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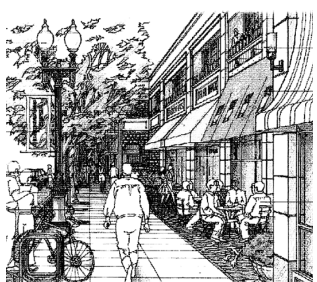
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Health Quotient questionnaire to enhance wellness program

Respondents to qualify for insurance premium reduction

By Gail Hinchion Mancini

In October, the University will launch a major new effort to promote wellness in the workplace with the introduction of a personal health assessment questionnaire.

The University has contracted with WebMD, a nationally recognized resource for health and medical news and information, to provide a health risk questionnaire to all regular faculty and staff.

The Health Quotient questionnaire will provide employees with a personal and confidential assessment of their current health status and recommendations for maintaining and improving health. As part of the Health Quotient program, WebMD specialists will provide a health coaching session by telephone with every employee who completes the assessment. The coaching session will allow employees to discuss the findings and recommended steps toward improved health.

"This is a genuine effort to support individual wellness and encourage a healthy community," explains University President Rev. John I. Jenkins, C.S.C. "People make Notre Dame special. Our minds, bodies and spirits are all gifts. If we, as individuals, take better care of our health and well-being, then we can better serve our families, communities and workplaces."

As an incentive, employees who take the questionnaire during October will reduce their 2008 monthly health insurance premium payment by \$120, or \$10 a month.

Because the health assessment is more complete with information on blood pressure, cholesterol, glucose, and height and weight, Human Resources will introduce screening sites throughout campus in September and October for those who do not have updated access to that information. Employees undergoing their

WebMD HealthQuotient®

annual physicals should make sure these screenings are part of the process and should have the results ready to provide on the survey.

While individual results will be kept confidential, the University will gain aggregate information on the general risks that employees face, says Mary Warner, manager of benefits and work life. This information can be translated into campus-wide responses that will encourage healthy behaviors.

The Health Quotient program will be offered annually, so that individuals and the University as a whole can measure improvement, Warner says.

The University has been able to view one facet of health risks by reviewing insurance payments for serious illnesses and prescription drug use. With the introduction this year of Club Health, it also has begun encouraging the health of those facing chronic health challenges such as heart or lung disease or diabetes.

The significance of Health Quotient is that it begins to address the continued good health of those who are well, Warner says. "This is about the person, not about an illness or disease."

Health assessment tools were pioneered in the 1990s as key components to wellness programs and because organizations recognized that maintaining employee health significantly contains medical costs and individuals' medical insurance premiums. The University's data on the top 10 prescriptions used by employees—medication for high cholesterol, for example—suggests that encouraging healthy lifestyles will reduce those costs.

Research over the years has verified that organizations that invest in the assessment tool and in programs to encourage health hold down the cost

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New White Field facility to advance airplane design

By Gail Hinchion Mancini

Construction has begun north of campus on a new, almost 10,000-square-foot engineering facility that will continue and enhance Notre Dame's long history of aerospace research through the use of wind tunnels and other simulation equipment.

The \$1.9 million facility will house an estimated \$6 million in experimental equipment in three areas, explains Thomas Corke, founding director of the Center for Flow Physics and Control and Clark Equipment Professor of Engineering.

The new facility is expected to be completed this fall. It is located in what is known as White Field, the area where campers and motor homes park during football weekend. The advantage of this location is that it is near an electrical substation that will provide ready energy for the facility's experiments, says Corke.

Mike Edwards, assistant vice president, Office of Research, says the new building is proof of the center's growth and success. "Since its inception, the business model for FlowPac has proven very effective, significantly increasing the number of active awards and funding for post docs, graduate and undergraduate researchers," he says. "With the growth of corporate support and external advisors from industry, the Center has been able to expand the facilities and infrastructure."

The new wind tunnel, which Corke and his students have designed, is estimated to cost \$3 million and weighs a formidable 45 tons. Its fan



Construction on this new engineering facility at White Field is expected to be completed by fall. *Photo by Joe Raymond.*

is eight feet in diameter and will be run by a 1,750 horsepower motor. It will achieve Mach 0.6—(0.6 times the speed of sound). The measurement section is a three-foot-square cross-section; in combination with the Mach 0.6 velocity, the structure is a unique facility for a university, Corke says.

"It will allow us to run our experiments at higher speeds, much closer to real flight conditions," says Corke, whose experiments are preparing for the coming generations of ultra-efficient airplanes, including pilot-less vehicles. The wind tunnel is being funded by the Air Force Office of Scientific Research.

Two other facilities have been designed by Scott C. Morris, assistant professor of aerospace and mechanical engineering. A compressor facility now in the Hessert Laboratory for Aerospace Research will be moved to the new facility. This facility is powered by a 400 horse power motor at a construction cost of \$500,000. It is designed to simulate the compressor stage of a gas turbine engine.

The new building's third facility is a turbine that is designed to simulate the low-pressure turbine stage of a gas turbine engine. The turbine and an electric motor generate 800 horsepower. The estimated cost of this facility is \$1.8 million. These two facilities were also funded by the Air Force Office of Scientific Research.

"In combination, the compressor and turbine will facilitate research in new technologies that will increase the fuel efficiency, decrease pollution and increase the safety of gas turbine engines," says Morris.

About a dozen researchers and their post-doctoral, graduate and undergraduate colleagues will use the facility, although their offices will remain in such facilities as the Hessert Lab, also on the north side of campus.

The engineering school's most high profile expansion is the planned new building on Notre Dame Avenue, estimated to start construction late this year. But smaller engineering structures have begun to dot the north



This 1939 picture of a wind tunnel illustrates the University's long history of aerospace engineering research. *Photo provided by Elizabeth Hogan, University Archives.*

end of campus, including the new Multidisciplinary Research Laboratory opened in fall 2006.

In the case of this new structure, much of the facility is prefabricated. A bricked entrance area will include offices for visitors involved in research using the new facilities, a conference room and a model shop for constructing such items as sensors, electronics, and the small but scale-appropriate aircraft models used in wind tunnel experiments.

The building's simplicity complements the functionality that engineering simulation calls for, explains Mike Daly of the University Architect office. Daly has helped the engineers with such issues as its location near the electrical substation and design of ductwork so that noise generated from the experiments could be minimized outside the building.

Corke estimates that the experiments in Hessert and the new structure would account for about 20 percent of the electric power used on campus if operated at one time. Because of the size and the high energy requirements of the wind tunnel, the structure also will contain a sizable cooling facility whose output could cool all of Grace Hall, he says.

A hot job market for 2007 grads

By Carol C. Bradley

A remarkable 88 percent of the Class of 2007 graduated with plans in place for employment or further education, according to the annual survey of graduates conducted by the Office of Institutional Research.

The job market has been hot for Notre Dame's new grads, says Lee Svete, director of the Career Center. "Only 12 percent are still seeking employment. That's the lowest (percentage) in years," he says. "Last year we had 14 percent seeking at this time, the year before that, 18 percent."

Job activity was strong in financial services, health care, consulting and investment banking, he says. "Technology came roaring back, and advertising, communications and media were strong." Hiring was also up for homeland security.

Starting salaries are up as much as eight to 10 percent over last year as well, he notes. Engineering graduates received the highest median salary offers at \$57,500, followed by business (\$55,000), science (\$53,000), architecture (\$45,500) and Arts and Letters (\$45,000).

Thirty-five percent of graduates have accepted employment offers, and another 34 percent plan to attend graduate or professional schools, Svete says. Of those who were surveyed, 17 percent will go on to graduate school or other advanced education; 11 percent will be attending law school, and another five percent medical or dental school.

The quality of Notre Dame's graduates is reflected in the high rate of acceptance into graduate and professional programs. In business, 96 percent of grads were accepted into at least one program of their choice, while 92 percent of Arts and Letters graduates were accepted. Engineering (93 percent) and science (87 percent) also had high acceptance rates.

In addition, about 200 students (11 percent) have chosen to do one or two years of service rather than accepting a job offer. "It's incredible in this economy for 200 students a year to give up a lucrative career to make a difference in the world or in people's lives," Svete says.

The pace of job activity came as no surprise to Svete—things have been busy at the Career Center all year, with the office handling a record-breaking 4,600 appointments with students and young alumni. The annual Career Fair at the Joyce Athletic and Convocation Center also broke records, with 171 employers and 375 recruiters attending.

Graduates also had greatly expanded opportunities for networking. This year seniors were granted, for the first time, full access to Irish Online, the Alumni

Association's directory of alumni. "That opened up contacts with 100,000 alumni, which expanded networking threefold," Svete says.

The fact that some graduates are still looking for jobs shouldn't be alarming, either to graduates or their parents, Svete points out. Some types of employers, particularly those in publishing and graphic design, hire later than others. The number of architecture graduates with jobs jumps from 50 percent in March to 100 percent by the end of June, he says. "It's based on the supply and demand of business." For some types of positions—those in homeland security or the CIA—lengthy background checks are needed.

For parents of seniors, or soon-to-be-seniors, the message Svete has is preparation. "The key is the GPA, the leadership positions on campus, and interview/portfolio preparation."

Encourage students to take advantage of the resources they have while on campus, he adds. "Volunteer. Get to know the faculty and staff. It's hard for us to help if we don't know about you. And study. You need that 3.0 or higher. And follow your passion, don't just follow the economy."

When Svete joined the staff in 1999, the Career Center handled 780 individual appointments with students. This year the number was up to 4,600. "But there are 8,400 students," he says.

will start early by setting goals and expectations for the employee for the year. Individual goals will be aligned with University or department goals.

"There needs to be an ongoing dialogue between supervisor and employee to make performance management successful," says Tammy Freeman, associate director of talent management. "There should be feedback, recognition and support throughout the year."

An important difference in the new system, Freeman says, is that evaluations will look not just at what people accomplish in their jobs, but also how they accomplish it, based on the University's articulated values: accountability, leadership in excellence, integrity, leadership in mission and teamwork.

In the new system, says Ewing, it wouldn't be enough to meet goals on deadline. How you accomplish that goal is also important.

The training sessions, which all exempt employees are encouraged to attend, will explain what employee development means, how to create a plan for development, and identify activities and training that would give employees relevant experience. New training programs will be introduced as well, Freeman adds. The new performance management system will be assessed and evolve, Freeman says, "In the spirit of continuous improvement, we may want to make adjustments to make it better."

To register for a training session, visit: <https://nd.iperformonline.com/login.asp>.



Notre Dame Security Police members Dave Dosmann, from left, Les Neidbalski and Greg O'Toole consider approaches to a simulated emergency while studying a model college town used in a three-day course on emergency preparedness. Photo by Joe Raymond.

Collaborative course prepares agencies for emergencies

ND Works staff writer

Homeland Security.

Thirty-four members of college and community law enforcement and safety agencies gathered on campus earlier this month for a simulation experience tailored to address campus emergencies.

Notre Dame Security Police (NDSP) hosted the event, called the Incident Command System (ICS) class. Campus command-level safety staffs from Notre Dame, Saint Mary's College and Indiana University South Bend attended, as did South Bend police and fire commanders. The course is sponsored by the International Association of Campus Law Enforcement Administrators and supported by the U.S. Department of

Four ICS trainers simulated a series of critical incidents—using a model city of roads, a college, businesses and industry—that allowed the representatives to create cooperative interagency responses.

Micki Kidder, who assists the President's office on special projects, attended the session as the member of a committee creating an emergency preparedness and response plan. While validating the committee's efforts, Kidder says the training also "provided us an opportunity to enhance the University's relationships with South Bend Police and Fire Departments."

Phillip Johnson, director of NDSP secured the grant that supported the training session.

New system to provide rapid notice of emergencies

By James Cope

Over the summer, the University is augmenting its emergency communications capabilities with a technology service called Connect-ED. The system allows communication administrators to contact large numbers of students and employees quickly through multiple electronic technologies.

Early technical testing is complete, and the University's goal is to have the system fully operational by the time students return to campus for fall classes.

"Connect-ED solves the fundamental problem of reaching a highly mobile group of students through multiple communications channels," says Gordon Wishon, associate vice president/associate provost and chief information officer. "Connect-ED can extract contact information from campus electronic directories and, on demand, send a voice or text message to a database of cell phones, office phones, home phones and e-mail addresses."

Moreover, Connect-ED, a service of The NTI Group in Sherman, Calif., can send the same message to up to six different telephone numbers per person; do text messaging, text-to-speech recognition, and voice-to-text recognition.

Part of the Connect-ED effort this summer will be determining procedures for obtaining and retaining

multiple faculty, staff and student contact points and setting University policies on how those contact points may be used.

Reaching all students on a university campus in time of an emergency has long been a challenge, notes Wishon. While a majority of undergraduates live on campus, they are always on the move and their primary phone is usually a personal cell phone. "Faculty and staff also frequently use personal cell phones on campus and when commuting to and from work," Wishon says.

"This spring's tragic mass shooting at Virginia Tech both saddened and startled those of us in higher education," he says. "We had an emergency communications project in the works, but Virginia Tech was an eye-opener. A lot of universities, Notre Dame included, put emergency communications systems at the top of their IT project lists."

Wishon believes that Notre Dame is in a good position to take advantage of the Connect-ED technology. Last year, the university installed a distributed cellular antenna system that enables participating wireless providers, such as AT&T and Verizon, to cover the campus with strong cellular signals. Notre Dame, in cooperation with Comcast, also installed cable TV in every on-campus residence hall room, and it maintains a robust wired and wireless data network and e-mail systems.

New performance management system debuts

By Carol C. Bradley

Over the summer, the Office of Human Resources will be introducing a new performance management tool and process for exempt employees. Daylong training sessions to explain the new process and procedures are being offered for the University's approximately 1,200 exempt employees—both supervisors and non-supervisors—through the end of July.

The training sessions will ensure that everyone has the same

understanding of the process, says Cindy Ewing, manager of learning and organizational development. "It's a different way to look at performance. The values are new, and the goals are new."

ND Voice survey results, presented to the campus community in a series of Town Hall meetings this spring, revealed the need for a better system for evaluating employee performance and improving development opportunities.

A new form has been introduced with a three-level rating scale: Top Performer, Valued Performer, or Opportunity for Improvement. In the new system, performance management is a cyclical process. The new process

a paper version will be available. The Web-based tool offers such conveniences as an internal logic (if you identify yourself as male, the tool will eliminate all questions on women's health). The online tool also will provide rapid results.

Some survey questions review the content of a regular physical, such as personal and family health histories. The survey also explores emotional health, nutrition habits, alcohol and substance use, and such safety practices as seatbelt usage.

While the survey tool is detailed but brief, an individual's assessment report could run as much as 20 pages. It will include a quick, prioritized overview of health risks, as well as detailed discussions on how to address those recommendations. It will explain the root causes of some health problems and small but achievable steps for overcoming them. Finally, a summary will be available that you can submit to your physician.

Continued from page 1 Health questionnaire

of health care. Encouraging healthy behaviors also correlates to higher employee effectiveness.

During the summer, faculty and staff will begin receiving more specific information about the survey, personal report and individual coaching. The HR Web site will soon post samples of the survey and answers to frequently asked questions.

Those who want assurances about the confidentiality of the process should explore WebMD's statement on Commitment to Privacy Protection, Warner says. The telephone-based coaching sessions will take place at the time and location of the employee's choice, and can be conducted away from the workplace, she adds.

Though most employees are expected to take the survey online,

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NDWorks

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Treatment addresses threat to lake's ecosystem

By Gail Hinchion Mancini

Keep an eye on St. Mary's Lake this summer. All lakes are living lessons in ecology, but this chapter is particularly dramatic.

The westernmost of Notre Dame's two lakes is undergoing treatment for a prolific invasion of coon's tail, or *Ceratophyllum demersum*.

This aquatic plant looks like small fir tree branches, is lightly rooted across the bottom of the lake and can be seen at water's edge with the human eye.

It was first detected in fall 2005 by students in biologist Ron Hellenthal's aquatic ecology class. By fall 2006 the species had expanded dramatically, Hellenthal says, and he began discussing the issue with the Energy and



The treatment being applied to St. Mary's Lake in late May is expected to improve the lake's ecosystem within 90 days. As a rooted aquatic weed called coon's tail dies out, the algae layer on the surface is expected to sink to the bottom, improving the lake's appearance.

Environmental Issues Committee, of which he is a member. Once organized as the Environmental Affairs Committee, the all-University group has been reconstituted during the past academic year with a broader membership and heightened focus on energy and environmental issues.

Fluridone, the substance applied to treat the aquatic weed growth, inhibits the formation of the essential pigment carotene in growing plants. In the absence of carotene, chlorophyll is degraded by sunlight, causing the plants to die off gradually. Both fish and

fowl should be unaffected by this herbicide, according to Hellenthal, Utilities Director Paul Kempf and Risk Management Director Robert Zerr, who also sit on the energy and environmental committee and who have been assisting the project.

The treatment was applied May 25 after Utilities Department staff member Dan Younggreen lowered the lake's depth by about 18 inches. A drain devise at the edge of the lake can be adjusted to send its water through a pipe into the St. Joseph River. Younggreen lowered the water level in an effort to retain the Fluridone concentration levels within the lake to increase the treatment's effectiveness by providing a longer retention time.

As the treatment works, the plants will lose their pigment, turning from greenish to yellow to clear, Hellenthal says. A slow-acting method must be used, because with rapid elimination, decomposition of the dying coon's tail would affect the oxygen balance in the lake and hence other life. The process is expected to take 90 days.

Members of the Energy and Environmental Issues Committee will be watching the progress, since the exact outcome is unknown. For example, as the coon's tail dies, it will release nutrients that could encourage further proliferation of the scum-type algae that have become visible on the lake. Ultimately, as the coon's tail decomposes, the top layer of algae is expected to sink out of sight.

The University's attachment to its lakes is most obvious in the institution's formal name—University of Notre Dame du Lac (du Lac is French for of the lake)—named by founder Rev. Edward Sorin, C.S.C. Even before Father Sorin's day, the lakes' ecology had been influenced by humans. Father Sorin was facing



Biology professor Ron Hellenthal, left, holds a bagged sample of an algae that grows on the surface of St. Mary's Lake as he discusses the treatment process with Jim Donahoe, owner and operator of the aquatic treatment service, and Bob Zerr, director of risk management.

a deadly disease outbreak on campus and was certain the frequently overflowing lakes were to blame. He had a manmade dam on St. Mary's Lake removed in 1855, and the disease ceased to be a problem.

St. Mary's is a shallow eutrophic lake and thus has historically been prone to aquatic weeds, Hellenthal says. The problem was abated from the 1960s to the late 1990s, when the University treated the lakes with an anti-algae treatment. The administration suspended the treatments in part because the necessity of the treatment was not well established and was ineffective against rooted weeds.

The treatment now under way is expected to improve the aesthetics of the lake by controlling the weeds and

allowing the algae to subside. But Hellenthal notes that the proliferation of the weed may have threatened the lake's ecosystem. "These plants are so effective in removing nutrients in the water that nothing else could survive."

Particularly threatening, the weed dies back each winter as the lake freezes, consuming oxygen as it decomposes. "It could consume all the oxygen in the lake, and you could end up with a major fish kill," he says.

Hellenthal and his students have been testing the quality of St. Mary's and St. Joseph's lakes since 1977, making them, as Kempf notes, among the most well-monitored lakes in the state.

"We've never seen anything like this in the last 30 years," Hellenthal says.



Dan Younggreen of the Utilities Department reinstalls wooden panels that separate St. Mary's Lake from a drain that flows into the St. Joseph River. Before treating an aquatic weed in the lake, its volume was lowered to better retain the treatment substance. **Photos by Joe Raymond.**

LaFortune facelift continues

By Gail Hinchion Mancini

If it seems a little dark in LaFortune Student Center these days, it's not your eyesight.

A glass ceiling that has spilled light into the atrium-style center of the building for more than 50 years has been covered over so that it can be replaced. General roof replacement is one element of the facelift that's under way this summer, following the renovation and update of the food court and main lounge



In this historical photo of LaFortune Student Center, members of the Women's Advisory Council gather in the atrium area, then called Caron Court for the family who helped support an early 1950s renovation of the structure. Marietta Caron is fifth from left and Dorothy Hammes, whose family name is associated both with the bookstore and the new security building, is to Caron's right. On the wall on the right is an Italian ceramic sculpture of the Virgin Mary by a member of the Della Robbia family, a Florentine sculpting family active in the 15th and 16th centuries. The Hammes family donated the Della Robbia, which remains in place in LaFortune today. **Photo provided by Jerry Hammes.**

last summer.

The project is cause for nostalgia on the part of the staff, whose members have been reviewing the building's history so the current changes can become part of the historical record.

Built in 1883 as a science building, the facility had an open, central courtyard outside the entrance of what is now Starbucks. Needless to say, when it rained, the water collected, explains Ryan Willerton, associate director of facilities for student activities.

During a 1950s renovation, contractors erected the glass roof that kept precipitation out. For several years, the area was a sunny lounge with patio furniture. It was known as Caron Courtyard after the family that supported the renovation.

Longtime employees may remember the atrium. Senior administrative assistant Amy Belke does. The 25-year veteran of student activities was among staff members displaced in 1986 when LaFortune underwent another major renovation.

During that phase, the current food court and the third floor were added to the back of the building. The atrium lounge was eliminated when the floor was broken through and a stairway to the basement installed. Prior to that, "The basement was there, but you entered it through the stairways on the sides of the building or the stairway in the front of the building," Belke recalls.

The renovation is still firm in her mind for two reasons. First, the staff—about a half dozen representing student activities and the international student services office—were moved to what now is the Sorin Room, an area off the main lounge of LaFortune.

Second, "We had no water," she says. Staff would have to go to nearby Crowley Hall to use anything involving plumbing, she says.

No one wants to return to those

days, but returning a general sense of history to the building is part of the renovation process, Willerton says. Already hanging in the entryway is the historic Civil Rights-era photo of Rev. Martin Luther King Jr. with President Emeritus Rev. Theodore M. Hesburgh, C.S.C.

"The photo, a gift from Student Government, is one way students and visitors can learn about the significance of Notre Dame's history," Willerton says.

The main lounge will display a framed collection of each design of The Shirt, the student fundraising project. Eighteen have been created thus far. And the atrium area will resume its identity as Caron Court.

Changes are expected to be completed by mid-August, Willerton says.

Now under one roof in the new medical school building, Keck Center researchers experience a more cohesive environment as they pursue causes of colon cancer, asthma, sepsis and more.

Keck Center breakthroughs: It's not about the mice

By Dave Rumbach

Everyone knows that inflammation signals infection or injury, like smoke does a fire. But researchers have learned that it can be an underlying cause of disease as well.

Chronic inflammation has been linked to cancer in the colon, asthma in the airways and atherosclerosis in the arteries, setting the stage for heart attacks and strokes.

And a major killer called sepsis is nothing less than inflammation run amok.

"I can think of no disease that does not involve inflammation," says Francis J. Castellino, director of the W.M. Keck Center for Transgene Research.

It's also hard to imagine a research center better equipped and staffed to sort out the inner workings of inflammation than the Keck Center.

Located in Raclin-Carmichael Hall, the center is a world-class facility focused on the study of proteins involved in inflammation and the related process of hemostasis, the body's way of balancing blood flow and clotting.

Research into blood proteins has been growing steadily more sophisticated at Notre Dame for more than three decades under Castellino's direction, spurred by technological advances that have made it possible to study the structure and function of hemostasis-related proteins in ever more detail.

But two relatively recent milestones have really helped.

In 2004, Keck Center scientists were awarded \$9 million in grants from the National Institutes of Health to study inflammation in sepsis, the genetics of colon cancer and the role of homostasis following artery damage.

Then, in 2005, the center joined the Indiana University School of Medicine-South Bend as primary occupants of Raclin-Carmichael Hall, the new academic building just outside the University's main gate on Notre Dame Ave.

The Keck Center's move to Raclin-Carmichael Hall consolidated an operation that had been spread over nine spaces in four campus buildings,



Approximately 35 research scientists, medical doctors, students, technicians and skilled assistants comprise the Keck Center team. **Photos by Matt Cashore.**

assistant director Melanie DeFord says. That's created a more cohesive work atmosphere for the center's staff of approximately 35 scientists, technicians and students. The center's new labs, besides being about 20 percent larger overall, employ an impressive array of state-of-the-art equipment, like a laser knife so precise it can cut out individual colon cancer cells for genetic analysis.

None of it would be possible, however, without the mice that live in the basement.

Keys to discovery

A colony of 6,000 specially engineered, transgenic mice is the engine that drives the flow of discoveries from the Keck Center. Experts at the center have created more than 50 different strains of mice, with each strain having its own strategically chosen gene alterations.

Because genes are templates for production of proteins, adding or subtracting them from the genome produces mice that have excesses or deficiencies of the blood proteins that Keck scientists want to study, Castellino explains.

Studying proteins in live animals is a huge advance over the technology available to Castellino when he began studying blood proteins in the early 1970s. Back then, researchers had to tediously extract the selected protein from blood, he says. Experiments involved mixing two different proteins in test tubes to see the reaction.

Lab's goal is scientific advance—applications come later

By Carol C. Bradley

Bruce Noll, research associate professor in the Department of Chemistry and Biochemistry, was a high school dropout. "I worked for a family business, but it wasn't my family," he says. "I realized I'd gone as far as I could go, and it wasn't going to get any easier to go back to school. It would only get harder as I got older." He started college at age 24, and graduated from the University of California Davis in 1999, with a doctorate in inorganic chemistry and a specialization in crystallography.

He came to Notre Dame in 2003 to direct one of the best-equipped X-ray crystallography labs in the country—a lab used by graduate students and upper-level undergraduates to perform basic, curiosity-driven research. The goal is not any specific application, but rather the advancement of science.

Notre Dame's outstanding X-ray crystallography facility is the result of efforts spearheaded by professors Kenneth W. Henderson—whose research specialty is organometallic and supramolecular synthesis—and Slavi C. Sevov, whose broad area of expertise is inorganic and solid state chemistry. "There are other places that have the numbers of equipment," Noll says, "but there are few with the quality. Other colleges and universities have facilities, but may lack a trained crystallographer."

The lab has three state-of-the-art single-crystal diffractometers and one state-of-the-art powder diffractometer. It also is equipped with two polarizing stromicroscopes, one of which can capture digital images. All of the instruments are available for student use.

As a research professor, Noll does not teach classes. "I participate in classes taught by the teaching and research faculty," he says, "and I support the ongoing research in the other laboratories in the department."

Most of his time is spent helping students set up experiments, training new users, and analyzing the results. "They have all the fun, I see all the problems,"

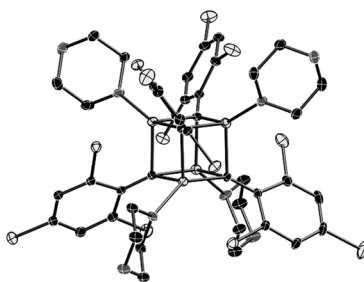


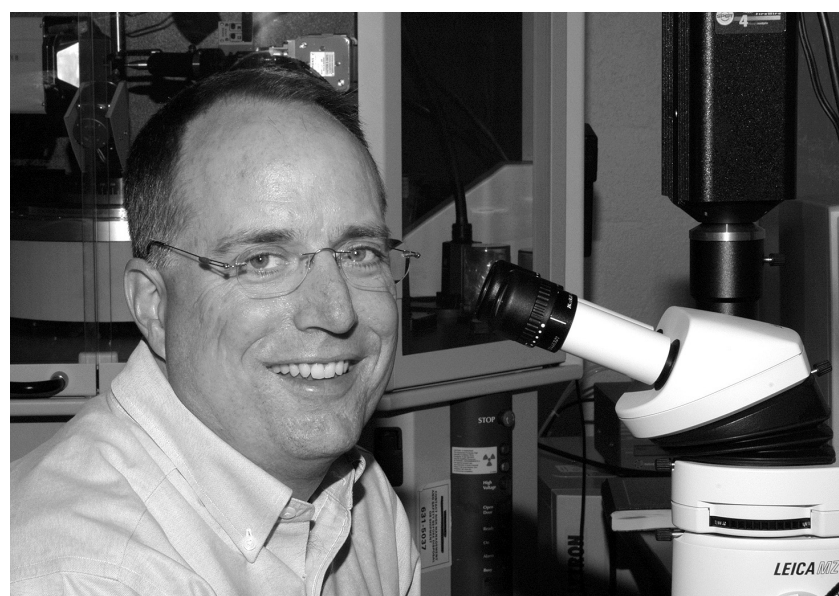
Figure generated by Jeffrey A. Rood

he says. "One of the good things is that I get to work with so many students and post-docs."

In the simplest terms, what the X-ray crystallography lab does is look at atoms to determine the structure of molecules or chemical compounds. Scientists must determine ("solve") the atomic-resolution structure of the molecule or compound to allow further research. If a super-saturated solution of a chemical can grow a crystal, the atomic structure can be examined through diffraction—from the Latin word meaning "to break apart."

Atoms can't be viewed under visible light, so the crystal is bathed in X-rays. "The X-rays hit the crystal and diffract in all different directions, creating a pattern," Noll explains.

The diffractometer's X-ray detector—essentially a complicated



Research associate professor Bruce Noll directs one of the best-equipped X-Ray crystallography labs in the country—a lab used by graduate students and upper-level undergraduates to perform basic, curiosity-driven research that, among other things, may lead to the creation and development of new drugs.

digital camera—is cooled to minus 60 degrees Celsius with liquid nitrogen ("the same stuff the doctor uses to remove a wart"), reducing the vibrations in the atoms. As the crystal is rotated under the microscope, the shifting patterns of diffraction are recorded and the images combined, revealing the positions and types of atoms in the crystal. The resulting three-dimensional "map" is the atomic resolution model.

A drug company might map the structure of a molecule to determine how it interacts with a protein. "It might allow them to fine-tune the

therapeutic properties," Noll says. In addition to research into pharmaceuticals, the lab also conducts research into compounds that may be useful as catalysts for petroleum refining. Other ongoing research includes the study of nano and magnetic materials, and the development of models for heme proteins—the pigment that makes blood red—in hemoglobin.

The research, Noll says, will likely have many applications in the real world. But that's not the point. "We're doing it to advance basic knowledge," he says. "It's to expand our understanding of the system. It provides a starting point for researchers at the next level who are looking for answers."

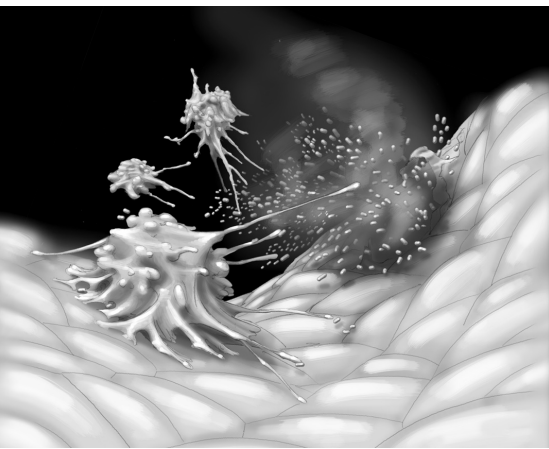
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“But when you alter a gene in an intact animal, you’re looking at everything (in a living system), starting with, ‘Does it survive? Does it breed?’” Castellino explains.

The care, feeding and breeding of these special mice, that reside in about 1,500 cages, is itself a big operation requiring special technical expertise and upwards of \$150,000 a year to cover costs.

“The animal facility employs five or six people working downstairs on the colony alone,” Castellino says.

The breeding pairs in the colony are giving birth to about 1,000 “pups” a month, DeFord says. They must each be genotyped to determine which genes they inherited from their parents, who are heterozygous for the mutations. That means that the breeding mice, for the sake of hardiness, do not themselves have highly abnormal protein. But a certain percentage of their offspring do. Genotyping determines which offspring are suitable for experiments.



White blood cells fighting off infection. *Image provided.*

Every year, Keck scientists create three to four new strains with unique alterations as new research identifies new proteins that might be relevant to disease processes in humans, DeFord says. The center has to be selective, as the expense of engineering a new mouse is so high—two years of work and up to \$100,000, according to Castellino.

“We have to ask, ‘Why do we want to make this mouse?’



Cecilia Lucero is the new assistant director for undergraduate research. *Photo by Julie Flory.*

Lucero fills new undergraduate research position

By Bill Gilroy

An important component of Notre Dame’s drive to become a world-class research university is a commitment to enhancing and expanding the undergraduate research experience.

A reflection of that commitment is the creation of a new assistant director for undergraduate research position within the Office of Research and the appointment of Cecilia Lucero to fill that spot.

Lucero, who previously served as assistant dean for graduate admissions, identified three main components to her new role.

“One of the reasons the position is housed in the Office of Research is to be able to identify more external funding which will enable us to support undergraduate, as well as graduate, research, not just in science and engineering, but also in the humanities, social science, business and architecture,” she says. “By housing the position where it is, we are adding further prestige to undergraduate research.”

Another aspect of the position involves student outreach.

“I’ll be devoting a significant amount of effort to making students aware of the undergraduate research opportunities,” Lucero says. “Roughly 30 percent of students do undergraduate research currently, and I’m hoping that by reaching out to students, especially first- and second-year students, we can increase that percentage.”

A third aspect of the position involves outreach to faculty and graduate students.

“I’ll be working to make faculty aware of external funding that is available to support undergraduate research and serving as a sort of ‘matchmaker’ to develop faculty mentors for undergraduates interested in doing research,” Lucero says. “I’ll



Francis Castellino, director of the Keck Center and Kleiderer-Pezold Professor of Biochemistry, began studying blood proteins in the early 1970s. Today’s research procedures represent a world of progress.

There has to be a hypothesis,” he says.

To aid those decisions, the Keck has laboratory resources capable of synthesizing any protein molecule that scientists can think of. It’s done in sophisticated machines that exploit the protein-producing power of DNA in a



More than 50 strains of mice are used in Keck Center research. At left, Allison Carmody, foreground, and Rashna Balsara conduct research in one of the center’s cell culture rooms.

provides a more accurate way to measure blood pressure and heart rate in mice. Instead of the old way, putting a cuff on the mouse’s tail, an electronic probe is surgically implanted in its carotid artery, a feat requiring remarkable surgical dexterity. Other surgeries involve taking a vein from one mouse and grafting into another.

“We have some talented people here,” Castellino explains. “We’re talking about doing this on a mouse.”

Naturally, there also are pathology labs at Keck to analyze tissue from autopsied mice. This includes an in-house histology lab where researchers examine cells from mouse tissues under microscopes. A device called a microdissector allows researchers to probe even deeper. It can excise individual cells from a colon cancer tumor for DNA micro-array analysis to determine which proteins are up-regulated and down-regulated, DeFord explains. Running the same test on nearby normal cells is yielding clues about what causes benign polyps to become cancerous.

What’s at stake

Colon cancer, atherosclerosis, asthma and sepsis—the diseases that Keck Center researchers have targeted—take an enormous human toll.

The American Cancer Society estimates that colorectal cancer killed 55,000 people in 2006. Heart attacks, a result of arterial plaques in atherosclerosis, cause about 450,000 deaths annually in the U.S., according to the American Heart Association. Asthma afflicts 20 million Americans, including 9 million children, and causes about 4,000 deaths annually.

The least familiar of Keck’s targeted diseases, sepsis, is a major health problem that occurs when an infection overwhelms the system. The body’s responses—including out-of-control inflammation and blood clotting—lead to organ failure.

Doctors don’t understand exactly what sets off sepsis, and they do not have a good medicine to stop it once it gets rolling. About 750,000 people go into septic shock each year, and an estimated 28 percent of them don’t survive.

While other researchers around the world are studying these diseases, DeFord says the Keck Center is unique in its focus on homeostasis-related blood proteins and its capacity to study them at all levels, from molecules to cells to whole animals.

No other place can synthesize a protein, evaluate it, put it in a living mouse and then analyze the results in such detail.

“I think that makes us special,” she says.

variety of cells, including yeast, insect and mammalian. Candidate proteins are studied extensively in vitro before the decision is made to transect them into a mouse model.

But cooking up proteins and genetically customizing mice, impressive as it is, is not the point of the research, DeFord says. The real purpose of the center is to lay the groundwork for medical breakthroughs that battle disease and save lives.

“We’re not trying to make healthier mice,” she says.

From mice to people

In Keck Center experiments, the genetically altered mice provide models of disease processes that occur in people. If researchers can figure out exactly how a disease starts or progresses in a mouse, it will give them clues about how to stop that disease in people.

Seeing what happens to the health of an altered mouse is a start. But the researchers want to know much more than whether a mouse with a particular gene defect died or not, Castellino says. They also want to figure out exactly why.

To that end, the Keck Center has medical equipment and expertise found in hospitals—that is, if mice had their own hospitals.

A tiny endoscope, for example, is used to visualize tumor growth and progression in the colons of mice genetically disposed to develop colon cancer, DeFord says. In asthma-related studies, specially equipped chambers called plethysmographs are able to measure the respiratory function of mice in reaction to irritants sprayed into the chamber. The mice move about freely in the plethysmographs during these measurements.

An equally ingenious device

Change in store for family medical leave applicants

ND Works staff writer

Beginning July 1, employees seeking leave under the Family and Medical Leave Act (FMLA) will do so by contacting a third party organization called SHPS rather than the Office of Human Resources.

Applications will be filed by phone or online with the new Notre Dame FMLA Service Center, operated by the specialty firm SHPS, whose staff will review applications and make decisions on granting the leaves. The federal law, designed to protect employee jobs in the event of a family or medical emergency, allows up to 12 weeks of leave during a rolling 12-month period.

The change should pave the way for two improvements for employees, explains Denise Murphy, director of compensation and benefits.

Instead of dedicating HR staff time to the paperwork involved in the approval process, "We'll be able to spend time with the employees who need our help," she says. Barbara Dugan, who manages extended medical leave for HR, supports supervisors whose employees are on FMLA and helps counsel employees whose medical situations extend beyond FMLA.

FMLA applications often include complicated medical information that should be reviewed by specialists with medical expertise. That is the case with the SHPS staff. "This is the company's full-time business, and they have people with medical backgrounds who can understand the information provided on the medical certification," Murphy says.

As the new service is introduced, two other adjustments are being made to the University's leave policy:

- Beginning July 1, employees on leave will have to use all their paid time off, including vacation, in addition to their sick and personal days. Previously, it was optional for employees to use their vacation time for an FMLA leave. But staff have repeatedly expressed concern about the

difficulty of filling in for an employee who first is on leave then is absent due to vacation, and the change responds to their concerns as well as to common business practice, Murphy says.

- Also beginning July 1, time off for employees involved in worker's compensation cases will be counted among the 12 eligible weeks of FMLA.

Notre Dame FMLA Service Center will staff a phone center between 8 a.m. and 8 p.m. Eastern Time Monday through Friday. The service center will respond to leave requests within 48 hours of filing.

The service also will provide Web-based tracking to help employees and supervisors determine how many FMLA days and hours have been used.

While leaves most often involve continuous situations such as childbirth or hospitalization and recovery, FMLA can be used for intermittent but short-term disabilities such as chronic back pain, or for the care of an aging parent.

Information about this change is

being mailed to employees this month.

Immunization coverage expands

Also beginning July 1, all three Notre Dame medical plans (Meritain PPO, Meritain Select HMO and Meritain CHA HMO) will cover immunizations as recommended by the Department of Health & Human Services—Centers for Disease Control & Prevention in addition to those mandated by the state.

Faculty and staff will be pleased with this change in schedule, says Mary Warner, manager of benefits and work life, because they will include coverage for the meningococcal vaccine, recommended for college students, and the human papillomavirus vaccine (hpv), a vaccine against cervical cancer.

The complete immunization schedules is available at full schedule at www.cdc.gov/vaccines/ or on the Human Resources Web site under What's New at HR.

DISTINCTIONS

The University congratulates the following employees, who are celebrating significant service anniversaries during June.

40 years

John G. Borkowski, psychology

Janet M. Kruszewski and **Guadalupe Mascorro**, Food Services

Susan Tuttle, Morris Inn

35 years

Joan M. Bradley, Office of Rev. Edward A. Malloy, C.S.C.

Shirley A. Hums, athletic management information systems

30 years

John M. Grudzinski, power plant and utilities

John A. Melloh, theology

Randal C. Ruchti, physics

25 years

Hoa T. Duong, St. Michael's Laundry

Umesh Garg, physics

Dennis M. Snow, mathematics

20 years

Larry D. Born, preventive maintenance

Susan L. Brandt, financial aid

Joachim Goerres, physics

Anne E. Hayner, Kroc institute

Muffet McGraw, women's basketball

Donald R. Miller, Food Services

William L. Wilkie, Mendoza College of Business

15 years

Gerard V. Bradley, Law School

Linda S. Helfrich, Holy Cross House

Franklin T. Mark, executive MBA

Manuel Navarrete, Morris Inn

Patrick J. Thorsen, preventive maintenance

Linda M. Vargo, graduate studies

10 years

Sally A. Almassy, integrated communication services

Robert D. Bretz, Mendoza-management

G. Christopher Clark, Kaneb center

Gregory A. Dhoore, fire protection

Michael D. Donovan, investment

Deanna K. Gumpf, softball

Margaret S. Hnatusko, student activities

Xiaoshan Yang, East Asian languages and literatures

Holle K. Young, Huddle

The University welcomes the following employees, who began working here in May.

Anna G. Alber, enterprise systems

Daniel Bates, mathematics

Jaime Beas, Zhen Liu and **Matthew K. Pollard**, operations and engineering

Jill D. Bruins, Kroc institute

Steven Harlow and **Joseph Wright**, biological sciences

Christopher R. Henderson, Center for Continuing Education

Bonnie L. Kehoe, South Dining Hall

Andrew R. Krouse, power plant and utilities

Brigid G. Lantaru, MBA program admissions

Ruifeng Li, chemical and biomolecular engineering

Yan Jun Li and **Kamil Zigangirov**, electrical engineering

Samuel W. Lockhart, immigration services

Dorothy J. Mincy, provost

Sean Mulvehill, investment

Eric R. Overland, varsity strength and conditioning

Peter Tarabek, radiation laboratory

Ryan D. Wildrick, Rolf's Sports and Recreation Center

Several prize winners emerged from attendees of last month's Irish Health event, which invited all members of the campus community to the Rolf's recreation center to learn about exercise and nutrition resources.

Jeff Cambrin, landscape services, won the Precor treadmill; **Salem Davis**, University Libraries, won a Nautilus Select Tech dumbbells set. **Juliana de Sousa Solis**, Kellogg institute, won a foursome for golf. **Alex Scheidler**, performing arts center, and **D.J. Wiltich**, aerospace and

mechanical engineering, won personal training gift certificates. **Mark Esenwein**, facilities operations, and **Mollie Dash**, civil engineering and geological studies, are recipients of RecSports fitness class gift certificates, and **Sharon Schierling**, Kellogg institute, has won couples Latin dance lessons.

"On Having a Heart Attack: A Medical Memoir" by **William O'Rourke**, professor of English, and published by Notre Dame Press, was named a 2006 Foreword Magazine's Book of the Year Award finalist and received the bronze award in the Health category. Award recipients were announced during a ceremony Friday, June 1, at Book Expo America (BEA) in New York City. BEA is the premier event serving the U.S. book publishing industry.

FROM THE ARCHIVES



An infant Rev. Theodore Hesburgh, C.S.C. poses with his older sister Mary Monica in this undated photograph. Father Hesburgh celebrated his 90th birthday on May 25. *Photo courtesy of Elizabeth Hogan, Notre Dame Archives.*

Help identify our 'winning' teams

ND Works staff writer

Imagine that you and your fellow employees are so good at what you do, that the entire crowd at a Notre Dame home football game applauds you.

That's a realistic scenario with the introduction of a new staff recognition program called the Presidential Team Irish Awards. During upcoming home football games, teams of Notre Dame employees will be honored for their good works by being presented on the field during a game.

Nominations for the honor are being accepted through July. You can nominate a worthy team on the Office of Human Resources' Web site at hr.nd.edu/employee_relations/staff_recognition.shtml.

The award will highlight collaborative teamwork on a project, process or initiative. The nomination process will request a summary of the team's

accomplishment in the context of the University's Core Values, which emphasize teamwork, integrity, accountability, and leadership in mission and excellence. A committee of judges representing a cross section of departments and employees will select the winners.

"Providing a special and unique opportunity to publicly recognize staff teams is at the core of this new program," says Jessica Brookshire, HR manager of total rewards.

In addition to being presented on the field during a timeout, team members will receive two tickets to the game and a photographic memento of the award, and meet with President Rev. John I. Jenkins, C.S.C. Honorees also will be listed in the football program.

Teams must be comprised of three to 12 full- and part-time individuals. The nomination process is intended to be simple. Committee members will seek additional information about teams as they make their decisions, Brookshire says.

AskHR celebrates a year of service

By Gail Hinchion Mancini

As the *askHR* call center marked its first anniversary June 1, statistics on its use—3,800 calls a month to 631-5900—illustrated a track record of success.

The center operates daily from 7:30 a.m. to 5:30 p.m., staffed by four employees whose primary responsibility is to answer phones, faxes and e-mails (six additional HR employees help out part of the time). The receptionist on the second floor of Grace Hall also is a trained call center member who works with HR's walk-in guests.

Between calls, walk-in visits and e-mails, the center staff is contacted an average of 5,000 times a month. Twice as many employees, spouses and retirees drop into the HR reception area each month as send an e-mail, the statistics show.

The staff handles "all kinds of questions about benefits, recruiting, work life, campus events, compensation and all sorts of policies and procedures related to these subject areas," says Theresa Dockery, who supervises the center.

To the surprise of the shared services team—director Sarah Misener,

Dockery, and manager Betty Baunoch—peak use was the back-to-school month of August. The second busiest month was in late fall during Open Enrollment for benefits programs.

"Before the center was launched, HR received overwhelming feedback from campus that many of the calls did not reach a person, but went to voicemail instead," Misener says. How many of those callers reached a person, instead of voicemail, or received a swift answer, was unknown.

Another problem, says Misener, was that, "Upon receiving voicemail, an individual would continue calling others and duplicate work was being done in the department. People were searching around among a variety of people for an answer. We wanted them to get a timely and accurate answer."

The call center indeed provides quick answers. On average, says Dockery, more than half receive an immediate answer; three-quarters receive an answer within a day. The center's staff is regularly trained and updated on new initiatives, policies and procedures, she adds.

"We are always learning something new though," says Dockery, whose staff had to do a little research to answer this one—"Do you need a fishing license to fish in St. Joseph Lake?" (It turns out you don't need a state license, but a permit from Student Affairs is required. Only faculty, staff and students can obtain one; and it's catch and release on St. Joseph Lake.)



Call center representative Jean Roumell assists visiting faculty member Robert Lamm. *Photo by Carol C. Bradley.*

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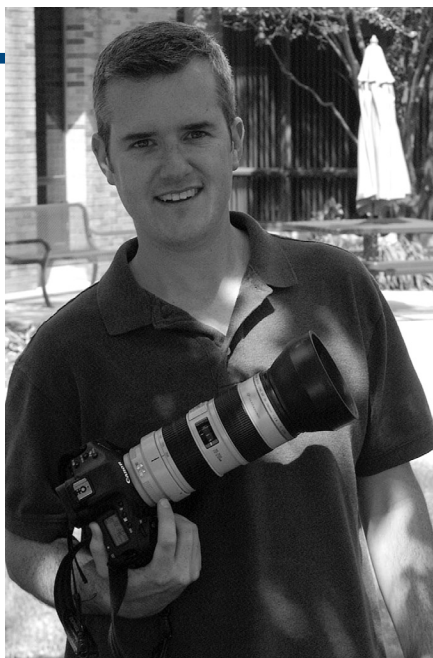
Have a kielbasa or a veggie burger at the staff picnic

All staff, temporary workers and student workers are invited to attend the annual **Staff Summer Picnic Luau**, which will be held Friday, June 22 from 11 a.m. to 1 p.m. at Stepan Center. Shuttle buses will run continuously to and from various campus locations during the event.

The menu includes traditional picnic fare (kielbasa, fried chicken, hamburgers, hotdogs and fresh corn on the cob) as well as wild rice salad and red bliss potato salad. This year more healthy selections will be available, including whole fruit, celery and carrot sticks and vegan burgers. There will be ice cream novelties and fresh-baked cookies for dessert.

Shutterbug joins staff

Photographer **Matt Cashore's** work—in Notre Dame Magazine, on *nd.edu* and in ND Works, and a myriad of other publications—could well be described as establishing the modern visual face of the University. But until this month, Cashore performed his magic as a free-lance photographer while working the early shift as a videographer on the news staff of WNDU.



Photographer Matt Cashore. *Photo by Don Nelson.*

Cashore, a 1994 graduate, now has joined the University as a full-time photographer and videographer. His photos have appeared in such publications as USA Today, Sports Illustrated, ESPN the Magazine, the New York Times, the LA Times and the Washington Post.

A member of Notre Dame Media Group, he can be contacted for assignments at 631-5337.

Directory goes mobile

Employees who have Internet access on their cell phones or hand-

held devices such as TREOs now can access campus telephone numbers and e-mail addresses through <http://mobile.nd.edu>. The site, designed by Brian Egendoerfer of the Office of Information's Enterprise Systems department, is specially design to display directory information on small screens. Touching the telephone number will dial that number and touching the e-mail address will open an e-mail message box.

For your comfort...

Scott Knight of Risk Management and Safety will present a workshop on **Office Ergonomics** from 11 a.m. to noon, Tuesday, June 19 in Room G-20, Flanner Hall. Topics to be covered will include the proper set-up of your workstation, and common mistakes and problems. There will be demonstrations, and time for questions and answers. Register for the program online at www.iLearn.nd.edu or call *askHR*, 631-5900.

Summer cinema at the Browning

Summer film screenings at the Browning Cinema, DeBartolo Center for the Performing Arts include "**After the Wedding**," Thursday, June 28 at 7 and 10 p.m. and Friday, June 29 at 7 and 10 p.m.; "**Waitress**," Thursday, July 5 at 7 and 10 p.m., Friday, July 6 at 7 and 10 p.m. and Saturday, July 7 at 7 and 10 p.m.; "**Offside**," Friday, July

13 at 7 and 10 p.m. and Saturday, July 14 at 7 and 10 p.m.; and "**Day Night Day Night**," Thursday, July 19 at 7 and 10 p.m. and Friday, July 20 at 7 and 10 p.m.

Admission to films is \$6 for the general public, \$5 for faculty and staff, \$4 for seniors and \$3 for students. Tickets are available by calling 574-631-2800 or visiting performingarts.nd.edu.

The Browning's free **Summer Outdoor Film Series** starts Saturday, June 30 at 9 p.m. with a showing of the 1964 Beatles' film "**A Hard Day's Night**." The screen is set up on the driveway, with audience members sitting on the lawn facing the building. Bring your own blankets or lawn chairs and a picnic basket.

Photographs, etchings on display at Snite

Rembrandt Etchings from the Federson Collection will be on display in the Snite Museum of Art from July 8 through Aug. 12. The collection, which contains 72 of the some 300 etchings Rembrandt produced, includes almost all of his religious narrative prints and an important early self-portrait.

Two Eyes on Mexico: Photographs by Paul Strand and Manuel Alvarez Bravo will be on display from July 15 through Aug. 19. The exhibition features photographs by two very different photographers taken in Mexico during the first half of the 20th century.

The Snite Museum of Art is open Tuesday through Wednesday 10 a.m. to 4 p.m.; Thursday through Saturday 10 a.m. to 5 p.m.; and Sunday 1 p.m. to 5 p.m. Admission is free. Information is available at 574-631-5466 or www.nd.edu/~sniteart/.



Daydream, 1931. *Photo by Manuel Alvarez Bravo*

WHAT THEY WERE DOING



A press of visitors to the annual Alumni Reunion weekend early this month follows signage into the Eck Visitors' Center for registration. More than 3,600 alums and their guests attended.



Keeping track of Alumni Reunion activities required constant contact, as Travis Colburn, above, director of marketing, demonstrates.

Photos by Matt Cashore.

BACK STORY



At left, some of the 150 bicycles donated to Old2Gold. Volunteers, above, move some of the 225 boxes of merchandise donated to the sale. Total donations added up to over 83 tons, according to sale organizer Alan Bigger.

2,574 volunteer hours later...

By Carol C. Bradley

The third annual “From Old2Gold” sale May 26 raised \$43,439 for 39 participating charities, including Catholic Charities, Hope Rescue Mission, Relay for Life, American Cancer Society. This year, the University did not deduct any expenses from the sale proceeds, says sale organizer Alan Bigger, director of building services.

Bigger attributes the success of the sale to “a wonderful volunteer base, a generous student body, and a caring community.” Volunteers logged 2,574 hours in support of the event.

The sale included more than 83 tons of items donated or left behind by students at the end of the semester, as well as surplus and unclaimed lost-and-found items. Before the sale, Bigger notes, a couple of tardy students spent some time rummaging through the piles looking for clothing they’d left behind in campus clothes dryers.

The sale, which spread out across 79,000 square feet of the stadium concourse, included 50,000 pounds—six

roll-off dumpsters full—of wood, 672 rolls of carpet, electronics, clothing and shoes, sports equipment, appliances and furniture. Students also contributed 3,500 pounds of non-perishable food, which was donated to the Food Bank of Northern Indiana.

The sale is also supported by several campus entities—the bookstore donated 10,000 of last year’s “The Shirt” T-shirts; leftover carpet from various campus installations is also saved and donated to the sale. Sorting through the donations provided the opportunity to reclaim dishes and silverware that had wandered away from the dining halls—those items were returned to Food Services.

In addition to raising money for charity, the sale keeps tons of items from going to the landfill—with an estimated 216 tons diverted since the sale’s inception. This year, only 2.3 tons of sale leftovers—mainly unrecyclable furniture—was sent to the landfill after the sale.

“Notre Dame is greening the environment one item at a time, while ‘greening’ local organizations,” Bigger points out.

Photos by Alan Bigger



Sale items included shoes (above), clothing, furniture, appliances, electronics and sports equipment. Below, 672 rolls of carpet had to be vacuumed, rolled and packaged for the sale.



At left, unloading pallets of sale items, and far left, sorting clothing, are some of the 248 volunteers who made the sale possible by donating more than 2,500 hours of their time. We don’t know their names, but all who worked that day “were great volunteers!” Alan Bigger says.

Eddy Street Commons update

With the Eddy Street Commons development headed into the formal review and approval process among area governing agencies, Greg Hakanen, director of asset management and real estate development, provides an overview of the project.

Q: What will the proposed Eddy Street Commons look like?

A: Kite Realty Group is the chosen developer of the project, and the firm is presenting a plan that calls for 85,000 square feet of retail and restaurant space, 75,000 square feet of office, a 375-room hotel, 268 apartments, 185 for-sale urban residences such as condominiums, row homes and town homes, and a parking garage of more than 1,000 spaces. These numbers are estimated and may change as the project progresses. The retail, office and apartment spaces would be constructed in four-story mixed-use structures on both sides of Eddy between Edison Road and Napoleon Boulevard; the hotel, garage and for-sale residences would all be located east of Eddy.

Q: Where is the project in the cycle of approvals that precede construction?

A: After seven years of collaborative planning and effort by the University and neighboring institutions such as Memorial Hospital, St. Joseph’s Medical Center, Madison Center, the City of South Bend and neighborhood residents, Kite Realty has submitted plans for municipal approval. New zoning has been requested in the form of a Planned Unit Development (PUD), and Kite is seeking approval to fund needed infrastructure improvements through a Tax Increment Financing (TIF) district. Public hearings on these requests will occur throughout the summer.

Q: Kite Realty, not the University, is developing Eddy Street

Commons. But Notre Dame has plans for a development on the southern edge of campus that will complement Eddy Street Commons. What are those plans?

A: The University will begin construction this summer on the Town Commons, a 12-acre site surrounding the Marie P. DeBartolo Center for the Performing Arts, literally across the street from the mixed-use development. The Town Commons will be heavily landscaped with approximately 200 trees and other plantings, and will offer walking paths, park benches and other amenities. The Town Commons will be open to the public.

Q: A portion of the mixed-use development will be built on a partially-wooded area at the southeast corner of Edison and Eddy. Some individuals have expressed a preference for leaving this area undeveloped. How is this corner important to the greater project?

A: Revitalization of the Northeast Neighborhood requires dramatic action. The loss of manufacturing jobs in South Bend

led to the departure of families and businesses from the neighborhood, resulting in a deteriorated housing stock, an unhealthy mix of student rentals and family homes, and a virtual absence of commercial businesses. Small incremental steps will not reverse these trends. This plan creates a new, mixed-use neighborhood of a size and density sufficient to reestablish the Northeast Neighborhood as a desirable place to live, work and shop.

Two of the project’s key planning goals are to create new, quality housing and a commercial district within easy walking distance of both campus and neighborhood residences. The size of the site and its location at one of the two main entrances to campus make it essential to the success of the project, and it has been targeted for development from the very beginning of the process in 2000.

Q: What role have the woods played in the neighborhood?

A: This area has never been open to the public. At one time, the University farmed the site, and later used it as a repository for coal ash from the power plants. People unaffiliated with the University dumped refuse there for years without permission. Eventually the University surrounded the area with a chain-link fence which remained until

2005, when construction on the rerouting of Edison Road began. The University ceased depositing coal ash there several decades ago; it has been examined and cleared as environmentally safe. A study conducted in 1992 of natural areas on and around campus identified six areas worthy of protection; this was not one of them.

Q: So the neighborhood gains an outdoor amenity it can use in exchange for one that it can’t?

A: Yes. We look forward to seeing the public enjoy the Commons.

Q: When might construction on Eddy Street Commons begin?

A: If the necessary public approvals are obtained this summer, site work could begin as early as this fall. Construction of the commercial buildings – the retail/office/apartment buildings and hotel – and the first phase of residences would commence in 2008. Deliveries will depend on many factors that are hard to predict, but the goal is to open the commercial buildings sometime around the summer of 2009, and deliver residences in phases over the 2008-2010 period.