

NID Works

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Do Christians give like Scrooge?

BY KATIE SPENCER

A survey of financial giving among American Christians found them to be frugal if not downright stingy, the average giving less than 3 percent of their annual income to church

or charity.

The subject is explored by Christian Smith, Michael Emerson and Patricia Snell in the book "Passing the Plate: Why American Christians Don't Give Away More Money," published by Oxford University Press.

"The main idea is that American Christians don't give anywhere near

financially what their traditions teach they ought to," says Smith, Kenan Professor of Sociology and director of the Center for the Study of Religion and Society. "As a consequence, Christian organizations, activities and programs are nowhere near as funded as they could, and arguably, should be."

He said many churches, ministries,

missions and programs are just barely getting by, rather than operating robustly.

The findings reflect the giving habits of Catholics and Protestants across the financial spectrum. In fact, the more Christians make, the lower percentage of their income they tend to give, says Snell, who is on staff at the Center for the Study of Religion and Society and a graduate student of sociology.

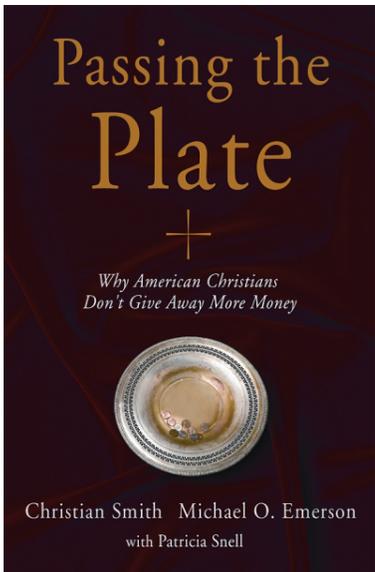
According to the book, more than one of every 13 Catholics who regularly attend Mass give away no money to any cause, religious or otherwise, representing the highest rate of non-giving among Christians.

Reasons for low levels of giving are complicated, Smith says, ranging from the influence of consumer culture, to how giving is addressed in parishes, to individual issues of faith and commitment.

The authors calculated that if all committed American Christians gave a 10 percent tithe on after-tax income, the additional money would total \$46 billion annually. Pondering how this hypothetical money could be spent, they calculated it could sponsor 20 million needy children, pay down the mortgages of 500 Christian middle and high schools, and cover the immediate needs of all 6.5 million refugees in Africa, Asia, and the Middle East.

Smith says he hopes the current economic situation will cause people to rethink their financial giving habits. "The worst case though, is that people just get completely focused on their own financial needs and even more ignore the question about giving," he said.

Snell says she thinks the approaching holidays can be for some a time of increased generosity, but for others the budget is stretched by travel expenses and gifts for friends and family. She says she would encourage people to "not think of your friends and family as so specific. Giving to nonprofit is part of the way you give to better society."



Oxford University Press



Collaborators Christian Smith and graduate student Patricia Snell hope already low giving levels to churches don't decline during current economic troubles.

Guest lecturer, redefined

BY GAIL HINCHION MANCINI

In mid-September, when the comedian and former Seinfeld writer Pat Hazell came to campus, he gave one-man shows on the Decio Mainstage theater of the DeBartolo Performing Arts Center (DPAC). He also met with seminarians and homiletics students in the Master of Divinity program, students who themselves will one day face audiences, albeit from a church pulpit.

Hazell made these dual contributions as the first of several artist and performance groups the center has engaged this year as artists-in-residence. Whereas previous visiting artists may have taught a master class to students advanced in their fields, this year's roster promises six individuals or groups ready to

share their creativity over one-week residencies. Six other artists will participate in briefer residencies.

Margot Borger, the center's director of guest services and University outreach director,

who matches these visitors with interested groups on campus and off, encourages the University community to embrace this opportunity as creatively as the homiletic students did.

According to seminarian Kevin Grove, who booked time with Hazell on the urging of his classmates, an encounter with a visiting artist can have lasting value. "His presentation is something the students have continued to speak about and think about, both in retreats and in class."

Homiletics is a course that helps students master the art of preaching

and, for lay ministers, presentations on a life of faith.

"Hazell urged us to look at and examine the routine and ordinary parts of daily life and notice how humanity may be present in them," says Grove. "Humor is a specific way of getting across that message."

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Margot Borger challenges faculty and staff to take advantage of the performing arts center's growing artist-in-residence program.



Pat Hazell describes how he uses humor to make a point while addressing seminarians and homiletic students. Hazell served a week-long artist in residency in September.

A call to service that hits them where they live

BY CAROL C. BRADLEY

In the late 1980s, they were student and professor.

Today Bill Purcell, associate director of the Center for Social Concerns, and Don Sniegowski, emeritus professor of English, are part of a dedicated group working for the betterment of the Northeast neighborhood—the area just south of campus.

Judging from the spacious new homes under construction on Notre Dame Avenue, and the beginnings of the new commercial and residential area known as Eddy Street Commons, the neighborhood's march toward gentrification seems well under way.

But true insiders like Purcell and Sniegowski see a more variegated landscape.

Purcell serves as president of the Northeast Neighborhood Council (NENC), which operates the Northeast Neighborhood Center at 803 N. Notre

Dame Ave., the oldest continuously operating neighborhood association in South Bend. Sniegowski volunteers in the center's food pantry, as does Bill Berry, emeritus professor of electrical engineering.

Through the center, residents have been involved with the planning of Eddy Street Commons from the earliest stages. As a result of citizen input, the project will include such amenities as civic open space and bicycle paths.

The center, particularly in the food

bank, also is where volunteers see the stresses of an economic downswing. The pantry, which in the past served 12 to 14 families per week, currently is struggling to serve nearly 100 families weekly.

This model, of the able assisting “those families who struggle along the way” is very much a part of Purcell's vision for the neighborhood. “I get joy in knowing we are all working together as a community by participating in a civic way to create a healthy, friendly neighborhood. I personally gain confidence, through the volunteerism, in the possibility of building a better community.”

New families with young children are a growing presence. But Sniegowski and Purcell represent a stable and invested presence that complements the impact of newcomers.

Sniegowski and his wife, Barbara, bought their first home on St. Vincent Street in the neighborhood in 1970. Built in 1916 by a family with close ties to Knute Rockne and his children, it was a little piece of South Bend and Notre Dame history. The neighborhood was marred by student bars, trash and litter problems. But the Sniegowskis wanted to raise their children in a diverse neighborhood.

In 2005, when it was time to move into a smaller house, they considered their options—a condo, another house, an apartment. They realized, he says, “that to move away would leave us a little bit empty.” So they stayed, and built a new home on North St. Peter Street. “We see ourselves as a stepping stone between the big houses and the smaller houses,” he says.

The Sniegowskis then sold the house to Purcell, who had moved back to Notre Dame with his wife, Angie. The young couple wanted to live in the neighborhood where Purcell had been actively involved as a community organizer through the years of his undergraduate and graduate education at Notre Dame.

“My hope is that in 10 years people see the Northeast Neighborhood as one of the best communities to live in because of its diversity in income, age, ethnicity and opinions,” says Purcell, including in his wish list improved schools that attract even more residents.

Also on his mind are improved University-city relationships.

“The neighborhood is the front door to the University,” Purcell says. “We hope the new development occurring will make the relations between students and the community smoother over time.”



Carol C. Bradley

Bill Purcell, pictured with his daughter Olivia, hopes the Northeast Neighborhood will become one of the most desirable in the city. At right, retired English professor Don Sniegowski helps out at the Northeast Neighborhood Center's food pantry.



Taking an active role in his community

BY CAROL C. BRADLEY

When people hear that Mike McCauslin has two full-time jobs—assistant director of risk management and safety, and mayor of Niles, Mich.—the first question they ask is how he does it. The second question is why he'd want to.

But McCauslin, who's lived in Niles for 26 years, feels it's important to be involved in his community. He started out serving on the zoning board, and later became chairman. When an opening came up on the city council, he got his name on the ballot and was elected. After eight years as a city council member, he was encouraged to run for mayor. Now in his third term, he's been mayor for nine years.

What makes it possible for him to manage both jobs is the unusual structure of Niles city government. The mayor and city council set policy, but Niles has a full-time, non-partisan city administrator. The council is also non-partisan, “which eliminates the Democrat-Republican squabbles a lot of cities have,” McCauslin says. “When you eliminate that, they only thing left is the issues.”

Being mayor, he says, has made him a better employee for the University. “And working for the University has helped me to be a good mayor. Each position demands certain skills—both technical and people skills.”

Working in risk management, McCauslin handles property insurance, claims investigation, worker's compensation and emergency preparedness issues.

As mayor, he manages a general budget of \$6 million and a utilities budget of \$32 million. Citizens come to him with complaints and concerns. The general needs of the city have to be met, such as plowing roads in winter and repairing roads in summer, while staying within the budget. “Which is becoming very challenging,” he says.

McCauslin is also involved in planning the city's future needs for improvements and infrastructure, as well as encouraging and promoting new and existing businesses. “We make it easy for businesses to locate and thrive,” he says.

And his efforts have paid off—for the second year, Niles—a city of 13,000—made the Forbes list of top 100 business-friendly communities for a city of its size.

It's a challenge fitting it all in. In addition to regular city council and committee meetings, he conducts city business in the evenings and on weekends. His children kid him that in their lifetimes, they've never seen him on a Monday—that's council and committee meeting night.

But McCauslin feels community involvement is important. It's something he learned from his father, a long-time school board member. And it's one of the ideals of the University, he notes, to participate in an activity that benefits the community outside campus.

“I've always believed in giving back,” he says. “I believe you should be part of the solution, not part of the problem. If you're not willing to work and do things to improve the community, you can't sit on the sidelines and complain about it.”



Carol C. Bradley

In addition to his job as assistant director of risk management and safety, Mike McCauslin is in his third term as mayor of Niles, Mich.

Special collections 'stack up'

BY GAIL HINCHION MANCINI

If your institution's goal is to have one of the great research libraries, it's not enough to have millions and millions of print and electronic volumes covering a multitude of topics. It is also important to be a destination, a place that draws researchers from around the world who cannot resist the richness and depth of a certain collection.

A recent study of some of Notre Dame's strongest collections indicates the University has made impressive progress in creating research destinations. Building these collections has brought to the forefront the value of special collection librarians with passion, says Gay Dannelly, associate director for resources and collection services. And the activity has emphasized the important role that donors play, adds Katharina Blackstead, who heads the libraries' advancement effort.

The growing importance of the University's distinguished collections was established in a recently completed benchmarking study that focused on the quality of seven areas of strength for the libraries and the University's academic programs. The seven areas include traditional subjects—Catholic studies, medieval theology, church history and monasticism, theology or modern philosophy. Other collections reflect more a recent emphasis, such as Irish studies or Uruguayan literature.

The libraries staff was able to benchmark the quality of those collections against those at other great U.S. research libraries on a title-by-title basis, in part because the library profession has developed widely shared electronic databases, explains Scott Van Jacob, head of collection development, who coordinated the study.

Deciding which titles to compare, over what time period, and against which other university's collections represented a challenge. Each specialty librarian identified the strongest competition against which to be measured. When you're asking yourself whether your collection in a certain area is as good as Princeton's, it's important that Princeton matters in the first place. The staff really dug into which collections were the gold standard, and asked, “Are we there yet?” explains Van Jacob.

The comparisons indicate that Notre Dame's collections in Catholic Church history, U.S. Catholicism and sociology related to Catholicism are unparalleled, and theology and medieval literature collections are a mighty force. Less traditional efforts, such as Irish Studies, are as strong as you can find in the United States or Canada. Uruguayan literature is snapping at the heels of collections held by Harvard, Princeton and Yale.

The benchmarking study verifies that librarians are making acquisitions with intelligent purpose that support both the libraries' aspirations and the aspirations of academic departments, which want to build collections that support faculty research and contribute positively to the faculty recruitment process, Dannelly explains.

These collections of opportunity, as she calls them, often begin when faculty interest and generosity intersect. The University's oldest special collections began this way. For example, the Zahm collection ranks among the top Dante collections in North America. It was purchased by Rev. John Zahm, C.S.C., in 1904 and later donated to the University.

Special collections can improve most rapidly when they have the support of donors who are as passionate about advancing the cause as are the faculty and librarians themselves.

“This is where the ‘bene’ in benefactor comes in,” says Blackstead, noting the meaning of the Latin word is “for the good.” The libraries have numerous funds named after specific donors. The profile of these benefactors is an always fascinating blend of love of Notre Dame and fascination with the human condition, sometimes coupled with a longtime personal interest, be it in the history of the Southern United States and the Civil War, or the expression of Latin Americans through their literature.

Benefactors also have been instrumental in helping the Mendoza College of Business library collection gain depth, Blackstead says.

In all cases, these librarians fulfill the charge of enhancing the collection piece by piece, as well as having an eye on a major collection—like Zahm's collection of Dante pieces—that can provide the libraries with a quantum leap.

Research on tiny zebrafish may one day help cure blindness



Carol C. Bradley



About 100,000 zebrafish are kept in tanks in biologist David Hyde's research laboratory in the basement of the Galvin Life Science building. Hyde's research with the fish may one day lead to a cure for many types of blindness in humans. Tiny zebrafish, a species of minnow native to India, have a remarkable ability to regenerate damaged or dead neurons in the eye.

BY CAROL C. BRADLEY

Biologist David R. Hyde recalls one of his fifth-grade science projects in which he explored how much people depend on vision to put the things they hear into proper context.

Today, Hyde's research still centers on vision as the Rev. Howard J. Kenna C.S.C., Memorial Director of the Center for Zebrafish Research. His research on the inch-long zebrafish—*Danio rerio*, a popular, freshwater aquarium fish native to India—may eventually lead to a cure for blindness and other ailments in humans.

The zebrafish research project is the result of a fortuitous discovery about 10 years ago, Hyde says. His research group wanted to make fish go blind, with the hope of understanding how blindness occurs. The neurons in the eyes of fish could be destroyed with bright light—the way looking at the sun can permanently damage human retinas. "But we found with zebrafish, the neurons would also regenerate." The discovery has profound implications

for research into human disease caused by neuron loss—including Parkinson's disease, Alzheimer's, macular degeneration and diabetic retinopathy. Some of the diseases have genetic components, Hyde says, and some are environmental—but the end result is that neurons lose their ability to function.

The zebrafish research facility, located in the Galvin Life Science building, holds around 100,000 zebrafish. In zebrafish, when neurons are killed, the cells regenerate. In humans, the neurons start to regenerate and then stop, Hyde says. The ultimate goal of the center and its resident 100,000 zebrafish is to identify the key steps in zebrafish neuron regeneration, with the goal of inducing such regeneration in humans.

"You can see the potential ramifications of this work affecting large numbers of people throughout the world," Hyde says. "Instead of treating them with drugs that reduce or delay the onset of symptoms, we could develop a therapy that could function as a complete cure—that's the real goal of the work."

Recalling that his elementary school science projects got him excited about science, Hyde has been instrumental in bringing zebrafish research to local schoolchildren.

Through the BioEYES program—an educational outreach program facilitated by Notre Dame Extended Research Community

(NDeRC), students at various grade levels participate in a one-week study of zebrafish genetics.

Zebrafish with the species' typical pattern of blue horizontal stripes are crossed with albino fish, and the offspring observed. "It's simple Mendelian genetics, but with fish instead of pictures of pea plants," Hyde says.

What makes the project exciting for young people is that the fish eggs develop outside the mother, making the process easy to observe. And the embryos are transparent, so children can watch as the eyes and brain develop, and the vascular system begins to pump blood.

"For kids, it's extremely interesting to see all this happen," Hyde says. And the fish develop rapidly, which makes the process even more exciting to observe. Within 48 hours of the eggs being fertilized, he says, "you can see an eye appear, the heart develop. It's so rapid, it keeps their interest."

Just as community outreach is important, so too is undergraduate research, Hyde emphasizes—the lab typically has 20 to 25 undergraduates doing research with zebrafish.

"Many will end up going to medical school," Hyde says. His students' understanding of regenerative biology, he adds, may eventually produce the cutting-edge research needed to make his zebrafish discoveries applicable to curing human disease.

More than just a firefighter

BY SHANNON CHAPLA

After serving as interim chief since June, William Farhat has been appointed chief of the University Fire Department and assistant director of Notre Dame's Department of Risk Management and Safety.

Farhat came to Notre Dame as an on-call firefighter in 2006 and has served as assistant chief since 2007. He replaces John Antonucci, who was Notre Dame's fire chief for 14 years.

"Bill was selected because of his excellent leadership and management skills, as well as his progressive vision for the fire department's future," said Robert Zerr, director of risk

management and safety.

Bringing 19 years of public safety experience to his new position, Farhat's service includes law enforcement, as well as fire and emergency medical service. He is certified as a firefighter and investigator, police officer, paramedic, hazardous materials technician, confined space technician and as a diver. His training also includes weapons of mass destruction responder operations, juvenile fire-setter intervention and child death investigation.

"I hope to be able to build on the department's proud history of service by enhancing public education, expanding fire department training and striving to be a leader in campus fire safety," Farhat said.

Previously, Farhat served as a road patrol deputy, fire investigator and hazardous materials response team member for the Berrien County Sheriff's Department. He also worked for the Chikaming Township Police and Fire Departments in Harbert, Mich. There, he divided his time as a police officer and paramedic for the township's ambulance service and, at the same time, served as a battalion chief for the fire department. He remains a paid, on-call firefighter for Chikaming Township.

Farhat was graduated from Siena Heights University in Adrian, Mich., and the Law Enforcement Academy at Arapahoe Community College in Littleton, Colo., where he also served as a police officer and paramedic.



Gail Hinchion Mancini

New fire chief William Farhat is a former police officer and paramedic whose rescue training has touched on underwater rescue and dealing with weapons of mass destruction.

Phasing in new e-mail, calendaring systems

BY JAMES COPE

A new e-mail system is being introduced to faculty and staff in administrative offices throughout campus. Early users attest the system is faster and more effective.

The change introduces Microsoft's Exchange Server and sets a higher bar for e-mail functionality and reliability than the central system it replaces, says Katie Rose, program manager for enterprise initiatives. "The change (to Exchange central e-mail) is seamless to staff and faculty users, and they still can use their favorite desktop e-mail applications, including Eudora," Rose says. As the central server in the University data center, Exchange works in conjunction with any e-mail program, including the popular Eudora and Outlook.

Frances Shavers, chief of staff and special assistant to the president, notes, "The transition went smoothly here. It (Exchange) gives us the capacity to communicate more quickly and effectively than before." The staff of the Investment Office and the Mendoza College of Business also reported smooth transitions.

The all-campus e-mail transition is occurring nightly, as OIT engineers, division and department managers and IT staffs migrate e-mail accounts on a rolling basis. All faculty and staff are expected to be using Exchange by Christmas. To smooth the process, OIT is working closely with departments to notify individual users before and after their e-mail is moved to Exchange.

According to Rose, some 600

e-mail users had been moved over to the new system as of Nov. 10. "We will double that over the next few days, after which the number migrated will increase exponentially as we head toward Christmas break," she says.

David Yeh, IT director for business school information technology, says a big bonus of the move to Exchange is a new and more robust Webmail employing Outlook Web Access (owa.nd.edu). It includes task, note, address book and calendaring features. "Everyone who uses it finds that it's very fast." Yeh also likes that contact names and information now can reside on the Exchange servers instead of taking up space on the computer user's local hard drive.

The Investment Office staff is particularly pleased with Exchange's integration with smart phones such as iPhones and Blackberries, says David Ludwig, Investment Office director of IT and analytics.

Yeh and Ludwig say they also appreciate the quadrupling of e-mail storage—1 gigabyte for Exchange compared to 250 megabytes on the soon-to-be-old e-mail system.

On Jan. 7, users of CorporateTime will switch their calendaring program to Exchange. It will allow users of Windows Outlook collaboration program to manage and share calendars, tasks and notes. Macintosh users will enjoy similar features through Apple's Entourage 2008.

All computer users with Internet access will be able to use Outlook Web Access (owa.nd.edu) when it replaces Notre Dame's current Webmail. Visit oit.nd.edu/exchange for further information.

Athletics enliven and touch lives in innumerable ways, as these profiles show. How black student-athletes have enriched the Notre Dame story for 60 years is the focus of a year-long celebration planned by the Monogram Club and athletic department.

Years and years of success now remembered

BY GAIL HINCHION MANCINI

Former Irish running back Reggie Brooks had tried his fortunes with the pros, and then returned to work at Notre Dame information technologies. At home one night, Brooks, now manager of the Monogram Club and football alumni relations, turned on an ESPN celebration of Black History Month and learned, for the first time, that the first African American football player at Notre Dame was Wayne Edmonds.

Harold Swanagan waited even longer to learn about Edmonds. The 2001-02 basketball co-captain played professional hoops in Europe, then returned to Notre Dame to work in the athletics department's Student Welfare and Development office. Last summer, he and his colleague Charmelle Green joined Brooks on a committee to plan Celebrating Over 60 Years Success-- Black Student-Athletes at Notre Dame. "The accomplishments of Edmonds were unknown to me until I joined the committee," Swanagan says.

Along with former Irish baseball standout and professional baseball player Allen Greene, who works with the development and fundraising arm of the athletics department, this cadre of former black collegiate athletes-turned-staff is relishing the opportunity not just to set the record straight about their powerful predecessors, but to set the record, period.

Each is aware that this celebration, in some quarters, raises the question, "Why do black athletes need to be recognized as a group? Isn't it enough to be recognized as Notre Dame athletes?" The question doesn't affect their belief in the value and importance of this celebration.

Heroes and traditions

When the summer Olympics were gearing up in Beijing, the athletics department issued information about the nine athletes with current or former ties to Notre Dame who were competing in the Beijing games.

"We recognize all successes, including that of women, national champions and Olympians," says Allen Greene. "We do this to acknowledge and promote student-athlete achievements."

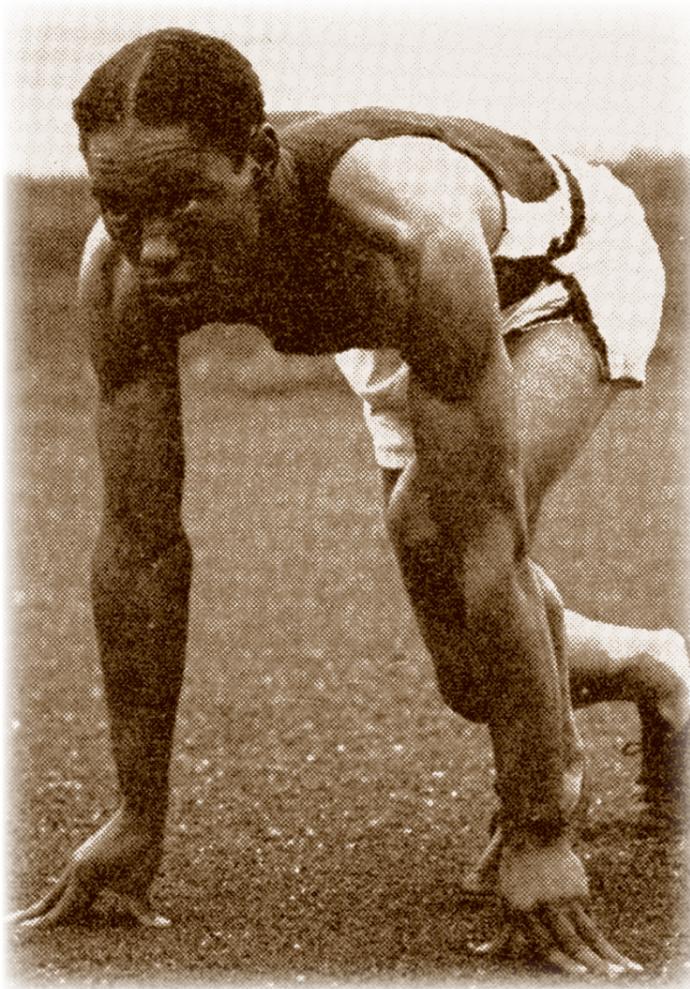
Notre Dame's firm traditions are made, in part, by reveling in its history. Consider the University's attention last year to the beatification of Rev. Basil Moreau, C.S.C., as a means of reinforcing the University's legacy.

As a staff member who works in athletics fundraising, Greene knows that respecting tradition is part of engaging alums. "It's imperative to get people involved, to bring alumni back to the campus so they feel part of the family." Acknowledging and celebrating subgroups is an important part of that effort, he says.

Anyone who got caught up in Michael Phelps fever last summer understands the powerful impact a sports hero can have on building traditions and loyalty. Harold Swanagan's memory of meeting basketball legend Austin Carr reinforces why the University would want to take every opportunity to link its current and future student-athletes with its former standouts.

Carr played basketball for three years in the late 1960s and early 1970s, and some of his NCAA records have yet to fall. In his final two years here, he became one of only two collegiate players to make more than 1,000 points a season. An inductee to the College Basketball Hall of Fame in 2007, Carr shared the spotlight with Kareem Abdul-Jabbar.

"He was one of my favorite



Photos provided by Carol Copley, Athletic Department.

The contributions of the late Frazier Thompson, above, the first black inductee to the Monogram Club, and the first black football player, Wayne Edmonds, were remembered at the San Diego State home football game. Edmonds and Thompson's son kicked off a year-long celebration of black athletes with a flag-raising ceremony.

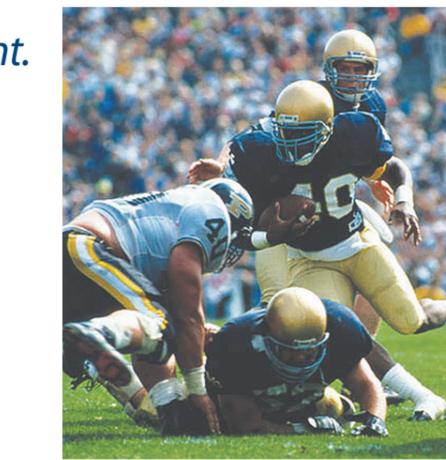
basketball players. He was a great player," says Swanagan. Seemingly nothing Santa ever brought matched the thrill he felt when "I had the opportunity to meet him."

And it matters, Swanagan says, that Carr had a successful career in the NBA and continues his success in the boardroom. "When you meet someone who is similar to you in so many ways, you see a glimpse of what your future can hold."

The Expectation Gap

In the athletics department, Swanagan and Charmelle Green, a notable collegiate softball player and former coach, undertake activities to support the development of student-athletes' character. They know firsthand, "role modeling is important," Swanagan says.

Yet the role of the black student-athlete is so much less clear than others. "Because of the lack of diversity at the University, black



student-athletes experience the feeling of being less a part of the Notre Dame family than other students," says Charmelle Green.

If he were alive today, Frazier Thompson, track standout from the class of 1947, could speak to this. President Emeritus Rev. Theodore M. Hesburgh, C.S.C., recently recounted for the Wall Street Journal that Thompson was admitted as a World War II naval recruit on the assumption he was white. The track star was not just the first black athlete and first black inducted to the Monogram Club; he was the first black Notre Dame student—by accident.

When Greene, Brooks and Swanagan matriculated here some

50 years ago, the campus would only, not others' attitudes, gap," she says around and who saw ot

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On life and mourning

GAIL HINCHION MANCINI

The passing of Rev. James Riehle, C.S.C., on Oct. 29 was reverently noted during his wake and funeral. But to hear Father Riehle eulogized with a more familiar eloquence, you had to be in Legends, at the big round table near the kitchen.

This table accommodates what may be the oldest regular luncheon crowd the campus has ever served. Standing (or seated) members such as Jim O'Rourke, O'Neil Director of the Fanning Center Business Communication, and Lefty Smith, Loftus Sports Center facilities manager and former Notre Dame hockey coach, illustrate the group's unusual blend of athletic and academic interests

Daily since 1968, says O'Rourke, its members have been holding forth

"on subjects of great importance with carefully honed opinion as their principle weapon." Membership seems revoked only by illness and death, and that's how Father Riehle's seat became vacant.

Celebrating his passing, each member told a favorite Father Riehle story. O'Rourke recalled approaching Father Riehle as an undergraduate with a complaint. Father Riehle wouldn't solve his problem. But either as a consolation prize, or because he needed a job done, the then dean of students gave O'Rourke a different assignment. "He opened his drawer, took out his keys, put them in front of me and said 'I need to you go to the airport,'" O'Rourke recalls. "Some Ross woman" was flying in and needed a ride. It turned out The Supremes were performing on campus that night, and O'Rourke became a chauffer to their star, Diana Ross. She climbed in the back seat of the sedan and never said a word.

New members come on board at the invitation of a current member, but women were never allowed, per Father Riehle's influence. In 2005, a member invited South Bend Tribune reporter Margaret Fosmoe to attend a lunch and write about the group. Father Riehle served her with a cold shoulder and the audible comment "what is she doing here!"

Regardless, this is a place where men can get in touch with their feminine sides. Family ups and downs are reviewed and additions are commemorated with the passing of baby pictures, O'Rourke says. The empathetic bond these members hold is so complete that when retired engineering professor Ray Brach's wife passed one morning, he still came to lunch.

O'Rourke has built the Mendoza College of Business's communications program, and he makes a convincing case about the effectiveness of this group as both a support system and information pipeline.

"It's clear to me the most important advances come from the intersection of unrelated disciplines." That describes this group.

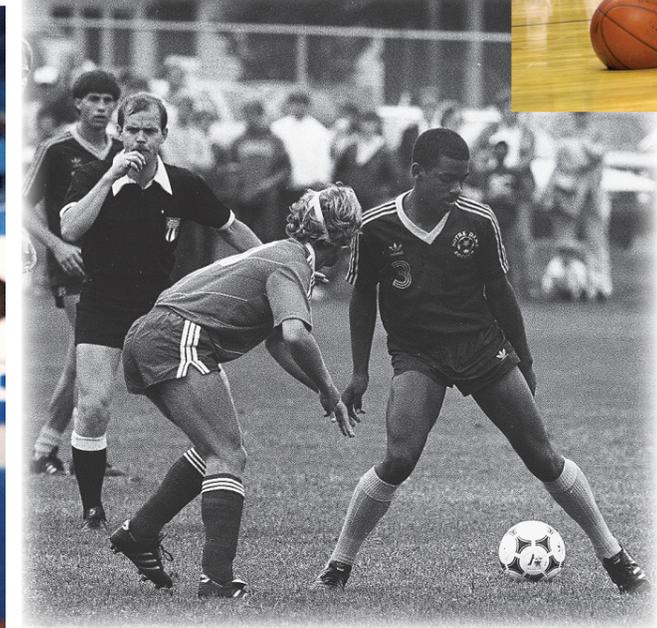
"People come to the table to bring perspective." The end results are the kind of "nuggets," he says, that aren't necessarily served on a plate.



South Bend Tribune

The late Rev. James Riehle, C.S.C., and the late city council member Roland Kelly are captured in this 2005 South Bend Tribune photograph and story about a long-running lunch club.

Reggie Brooks, below, and Harold Swanagan, in gold at right, had professional careers in their respective sports before returning to work for the Athletic Department.



1980s Irish soccer standout Marvin Lett, above, is joining Allen Greene, left, and Charmelle Green, seen base-coaching Irish softball, in organizing a celebration of black athletes. Lett, an attorney, is a member of the Monogram Club board.



Cappy Gagnon attended his first Notre Dame football games as a student in the 1960s. As coordinator of stadium personnel and special event security, today he holds the keys to the stadium.



Carol C. Bradley

ers later, each harbored a on expectation: Notre Dame be a four-year experience ot the lifelong experience take for granted. Partly, their le was influenced by “a racial days Greene. “When I walked d campus, when I was in class, hen I was in my dorm, I rarely hers who looked like me.”

it wasn't just who they saw et, it was how they were ved. Charmelle Green often rages student-athletes to d discuss the experience that re stereotyped. Black athletes e facing assumptions that they Notre Dame only because r sports prowess, not their ed gifts as students and es. “Black student-athletes say ways have to be ‘on.’ They e constant challenge to prove ey belong at Notre Dame,” ys.

en Greene amplifies the “If you're a black male g around campus, you're med to be an athlete,” reene, who described estions-type exchanges tudents and University ers about which of the “black ype” sports he played: ill, basketball or track? rrectly guessed he played all.

agine, then, being Marvin black soccer player in the 80s.

apping Plan A

agine Lett, indeed. Lett ed the soccer team's student- e award and was named a U.S. rement Academy Scholastic merican. He graduated with onors in government and ational relations, and then ed Harvard Law.

Between stints at major metropolitan law firms, Lett has taught law at Howard University. He counts among his professional highlights an amicus brief he cowrote in University of Michigan affirmative action cases argued before the U.S. Supreme Court. A member of the Monogram Club board, his enthusiasm for this celebration suggests he also will consider it an important achievement.

Allowing current student-athletes to connect with former greats like Lett and Carr, the celebration will provide an opportunity for today's students to get excited about life after Notre Dame and after athletics.

“Most athletes who excel in sports think of professional athletics as Plan A. But rarely do people have the opportunity to make professional athletics a career,” Greene says. “Professional sports really should be Plan B. Life after sports should be Plan A.”

A great story now told

Wayne Edmonds, the first black Notre Dame football player, had a Plan A.

In 1956, Edmonds was selected in the ninth round of the NFL draft. The Pittsburgh Steelers wanted to sign him.

Instead, he went on to graduate school at the University of Pittsburgh and later became the dean of students at the School of Social Work at Pittsburgh.

It's an impressive story that future athletes won't have to wait as long as Brooks and Swanagan to hear.

Still living the life of a student

BY CAROL C. BRADLEY

Russell “Cappy” Gagnon wears caps in his dual jobs as manager of special event security for Notre Dame Security Police and coordinator of stadium personnel for the Athletic Department.

But his nickname is actually older than he is—his father was a U.S. Army captain stationed at Fort Bragg, N.C., and even before he was born everyone called him Cappy—“the little captain.”

Most of Gagnon's life seems to involve stories just like that one—sometimes short and sweet—other times taking the shape of a well-told folk tale. He could be Notre Dame's storyteller-in-residence for all the times he has turned a personal campus experience into an opportunity to speak well of the University.

The summer before Gagnon's senior year in high school, the family left their Gloucester, Mass. home to visit potential colleges, Notre Dame being the only midwestern option. Seeing the Golden Dome, he says, “I turned to my mother and said, ‘This is where I'm going to school.’”

Although the administrative offices were closed, Gagnon's father asked a man tending the Main Building gardens for help finding a brochure. The man, who turned out to be Father Moran, dean of

admissions, was quite a help.

Gagnon doesn't remember this himself, but his 95-year-old mother talks about it to this day—that when they walked past the football stadium that day, the gates were unlocked. They went in and walked down to the field, and Cappy hugged the goal post.

That day was a foreshadowing of his life to come, he says, from when he gave student tours to now, as head of the stadium ushers—“keeping people from hugging the goal posts.”

Athletics has always been in Gagnon's system. As a student assistant in sports information those many years ago, he came across some notes about Notre Dame baseball players who went on to play in the major leagues, and realized some things were missing. He wrote and sold a story on the topic to “Baseball Digest,” and was paid \$50—a big payday for a student who was making a dollar an hour at the time. In 2004, Gagnon published “Notre Dame Baseball Greats” a s an outgrowth of his longtime interest.

Gagnon maintained his expertise

A No. 1 fan

ND WORKS STAFF WRITER

If the University hosted a building-by-building competition for the greatest Notre Dame football fan, Grace Hall workers might well nominate Amy Tremmel. For 15 years, Tremmel and her husband, James, have posted spirit signs throughout Grace, wishing the Irish luck.

Why? “Hopefully to help a win, and to put people in the spirit,” says Tremmel, who was on schedule with her signage duties Nov. 7, just before the Notre Dame-Boston College game.

Had Tremmel discontinued the tradition this year, everyone would have understood. On Aug. 14, James succumbed to cancer. He and Amy had been married for 35 years. They had attended almost all home games, James as an usher, and most of the away games.

But she decided to continue the tradition as a means of keeping the memory of James alive. He is no longer present in body to share the pre-game chatter that



Gail Hinchon Mancini

Not a home or away football game goes by without spirit signage provided by Amy Tremmel.

Tremmel's visits ignite. But he is, she is convinced, certainly here in spirit.

Benefit plans summary annual report is online

ND WORKS STAFF WRITER

To comply with the Department of Labor disclosure requirements, this notice is to inform you that the Notre Dame Summary Annual Report for the benefit plans for the plan year Jan. 1 through Dec. 31, 2007 has been updated and is available on the Web site hr.nd.edu/benefits/SummaryAnnualReports.shtml.

It has also been posted in Grace Hall on a bulletin board outside of the second-floor reception area of the Office of Human Resources.

The Summary Annual Report provides insurance and financial information for the employee benefit plans.

You may be a participant in one or more of these plans:

- Flex Plan

- Group Life Insurance Plan
- Travel Accident Insurance Plan
- Group Total Disability Benefit Plan
- Long Term Care Plan
- Defined Contribution Retirement Plan for Faculty and Administrators
- Tax Deferred Annuity Plan

Please contact the askHR customer service center at 631-5900 if you have any questions or if you would like a paper copy of the Summary Annual Report mailed to you.

Review the University's participation in the Drug Free Schools Act

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 can be obtained by:

- Visiting the Human Resources Web site at: <http://hr.nd.edu/policy/manual/index.shtml#General>
- Contacting the askHR call center at: 631-5900
- E-mailing askhr@nd.edu
- Visiting the Office of Human Resources, 200 Grace Hall



Members of the Controller's Office and the Office of Information Technologies joined forces to create an easy general ledger system. Team members are, from left in the first row, Ann Strasser, Carolyn Berzai, Kunal Bansal, Donna Sheer, Shobba Kamat, Stacy Koebel-Harder, and Tim Wilson. Middle row, from left, Rich Forrester, Sara Exum, Carol Grontkowski, Jack O'Brien, Vic DeCola, and Jason Little. In the back row, from left, Thomas Guinan, David Schulte and Mike Geglio.

Matt Cashore

Honored for making it easy

ND WORKS STAFF WRITER

Recently, the University introduced a sophisticated online financial management system easily accessed by the hundreds of faculty and staff account managers who use it daily. This system, GLez (GL for general ledger), was developed by a dedicated team comprised of members of the Controller's Office and the Office of Information Technologies. Serving as an upgrade to the University's accounting system, GLez has been embraced as accessible, highly intuitive, user friendly and functional.

Pairing innovation and creativity, the team set the standard for academic and administrative system



development needs across campus. For their efforts, the cross-divisional GLez Project Team is being honored with the Presidential Team Irish award at the upcoming home football game against Syracuse University. The award program has been designed to provide a special and unique opportunity to publicly recognize staff teams that exemplify the University's core values on behalf of their department and the University.

DISTINCTIONS

The University welcomes the following employees who joined the faculty and staff in October.

Anne Marie Blakey, Arts and Letters

Angelica Borysiak, Juana Fernandez Galvan and **James A. Stevens**, food services

Janet Botz, public affairs and communication

Marianne Corr, Office of the General Counsel

Marianne Cusato, School of Architecture

Laura A. Gerth, international student services

Joanne J. Hartmeyer, Office of Research

Scott M. Hengert, Law School information technology

Angela M. Knobloch, building services

Marisa A. Lantigua, performing arts administration

Prince Mabandla, biological sciences

Jaroslav R. Marczewski, Nanovic institute

Eric H. Matlis, aerospace and mechanical engineering

Raymond Pellegrini, off-campus programs

Hui Ren, operations and engineering

Anne Riordan, development

Antonio Simonetti, civil engineering and geological sciences

Elizabeth Smith, Mendoza College of Business

Michele M. Wolff, library

SHORT TAKES

Participating in our health

Some 1,400 faculty, staff, spouses and children attended the Irish Health wellness and benefit fair Oct. 22 and 23. Some 600 were screened on the spot for information they then provided to the WebMD HealthQuotient survey.

During October, almost 2,000 employees participated in University-sponsored screenings on and off campus. More than 3,000 faculty, staff

and their spouses then participated in the HealthQuotient survey.

Those who took the second annual health assessment may already have received a call from a health coach. Conversation with a health coach is a vital part of the health assessment process.

Also during the Irish Health fair, about 250 volunteered their

participation in faculty-sponsored research projects that are trying to pinpoint specific initiatives to make Notre Dame faculty, staff and their families healthier.

Those projects will continue to accept participants through Dec. 1. Participation is available online, at www.tinyurl.com/NDWell1, or by requesting a paper copy from the Office of Human Resources. Participants' names will be entered in a drawing for four \$50 gift cards to Martin's. The drawing is Dec. 1.



The construction under way on the south side of the Joyce Center is Purcell Pavilion, a three-story addition that will house athletics department ticket operations, a varsity shop and a new club seating and hospitality area accessible to the Joyce Center arena. The arena will also undergo a major facelift as part of this \$26.3 million renovation. Arena renovation is being carefully orchestrated between next May and January 2010 so that men's and women's basketball home games are not interrupted.

Page 1 Visiting Artists

It's different from being funny or entertaining."

Hazell also joined creative writing students for a pizza-and-discussion session, visited two sections of a first-year seminar called "Self and Family" and ran a team-building exercise for the Department of Development's stewardship group.

The rest of the artist-in-residence groups will visit in spring semester, giving faculty and staff some time to decide if an artist-in-residence experience is for them.

Three of the groups are dance companies—David Dorfman Dance in mid-January, Diavolo in late January and Spectrum Dance Theater in late February. Company members can address team building, the creative process and the communicative power of motion. Each has developed a performance theme that opens up meaning and impact of art, be it through collaboration with other artists, mining art for its humanistic themes or encouraging the integration of art within the American experience.

Also in January, Tim Robbins's The Actors' Gang will present "1984," an adaptation of George Orwell's

classic novel about an invasive government known as Big Brother. Local high school classes read Orwell's classic novel, so members of the Actors' Gang may be found in those classrooms, Borger says.

Outreach to the community is an important part of the artist-in-residence program, she says. "It's about engaging everyone in the arts. Even if someone is unable to attend a performance, we don't want that to stop them from connecting with an artist."

Students in the music and film, television, and theatre departments also will be working with the artist groups. But Borger says she is looking for as-yet unidentified connections to academic coursework, or to staff and administrative goals.

Kronos Quartet will present the final week-long residency experience, in late March. This Grammy Award-winning group has collaborated with many of the world's most eclectic composers and performers. In addition, member Terry Riley is one of the more regarded composers of modern times, she says.

"Just imagine being able to meet with someone like Terry Riley to discuss the creative process," Borger says. "Residences are truly about engagement—being with an artist, for a real-life conversation."

Initiative raises thousands for hunger

The United Way "People Gotta Eat" initiative, spearheaded by Judy Fox in Notre Dame's Legal Aid Clinic, has so far raised \$4,000 to fund the Food Bank of Northern Indiana and other food pantries through the winter months.

Donations are still being accepted. Checks should be made out to the United Way of St. Joseph County

with the designation "People Gotta Eat," and sent via campus mail to Fox, Notre Dame Legal Aid Clinic, 724 Howard Street (via campus mail) or directly to United Way, 3517 E. Jefferson Blvd., South Bend, IN, 46615. Donations also may be made by credit card through the United Way website, uwsjc.org.



Carol C. Bradley

Colleen Hawkins' determination to get in shape and lose weight inspired coworkers including Susan Shields, standing, who nominated her for a community health award.

Her healthy lifestyle inspires those around her

BY CAROL C. BRADLEY

Colleen Hawkins wanted to get down on the floor and play with her grandchildren—so a year ago she decided to start eating better and exercising more.

In October, Hawkins was the recent recipient of an American Heart Association Start! Lifestyle Change Award—nominated, much to her surprise, by coworkers Susan Shields and Kerrie McCaw.

Hawkins, coordinator of special events and protocol in the Office of University Relations, had never heard of the award, which was created by the American Heart Association (AHA) to help companies recognize employees who have made positive changes to improve their life and health. She received the award at the AHA's Start! Heart Walk in South Bend's Leeper Park last month.

Over the past year, Hawkins has lost quite a bit of weight—although she prefers not to say exactly how much.

How did she do it? Slowly and surely, with a combination

of a Weight Watcher's program and exercise.

In addition to eating healthier, Hawkins walks every day with coworkers and her sister Marsha Meuleman, who works in the library. She also walks up the stairs to her office on the fourth floor of the Main Building at least twice a day.

Today she's able to play with her grandchildren—two granddaughters, (a grandson is on the way, she says.) "I'm in better shape, but I still have a ways to go. I'm trying to do it sensibly, not deny myself and get discouraged. It's a difficult thing to do, and the older we get, the harder it is."

Working in a high-stress office doesn't make it any easier, she adds. "I truly think we need to be more attuned to how we feel. In this

fast-paced world, it's easy to grab something fast without thinking about what it's doing to your health."

Hawkins' lifestyle changes have impacted the whole office, says Susan Shields, University Relations staff assistant. "Like many offices, someone was always bringing in treats," she says. "It's very easy to gain weight."

When Hawkins decided to lose weight and get in shape, Shields says, the rest of the office didn't want to make it harder on her, so people stopped bringing in baked goods from home.

Now, Shields says, "When it's a birthday, we include fruit, or maybe muffins or something smaller, rather than a giant sheet cake." They're all more aware of how unhealthy "office eating" can be, she adds.

The new, healthier office lifestyle has impacted everyone in the office, including Shields. "I can remember last spring I tried on my summer clothes and bathing suits, and they all fit. I called Colleen and said thank you."

FYI

PERFORMANCE

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

Bach's Lunch: A Noontime Concert

12:10 p.m. Friday, Dec. 5, Penote Performers' Hall
A short classical concert featuring advanced students from the Department of Music. Attendees are welcome to bring their lunch. Free

University of Notre Dame Chorale and Chamber Orchestra: Handel's Messiah

8 p.m. Friday and Saturday, Dec. 5 and 6, Leighton Concert Hall
Handel's greatest oratorio, directed by Alexander Blachly
Presented by the Department of Music \$8/\$6/\$3

University of Notre Dame Band Concert

3 p.m. Sunday, Dec. 7, Leighton Concert Hall
Get the spirit of the season with holiday favorites and traditional band works
Presented by the Department of Music
Free but ticketed

Notre Dame Jazz Bands Fall Concert

7 p.m. Sunday, Dec. 7, Leighton Concert Hall
Jazz bands and the New Orleans Brass Band play contemporary and traditional jazz
Presented by the Department of Music
Free but ticketed

Notre Dame Collegium Musicum Fall Concert

7 and 8:30 p.m. Wednesday, Dec. 10, Reyes Organ and Choral Hall
Renaissance and Baroque sacred music
Presented by the Department of Music
\$3/\$3/\$3

Notre Dame Glee Club Christmas Concert

6 and 8:30 p.m. Saturday, Dec. 13, Leighton Concert Hall
A program of traditional and contemporary music for the season
\$6/\$5/\$3

Kathy Mattea's Christmas

2 and 7 p.m. Sunday, Dec. 14, Leighton Concert Hall
Celebrate the holidays with one of Nashville's "most spiritual singers"
Visiting Artist Series
\$38/\$36/\$15

Warsaw Bridge (1990)

6:30 and 9:30 p.m. Thursday and Friday, Dec. 18 and 19
Beneath the frivolous life in a happy Europe after the fall of the Berlin Wall lies the tension of broken memories and personal and historical cataclysms
Spanish with English subtitles

CELEBRATIONS AND GATHERINGS

Graham Foust and Catherine Wagner Readings

7:30 to 9 p.m. Tuesday, Dec. 2, Hammes Notre Dame Bookstore
A joint reading of selections from the authors' latest works
Presented by the Creative Writing Program

Bookstore's Faculty-Staff Appreciation Event

9 a.m. to 10 p.m. Thursday and Friday, Dec. 4 and 5, Hammes Notre Dame Bookstore
A total 30 percent discount will be extended on select in-store items. Refreshments will be served.

Advent Lessons and Carols

7:15 to 8:15 p.m. Sunday, Dec. 7, Basilica of the Sacred Heart
All Basilica choirs, including the Folk Choir, Handbell Choir, Liturgical Choir, Women's Liturgical Choir and Schola, with full congregational participation
Sponsored by Campus Ministry
Free

Mass in the African American Tradition (Rejoice! Mass)

9 p.m. Sunday, Dec. 7, Notre Dame Our Mother Chapel, Coleman-Morse Center
All are welcome to attend choir practice begins at 8:15 in the chapel. Pizza and fellowship follow.

Christmas Open House

2 to 4 p.m. Friday, Dec. 12, Main Building
All full-time faculty and staff are invited by Rev. John I. Jenkins, C.S.C. and the officers of the University to attend the annual open house on the second, third and fourth floors.

COMMUNITY OUTREACH

Staff Advisory Council Food Drive

The Staff Advisory Council is conducting a food drive for the Food Bank of Northern Indiana through Tuesday, Nov. 25. Bins have been placed in various buildings around campus. SAC chair Patti Smith, 631-2901 is also collecting monetary donations for the Food Bank.



Mattea

Thais: The Metropolitan Opera Live in HD

Noon Saturday, Dec. 20, Browning Cinema
Renée Fleming plays the Egyptian courtesan in search of spiritual sustenance
\$22/\$15 students; subscriber discounts apply

FILM

Unless otherwise noted, films are screened in the Browning Cinema, DeBartolo Center for the Performing Arts; tickets are

\$5 for faculty, \$4 for seniors and \$3 for students. Visit performingarts.nd.edu or call the box office, 631-2800..

Elegy (2008)

6:30 and 9:30 p.m. Friday and Saturday, Dec. 5 and 6
Charismatic professor Ben Kingsley obsessed by student Penelope Cruz

Red (2008)

7 p.m. Thursday, Dec. 11
Korean War vet with a tragic past pursues justice for his best friend—his beloved dog Red, killed in a senseless act of violence
iNDustry Alliance Filmmaker Series
Screenwriter Stephen Susco (ND '95) is scheduled to be present

A Girl Cut in Two (2008)

6:30 and 9:30 p.m. Friday and Saturday, Dec. 12 and 13
Gabrielle Deneige is torn between a distinguished author several decades her senior and a potentially unstable young suitor

La Dolce Vita (1960)

3 p.m. Saturday, Dec. 13
Fellini's seminal three-hour masterpiece shows one man's descent into the "sweet life" of debauchery
PAC Classic 100

FROM THE ARCHIVES



A new campus building today can cost more than \$60 million. But back in the day, as this check shows, considerably less was needed for O'Shaughnessy Hall. The donor was I.A. O'Shaughnessy, who is pictured in front of the completed building in 1955 with then-President Rev. Theodore M. Hesburgh, C.S.C.



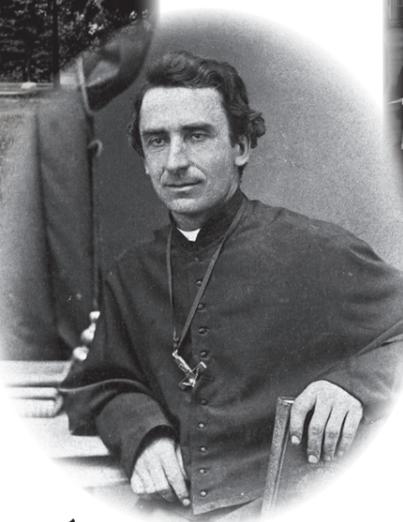
Elizabeth Hogan, University Archives

1920



Lemonnier Library, shown here in a photograph from the 1920s, was named for Rev. Auguste Lemonnier, C.S.C., fourth president of Notre Dame and nephew of Rev. Edward Sorin, C.S.C. The building, dedicated on June 3, 1917, was designed by prominent New York architect Edward L. Tilton and constructed of Bedford limestone quarried in central Indiana rather than the Notre Dame brick common in campus construction of the period. Construction costs were estimated to be \$250,000.

Rev. August Lemonnier, C.S.C., president of Notre Dame from 1872 to 1874, died in office at 35. Lemonnier established the first central circulating library for students in 1873. The library, at that time located on the third floor of the Main Building, was destroyed in the great fire of 1879—only 500 of the books were saved.

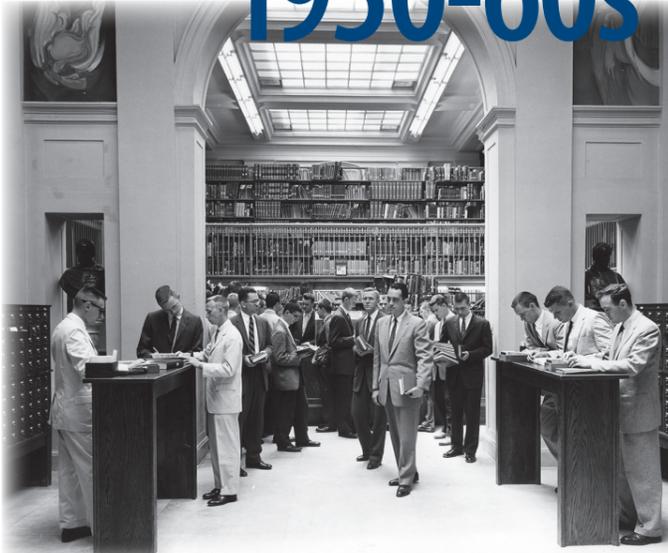


1940



Students study in the Lemonnier Library reading room in this photograph from the 1940s. The library's reading rooms could seat 150, with tables arranged so all readers faced the same direction—an innovation adopted from the John Hay Library of Brown University, librarian Marsha Stevenson noted in a history of the library.

1950-60s



A view from the catalog room to the stacks in the 1950s. The efficient design of the library allowed staff and students to share one card catalog, and the central location allowed for easy retrieval of requested materials.

A many-purposed building

BY CAROL C. BRADLEY

Bond Hall, constructed in 1917, was originally built to house the University's 100,000-volume library. The Italian Renaissance-

style façade appears much the same as when it was constructed 91 years ago. Originally called the Lemonnier Library and later known simply as the Architecture Building, the building was named for

architecture graduate William T. Bond in 1997.

Over the years, the architecture program has been housed on the fifth floor of the Main Building and in the old Law School building (known then as Hoynes Hall, now the Crowley Hall, home of the music department).

Photos provided by Elizabeth Hogan, Notre Dame Archives

1963

Men, possibly student workers, move books—packed in Black Label beer boxes—to the new Memorial Library (later the Hesburgh Library) in 1963. The building continues to house the architecture library.

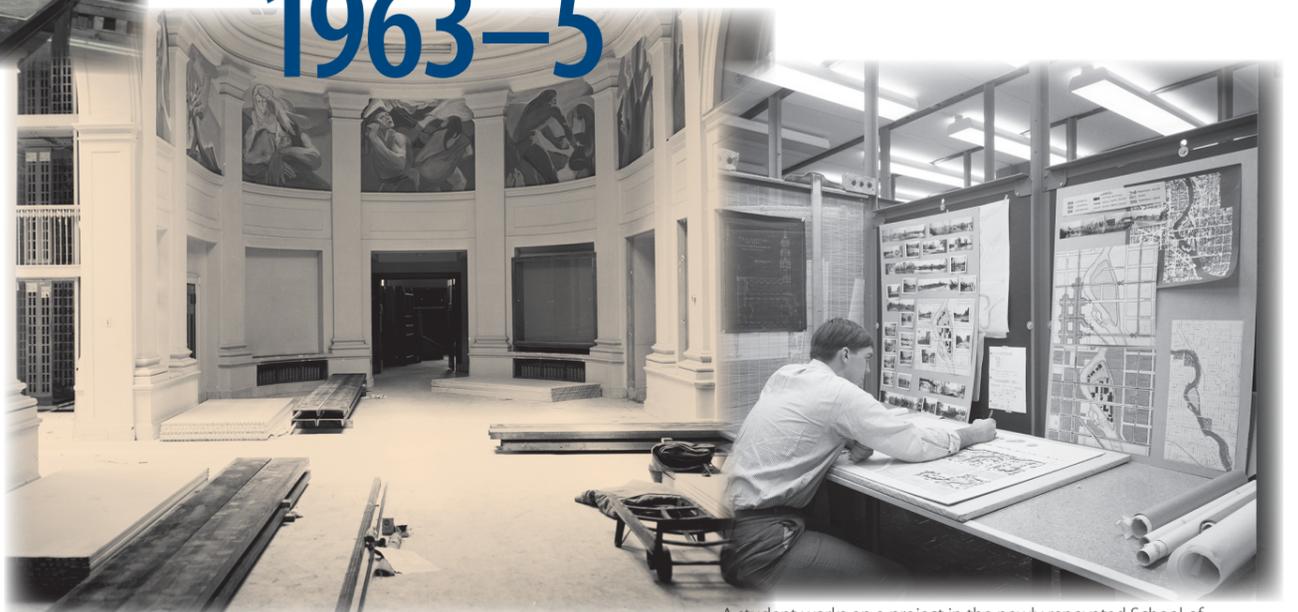


2008



Bond Hall today, at twilight.

1963-5



The building underwent extensive renovations in 1964, reopening as the School of Architecture. The murals, painted by 1956 graduate James Ehrenreich, left, in the 1950s, were removed during construction.

A student works on a project in the newly renovated School of Architecture. Courses in architecture were taught at Notre Dame from the Civil War years, with the first degrees granted in 1898; the College of Architecture was established in 1906, offering B.S. and M.S. degrees in architecture and architectural engineering.