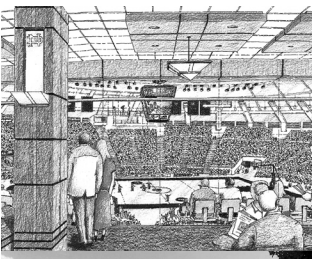


## IN THE WORKS



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## 'Year of action' outlined at Town Hall meetings

By Gail Hinchion Mancini

*Editor's Note: Further Town Hall information is on page 2*

Some years are for listening and thinking about the future, some years are for planning. In contrast, John Affleck-Graves called the current year "the year of action" in Town Hall meetings presentations Tuesday and Wednesday.

The second annual gathering of staff and administrators provided Affleck-Graves, executive vice president; Provost Tom Burish, and President Rev. John I. Jenkins, C.S.C., an opportunity to review the state of the University and outline upcoming plans.

Affleck-Graves' division sponsored the employee satisfaction survey ND Voice, and part of his presentation elaborated on steps taken since the survey results were presented last spring.

Among questions the survey brought to the surface was whether University wages are competitive with other organizations. "Let me stress, we are fully committed to paying competitive wages," Affleck-Graves said. "We constantly benchmark all our positions on campus."

He added that he has asked the Office of Human Resources to undertake a major study to analyze the current market and to "ensure that we remain

competitive." A 2004 survey showed salaries were above market, he said.

A second wage issue involves how the University aligns pay with performance. ND Voice revealed, as Affleck-Graves said, "We do not do an adequate job of addressing poor performance. We do a poor job of recognizing exceptional performance." Statistics on recent employee raises indicate improvement in that area already: 7 percent of staff and administrators received a better than 5 percent increase; 6 percent received a smaller than 2 percent increase, he said.

This "year of action" includes action plans based on the findings of ND Voice. University-wide, Affleck-Graves said, a performance management system has been rolled out for exempt employees, and one is being prepared for non-exempt employees. "At the end of the day, this is the most important thing we can do," he said.

A new Presidential Team Irish Award program has been launched to give very public recognition to employee teams whose achievements uphold the goals and core values of the University. (See related story, page 4.)

Affleck-Graves, Burish, and Father Jenkins had just returned from LeMans, France, where they had joined last weekend's beatification ceremonies for Blessed Rev. Basil Moreau, C.S.C., founder of the Order of Holy Cross, whose members founded and continue to serve Notre Dame.

Rested despite the challenge, Father Jenkins portrayed himself as refreshed by the ceremonies. The beatification Mass itself attracted 7,000

who converged from five continents, and it included a direct descendent of Rev. Edward Sorin, C.S.C., Notre Dame's founder.

Explaining the experience, Father Jenkins said, "It was a sense of discovering my roots, Notre Dame's roots."

With the international presence, he added, "I felt part of a worldwide network. This sense of origins came home strongly to me. What so impressed me: It all had its source in the dedication, hard work, and goodness of one man, one life, who saw the needs of people and wanted to respond, who wanted to serve them."

Father Moreau also espoused the importance of developing and nurturing a community that supports one another. "Each of us is called to carry forth that work in our lives," he said.

How that can be done here is spelled out in the five goals and five core values that Father Jenkins meticulously outlined at last year's Town Hall meeting and that he reiterated this year. The repetition, Affleck-Graves added, is warranted: "They're timeless. Everyone has to understand them. They're not going to change, nor are the core values."

Three goals address the University's aspirations: to offer unsurpassed undergraduate education, become a premier research university, and ensure that the University's Catholic character informs all its endeavors. Two operational goals support the first three: create a sustainable culture of continuous improvement, innovation, and overall service; and communicate the University's story strategically to both internal and external audiences.

The five core values inform how we do our jobs: with integrity, accountability, working as a team, demonstrating leadership in excellence, and leadership in mission.



John Affleck-Graves discusses several points of progress in what he calls "the year of action" during a Town Hall meeting Tuesday night. Provost Tom Burish and President Rev. John I. Jenkins, C.S.C., also briefed members of the faculty and staff on the state of the University. *ND Works staff photo.*

## New performance arts chief makes a dramatic entrance

By Julie Hail Flory

Anna Thompson's journey to Notre Dame started, quite literally, with a bang... or, actually, two.

While driving to South Bend from Minnesota on separate trips this summer, she experienced a pair of blown tires—the first while coming out to look for a new home, and the second while coming back for good in July. The second was particularly scary—a semi up ahead lost its load, which is usually bad enough, but this truck happened to be carrying (are you ready for this?) saw blades. Yes, saw blades, which came raining down on the interstate, leaving Thompson and other travelers in the midst of a sheet metal downpour.

"Maybe we shouldn't be going to Notre Dame," she recalls thinking at that point. "But we survived it all, and it could have been much worse. It's amazing no one was injured. There must have been a little divine intervention."

Not too surprising, considering her destination. And it only seems appropriate that she should arrive in dramatic fashion, given she's the

person tapped to direct Notre Dame's flourishing enterprise in the performing arts.

Fresh off a nine-year stint as executive director for fine arts programming at the College of Saint Benedict and St. John's University in Saint Joseph and Collegeville, Minn., Thompson has settled in nicely since landing on campus.

"Wonderful hospitality, amazing campus and staff, and a beautiful facility, so I'm really enjoying it," she says of her first two months on the job as the Judd and Mary Lou Leighton Director of Performing Arts.

"I was in love with the space before I ever walked in the door," she says, referring to the 151,000-square-foot facility she now leads. "The acoustics in the Leighton Concert Hall are amazing and the Decio Theatre has the most beautiful sightlines. You have the intimacy of a small theater with the stage house space of a large Broadway house."

She also is quite smitten with the building's three other performance spaces—the Philbin Studio Theatre, Reyes Organ and Choral Hall, and the THX-certified Browning Cinema, which she calls "the best cheap date in town," since you can get a two-dollar

popcorn and pop and see a great art film.

Coming back to South Bend is "like coming home" to Thompson. She raised her family in Indianapolis for 16 years and grew up in a small town near Kalamazoo, Mich., where she began her career as a band teacher for fifth- through 12th-graders. Other career stops have taken her to the Indianapolis Museum of Art and Butler University. There, she created the entire education program, curated and administered all arts education programs, and established the university's first distance-learning program for national touring Broadway productions.

Looking ahead, Thompson has big plans for Notre Dame's performing arts initiative.

"Next season is our fifth season, and by the time we finish next year, I'd like to have five new commissioned works with Notre Dame's name on them that will be touring. And I'd like to see that continue for the next five years," she says, adding, "I'd like us to be known for supporting artists and for the creation of new works of art, whether it be theater or music or dance, as well as for our collaborations across campus, within the classroom.



Anna Thompson, Judd and Mary Lou Leighton Director of Performing Arts, looks to a day when the University presents programming specifically commissioned for Notre Dame. *Photo by Patrick Ryan.*

Not just the arts classroom, which is a logical connection, but history, theology, law, even biology."

Biology and the performing arts? Absolutely, if you ask Thompson, who believes the sky's the limit when it comes to interesting opportunities for new partnerships. As long as they sky isn't filled with, say, saw blades.

"Oh, it wouldn't be any fun if you didn't have a few surprises thrown in," she says with a smile.

# Town Hall in brief...

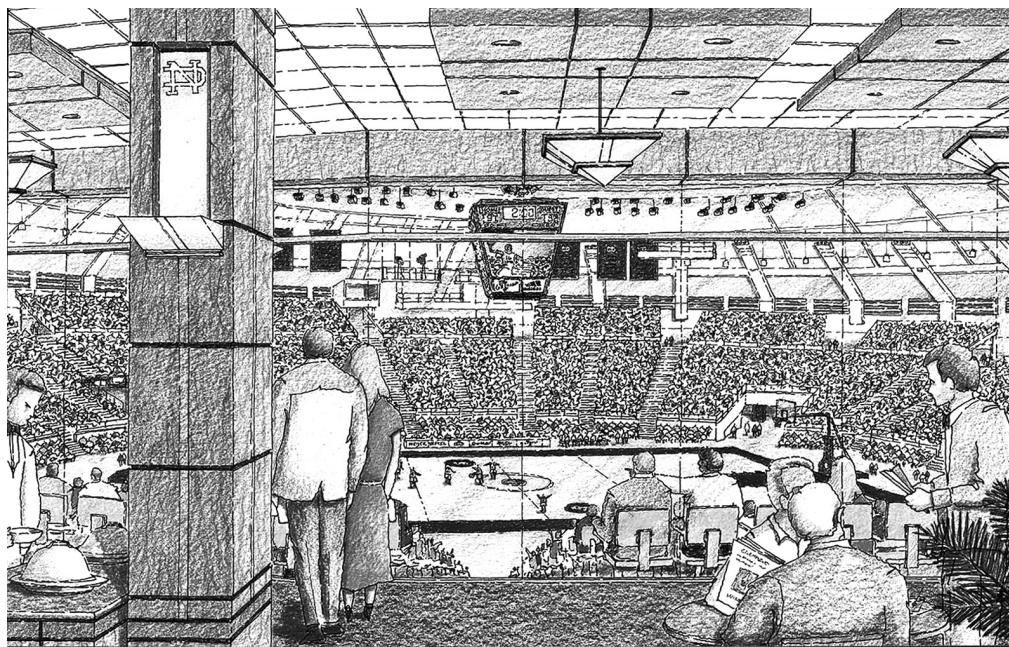
## More groundbreakings

The old post office has been razed and the new Law School addition under construction along Notre Dame Avenue is expected to be completed by late 2008, said John Affleck-Graves, executive vice president. Late this year, the University Club will come down, and construction will begin on a new engineering facility to be known as Stinson Remick Hall. Its completion is expected in late 2009. The other new building, Geddes Hall, will be constructed on the site of the Center for Social Concerns and will house both the CSC and the Institute for Church Life, now located in Hesburgh Library. CSC staff members will be temporarily housed in the old security building during construction. As academic buildings such as the law and engineering buildings open, other space will become available to enhance faculty research facilities, said Provost Tom Burish.

## What's an Innovation Park?

There is no definitive timetable, but there is great hope that an ongoing

planning effort will lead to development of a research park or, as it will be known at Notre Dame, an Innovation Park, Burish said. Imagine a building or series of buildings that provide office space for faculty and students who want to advance their research discoveries—a new cancer-fighting drug, or a device for removing greenhouse gases from the atmosphere—into marketable products. The Innovation Park would provide the space to incubate the business partnerships that would bring such products to fruition. The proposed site is south of Edison Road between the planned Eddy Street Commons development and State Road 23.



The Joyce Center Arena will look something like this after renovations, which are expected to be next academic year. *Images provided.*

## More a destination than a building

As a result of a private gift and an allocation from the Indiana General Assembly, a new cancer center will be built adjacent to the Indiana University School of Medicine-South Bend building. And grants from the Gates Foundation, one for \$20 million, are underwriting research to cure infectious diseases in impoverished nations. "These dollars and others we're receiving in this area will make Notre Dame a preeminent place to study global health, not just in South Bend or Indiana, but in parts all over the world," Burish said. Seeking research preeminence is the mission of the Strategic Academic Planning Committee (SAPC), a committee of about a dozen researchers and scholars who will help identify innovative projects that will attract further funding and strengthen our research profile.

## Not yet on the drawing board...

In answer to audience questions, Affleck-Graves said no plans are in motion to build a new information technologies building, and none have been carved out to eliminate Stepan Center, despite its leaky roof. The University's master plan does call for a new student activities center to be constructed just east of Stepan Center; it will be a donor-sponsored project. Funding also is being sought for Hesburgh library renovations.

## On training

In each of the three sessions, participants asked for further details about employee training. Affleck-Graves noted that the new performance management system is designed so that an employee's supervisor can identify areas where an individual might need training. But the system also allows the employee to identify areas he or she might want to explore. Affleck-Graves also called for more cross-departmental and divisional cooperation. That itself would allow individual employees to expand their skill sets and improve their chances for promotion.



Geddes Hall, the proposed new home for the Institute for Church Life and Center for Social Concerns, will be constructed on the site of the current Center for Social Concerns.

# ACE, Carnegie foundation align on future of Catholic education

By Gail Hinchion Mancini

The Alliance for Catholic Education (ACE) is aligning with one of the nation's most influential foundations on teaching excellence for a conference later this month billed as "a national conversation on Catholic education."

The conference is being cohosted by ACE and the Carnegie Foundation for the Advancement of Teaching. It is the first of a series of dialogues that will assemble 45 deans, administrators and faculty from Catholic and secular education programs who share the common conviction that Catholic school teaching should be a specific field. Representatives from a number of philanthropic organizations also will attend.

Carnegie Foundation Chair Lee Shulman's keynote speech is to address that very topic: "What is a field, and why is it important to develop a robust field of Catholic education?" The conference takes place in Palo Alto, Calif., Sept. 27-28.

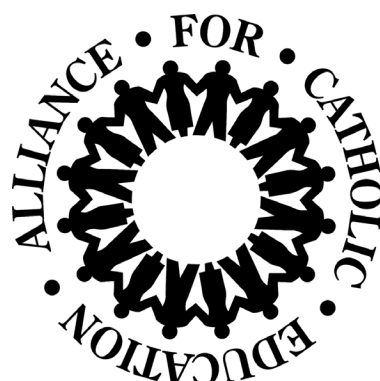
The two-day discussion will focus on how to build momentum and strengthen the field of Catholic education, says John Staud, ACE director. Central to the question is determining what higher education can do to benefit Catholic schools.

The education field has long been established as a secular field; even Catholic colleges and universities tend to follow the prescribed curricula for teacher preparation. Catholic school teachers have the additional mission of faith formation, and the ideal of community is deeply engrained in the religion, Staud explains. Besides determining how to professionalize these ideals, a specific field of education also would address delivering and measuring instructional issues.

Finally, Staud says, the discussion will explore how Catholic schools, which frequently struggle to attract resources and receive little public funding, can garner the resources to support program excellence.

These issues will be examined in subsequent conferences. One on formation for teachers and leaders will take place at Loyola University in Chicago; a second, enhancing scholarship and academic quality, is to be hosted by Boston College. Notre Dame will host the third, on stewardship and acquiring resources.

The partnership with Carnegie is significant and helpful, given the foundation's commitment to instructional excellence on multiple fronts, including grade and high school, medical school, and seminary instruction. Staud adds that non-Catholic educators acknowledge that Catholic schools have and continue to make important societal and cultural contributions. "This is a



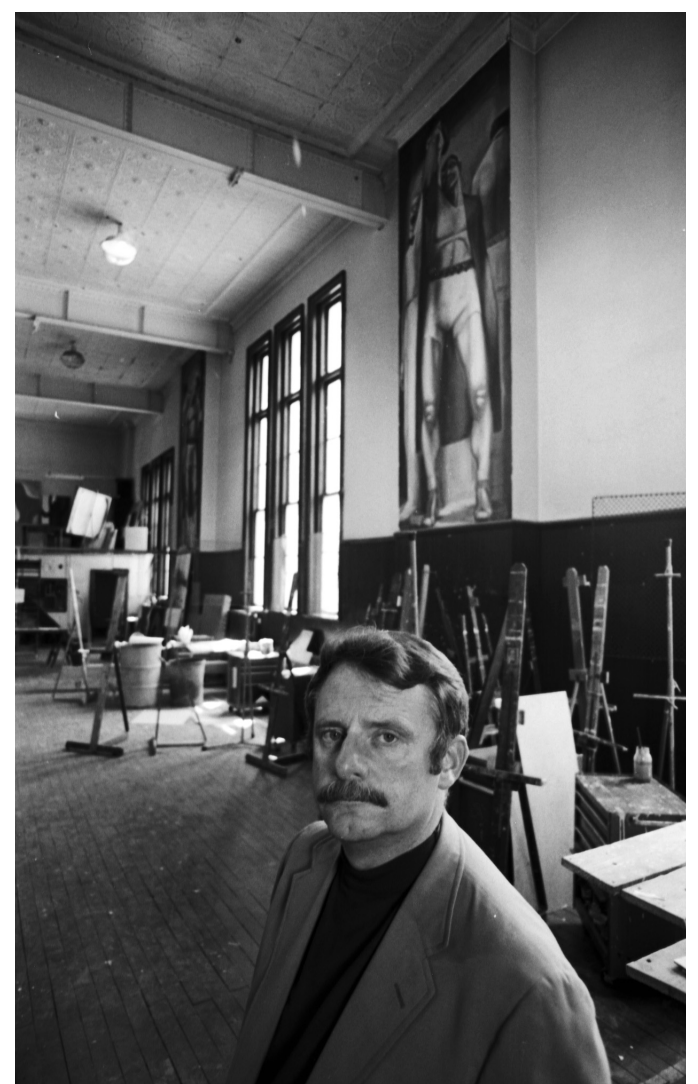
broader concern than just sectarian," he says.

Since the inception of ACE 14 years ago, Notre Dame has signaled a determination to bolster the teaching ranks of Catholic schools, particularly impoverished ones. Step by step, the ACE program has grown to include a master's degree program in leadership, English as a New Language certificate program, a Catholic education publishing arm, and in-school support programs that provide onsite instructional and leadership coaching, and sociological research on best practices.

In 1999, ACE and Notre Dame were instrumental in bringing together colleges and universities interested in starting or strengthening teacher service programs like ACE. That group founded the University Consortium for Catholic Education, whose 15 participants place more than 400 teachers a year in under-resourced Catholic and parochial schools across the country.

The upcoming conferences also build on a major report on the future of Catholic education presented last year to the United States Conference of Catholic Bishops. Its recommendations were forged by a committee organized by Notre Dame President Rev. John I. Jenkins, C.S.C., and guided by ACE founder Rev. Timothy Scully, C.S.C.

## FROM THE ARCHIVES



As an art professor, Robert A. Leader's contributions included stained glass windows that can be seen in the chapel of Sorin Hall. The studio he poses in this 1971 picture is in the old athletic field house, which stood between the library and LaFortune student center. The art department inherited the space when the Joyce Center opened. It was subsequently razed; art studio space now is in Riley Hall. *Photograph provided by Elizabeth Hogan*

## Exercising on the job

By Carol C. Bradley

Custodial supervisor Dawn Bell now bikes to worksites around campus, thanks to a new program developed by Building Services. Previously, unclaimed bicycles accumulated by Security Services were simply held for the annual Old2Gold sale at the end of the year. Why not use them in the meantime?

"We have to get around campus a lot," says Harry Storms, interim director of Building Services. "It contributes to employee wellness, helps the environment, and makes parking easier. Several supervisors are using them."

Bike-riding employees are fitted with approved bike helmets. "They're the same ones the security officers wear," Storms says. The bicycles will be contributed to Old2Gold at the end of the year, and "new" ones collected and refurbished.

Bell, who works out every day at RecSports or Rockne Memorial, enjoys riding a bike as she goes about her duties. "It helps," she says. "Exercise is exercise. And I can get around campus easier. It would be nice to see more bikes on campus."

**For Your Health explores programs that promote health and well-being and the people whose lives have been enriched by them.**



Custodial services supervisor Dawn Bell gets exercise, helps the environment and reduces parking pressure by biking to work sites around campus. **Photos by Carol C. Bradley.**

## FYI

### Vendor fair

Procurement Services' annual **Vendor Fair** will take place from 10 a.m. to 2 p.m. Wednesday, Oct. 3 in the Joyce Center Fieldhouse. More than 70 vendors will be represented, and samples, giveaways, and refreshments will be provided throughout the day. Register to win one of two iPod Nanos.

### Dance, music and theater at the performing arts center

**The Takács Quartet** will perform music of Hayden, Janacek, and Brahms at 7:30 p.m. Thursday, Oct. 4 in the Leighton Concert Hall. Tickets are \$24 for faculty, staff, and seniors; \$15 for students.

At 7:30 p.m. Thursday, Oct. 11, **The 5 Browns**—five brothers and sisters who are Julliard-trained concert pianists—will perform in the Leighton Concert Hall. Tickets are \$30 for faculty, staff, and seniors; \$15 for students.

**Pilobolus Dance Theatre** brings the troupe's gravity-defying choreography to the Decio Mainstage Theatre in two performances, 7:30 p.m. Tuesday, Oct. 9 and Wednesday, Oct. 10. Tickets are \$38 for faculty, staff, and seniors; \$15 for students.

Also at the performing arts center, the Department of Music's **Craig Cramer** continues his presentation of the complete organ works of Dieterich Buxtehude with the seventh recital in the series, 8 p.m. Tuesday, October 2 in the Reyes Organ and Choral Hall. Tickets are \$8 for faculty and staff, \$6 for seniors, and \$3 for students.

**Schola Musicorum** will perform Gregorian chant from medieval manuscripts in two performances, 8:30 p.m. and 9:30 p.m. Wednesday, Oct. 10 in the Reyes Organ and Choral Hall. Tickets are \$3 for faculty, staff, seniors, and students.

## Notre Dame Forum

By Carol C. Bradley

Twelve million undocumented workers reside in the United States. Should the government ignore, help or deport them...or offer them a pathway to citizenship?

A distinguished panel of experts will discuss issues related to immigration in the third annual Notre Dame Forum, 3 p.m. to 5 p.m. Monday, Oct. 8 in the Joyce Center Arena. Classes will be cancelled so that all students and faculty may attend.

Panelists include Roger Cardinal Mahony, the Archbishop of Los Angeles; Sen. Melquiades Rafael "Mel" Martinez, (R-Florida); Janet Napolitano, governor of Arizona, and Louis J. Barletta, mayor of Hazleton, Pa.

Ray Suarez Jr., senior correspondent with PBS's "The NewsHour with Jim Lehrer," will serve as moderator.

A number of events are being held on campus in conjunction with the forum:

**"Cosmopolitanism: Gender, Race, Class, and the Quest for Global Justice,"** a day-long conference sponsored by the Gender Studies Program, begins at 9 a.m. Friday, Sept. 28. Keynote speakers are Kwame Anthony Appiah and Martha Nussbaum. Visit [nd.edu/~gender/](http://nd.edu/~gender/) for more information.

The Keough-Naughton Institute for Irish Studies conference, **"Race and Immigration in the New Ireland,"** will take place Sunday, Oct. 14 through Wednesday, Oct. 17. Mary Robinson, former president of Ireland and UN High Commissioner for Human Rights, will deliver the keynote address. For information or to register, visit [nd.edu/~irishstu/](http://nd.edu/~irishstu/).

Films in the **"Migration, Documented"** series, sponsored by the Institute for Latino Studies, will be screened at 7 p.m. on Wednesdays in Room 126, DeBartolo Hall. Upcoming films include **"H-2 Worker,"** Sept. 19; **"Life and Debt,"** Sept. 26; **"Snakeheads: The Chinese Mafia and the New Slave Trade,"** Oct. 3; and **"My American Girls: A Dominican Story,"** Oct. 10.

Upcoming films in the **WORLDVIEW Film Series**, which will be screened in the Browning Cinema, DeBartolo Center for the Performing Arts, include **"El Norte"** at 7 and 10:30 p.m. Thursday, Sept. 27. Director Gregory Nava is scheduled to be present. **"From a Silk Cocoon"** will be shown at 7 and 10 p.m. Saturday, Sept. 29. Filmmaker



At the Notre Dame Forum Monday, Oct. 8, veteran PBS broadcaster Ray Suarez will moderate a panel whose members have varying views on the subject of immigration. **Photo courtesy PBS/The NewsHour with Jim Lehrer.**

Leandro Firmino da Hora will be present for the screenings of his films **"City of God,"** 7 p.m. and **"City of Men,"** 10 p.m. on Thursday, Oct. 4.

The Notre Dame Legal Aid Clinic, along with the Keough-Naughton Institute of Irish Studies, is sponsoring a showing of the Irish romance musical **"Once"** at 7 and 10 p.m. Friday, Oct. 12 and 7 p.m. Sunday, Oct. 14 in the Browning Cinema. Before the 7 p.m. showing on Oct. 12, the 13-minute film **"You Ming is Ainn Dam"** will be screened. Between the showings, Judy Fox, associate clinical professor of law, will lead a discussion.

As part of the ongoing **"Immigration: A Notre Dame Perspective"** film series, **"In America"** will be screened at 4 p.m. Sunday, Oct. 14 in the Browning Cinema.

Tickets for films at the Browning are \$5 for faculty and staff, \$4 for seniors, and \$3 for students. To purchase tickets, visit [performingarts.nd.edu](http://performingarts.nd.edu) or call the box office, 631-2800.

A juried photographic exhibition, **"Images of Immigrant Communities,"** will be on display at the Institute for Latino Studies Galeria América, 230 McKenna Hall from Oct. 11 through Oct. 24. The gallery is open Monday through Friday from 9 a.m. to 5 p.m. A reception will be held from 4:30 p.m. to 6 p.m. Thursday, Oct. 11.

Other forum-related events continue through the fall and spring. For updates, visit the Forum Web page, [forum.nd.edu/](http://forum.nd.edu/). Links include an online course on immigration, a reading list, volunteer and service opportunities, and a chance to tell your family's story.

Thursday, Oct. 11. Director Rajko Grlic is scheduled to be present. The Center for Social Concerns Solidarity Film Series continues with **"American Idealist: The Story of Sargent Shriver,"** 7 and 10 p.m. Thursday, Oct. 8.

Upcoming **PAC Classic 100** films include **"Jules and Jim,"** 7 and 10 p.m. Friday, Sept. 28, and **"The Graduate,"** 3 p.m. Saturday, Oct. 6. Other scheduled films include **"We in Cinema,"** 7 p.m. Friday, Oct. 5; **"No End in Sight,"** 7 and 10 p.m. Saturday, Oct. 6; and **"Once,"** 7 and 10 p.m. Friday, Oct. 12 and 7 p.m. Sunday, Oct. 14.

Tickets are \$5 for faculty and staff, \$4 for seniors, and \$3 for students. To purchase or reserve tickets, visit [performingarts.nd.edu](http://performingarts.nd.edu) or call the box office at 631-2800.

### Novelist, poets read at Reckers

The Creative Writing Program presents **Angela Hur**, 2005 Nicholas Sparks Prize winner, reading from her newly published novel "The Queens of K-Town" at 7:30 p.m. Wednesday, Sept. 26. Award-winning poets **Noah Eli Gordon** and **Joshua Marie Wilkinson** will read from their collaborative work "Figures for a Darkroom Voice" at 8 p.m. Tuesday, Oct. 9. Both programs take place in the Hospitality Room, Reckers, South Dining Hall.

### Flu shots planned

Pending the timely arrival of flu vaccine, the University's annual flu shot program will take place Tuesday, Oct. 9 through Thursday, Oct. 11 from 9 a.m. to 4 p.m. in the Joyce Center Concourse.

## 'Sweet' United Way campaign begins

By Carol C. Bradley

South Bend Chocolate Company has signed on as a key partner in this year's United Way campaign.

The campus campaign begins Monday, Sept. 24. Chocolate Company owner Mark Turner is providing a Notre Dame chocolate bar to everyone who pledges or donates to the campaign.

A \$300 South Bend Chocolate Company gift basket also is one of several incentive prizes, as are two round-trip airline tickets to anywhere in the United States, an iPod, dinner for two at the Morris Inn and, most coveted, two specially reserved parking spaces for a year.

Employees and employee groups can also engage in friendly competition and raise money for United Way at the second annual Strikes and Spares bowling fundraiser, Oct. 26 through 28 at

the Strikes and Spares Entertainment Center, 5419 Grape Rd., Mishawaka.

Last year's United Way campaign raised almost \$306,600, an increase of more than \$60,000 from 2005.

Those donations supported 61 programs offered through 26 agencies, including Catholic Charities, the Salvation Army, the American Red Cross, and La Case de Amistad.

Employees can designate their pledges to a specific funding priority (a complete list of local recipients is available at [uwsjc.org/whowehelp/agencies/](http://uwsjc.org/whowehelp/agencies/)). They also may choose to designate 5 percent of their total pledge or donation for the Employee Compassion Fund, a fund for employees with emergency or catastrophic needs. Since the fund was established last year, more than \$7,000 has been raised and several employees helped.

United Way assigns grants to local agencies that support basic

needs such as food, shelter or emergency financial assistance; offer life management instruction such as personal finance or literacy; and support stable homes and relationships (conflict resolution, domestic and sexual abuse, and high-risk health behaviors). Agencies providing these programs offer a continuum of care that moves individuals toward self-sufficiency.

To experience United Way programs first-hand, the Office of Human Resources is offering lunchtime "Care-A-Van" tours of several local United Way agencies, with lunch provided. The tours are planned for the week of fall break, Oct. 20-28. Sign on by contacting Dee Dee Sterling at 631-9927.

For more information and a complete list of prizes and United Way events, visit [hr.nd.edu/United%20Way/United%20Way%20Web.shtml](http://hr.nd.edu/United%20Way/United%20Way%20Web.shtml).

## The nuts and bolts of campus beauty

By Gail Hinchion Mancini

They do beauty, but it takes brawn, persistence and a sense of perfection. The winners of the Presidential Team Irish Award are the crews of Landscape Services and Athletic Grounds. Between them, every blade of grass, every tree, every athletic field boundary line is cared for with tender, loving care.

On the landscaping side, the 33-member team is responsible for the inspired beauty of the University's bucolic setting. Timing is everything; meaning flower bed changes often are timed to important University events



Members of the Team Irish award-winning landscape services crew number 30 members ruddy from a summer of planting, weeding and mowing. They are from left, row one: Cheryl Thompson, Matt Brazo, Tammy Bergl, Terron Phillips and Brian Anders. Row two, from left, Jane Lewinski, Jane Nielson, Patrick McCauslin, and Danny Williams. Row three, from left, Dennis Payne, Ron Spitaels, Chris Granger, Bill Willard and Bill Thistlethwaite. Row four, from left, Jason Pope, Ron Gurk, Jeremy Ware, Jason Storms and Bill Horvath. Row five, from left, John Rehms, Mike Spice and Eric Schramm. Row six, from left, Tracy Dipert, Jeff Cambrin, Bill Klein and Tracy Grove. Back row, from left, Scott Clark, Annie Pugh, Gary Herr, Ron Rosander Jr., Jeff Coates and John Mackowicz. **Photos by Matt Cashore.**

such as Commencement. Leading up to the beginning of the academic year, persistent rainstorms washed out any logical mowing schedule.

This also is the group that heads out in the dead of night during winter to sweep away signs of snowfall on our sidewalks, roads and parking lots.

These winners of the Team Irish Award say they know by the great equipment the department receives that they are appreciated. Speedy trimmers and tractor-size riding mowers are just part of their tools. Having planted about 630 new trees last summer, they much appreciate their Bobcats and fork lifts.

Part of the reason the former Juniper Road looks like it never existed is the flora and fauna planted around new walkways. In spring, the crew expects to landscape a major new park area, University Commons, which will be laid out at the edge of campus near the new Eddy Street Commons.

Members of the stadium crews plant flowers, too. And grass—by the playing field. This group of 14 oversees all the athletic fields, including varsity practice and the intramural fields. Those goal lines and yard markers that fans see on the field of Notre Dame Stadium are applied the morning of each home game by Yul Hubbard. "You only get one chance," says the steady-handed expert.

The team replaces broken bleacher



John Strickland is at the front of an Athletic Grounds team that includes, left behind Strickland: Robert Thomas and Jeff Duval. In line behind Thomas are Dan Brazo, Jerome Whitaker, Tom Boykins and Jimmy Zannino (in white hat). Immediately behind Duval are, from right: Steve Gibson, Joe Keultjes and Yul Hubbard. The back row includes Sean Bryant, at left in a t-shirt, Dennis Dixon and Thomas Gammage.

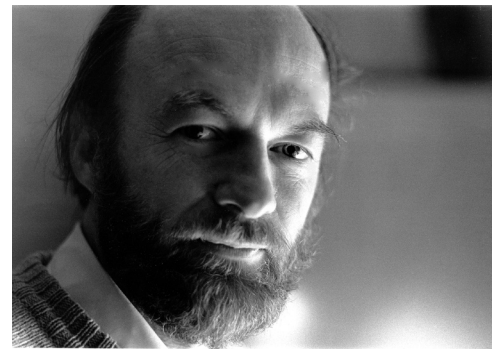
seats and garbage cans, both of which fans seem able to spirit away. The rest of the time they battle grub worm, dollar spot and summer patch, plus the abuse of cleats, athletic collisions and fan invasions. Periodically, fields are replaced in their entirety—the football field will probably be cut out and replaced after this season, says Dan Brazo, department manager.

The members of the stadium grounds crew say they seek perfection of the University's playing fields on behalf of Notre Dame's student athletes.

Football Saturday finds them near the north goal post. But for the Michigan State game Saturday, Sept. 22, they and the Landscape Services staff will be acknowledged at the 20-yard line, the very line they arranged to paint that morning.

## DISTINCTIONS

The University congratulates the following employees, who celebrated significant employment anniversaries this month, including Rev. John Dunne, C.S.C., O'Brien Professor of Theology, who has been on the faculty for 50 years. Also celebrating anniversaries are:



Rev. John Dunne, C.S.C.

### 40 years

**Cornelius F. Delaney**, philosophy

**Kwan S. Kim and James J. Rakowski**, economics and policy studies

**Albert E. Miller**, chemical and biomolecular engineering

**Thomas A. Werge**, English

**Thomas L. Whitman**, psychology

### 35 years

**Peri E. Arnold**, political science

**Alexander J. Hahn**, mathematics

**Thomas Nowak**, chemistry and biochemistry

**Thomas J. Schlereth**, American studies

**James L. Wittenbach**, accountancy

### 30 years

**Mary R. Cowsert**, law library

**Stephen E. Gersh**, Medieval Institute

**Julia F. Knight**, mathematics

**James J. Kolata**, physics

**Robert A. Krieg**, theology

**William A. McKinney**, business process advisory services

**Marvin J. Miller**, chemistry and biochemistry

**William D. Nichols**, dean's office, Mendoza College of Business

**David N. Ricchiute**, accountancy

**William D. Solomon**, philosophy

**John H. Van Engen**, history

### 25 years

**Adele M. Almaguer**, Moreau Seminary

**David M. Betson, David F. Ruccio and Jennifer Warlick**, economics and policy studies

**Michael C. Brownstein**, East Asian languages and literatures

**Noreen Dean-Moran**, English

**Jo Ann Della Neva and Maria R. Olivera-Williams**, romance languages and literatures

**Michael R. DePaul and Thomas P. Flint**, philosophy

**Nasir Ghiaseddin**, management

**Richard L. Gray**, art, art history and design

**Eugene W. Halton**, sociology

**Yih-Fang Huang**, electrical engineering

**Patricia L. Kelley**, library

**Khalil F. Matta**, management

**Scott E. Maxwell**, psychology

**Clark Power**, Program of Liberal Studies

**J.K. Rigby**, civil engineering and geological sciences

**Gail L. Walton**, campus ministry

**Ting-Kin D. Yeh**, Mendoza information technology

### 20 years

**Dorothy J. Anderson and Lawrence S. Cunningham**, theology

**Darlene L. Borlik**, athletic compliance

**Lisa M. Cunningham**, South Dining Hall

**Warren N. Kubitschek**, Center for Research on Educational Opportunity

**Karen F. Lanser**, library

**Lisa K. Phillips**, risk management and safety

**Stephen N. Smorin**, mail distribution

**Horn Tor**, North Dining Hall

### 15 years

**Kathleen A. Carr**, South Dining Hall

**John H. Engel**, research and sponsored programs accounting

**Daniel A. Handley**, custodial services

**Cathy S. Martsof and Sharon Wagner**, St. Michael's Laundry

**Rosanne Molenda**, financial aid

**Anita M. Stratton**, dean's office, First year of Studies

**Rebecca Wajszczuk**, health services

**Heidi J. Williams**, Snite Museum

### 10 years

**Donald Crafton**, music

**Matthew E. Fulcher**, dean's office, Mendoza College of Business

**Trang K. Hoang, Janice A. Kolberg, Maurice Scott, and Dawn A. Young**, custodial services

**Scott J. Kirner**, enterprise systems

**Bart D. Loeb**, customer support services

**James E. McDonald, C.S.C.**, president's office

**Akio Mori and Thomas G. Streit, C.S.C.**, biological sciences

**Arenda J. Murray**, South Dining Hall

**Michael S. Rafferty**, educational technologies

**Lana M. Taylor**, golf course administration

**Diannah R. Thibault**, St. Michael's Laundry

## WHAT SHE DOES



Patti Hayden has worked for the mail distribution center since 1994. What does she enjoy most about her job? "The people," she says. "I enjoy meeting different people all day, not staying in one place." **Photo by Carol C. Bradley.**