

NDWorks

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News for Notre Dame faculty and staff and their families

Preparing for the worst-case scenario

Planning pays off with first-ever stadium evacuation

BY CAROL C. BRADLEY, NDWORKS

It's Saturday, Sept. 3, Notre Dame vs. South Florida—the first home game of the season—and nearing halftime.

The only person feeling more pressure than Head Coach Brian Kelly is **Mike Seamon**, associate vice president for campus safety and director of game day operations. Bad weather is on the way, and he's about to make the call to evacuate Notre Dame Stadium, for the first time in the football program's 123-year history.

"We knew we had to make the call," says Seamon.

He remembers standing there in the game day command center, located in the press box. "Everyone looked at each other. Just for a split second. 'Wow, we're really going to do this.'" Then they went into battle mode.

This was no snap decision. Seamon and his team had been monitoring the weather since Tuesday that week.

"We saw the weather system coming. Thursday, Friday and Saturday morning, our game day leadership team had meetings with the Big East Conference, which provided the game officials; NBC; the athletic directors; and university presidents. We reviewed policies and procedures with stadium personnel.

"There's been an emergency plan for the stadium in place for years, as long as anyone can remember, but it had never needed to be put into use. We knew there was a high probability of implementing it that day."

Planning for an emergency had actually started in the summer, with the replacement of the 14-year-old sound system in the stadium—the decision was made to put speakers in the concourses so communication could be maintained with the crowd.

Seamon had also recruited his own weather person, **Ed Bensman**, director of research computing in the College of Engineering, who's also a trained meteorologist. Bensman provides weather information for



Two lightning strikes within seven-tenths of a mile of the stadium, near the intersection of State Road 23 and Tivyckenham (above) and west of the stadium at Angela and Portage, measured more than 20,000 amps.

home games, the Blue/Gold Game, Commencement and other large-scale outdoor events.

The big weather story—up till the lightning started—was the heat that Saturday, says Seamon. It resulted in the highest number of medical calls in a single day—more than 200, compared to an average of 65—up to the point when the storm started and the temperature dropped.

"Saturday near game time, we saw 100-degree temperatures in the Plains and upper Midwest, with 60-degree temperatures behind the storm front. And it was moving fast. We expected the storm front to arrive in late afternoon or early evening, but it became apparent that it would be earlier."

Seamon and Bensman tracked the storm minute-by-minute in the first half, monitoring weather data including lightning strikes—cloud-to-cloud and cloud-to-ground.

Seamon was in contact with President Rev. John I. Jenkins, C.S.C., John Affleck-Graves, executive vice president, and Athletic Director Jack Swarbrick. "Everyone was supportive and on board. The best part is the buy-in and support for safety, from everyone."

"Right at halftime, we saw lightning at the 10-mile limit," Seamon says. "We wanted to give people ample time to seek shelter."

A message—usher code 800—went out, to let the ushers know the decision had been made, and the next announcement would be to evacuate the stadium.

"We'd already opened buildings up ahead of that," Seamon says. "We'd drilled the ushers and security personnel on what would happen. We got ahead of it by anticipating. Everybody rehearsed. We were able to evacuate the stadium within about 18 minutes."



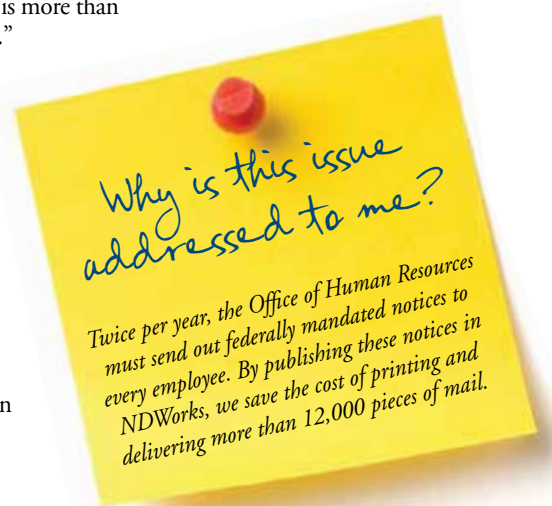
Seamon

The game restarted after a 2 hour and 10 minute delay, "and we no sooner got the game going than we saw another line of thunderstorms forming. And we did the whole thing all over again," he says.

During the two weather delays, there were 335 confirmed lightning strikes within a 10-mile radius of the stadium. The two closest were seven-tenths of a mile away—one at the intersection of Angela and Portage, the other southeast of the stadium. "Each measured 20,000 amps," says Seamon, "and 100 amps is more than sufficient to kill a person."

Since the evacuation, Seamon has received calls from more than a dozen other colleges and universities asking how to make similar plans. "We are now considered a benchmark since we had to implement the evacuation. Thank goodness we had a plan in place. It worked."

The most important thing, he adds, is that everyone in the stadium cooperated. "That reflects the University's commitment to safety—everyone pulling together and cooperating—the crowd, the facilities and stadium staff, the students, our visitors and guests. We couldn't afford to have bystanders. It was a very challenging day," Seamon says. "But it was a great day for Notre Dame."



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NEWS BRIEFS

IN MEMORIAM: ROBERT RILEY

The campus community is saddened by the loss of Robert B. Riley, 50, who died unexpectedly Monday, Oct. 10. Riley, a senior audit consultant in Audit & Advisory Services, had intended to travel to Haiti in November with Habitat for Humanity and the Jimmy and Rosalynn Carter Work Project to build homes in Leogane, the



Riley

epicenter of the 2010 earthquake. Mark Miller, brother of Riley's friend and former wife, Jamesen Miller, will fill Riley's spot in Haiti.

Says Roger Mahoney, chief audit executive in Audit & Advisory Services, "Robert was very proud to work for the University of Notre Dame, and he was truly committed to supporting the University's mission. We will always remember Robert for the great work that he performed in Audit & Advisory Services, and for the volunteer work that he did, including the cyber safety training that he provided to

area middle schools. Robert was an inspiration to us because he continuously found ways to help make the world a better place. We will miss him dearly."

Riley is survived by his daughter, Danielle S. Riley, 8, and her mother, Jamesen Miller of Granger. Donations in Riley's name may be made to Habitat for Humanity International by calling 800-422-4828, ext. 7530, and specifying that the donation is for Robert Riley, Carter Work Project.

HOLY CROSS HARVEST SEEKS VOLUNTEERS FOR JANUARY FOOD DRIVE

This year Holy Cross Harvest, Notre Dame's campus-wide food drive, will be held Thursday, Jan. 26, through Tuesday, Feb. 14—a time when donations to the Food Bank of Northern Indiana are low but need is high. In order to make a difference in our community, we need to start planning now. We can use representatives from departments or buildings to collect checks and monitor donation bins, plus people to help with publicity, planning and execution. An initial meeting will be held at 10:30 a.m. Wednesday, Nov. 9, in the Notre Dame Room of LaFortune Center. Anyone interested in helping is welcome. Questions or concerns? Call Anne Kolaczyk, 631-8679, or email holycrossharvest@nd.edu.

DRUG-FREE SCHOOLS POLICY STATEMENT AVAILABLE

The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) require that as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

A copy of the Drug-Free Schools Policy Statement for the University of Notre Dame can be obtained by:

- Visiting the Human Resources website at:
<http://hr.nd.edu/nd-faculty-staff/forms-policies/>
- http://hr.nd.edu/assets/32995/drugfree_for_employees.pdf
- Contacting the askHR call center at: 574-631-5900
- Email: askhr@nd.edu
- Visiting the Office of Human Resources, 200 Grace Hall

MALPASS ELECTED TO TIFF BOARD

Scott C. Malpass, the University's vice president and chief investment officer, is one of three distinguished investment professionals recently elected to the board of The Investment Fund for Foundations (TIFF).

TIFF seeks to enhance the investment returns of U.S. nonprofits and currently manages more than \$9.5 billion for more than 750 endowed charities. Malpass will serve on the board of directors of TIFF Advisory Services Inc., the regulated investment advisor that, along with its affiliates, administers vehicles bearing the TIFF name.



Malpass

"The Notre Dame Investment Office has a long and distinguished record as one of the premier endowment management organizations

in the country," said Richard J. Flannery, TIFF's chief executive officer. "We are honored to have the leader of that office join our board. We are delighted that Scott answered our call to service and grateful to the University for sharing him with us."



PHOTO PROVIDED

Tailgate, concert benefit United Way

The Morris Inn and Notre Dame Conference Center host their annual tailgate to benefit the United Way, 10:30 a.m. to 1 p.m. Wednesday, Nov. 9, in the Irish Courtyard Tent behind the Morris Inn. A \$3 donation includes lunch, with pay-to-play contests, prizes and an old-fashioned cakewalk.

The Oblates of Blues performs a United Way benefit concert at 7:30 p.m. Monday, Nov. 14, at O'Rourke's Public House, Eddy Street Commons. Your generous donation at the door will help those in need in our community. See the ad on Page 6 of this issue for more information.

Take my card... it's green

University shifts to 100 percent recycled paper for business cards and stationery

BY RACHEL NOVICK, OFFICE OF SUSTAINABILITY

Starting this November, Notre Dame letterheads, envelopes and business cards will be printed on 100 percent recycled-content paper. These items will continue to be manufactured by Neenah Paper and printed by Express Press using Neenah's Classic Crest Recycled 100 Bright White paper.

"The University purchases hundreds of thousands of pages of letterheads, envelopes and business cards from Express Press each year," said Javier Hernandez, procurement specialist in Procurement Services, who negotiated the switch. "The conversion of all that paper to 100 percent recycled content saves 29,000 pounds of wood and 43,000 gallons of water, and avoids 8,900 pounds of carbon emissions annually."

"Neenah Paper is truly dedicated to reducing its carbon footprint," said Erin Hafner, programs manager in the Office of Sustainability, who collaborates with Procurement Services on sustainability initiatives. "They generate their own hydroelectric power at their mills in Wisconsin and Germany, they are one of the largest purchasers of Green-e Certified renewable energy in Wisconsin, and they are putting major efforts into energy conservation. As a result, their North American mills have cut their CO2 emissions almost in half over the last decade."

In addition to reducing carbon emissions, Neenah Paper places a strong emphasis on waste reduction. The company has a goal of zero landfill waste for all of its mills, and six of their seven mills have achieved this goal thus far.

"We are pleased to report that there will be no increase in cost as we migrate to the recycled content paper," said Mark Schaeffer, vice president for Express Press. "Our relationship with Neenah Paper and our paper supplier, Ariva, helped us to make this happen."

The old paper will continue to be available through the end of 2011, so those who have gold foil-stamped letterheads on hand will be able to buy the second-page letterhead to match, as the whites are slightly different. Those making new purchases of gold-foil stamped letterheads at this point are encouraged to choose the Recycled 100 Bright White so that they will continue to be able to purchase matching second pages in 2012.

Please check buyND for updates on when the switch will occur.



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



CAROL C. BRADLEY

Gift Card Winner

Kevin Birch, at right, human resources compensation analyst, is awarded a \$25 Visa gift card by Paul VanDieren, assistant controller, for being the 10,000th expense report submitter in travelND. On July 1, the University began using travelND for all travel and non-travel reimbursements for employees, students and non-employees.

DigitalND to promote resource coordination

Managing the University's digital resources for today—and for the future

BY CAROL C. BRADLEY, NDWORKS

The University has come a long way from the days of manual work processes, recording on film and audiotape and storing paper records in filing cabinets. But even in this digital age, many of us still work in “silos,” using inconsistent, sometimes incompatible formats.

The creation of an initiative earlier this year, DigitalND, directed by **Susan Ohmer** and reporting to **Marianne Corr**, vice president and general counsel, is an important step in the development of university-wide systems and processes.

“We believe that this initiative is critical if we are to achieve our goal of being a premier research university, and if we are to be responsive to the needs of a new generation of students who have grown up in an increasingly digital world,” says Corr.

Think for a moment about all the different types of content being created across the University daily, including multimedia, audio, video,

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Ohmer

documents, databases, data sets and research runs.

That's the crux of the problem facing Notre Dame and other universities: What will we preserve, and in what format? How will these assets be catalogued and made available? How will copyrights be protected? As faculty members collaborate and share information with colleagues around the globe to advance scholarship, how can we preserve and manage the research that will develop?

“Improving technology and

crafting new processes will not only support preservation and access to materials for academic discovery—it will transform every aspect of campus life,” says Ohmer.

The development of digital management strategies will be a collaborative process, with advice solicited from a leadership group of administrators from areas including OIT, the Hesburgh Libraries, OPAC, the Office of Research, the Provost's Office, the Office of the Executive Vice President, the Graduate School and Athletics. A separate advisory council includes both faculty and staff members.

Collaboration also means working with other universities, including Purdue and Indiana University. “We want to build on the good work that our neighbors have already accomplished,” she says.

Ohmer emphasizes that strategies for creating and managing digital resources must meet the functional needs of faculty, staff and students—the focus will be on people and

culture, not just technology. How, she asks, can we assist faculty who want to develop research and teaching materials using new digital technologies?

It's also recognized that the campus community will need University support to move from manual, paper and individualized processes to electronic and collaborative ones—and that this will require new ways of thinking and working.

The campus community can follow the development of

DigitalND via the office's soon-to-be-launched website, digital.nd.edu. Ohmer will offer updates via a blog on the site.

The development and implementation of these strategies across the University, says Ohmer, “will help us use resources wisely, be economical and consistent, leverage what we have and enhance our reputation as a major research university.”

Here's what the campus community can look for in the future:

- Greater coordination of resources and expertise to assist faculty and staff interested in working in a digital environment
- Standards-based workflow procedures and tools for managing digital materials, from capture and format to access and distribution
- Clearly defined intellectual property and rights clearance processes to maximize usage of digital resources
- The creation of a centralized pool of resources for managing digital materials

The Hammes Bookstore...five years later

2011 follow-up study shows progress in meeting conflicting expectations

BY COLLEEN O'CONNOR, FOR NDWORKS

In March 2006, Notre Dame commissioned Synovate Inc. to conduct a qualitative study of the Hammes Notre Dame Bookstore. The purpose of the study was to assist the bookstore in maximizing value for its key on-campus constituents: faculty, staff and students. Selected faculty, administrators and students were interviewed by Synovate, either individually or through focus groups.

All groups viewed the bookstore as a showcase for campus visitors and a source of pride. Those who knew the previous bookstore saw the current one as a marked improvement in professionalism, efficiency and elegance.

However, there was a prevailing sense that the overriding purpose of the bookstore is to serve the needs of alumni, fans and the surrounding community.

Faculty were the most vocal. While they recognized the importance of

catering to alumni and fans, they felt the bookstore should strive to be more aligned with the University's reputation for academic excellence.

The primary concern of students was pricing. Additionally, they complained that the bookstore is located in an area of campus they rarely visit, leaving them feeling ignored as an audience.

Administrators were the most positive, stressing the need for a more relaxed, casual atmosphere and more social space to promote lively intellectual discussion.

All participants accepted that the bookstore offering will always be a wide-ranging compromise given its diverse constituencies. Many felt the bookstore approaches the ideal, given the conflicting priorities of its on- and off-campus patrons.

Synovate identified areas for improvement: reaching out to students in relevant ways; focusing more attention on academic book offerings; physically separating the two functions of the store, books vs. merchandise; and communicating regularly to students and faculty about what is new at the bookstore.

Five years later, in April 2011, another qualitative study was

commissioned by Firefly Millward Brown. It replicated the 2006 study in objectives and methodology, but viewed the results in light of the changes implemented following the first study.

As in 2006, all participants are proud of Hammes Notre Dame Bookstore and its strong embodiment of Notre Dame. Overall, respondents in every segment feel the bookstore is among the finest in the country. Over the years, the bookstore's ability to fulfill its role has been enhanced, subtly but noticeably. What's better now? Greater efficiency in handling football crowds; a warmer ambiance; a clearer focus on what is uniquely Notre Dame, with the atrium space reserved for showcasing books about Notre Dame or by Notre Dame faculty authors; the textbook rental program for students, implemented at their request; and enhanced campus access through the east-side door near the coffee shop.

Nevertheless, some concerns are extant today, and some new challenges and opportunities emerged. All on-campus groups still feel the focus is on alumni, fans and visitors, and the word “price” still dominates. The role of social media

CAROL C. BRADLEY



has been brought into play, as more students are using online sites to research and purchase books.

David Harr, associate vice president for Auxiliary Operations, said, “My top priority for our team continues to be addressing the perception that our bookstore does not belong to the campus community.”

Firefly proposed the following recommendations: alert the campus to sales and promotions, tailor exclusive discounts for students and faculty, clarify the textbook rental program, consider delivering

textbooks to residence halls, sponsor more events and revamp the café.

According to Keith Kirkpatrick, director of retail operations, “While the original set of challenges has been addressed, new ones have come to the forefront. The basis for both reviews was to develop the best strategy for overall improvement. We're glad that we are ‘moving the needle,’ but one thing has never changed, and that is our focus on providing the best possible service to all Notre Dame constituents and supporters.”

CAROL C. BRADLEY



Campus Work Control Center

The Campus Work Control Center, a branch of Campus Services, routes all campus work order requests. Experts in the AiM online work order management system, they help customers with urgent/emergency facility work requests or questions and dispatch appropriate service professionals to jobs on campus.

For work order requests, call 631-7701. For emergency requests (safety hazards, securing unsecured facilities, restoring failed systems or to prevent damage to University property), call 631-8888. The office also processes billing and other data for internal and external trade shops, and provides reports to managers. For more information, visit fixit.nd.edu.

Work Control Center staffers, from left, Jessica Velazquez, Pam Batalis, Terri Zeiger and Lee Town.

Notre Dame Security Police: Working to keep the campus safe

'If you see something, say something'

BY CAROL C. BRADLEY, NDWORKS

The **Notre Dame Security Police Department (NDSP)**, located in Hammes Mowbray Hall east of the Power Plant, is fully authorized as a police agency by the state of Indiana—Notre Dame's police



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officers have the same legal authority as any other police officer in the state of Indiana. In addition to sworn officers, the department also employs non-sworn security officers, and others who work as security monitors or in support positions.

At the forefront of campus safety efforts is the NDSP dispatch or communication center, reached by calling 911 from a landline phone or 574-631-5555 from a cell phone. The Dispatch Center is staffed by certified emergency medical dispatchers, who will ask questions when you call in—that's something people need to keep in mind, says NDSP director **Phil Johnson**. "As we're asking a caller questions, at the same time we're directing first responders on the way. There are protocols in place to determine what resources are deployed. And stay on the line until we release you."

To reach dispatchers,

dial 911 from any campus landline phone, says Johnson. But it's crucial to know that 911 calls from cell phones may not reach the Notre Dame Dispatch Center—depending on what tower they hit, the call may reach South Bend, Mishawaka or another agency.

To prevent that, take a moment to program your cell phone to the direct number, 574-631-5555. The area code should be included—calls through some cell phone providers won't go through without it.

As far as keeping the campus community safe, says Johnson, "Nothing we can do can replace what members of the community do to make Notre Dame a safe environment. If you see something, say something. If you're pausing to think about it, make the call. It's better to call than later wish you had called."

Larceny—the theft of unattended property—is by far the most common crime on campus, says Johnson, and it's a preventable crime. "Watch out for your belongings," he says. "Lock it up, or take it with you."

But here's something else to keep in mind: "We worry about crime. We don't worry about traffic safety as much," says Johnson. And traffic safety is something we should all be concerned about, he says, especially with so many pedestrians on campus "walking under the influence of texting."

So keep a sharp eye out for pedestrians and bicyclists when driving on campus. Motorists should put down their phones and stop texting while driving. Follow the speed limit. Wear a seat belt, even on campus. "Even in a low-speed crash, it's possible to be ejected from the vehicle and sustain much more serious injuries," Johnson says.

Bicyclists should wear a properly fitted helmet, wear reflective gear to increase visibility, and obey traffic laws. Both cyclists and pedestrians should be aware that seeing a driver doesn't mean the driver sees them—stop and look before crossing the street.

There are many opportunities to learn more. NDSP offers online resources and in-person training programs on safety matters for campus, including RAD self-defense training and training on crime prevention and avoiding workplace violence. Visit the website, ndsp.nd.edu, or call 631-5555 for more information.

"We're blessed to have a relatively low crime rate on campus," says Johnson. "The most important thing to remember is if you see something, say something. We watch out for one another. That's the way the fabric of our community is woven together, and it's the thing that makes Notre Dame a great place to live, work, research and study."



Preventing theft on campus:

- Keep your office locked, even if you're away for a short time.
- Don't leave valuables or cash in plain view, or leave them in your office when you're not there.
- Take laptops home with you, or lock them up.
- Report suspicious activity immediately.
- Don't let someone you don't know into a locked building.
- Pay attention to what's going on around you.
- If you're working late, call 574-631-5555 for an escort to your car.

Program your cell phone to dial 574-631-5555 for emergencies

In the event of an emergency, the NDSP dispatch center can be reached by dialing 911 from any campus landline phone. But dialing 911 on a cell phone may result in the call going to South Bend, Mishawaka or another agency. To save time in the event of an emergency, program your cell phone to call **574-631-5555**, including the area code.



COMPTON FAMILY ICE ARENA OPENS

The new **Compton Family Ice Arena** opened in mid-October. The arena, located south of the Joyce Center, is a two-rink ice facility designed to help meet the needs of the campus and community as well as the Notre Dame hockey program.

The main arena has a capacity of about 5,000 patrons (seated and standing room combined) on two levels. Club seating, general admission seating and the media center will be located on the upper level. Standing room areas are plentiful around the arena on both levels of the open concourse.

One of the rinks is Olympic-sized, 200 feet by 100 feet and can be arranged into two, 100-square-foot cross-ice rinks for use by the Irish Youth Hockey League, the USA

youth hockey development model and intramural broom ball play.

Public skating sessions as well as drop-in hockey, figure skating sessions and even curling are anticipated programming options, in addition to current offerings that include women's club hockey and figure skating, inter-hall hockey and physical education classes.

Offices, locker room and training facilities for the Notre Dame hockey program will be located within the facility, and the weight room will be available for use by all Fighting Irish varsity athletes. The facility also includes locker rooms for officials and visiting intercollegiate teams, as well as eight auxiliary locker rooms for use by the campus and community.

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New University safety policies announced

Safety is everyone's responsibility

BY CAROL C. BRADLEY, NDWORKS

The University's recently revised **Health and Safety Policy** and newly established **Integrated Safety Plan** emphasize that safety is the responsibility of everyone on campus.

"We want people to be familiar with their safety responsibilities, to follow safety practices at all times, and be proactive in preventing accidents and injuries," says Bob Zerr, the University's director of risk management and safety. "In essence, we want individuals to become active participants in the safety process and integrate safety into their everyday activities."

In addition to the Health and Safety Policy, the Integrated Safety Plan (ISP) has been developed to help promote safety and compliance throughout the University. The ISP promotes employee involvement in workplace safety and health, with the goal of creating partnerships between the Risk Management and Safety Department and departmental units.

Safety issues on campus vary widely—from safe handling of chemicals used in laboratories to those used in cleaning buildings; from forklift safety to safe lifting techniques to prevent back injuries. Complying with policies may involve things you've never thought about—if a co-worker sustains a cut, how do you clean up blood? (The answer: If you have not received blood-borne pathogens training, don't do it yourself. Contact Building Services, 631-5615, and their employees, who are trained in handling biohazards, will be dispatched to take care of it.)

The Health and Safety Policy, which applies to everyone on campus, describes the responsibilities of everyone from administration, department chairs, directors, faculty, department or research group safety coordinators, employees and students.

At the highest levels, responsibilities include implementing and enforcing the policy in all facilities and operations under University control.

But employees at every level, as well as students, will be responsible for complying with policies, attending health and safety training and notifying supervisors, professors or the Risk Management and Safety Department of hazards in the workplace, classroom or laboratory. If employees or students wish to remain anonymous when reporting a health or safety hazard, individuals are encouraged to call the toll-free ND Integrity Line at 1-800-688-9918.

The policy also empowers employees and students to stop working or performing an assignment and address their concerns with a supervisor or instructor if the work environment or classroom situation seems dangerous.

Employees will also be asked to report any "near-miss" accidents—if you trip on a loose stair tread, but don't actually fall, for example. That way the hazard can be fixed before anyone sustains an injury.

New training requirements will be implemented under the plan, and most departments will be required to create a safety committee and designate a department safety coordinator. Additional safety information will also be included as

part of new employee orientation.

Safety training requirements are currently being established for different departments and work situations. The College of Science, which has faculty, staff and students who deal with biohazardous agents, hazardous chemicals and radiation, says Zerr, is already implementing a plan to ensure compliance with OSHA, Environmental Protection Agency and Nuclear Regulatory Commission regulations that influence their operations.

Risk Management and Safety staff (631-5037) are available 24 hours a day, seven days a week to investigate reports of safety issues or emergency situations, and has the authority to suspend a research project or access to a building if there's a hazard that presents an imminent danger to life safety. Safety policy documents are available at **riskmanagement.nd.edu**, along with contact information for those responsible for various issues—for example, radiation safety or vehicle safety.

"The goal is to get departments to take more responsibility for their own safety," says Zerr. In the past, if there was a penalty for a safety violation assessed by OSHA or another regulatory agency, the University paid the fine. Now, departments will be responsible for paying the fine, unless the department has been "safety certified" by Risk Management and Safety, which means the department has completed a safety self-review, corrected areas of noncompliance determined, has designated a safety coordinator and (in most departments) established a safety committee.

"Everyone wants to do what's right," says Zerr. "Everyone wants

to provide a safe environment and protect employees and students. This Health and Safety Policy reaffirms the University's strong commitment to safety and establishes a uniform system and process to help

individuals and departments meet their health and safety requirements. It is our goal to increase safety awareness and create a culture of safety across campus."

24-7 / 365
REPORT HEALTH OR SAFETY HAZARDS

<p>If there is immediate danger to the health and safety of yourself or others, call</p> <p>NOTRE DAME SECURITY POLICE</p> <p>911 (from a campus phone)</p> <p>574-631-5555 (from a cell phone)</p>	<p>If you believe there is an ongoing or potential hazard that may need attention, or you were involved in a near-miss situation, contact</p> <p>YOUR SUPERVISOR OR DEPARTMENT SAFETY COORDINATOR</p>
<p>If the problem cannot be remedied by a supervisor or a department safety coordinator, or neither is available, contact</p> <p>RISK MANAGEMENT AND SAFETY</p> <p>574-631-5037</p>	<p>If you want your call to remain anonymous, call or contact the</p> <p>NOTRE DAME INTEGRITY LINE 1-800-688-9918</p> <p>or</p> <p>File a report online at https://www.Compliance-HelpLine.com/NotreDame.jsp</p>

Gartner IT research portal now available at ND

BY LENETTE VOTAVA, OIT

The Office of Information Technologies (OIT) has announced that the introduction of the Gartner information technology research portal is now available to all ND faculty, staff and students.

Gartner Inc. is the leading provider of research and analysis on the global information technology industry. This new portal offers free Internet access to Gartner's core research content. You can access the portal with your NetID and password via:

- InsideND—A link is located on the Home tab in the Quick Apps channel, AND as a listing under the My Resources tab.

- ND website via the Central Authentication Service at: **<https://accounts-admin.cc.nd.edu/GartnerLogon>**.

You'll find the latest technology-related research to provide ND faculty, staff and students a convenient way to find valuable research data related to:

- Current IT trends and the exploration of complex real-world issues.
- Infrastructure improvement, technology decisions validation, industry trends analysis and best practices research.
- Insight on current technology trends, IT management, business issues, organizations and strategy, as well as a global perspective on the IT industry.

"With this new Gartner portal, we are providing our faculty, students and staff with access to great research concerning information technology service," said **Ron Kraemer**, vice president for Information Technologies and chief information officer. "My hope is that access to this research will enhance teaching and learning and provide us with knowledge that helps us make informed decisions concerning where we spend our limited technology budgets."

NDFD: There's no such thing as a false alarm

Pay attention—and follow directions

BY CAROL C. BRADLEY, NDWORKS

During a recent tornado warning, some people looked out the window, decided it was nothing, and stayed where they were. That's the wrong choice, says **Acting Fire Chief Timothy Hoepfner**, of the **Notre Dame Fire Department**.

"There is no such thing as a false alarm," he says. "Other than when someone pulls the alarm deliberately."

In this case, no harm was done—but that's not the case in Joplin, Mo., where on May 22, people were slow to react to warnings, and 160 were killed and more than 1,000 injured. If you wait until a tornado touches down, you may not have time to reach safety. So pay attention to those tornado warnings and seek shelter.

What do you need to know to keep safe on campus?

Be aware of shelter procedures in the event of a tornado or weather emergency.

Be mindful of your surroundings. In any space, take a moment to look for an exit (including windows) other than the one you used to enter the room. In an emergency, you may not have

time to find another way out.

Be aware of evacuation procedures.

Have a safety plan in place and designate a muster/meeting location to make sure everyone in your office or work group is accounted for.

In the event of an evacuation, use the closest stairwell. Do not use the elevators unless directed to do so by fire personnel. Close the fire doors behind you as you exit, to prevent the spread of fire.

Disabled people, including those temporarily using crutches, walkers or wheelchairs, should notify the fire department (631-6200) in advance. A notice will also be placed on the alarm panel. Wait at a stairwell for assistance in the event of an evacuation.



In office and workspaces, make sure there is unobstructed access to fire extinguishers and fire exits (which should be clearly identified); keep the fire doors closed. Fire extinguisher training is available on request.

In the event of a small fire, says Hoepfner, "Pull the alarm or call 911 first. Use an extinguisher if you've been trained to use it, but only use one extinguisher—if that doesn't work, or you feel unsafe, leave the building. Don't worry about trying to put the fire out."

And never re-enter the building to retrieve belongings—possessions can be replaced, but people can't, says Hoepfner.

More information about what to do in an emergency is available on the department's website, **ndfd.nd.edu/what-to-do-in-an-emergency/**.

SUMMARY ANNUAL REPORT FOR CERTAIN HEALTH AND WELFARE BENEFIT PLANS OF THE UNIVERSITY OF NOTRE DAME DU LAC

This is a summary of the annual reports of certain employee health and welfare benefit plans maintained for employees of the University of Notre Dame du Lac for the plan year beginning January 1, 2010, and ending December 31, 2010. The plans described in this summary include: the University of Notre Dame Flex Plan (Plan No. 504), the University of Notre Dame du Lac Group Life Insurance Plan (Plan No. 502), the University of Notre Dame du Lac Travel Accident Insurance Plan (Plan No. 505), the University of Notre Dame du Lac Long Term Disability Plan (Plan No. 503), the University of Notre Dame du Lac Long Term Care Plan (Plan No. 511) and the University of Notre Dame du Lac Benefit Plan for Retirees (Plan No. 512). The employer ID number for the sponsor of all of the above plans, the University of Notre Dame du Lac, is 35-0868188. The annual reports have been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

For administrative convenience, this summary covers a number of employee benefit plans maintained by the University of Notre Dame du Lac, including plans that may not apply to you. The fact that you are being provided this summary does not necessarily mean that you are eligible for benefits under all the plans mentioned in this summary.

Insurance Information

The Flex Plan has a contract with:

- Meritain Health to manage the self-funded HMO and PPO plans. A self-funded prescription benefit plan which is managed by Medco Health Solutions, Inc. is also included. The University of Notre Dame du Lac has committed itself to pay all claims incurred under the terms of these plans.
- Great Lakes Delta Insurance Company ("Great Lakes") to pay dental claims incurred under the terms of the plan. The total premiums paid to Great Lakes for the plan year ending December 31, 2010 were \$2,819,782. Because it is an "experience rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total of all benefit claims paid under the experience-rated contract during the plan year was \$2,170,303.
- EyeMed Vision Care ("EyeMed") to pay all vision claims incurred under the terms of the plan. The total premiums paid to EyeMed for the plan year ending December 31, 2010 were \$566,982.

Not all of these contracts will apply to every employee covered under the Flex Plan.

The Group Life Insurance Plan has a contract with:

- Minnesota Life Insurance Company to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2010 were \$1,831,984.

The Travel Accident Insurance Plan has a contract with:

- National Union to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2010 were \$16,838.

The Long Term Disability Plan has a contract with:

- The Life Insurance Company of North America (CIGNA) to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2010 were \$451,510.

The Long Term Care Plan has a contract with:

- Prudential Insurance Company of America to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2010 were \$289,740.

The Benefit Plan for Retirees has a contract with:

- Anthem Insurance Companies, Inc. to pay all retiree medical insurance claims

incurred under the terms of the plan. The total premiums paid for retiree medical for the plan year ending December 31, 2010 were \$1,475,625. Because it is an "experience rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total of all benefit claims paid under the experience-rated contract during the plan year was \$1,295,353.

- Community Insurance Company, dba Anthem Blue Cross and Blue Shield to pay all retiree Medicare prescription claims incurred under the terms of the plan. The total premiums paid for retiree prescriptions for the plan year ending December 31, 2010 were \$1,844,972. Because it is an "experience rated" contract, the premium costs are affected by, among other things, the number and size of claims and the subsidy applied that is approved by the Center for Medicare and Medicaid Services.
- Meritain Health to manage the self-funded HMO and PPO plans. A self-funded prescription benefit plan which is managed by Medco Health Solutions, Inc. is also included. The University of Notre Dame du Lac has committed itself to pay all claims incurred under the terms of these plans.

Your Rights to Additional Information

You have the right to receive a copy of the full annual reports or any part thereof, on request. The item listed below is included in that report:

1. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual reports, or any part thereof, write or call the office of the plan administrator: Vice President Human Resources, University of Notre Dame du Lac, Office of Human Resources, 100 Grace Hall, Notre Dame, Indiana 46556; (574) 631-5900. The charge to cover copying costs will be \$.05 per page for any part thereof.

You also have the legally protected right to examine the annual reports at the main office of the plan administrator: Vice President Human Resources, University of Notre Dame du Lac, Office of Human Resources, 100 Grace Hall, Notre Dame, Indiana 46556; and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the U.S. Department of Labor should be addressed to: Public Disclosure Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20210.



Blue & Gold Blues

featuring
The Oblates of Blues

Monday, Nov. 14
7:30 p.m.

Notre Dame Trivia begins at 10 p.m.

O'Rourke's Public House
Eddy St. Commons
(574) 251-0355

benefiting
United Way of St. Joseph County
Your generous donation at the door
will help those in need in our community

FOOD & DRINK
Specials

40¢
WINGS

\$3.50
GUINNESS,
SMITHWICK'S
AND HARP

SPONSORED BY THE NOTRE DAME UNITED WAY COMMITTEE



SERVICE ANNIVERSARIES

The following employees celebrate significant service anniversaries in October, including 35-year employee **Amy L. Belke**, student activities.



CAROL C. BRADLEY

Belke

20 years

Patricia A. Anderson, Law School career services
Carol A. Brach, Ina E. Kahal and Karen E. Malling, Hesburgh Libraries
Lawrence E. Gay, Integrated Communication Services
Paula A. Mann, Morris Inn
Nancy L. Mitchell, DCL Services

10 years

Kim A. Brumbaugh, Mendoza College of Business
Michael D. Crabtree, Custodial Services
Amy Cyr, Food Services
Kathy L. Dougherty, student activities
Christopher J. Granger, Landscape Services
Catherine A. Laake, Kroc Institute
Jessica A. Monokroussos, Ph.D. in Literature Program
Dwayne E. Moore, Catering by Design
Laura M. Rice and Jennifer L. Yoder, South Dining Hall
Jessica R. Velazquez, Business Operations Service Center
Barbara A. Villarosa, Sustainable Energy Initiative

15 years

Tanya M. Ballman, South Dining Hall
Kenneth N. Garcia, Arts and Letters
Marcia K. Kern, biological sciences
Robert W. Meyer, North Dining Hall
Pamela R. Miller, Customer Support Services
Heather M. Moriconi, development
Christopher C. Schramm, rental properties
Gregory D. Simpson, research

30 years

Ava Bytner, marketing communications
Mary A. Miller, operations and engineering
Donald C. Newsom, Morris Inn
Margaret G. Porter, Hesburgh Libraries

25 years

Barbara J. Cole, Hesburgh Libraries
Ellen M. Gunn and Diana L. Singleton, Custodial Services
Karen L. Jacobs, chemical and biomolecular engineering
Kathleen A. Stopczynski, Central Receiving

NEW EMPLOYEES

The University welcomes the following employees who began work in September:

Bradley D. Aldrich, Michelle A. Mensik, Amanda M. Osborn, and Michael H. Sheffeby, Compton Family Ice Arena
Lonnie Atkinson, art, art history, and design
Megan Bernard and Mary E. Oswald, biological sciences
Lisa Boothroyd, Executive MBA
Ryan M. Brennan, University Relations
Katherine G. Campbell, marketing communications
Nell C. Collins, Romance languages and literatures
Jon R. Crist, Office of Campus Safety
Michael Dunn, enterprise systems
Veronica Dzharfarov, Arts and Letters
Carlos Flores and Carolyn Hardman, development

Regina E. Gesicki, Lauren Kross, Erin Mueller and Lu Ella Webster, Robinson Center
Elisabeth M. Jarzen, anthropology
Barbara Johnston, marketing communications
Kathleen A. Kennedy, Center for Research on Educational Opportunity
Jaron K. Kennel, Hesburgh Libraries
John Paul J. Lichon, Campus Ministry
Silvio A. Mendez, Central Receiving
James A. Parise, chemistry and biochemistry
Robert D. Pfunder, theology
Kathy Phillips, applied computational math and statistics
James Smith, information security
Mark S. Welch, Alumni Association

SUMMARY ANNUAL REPORT FOR CERTAIN RETIREMENT PLANS OF THE UNIVERSITY OF NOTRE DAME DU LAC

This is a summary of the annual reports of certain employee benefit retirement plans maintained for employees of the University of Notre Dame du Lac for the plan year beginning January 1, 2010 and ending December 31, 2010. The plans described in this summary include: the University of Notre Dame Defined Contribution Retirement Plan for Faculty and Administrators, (Plan No. 002) and the University of Notre Dame Supplemental Retirement Account Plan, (Plan No. 004). The employer ID number for the sponsor of the above plans, the University of Notre Dame du Lac, is 35-0868188. The annual reports have been filed with the Employee Benefits Security Administration, U.S. Department of Labor as required under the Employee Retirement Income Security Act of 1974 (ERISA).

For administrative convenience, this summary covers two of the retirement plans maintained by the University of Notre Dame du Lac, including plans that may not apply to you. The fact that you are being provided this summary does not necessarily mean that you are eligible for benefits under the plans mentioned in this summary.

Basic Financial Statement for the University of Notre Dame Defined Contribution Retirement Plan for Faculty and Administrators

Benefits under the plan are provided by custodial accounts and insurance. Plan expenses were \$28,163,617. These expenses included \$7,048 in administrative expenses, \$26,230,911 in benefits paid to participants and beneficiaries, \$1,925,658 paid to insurance carriers for the provision of benefits. A total of 5,157 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$788,568,892 as of December 31, 2010 compared to \$707,771,062 as of January 1, 2010. During the plan year the plan experienced an increase in its net assets of \$80,797,830. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$108,229,371 including employer contributions of \$24,253,223, employee contributions of \$12,859,436, other contributions of \$1,167,117, earnings from

investments of \$69,949,554 and other income of \$41. There were also net transfers to the plan of \$732,076.

The plan has insurance contracts with Metropolitan Life Insurance Company and TIAA-CREF.

Basic Financial Statement for the University of Notre Dame Supplemental Retirement Account Plan

Benefits under the plan are provided by custodial accounts and insurance. Plan expenses were \$4,218,931. These expenses included \$1,001 in administrative expenses and \$4,215,621 in benefits paid to participants and beneficiaries, and \$2,309 in other expenses. A total of 8,556 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$136,354,454 as of December 31, 2010 compared to \$116,550,223 as of January 1, 2010. During the plan year the plan experienced an increase in its net assets of \$19,804,231. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the

value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$24,641,971 including employee contributions of \$10,295,112, other contributions of \$836,671, and earnings from investments of \$13,510,188. There were also net transfers from the plan of \$618,809.

The plan has insurance contracts with Metropolitan Life Insurance Company and TIAA-CREF.

Your Rights to Additional Information

You have the right to receive a copy of the full annual reports, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Insurance information including sales commissions paid by insurance carriers; and
5. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which a plan participates.

To obtain a copy of the full annual reports, or any part thereof, write or call the office of the plan administrator: Vice President Human Resources, University of Notre Dame du Lac, Office of

Human Resources, 100 Grace Hall, Notre Dame, Indiana 46556; (574) 631-5900. The charge to cover copying costs will be \$.05 per page.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual reports at the main office of the plan administrator: Vice President Human Resources, University of Notre Dame du Lac, Office of Human Resources, 100 Grace Hall, Notre Dame, Indiana 46556; and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20210.



NOTRE DAME BAND

The University of Notre Dame Band is the oldest collegiate band in continuous existence in the United States. The band was founded in 1846, 41 years before Notre Dame's first football game against Michigan in 1887.

Membership in the band is open to all students, undergraduate and graduate, from Notre Dame, Saint Mary's College and Holy Cross College. Students receive no scholarships, and are awarded no grades or academic credit. Of the average 380 students participating in band, only 3 percent are music majors.

The director and five assistant directors develop concepts for band performances as much as five years in advance; they write and arrange the music for each performance, the parts for each instrument and the choreography. The band is one of the few in the country that updates its performance each week.

Administrative staffers, with the support of a dedicated staff of student workers, manage operations for the equivalent of a small army, making travel and catering arrangements; fitting, collecting and cleaning band uniforms; and coordinating duplication and distribution of music.

The Notre Dame Band was recently announced as the 2011 recipient of the prestigious Sudler Trophy, presented by the John Philip Sousa Foundation, recognizing "collegiate marching bands of particular excellence that have made outstanding contributions to the American Way of Life." It's the first such award for a private college, and the first for a Catholic university.

Recognized with the Presidential Team Irish award, the Notre Dame Band Team epitomizes the University's core values of teamwork, integrity, accountability, leadership in mission, and leadership in excellence.

Team members: Larry Dwyer, Ken Dye, Donelle Flick, Liz McIntyre, Matt Merten, Emmett O'Leary, Alison Redar, Rene Rosas, Sam Sanchez, Alexis Valdez
In memoriam: Tina Durski, 1960-2011



COURSE INSTRUCTOR FEEDBACK TEAM

For more than a year, the Course Instructor Feedback team has admirably tackled a complex project that supports both excellence in the classroom and the advancement of our faculty.

This cross-functional team has successfully developed a custom online system that collects more than 50,000 surveys per semester with information about 1,500 instructors and 2,500 instructor/course combinations.

The team then analyzes the data, generating reports that help instructors improve their impact on students and serve as an important component of the University's tenure and promotion process. A semester's worth of reporting includes about 1.5 million data points and produces about 12,000 reports. The efforts of this team have been extraordinary in terms of skill and commitment to quality and excellence.

Recognized with the Presidential Team Irish award, the Course Instructor Feedback team epitomizes the University's core values of teamwork, integrity, accountability, leadership in mission, and leadership in excellence.

Team members from the Office of Strategic Planning & Institutional Research and the Office of Information Technologies include: Jonathan Arp, David Bailey, Cyndi Belmarez, Ginger Chrapliwy, Chris Corrente, Brian Egendoerfer, Mark Guntz, Erin Hoffmann Harding, Catherine Kubitschek, Kristen Morin, Sherry Morrill, Eva Nance, Sharif Nijim, Shirley Olson, Julie Pawlak, Adam Pierson, Katie Rose, Brandy Rypma, Tim Wilson

Notre Dame astrophysicist invited to Nobel Prize award ceremony

Wrote the team's first paper

BY MARISSA GEBHARD
AND GENE STOWE

Notre Dame astrophysicist **Peter Garnavich** has been invited to the Nobel Prize Award Ceremony in Stockholm, Sweden, on Dec. 10 when Nobel Laureates Brian Schmidt, Adam Riess and Saul Perlmutter will receive the 2011 Nobel Prize in Physics for the discovery of the accelerating expansion of the universe through observations of distant supernovae.

Garnavich, who wrote the team's first paper that included supernovae data from the Hubble telescope, was a part of the High-Z Supernova Search Team led by Schmidt.

Riess was a member of the same team, and Perlmutter was the leader of the rival Supernova Cosmology Project. The researchers demonstrated in the late 1990s that the expansion of the universe is accelerating, leading to the now-standard understanding of dark energy in the universe. The High-Z Supernova Search Team, which was composed of about 20 members, in 1994 was led by Schmidt and was looking for very distant



Garnavich in the Digital Visualization Theater, Jordan Hall.

supernovae.

"We were trying to measure the density of matter, which we thought was the only thing in the universe," he said. "Researchers at the time were studying whether the universe would

continue to expand or whether it would slow and eventually collapse. The first paper didn't have enough supernovae to detect acceleration, but did show the universe would not ever recollapse."

By the time Riess wrote the second paper in 1998, the group had gathered sufficient data, including more supernovae data from the Hubble, to show that the universe's expansion is accelerating.

"This is a big surprise," Garnavich said. "It requires something that Einstein had postulated, the cosmological constant, but then discarded after it was discovered that the universe is expanding. Now we call it dark energy because we don't know what it is."

The group went on to study what dark energy might be, and Garnavich led a paper that constrained the variety of possible models that might produce the acceleration. Since then, researchers have cataloged hundreds of supernovae with ground-based telescopes and hope to collect significantly more data with space-based equipment to pursue understanding of dark energy.

The awarding of a Nobel Prize only 13 years after the discovery indicates the significance of the work, Garnavich said.

"It was one of biggest discoveries in the last 50 years," he said. "It really did change the view of the universe. It has become kind of a standard model now to have matter in the universe dominated by some kind of dark energy. That's not something people considered very likely just 20 years ago."