Elliott advances in facial recognition technologies

BY WILLIAM G. GILROY, PUBLIC RELATIONS

Each year in August, the aptly named town of Twinsburg, Ohio, is the site of the largest official gathering of twins in the world. Open to all multiples — identical and fraternal twins, triplets and quads from newborns to octogenarians — the weekend’s events include food, live entertainment, a golf tournament and a twins’ parade.

The event also has become an important site for field research by Kevin Bowyer and Patrick Flynn of Notre Dame’s Department of Computer Science and Engineering. Flynn has a twin sister, making this research especially relevant to him. Flynn and Bowyer have been developing and assessing image-based biometrics and multi-biometrics technologies since 2001, including first-of-kind comparisons of face photographs, face thermograms, 3-D face images, iris images, video of human gait, and even ear and hand shapes.

A biometric is a stable and distinctive physiological feature of a person that can be measured and used to identify that person; the fingerprint is the most familiar example. In the wake of the terrorist attacks of Sept. 11, 2001, federal agencies have become increasingly interested in the feasibility of facial and iris recognition technologies.

Bowyer and Flynn have received two grants from the Federal Bureau of Investigation for research into the discrimination of identical twins. Even identical twins have unique traits. They are examining how iris biometrics performs in twins to confirm prior claims that biometrics is capable of differentiating between twins and to explore if human observers can make distinctions that current iris biometrics technologies cannot.

At the Twinsburg event, Bowyer and Flynn recruited volunteers to capture biometrical samples of identical twins. The volunteers sat at the center of a half-circle arc surrounded by five cameras that took high-resolution color photographs from different angles. Volunteers also posed for iris and 3-D face imaging cameras.

After acquisition and assembly of these field-collected data, the researchers then presented unlabeled twin and non-twin image pairs in equal numbers to another group of human volunteers on campus. These volunteers were told to record their opinion of whether the image pair came from a pair of twins or from unrelated individuals.

Bowyer and Flynn’s research indicates that the participants can correctly classify pairs of twins with 80 percent accuracy using only the appearance of the iris, a level that rules out the possibility of random guessing.

Their research suggests that iris images may be used to be used for purposes beyond those that are currently envisioned by the biometrics research community. The researchers plan on continuing to analyze data from the Twinsburg event to look closer at the feasibility of new types of automated iris image analysis.

Initial results of their work appear in the Computer Vision and Pattern Recognition Biometrics Workshop and the International Conference on Security Technology.

Vol. 8, No. 4

News for Notre Dame faculty and staff and their families

October 14, 2010

Twins are the focus of biometrics research

Research may lead to advances in facial recognition technologies

BY KELLY P. McMAHON, ASSOCIATE EDITOR

Trike Team Page 2

Team Irish Awards Page 4

“I Get a Clue” Page 5

Katrina Cottages Page 7

United Way • ND Forum • Holy Cross Harvest • Irish Health Fair • Electric cars

Inside »

She’s on her way to Australia—with Oprah

Elliott wins expenses-paid trip after her essay is selected

BY GENE STOVE, FOR NEW WORKS

Noelle Elliott, the publicity and concert coordinator for the Department of Music, composed a quick essay on why she’s Oprah’s ultimate fan — and scored an all-expenses-paid trip to Australia with the talkshow queen in December.

Elliott, a South Bend native who watched the show since childhood, doesn’t even remember what she wrote in the essay that was among 25,000 submitted to Oprah’s website on the first contest day.

“I’ve always admired her as a woman and a businessperson,” she said. “I just was honest. I just blurted out everything I thought. My mom had watched it. My entire life I had grown up watching her.”

Something about her words struck a chord, and someone from the organization called to gather elaborations on her answers for 85 minutes. But Elliott, who had attended the show before, ignored the e-mail invitation to Chicago for the Sept. 9 taping of the Sept. 13 show.

“They called me at home and said, ‘We’d really like you to be on this show,’” she recalls, adding that Talia Walerko, her friend since third grade, went with her to the show and will join her on the Australia trip. “The other day, I could tell something was a little different.”

Different, even for Oprah, who once gave a car to everyone in the audience—an all-expenses-paid trip Down Under.

“You could have taken me to downtown Chicago,” Elliott gushed when she got a chance to thank Oprah after the show. “As long as I was with you, I would be happy.”

Afterward, with a happy scream-induced headache, she started filling out the voluminous paperwork required. Oprah is even covering the taxes on the trip value.

Elliott checked “adventure,” maybe hot air balloon rides and scuba diving, on the form asking her style preferences for the 10-day trip (other choices: relaxation, shopping). It’s her first excursion out of the country.

“They created an entire website just for the viewers at that show,” Elliott says. “They’ve been calling us on a weekly basis making sure we have everything in order.”

“I haven’t comprehended it. It’s such a shock to me. I’m very excited. Still shocked that I’m going. There are a lot of things I have to get in order. It’s an amazing opportunity for me.”

Her tasks include preparing her husband, Don, and their four children, ages 5 months to 7 years, for the days she is away. She will document the trip on her blog, bowchicabowmom.blogspot.com.
In celebration of National Cyber Security Awareness Month, here are a few tips on how to shop safely online.

- Use a computer that you trust. Shopping from a public computer is a security risk.
- Shop at reputable sites. If you're not familiar with the site, check its consumer rating at ResellerRatings.com. Review the site’s privacy and return policies.
- Pay only through a secure site. Look for the lock symbol and https:// address when starting the payment part of the transaction.
- Credit cards offer greater protection under the law than debit cards, including the ability to dispute fraudulent charges.
- Keep a record of your order. Be sure to keep track of when you placed the order, what you ordered and the order total.
- Visit the American Bar Association’s Safe Shopping site for more tips on how to shop safely online.

The security of all members of the campus community is of paramount concern to Notre Dame. The University publishes an annual report outlining security and fire safety information and crime statistics for campus. This document provides suggestions regarding crime prevention strategies and important policy information about emergency procedures, reporting of crimes, law enforcement services on campus, fire safety, and information about support services for victims of sexual assault. The brochure also contains information about the University’s policy on alcohol and other drugs, the SafeWalk program and campus shuttle service. You may view the document on the web at: http://ndsp.nd.edu/crime-information-and-clery-act/safety-brochure-clery-act. A printed copy of this brochure is available by sending an email request to ndsp@nd.edu or by writing to: Office of the Director, University Security Police, 204 Hammes Mowbray Hall, Notre Dame, IN 46556.

An overview of the University’s fiscal position, including a summary of the 2010 budget and the outlook for 2011 and 2012, has been published by Provost Thomas G. Burish and Executive Vice President John Affleck-Graves.

This year’s edition of the annual report provides the supporting documentation to University President Rev. John I. Jenkins, C.S.C. September address to the faculty, where he outlined the importance of advancing core strengths during troubled economic times by practicing fiscal caution. The report provides specific detail about how individual actions can translate to dollars that the University will reallocate to its core mission. These include reducing travel and entertainment expenses by $1.5 million, energy consumption by $1 million and $500,000 by participating in the preferred vendor program for desktop and notebook computers.

Among other highlights:

- The University finished the year with $19.4 million remaining in the operating budget. These funds were distributed to the colleges and divisions, and the University at large, to support strategic priorities.
- The Spirit of Notre Dame Campaign is highly successful, standing at $1.75 billion as of June, compared to a $1.5 billion goal. In the final phases of the campaign, the Development staff is focusing on remaining priorities, such as undergraduate financial aid and endowed chairs. Faculty and staff gifts account for 1 percent of the $1.75 billion.
- The impact our sustainability efforts had on declining energy consumption is reviewed, and the report notes that Notre Dame’s grade improved from a D- in 2007 to a B in 2010 in the College Sustainability Report Card.
- Lastly, planning for the fiscal 2012 budget is underway. Though the economic climate is still volatile, Notre Dame has many aspirations. Achieving these aspirations will require the full commitment of the Notre Dame community. When the University is next able to undertake a major, transformative investment, it will focus on ideas that fit with Notre Dame’s mission, positively impact the world, underscore our distinctive place in higher education and can be sustained, long term, with available resources.

The report is being distributed to each of us through our e-mail boxes. Print copies are available by contacting the Office of Budget and Financial Planning at 631-9137.
Faded to black: Jill Godmilow’s distinguished career in filmmaking

Retiring professor recognized with tribute

BY NATALIE DAVIS MILLER, FOR NDWORKS

Professor and producer/director Jill Godmilow entered the world of filmmaking at just the right time. “When the French New Wave...”

The annual Irish Health Fair on Wednesday, Oct. 20, and Thursday, Oct. 21, will feature the 2011 benefit vendors, campus partners and community resources who can address wellness issues from head to toe and how to manage our health and health care all the way through retirement.

The event takes place from noon to 7 p.m. Wednesday, Oct. 20, and from 7 to 11 p.m. Thursday, Oct. 21.

New this year, the Office of Human Resources will have its first drawing of a $1,000 prize to be awarded at the Health Fair to a faculty or staff member who has completed health screenings and the WebMD HealthQuotient survey by Oct. 15. Six more $1,000 prizes will be awarded through Oct. 31.

Free health screenings will be offered during the fair, and computers will be there for those who want to complete the HQ. In addition to the general health screenings, “local health care representatives will be available to assess vision, foot problems and carpet tunnel syndrome. The St. Joseph Medical Center’s travel-mammogram unit will be available both days outside of Rolfs Sports Recreation Center, as well as Oct. 22 outside Hesburgh Library for those insured by the Meritain PPO or Select Health plan.

Newcomers to the fair include representatives of Health Advocate, the employee service that provides assistance with navigating the health care system and maximizing your health care benefits. Their service will help with clinical and administrative issues involving your medical, hospital, prescription drug and other health care needs, as well as assistance in identifying services for older parents.

Also new, special shuttles will pick up and drop off faculty and staff from 11:45 a.m. to 6:15 p.m. at a variety of sites including Mason Center, Eddie Eckenrode Library, Dorr Road, Main Building and Grace Hall.

The fair is family friendly—children are welcome—and includes a number of demonstrations that will help frame a healthy lifestyle. On Oct. 20, the RecSports staff plans a series of demonstrations of popular classes such as Zumba, Yoga and Stationary Cycling. Most demonstrations will take place between 5 and 7 p.m.

The Irish Health Fair represents the official kickoff of the Open Enrollment period for 2011 benefits, which extends Nov. 5. Representatives of the various benefit providers will be on hand, as will counselors who can explain post-enrollment advice and information about Social Security and Medicare.

Complete details of the fair are being posted at healthycampus.nd.edu.

ND Voice

The ND Voice survey link has been delivered to our email boxes. Survey results are being collected through Wednesday, Oct. 20. Non-exempt employees will be invited to take the survey in proctored sessions arranged on a department-by-department basis.

Next week, the staff satisfaction survey, which is administered every two years to determine areas where Notre Dame can improve as a workplace. As a result of past surveys, the University has introduced many professional training and education options and a performance management process, and opened a new Benefits Office.
The University's department of Transportation Services was founded in 1916, when the Notre Dame garage was built to house the first automobile the University owned—a Cadillac given to President Rev. John W. Cavanaugh, C.S.C. Remarkably, since that time there have been only three University chauffeurs, Johnny Mangan, who held the post from 1916 to 1936, Carl Paris, 1956 to 1976, and Marty Ogren, who has held the position since 1976. The department, which evolved from providing vehicle maintenance services into a full-service fleet management agency, is recognized with the University's Team Irish award, presented to work groups epitomizing the University's core values of teamwork, integrity, accountability, leadership in mission and leadership in excellence. Transportation and aviation staffers are available seven days a week, 24 hours a day, year round to transport University officers and guests, in addition to managing the faculty and staff shuttle, golf cart rental, car rental for staffers on University business, driver training and vehicle acquisition and disposal. The department also handles the licensing, titling and registration of all University vehicles and motorized off-road vehicles.

Whether it's a trip to O'Hare to pick up a University officer arriving on a 2 a.m. flight, or handling recycling of tires, batteries and oil, Transportation Services employees stand by ready to offer courteous, cheerful, professional service.

Eaton Corporation, as providing Notre Dame with state-of-the-art charging stations and Mitsubishi Motors North America is leasing the University an iMiev electric car for the next several months in order to test out the utility of incorporating electric vehicles into the campus fleet. The iMiev and demonstration charging stations were displayed on the Irish Green Friday and Saturday during the pep rally and tailgating for the Pitt game.

"We are looking forward to demonstrating this new and innovative technology at Notre Dame," said John Affleck-Graves, executive vice president of Notre Dame. "The project will help us to further understand the potential of electric vehicles as we strive to reduce our energy consumption and carbon footprint on campus." The iMiev, or Mitsubishi Innovative Electric Vehicle, is a four-seater that can travel up to 100 miles on a single charge. Its carbon footprint is 70 percent less than that of a gasoline-powered mini automobile. The iMiev is currently available for sale in Japan and will be available in Europe and North America in 2011.

"Eaton offers a complete line of electric vehicle chargers for residential and industrial applications and has a presence in communities across North America. We are excited about collaborating with Notre Dame to deliver this clean technology within the campus environment," said Jerry Whitaker, president of Eaton's Electrical Sector, Americas Region.

"Quick-charging stations like Eaton's can maximize the utility of an electric vehicle by providing the capability to fully charge it in 30 minutes." Eaton and Mitsubishi representatives were present on the Irish Green to answer questions about the vehicle and capabilities of the charging stations.

Representatives of the Eaton Corporation, pictured here with Executive Vice President John Affleck-Graves, at right, were on campus Oct. 9 to display an electric car that will be on loan to the University for several months. The University is testing out the feasibility of incorporating electric vehicles into the campus fleet.

### ND explores electric vehicle technology

Vehicles can travel up to 100 miles on a single charge

**Eaton Corporation** is providing Notre Dame with state-of-the-art charging stations and **Mitsubishi Motors North America** is leasing the University an iMiev electric car for the next several months in order to test out the utility of incorporating electric vehicles into the campus fleet. The iMiev and demonstration charging stations were displayed on the Irish Green Friday and Saturday during the pep rally and tailgating for the Pitt game.

“We are looking forward to demonstrating this new and innovative technology at Notre Dame,” said John Affleck-Graves, executive vice president of Notre Dame. “The project will help us to further understand the potential of electric vehicles as we strive to reduce our energy consumption and carbon footprint on campus.”

The iMiev, or Mitsubishi Innovative Electric Vehicle, is a four-seater that can travel up to 100 miles on a single charge. Its carbon footprint is 70 percent less than that of a gasoline-powered mini automobile. The iMiev is currently available for sale in Japan and will be available in Europe and North America in 2011.

“Eaton offers a complete line of electric vehicle chargers for residential and industrial applications and has a presence in communities across North America. We are excited about collaborating with Notre Dame to deliver this clean technology within the campus environment,” said Jerry Whitaker, president of Eaton’s Electrical Sector, Americas Region.

“Quick-charging stations like Eaton’s can maximize the utility of an electric vehicle by providing the capability to fully charge it in 30 minutes.” Eaton and Mitsubishi representatives were present on the Irish Green to answer questions about the vehicle and capabilities of the charging stations.

### Upcoming Notre Dame Forum Events

**The Global Marketplace & the Common Good**

7 p.m. Wednesday, Nov. 3, Leighton Concert Hall

The featured speaker for the signature Forum event is Thomas Friedman, Pulitzer Prize-winning New York Times columnist.

**Dorm Discussions of Friedman Forum Event**

Thursday, Nov. 4, dorm discussions will take place across campus in brother/sister residence hall pairings, offering an opportunity to reflect on Friedman’s presentation. Student leaders will moderate each discussion.

For more information, visit forum.nd.edu.

### OLDEST ALUMNUS

Richard Savage ’30, with usher Willis Haynes. Savage, who turns 103 June 7, is the University’s oldest living alumnus. Savage was here for the Stanford game, “and got cold, but stayed for the entire game,” says Cappy Gagnon, head of stadium security.
Yes, I would like to help make a difference in my community!

Online United Way pledging available for the first time

BY CAROL C. BRADLEY, NDWORKS

With so many charities and so many causes competing for our donations, why give to the United Way? Because the goal of the United Way—the umbrella organization that links multiple health and human services in the community—is to improve the lives of our friends and neighbors right here in St. Joseph County—something that improves the quality of life for all of us.

Your donation this year means more than ever—the Indiana Association of United Ways has agreed to match new pledges, and increases in pledges.

Here are some figures that reveal the extent of the problem:

• The poverty rate in South Bend in 2007 was 17 percent.
• 73 percent of students in St. Joseph County receive free or reduced-price school lunches.
• 29 percent of pregnant women in the county receive no prenatal care.
• The 2008 high school graduation rate in St. Joseph County was 68.5 percent.
• Only 23 percent of Indiana workers have a college degree or higher.

The United Way’s theme is Live United—asking community members to give, advocate and volunteer for the common good. It’s helping create a world where individuals and families achieve their potential through education, income stability and health.

The United Way operates the 2-1-1 information and referral call center, a service available to those in need 24 hours a day. The 609 agencies in the database represent 1,878 available assistance programs.

Last year, your tax-deductible contributions to the United Way helped raise more than $3 million dollars countywide, which leveraged to $6 million in community impact through sponsorships, in-kind gifts, grants and matching funds.

This year, Notre Dame moves to an E-Hedge system, allowing employees to fill our pledge forms online. Pledges may be made by payroll deduction through the year (pledges must be completed by Thursday, Dec. 25), or you may make a one-time donation.

To access the system, visit giveWnd.edu. Paper forms may be downloaded at hr.nd.edu/nd-faculty-staff/united-way-campaigns, or you may request a form through the ashHR helpline, 631-5900.

United Way funding focuses on three broad areas:

• Education—helping children prepare for school and graduate Income—helping adults get good jobs, manage their money and become financially independent
• Health—helping people be safe, active and smart about health choices

Pledges may also be designated directly to United Way partner agencies and affiliates. For a complete list, visit the United Way of St. Joseph County’s website, uwjcc.org. You may also choose to check the box to designate 5 percent of your total pledge to go to the Employee Compassion Fund, which assists Notre Dame employees with catastrophic needs.

For more information, contact the ashHR helpline, 631-5900.

Committee aims to coordinate food drives

BY LISA WALENCUS, FIRST YEAR OF STUDIES

Sometimes, great ideas start with a very simple question:

“Mike (Greggs, Office of Budget and Planning) and I were tasked with looking at food drives on campus as a part of our work for Supervising With Impact,” explains Bill Hedl, lieutenant of training and technical services for Notre Dame Security. “There were so many—we thought. How powerful would it be if we could bring them together for one three-week period before the holidays?”

That simple question was the genesis of the Holy Cross Harvest, a united effort to coordinate food drives across the campuses of the University of Notre Dame, Saint Mary’s College and Holy Cross College, to maximize the impact of the food they bring to people in need.

The Holy Cross family unites to help the hungry in Northern Indiana

BY CAROL C. BRADLEY, NDWORKS

When you fill out your United Way pledge, consider checking the box to designate 5 percent of your total pledge for the Employee Compassion Fund, which offers support to Notre Dame employees with catastrophic needs. Last year the fund raised $6,254.

The Compassion Fund helps people who have financial or medical crises—the kind of thing you can’t plan for.

The Holy Cross family unites to help the hungry in Northern Indiana

BY CAROL C. BRADLEY, NDWORKS

When you fill out your United Way pledge, consider checking the box to designate 5 percent of your total pledge for the Employee Compassion Fund, which offers support to Notre Dame employees with catastrophic needs. Last year the fund raised $6,254.

The Compassion Fund helps people who have financial or medical crises—the kind of thing you can’t plan for.

Consider contributing to the Employee Compassion Fund

Fund aids employees with emergency financial needs

BY CAROL C. BRADLEY, NDWORKS

When you fill out your United Way pledge, consider checking the box to designate 5 percent of your total pledge for the Employee Compassion Fund, which offers support to Notre Dame employees with catastrophic needs. Last year the fund raised $6,254.

The Compassion Fund helps people who have financial or medical crises—the kind of thing you can’t plan for.

The Holy Cross family unites to help the hungry in Northern Indiana

BY CAROL C. BRADLEY, NDWORKS

When you fill out your United Way pledge, consider checking the box to designate 5 percent of your total pledge for the Employee Compassion Fund, which offers support to Notre Dame employees with catastrophic needs. Last year the fund raised $6,254.

The Compassion Fund helps people who have financial or medical crises—the kind of thing you can’t plan for.

The Holy Cross family unites to help the hungry in Northern Indiana

BY CAROL C. BRADLEY, NDWORKS

When you fill out your United Way pledge, consider checking the box to designate 5 percent of your total pledge for the Employee Compassion Fund, which offers support to Notre Dame employees with catastrophic needs. Last year the fund raised $6,254.
Arts and Letters creates calendar to raise money for mammograms

Calendar features survivors from the campus community

BY MEG MORRISON, FOR NDWORKS

Noting a number of breast cancer survivors in the Notre Dame community, English professor Dolores Frese decided to feature them in a calendar.

It’s part of the College of Arts and Letters’ 10th annual “Race to Raise the Most,” an informal competition between teams in the college to raise funds for free mammograms and other screenings for women in St. Joseph County who would not otherwise be able to afford them.

“We decided there were so many breast cancer survivors right here in the Notre Dame community that we would feature them in the calendar, and people would have a yearlong reminder of the cause,” Frese says. “We thought it’d be a good thing to feature women who have been through this and are back at work and are having a good life and a full life—and there are plenty of them.”

The third-floor department offices in O’Shaughnessy Hall and the Department of Film, Television, and Theatre teamed up to create and sell the calendars.

The calendar features administrators, faculty and staff, according to Lynn McCormack, senior administrative assistant to the chair of the English department, who donated her time to coordinate the project.

“We tried to get a good cross-section of people across campus. We didn’t want it to be just Arts and Letters,” she says. In addition to featuring a variety of people, the calendar features different campus locations.

Familiar faces in the calendar include Frese; Dorothy Anderson, who recently retired as an administrative assistant in theology; theology professor Ann Astell; Karen Heisler from film, television and theatre; and the familiar faces in the campus locations.

“We thought it’d be a good thing to feature a variety of people, the calendar features different campus locations. Familiar faces in the calendar include Frese; Dorothy Anderson, who recently retired as an administrative assistant in theology; theology professor Ann Astell; Karen Heisler from film, television and theatre; and the campus locations.

“Everybody chose a place on campus where they would like to be photographed, so it’s also a wonderful set of scenes from the ND campus,” Frese says.

Over the years, the friendly competition has raised almost $70,000. This year Frese and her team hope to raise at least $10,000.

“The idea originated with us, but we were very fortunate to have these people donate their efforts,” Frese says. Heather Gollatz-Dukeman contributed the photography; Leslie Berg, administrative assistant in the Center for Undergraduate Scholarly Engagement, donated her time to design the calendar; and Linda Lange and her staff at DCL Services in O’Shaughnessy Hall produced it.

Over the years, the friendly competition has raised almost $70,000. This year Frese and her team hope to raise at least $10,000. “The idea originated with us, but we were very fortunate to have these people donate their efforts,” Frese says. Heather Gollatz-Dukeman contributed the photography; Leslie Berg, administrative assistant in the Center for Undergraduate Scholarly Engagement, donated her time to design the calendar; and Linda Lange and her staff at DCL Services in O’Shaughnessy Hall produced it. Other anonymous benefactors contributed to cover the costs, so all proceeds from the calendar are directed to United Health Services.

Alumni Association chair Chuck Lennon, his wife, Joan, and family.

In addition to featuring a variety of people, the calendar features different campus locations.

“Everybody chose a place on campus where they would like to be photographed, so it’s also a wonderful set of scenes from the ND campus,” Frese says.

Over the years, the friendly competition has raised almost $70,000. This year Frese and her team hope to raise at least $10,000. “The idea originated with us, but we were very fortunate to have these people donate their efforts,” Frese says. Heather Gollatz-Dukeman contributed the photography; Leslie Berg, administrative assistant in the Center for Undergraduate Scholarly Engagement, donated her time to design the calendar; and Linda Lange and her staff at DCL Services in O’Shaughnessy Hall produced it.

Over the years, the friendly competition has raised almost $70,000. This year Frese and her team hope to raise at least $10,000. “The idea originated with us, but we were very fortunate to have these people donate their efforts,” Frese says. Heather Gollatz-Dukeman contributed the photography; Leslie Berg, administrative assistant in the Center for Undergraduate Scholarly Engagement, donated her time to design the calendar; and Linda Lange and her staff at DCL Services in O’Shaughnessy Hall produced it. Other anonymous benefactors contributed to cover the costs, so all proceeds from the calendar are directed to United Health Services.

The calendar ($10) is now on sale in all O’Shaughnessy Hall third-floor offices and the Film, Television and Theatre office, 230 DeBartolo Performing Arts Center.

Calendars can also be purchased by contacting Lynn McCormack, 631-4702 or mccormack.12@nd.edu.

To follow the Arts and Letters challenge, visit alrace-to-raisethemost.blogspot.com

NEW EMPLOYEES

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

- William E. Ackerley, Nalekia Alexander and Andrea H. Britton, Office of Research
- James R. Allen, utilities for Roy E. Broukhema, Office of Academic Mission Support
- Marilyn J. Chazan, biological sciences
- Ronald S. Coppensmith, civil engineering and geological sciences
- Candace J. Davenport, development
- Ashley N. Gant and Laura M. Gambis, psychology
- Stacey K. Goepfrich and Kenneth M. Marciniak, customer support services

Working Off Your Weekend with RecSports Personal Training

After splurging on hot dogs, burgers and nachos all weekend, Monday is the perfect time to get yourself back on track. Receive 10 percent off on all Personal Training packages on any Monday during football season. Offer is valid Sept. 6 through Nov. 29 on MONDAY ONLY. Visit recsports.nd.edu for details.

To take advantage of any of these programs, visit recsports.nd.edu and go to RecRegister.

RecSports has something for everyone!

FAST classes still available

A wide variety of RecSports Faculty and Staff Training (FAST) classes are still available, including cycling, toning and yoga. Beginning Oct. 25, all fitness, dance and martial arts classes are 50 percent off.

MORRIS INN STAFFERS

The Morris Inn has 11 staffs where we’ve been on the job for more than 25 years. The longest serving is Sue Tuttle, at 48 years—she began working the front desk as a high school student. Front row, Pat Murphy (28), Norma Bauer (36), Sue Tuttle (44), Forrest Colladon (39). At rear: Carol McFarlane (35), Bia Bigford (28), Jim Gloster (32) and Rick Kane (28). Not pictured are Don Neavosh (29), Eileen Fudge (54) and Julie Scott (29).

SERVICE ANNIVERSARIES

The University congratulates the following employees who celebrate anniversaries in October, including 30-year employees Barbara J. Hellenthal, biological sciences; Penny L. Medina, Custodial Services; Warren G. Outlaw, TRiO programs; and Sharon A. Veith, human resources.

25 years

- Cindy A. Barnett, Legends
- Hue Q. Hoang, DeBartolo building managers
- Julie A. Scott, Notre Dame Conference Center
- Christopher L. Vitale, Central Receiving

20 years

- Salem P. Davis and Stephanie D. Lane, Hesburgh Libraries
- Barry W. Fries, Hammes Notre Dame Bookstore
- Karen Kirkpatrick and Sandra A. Sanders, Custodial Services
- Collin D. Layman, Food Services
- Jean L. Reinhart, St. Michael’s Laundry

15 years

- Rebecca J. Alberston, Reckers
- Kristie L. Clark, Hesburgh Libraries
- Rebecca R. DeBoer, University Press
- Denise A. Hock, integrated communication services
- Donna A. Houston, sign shop
- Suzanne D. Raymond, Mendoza College of Business
- Karen E. Reynolds, Greenfields
- Laura L. Schultz, Food Services

Lucille M. Spalding, procurement services
- Peggy L. Van Kirk, Emma Food Services

10 years

- Jersey D. Brown and Larry A. Peir, customer support service
- Timothy D. Connor, sports information
- Margaret A. Dawson, security
- Mary J. Elias, athletic community relations
- Kathleen F. Fischer, arts and letters
- Robert E. Franken, student activities

Robert A. Guthrie, Gregory Mate and Bruce Stump, operations and engineering
- Patricia Gasowski, Center for Transgene Research
- Loren Happy and Viola Staltari, Food Services
- William E. Mould, integrated communication services
- Barbara J. Pamaude and Jo A. Rasta, development
- Claire E. Shelly, arts and letters
- Heng Wang, Mendoza College of Business
- Timothy S. Williamson, Enterprise Systems

At left, theology professor Ann Astell with Dorothy Anderson, who recently retired as an administrative assistant in theology.
Creating affordable, sustainable housing

CAROL C. BRADLEY, NDWORKS

If the Great Recession has taught us anything, it is that the formulas we use to define wealth and value are not set in stone. As awful as the last couple of years have been, they present an opportunity to reflect and press reset on a system that has not worked. Much of what went wrong centered around my profession, the home building industry. My hope is that in working together for the common good, we can learn from where things went wrong to build a better tomorrow. —Marianne Cusato ’97.

After Hurricane Katrina, architecture grad Marianne Cusato ’97 was invited to the Gulf by her mentor Andres Duany to be part of a group of architects looking at how houses fit into the community, and how communities fit together to form coastlines.

“We were broken up into teams, and the challenge was to come up with a dignified alternative to the FEMA trailer,” says Cusato.

Cusato designed the first Katrina Cottage, conceived as a small, permanent home that would provide affordable housing for displaced residents and emergency workers.

Today Cusato’s Katrina Cottages (kusacottages.com), which range from 308 to 1,380 square feet, are sold nationwide by Lowe’s. The affordable, compact and easy-to-build plans have been featured in USA Today, The Wall Street Journal, The New York Times, CNN and other major news outlets.

“This is a smart way of building,” she says. “There’s a use beyond disasters.”

The cottages were designed at the peak of the housing bubble, she says, “When homes were getting bigger, overblown and overstaffed. The cottages represent a simplicity that is refreshing.”

In 2005, she notes, we were at the height of the housing bubble, with 2 million houses going up every year. This year, the figure is 300,000.

Still, she says, this is the most optimistic time for housing in 50 years. “We never should have been building two million houses a year. Why don’t we design for what we want, not for what the next owner might want?” Instead of adding a little punch of sizzle or stone, why not build a front porch you can actually use? Aesthetics isn’t ugly—it’s putting your money where it matters. To make a difference in the global economy, we need to put our personal economies in order. If we all do a little bit, it will make a big difference.

Ideas like these will make our country stronger, she adds. “There’s nothing more sustainable than a building you want to take care of.”

Construction administrators work behind the scenes

BY COLLEEN O’CONNOR FOR NDWORKS

They are not movie stars, but they have their own trailers on site. Their workweek is not 40 hours, but whatever time is needed to get the job done—and sometimes that means literally working around the clock and around the calendar, including Christmas.

They are Notre Dame’s construction administrators, Butch Layman, Ray Phillips and Chuck Hums, who together with their boss, Doug Schlagel, director of construction and quality assurance, all work out of the Office of the University Architect. Together, they’re responsible for the timely and precise completion of all campus construction projects, including facilities, roads and sidewalks.

It’s difficult to find the right person for the job, said Schlagel. “It’s tough to find the right experience, the right temperament, and the willingness to do something a little differently, as the work of the construction administrator at Notre Dame is about managing a process and coordinating the efforts of several campus units as opposed to managing people. I could not be more pleased with my staff.”

Between Layman, Phillips and Hums, they have 130 years of relevant job experience.

Layman

Typically, a project starts with design documents, which can take months to develop, and in some cases, be quite voluminous. For example, the design documents for the new ice arena are more than 400 pages in total. All stakeholders of a project, for example, Athletics, OIT, Fire Safety, Food Services, etc., are asked to review the construction documents pertaining to their operation and sign off on them. The Office of the University Architect must convey up front what the project will look like at the end. “We can’t have someone say, ‘This is not what I expected,’” said Schlagel.

At the same time the drawings are created, a master schedule is prepared. According to Layman, “the schedule is very important at Notre Dame; many times, the academic schedule drives the construction schedule.”

“The end date controls the start date,” said Phillips. All campus projects MUST meet deadlines.

Once the documents have been approved by all concerned, and the Office of the University Architect is comfortable with every aspect, they are sent out to bid. “There are basically three forms of construction project delivery,” said Schlagel. General Lump Sum Bid is the oldest form of contract delivery. Essentially, the owner (Notre Dame) separately manages an architectural firm and a contractor. With Construction Management at Risk delivery, the owner hires an architectural firm and a construction manager who work together during the design phase to refine the project design and confirm the construction budget.

The construction manager assumes the risk, guaranteeing a price and budget before the project even begins. With the third form, Design/Build, the owner selects a single entity responsible for the architecture, engineering and construction. This is the fastest method, as construction can begin before designing is complete. Notre Dame has utilized all three forms of delivery.

According to Schlagel, “the construction administration is a traffic cop at an intersection with 10 roads.” He is a conduit between the client, the architect, and the contractor. “It’s putting your money where it matters. To make a difference in the global economy, we need to put our personal economies in order. If we all do a little bit, it will make a big difference.”

Ideas like these will make our country stronger, she adds. “There’s nothing more sustainable than a building you want to take care of.”

Schlagel

Other summer projects include Lewis Hall interior work, Legends indoor work, expansion of the Endowed Chair memorial, ground breaking for the new building for the Alliance for Catholic Education (ACE), road milling and paving as well as stadium repairs.

According to Layman, “There has been a job in the stadium every year for the past 14 years that must be completed before opening the season.” Additionally, they are overseeing the ongoing construction of the new ice arena, renovation of the old Joyce Center Ticket Office for the Student Athletics Welfare and Development Office, renovation of the Grace Hall Development Office, Geddes Hall fourth floor build-out, and Harper Hall Cancer Research Center in conjunction with EU. Projects they completed this year include Shinem-Renwick Hall, Purcell Pavilion, Bchodam Hall and Ryan Hall.

Hums

Typically, a project starts with design documents, which can take months to develop, and in some cases, be quite voluminous. For example, the design documents for the new ice arena are more than 400 pages in total. All stakeholders of a project, for example, Athletics, OIT, Fire Safety, Food Services, etc., are asked to review the construction documents pertaining to their operation and sign off on them. The Office of the University Architect must convey up front what the project will look like at the end. “We can’t have someone say, ‘This is not what I expected,’” said Schlagel.

At the same time the drawings are created, a master schedule is prepared. According to Layman, “the schedule is very important at Notre Dame; many times, the academic schedule drives the construction schedule.”

“The end date controls the start date,” said Phillips. All campus projects MUST meet deadlines.

Once the documents have been approved by all concerned, and the Office of the University Architect is comfortable with every aspect, they are sent out to bid. “There are basically three forms of construction project delivery,” said Schlagel. General Lump Sum Bid is the oldest form of contract delivery. Essentially, the owner (Notre Dame) separately manages an architectural firm and a contractor. With Construction Management at Risk delivery, the owner hires an architectural firm and a construction manager who work together during the design phase to refine the project design and confirm the construction budget.

The construction manager assumes the risk, guaranteeing a price and budget before the project even begins. With the third form, Design/Build, the owner selects a single entity responsible for the architecture, engineering and construction. This is the fastest method, as construction can begin before designing is complete. Notre Dame has utilized all three forms of delivery. According to Schlagel, “the construction administration is a traffic cop at an intersection with 10 roads.” He is a conduit between the client, the architect, and the contractor. “It’s putting your money where it matters. To make a difference in the global economy, we need to put our personal economies in order. If we all do a little bit, it will make a big difference.”

Ideas like these will make our country stronger, she adds. “There’s nothing more sustainable than a building you want to take care of.”
Questions asked and answered in September’s Town Hall meetings with Executive Vice President John Affleck-Graves

Q: Given financial pressures, will we increase the student population?
A: No. Increasing the size of undergraduate classes would make this a less personal place. Feeling part of the family, not feeling anonymous, is an important part of the undergraduate experience. We hope to continue to grow the graduate programs.

Q: Has the University considered making this a smoke-free campus?
A: We are committed to a healthy campus. When we develop a campus smoking policy, we have always followed the guidelines put in place by the city of Notre Dame. Currently, that means that we do not allow smoking within 25 feet of any campus building or stadium or in University vehicles. We also prohibit the sale, distribution or advertisement of tobacco products on campus.

Q: Are the University planning buyout program to encourage staff retirement?
A: At: Some of our peer institutions have instituted buyouts to encourage retirement; they tend to be institutions that also have had layoffs. We have explored the possibility of buyouts, but are not considering them at the moment.

Q: We hear a lot about research and the research agenda. What are your plans to grow research?
A: We plan to continue to grow research at Notre Dame; it is a significant goal. While the economy has affected our ability to foster growth at the rate we would like, we are pleased about where we are today. Until the economy recovers, we are focusing on third shift are unique, but the heating and cooling patterns in buildings with little occupancy has been very successful in helping us do that.

Q: Parking continues to be a frustration. Has there been any progress in making this easier for employees?
A: Our parking is free, but most of it is on the periphery of campus. On the ImprovND survey, 25 percent of employees said they would be willing to pay a parking fee in order to park more closely to their offices. But as we developed a plan, we received strong feedback. Employees do not want to pay for parking. We have abandoned that idea for the time being. We still have not determined whether we need to build a parking structure. If we do, there will be a fee for using it.

Q: The health problems on third shift on employees?
A: The new Health Advocate program provides trained health and insurance professionals who can tackle questions like how to find good resources for your medical problems. Call for a conversation with a trained professional at 866-695-6822.

Q: To make season tickets more affordable to the fans, could we consider a payment plan?
A: As we have looked into this before and found some problems that would make such a plan difficult. However, we have this request so often, it may be time to examine this again.

Q: Is there a list that describes what discounts employees qualify for around town?
A: A summary of the major discounts is available online on the HR web page at hrdc.nd.edu/benefits/discounts. We will also develop other ways to share this information in addition to the website.

Q: How can a merit pay system provide incentive when the salary pool is so small there is little difference between what a poor performer receives and what an outstanding employee gets?
A: As you all know, salary increases have been modest over the past two years. This has been primarily due to a conscious decision that Father John, Tom Butsich and I made at the beginning of the current economic crisis. That we would sacrifice many expenses in order to preserve jobs.

Q: How would we improve campus safety if the fire department were to upgrade to include ambulance service?
A: The fire department is staffed in Emergency Medical Technician skills. While we don’t have an ambulance, we contract with the City of South Bend for priority service that averages a five-minute response time. These features effectively cover our needs.

Q: We want to explore developing on-call staff to help close the chronic shortage of workers, and are those who fill those positions being fairly treated in terms of pay and time off?
A: At: We have fluctuating seasonal demands. During various events that open and close the academic year, we need more people and use temporary, on-call help to smooth out these fluctuations. We are still hiring full-time help, but for positions that have year-round, full-time demands. Temporary employees do not receive the same benefits as full-time employees, and therefore many of them would like to become full-time.

Q: How can we make decisions that impact our jobs without consulting with us about what the impact might be? What can be done?
A: Your input on ND Voice has been critical in improving management communications. It will be administered again this fall. HR Consultants (formerly known as HR Business Partners) also are helpful in addressing these issues. Further, if you have an idea that will improve our work process, submit it to the new online suggestion box: brightideas.nd.edu, or you may call the askHR Customer Call Center to send an idea if you do not have access to a computer. Ideas will be reviewed. We may not implement each one, but you will get a response if you include your name.

Q: What can or has been done to make third-shift employees comfortable in buildings that reduce the air conditioning or heat to realize sustainability goals?
A: At: The University was turning off the air conditioning late at night when there is little occupancy. When we learned that temperatures were reaching the mid-80s, we revised the program. During the third shift, air conditioning resumes when the building temperature reaches 80 degrees. It is essential that we reduce our carbon footprint, and changing the heating and cooling patterns in buildings with little occupancy has been very successful in helping us do that.

Q: We are looking into the possibility of expanding the on-campus agency to provide secure storage areas needed.
A: In some buildings, there is a need to securely store employees’ personal belongings. Can this be addressed?
A: Yes. Everyone should have a place to securely store his or her personal property. Facilities Operations will look into this issue to see if further storage areas are needed.

Q: How will the health care reform legislation affect us?
A: As we estimate the preliminary increase in costs for 2011 will be approximately 3 percent of the overall increase for the year. Longer-term increases for other changes through 2014 will be higher.

Q: Are we taxed on our health insurance?
A: No. We are currently not taxed. A few changes as a result of health care reform are coming that may affect this. The amount we will be able to set aside for pre-tax flexible spending accounts will be reduced from $5,000 to $2,500 in 2012. In 2011, we will no longer be able to use flexible spending account dollars for over-the-counter medicine. In 2012, our W-2 form will display the value of the health plans provided by the employer. These changes may raise taxes for some individuals in the future.

Q: What is the update on our plans to purchase a building in Rome?
A: As we completed the purchase in May and now have begun the process of planning for its renovation.

Q: Will we consider expanding opportunities for those who want to go to their degrees?
A: As HR’s professional development department has developed a program that provides college classes on campus through the associate degree level. Those who want to go on to earn a more advanced degree may enroll in classes at local colleges using our tuition reimbursement program that provides up to $500 tuition assistance a year.

Q: Are there any new building projects coming up on campus?
A: As we expect to start construction of the Stayer Center for the Executive Business program next June. We are seeking funding for other projects, but fundraising has been difficult in this economy.

Q: Is Anthony Travel a part of the new TravelND program?
A: Yes. First, it will serve as our partner as we launch an online system for booking. Anthony Travel. Working with Procurement Services, the on-campus agency will provide phone and walk-in travel planning, and 24/7 support for travelers whose plans have hit a glitch. It now is waiving its $30 booking fee, so your department will not be charged for their services.

Q: Are there any new building projects coming up on campus?
A: As we expect to start construction of the Stayer Center for the Executive Business program next June. We are seeking funding for other projects, but fundraising has been difficult in this economy.

Q: How can a merit pay system provide incentive when the salary pool is so small there is little difference between what a poor performer receives and what an outstanding employee gets?
A: As you all know, salary increases have been modest over the past two years. This has been primarily due to a conscious decision that Father John, Tom Butsich and I made at the beginning of the current economic crisis. That we would sacrifice many expenses in order to preserve jobs.

Q: How would we improve campus safety if the fire department were to upgrade to include ambulance service?
A: The fire department is staffed in Emergency Medical Technician skills. While we don’t have an ambulance, we contract with the City of South Bend for priority service that averages a five-minute response time. These features effectively cover our needs.

Q: What can or has been done to make third-shift employees comfortable in buildings that reduce the air conditioning or heat to realize sustainability goals?
A: At: The University was turning off the air conditioning late at night when there is little occupancy. When we learned that temperatures were reaching the mid-80s, we revised the program. During the third shift, air conditioning resumes when the building temperature reaches 80 degrees. It is essential that we reduce our carbon footprint, and changing the heating and cooling patterns in buildings with little occupancy has been very successful in helping us do that.

Q: We are looking into the possibility of expanding the on-campus agency to provide secure storage areas needed.
A: In some buildings, there is a need to securely store employees’ personal belongings. Can this be addressed?
A: Yes. Everyone should have a place to securely store his or her personal property. Facilities Operations will look into this issue to see if further storage areas are needed.

Q: How will the health care reform legislation affect us?
A: As we estimate the preliminary increase in costs for 2011 will be approximately 3 percent of the overall increase for the year. Longer-term increases for other changes through 2014 will be higher.

Q: Are we taxed on our health insurance?
A: No. We are currently not taxed. A few changes as a result of health care reform are coming that may affect this. The amount we will be able to set aside for pre-tax flexible spending accounts will be reduced from $5,000 to $2,500 in 2012. In 2011, we will no longer be able to use flexible spending account dollars for over-the-counter medicine. In 2012, our W-2 form will display the value of the health plans provided by the employer. These changes may raise taxes for some individuals in the future.

Q: What is the update on our plans to purchase a building in Rome?
A: As we completed the purchase in May and now have begun the process of planning for its renovation.

Q: Will we consider expanding opportunities for those who want to go to their degrees?
A: As HR’s professional development department has developed a program that provides college classes on campus through the associate degree level. Those who want to go on to earn a more advanced degree may enroll in classes at local colleges using our tuition reimbursement program that provides up to $500 tuition assistance a year.

Q: Is Anthony Travel a part of the new TravelND program?
A: Yes. First, it will serve as our partner as we launch an online system for booking. Anthony Travel. Working with Procurement Services, the on-campus agency will provide phone and walk-in travel planning, and 24/7 support for travelers whose plans have hit a glitch. It now is waiving its $30 booking fee, so your department will not be charged for their services.