bigger, director of building services. Bigger is one of several staff members who started the "Old2Gold" year-end campus yard sale, which raised more than \$43,000 this spring.

Bigger serves on one of the United Way's funding review panels, which decide how money will be allocated among the applications received. This year, he says, donations were down and his committee had to decide which programs to fund and which to cut off. "There is incredible need, and not enough resources to meet the need," he says. "Therefore, people hurt."

The new employee fund, Bigger notes, "is a wonderful way for people to support local charities, which is philanthropic, but also to support our own."

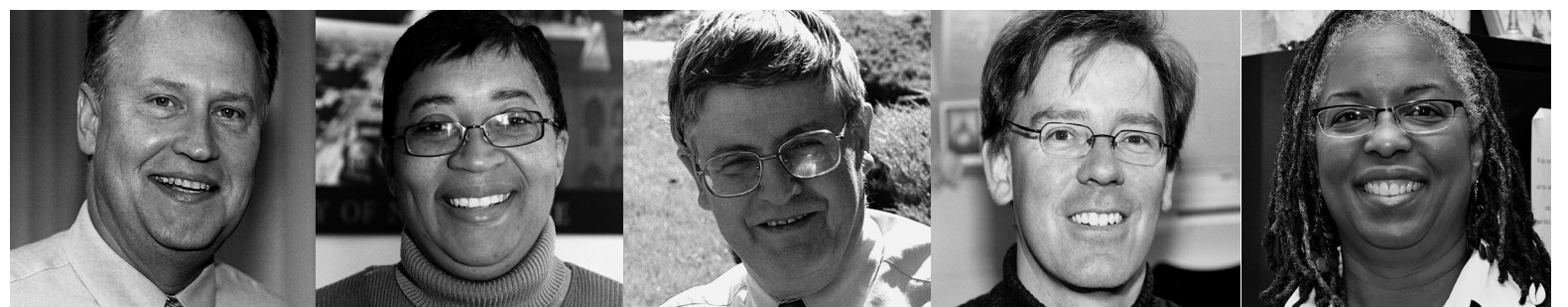
Jackie Rucker, Notre Dame's director of community relations and another member of the United Way board, points out that the agency "is trying to impact the issues, to move upstream and address the root causes of problems."

A case in point is Bridges out of Poverty, a new program of the

YWCA of St. Joseph County that is fully funded by United Way donations. Bill Purcell, associate director of Catholic social tradition and practice in the Center for Social Concerns, serves on the steering committee for the Bridges Out of Poverty coalition.

"The impressive thing about it is that they're (the YWCA) working to overcome poverty in two ways," he says. "One is to address the individual responsibility of persons to get out of poverty, with things such as life skills training for women—time management, anger management. At the same time, they're also looking at social responsibility, the systemic structures that keep people in poverty—racism, lack of jobs, poor education. You need both charity and social justice work to move forward."

Iris Outlaw, director of multicultural student programs and services, is chair of the United Way's strengthening families/conflict resolution panel, which reviews funding applications from a large number of agencies. "We struggle every year to divvy up the money," she says. "For us it becomes a matter of trying to prioritize, to look at where we can make the greatest impact. There is so much need," she says, "but there are only so many dollars."



Several Notre Dame employees roll up their sleeves to help United Way, including Bob McQuade and Jackie Rucker, who are on the United Way board; and Alan Bigger, Bill Purcell and Iris Outlaw, who serve on various funding review panels. **Photos by Carol C. Bradley.**

Brinig brings much more than the letter of the law

By Michael O. Garvey

As seems to be the case with more and more Notre Dame law school faculty, Margaret F. Brinig, the new Sorin Professor of Law, is an academic interdisciplinarian whose conversation can negotiate topical shifts with the ease and grace of an Olympic slalom skier.



Margaret F. "Peg" Brinig combines the perspectives of law and economics to advocate for families. *Photo provided.*

She comes by this versatility honestly: At Duke University, from which she was graduated in 1970, she studied history as an Angier B. Duke Scholar. Three years later, having received her law degree from Seton Hall University, where she was an editor for the law review, she became a clerk for New Jersey Superior Court Judge Theodore Botter.

She then worked briefly as an assistant deputy public defender in the Inmate Advocacy Division for the State of New Jersey's Department of the Public Advocate before joining the law school faculty at George Mason University in Arlington, Va., for nearly 25 years. At George Mason she won awards for her teaching, served as associate dean of academic affairs, and directed the legal writing program while using her spare time to pick up master's and doctoral degrees in economics.

Before joining the law faculty at Notre Dame this fall, she had taught at the University of Iowa College of Law since 1999, also serving there as associate dean for faculty development.

She's kept busy outside the class and conference rooms as well, having written "From Contract to Covenant: Beyond the Law and Economics of the Family," in addition to two casebooks and a handbook for Virginia family lawyers as well as more than 70 articles and book chapters on law, economics, sociology, medicine and public health, among other subjects.

If this propensity to view problems from multiple angles makes her particularly sensitive to the economic strain inflicted by public policy on vulnerable and beleaguered families, it also impressively equips her as these families' advocate. Using language initially bewildering to an interested layman, she explains that her scholarly interests largely concern economic and legal issues facing the family "from both empirical and theoretical perspectives."

She chooses one of her current projects as an example: It has to do with the widely varying vision standards which individual states require elderly people to meet before renewing their drivers' licenses. The vast, diverse and arcane data must be gathered from research in ophthalmology, family medicine, engineering and law and its implications are legal, economic and social. "For some older people," she says, "access to transportation is crucial, and in states with fewer restrictions on licenses, their families must often bear legal and financial

burdens for the increased numbers of accidents."

Brinig seems to believe that these issues have spiritual and religious dimensions as well, and she likes being able to discuss them with the Notre Dame Law School students enrolled in her family law and economics courses. Far from imposing intellectual or academic restraints, the consideration of faith seems to her a liberation to ask deeper and more searching questions. "It wouldn't be so easy to bring up such matters in the public universities I've been at," she says, adding that she was pleased that the school year here began with a Mass, as she was with the reflexive and unselfconscious manner in which the law school faculty recently gathered to pray for a colleague preparing for a difficult surgery.

"It's good that we do these things here," she says.

It is indeed. And good to have such people joining us to do them.

First Year of Studies veteran connects women to education

By Judy Bradford

Sandra Harmatiuk has a passion for education, particularly education for women.

Her passion is the pin that makes it easy to toggle between two roles.

As director of the Learning Strategies Program in the First Year of Studies, she works with students struggling to adjust to all the reading, writing and studying involved in their college education.

As membership director for the local chapter of American Association of University Women, she promotes an organization committed to education, job opportunities—and friendship—for women.

"If you're looking for a congenial group of women with similar interests and tastes, then this is an exciting way to meet new people," she says of AAUW, which is celebrating its 125th anniversary year. "We have study groups in literature, antiques, architecture, as well as different aspects of food. The organization gets involved in the community, like election issues."



Sandra Harmatiuk is membership director of the American Association for University Women. *Photo by Carol C. Bradley.*

Today, AAUW women can spend more time with those enrichment programs. They've fought the good fight to get women hired into university and college faculty positions. Now, they work to help women get *better* jobs,

or their first jobs in higher education.

Conversing with her can take you through the full range of subjects you might encounter with a highly-educated woman. She earned her doctorate in English from Notre Dame in the early 1970's, and can speak "Old English" fluently.

But she would use modern English to teach any student ways to study better, or manage their time.

Certainly, Notre Dame freshmen already have these skills. But Harmatiuk says some first-year students are often shocked and overwhelmed by the amount of reading expected of them.

"Because they are so talented and bright, some of them often haven't developed good study skills," she says. "Things have always come easy for them. All of a sudden, they have to spend 30 or 40 hours preparing for class, and this is inconceivable to them."

She's been employed with the Learning Strategies Program since 1978, when it was a tutoring program. It has expanded into the Learning Resource Center, offering help in time management and test preparation, as well as reading and writing skills.

She's been a member of AAUW since 1995. "I got involved in it because of the wonderful study groups, like literature and travel."

She's excited about AAUW's newer programs, like a spring workshop that helps juniors and seniors in high school get ready for college. Two years ago, AAUW also started accepting women with associate degrees as full members, and also extended membership to university students.

The AAUW chapter's 60 members are planning an **information session** for Sunday, Oct. 15, from 2 to 4 p.m. in the Francis Branch Library, 52655 N. Ironwood Drive.

Book search takes him back in time and around the world

By Gail Hinchion Mancini

What a difference a decade has made in the world of library acquisitions.

As recently as 10 years ago, a distinguished scholar, Milton Anastos, was pursuing a life's quest to compile one of the great collections of Byzantine scholarship. Shortly after his death in 1997, Notre Dame brought the 35,000-volume collection to campus and hired David Jenkins as its bibliographer.

Anastos probably searched the world over for the collection, says Jenkins, whose windowless office in the Hesburgh Library has several maps useful in tracing the possible steps of an international search.

Since arriving at Notre Dame in 1999, Jenkins' responsibilities have branched into the classics and European and Russian collections. Luckily, he's able to read most European languages and to "tough it out" with some Russian.

Although he will wear out no shoe leather nor fill his passport with exotic stamps, Jenkins himself is on a search reminiscent of Anastos'. He's leading a project to increase the library's history collection by some 40,000 volumes.

Unlike the almost 60 years Anastos dedicated to his search, Jenkins expects his quest to take about a year, with purchases to begin in 2007. Unlike Anastos, he has the Internet and online databases, and electronic resources that can zap orders to booksellers around the world.

The expansion is being supported by \$1 million of receipts from the Fiesta Bowl, allocated by Provost Tom Burish. (An additional \$500,000 of the receipts has been allocated to bolster the Africana Studies collection and electronic collections for science and engineering.) The meat of Jenkins' search will focus on out-of-print European and Russian history books published in their original European language editions.

While many great scholarly works were written during the 20th century, their wholesale acquisition for the sake of research did not become part of the library's mission until the mid-1980s. Since its focus shifted to research, the library has accumulated several comprehensive or rare collections in areas such as Irish literature and it adds tens of thousands of titles to the collection annually. But this is the first effort to play large-scale catch-up in a single discipline.

Through this semester, Jenkins is meeting with history department faculty to



David Jenkins sifts through electronic databases in search of European and Russian history books in an effort to improve the library's history collection. *ND Works staff photo.*

create an in-house list of volumes and collections of general importance, specialized volumes in support of faculty research interests, and resources to support a burgeoning graduate program. But faculty requests alone will not be sufficient to identify every element of a world-class research collection.

To broaden the search, generally for volumes from the mid-1920s to the 1980s, Jenkins uses Internet databases. Various resources are helping him identify what the world's historians—and research librarians—consider to be the "must-haves." For example, specialized features of WorldCat, a 60 million-volume database of library collections, allow detailed comparisons of our holdings with those of other libraries or groups of libraries. This enables the library to collect modern European language scholarship to support the teaching and research of our graduate students and faculty across many disciplines.

The final list is to be handed over to an Internet-connected network of international booksellers whose faces Jenkins probably never will see. His optimistic estimate is by requesting some 40,000 volumes, at least 20,000 will be located.

"There's never been a better time to buy out-of-print books. The Internet makes this huge," he says.

Even though availability may be good, Jenkins can imagine waiting for some volumes for at least five years. The scary thing isn't that the books will take years to find. The scary thing, he says—with a sympathetic nod to UPS and a worried eye on the library's processing resources—is that a good number of them might show up in one day.

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Town Hall meetings cover big picture initiatives and important details

By Gail Hinchion Mancini

Generous thanks, effusive praise and some brass-tacks explanations comprised four historic town hall meetings for the University's non-teaching staff and administration late last month.

The University's executive administrators—President Rev. John I. Jenkins, C.S.C., Executive Vice President John Affleck-Graves and Provost Tom Burish—provided the content. Lasting a little more than an hour each, the events included money talk, a view of future building plans, a succinct overview of the University's core values and directions, and a chance for employees to ask questions.

In announcing two distinct initiatives—ND Voice and the ND Integrity Line—the chief administrators indicated that further lines of communication are being opened for employees. The former is an upcoming survey that will tap employee opinions on Notre Dame's work environment; the latter will allow employees to confidentially report either legal or ethical infractions. (See related stories on this page.)

Notre Dame's reputation as a great workplace is paramount, said Affleck-Graves. "We don't want Notre Dame to be just a fabulous place to come to where we have great students and great faculty. We want to be a great place to work."

At least 1,300 employees attended one of the four sessions in the Leighton Concert Hall Sept. 27 and 28. One planned for second- and third-shift employees began at 10:15 p.m. Sept. 27.

Affleck-Graves noted the University is developing a performance review system that will sharpen individual job descriptions, help connect individual contributions to the University's general goals and help the University devise support for employee success including programs to broaden employee skills. The evaluation system will be a custom-designed one. "We need your help. I want everybody to feel free, as we develop this and as you experience it, to

come back and say, 'This doesn't work. This is wrong.' It's not going to be a system we get right the first time."

Added Father Jenkins: "The whole point of the performance management system is to help people do the great job they're capable of doing; to be able to say 'I want to come to work' and 'I'm proud of what I do.'"

Father Jenkins delivered the "big picture" view of the University by outlining its strategies for becoming "a distinctively Catholic university that is counted among the preeminent universities in the world."

To achieve this, the University will strive to provide unsurpassed undergraduate education; "small but superb" graduate and professional programs, a vibrant residential life committed to moral and spiritual development and a community of faith.

Father Jenkins identified and elaborated on five core values:

- Integrity: Imagine something you've done at work is on the front page of the South Bend Tribune, he advised. "If you wouldn't want to see



John Affleck-Graves, executive vice president, shows the design of a planned expansion of the Law School during one of four Town Hall meetings for staff in late September. Photo by Joe Raymond.

it on the front page, don't do it."

- Accountability: "Everyone needs to be clear about what's expected of them and whether they're fulfilling those expectations." Performance evaluations will support this process.

- Teamwork: "Everyone has to be concerned not only about their own little area of responsibility but the whole unit."

- Leadership in excellence: "Good enough is not good enough. The point is we always try to do better."

- Leadership in mission: "A sense of spirituality is at the core of Notre Dame. It means in your area, how can

you bring respect for those values?"

Provost Tom Burish, addressing employees on behalf of the faculty, noted that undergraduates spend more time out of the classroom than in it. "Undergraduates come here for more than an education. They come here to grow up," he said. "When they're not in class and not studying, you almost alone give meaning to the rest of their lives, the groundwork for their life after Notre Dame."

"Those of us who work on the academic side often don't thank you enough. I'm here to thank you on behalf of the faculty, staff and students."

Hotline offers an alternative for voicing concerns

By Cynthia Maciejczyk

Notre Dame recently implemented an anonymous compliance hotline called ND Integrity Line to allow faculty and staff to voice workplace concerns when they don't feel comfortable talking with a supervisor or department head. According to Bob McQuade, associate vice president of human resources, "having such a hotline in place is consistent with the administration's desire to be transparent to faculty and staff. It gives our people a vehicle to be totally open with us when they have a concern."

Run by third-party vendor Global Compliance of Charlotte, North Carolina, the hotline is staffed by trained individuals who walk each caller through a step-by-step process to ascertain the nature of the concern and the level of urgency. A mechanism is in place to deal with urgent issues such as immediate threats to personal safety or thefts in progress.

Each call is logged as a report, which is then forwarded on to the appropriate university official for follow-up. If a caller chooses to remain anonymous, Global Compliance assigns an ID number so that the caller can follow up as necessary.

McQuade stresses that the hotline should not be viewed as a replacement for procedures already in place for reporting workplace concerns, namely that faculty and staff should speak first to a supervisor or department head if they have a valid issue. They should turn to the hotline only when they feel they cannot voice their concern freely.

What types of concerns would be considered appropriate for the hotline? According to McQuade, they would include worries about conflict of interest; preserving confidentiality; compliance with applicable laws, rules, and regulations; financial malfeasance; sexual harassment or misconduct; and workplace safety issues. Questions about benefits, disagreements with coworkers or supervisors, or questions about promotions, should be directed to Human Resources.

"The bottom line," says McQuade, "is that people should use common sense when bringing a concern to the hotline."

According to McQuade, the University is following best practices for governance of large organizations in implementing a compliance hotline. Corporations have had such hotlines in place for many years and universities and colleges have been following suit in recent years. Notre Dame joins schools such as Northwestern, Cornell, Harvard, Stanford, and Yale in implementing a hotline.

Continued on page 6

Make your thoughts about the workplace known

Complete participation sought for survey

By Gail Hinchion Mancini

Members of the Office of Human Resources are making final refinements to questions to be included in the first comprehensive survey on the employee experience at Notre Dame.

Titled "ND Voice: Understanding Your Notre Dame Experience," the survey will be given in early November to staff and administrators.

ISR, international specialists in employee research, organizational leadership and employee engagement, is creating the survey tool based on questions that have been contributed by various employee groups such as the Staff Advisory Council and the administration.

The survey was announced at the recent Town Hall meetings. John Affleck-Graves, executive vice president, explained the impetus: "People come up to me, and they tell me something that's a problem. That's wonderful feedback, but you never know if it's isolated, or something that's pervasive. The action you want to take in each of these cases is different."

Moreover, Affleck-Graves says, Notre Dame's commitment to be a great place to work requires information on whether the University is achieving that goal, and areas where improvement is needed.

"Questions will cover a broad range," says Tammy Freeman, associate director of talent management in human resources. "Everything from your individual work experience, your group work experience, your supervisor-employee relationships and your views of the leadership and the culture at Notre Dame."

Survey questions will explore attitudes on the overall institution, but also dig into issues related to an employee's divisions. Other questions will address employee views on career development.

ISR will be able to provide data comparing Notre Dame's workplace environment to national norms, says Freeman. This year's survey also will provide baseline data; subsequent surveys can then identify if improvements have been made, she says.

Freeman emphasized that the content of individual surveys will be confidential. Employees who regularly use computers and the Internet will receive an invitation from ISR via e-mail to take the survey online. Responses will go directly to ISR.

Paper surveys will be provided for the University's 1,100 to 1,200 hourly employees. These surveys will be completed in meetings proctored by ISR representatives. Several meeting times over the course of the week are being established so that hourly employees can take time from their workday to answer the survey.

The survey, which will include a place for open-ended comment, is expected to take about 15 minutes to answer, Freeman says. Communication about the survey results is expected to take place in the spring.

ISR data indicates that surveys like this generally attract a 70 percent response rate. Freeman says she's hoping for at least 80 percent participation at Notre Dame, if not higher. "It's critical that employees have their voices heard," she says.

“Inquiring minds want to know,” it is said. The following question-and-answer transcript relays the issues employees were thinking about during four recent Town Hall meetings for non-teaching staff and administrators. The answers to questions that relate only to a specific division have been forwarded to those areas.

Building to the northeast

Q: Why does the University want a busy commercial area so close to campus?

A: The nearby retail section provides an opportunity for faculty and staff and, particularly for students who don't have a car, to find entertainment near campus.

Q: Once the development south of campus occurs, does the University have any concerns about students crossing Angela?

A: Yes, we are concerned about student foot traffic. We've looked into the success of footbridges over busy streets at other universities, and they are not used. We will continue to study the overall design of that intersection.

Q: What are the plans for the money the University will receive from the sale of property on Eddy Street?

A: We'll repay the University for the cost of buying those properties. In all honesty, we're not going to break even. We're buying property with buildings on them that have to be knocked down. We plan on recouping some but not all of the cost.

Q: QuarkNet and a couple of other University departments currently occupy space earmarked for future retail development in the Northeast Neighborhood plan. What will eventually happen to them and when?

A: Some of the changes that will happen on Eddy Street won't occur until the Indiana Department of Transportation upgrades State Road 23. That may not happen until 2010 or 2015. At that time, we will evaluate other location options for the respective programs.

Q: The Northeast Neighborhood campus plan shows a hotel. Is that the same hotel that has been a topic of discussion recently?

A: Four or five years ago there was talk of putting a new campus hotel on Saint Mary's Lake. Since then, there has not been any movement on the hotel front.

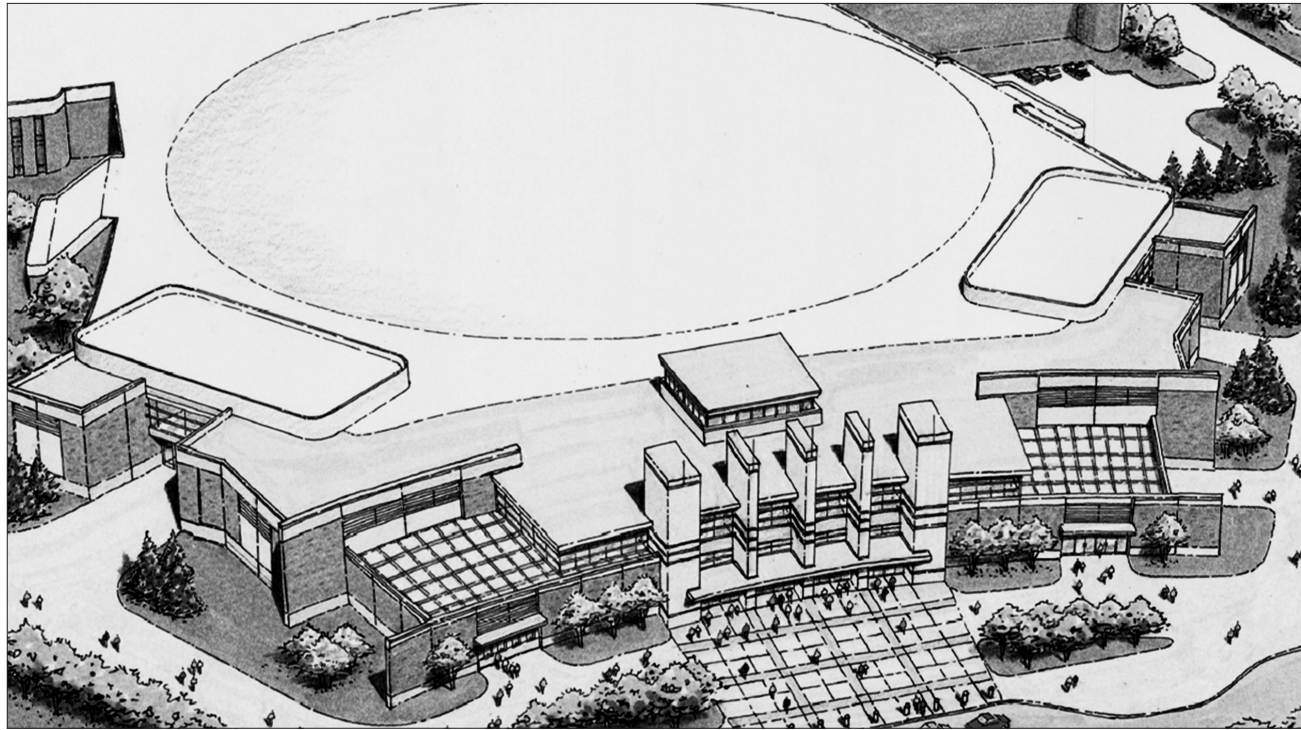
Campus growth and expansion

Q: Campus expansion is moving more to the south and east, away from the Dome and the Basilica. It almost puts the football stadium at the center of campus. Is anyone worried this might be sending the wrong impression? And are there any plans to expand closer to the Dome and the Basilica?

A: Since the lakes are located directly west and north of the Main Building and the Basilica, there is very little room for campus expansion in that direction. Also, we do not want to dilute the sacramentality of the heart of the campus by adding other buildings on or around the Main Quad. Therefore, if the campus is to grow, it will need to grow primarily to the south and to the east. We are also operating under the principle of keeping the main core of campus within the self-imposed blue line, which will prohibit campus sprawl.

Q: Are there any plans to increase student enrollment?

A: We have no plans to increase undergraduate enrollment; modest plans to increase graduate enrollment. We always want



This artist's rendering, viewed from the air, illustrates features of a proposed renovation to the Joyce Center. The nearly \$25 million renovation was announced last week. Further information is available on the Athletic Department Web site. No timeline for the project will be announced until the total cost of the renovation has been raised. *Image provided.*

to be at least 65 percent undergraduate. The new dorm is addressing a critical shortage in beds for our current students.

Q: What does the new engineering building mean for Cushing and Fitzpatrick?

A: The new engineering building will be an addition to the College of Engineering. Cushing and Fitzpatrick will remain as is.

Q: What are the plans for the old security building?

A: It will be demolished at some time in the future but in the interim, it will be used to house a complement of offices such as for OIT and swing space for other departments.

Q: What will happen to the University Club now that an engineering building will be on that site?

A: The University Club is an independent entity. We are working with their board to find an alternative facility on campus.

Q: What are the plans for the library? Expansion, renovation? Space is becoming a real issue.

A: There is a multi-phase master plan for Hesburgh Library which calls for extensive renovations to the building's first and second floors as well as to its mechanical and electrical systems. The first phase of the master plan was to renovate

the basement level, and was completed three years ago. This phase created compact storage space for 500,000 volumes in order to provide more space for books on each floor of the tower. Like all construction projects, we cannot commence work until 100 percent of the funds have been raised.

Getting around, and parking

Q: Are there plans to eliminate traffic on campus completely?

A: No. We will have to allow certain vehicles on campus, for example delivery vehicles to buildings.

Q: With the closing of Juniper Road, will shuttle service from parking lots be expanded?

A: We may put in more parking, some by the bookstore, some on the north end of campus. If parking becomes a problem for people we'll consider an increased use of a shuttle service.

Q: Are you going to make employees pay for parking?

A: There are no plans at this time to implement a parking fee system.

Q: How does the new campus plan address emergency response time to the south end of campus, especially DPAC?

A: St. Joseph Drive is typically used by first responders to quickly access the south end of campus.

Q: Are there any plans to build a multi-level parking garage?

A: The cost of building and maintaining a space in a flat asphalt parking lot is between \$3,000 and \$5,000. The cost of a space in a tiered parking structure is somewhere north of \$20,000. Our unrestricted dollars are so limited we don't have the money or the desire to build a parking garage at this time. But in the long, long term, as the campus continues to expand, there is a recognition we may have to consider it.

Q: What are the plans for the parking lot near the stadium? Will it remain there?

A: In the short term, yes. We will continue to reevaluate over the long term.



Most employees who would leave the police/security or bu

Q: Are there any plans to enlarge the D6 parking lot by the old security building? Additional staff parking is needed and some improvements, even minimally, need to occur.

A: There are no current plans to expand either the D6 North or South parking lots. It has been observed that these lots, especially D6 South, are not full, even during peak times and days. The parking surfaces will continue to be maintained.

Staffing, wages and performance reviews

Q: Is it possible to find any money in the budget to raise the starting wage?

A: We are concerned about wages. The starting wage is 20 percent above the local market rate. We look at the entire package, including benefits, insurance, the tuition policy, and other things, like creating a safe work environment, and a place where you are respected.

Q: Is ND the largest employer in South Bend? How will all of these new buildings affect employment at ND?

A: Yes, the University is the largest employer in St. Joseph County. We will continue to adjust maintenance and cleaning schedules to ensure that we have adequate staffing to support any new facilities.

Q: Will performance evaluations be exactly tied to one's job description?

A: Yes.

Q: Will the new performance management process include a 360 component?

A: In general, they will be top down (supervisor to supervised). You're referring to a 360 degree evaluation where input is requested annually from all levels of an employee's colleagues. Some of our employees ask for that, and we sometimes recommend it. But businesses that have tried to do this for everyone have not found it effective.



Attendees at the Town Hall meeting at 10:15 p.m. Wednesday, Sept. 10, 2008, in the Leighton Concert Hall and resume their duties in building services. **Photo by Joe Raymond.**

Master planning: Ten projects for the near future

Ten construction and landscaping projects are underway or will come to fruition in the near future, according to John Affleck-Graves, executive vice president, who discussed the plans at the recent Town Hall meetings.

Start dates for these projects are contingent on their being 100 percent funded.

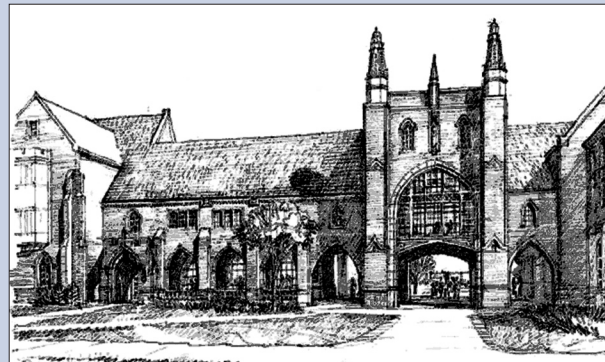


Project: Four new residence halls to ease a critical shortage of beds

Timeline: Construction is to begin on the first of four in February; completion is scheduled for Aug. 2008.

Location: One will be built on the end of what is known as West Quad, near the University's newest residence halls; two will be built near Pasquerilla East and Knott Halls; the site for the fourth is undetermined.

Special features: The two new dorms on the east side of campus will stand on the former Juniper Road.



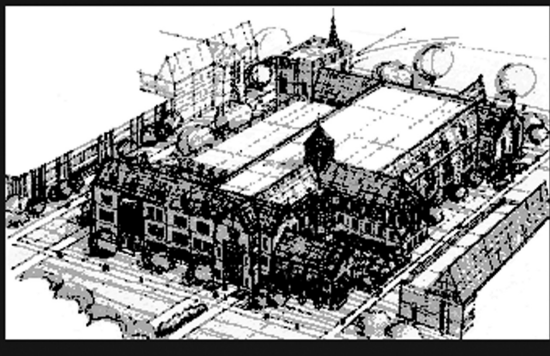
Project: Law School building

Timeline: Begins summer 2007

Location: On the site of the old post office, facing Notre Dame Avenue.

Special features: Will connect to the current law school by a Gothic-style bridge similar to the Lyons Hall arch.

Multidisciplinary Engineering Teaching & Research Center



Project: Multidisciplinary engineering teaching and research center

Timeline: Begins summer 2008

Site: University Club

Special features: Facing Notre Dame Avenue, the Gothic design at the front of the building will echo the look of the Eck Visitors' Center and enhance Notre Dame Avenue.

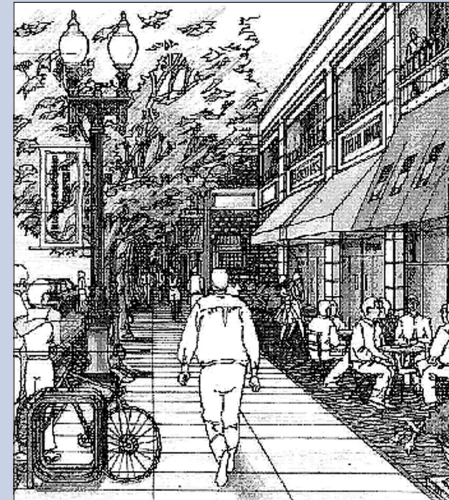
Project: Notre Dame Commons

Timeline: Begins spring 2007

Location: South of the performing arts center

Special features: Open space for picnics and play intends to provide a more inviting area to the South Bend community; some quiet areas for reflection also are planned.

Project: Northeast neighborhood commercial/residential development on Eddy Street; single-family residential to the south of commercial area

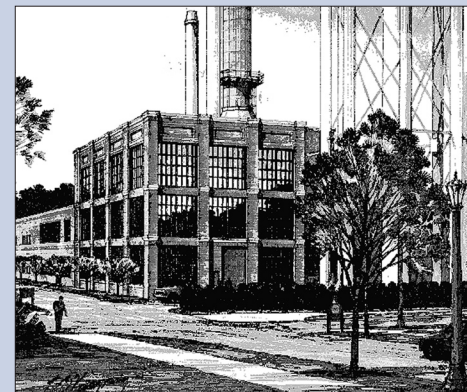


Timeline: Target start—late 2006 or early 2007

Location: Commercial/residential mix will be built along first two blocks of Eddy Street.

Special features: University to sell or lease Eddy Street holdings to a private group that will develop the plan's various features; upgrade of State Road 23 over the next decade will bring change all the way to Five Points. Hotel

along Edison Road is being considered.

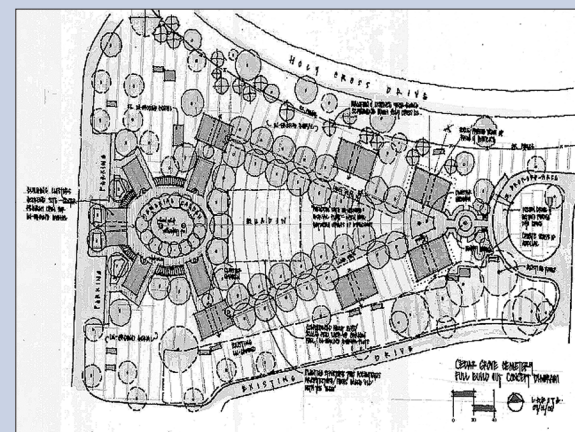


Project: Power plant expansion and new boiler

Timeline: Underway

Location: At current power plant

Special features: Use of glass will make the brown-brick structure more attractive.



Project: Cedar Grove addition of mausoleums

Timeline: Two mausoleums to be completed by June 2007. Additional structures will be built as demand warrants.

Location: Throughout current cemetery grounds

Special features: Will include burial spaces both for cremated remains and full-body interments; project to be opened to alumni.

Project: Softball stadium

Timeline: Feb./March, 2007

Location: Near Eck Baseball Stadium

Special feature: Commemorates former player and alumna Melissa Cook, who died in March 2002; partially funded by a \$3 million gift from her family.

Project: Joyce Center renovation

Timeline: Timeline will be determined once the project is fully funded.

Location: Primarily the athletic arena

Special features: Addition planned for south side of arena. Further information on this project is available at athletic department Web site.

Project: Landscape former Juniper Road

Timeline: Summer 2007

Location: Remaining asphalt roadway

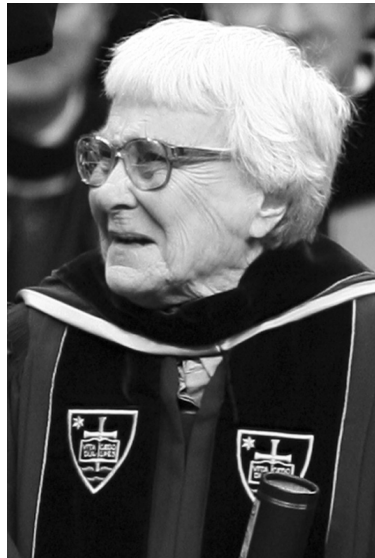
Special features: While eliminating the roadway, will perform utility upgrades.

President Rev. John I. Jenkins, C.S.C., addressed the faculty Sept. 26 before leading four staff Town Hall meetings over the following two days. The complete text of his faculty address is on the Web at president.nd.edu. The following highlights are more completely articulated in the full text.

Who says Notre Dame is unique? Harper Lee, for one

Father Jenkins recalled the administration's prevailing sentiments as they prepared to invite Harper Lee, the author of "To Kill A Mockingbird," to accept an honorary degree at Commencement 2006. "We understood that she was not Catholic, is known to be very private, travels very little, turns down many honors, and had no previous connection to Notre Dame. There was no reason to expect any particular warmth of feeling on her part for our University. But it was there, and that's why she came to campus. After her visit, she sent me a handwritten letter. I'd like to read a few words, if I may:

"If I live to a ripe old age (and you may say, "What do you call a ripe old age?"), my Notre Dame experience will still be foremost in my thoughts as the greatest event of my later years. . . . Notre Dame is unlike any American university I've seen . . . —and I've seen a few. In addition to its ranking for academic excellence, the place seems to proclaim a sense of purpose in life, lacking in other institutions. . . . You are unique."



Harper Lee at Commencement 2006. Photo by Matt Cashore.

But are we irreplaceable?

In his addresses both to the faculty and to the staff during subsequent Town Hall meetings, Father Jenkins told of an encounter on campus with a distinguished faculty member at Harvard who knows the higher education institutions in this country very well. Without mentioning the faculty member by name, Father Jenkins repeated this professor's observation that:

"If Harvard should stumble and have to shut its doors, Yale or Princeton

could, with time and effort, ramp up and credibly fill the gap. If the University of Michigan or Cal-Berkeley faced some catastrophe, Wisconsin or UCLA could hire their faculty, increase enrollment, and take over research projects without irremediable loss to higher education

in America. But if Notre Dame should fail, no other institution could fully take its place."

Understanding our Catholic mission

Father Jenkins described the University's Catholic mission as a source a strength that "gives a moral dimension to the education of our students" and the freedom "to undertake a range of inquiries in matters of faith and morals."

But, he added, these distinctions "don't come automatically." Three dimensions help define Notre Dame's work, and stand as a test "of whether we are fulfilling the founding mission of this University." They are:

- A focus to the Notre Dame education on the acquisition of knowledge, as well as the cultivation of moral and religious virtues in our students. The Greek word *paideia* expresses the ideal.

- Research emphases that include theology, and areas that highlight religious and ethical commitments, such as the philosophy of religion, religious history, sociology of religion, business ethics, sacred music, architecture, peace studies, religion and politics, environmental studies, and research on diseases that afflict poor nations.

- A commitment to serve the Catholic Church. "Because the living Church needs to think and reflect and remember, it relies for its intellectual sustenance on Catholic universities, as places of teaching, learning and inquiry. There is, I believe, no university in the world that is better able to serve the Church, and it is part of our mission to do so."

The effort relates to the University's goal to become distinctive. "We have a golden opportunity to make a difference in higher education." Pointing to a proposal at Harvard University that undergraduates take a required course on faith and reason, he adds, "Thirty years ago, that would have been unheard of. Religion is becoming big in the academy."

The contribution of non-Catholics

Father Jenkins added: "I want to say something that is obvious, but may perhaps need more emphasis: faculty members who are not Catholic are indispensable to the life and success of Notre Dame—in promoting scholarship, in building community, in provoking debate, in pushing for excellence, in ensuring diversity of perspectives. Non-Catholic faculty do exceptional work in teaching, research, and administration. They make us a better university. They also make us a better Catholic university, for they enrich our understanding of God, who is all-inclusive, and our conversations about faith."

How we stack up

"Today, we are well positioned to make further advances," Father Jenkins said. "But if we're going to rise higher, we have to take an honest look at where we stand in comparison to the best institutions in the nation and think hard about how we can improve."

Provost Tom Burish has been using comparative data to study of how Notre Dame compares to the best research institutions.

Burish plans to address the faculty on Tuesday, Oct. 24 at 4:30 p.m. in 101 DeBartolo Hall. "I will anticipate Tom by saying that while we should be proud of how far we have come, we still have a long way to go to take our place among the very top research universities in the country," Jenkins predicted.

As Burish conducts a comparison, other University leaders are trying to identify additional resources, over and above those made available through the current campaign, which will help us make progress, Jenkins said. At his address, Burish is expected to speak further about some plans for strategic investments.

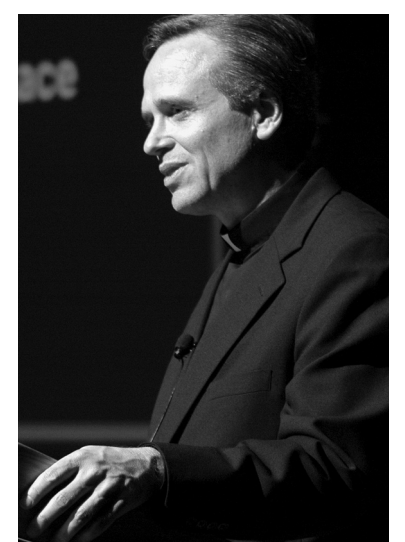
It takes Catholics to be a Catholic university

The University can succeed in advancing the mission "only if we have, among our faculty, a critical number of devoted followers of the Catholic faith."

Such faculty members have a contribution to make in passing on the Church's moral and intellectual tradition, in reflecting on issues of religious belief, and in embracing, as Catholics, a special vocation to serve their Church.

Toward that end, Father Jenkins announced a new initiative dedicated to identifying two "truly outstanding Catholic scholars in any field who are committed to and will enhance our Catholic mission." Funded by a gift from the family of former Board of Trustee Chair Don Keough, the endowed professorships are to be complemented by the establishment of an office that will identify Catholic scholars who are academically suitable candidates for positions at Notre Dame. Rev. Robert Sullivan, director of the Erasmus Institute and associate professor of history, will head this office.

Father Sullivan has noted that the University's mission itself states, "The Catholic identity of the University depends upon, and is nurtured by, the continuing presence of a predominant number of Catholic intellectuals." He sees his task not as increasing the number of Catholics as "maintaining the number we have."



Rev. John I. Jenkins, C.S.C., articulates his vision of the University in one of several faculty-staff forums in late September. Photo by Joe Raymond.

FROM THE ARCHIVES



As Notre Dame entered the 20th century, Rev. John Zahm, C.S.C., third from right in the front row, and Rev. Andrew Morrissey, C.S.C., fourth from right in the second row, held opposing views on the young Notre Dame's future. They are photographed here circa 1890s at a general chapter meeting of the Holy Cross order in Montreal, Quebec. Photo provided by Elizabeth Hogan, University Archives.

Sounds a little familiar, eh?

In his address to the faculty, Father Jenkins recalled a turning point in the late 1890s when "the question was no longer whether the University would survive, but what kind of school it should be."

One view—articulated by Rev. John Zahm, C.S.C.,—foresaw a university that would eventually sponsor research. Another—voiced by Rev. Andrew Morrissey, C.S.C.,—anticipated a college preparatory high school with a small college attached.

A great scholar in his own right, Father Zahm was able to support his vision as Provincial of the Holy

Cross priests. "In this role he allocated funds for Notre Dame's first art gallery, a library, and for books to fill it," Father Jenkins recounted.

But Father Morrissey served as Notre Dame's president for 12 years at the turn of the century and eventually influenced Father Zahm's removal as Provincial. Regardless, Father Zahm's influence lived on through his patronage of young priest-scholars.

"He sent Father Julius Nieuwland, C.S.C., eventually the discoverer of synthetic rubber, to pursue a doctoral degree in chemistry at Catholic University. Another of his protégés, Father James A. Burns, C.S.C., served as president from 1919 to 1922, and, despite his brief tenure, was one of the University's most effective leaders," Father Jenkins said.

Under Father Burns, the preparatory school was closed and resources were directed toward developing the college.

Continued from page 3 Hotline

"Father Jenkins has asked us all to remain committed to his core values of integrity, accountability, teamwork, leadership in mission, and leadership in excellence," says McQuade. "The hotline is simply another way that we can encourage and support a principled workplace consistent with

those values."

The hotline, which is now operational, can be reached at 1-800-688-9918. Supervisors and department heads were notified of the hotline's implementation in a recent e-mail from Human Resources. All faculty and staff will receive a complete packet of information about the hotline by the end of October.

Fitness facilities are for you, even if you're out of shape

By Carol C. Bradley

Want to get started on a strength-training program, but feel intimidated by the fitness equipment at Rolfs Sports Recreation Center (RSRC) and Rockne Memorial?

To help you overcome some of those fears, the Notre Dame Committee for Women will offer tours of the fitness facilities Wednesday, Oct. 18. Visit the RSRC from 11 a.m. to noon, and the Rockne Memorial from 12:15 to 1 p.m. Tours will be led by Kacie Taylor, RecSports fitness/facilities intern.

The tours will be geared toward using the weight rooms, Taylor says. "Both facilities have similar equipment, but the machines have to be adjusted correctly. I hope to give people guidance on a proper weight training program to help them work out correctly and avoid injury."



Instructor Tami Gottuso, second from right, leads the noon "Lo n' Lean" class in a low-impact aerobics routine. *Photo by Carol C. Bradley.*

Weight training is an important addition to any woman's fitness routine, she says. "As we age, we have gradual bone loss. Weight training is a good way to keep bones strong. Many women do cardio training and forget about the importance of weight training."

The tours are geared for the person who has never been in a weight room before. And if you're middle-aged and out of shape, don't worry. Taylor says she enjoys working with older adults of all fitness levels.

"Unlike students, who are often

working out for looks, older adults are doing it to make their life better. I like helping them see results, and feel better," she says. Taylor will also discuss gym etiquette (bring a towel, wash your hands afterward, don't worry about the bodybuilding guys—they aren't paying attention to you) and appropriate shoes and clothing.

And if you really can't stand the thought of working out with people watching, RecSports will soon be offering personal training. You'll be able to work one-on-one with a trainer on a program specifically designed to meet your needs, Taylor says. The personal training program will be geared for all levels of fitness. Stay tuned for information later this semester.

RecSports has other options for entry-level exercisers. "Lo 'n Lean," a low-impact aerobics class, is offered from 12:15 to 12:45 p.m. on Mondays and Thursdays.

"The class is geared toward people who have been inactive, or who don't want a high-intensity fitness class," says Jennie Phillips, assistant director of fitness and fitness facilities. Fitness classes started in August and run through December, but you can register and start anytime. After fall break, class fees are half price.

Other options for those looking for strength and flexibility training

include new sessions of yoga and Pilates beginning the week of Oct. 23. Registration begins Tuesday, Oct. 10 at 7:30 a.m. at RSRC. For information on classes, schedules and fees visit recsports.nd.edu or call 631-6100.

Other upcoming health and recreational opportunities are:

- **Faculty/Staff nine-hole golf outing**, 3 p.m. Sunday, Oct. 15, Notre Dame Golf Course; \$15 per person including greens fees, dinner and prizes. Register in person at RSRC by Thursday, Oct. 12.

- **Free cholesterol screenings** 7:30 to 10:30 a.m., Tuesday, Oct. 17, lower level conference room, Grace Hall. Fast for 12 hours before the screening.

- **Family swim night**, with games and treats, 8 to 10 p.m. Saturday, Oct. 28; Rockne Memorial Pool. Participants must show valid Notre Dame I.D. card.

- **Exercise Basics: 101** classes include **Meditation Training**, 8 to 9 p.m. Wednesday, Oct. 11, and **Exercise and Its Effect on Arthritis**, 5:30 to 6:30 p.m. Tuesday, Oct. 17, both in the Rockne Meeting Room; **Fitness Room Orientation**, 5:30 to 6:30 p.m. Monday, Oct. 23, RSCS; **Basic Strength Training**, 5:30 p.m. to 6:30 p.m. Wednesday, Oct. 25, Joyce Center Auditorium (between Gates 1 and 2).

FYI

Education benefit review assists parents and children

Students as young as middle-school aged are encouraged to attend upcoming sessions on the University's education benefits, along with their parents. The first of two annual fall sessions takes place at 7 p.m. Monday, Oct. 23 in the Carey Auditorium of the Hesburgh Library.

The sessions provide information for families whose children may want to attend Notre Dame or Saint Mary's or families that qualify for the portable education benefit. (Details of the educational benefits program can be reviewed at hr.nd.edu/benefits/index.shtml.)

Included in the session, a Notre Dame undergraduate admissions representative will provide an overview on the kinds of courses students should take in high school, and the highly competitive profile of grades, test scores and outside activities that typify the Notre Dame freshman. Being admitted to Notre Dame, or to Saint Mary's, is a primary requirement for qualifying for this educational benefit.

The second information session will take place at 7 p.m. Tuesday, Nov. 14, again in the Hesburgh Library auditorium.

Capitol Steps to provide equal opportunity political satire

The Marie P. DeBartolo Center for the Performing Arts presents political satirists **The Capitol Steps**, ("we put the MOCK in democracy") at 8:30 p.m. on Friday, Oct. 20. Originally founded by a group of senate staffers, the group takes on the entire political spectrum with constantly updated parodies, skits and songs. Tickets are \$30 for faculty/staff and senior citizens, \$15 for students.

The Wednesday, Oct. 25 performance by **Itzhak Perlman** is sold out. Sunday, Oct. 29, Croatian pianist **Ivo Pogorelich** brings his distinctive style—described by the San Francisco Chronicle as "refreshing and maddening"—to Leighton Concert Hall; \$30 faculty/staff/senior citizens, \$15/students. Tickets may be purchased online at <http://performingarts.nd.edu> or by calling the box office, (574) 631-2800.

Blue Mass at Sacred Heart

The annual **Blue Mass**, honoring firefighters, rescue workers and their families will be held at the Basilica of the Sacred Heart at 5:15 p.m. on Wednesday, Oct. 11. The public is welcome to attend.

Snite hosts performance artist

Arizona-based performance artist Zarco Guerrero and a group of Notre Dame students will present "**Masked Migration**," on Wednesday, Oct. 11 at 7 p.m. in the Snite Museum of Art Annenberg Auditorium. Guerrero will spend a week working and rehearsing with students to create masks and act migration stories from the Mexican border. The improvisational performance is part of the programming for the current Snite exhibition "Caras Vemos, Corazones no Sabemos: Faces Seen, Hearts Unknown."

Benefits open enrollment to begin

The annual benefits open enrollment period begins Wednesday, Oct. 25. The **Vendor Benefit Open House** will be held from 9 a.m. to 4 p.m. on Thursday, Nov. 2 in the LaFortune Ballroom. The open house gives staff and faculty the opportunity to ask providers questions regarding benefits and coverage.

WHAT THEY WERE DOING

Gridiron Graffiti is a football weekend 'win'

By Katie Scarlett O'Hara

Her print product is only a single page, with no slick photos. But as editor of Gridiron Graffiti, Kay Herry is one of the most influential publishers on campus, at least on football weekends.

With 12,000 copies printed for every home football game, Gridiron Graffiti's compilation of the weekend's events is a must-have for any visitor.

Compiled from dozens of sources by Herry, an administrative assistant for the Alumni Association, the publication directs visitors to such standards as Mass times, drummer's circle and band performance times as well as the dozens of academic and performance events that frame the weekend's activities.

Because of the publication's all-inclusive nature, Herry says Gridiron Graffiti suits every visitor to campus: fans of the visiting team, Notre Dame alums, community member venturing to campus for the first time, or prospective students and their parents.

"The number of people who walk through here is amazing," says Herry, who often can be found at the reception desk of

the Alumni Association. "And they can't get enough information about this campus. There are some people who have dreamed of (their visit) and now that they are here they want everything."

Before becoming an administrative assistant for the Alumni Association, Herry did not understand the importance of Graffiti.

"I used to think 'who reads this?'" Herry says. "But now I know. There are 12,000 people who read this and I think 'Oh Lord, I'd better be careful.'"

The popularity of the publication has reached such heights that Herry will get phone calls days before the game of people wanting an advance copy. Such demands are often impossible to meet, especially when games happen on consecutive weekends.

Despite these demands, Herry claims her job is easy—especially with the help of Chris Masters of the Athletic Department, who formats Herry's written text.

Gridiron Graffiti was conceived 15 years ago by Chuck Lennon, executive director of the Alumni Association, and originally called Things to Do. With today's active roster of activities, collaboration of the Alumni Association and the Athletic Department, co-producers of the product, is pivotal in publishing a concise, informative issue with a quick turnaround time, she says.

Although Herry views her job as an important service, she remains a realist about putting out a product under a tight deadline. A typo here or there can not change the spirit of a Notre Dame home football game.

"Let's face it: they'll figure it out when they hear the band playing," she says.

To get an event included in Gridiron Graffiti, e-mail information to kherry@nd.edu by noon on Friday of the week prior to the home game. Gridiron Graffiti is distributed Thursdays to offices around campus; many thousands of additional copies are provided to local hotels with assistance from the Visitor and Convention Center of the St. Joseph County Chamber of Commerce.

Copies are available at the Alumni Association welcome desk in the Eck Center. Gridiron Graffiti can also be viewed at und.com.



Kay Herry compiles Gridiron Graffiti, a simple but influential publication on football weekends. *ND Works staff photo.*

Relay spurred on by those in the fight of their lives

By Gail Hinchion Mancini

Rex Rakow planned to be back for the fourth time when the Relay for Life fundraiser launches 16 hours of overnight fun Oct. 27-28. He just hadn't planned on being this year's honorary chair.

Rakow, director of security, is battling brain cancer. He was diagnosed in August 2005 and already has beaten the pessimistic prognosis of having only a year to live.

"I haven't had 10 seconds of 'why me?'" Rakow told Relay team leaders during a kickoff event earlier this month. Although he declares himself "not good at surrender," he adds, "I really think if I weren't in this faith-filled place, I wouldn't have made it this year. I get your prayers. We (his family) feel them."

Since the first on-campus Relay in 2002, Notre Dame has raised almost \$250,000 for the American Cancer Society. The funds assist cancer patients and underwrites cancer research.

Last year, more than 1,000 people signed up for the event, including a couple of newcomers—Provost Tom Burish and his wife, Pam. Burish had just taken the provost's position but also was serving as chair of the cancer society's national board of directors. A veteran of several Relays in that capacity, Burish says he was nonetheless moved by the outpouring of affection for Rakow during last year's event. "I don't think I've ever seen a Relay where a community felt so strongly for a person such as Rex."

Burish told organizers that funds from Relay remain in the local community to help cancer patients and to support research conducted locally.

Relay begins at 6 p.m. Friday, Oct. 27 and ends at 10 a.m. Saturday,

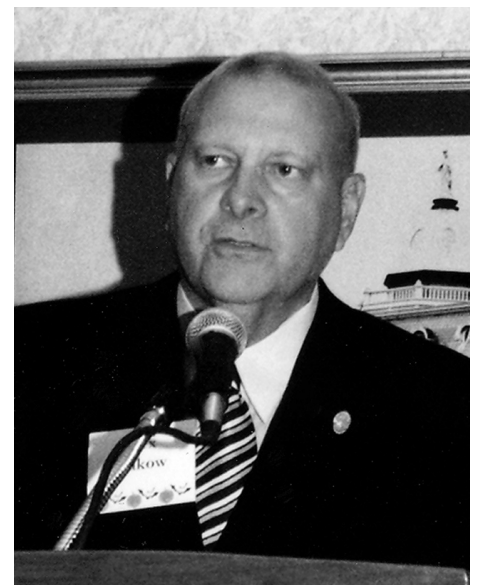
Oct. 28. The early events are family oriented and will include a hayride, a pumpkin patch and an appearance by Cinderella. As the night progresses, and the entertainment is provided by students, a little R-rated bawdiness keeps everyone awake. (Jessica Brookshire, another organizer, identified 2 to 4 a.m. as the peak rowdy hours.)

The event consolidates a number of fundraisers staged by campus departments that are spurred to outdo one another by both pride and incentive: Airline tickets are awarded for the most lucrative faculty-staff fundraiser; a semester of free textbooks for the best student effort.

Some events occur in advance of Relay. A braided bread sale already has reaped \$1,500, and a new feature, a tricycle race featuring Holy Cross priests billed as "Trike for Life" will take place at 4 p.m. Monday, Oct. 9. The race course will be between Notre Dame Stadium and the Hesburgh Library reflecting pool. Students posing as "pit crew members" will accept donations, says organizer Deb Patterson. Participants include the Reverends Bill Lies, Paul Doyle, Brian Daley, John Melloh, Mike Connors and Jerry Neyrey.

For the Relay itself, all are encouraged to donate \$5 for a luminaria. Thousands of the candle-lit bags line the Relay venue—Stepan Center—the night of the event.

Also on Oct. 27, a silent auction will feature numerous items. (Faculty and staff are encouraged to donate arts and crafts items to the auction by contacting Dee Dee Sterling at sterling.7@nd.edu.) New fundraisers and other information about the event are available on the Web at <http://www.acsevents.org/relay/in/notredame>.



Rex Rakow, director of Notre Dame Security/Police and this year's Relay for Life honorary chair, fires up Relay team leaders at a recent luncheon. *Photo by Carol C. Bradley.*



Provost Tom Burish and his wife, Pam, became Notre Dame Relay for Life devotees last fall, their first semester on campus. *Photo by Carol C. Bradley.*

Where your United Way dollars go: Catholic Charities

By Carol C. Bradley

If you have any doubts about the extent of need in the Michiana community, Rob Ercoline, a 1989 graduate of the master's in theology program, suggests you pay a visit to the Catholic Charities emergency food pantry on Miami Steet, on South Bend's near south side.

"We stock the pantry every Monday and Tuesday with donated food," says Ercoline, western region program director for the Diocese of Fort Wayne-South Bend. "That food is gone by Wednesday."

To stock the shelves after that, he says, "We shop at the Food Bank." The Food Bank of Northern Indiana offers food to agencies and food pantries at 16 cents a pound; thus money from United Way donations assists where the act of donating to a food drive cannot.

"We're the only pantry in the area with evening hours," Ercoline notes. "Wednesdays we always have at least 60 families." By Thursday the food is gone again.

Catholic Charities has documented a significant increase in demand over the past two years, Ercoline says. In July 2004 the pantry served 386 households. In July 2006, the pantry served 655 households, down from a high of 743 households served in May.

One problem is seasonal variations in supply and demand. While people think of donating food during the holidays, he says, demand is actually the highest in the summer. "In the South Bend schools, 50 percent of the children receive free or reduced-price lunches," Ercoline says. In summer, "the families are replacing the food their children normally receive in school."

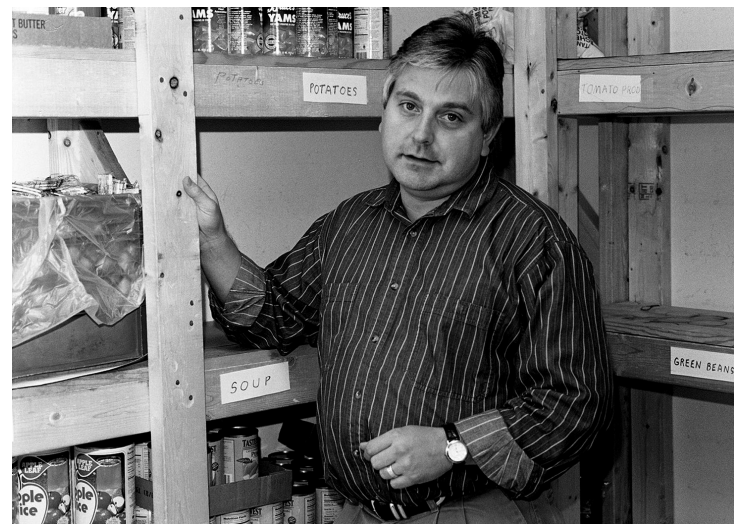
for families. "We rarely have frozen meats or chicken for families," he says. "With a whole fryer, or a chuck roast, you can make several meals." Additional funding would also let Catholic Charities obtain a better supply of items that can't be bought with food stamps, such as toilet paper, soap, deodorant, laundry detergent and disposable diapers. "If you've never shopped with food stamps, you have no idea what you can't buy," he says.

Catholic Charities' United Way allocation also funds an emergency financial assistance program, which helps needy families with rent or mortgage payments, prescription medication, utility bills and deposits. United Way dollars also help subsidize the cost of childcare at the nationally accredited Circle of Mercy childcare center—the oldest licensed childcare/preschool facility in Indiana.

"People like to give to a success," Ercoline says. "United Way agencies have proven success and are making life better for people in our community, especially people on the economic margins. Can I solve all the world's problems?" he asks. "No. But we can make a difference, one child, one adult, one life at a time."



United Way campaign facilitators are working through their departments to generate participation in the new campaign. Among facilitators, from left, are Holly Martin, First Year of Studies; David Harr, auxiliary services; G. David Moss, student affairs; Dee Dee Sterling, Office of Human Resources; Giovanna Edwards, Information Technologies; Sandy Krizmanich, Provost's office; and Kevin Cannon, student accounts. *Photo by Carol C. Bradley.*



From his post at Catholic Charities, Rob Ercoline has seen a significant increase in demand for food pantry products. *Photo by Carol C. Bradley.*



An increase in donations, Ercoline says, would allow the agency to buy more meat and protein products

Notre Dame employees often pose questions to United Way campus campaign coordinators regarding a broad range of issues. These questions

commonly reflect the University's Catholic character, its specific business practices or the unique makeup of our employee group. Among them:

Q: Do the changes to the new payroll system still allow me to donate through payroll deduction?

A: Yes. You should have received a pledge card through campus mail. It allows you to make a donation through payroll deduction, or a one-time contribution. If you have not received a pledge card or would like another copy, contact askHR at 631-5900.

Q: Certain United Way agencies have special ties to Notre Dame or its employees. Can I give specifically to organizations that support my colleagues' efforts?

A: Yes. Donations can be earmarked to support specific agency goals, or you may designate a specific approved charity to receive your donation.

Q: What if I don't live in St. Joseph County?

A: You may designate your donation for another United Way agency. Other area United Way agencies represent Southwest Michigan, Elkhart County and Marshall County. Just fill in the appropriate agency on your pledge card.

Q: What is the difference between a member agency and an affiliate agency?

A: Full members receive funds through the allocation process. Affiliates receive money only through donor designation. Affiliate members include the Food Bank of Northern Indiana, the Women's Care Center and the Urban League.

Q: Does any of my contribution go to support Planned Parenthood?

A: No. Planned Parenthood is not a United Way of St. Joseph County member agency or affiliate member, and receives neither direct nor indirect support.

Q: Does the United Way support the Boy Scouts?

A: United Way of St. Joseph County supports the Boy Scouts of America LaSalle Council, funding programs including In-School Scouting and Academic Skills for Career Education. The United Way also funds the Girl Scouts of Singing Sands Council and Camp Fire USA Riverbend Council.

Answers provided by Dee Dee Sterling, campus campaign coordinator. Further information about United Way of St. Joseph County and the agencies it supports is available on the Web at <http://www.uwsjc.com/>.