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# ND Works

Vol. 6, No. 13

News for Notre Dame faculty and staff and their families

March 5, 2009



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## A new glimpse of an ancient image

BY MICHAEL O. GARVEY

Among the most arresting aspects of Maria Tomasula's work is the refulgence—"magic realism," as some critics call it—of her technique. Meticulously rendered flowers, berries, beads, twigs, rodent skulls and bone fragments fairly swell and glow as they bulge from the painted wooden panels so vividly that even a forerunner such as Georgia O'Keeffe might look twice, and approvingly, at them.

These commonplace objects are often so anomalously arranged in her widely viewed and reviewed oil paintings that the assortments invite a reverent attention, much as religious icons are able to do.

Something like this seems to have occurred to the members of a committee that early last year began searching for an artist to paint a new version of Our Lady of Guadalupe for an eastern apsidal chapel in the Basilica of the Sacred Heart.

The committee members were Gilberto Cardenas, director of the Institute for Latino Studies; Rev. Austin Collins, C.S.C., professor of art; Charles

Loving, director of the Snite Museum of Art; Rev. Peter Rocca, C.S.C., rector of the Basilica; Rev. Richard Warner, C.S.C., director of Campus Ministry; and John Zack, University sacristan.

When they proposed the idea to Tomasula, the Michael P. Grace Professor of Art, she didn't take long to accept the commission. A natural candidate for the job, she already had drawn deeply on Latin American iconographic tradition for much of her earlier work. As the proud product of a Spanish-speaking family and neighborhood in Chicago, she had been affectionately familiar with the Guadalupean image from earliest childhood.

That image, emblazoned by miracle or mystery on St. Juan Diego's tilma, or cloak, enshrined in the Basilica of Guadalupe in Mexico City and widely venerated since the 16th century, is ubiquitous throughout the Americas.

"In the Indian cultures of that time, the tilma was the exterior expression of the innermost identity of a person," according to Rev. Virgilio Elizondo, Notre Dame Professor of Pastoral and Hispanic Theology. "By being visible on Juan Diego's tilma, Mary became imprinted in the deepest recesses of

his heart—and in the hearts of all who come to her."

Tomasula has seen the image "on all sorts of banners—the pro-life movement, the United Farmworkers, the Mexican feminists, the Zapatistas—they all love her."

Aware that the authority of tradition might constrain her, Tomasula shared sketches of her ideas with the committee, which constrained her barely at all. She finished her work in time for it to be installed last Dec. 12, the Feast of Our Lady of Guadalupe.

"They were wonderful to work with," Tomasula said of the committee members, "and their suggestions and observations were encouraging and helpful." She recalled with wry amusement how a few of them even fretted that her version might inadvertently make Mary's complexion "too white."

A fascinating feature of Tomasula's image is Mary's face. As in the venerable tilma image, the Virgin's demurely contemplative gaze falls to her right and the viewer's left, but in this version there is an unmistakable particularity to the eyes and their countenance. This is also noticeable in the face of the angel beneath Mary's

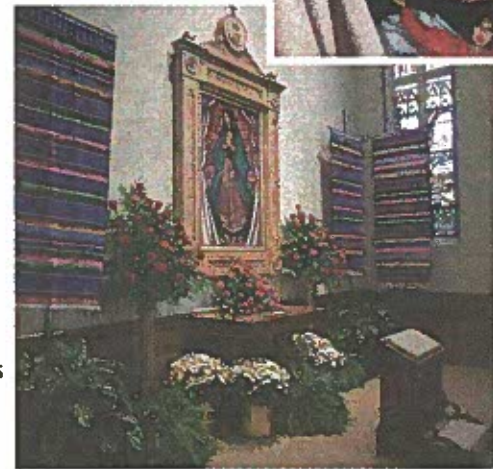
feet, arms upraised in adulation. "For Mary's face, my 17-year old daughter, Alba, served as a model," Tomasula said, "and my 14-year old daughter, Ava, modeled for the angel's face."

Another careful departure from the traditional image is seen in a sea of scarlet roses, which roils like volcanic lava behind Mary's figure, recalling the roses that had grown through rocks on the hill at Tepeyac, and that the Nahuatl-speaking young lady of his vision had bid Juan Diego gather up in his tilma before she left her image there. Golden bands coil through the nearly explosive roses, recalling the sunburst of the tilma's image.

This pregnant teenage mestiza, shown here so wonderfully emerging from the rock, flower, flesh and blood of our own world is already God's mother.



Photos provided



Maria Tomasula's daughters were the models for the Virgin and the angel. Tomasula's depiction of Our Lady of Guadalupe can be found in an eastern apsidal chapel in the Basilica of the Sacred Heart.

## What no book could offer *History students head to Europe for living Holocaust lessons*

BY MOLLIE ZUBEK

For a second consecutive year, historian Rev. Kevin Spicer, C.S.C., will take a group of students on a living tour of Holocaust sites in Europe.

Twenty undergraduates and two graduate students will use spring break to make the eight-day pilgrimage, a journey of emotional experiences not typical for college students. The trip is pertinent to understanding this portion of history, says Father Spicer, whose latest book, "Hitler's Priests: Catholic Clergy and National Socialism," examines Catholic priests who became Nazi propagandists.

Student Thomas Foley, who traveled on last year's trip, said physically being at Holocaust sights brought new insights into his understanding of the topic.

"I remember standing next to a pond at Auschwitz-Birkenau where the Nazis deposited the ash of the dead, and flecks of human bone were all around the edges from over 60 years before. It is hard to grasp the idea of 'millions dead' just in a book, and the trip helped increase that understanding of quantity," says Foley.

This year's itinerary includes a walking orientation of a Warsaw ghetto, visits to the Treblinka, Majdanek and Belzec concentration camps in Poland and an afternoon at Jewish Krakow—a Jewish Quarter

travel to Auschwitz I, II and III and will conclude their trip in Prague after seeing Ledice and Terezin—sights that include a ghetto, crematorium, hidden synagogue, Jewish cemetery and museum.

The Holocaust is perhaps one of the most difficult subjects to study, but Father Spicer aims to also incorporate the new Jewish communities that have been built since WWII and the future that lies ahead.

Although it is a historically targeted course and trip, he says that Holocaust education is particularly important at a Catholic university: "It's important for Notre Dame as a Catholic university with a large Catholic population to have a good

hatred it spread."

Andrew Thomas also went on the trip last year and said its impact made reflecting on the journey difficult. "Because of the nature of the subject, it can probably be best labeled a powerful, intense trip, and, because of that, one thing that you might find interesting is that after we returned, it literally took me weeks—or, in the case of the ones from Auschwitz and Birkenau, months—to bring myself to go through the pictures I took at the camps themselves," Thomas said.

"The trip would not be possible

without the support of Notre Dame," says Father Spicer, who received grants from numerous institutes, departments and programs.



Students touring Holocaust sites last year with Rev. Kevin Spicer, C.S.C., visited wall remnants in an old Jewish area of Warsaw, Poland, at left, and above.



Photos provided



# ND Voice Question & Answer 2009

Several questions about the University's finances and ND Voice survey emerged during a series of town hall meetings in February. Below are responses developed by University administrators. You may address questions or requests for additional information to [ndvoice.1@nd.edu](mailto:ndvoice.1@nd.edu) or the askHR Customer Service Center at 631-5900.

## ND Voice

**Q:** It seems that employee concerns about fairness are related to immediate supervisors. Are supervisors and management selected for their management skills or trained once they become managers?

**A:** The University does not have a long history of providing development and training opportunities for managers. Moreover, not all managers who have been promoted have had an opportunity to receive professional skills training. Today, the Office of Human Resources offers supervisory training programs to address this area of concern and views it as critical to engage more managers in this training in the future.

**Q:** What are realistic goals for the areas of improvement?

**A:** We do not feel it appropriate to measure our success as an employer on a specific increase in the numbers and responses. We are not aiming, for example, to exceed the national norm in all areas. Rather, we are aiming to be the best possible employer, one that treats all employees with respect and fairness and provides a safe working environment. We remain committed to the University's core values and will continue to focus on those areas of concern identified by our employees.

**Q:** Will I see my division or department's information, and what do I do with that information?

**A:** All divisions will be provided with their respective survey results. In addition, all departments with 10 or more employees who responded to the survey will be provided results. Your divisional and departmental leadership will discuss the findings with you and ask you to help with the development of a department action plan, which is due May 30. We encourage all employees, when possible, to be involved in action planning. While divisions are provided with the numeric results, none of the written comments are distributed in an effort to preserve confidentiality.

**Q:** We have little turnover, yet employees want to advance. How do we deal with this?

**A:** This is a challenge. While no institution can offer unlimited

upward mobility, the University administration strives to develop a culture of opportunity and personal development. Some of this may be achieved by encouraging those who seek new opportunities to move among divisions. We also may be able to redefine responsibilities in ways that create engaging opportunities. Finally, as we deal appropriately with poor performers, opportunities may be created.

**Q:** Are faculty given results, and are they held accountable to do better? Do they have a performance review?

**A:** Faculty members who have management responsibility for staff will receive results and be involved in the development of action plans.

**Q:** Does ND Voice include all Notre Dame employees?

**A:** All staff and administrators are invited to complete the survey; faculty do not participate in the ND Voice survey. All staff and faculty, however, are encouraged to complete the upcoming Improve ND customer service survey.

**Q:** Statistically, how valid are the improvements?

**A:** The University experienced statistically significant changes in all survey categories.

**Q:** Why do we compare ourselves to the national norm?

**A:** Comparing the University to any large group helps in determining areas of strength and weakness. It's helpful, for example, to compare responses around pay and benefits to a norm so we can see if our population is atypical. We would like to compare ourselves with universities, but the sample group participating in Towers Perrin-ISR surveys is currently small.

**Q:** How do people without computers take the survey?

**A:** Paper versions of ND Voice were made available to staff who preferred not to or were unable to complete the survey on a computer.

**Q:** What kind of breakdown is provided about respondents?

**A:** The University can differentiate results between exempt and non-exempt employees, male and female employees, and length of service.

**Q:** How is the Learning at Work program funded? Will it continue?

**A:** The Learning at Work program is funded centrally and administered by the Office of Human Resources. University leadership remains committed to this program and believes that the development of employees significantly contributes to the goal of continuous improvement.

**Q:** How can we submit further questions about the survey or suggestions about saving money?

**A:** Please submit questions and suggestions to Bob McQuade, associate vice president for human resources, or John Affleck-Graves,

executive vice president. You may also submit questions electronically to [ndvoice.1@nd.edu](mailto:ndvoice.1@nd.edu), or call the askHR Customer Service Center at 631-5900 or the University's confidential Integrity Line at 800-668-9918. This hotline is available for you to report more serious workplace concerns such as theft, violence, threatening behavior, substance abuse, fraud or other unlawful behavior.

## University Finances

**Q:** Are our pensions safe?

**A:** Non-exempt employees participate in the University's defined benefit plan. Under this plan, retired employees receive a specific amount based on salary history and years of service. The University funds this plan and bears the investment risk. Therefore, those employees participating in the defined benefit (i.e., pension) plan are guaranteed a payment amount upon retirement. This amount is safe from fluctuations in the current economy. Conversely, exempt employees participate in the University's defined contribution plan and are exposed to market fluctuations.

**Q:** Why can't non-exempt workers earn extra money by taking another part-time job on campus, such as an on-call job?

**A:** Federal law mandates that non-exempt employees who work more than 40 hours a week must be paid overtime. For those in the Notre Dame payroll system, hours over 40 are recognized as requiring overtime, even if that employee is working in a completely different department at a different job. This legal requirement makes it a financial hardship for departments to hire current full-time

staff. It could also lead to inequitable rates of pay.

**Q:** Will administrators as well as staff experience the "modest" pay raises?

**A:** Yes, the University's Fiscal 2009-10 budget provides for modest pay raises for staff and administrators.

**Q:** You say we are not laying people off or cutting back hours, but that is not the case at the bookstore. What's happening there?

**A:** Our bookstore is operated through a partnership with Follett Higher Education Group, and its management is faced with obstacles resulting from the current economic climate. We understand that Follett has cut back total staff hours since January 2009. This decision was made in lieu of actually eliminating full-time jobs. Through a strong working partnership with Follett, we have developed alternatives to the reduction of hours, including supplemental time offerings through vacation usage and the offering of additional hours (although limited) at the other Follett retail locations.

The break structure, while slightly different than the University's, still allows for a 30-minute lunch and two 15-minute breaks for full-time staff. The main difference is that these breaks are combined into one consistent block of time for customer service purposes. However, Follett allows for additional flexibility in that staff are permitted to leave for their lunch break, as opposed to being restricted to remaining on-site.

**Q:** The plan to improve revenue by admitting 50 more undergraduates: Is that a one-time choice?

**A:** Should the University experience a continued

decrease in the market value of its endowment, it may need to execute a contingency plan for the Fiscal 2009-10 budget. The first of these plans includes the admission of 50 additional undergraduate students. This is not intended to be a long-term addition to the University's undergraduate population.

**Q:** If jobs have to be cut, what considerations, such as seniority, will drive that decision, and what options, such as early retirement incentives, will the University consider to ease the impact of a layoff?

**A:** Should the University need to reduce its workforce, variables such as skills and performance will first be considered. If those variables are equal, seniority will then be considered. The University may explore other options, including early retirement incentives.

**Q:** What is our endowment office currently investing in?

**A:** We are not changing our approach or core investment philosophy. Endowments are built for long-term growth. At the margin we are being more conservative today until we have more visibility on how deep the global economic recession will ultimately be. We favor distressed debt, gold, and high-quality fixed income, including Treasury Inflation Protected Securities (TIPS), but remain heavily invested in various forms of equity for long-term growth.

**Q:** Is there a cost-saving alternative to our use of coal?

**A:** The University's power plant currently has the ability to combust coal, natural gas or oil in its various boilers. We have evaluated the options of combusting only natural gas, but such an option would typically result in an additional \$7 million to \$12 million

## DISTINCTIONS

The University congratulates the following employees who celebrate significant anniversaries in March, including **James W. Kaiser**, physics, and **Sharon A. Clancy Orban**, Mendoza College of Business, who have worked at Notre Dame for 40 years.

### 35 years

**David L. Kil**, registrar

### 30 years

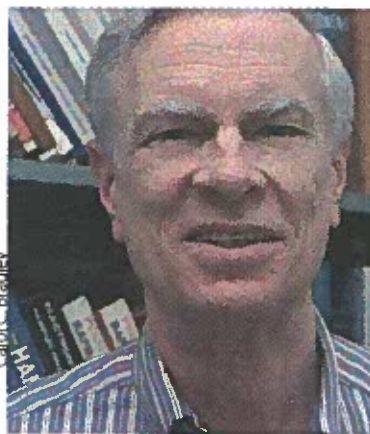
**Giovanna Edwards**, IT administrative services

### 25 years

**Dennis L. Myers**, campus ministry  
**John L. Ott**, aerospace and mechanical engineering  
**Ladonna R. Weeks**, library

### 20 years

**Thomas M. Blicher**, Joyce Center  
**Judith A. Connor**, library



Kaiser



Orban

**James M. Sholty**, general services

### 15 years

**Sara N. Battles**, Freimann animal care facility  
**Diana M. Schaut**, University Press  
**Michael M. Standiford**, maintenance  
**Terry G. Tubicsak**, custodial services

### 10 years

**Christopher C. Bonwit**, development

**Andre D. Bridges**, security

**Cozetta S. Casey**, health services  
**Elizabeth V. Clark**, budget and planning  
**Robert J. Cunningham**, College of Engineering  
**Julie K. Dowling**, Center for Continuing Education  
**Kathryn A. Lentych**, development  
**Jason A. Little**, accounting and financial services  
**Patricia M. Sperry**, enterprise systems

in annual expenses. As a result, the University has implemented many enhancements over the past five years to make the plant as environmentally friendly and efficient as possible. We also continue to evaluate other renewable alternatives, including hydro, wind and solar energy as well as biofuels.

**Q: Can we save money by teaching the students and the staff to recycle?**

**A:** The University's Office of Sustainability is currently working on a number of educational programs and initiatives in the areas of recycling, power generation, water, procurement, transportation, design and construction, waste reduction and food services. Such efforts will further integrate sustainability principles across all operational areas of the University.

For more information, visit the Office of Sustainability Web site at [green.nd.edu](http://green.nd.edu).

**Q: Under what circumstances do we borrow money?**

**A:** The University borrows money to fund major infrastructure projects, such as a new boiler or underground utilities. In addition, portions of the University's outstanding debt relate to other buildings on campus.

**Q: What part of the revenue stream is football money?**

**A:** Revenue generated from all athletics is reflected in auxiliary funds. Other revenues in this category include those generated from the bookstore, Morris Inn, campus food facilities and student room and board.

**Q: Is the success of Eddy Street Commons something**

**that will affect the University's finances?**

**A:** Eddy Street Commons is being developed by Kite Realty. The University previously sold the land to Kite and is, therefore, not affected financially by the project's success.

**Q: How large is our economic impact on South Bend and St. Joseph County?**

**A:** Notre Dame is the largest employer in St. Joseph County and contributes significantly through its employees, visitors, construction and athletic activities. For more information regarding the University's contribution to the local economy, please visit [impact.nd.edu](http://impact.nd.edu).

**Q: How are global economic problems affecting our international studies programs?**

**A:** The current climate has not greatly affected the financial status of the University's international programs, as the U.S. dollar has recently strengthened overseas. Current concerns relate more to the political unrest that many countries may experience as a result of the poor economic conditions. University administrators, including the Office of International Studies and Risk Management and Safety, are carefully monitoring the situations.

**Q: Can we embrace fiscal conservatism, as we do, without suppressing the kind of risk taking that leads to innovation?**

**A:** Being fiscally conservative is not what suppresses innovation. Being poor listeners or failing to encourage or act on ideas suppresses innovation. This problem is seen

in the ND Voice questions about respect, when people say they are not encouraged to suggest ways to improve.

**Q: Do we have the capacity—the people power—to do all we want to do?**

**A:** The ND Voice survey results indicate employees believe they are at capacity or feel really stretched. We feel these results relate to whether work is evenly distributed. The University has added almost 1,000 positions over a decade, but only 300 students. Something else that may make employees feel stretched is the length of time it takes here to accomplish tasks, and the number of meetings and consultations needed to reach a decision. We have to put the right people on projects and empower them to take action.

**FYI**

**PERFORMANCE**

Unless otherwise noted, all events take place in the Marie P. DeBartolo Center for the Performing Arts. For more information or to purchase tickets, visit [performingarts.nd.edu](http://performingarts.nd.edu) or call 631-2800. Ticket prices are for faculty and staff, senior citizens and students.

**Notre Dame Glee Club Spring Concert**

8 p.m. Friday, March 20, Leighton Concert Hall  
Choral music, folk songs, spirituals and

Notre Dame school songs  
\$6/\$5/\$3

**Gaelic Storm**

2 and 7:30 p.m. Saturday, March 21, Leighton Concert Hall  
Enjoy a raucous Irish pub sing-along  
Visiting Artist Series  
\$30/\$29/\$15

**Organ Recital**

2:30 and 5 p.m. Sunday, March 22, Reyes Organ and Choral Hall  
Featuring Pamela Ruiten-Feenstra, an advocate of improvisation and performance on historically based instruments  
\$10/\$8/\$5

**Kronos Quartet**

7 p.m. Friday, March 27 and 7:30 Saturday, March 28, Leighton Concert Hall  
Premiering "Transylvania Horn Courtship," commissioned for the DeBartolo Performing Arts Center  
Visiting Artist Series  
\$38/\$36/\$15

**FILM**

Unless otherwise noted, films are screened in the Browning Cinema, DeBartolo Center for the Performing Arts; tickets are \$5 for faculty and staff, \$4 for seniors and \$3 for students. Visit [performingarts.nd.edu](http://performingarts.nd.edu) or call the box office, 631-2800.

**Waltz With Bashir (2008)**

6:30 and 9:30 p.m. Friday and Saturday, March 13 and 14; 7 p.m. Sunday, March 15, and 8 p.m. Tuesday, March 17  
2008 Israeli animated documentary by Ari Folman examines his memories of participating in the 1982 Lebanon War. Hebrew and German with English subtitles

**Divided We Fall: Americans in the Aftermath (2006)**

6:30 and 9:30 p.m. Thursday, March 19  
A meditation on hate violence following the terrorist attacks of September 11  
WORLDVIEW Film Series  
English and Punjabi with English subtitles; directors Sharat Raju and Valarie Kaur are scheduled to be present

**Contemporary Irish Cinema**

**Death of an Island, 3 p.m. Friday, March 20**

In 1960, the last 24 residents of Inis Airc (Shark Island), off the Galway coast, abandoned the island; director Kieran Concannon's documentary tells the story of the islanders who lived on—and left—Inis Airc

**A Film With Me In It (2008), 6:30 p.m. Friday, March 20**

A comedy that tells the story of down-on-his-luck actor who—through no fault of his own—ends up with a dead dog, dead brother, dead girlfriend and dead landlord in his apartment

**In Bruges (2008), 9:30 p.m. Friday and Saturday, March 20 and 21**

Tale of two Irish hit men in Bruges, the most well-preserved medieval city in Belgium

**Cre Na Cille (2007), 6:30 p.m. Saturday, March 21**

The intersecting stories of the occupants of a community of corpses in an Irish cemetery

**Eden (2008), 3 p.m. Sunday, March 22**

A married couple's relationship begins to fall apart as their 10th anniversary approaches

**The Animated Films of Georges Schwizgebel: From Glass to Celluloid**

6:30 and 9:30 p.m. Thursday, March 26  
The work of an animator who paints directly onto acetate film—a process that takes 14 images to create one second of a movie  
Nanovic Institute Film Series  
French language with English subtitles

**Che (2008)**

**Part 1: The Argentine, 6:30 p.m. Friday and Saturday, March 27 and 28**

**Part 2: Guerilla, 9:30 p.m. Friday, March 27; 3 p.m. and 9:30 p.m. Saturday, March 28**

Steven Soderbergh's biography of Che Guevara.

**CELEBRATIONS AND GATHERINGS**

**Mass on the Feast of St. Patrick**

5:15 p.m. Tuesday, March 17, Basilica of the Sacred Heart  
Most Rev. Daniel Jenky, C.S.C., Bishop, Diocese of Peoria, presiding  
Including Irish sacred music by the Notre Dame Folk Choir

**Luisa Igloria Reading**

7:30 p.m., Wednesday, March 18, Eck Visitors' Center Auditorium  
Winner of the 2009 Ernest Sandeen Prize in Poetry reads from her work  
Sponsored by the Creative Writing Program

**Committee for Women Luncheon**

Noon, Monday, March 23, Stadium Press

Jenkins, C.S.C. will speak about the role of women at the University. Lunch fee is \$5; Register by March 16 through Vicki Holaway, 631-3962 or [vholaway@nd.edu](mailto:vholaway@nd.edu).

**Hula Le'a: Celebrating the Evolution of Hula**

5 p.m. Saturday, March 28, Stepan Center.  
Hawaii Club Luau: "Bringing Hawaii to You"  
Doors open at 5 p.m., dinner at 5:30 p.m., show starts at 6:30 p.m. Tickets are \$12 in advance, \$15 at the door for non-students; purchase tickets at the Office of Multicultural Student Programs and Services, 210 LaFortune Student Center

**Holy Half Marathon**

10 a.m. to 1 p.m. Sunday, March 29  
Sponsored by the Class of 2011, Circle K and the Women's Running Club  
75 percent of proceeds to benefit Katrina relief in New Orleans through the Broadmoor Improvement Association  
Registration fee is \$22; last day to register is March 22; [nd.edu/~class11/holyhalf/registration.html](http://nd.edu/~class11/holyhalf/registration.html)

**Mass in the African American Tradition (Rejoice! Mass)**

9 p.m. Sunday, March 29, Notre Dame Our Mother Chapel, Coleman-Morse Center  
All are welcome to attend choir practice before the service, beginning at 8:15 p.m. in the chapel

**Relay for Life**

6 p.m. Friday to 9 a.m. Saturday, April 24 and 25, Stepan Center  
Join the Fightin' Irish, Fightin' Cancer at the annual Relay for Life fundraiser, a fun-filled overnight event designed to celebrate survivorship, help those whose lives have been touched by the disease, and help the American Cancer Society save lives. For more information visit [relayforlife.org/undin](http://relayforlife.org/undin) or contact Dee Dee Sterling, 631-9927. If you're interested in being a team captain, contact Kate Kennedy, 631-5900.

**WELLNESS OPPORTUNITIES**

**Indiana Smoking Cessation Assistance**

The Indiana Tobacco Quitline will help you quit smoking with a personal counselor and two weeks of nicotine patches or nicotine gum—all for free. Call 800-QUIT-NOW (800-764-8669); [indianatobaccoquitline.net](http://indianatobaccoquitline.net).

**Workout and exercise options**

Group fitness classes are half price beginning March 16; new classes such as squash, tennis and horseback riding begin the week of March 23.



Gaelic Storm

**ARCHIVES**



Elizabeth Hogan, Notre Dame Archives



Joe Bock

Nick Bock leads with grace.

# JJPWW diary

*No one prepared Joe Bock, of the Kroc Institute, and his spouse, Susan Lyke, for the role reversal they would experience at the annual Junior Parents Weekend.*

BY SUSAN LYKE

## Getting started:

Our JPW began off kilter, with our son, Nick, in charge of picking up tickets, choosing seats and getting

The Gala was an evening of role reversals, with our son leading us through the paces of the evening like a considerate host. "Where should we go?" Nick knew. "With whom should we talk?" Nick led us to his friends and their families, introducing them to us and us to them; it was delightful to meet his friends from Ohio and Pennsylvania, New York, Minnesota, and Chicago. What poised and articulate men and women! We thought we recognized one of his friends, the young man whom Nick had just embraced in a bear hug. "James is the boxer who beat me in my last bout," Nick explained. Oh, him. Our son had learned to be a good loser, to leave the competition for the boxing ring. Were we hungry? Thirsty? Nick was at the ready. Was this the same young man who can be watching a television show and yell out, "What's to eat?" expecting it to magically appear in his hands?

Dancing proved another revelation: With Fred Astaire-like grace and charm, Nick twirled me around the floor. Was this the same boy who used to dance with his feet on top of mine? When I got hung up on one of his moves, Nick assured me I was doing fine. Hadn't I said those words to him?

## Saturday Morning: Collegiate Workshop

Our son again took over on Saturday, leading us through the near-blizzard from Dillon to Washington Hall for the College of Arts and Letters workshop. Dean John McGreavy put us in the student role, asking parents and students to come up with the four most significant events of the 1970s. The three of us came up with four respectable answers, but it was Nick who noticed that all of ours cited events in political science or sociology, our strengths. "It would be interesting to see what someone with an engineering bent came up with"—a glimpse at how well he's been taught to really think at Notre Dame. Sure enough, the first response mentioned

the birth of personal computers. Must have been an engineer.

At the arts and letters reception, we met Nick's instructor for his National Security and Intelligence class, Michael Desch. Prof. Desch expressed pleasure in meeting us, but it was Nick who captured his attention. As they talked animatedly about the class and Nick's vocation interests, we wondered, "Is this what the kids felt like when we dragged them to meet OUR friends?"

Lunch in the residence hall was the one time Nick seemed, well, like Nick. His dorm room was fairly neat, except for the pizza box lying on the floor and unmade bed. Sub sandwiches and cake awaited us in the common area, but so did a huge flat-screen TV. We had anticipated lively conversations between the juniors and parents, but a basketball game literally dominated the room. Nick summed it up: "We're guys."

## Saturday Night Mass and President's Dinner:

Our final events saw us back in the Joyce Center for a glorious Mass and the President's Dinner. Several splendid music ensembles participated in the Mass, along with individual students as lectors and cantors. At least 20 priests sat on the dais behind the altar, including visiting Archbishop John Baptist Odama from Gulu, Uganda. We couldn't help wondering what some of the amazing, articulate juniors we'd met this weekend might have preached had they been invited to deliver the homily. Good news at the President's Dinner: Nick had indeed gotten tickets for us with two delightful junior friends and their families. The bad news: Our table squatted on top of the ice rink and our coats were upstairs in the coat-check room! The dinner was tasty but insufficient for junior men who kept an eye out for abandoned desserts, dinner rolls, anything edible they could grab. The Glee Club and speeches were fine, but numerous juniors began getting squeamish with this formality, texting one another with their cell phones or sharing single seats between pairs and trios of girls to whisper quietly together.

Now we know why it's called "Junior Parents Weekend." As our sons and daughters escort, introduce, interpret for and otherwise shepherd us for one weekend in their junior year at Notre Dame, we parents find ourselves "junior" to their lead.

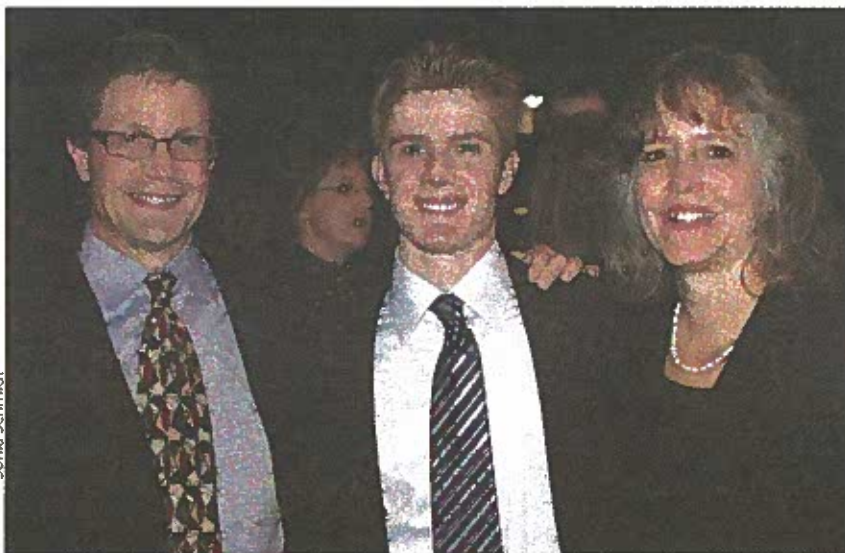


Susan Lyke

In this father-son shot of Joe and Nick Bock during a snowy Junior Parents Weekend, one would guess—incorrectly—that the son is on the left wearing the backpack. It was one of many instances of role reversals experienced by Bock, of the Kroc Institute, and his spouse, Susan Lyke.

the weekend's schedule. Hard to give up that control. He chose to reveal the activities as they came up. "I'll call you tomorrow and tell you what time the first event is," Nick assured us. Right, we thought.

True to his word, albeit at 11 p.m., he called with a suggestion we immediately accepted, to host a friend and her parents for dinner Friday. As Kayla Schmidt and her parents shared stories over dinner about Nick, we sat back and beamed at the determined, generous and kind young man they revealed. We'd already known about the weird humor!



Sonia Schmidt

Junior Nick Bock is flanked by his father, Joe, and mother, Susan Lyke.



Jan Lyke

# Honoring individual staff excellence

ND WORKS STAFF WRITER

Nominations are being accepted through Wednesday, March 25 for the second annual Presidential Achievement Award and Presidential Values Award.

An online nomination form may be found at [hr.nd.edu](http://hr.nd.edu). Follow the link on the "What's New" section.

Recipients will be announced at the annual Service Recognition and Presidential Awards Dinner Monday, May 18. Each award carries a \$1,000

Award will recognize a regular exempt or non-exempt staff member who has accomplished a significant achievement during 2008 or who regularly makes significant contributions to the overall mission of the University.

The nominating committee considers significant achievement to include improved productivity, a creative solution to a significant problem, a breakthrough effort that resulted in extraordinary innovation or improvement, a contribution that had a significant impact on the University's long-term success, or a suggestion

recognizes an exempt or non-exempt regular staff member who exemplifies the University's mission and core values of integrity, accountability, teamwork, leadership in mission and leadership in excellence.

Nominations may be submitted by any Notre Dame employee, and are welcomed from supervisors, peers or subordinates. A selection committee will review each of the nominations and present their rankings for final approval by John Affleck-Graves, and Bob McQuade, associate vice president for human resources.

This staff award program complements a fall recognition program, the Presidential Team Irish Award, which acknowledged the accomplishments of employees working in a team setting