

NDWorks

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News for Notre Dame faculty and staff and their families

April 21, 2011

Muslim on a Catholic campus

After two years at Notre Dame, **Mahan Mirza** knows the rules of football—although he's more familiar with terms such as "batsman" and "bowler" than "linebacker."

As a high-school student-athlete in his native Pakistan, his sport was cricket—a game unlikely to win over American television audiences since matches typically extend for five days and end in a draw.

Mirza, who joined the faculty in 2009, grew up in Pakistan, the child of émigré parents who had been born in India. He graduated from the University of Texas at Austin, later returning to the U.S. to study at the oldest Christian/Muslim studies program in America, Hartford Seminary in Connecticut.

An assistant professor of Arabic and Islamic studies in the Department of Classics, Mirza was drawn to Notre Dame because of the University's Catholic faith tradition.

"I like the tensions between faith and reason in search of a meaningful life in the modern world," he says. "This is a place where you can engage intellectually while simultaneously bringing your faith into the conversation."

The University does not offer a program in Islamic studies per se,

but does offer a major in Arabic and a minor in Mediterranean and Middle Eastern Studies. Other related courses on Islam are taught in political science, anthropology and history.

There is a campus community of Muslims, Mirza adds, although not a large one—a few dozen students and four or five faculty members that he's aware of. Opportunities for Muslim students and those interested in Islam include the Muslim Student Association and

the Arabic Club.

The goal of the Muslim Student Association or MSA (ndmsa@nd.edu) is both to provide resources for Muslim students and to cultivate understanding and respect with other faiths. Outreach activities have included dinners, lectures and casual get-togethers.

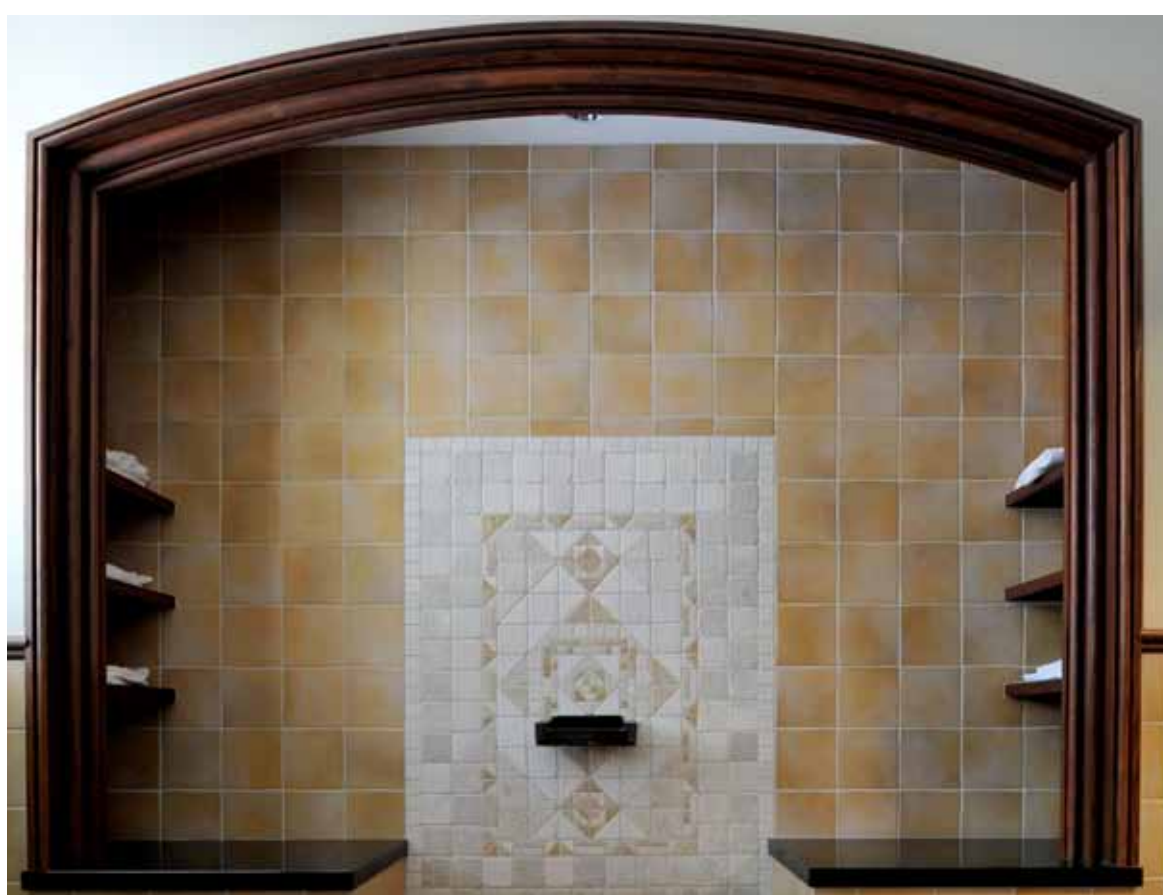
The Arabic Club (arabic@nd.edu), one of a number of cultural clubs on campus, cultivates interest in Arabic language and culture and offers opportunities for engagement outside the classroom. Not all Arabs are Muslim and most Muslims are not Arabs, Mirza notes.

The MSA sponsors a number of events annually through the Office of Campus Ministry, which seeks to provide opportunities for those of all faiths. Coleman-Morse houses an interfaith prayer room, with a special area for ritual washing. "Muslims use it regularly," says Mirza, "and so do others of minority faiths."

In late fall 2010, Muslim students and friends gathered for a festive meal in the Coleman-Morse lounge to celebrate Eid al-Adha, a religious festival held at the time of the hajj, or annual pilgrimage to Mecca. The festival commemorates the willingness of Abraham to sacrifice his son as an act of obedience to God.

The event drew students of other faiths, as well as ND Muslim students from Pakistan, India, Oman and other countries. Many may find the diversity of the Muslim community surprising, Mirza says. The largest Muslim country

by population is Indonesia, followed by Pakistan, India and Bangladesh. Mirza notes that his own name represents a mix of cultures: Mahan is Hindi; his second name, Hussain, is



Arabic and Mirza is Persian.

There is considerable interaction between the campus Muslim community and the local mosque, the Islamic Society of Michiana. "We go there for events and Muslim faculty members occasionally give the sermon and lead the congregational prayer on Friday," Mirza says.

On being Muslim on a Catholic campus, he notes that, "Islam and the West have a shared intellectual history that fuses monotheism, the sacred history of the Israelites and the biblical prophets, and the heritage of Greek philosophy and science. We have a lot in common."

In the modern, secular age, he adds, "All religions find themselves in one camp."

"Islam and Christianity, two of the world's great religions—and whose populations comprise more than half of humanity—have a lot to contribute, and a lot to talk about with each other. So this is a great place to be."

MATT CASHORE



The interfaith prayer room in the Coleman-Morse Center is part of Campus Ministry's cross-cultural ministry. The cross is removable to make the space welcoming for prayer groups of all faiths. The space is used for Zen meditation on Thursdays, and Muslim students use the room to pray throughout the day. At the entrance to the room (top photo) is an area for ritual ablutions before prayer.

Those who are interested in learning more about Islam or in finding out more about Muslims are welcome to attend an event, take a class or contact a

student for coffee and conversation.

Says Mirza, "The best way to break down barriers is to get to know one another."



CAROL C. BRADLEY

Mirza

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NEWS BRIEFS

KOGGE, BROCKMAN RECIPIENTS OF 1ST SOURCE COMMERCIALIZATION AWARD

Notre Dame engineers **Peter Kogge** and **Jay Brockman** have been named recipients of the inaugural 1st Source Commercialization Award, celebrating research that has made it to the marketplace.

Kogge, the Ted H. McCourtney Professor of Computer Science and Engineering, and Brockman, associate engineering dean and concurrent associate professor of computer science and electrical engineering, were honored for their role in developing the Enhanced Memory Utilization (Emu) hardware and software technology behind Emu Solutions.

Their patented work in computer architecture and systems design adds processing capability to memory, eliminating a bottleneck in the flow of data between the two functions. The solution allows more efficient data transfer while using less energy. Kogge and Brockman founded Emu Solutions in 2004 with California Institute of Technology researcher Ed Upchurch.

The inaugural award, which carries a \$20,000 cash prize, was established in 2010 with a \$1 million gift from 1st Source Bank.

The award will be presented each year to faculty from Notre Dame or the Indiana University School of Medicine-South Bend who have successfully transitioned their technology from the lab to the marketplace.

In addition to the

commercialization award, the 1st Source gift funds an annual lecture or symposium on technology commercialization, bringing to campus experienced entrepreneurs and investors, legal experts on company formation, and other university technology transfer professionals. The gift also permits small grants to help develop technologies that are well suited for commercialization through new commercial endeavors.

PACE TO BECOME ASSISTANT PROVOST, REGISTRAR AT WAKE FOREST UNIVERSITY

Harold Pace, University Registrar, leaves the University July 1 to become Assistant Provost for Academic Administration and University Registrar at Wake Forest University.

Under Pace's leadership, the Registrar's Office has made significant advances, including the implementation of Banner as Notre Dame's first enterprise information system and the development of web-based class registration and grade submission processes. A national search will be conducted for his replacement.

Chuck Hurley will serve as interim University registrar while continuing to serve as director of the Summer Session.

IN MEMORIAM: JOHN E. RENAUD

The campus community is saddened by the loss of **John E. Renaud**, professor and chair of aerospace and mechanical engineering, who died of cancer

Friday, March 18, at his home in Niles, Mich. He was 50 years old.



Renaud

COLLEGE OF ENGINEERING

Renaud joined the aerospace and mechanical

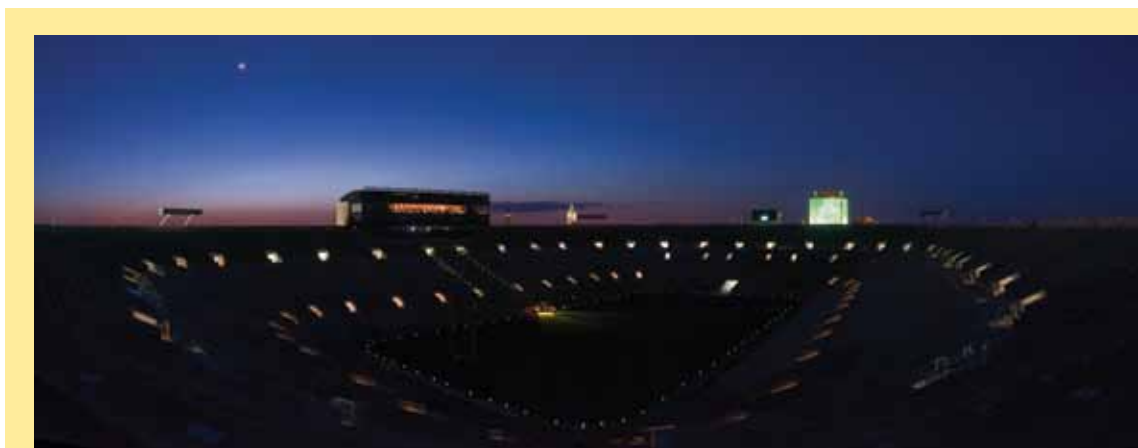
engineering faculty at Notre Dame in 1992 and had chaired the department since 2008.

Internationally recognized as an expert in design methodology and optimization theory, Renaud taught undergraduate and graduate courses on design optimization and pursued research on fundamental design issues for aircraft, crash-absorbent structures, and human bone tissue as well as in the general mathematics associated with determining optimal designs.

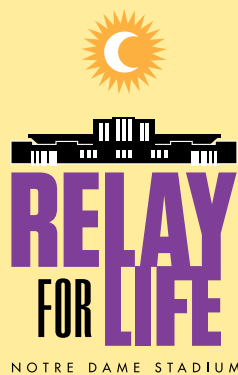
In addition to supervising numerous doctoral dissertations, he wrote and co-authored more than 65 articles in the leading journals of his discipline and held two U.S. patents.

AWARDS, LAETARE MEDAL WINNERS ANNOUNCED

President Emeritus Rev. Theodore M. Hesburgh, C.S.C., has been awarded a specially commissioned **Centennial Medal** from Catholic Charities USA (CCUSA), the 100-year-old social services organization working to reduce poverty in America. Says CCUSA board member Kathleen Flynn Fox, "Our Centennial Medal is the most prestigious symbol of



MATT CASHORE



BY NATALIE DAVIS MILLER, FOR ND WORKS

The Notre Dame Relay for Life is back in its seventh season of raising funds and awareness for the American Cancer Society (ACS). More teams are registered than ever before—66 so far—and more than 1,200 are expected to participate in the event.

Opening ceremonies begin at 6:30 p.m. Friday, April 29, in Notre Dame Stadium, with the luminaria ceremony taking place at 9:30 p.m. Closing ceremonies begin at 8:00 a.m. Saturday. Participants should enter via the media entrance on the west side of the stadium.

"The ceremonies highlight why we Relay—to honor those that have battled cancer and remember those we have lost," says Jessica Brookshire, associate director

of public affairs in the Office of Public Affairs and Communications. The goal is to raise \$125,000.

"We encourage individuals to join in the fun—there are many teams that would appreciate another person or two," says Brookshire.

Activities on Friday night include ND Stadium football locker room tours, Zumba, "A Minute to Win It" contest, a bounce house and balloon twisters for the kids, and fireworks Friday night. Foodies will find CJ's Burgers, Hot Box pizza, Hacienda chips and salsa and homemade elephant ears. A silent auction will also take place between 6 p.m. and 11 p.m.

This year's event will honor Transportation Services Manager Marty Ogren and a group of Notre Dame men who have battled cancer. Heidi Lamm, chair of ceremonies for Relay for Life, says, "I am hoping people will come out to any or all of the ceremonies and also enjoy the activities planned throughout the night. Because of Relay and people's support we are 'Celebrating More Birthdays,' which is this year's theme."

Check the website (relay.org/ndin) often for new fundraisers and the latest news.

"Relay would not be possible without a strong committee of dedicated volunteers," says Brookshire. "Unfortunately, we all have a story about cancer and want to do our part to see an end to the disease."

38th annual Fischhoff National Chamber Music Competition

Event draws young musicians from across the country and around the world

BY CAROL C. BRADLEY, NDWORKS

The 38th annual **Fischhoff National Chamber Music Competition** takes place Friday, May 13, through Sunday, May 15, in the DeBartolo Performing Arts Center. All competition rounds are free and open to the public.

"Come as you are for as long as you want and stay for as many performances as you like," says Fischhoff director Ann Divine.

The closing **Grand Prize Concert**, 3:30 p.m. Sunday, May 15, features the three Gold Medal winners. Tickets are required for this concert and can be purchased at the box office. Tickets are \$8 for faculty, staff and senior citizens, \$5 for students.

The Fischhoff was founded by music educators who wanted to see music students challenged by chamber music. Today, it is the largest chamber music competition in the world. Forty-eight ensembles compete for \$24,000 in prize money and tours.

Opening rounds begin with winds from 9 to 11 a.m. on Friday, May 13, and continue through junior and senior finals on Sunday, May 15.

Two free lunchtime performances for the Notre Dame family will take place on Friday, May 13, from 11:30 a.m. to noon and 12:30 to 1 p.m. on the second floor of the Main Building. Refreshments will be served between the performances.

For more information and a complete schedule of events, visit fischhoff.org or call 631-2903.



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Submit story ideas, questions and comments to internalcomm@nd.edu or contact Carol C. Bradley, 631-0445 or bradley.7@nd.edu.

Employees offer cutting-edge ideas for Advancing Our Vision

Cost savings will support new initiatives

BRENDAN O'SHAUGHNESSY, OPAC

Notre Dame employees have offered more than 200 suggestions for how to cut University costs or raise revenue since **Executive Vice President John Affleck-Graves** requested ideas at the Town Hall meetings in early March. The suggestions have been submitted to the website of Advancing Our Vision, a campus-wide initiative to identify \$20 million to \$40 million in recurring expenses that can be redirected to fund strategic priorities.

"The website suggestions have been excellent," Affleck-Graves said. "Some mirrored areas that we were considering and others identified new opportunities for significant savings. Often, it is the employee closest to the work being performed who thinks most about a better way to do the job."

When **Rev. John I. Jenkins, C.S.C.**, Notre Dame's president, introduced Advancing Our Vision earlier this year, he said the University needed to invest in new initiatives to continue its recent momentum and to achieve our vision. The priorities for additional investment are:

Financial aid to meet the needs of undergraduate students and improve the undergraduate experience.

New faculty positions to further strengthen teaching and research.

Graduate student support to make our packages more competitive with our peers.

Enhanced staff support and infrastructure for our educational mission.

The Strategic Funding Committee, made up of 21 of the University's deans, vice presidents and faculty members, has received each of

the website submissions as they consider potential sources of reallocation. The committee, co-chaired by Provost Tom Burish and Affleck-Graves, has been asked to submit its recommendations by semester's end. Father Jenkins will review the committee's work and, in consultation with Affleck-Graves and Burish, implement action in the summer and fall.

The website suggestions break down roughly into ten categories (see the chart). More than half of those came in the four top categories: facilities and landscaping (43), food and beverage (32), printing (32), and technology (20). Here are some suggestions that represent the ideas given most often:

FACILITIES AND LANDSCAPING

Install motion-activated sensors on light switches in bathrooms and floors of the library, DeBartolo, Decio and other buildings so that lights do not stay on unnecessarily.

We should have our offices cleaned only once per week. Emptying trash would be sufficient on other days.

FOOD AND BEVERAGE

I think we should not provide free coffee or pop in the departments. Our department has spent over \$5,000 so far on coffee, pop, cream and sugar.

ADVANCING OUR VISION COMMENTS AND SUGGESTIONS BY CATEGORY



I believe the University could save a lot of money by eliminating many of the refreshments that are provided at various events; for example, the water and juice provided after town hall meetings, lunches provided to faculty when they attend meetings, light snacks provided to staff at meetings ... these are just a few examples.

PRINTING

Utilize more electronic forms (e.g. payment forms, Staff Personnel Action Forms, etc.) rather than printing, copying and sending through campus mail. Will save paper, reduce campus mail, and allow for more efficient tracking—as we have done with expense reports (Travel ND).

Our office consists of eight staff. When NDWorks is delivered, there are usually around 25 papers. We, in turn, recycle the 17 not needed. Assuming this goes on in other offices, there is a lot of paper and color ink being used for "recyclable material."

TECHNOLOGY

Consider narrowing the rapid expansion of smartphones and their costly monthly subscriptions across campus on a documented-need basis.

Renegotiate expensive telecommunications contracts given increasing use of VOIP, "cloud"-based web hosting and similar (technology products).

REVENUE

I know that pay for parking has been bantered about. How about paying for the privilege to have a motor vehicle 'on campus'? ... My proposal: Charge \$5.00 per decal per vehicle – hang tags \$10.00. While people may whine or complain, the fact is that we don't pay for parking ... and there is a cost to maintain the parking lots that we do use (snow removal, trash removal and resurfacing).

TRAVEL

Travel and Entertainment spending is another area that can be cut back. More first-level interviews can be done using WebEx. It is cost effective and would save the University a sizable amount.

LIBRARY

Extend the useful life of the current library configuration by sending little-used materials such as back runs of journals to off-site storage. Heck of a lot cheaper than building a new library.

BENEFITS

Provide some sort of incentive to lose weight (say 5 to 10 percent of body weight). The idea being that many of us are carrying around extra weight these days, and that contributes to a host of health problems and higher health care costs for ND. Maybe the incentive can be tied to employee health costs (like the past WebMD health screenings).

OTHER

Develop a waste reduction culture. Utilize focused, cross-campus unit Kaizen teams to focus on improving processes and waste reduction.

Consider telecommuting (for appropriate positions/persons) to reduce physical office space, parking needs and other associated costs such as utilities.

Affleck-Graves said all of the suggestions were appreciated and passed on to the committee. He encouraged employees to keep submitting to the website, advancingourvision.nd.edu.

'No Parent Left Behind' teaches strategies for critical reading and thinking

Engaging the creative mind

BY RENEE HOCHSTETLER, FOR THE OFFICE OF RESEARCH

Literacy encompasses much more than reading and writing. It involves comprehension and analysis. It develops creative and critical thinking. In the K-12 environment, it requires collaboration between the school and the home.

No Parent Left Behind (NPLB) is a program that increases the connection between school and home by teaching parents strategies for reading with their kids. Parents attend a 12-week series of workshops to learn ideas for how to engage their elementary school children beyond surface-level plot.

Conducted by **Stuart Greene**, associate professor of English and Center for Social Concerns and director of Education, Schooling and Society, and **Joyce Long**, executive director for NPLB, the workshops demonstrate techniques that parents can use as they read with their kids.

For example, says Greene, readers expect stories that begin "once upon a time" to end with "happily ever

after." What happens in between depends on the story, and recognizing conventions and patterns teaches students to evaluate the text and predict next steps. The key for parents is to draw children in by reading with expression and asking questions like what the story is about, what problem a character faces and how they might solve it.

"Parents already have tremendous resources, and they're doing smart, creative things with their kids," says Greene. "Our hope is to build on those resources. We don't see parents as having some sort of deficit that we need to fill as educators."

What NPLB does see is a need to align school and home expectations and understandings. If the school's goal for literacy is comprehension—understanding, analyzing and comparing—then the approach at home needs to address that, he says. Greene and Long piloted NPLB

four years ago at Perley Primary Fine Arts Academy, an elementary school in the South Bend Community School Corporation, where principal Darice Austin-Phillips sought to increase parent involvement in



literacy.

Before implementing the program, Greene and Long interviewed parents whose students' performance at school suggested that they needed additional attention to literacy at home. The results were not altogether

surprising: "The parents were doing far more than expected, but that those things weren't necessarily visible because they occurred in the context of home literacy," says Greene.

However, it turns out that home literacy best serves students at school when it incorporates strategies that teach critical thinking skills.

NPLB is now in 11 local elementary schools and includes an advanced workshop series for parents who want to lead the basic workshops. This advanced series and the focus on home literacy are what make NPLB unique, says Greene,

and what support effective parent-teacher partnerships.

According to Greene, literacy for NPLB involves bringing families together and enables kids to experience reading and writing with forms of expression and

associate them with the joy of being with family. NPLB is also a way to bring families together in the school setting. While parents attend workshops, students receive tutoring from Notre Dame and Holy Cross students.

"Networks of people and resources really help kids flourish," he says. "When families get to know each other and develop a sense of community, they can rely on each other for support and ideas. They can rely on each other to address problems and become a learning community."

Greene says it is significant that parents take leadership roles and get other parents involved. "This was a research project initially, but it has become a way to empower parents to become more proactive in their children's education and to make sure they have enough information to make informed decisions about their children's work in school and perhaps access to resources outside of school," he says.

Basilica undergoes annual Easter re-lamp

Approximately 500 light bulbs replaced

BY COLLEEN O'CONNOR, FOR NDWORKS

Have you ever wondered how the light bulbs in the ceiling of the Basilica get replaced? Or the clock lights in the bell tower? Let's just say it involves a lot of climbing and is not for the faint of heart.

Every year during the Lenten season, a complete re-lamping of the Basilica is performed, ensuring its beauty on the holiest of days, Easter Sunday. Every single light bulb is replaced at this time, whether it is working or not. The only lights omitted from this massive undertaking are the rope lights on the steps at the altar.

Based on the manpower and equipment needed for installation, planning begins well in advance. It takes a minimum of two to three people to assemble and operate the equipment, and available inventory must include the 15 different styles of light bulbs that make up the 500 used.

"We typically allow up to two weeks to complete this project, as we must work around daily Masses, funerals and other activities," says Jim Merkle, building systems lead technician and coordinator of the project. "In the future, we may look at scheduling this project during the night in order to expedite it and minimize disruption of church activities."

A special lift called the "straddler"

is brought in and erected over the pews in order to change the spotlights and floodlights in the bowls atop the columns that line the pews. The straddler is actually the base for a portable lift that is removable and can be used elsewhere in the Basilica. All operators of the straddler and lift must be trained and certified through the Office of Risk Management and Safety. A checklist must be completed prior to operation, as well as a workplace inspection of the area surrounding the lift.

"This is the only means of reaching these fixtures," says Andy Martinez, building systems technician. The lift can extend 35 feet. Each bowl on the columns has six to 12 bulbs. As with most of the illumination in the Basilica, these bulbs are strategically placed and focused. "It is critical that each bulb is replaced with the exact same type of bulb to maintain the effect," Martinez says.

The chandeliers in the Basilica are also accessed by the lift. Each uses one 100-watt halogen bulb inside the fixture, and one 83-watt halogen bulb focusing downward, except for the two chandeliers by the confessionals. Those each use 12 60-watt halogen bulbs.

The ceiling lights over the center aisle, approximately 100 feet up, are accessed through the Basilica attic, which covers the entire Basilica. The attic is accessed from the stairs in the bell tower. At least a dozen flights of narrow, winding stairs must be climbed to reach the attic. To access the lower ceiling over the two Basilica side aisles, it is necessary to start in the attic and come down by way of



Andy Martinez, Building Systems, changes light bulbs in the Basilica.

various wooden ladders. "It's a real maze up there," says Martinez.

The bell tower, 213 feet at its highest point, features four lighted clocks facing north, south, east and west. The clocks use 4-foot fluorescent bulbs. There are three fixtures per clock and each fixture has two bulbs, making a total of 24 4-foot bulbs that must be hauled up dozens of flights of steps in the bell tower to complete the re-lamp.

For this job, timing is everything. "You don't want to be in a certain area of the bell tower when the

chimes go off," says Pat Thornsen, Building Systems Technician. "It is deafening." The chimes ring once on the quarter hour, twice on the half-hour, three times on the three-quarter hour, and up to 12 times on the hour.

All lights in the Basilica operate on dimmer controls. Various settings are used. The "touring" setting is used during the day. The "big Mass" setting is used for Masses and brings the church to full brightness. Because of the light dimmer system, the Basilica can't "go green" in the same

sense as other campus buildings. Compact fluorescent bulbs are incompatible, as the technology is not yet available to dim these bulbs. However, efforts at sustainability have been made in the Basilica by reducing the wattage of bulbs in certain fixtures, i.e., the hanging chandeliers. "This job is challenging and very labor-intensive," says Merkle. "That is why all bulbs are replaced at one time. But it's also very rewarding work when you see how much it adds to the beauty of the Basilica."

Illegal file sharing a growing problem

Copyright violations can result in criminal, civil consequences

BY CAROL C. BRADLEY, NDWORKS

There's been a recent uptick in the number of "notifications of copyright infringement" the University is receiving, says **Robert Casarez**, assistant director of residence life and housing.

The notifications come from copyright holders such as the Recording Industry Association of America, which tracks purportedly illegal file downloading and sharing activity to University IP addresses.

The numbers are somewhat inexact, since there may be duplications, but in 2009-2010 there were about 450 notices. This year the number is closer to 1,000, "a really large increase," Casarez says.

Most instances involve students, but faculty and staff have been claimed to be illegally downloading files as well, he adds.

What's legal and what's not? It's simple, Casarez says. If it's something you would normally pay for but you are downloading it for free, it's probably not legal. When you download from a reputable site such as Amazon or iTunes and pay, it's legal.

Peer-to-peer file sharing works like this: You download a program like Limewire and connect to a network of people downloading and sharing files. "It's not one place or person," he says. "Anybody connected can share and download. Your machine becomes a server, and anyone can download files from your hard drive and you from others. Since the network isn't centralized, there's no one way to shut it down."

What's being shared and downloaded might be music, movies, software, games or books. What users who illegally share or download aren't doing is compensating the copyright holders for their time, the expense of creation and royalties. It doesn't seem like the same thing as stealing a CD or a video game from a store, but that's

what it amounts to, Casarez says.

But while a download might be "free," it can also be tracked and traced to your Notre Dame IP address, including a date and time. That allows copyright holders to track you down and seek redress.

If a copyright holder files a notice of claimed infringement, it goes first to **Tim Flanagan**, associate general counsel—the University's registered agent for receipt of complaints of this sort. Casarez then tracks the reported activity to a particular computer and user.

While allegedly illegal file sharing is largely a student problem, improperly downloading and sharing copyrighted material is no less illegal for faculty and staff, says Flanagan. In some cases, violations have taken place on computers registered to others—visitors, or in some cases faculty or staff with multiple computers registered in their name.

"The responsible use policy applies to everybody on campus. And because copyright infringement involves a violation of the law, there could be consequences—criminal or civil sanctions, or University

sanctions."

For students, that can mean the creation to or addition to a disciplinary record, a monetary fine or requirement for service, loss of access to the University's network resources or expulsion from the University.

Faculty and staff are subject to all available disciplinary procedures, including loss of computing privileges and other measures up to and including loss of employment.

The moral of the story, Casarez says, is to think twice before you download on the Internet and understand what you are doing. Illegal file sharing is like the mythical Hydra, he says. "You cut off one head, and others pop up. We're trying to be proactive and educate people."

Visit nd.edu/copyright for more information on the responsible use of technology resources and the reproduction of copyrighted materials.



Casarez

ND Surplus rolls out new, improved online inventory system

Making it easier to re-use and recycle, before buying new

BY COLLEEN O'CONNOR, FOR NDWORKS

ND Surplus, created in 2003 to process all surplus University assets and make them available for reuse, has introduced a new, user-friendly inventory list available to you by the click of a mouse.

The new ND Surplus website, designed by Robyn Pola and Lisa MacKenzie with assistance from Dan Reck, features an organized, categorized list of available items.

Instead of visiting or calling ND Surplus, you can now view the website (surplus.nd.edu) to quickly find what you need. As the website pulls its data from the point of sale (POS) system used in the store, the online inventory is updated in real time. "This is keeping items out of the landfill and saving Notre Dame a lot of money per year," says Jack Woolley, manager of surplus property.

Another new feature is an interactive pick-up form. Instead of having to download, complete and fax it in, the form can now be completed and submitted online. Pick-up and delivery days are

Monday, Tuesday and Friday.

"This makes it easier for staff to consider using surplus inventory before procuring new merchandise," says Jeff Simko, manager of tech systems and application support for Business Operations. "The great value in this project is that it ties back to the mission of ND Surplus, which is the prudent stewardship of surplus property resources at all levels of the University."

Woolley and his staff of two, Rick Anderson and Jim Reed, do everything themselves to ready the merchandise for resale or redistribution. This includes pick-up and delivery, recycling, furniture repair and all computer refurbishment. Trained by OIT, they also do stripping, scrubbing, loading of software, and reinstallation of hard drives, memory and video cards.

Notre Dame departments are not charged for items obtained from ND Surplus for departmental use. The location of the ND Surplus store remains the same, 925 N. Eddy St., as do the hours: Wednesdays from 11:30 a.m. to 3:00 p.m. for departments, and Thursdays from 11:30 a.m. to 3 p.m. for Notre Dame community personal shopping and local not-for-profit agencies.

For more information, contact Jack Woolley at jwoolley@nd.edu.

Campus upgrading to new VoIP phone system

6,500 phones will be replaced this spring

BY CAROL C. BRADLEY, NDWORKS

When discussing the rollout of the new campus telephone system, the question people ask most often is “Why?” says **Steve Ellis**, director of network design, integrated communication services.

The answer is that the current phone system is more than 20 years old, and it’s no longer being manufactured by the vendor that built it, says Ellis. “We have no choice but to upgrade.”

And the only way to go is VoIP technology (Voice over Internet Protocol) for phone systems the size of Notre Dame’s. “It’s the way of office and enterprise (large-scale phone systems) today,” he says. VoIP communication services are transported over the Internet rather than the public switched telephone network.

the phone number for off-campus numbers.

While change can be stressful, the new system, which will be installed across campus in stages through June, offers many exciting new features, says **Chuck Konopinski**, OIT voice services manager.

You’ll be able to put someone on hold to take another call, for example, or let the second call go to voice mail. The phones, which have color displays you can modify with a personal image, have access to an online campus telephone directory.

The date and time will set automatically. You’ll be able to see placed, received or missed calls, and the system also has visual voice mail, allowing you to see and open phone messages from an onscreen menu. An app will allow you to have your campus 631 number ring through to your iPhone.

Information about the new system, including quick reference guides, tutorials, manuals, features and rollout dates is available at myphone.nd.edu. All questions about VoIP go to the OIT Help Desk, 631-8111 or oithelp@nd.edu.

New phones will arrive on your desk about two weeks before AT&T is ready to upgrade—so you’ll have two phones on your desk for a brief time. Before the upgrade, you’ll be able to make outgoing test calls and set up your voice mail.

Demonstrations of the phone system are ongoing. Check myphone.nd.edu for dates, times and locations.



Some things won't change:

You'll keep the same phone number, and dialing remains the same with five-digit dialing on campus and 8+

University Press looking toward the future

Advancing the University's research mission, making use of digital technology

BY CAROL C. BRADLEY, NDWORKS

The **University of Notre Dame Press**, established in 1949, publishes 50 to 60 books annually in academic disciplines including theology, philosophy and history, as well as poetry and fiction.

The press, under Interim Managing Director **Harv Humphrey**, is undertaking both internal and external reviews to assess ways to move forward into the 21st century and digital publishing.

The question, says Assistant Provost Susan Ohmer, is “How can the press advance the research mission of the University, and work with our departments, centers and institutes? How can we make effective use of digital technology? We’re excited about the Press’s future, and about working with the faculty to think about the future of the press.”

The press will be launching e-book titles in 2011. In addition, says Humphrey, the press is part of two major university press e-book initiatives, Project MUSE Editions and the University Press E-Book Consortium, which recently merged to form the University Press Content Consortium.

The partnership allows e-books from 60 to 70 university presses and non-profit scholarly presses to be discovered and searched, along with nearly 500 scholarly journals.

Earlier this year New York’s Kress Foundation awarded the press a \$20,000 grant. This gift will fund the publication of a book being put together by the Midwest Art History Society, “Master Drawings from Midwestern Collections: The Age of Rembrandt, Bernini and Poussin,” which will be published by the press in late 2012.

Of special interest to the campus community, forthcoming books include film, television and theatre professor Mark Pilkinton’s history of Washington Hall; American Studies professor Benedict Giamo’s nonfiction “Homeless Come Home: An Advocate, the Riverbank and Murder in Topeka, Kansas;” and President Emeritus Rev. Edward “Monk” Malloy’s “Monk’s Tale: Way Stations on the Journey,” the second volume in his autobiography.

The press is also launching a Notre Dame series, with one forthcoming



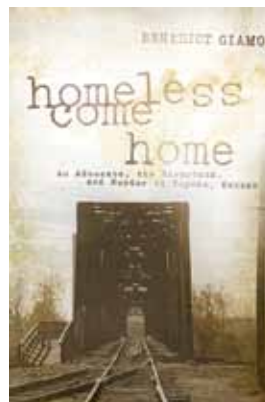
Humphrey

title being a book commissioned by the Hesburgh Libraries on the upcoming 50th anniversary of the Hesburgh Library being built.

The main point, says Humphrey, “is that we’re here. We’re active. We have strong lists in theology, philosophy, history and literature, and we are building

on those strengths. Historically the press has been a home for scholars in the Catholic tradition, and we look forward to continuing to be that home. Some of the works we publish may not have large markets, but they make significant contributions to their respective disciplines. Making this corpus of work available to scholars in these various fields is a principle way the press supports the research mission of the university.”

For more information and a complete online catalog, visit undpress.nd.edu.



Streamlining the creation of new staff positions

New process takes less than two days

BY MARY FEDERICO, FOR THE OFFICE OF CONTINUOUS IMPROVEMENT

None of us wants to hear that our customers are unhappy with the services we provide!

But that’s exactly what Linda Kroll, associate vice president, Office of Budget and Planning, and Denise Murphy, director, compensation and benefits, learned from the 2009 Improve ND Survey. Results showed that more than 50 percent of Notre Dame’s hiring managers had an unfavorable view of the way new staff positions were created. In fact, 29 percent described themselves as totally unsatisfied with the process.

What bothered the managers? One issue was the number (six!) and complexity of forms they had to complete. Another was the amount of time (an average of 14.5 days) and rework (about 50 percent) involved. Finally, the process itself seemed shrouded in mystery. Managers weren’t sure who did what or where the position was at any given time. And they couldn’t predict when the process

might be completed; it could take anywhere from one day to 81 days.

Not surprisingly, budget and HR staff members working on the position creation process weren’t too happy with it either. The staff knew that the campus was depending on them to do this work quickly and efficiently. They were eager to find ways to improve.

With that goal in mind, Kroll and Murphy established the Staff Position Creation Project Team:

Warren Williams, budget, and Theresa Dockery, HR, were appointed to lead the core team, which included Kara Palmer, HR, Lindsey McIntyre, budget, Tracy Biggs, budget and Rachel Dougherty, HR.

The core team pulled in subject-matter experts and customers: Elizabeth Clark, budget, Bob Cunningham, engineering, Dave Dits, Food Services, Doug Kroll, business, Lori Maurer, HR, and Lisa Yates, HR.

Linda and Denise acted as sponsors, providing time, resources and expertise.

The team also got help from ND’s Office of Continuous Improvement. Carol Mullaney, Julia Sama and

Harvey Dershin introduced new methods and tools that allowed the team to understand the position creation process in great detail. These tools also helped the team pinpoint improvements that would have the most impact.

As they worked through their analysis, the team got a big surprise. On average, positions took 14.5 days (116 business hours) to go through the complete process. But the amount of time staff members actually spent working on the process—the “touch time”—was only 4 hours.

The team learned this is typical in people-intensive processes that have developed over time. As needs change, departments change the process to meet new challenges and requests. There’s often no time to stop and look at the big picture, to see if everything added still makes sense. Bit by bit, the process can become far more

complicated than necessary.

That’s what happened with the staff position creation process. But by doing this project—and involving a broad group of knowledgeable staff members—the team was able to see the process with fresh eyes. After running a pilot in late 2010, they rolled out these improvements on Jan. 1:

- One request form instead of six
- Managers submit request forms electronically
- Forms automatically sent to HR/Budget/Provost for simultaneous (vs. sequential) processing

- One point of contact: HR communicates with the manager regarding status and final result

While the team’s goal is to provide turnaround in an average of five days, results through March were even better: an average of 1.22 days. Just under 16 percent of requests required rework. The team anticipates that the rework rate will decrease even further as everyone gets used to the new process.

This feedback from a manager in the development department was music to the team’s ears: “I have received a response within 24 to 48 hours from the time I distributed the form...this is incredible turnaround...used to take weeks.”

The lesson to the team was clear: Taking the time to thoroughly review existing processes can lead to benefits for everyone. Creating a new staff position is easier and faster for managers. HR and budget staff members have the satisfaction of giving better service. And everything moves a little smoother for the campus!



Left to right, Linda Kroll, Warren Williams, Denise Murphy and Theresa Dockery

Simple steps for managing stress



and caffeine both interfere with sleep, so limit caffeine to the morning, and don't drink alcohol close to bedtime."

Exercise: "Aerobic exercise like walking or jogging helps your energy level during the day, and helps you sleep better at night," Settle says. Aim for half an hour of exercise at least three times per week.

Improve your communications: Reflect before expressing anger, but don't let resentment build up. Be direct in your communications, rather than using jokes or sarcasm. Listen without interrupting. Learn to say "no" in a nice way.

Use your time well: Set goals, and prioritize in your life as well as your work. Be sure to allow time for recreation. Delegate responsibility. Pace yourself. Be realistic about deadlines and what you can accomplish.

Let others take care of you: You help others—why not let them help you? Ask for help when you need it.

Spend time with kind and respectful significant others and friends. Talk to a supportive friend, clergy member or counselor. Seek out spiritual support.

Use systematic relaxation: Sign up for a relaxation or mindfulness class through RecSports, or take up meditation, yoga or Tai Chi; use deep diaphragmatic breathing.

Pay attention to your thoughts: Watch your "automatic thoughts" for shoulds, overgeneralizations and catastrophizing. Let go of perfectionism. Re-examine a

tendency toward excessive guilt or self-blame. Recognize and accept your personal limits. Talk to a counselor about learning healthier ways to think.

Appreciate others: "It changes your energy to appreciate another person," says Settle. "It changes how you feel. Recognize others' birthdays. Ask, 'How are we doing as a staff?' Look at what's working, and what's not working—for us as a team, and as individuals."

Take care of yourself, and your body

BY CAROL C. BRADLEY, NDWORKS

Want to lower your stress level? Avoid multi-tasking, and get some sleep, says Wendy Settle, University Health Services staff psychologist. We often don't realize how stressed we are until we snap at a child,

spouse or colleague, she says. "It creeps up on you. You need to take time out for relaxation."

Here are some of Settle's tips:

Regular sleeping habits: Avoid multi-tasking, and don't vary your bedtime or waking time by more than an hour, she says. "Adults need seven to eight hours of sleep. Alcohol

SERVICE ANNIVERSARIES

The University congratulates the following employees who celebrate significant anniversaries in April, including 35-year employees **Elizabeth M. Wajszczuk**, Office of Residential Life and Housing, and **Richard J. Warner**, utilities.

PHOTOS: CAROL C. BRADLEY



Wajszczuk



Warner

30 years

Richard S. Nix, vending

25 years

Phetsamone Nasladadi, Custodial Services
Sharon L. Szucs, Arts and Letters computing
Michael C. Wiescher, physics

20 years

Guy J. Gorbitz, Food Services
Michael P. Manijak, maintenance repairs

15 years

Howard L. Busfield and **Yongqing Pan**, Food Services
Kathleen A. Conner and **Sharon K. Riffle**, St. Michael's Laundry
Charles T. Hurley, Registrar
Guiseppe M. Macerata, Legends
Cynthia A. Schneider, Center for Social Concerns

10 years

Gary R. Boehler, Land O'Lakes
David Enyeart and **Rebecca S. Price**, Hesburgh Libraries
Thomas P. Gibbons, development
Carla L. Gruse, Risk Management and Safety
Glenn Hayes, utilities
Paul C. Hendershott,
Mai K. Izzedin and **Tomas Navarrete**, Food Services
Joshua D. Ingle, DeBartolo Performing Arts Center
Debra A. Jessup, ticket office
Clint Manning, electrical engineering
Teresa R. O'Connor, Annual Fund
Virginia R. Palmerin, Moreau Seminary
Matthew Riem, investment office
Julian Smreczak, preventive maintenance
Farida A. Suhardjo, human resources
Joyce A. Yeats, computer science and engineering

NEW EMPLOYEES

The University welcomes the following new employees who began work in March:

Matthew S. Anderson, student affairs
William B. Carter, chemical and biomolecular engineering
James E. Coppa, Loftus
Anne M. Faherty and **Benjamin F. Lemery**, Alumni Association

Kristina Fuehring-Callahan, Legends
Michelle A. Getz, biological sciences
Robert D. Hunt, football
Susan Miller, Graduate School
Jun Peng, chemistry and biochemistry

Brett W. Peters, Environmental Change Initiative
Christopher D. Rhyce, athletics marketing and ticketing
Philip A. Zastrow, AgencyND

May 2011 OIT Technical Training Courses

Software Licensing
Wednesday, May 11, 9 to 10 a.m.

Office 2010: What's New?
Thursday, May 12, 8:30 to 10 a.m.

Photoshop CS5 Basic
Monday and Tuesday, May 16 & 17, 1 to 4:30 p.m.

InsideND
Wednesday, May 18, 9 to 11 a.m.

Contribute 5
Thursday, May 19, 8:30 to 11 a.m.

View the complete schedule at oit.nd.edu/training/documents/discoverit.pdf and register for classes at endeavor.nd.edu. Join the training listserv for updated information on courses and schedules. Call the technical training office, 631-7227, or email training@nd.edu.

ND HOCKEY CLUB

The faculty/staff hockey team, the "Fightin' Faculty," sponsored by radio station WRBR ("The Bear") 103.9 FM, plays in the South Bend City League and also meets for recreational play at the Joyce Center on Monday and Tuesday at noon through the summer. Faculty, staff and graduate students are welcome to join. Contact Ed Hums, hums.2@nd.edu, for more information.



Front row, left to right: Ed Hums (accountancy), Michael Griffin (Holy Cross College), Bob Richthammer, John Soares (history), Jay Caponigro (OPAC), Phil Mark

Back row, left to right: Flint Dille, Matt Brach, Mike Brach (development), Dave Smith (psychology), Rev. John Thiede, S.J., Ron Stryker, John D'Arcy (management) and Tim Ovaert (engineering).

The photo was taken after a 3-1 victory over the Garden City, Mich. Golden Boys in the 40-and-over division of the South Bend Icebreaker Tournament.



RecSports offers recreation and fitness classes for every interest— from cardio, indoor cycling and interval training to swimming, yoga, martial arts and scuba.

For more information on RecSports programs, visit recsports.nd.edu or email recsport@nd.edu.



PHOTOS: MATT CASHORE

SUMMER SWIM LESSONS

ALL LESSONS ARE 4 DAYS A WEEK, MONDAY-THURSDAY, FOR 2 WEEKS.

SESSION 1

June 13-17 and June 20-24
Lesson times: 8 - 8:30 a.m. and 8:45 - 9:15 a.m.
Cost: \$50

SESSION 2

June 27-July 1 and July 11-15
Lesson times: 8 - 8:30 a.m. and 8:45 - 9:15 a.m.
Cost: \$50

SESSION 3

July 18-22 and July 25-29
Lesson times: 8 - 8:30 a.m. and 8:45 - 9:15 a.m.
Cost: \$50

St. Joseph Beach on Notre Dame's Campus
COME SEE WHAT IT'S ALL ABOUT!

WEATHER PERMITTING DATES: The beach will be open on the following dates if the temperature is forecasted to reach 70°.

Pre-Season: May 14-May 26* 1 - 6 p.m.
Post-Season: August 29-September 16 ** 1 - 6 p.m.

OPENING DATE: Friday, May 27
CLOSING DATE: Sunday, Aug. 28
SUMMER SCHEDULE: 11 a.m. - 6 p.m. every day
RENTALS: Rental Times: noon - 5 p.m. daily.

Kayak, canoe and paddleboat rentals are available for \$5/hour. Sailboats can be rented for \$25/day following the completion of the RecSports Sailing Course or U.S. Sailing certification. Rentals are for use on St. Joseph Lake only.

* St. Joseph Beach will not be open Saturday, May 21.
** St. Joseph Beach will not be open Saturdays in September.

INTRAMURALS

ALL entries accepted June 1 - 10 at Rolfs Sports Recreation Center front desk
Must be a student (enrolled in fall or just graduated in May), faculty, or staff member of Notre Dame to participate

Campus 3 vs. 3 Basketball

\$20/team
Captains Meeting Tuesday, June 14, at 6 p.m. in RSRC Meeting Room
Games played at Bookstore Courts on Mondays

Campus 3 vs. 3 Soccer

\$20/team
Captains Meeting Tuesday, June 14, at 6:30 p.m. in RSRC Meeting Room
Matches played at Riehle Fields on Tuesdays

Campus 4 vs. 4 Sand Volleyball

\$20/team
Captains Meeting Tuesday, June 14, at 7 p.m. in RSRC Meeting Room
Matches played at Riehle Courts on Wednesdays

Campus Softball

\$20/team
Captains Meeting Tuesday, June 14, at 7:30 p.m. in RSRC Meeting Room
Games Played at Riehle Fields on Thursdays
Limited to 10 teams

SAILING LESSONS

May 26 - June 30
Thursdays
Time: 5:30-7:30 p.m.
Cost: \$50

June 4 - June 25
Saturdays
Time: TBD (3hrs)
Cost: \$50

June 15 - July 27
Wednesdays
Time: 4:30-6:30 p.m.
Cost: \$50

July 9 - July 30
Saturdays
Time: TBD (3hrs)
Cost: \$50

F.A.S.T. CLASSES

(Faculty and Staff Training)

May 23 - Aug 12
Registration Opens May 19

MONDAY

Morning Cycle
6:15-7 a.m.
\$30
Rockne B026

TUESDAY

Cardio Sculpt
9:15-10:15 a.m.
\$16
RSRC AR 2

WEDNESDAY

Yoga
9:15-10:15 a.m.
\$51
RSRC AR 1

THURSDAY

Cardio Sculpt
9:15-10:15 a.m.
\$51
RSRC AR 2

FRIDAY

Fitness in a Flash
12:15-12:45 p.m.
\$16
RSRC AR 2



FITNESS CLASSES

May 23 - Aug. 12
Registration opens: May 19

MONDAY Classes will NOT meet May 30 or July 4

Pilates Mat	12:15-1 p.m.	\$40	RSRC AR 1
Zumba Express	12:15-12:45 p.m.	\$11	RSRC AR 2
Cycle Express	12:15-12:45 p.m.	\$30	Rockne B026
Aqua Zumba	5:30-6:15 p.m.	\$13	Rockne Pool
Body Sculpt	5:30-6:30 p.m.	\$13	RSRC AR 1
Boot Camp	5:30-6:30 p.m.	\$13	RSRC AR 2
Cardiac Cycle	5:45-6:45 p.m.	\$35	Rockne B026
Yoga	5:30-6:30 p.m.	\$42	Rockne 205
Crunch Time	6:15-6:45 p.m.	\$11	RSRC AR 1

TUESDAY

Power Yoga *	6-7:15 a.m.	\$38	RSRC AR 1
Yoga	noon-1 p.m.	\$51	RSRC AR 1
Flex N Tone	12:15-12:45 p.m.	\$13	RSRC AR 2
Cycle Express	4:45-5:15 p.m.	\$36	Rockne B026
Rock Bottom	5-5:30 p.m.	\$13	RSRC AR 2
Zumba	5:15-6 p.m.	\$16	RSRC AR 1
Cycle N Sculpt	5:30-6:30 p.m.	\$42	Rockne B026
Pilates Mat	5:45-6:30 p.m.	\$48	Rockne 205
Crunch Time	6:15-6:45 p.m.	\$13	RSRC AR 1

WEDNESDAY

Morning Cycle	6:30-7:15 a.m.	\$36	RSRC AR 2
Yoga	noon-1 p.m.	\$51	RSRC AR 1
Fitness in a Flash	12:15-12:45 p.m.	\$13	RSRC AR 2
Cycle Express	12:15-12:45 p.m.	\$36	Rockne B026
Body Sculpt	5-5:45 p.m.	\$16	RSRC AR 1
Indoor Cycling	5:15-6:15 p.m.	\$42	Rockne B026
Pilates Mat	5:30-6:15 p.m.	\$48	Rockne 205
Aquacise	5:30-6:15 p.m.	\$16	Rockne Pool
Fitness Revolution	6-6:45 p.m.	\$16	RSRC AR 1

THURSDAY

Zumba	6:30-7:15 a.m.	\$16	RSRC AR 1
Pilates Mat	12:15-1 p.m.	\$48	RSRC AR 1
Flex N Tone	12:15-12:45 p.m.	\$13	RSRC AR 2
Guns N Guts	5-5:30 p.m.	\$13	RSRC AR 2
Yoga	5:15-6:15 p.m.	\$51	Rockne 205
Cardio Box	5:30-6:30 p.m.	\$16	RSRC AR 1
Cardiac Cycle	5:45-6:45 p.m.	\$42	Rockne B026

FRIDAY

Morning Cycle	6:30-7:15 a.m.	\$36	Rockne B026
Flex N Tone	12:15-12:45 p.m.	\$13	RSRC AR 1
Cycle Express *	4:45-5:15 p.m.	\$30	Rockne B026

*Class has an adjusted schedule. See website for details.

INSTRUCTIONAL CLASSES

June 20 - Aug. 5
Registration opens: June 1

Martial Arts Instruction

Tai Chi	Monday	5:30-6:30 p.m.	\$25	Eric	Rockne 109
Kung Fu	Tuesday	5:30-6:45 p.m.	\$25	Eric	Rockne 109
Brazilian Jiu Jitsu	Wednesday	4:30-5:30 p.m.	\$25	Wally	Rockne 109

Dance Instruction

Jazz/Hip-Hop Fusion	Tuesday	5:45-6:45 p.m.	\$25	Brienne	RSRC AR 2
Ballet	Wednesday	5:30-6:30 p.m.	\$25	JoAnn	RSRC AR 2
Modern Dance	Thursday	5:45-6:45 p.m.	\$25	Yvonne	RSRC AR 2

Water Instruction

SCUBA	Tues/Thurs	6:30-9:30 p.m.	\$205	Diane	Rockne 110
(June 28 - July 12)					
Information Session, Thursday, June 23 @ 6:30 p.m.					

Sport Instruction

6 Lessons, unless otherwise noted.					
Work off your Agassi	Monday	12:10-1 p.m.	\$45	Jennie	Eck Tennis CTR
Squash Lessons	Wednesday	5:45-6:45 p.m.	\$45	Geoff	Rockne Squash Courts
Horseback Riding	Flexible	Flexible	\$195	Various	Heatherwood

EVEN FRIDAYS!

All events are held from 5:30-7:30 p.m., unless otherwise noted

- May 27 Summer Kickoff Picnic
- June 10 Go Karts & Putt Putt @ Hacker's
- June 24 Canoe Trip (tentative)
- July 8 at 7:30 p.m. South Bend Silver Hawks Game
- July 22 Beach Bash
- Aug. 12 Summer Wrap-Up Picnic
- Aug. 26 Family Swim and Assessment (tentative)

2011-2012 VISITING ARTIST SERIES

A POINT OF ENTRY: CELEBRATING VISION AND VISIONARIES

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DEBARTOLO
PERFORMING ARTS CENTER

PRESENTING THE VISITING ARTIST SERIES FOR SUBSCRIPTION

2011	SEP 15	Le Vent du Nord	
	SEP 23	Cocktails with Larry Miller	
	SEP 30	Christopher O'Riley and Matt Haimovitz	
	OCT 6	The Fischhoff National Chamber Music Winner	
	OCT 13	National Chamber Choir of Ireland	
	OCT 27	Mamak Khadem	
	NOV 4	Axiom Brass	
	NOV 10-12	Merce Cunningham Dance Company	
	DEC 11	Danú Christmas in Ireland	
	2012	JAN 19-21	Complexions Contemporary Ballet
		FEB 2	Yasmin Levy
		FEB 12	Pacifica String Quartet
FEB 17-19		L.A. Theatre Works' The Rivalry	
FEB 25		Julia Fischer	
MAR 4		Nrityagram Dance Ensemble	
MAR 9		Riders in the Sky	
MAR 24	Luciana Souza Trio		
MAR 31	The Intergalactic Nemesis		
APR 14	Australian Chamber Orchestra		
APR 21	Sachal Vasandani		
MAY 3-5	Ballet Hispanico		

PRESENTING PERFORMANCES FOR YOUNG AUDIENCES

FEB 10	The Magic School Bus-Live!
APR 27	Charlotte's Web

PERFORMINGARTS.ND.EDU
TICKET OFFICE AT 574.631.2800