After two years at Notre Dame, Mahan Mirza knows the rules of football—although he’s more familiar with terms such as “hustman” and “bowler” than “linebacker.”

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

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

An assistant professor of Arabic and Islamic studies in the Department of Classics, Mirza was drawn to Notre Dame because of the University’s Catholic faith tradition. “I like the tensions between faith and reason in search of a meaningful life in the modern world,” he says.

The University does not offer a program in Islamic studies per se, but does offer a major in Arabic and a minor in Mediterranean and Middle Eastern Studies. Other related courses on Islam are taught in political science, anthropology and history.

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

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

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

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

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

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

Mirza notes that his own name represents a mix of cultures: Mahan is Hindi; his second name, Hussain, is Arabic and Mirza is Persian.

There is considerable interaction between the campus Muslim community and the local mosque, the Islamic Society of Michiana.

“We go there for events and Muslim faculty members occasionally give the sermon and lead the congregational prayer on Friday,” Mirza says.

In being Muslim on a Catholic campus, he notes that, “Islam and the West have a shared intellectual heritage. We have a lot in common.”

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

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

KOGGE, BROCKMAN WIN COMMERCIALIZATION AWARD

Notre Dame engineers Peter Kogge and Jay Brockman have been named recipients of the inaugural 1st Source Commercialization Award, celebrating research that has made it to the marketplace. Kogge, the Ted H. McCluskey Professor of Computer Science and Engineering, and Brockman, associate engineering dean and computational mechanics professor, have successfully transitioned their technology from the lab to the marketplace.

"This award recognizes innovative research that has made it to the marketplace and is a testament to the entrepreneurship and innovation fostered by the University’s Office of Research and the Center for Entrepreneurial Leadership," said John e. Renaud, professor and chair of aerospace and mechanical engineering. "These commercialization efforts demonstrate the remarkable research that is being conducted at Notre Dame and the potential impact on the marketplace." The award recognizes the early stage commercialization of research conducted at Notre Dame.

PACE TO BECOME ASSISTANT PROFESSOR, REGISTRAR AT WAKE FOREST UNIVERSITY

Harold Pace, University Registrar, leaves the University July 1 to become Assistant Provost for Academic Administration and University Registrar at Wake Forest University. Under Pace’s leadership, the Registrar’s Office has made significant advances, including the implementation of Banner as Notre Dame’s first enterprise information system and the development of web-based class registration and grade submission processes. A national search will be conducted for his replacement.

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

IN MEMORIAM: JOHN E. RENAUD

The campus community is saddened by the loss of John E. Renaud, professor and chair of aerospace and mechanical engineering, who died of cancer Friday, March 18, at his home in Niles, Mich. He was 50 years old.

Renaud joined the aerospace and mechanical engineering faculty at Notre Dame in 1992 and had chaired the department since 2008. Internationally recognized as an expert in design, methodology and optimization theory, Renaud taught undergraduate and graduate courses on design optimization and pursued research on fundamental design issues for aircraft, crash- absorbent structures, and human bone tissue as well as in the general mathematics associated with determining optimal design.

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

AWARDS, LAUREATE MEDAL WINNERS ANNOUNCED

President Emeritus Rev. Theodore M. Hesburgh, C.S.C., has been awarded a specially commissioned Centennial Medal from Catholic Charities USA (CCUSA), the 100-year-old social services organization working to reduce poverty in America. CCUSA board member Kathleen Flynn Fox, “Our Centennial Medal is the most prestigious symbol of Catholic Charities’ first 100 years, and Father Hesburgh is a person who perfectly embodies the spirit and meaning of all we stand for.”

Scott Malpass, vice president and chief investment officer, has been named Large Endowment Manager of the Year by Institutional Investor magazine. The award recognizes U.S. institutional investors whose “innovative strategies and fiduciary savvy resulted in impressive returns” over the past year. Malpass, who has served as the University’s chief investment officer since 1990, is responsible for the endowment, working capital, pension and life income assets of $6.2 billion. The University’s endowment is the 14th largest in higher education and the largest at a Catholic university.

Sister Mary Scullion, R.S.M., and Joan McConnell, co-founders of Project HO.M.E., an organization devoted to ending homelessness in Philadelphia, will jointly receive the University’s 2011 Laeatre Medal, the oldest and most prestigious honor given to American Catholics, at Notre Dame’s 166th University Convocation on Sunday, May 22. Both natives of Philadelphia, the two founded Project HO.M.E. (an acronym for Housing, Opportunities for Employment, Medical Care and Education) in 1985, first providing emergency shelter for some 50 homeless men. Since then, the project has grown to include 480 units of housing and two businesses that provide employment to formerly homeless people.

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Cost savings will support new initiatives

BRENDA N’OOGHISTRESSY, OPAC

Notre Dame employees have filed more than 2,000 suggestions for how to cut University costs or raise revenue since Executive Vice President John Affleck-Graves requested ideas at the Town Hall meetings in early March. The suggestions have been submitted to the website of Advancing Our Vision, a campus-wide initiative to identify $20 million to $40 million in recurring expenses that can be redirected to fund strategic priorities. “We’ve had a great response,” Affleck-Graves said. “Some mirrored areas that we were considering and others identified new opportunities for significant savings.”

Often, it is the employee closest to the work being performed who thinks about a better way to do the job.”

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

- Financial aid to meet the needs of undergraduate students and improve the undergraduate learning environment.
- New faculty positions to further strengthen teaching and research.
- Graduate student support to make our packages more competitive with our peers.
- Enhanced staff support and infrastructure for our educational mission.
- The Strategic Funding Committee, made up of 21 of the University’s deans, vice presidents and faculty members, has received each of the website submissions as they consider potential sources of reallocation.

The committee, co-chaired by Provost Tom Burish and Affleck-Graves, has been asked to submit its recommendations by semester’s end. Father Jenkins will review the committee’s work and, in consultation with Affleck-Graves and Burish, implement action in the summer and fall.

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

**FACILITIES AND LANDSCAPING**

- Install motion-activated sensor on lights in hallways and bathrooms of the library, Delbertos, Deocks and other buildings so that lights do not stay on unnecessarily.

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

**FOOD AND BEVERAGE**

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

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

**PRINTING**

Unilateral use of electronic forms (e.g. payment forms, Staff Personal Action Forms, etc.) rather than printing, copying and sending through campus mail. Will save paper, reduce campus mail, and allow for more efficient tracking— as we have done with expense reports (Travel ND). Our office consists of eight staff. When NDWorks is delivered, there are usually around 25 papers. We, in turn, recycle the 17 not needed. Assuming this goes on in other offices, there is a lot of paper and color ink being used for “recyclable material.”

**ADVANCING OUR VISION**

No Parent Left Behind (NPLB) teaches strategies for critical reading and thinking

Engaging the creative mind

BY RENE HOCKSTEDTER, FOR THE OFFICE OF RESEARCH

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

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

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

For example, says Greene, readers expect stories that begin “once upon a time” to end with “happily ever after.” What happens in between depends on the story, and recognizing connections and patterns teaches students to evaluate the text and predict next steps. The key for parents is to draw children in by reading with expression and asking questions like: What is the story about? What problem a character faces and how they solve it?

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

What NPLB does see is a need in high school and home expectations and understandings. If the school’s goal for literacy is comprehension—analyzing, analyzing and comparing—then the approach at home needs to address that, he says. Greene and Long piloted NPLB four years ago at Perley Primary Fine Arts Academy, an elementary school in the South Bend Community School Corporation, where principal Darice Austin-Phillips sought to increase parent involvement in literacy.

Before implementing the program, Greene and Long interviewed parents whose students’ performance at school suggested that they needed additional attention to literacy at home. The results were not altogether surprising: “The parents were doing far more than expected, but that those things weren’t necessarily visible because they occurred in the context of home literacy,” says Greene. However, it turns out that home literacy best serves students at school when it incorporates strategies that teach critical thinking skills.

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

According to Greene, literacy for NPLB involves bringing families together and enables kids to experience reading and writing with forms of expression and associate them with the joy of being with family. NPLB is also a way to bring families together in the school setting. While parents attend workshops, students receive tutoring from Notre Dame and Holy Cross students.

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

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

Copyright violations can result in criminal, civil consequences

BY CAROL C. BRADLEY, NDWORKS

There’s been a recent uptick in the number of “notifications of copyright infringement” the University is receiving, says Robert Casarez, assistant director of resident life and housing. The notifications come from copyright holders such as the Recording Industry Association of America, which tracks purportedly illegal file downloads by University community members, including faculty and staff.

Most instances involve students, but faculty and staff are being included in the notifications. The numbers are somewhat inexact, since there may be a delay in University IP addresses. The numbers do not yet include complaints from copyright holders such as the Recording Industry Association of America, which tracks purportedly illegal file downloads by University community members, including faculty and staff. The numbers do not yet include complaints from copyright holders such as the Recording Industry Association of America, which tracks purportedly illegal file downloads by University community members, including faculty and staff.

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

Peer-to-peer file sharing works like this: You download a program like LimeWire and connect to a network of people who are downloading and sharing files. “It’s not any place or person,” he says. “Anyone connected can share and download. Your machine becomes a server, and anyone can access the files you are downloading or share yours.”

Since the network isn’t centralized, there’s no way to shut it down. Without being shared and downloaded might be music, movies, software, games or books. What users who illegally share or download aren’t doing is compensating the copyright holders for their time, the expense of creation and royalties. It doesn’t seem like the same thing as stealing a CD or a video game from a store, but that’s what it amounts to, Casarez says. But while a download might be “free,” it can also be tracked and traced to your Notre Dame IP address, including a date and time. That allows copyright holders to track who downloads it and seek redress. If a copyright holder files a notice of claimed infringement, it goes first to Tim Flanagan, associate general counsel—the University’s registered agent for receipt of complaints of this sort. Casarez then tracks the reported activity to a particular computer and user. While allegedly illegal file sharing is largely a student problem, improperly downloading and sharing copyrighted material is no less illegal for faculty and staff, says Flanagan. In some cases, violations have taken place on computers registered to others—visitors, or in some cases faculty or staff with multiple computers registered in their name.

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

For students, that can mean the creation to or addition to a disciplinary record, a monetary fine or requirement for service, loss of access to the University’s network resources or expulsion from the University. Faculty and staff are subject to all available disciplinary procedures, including loss of teaching privileges and other measures up to and including loss of employment.

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

ND Surplus rolls out new, improved online inventory system

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

BY CAROL C. BRADLEY, NDWORKS

ND Surplus, created in 2003 to process all surplus University assets and make them available for reuse, has introduced a new, user-friendly inventory list available to you by the click of a mouse. The new ND Surplus website, designed by Robert Pola and Lisa MacKenzie with assistance from Dan Reck, features an organized, categorized list of available items. Instead of visiting or calling ND Surplus, you can now view the website (surplus.nd.edu) to quickly find what you need. As the website pulls its data from the point of sale (POS) system used in the store, the online inventory is updated in real time. “This is keeping items out of the landfill and saving Notre Dame a lot of money per year,” says Jack Woolley, manager of surplus property.

Another new feature is an interactive pick-up form. Instead of having to download, complete and fax it in, the form can now be completed and submitted online. Pick-up and delivery days are Monday, Tuesday and Friday. “This makes it easier for staff to consider using surplus inventory before procuring new merchandise,” says Jeff Simko, manager of tech systems and application support for Business Operations. “The great value in this project is that it ties back to the mission of ND Surplus, which is the prudent stewardship of surplus property resources at all levels of the University.”

Woolley and his staff of two, Rick Anderson and Jim Reed, do everything themselves to study the merchandise for resale or redistribution. This includes pick-up and delivery, recycling, furniture repair and all computer refurbishment. Trained by OIT, they also do stripping, scrubbing, loading of software, and reinstallation of hard drives, memory and video cards. Notre Dame departments are not only interested in obtaining items from ND Surplus for departmental use. The location of the ND Surplus store remains the same, 925 N. Eddy St., as do the hours: Wednesdays from 11:30 a.m. to 3:30 p.m. for departments, and Thursdays from 11:30 a.m. to 3 p.m. for Notre Dame community personal shopping and local not-for-profit agencies.

For more information, contact Jack Woolley at jwoolley@nd.edu.
Streamlining the creation of new staff positions

**New process takes less than two days**

**BY MARY FEDERICO, FOR THE OFFICE OF CONTINUOUS IMPROVEMENT**

None of us wants to hear that our customers are unhappy with the services we provide. But that’s exactly what Linda Kroll, assistant vice president, Office of Budget and Planning, and Denise Murphy, director, compensation and benefits, learned from the 2009 Improv ND survey. Results showed that more than 50 percent of Notre Dame’s hiring managers had an unfavorable view of the way new staff positions were created. In fact, 29 percent described themselves as totally unsatisfied with the process.

What bothered the managers? One issue was the number (six!) and complexity of forms they had to complete. Another was the amount of time (an average of 14.5 days) and rework (about 50 percent) involved. Finally, the process itself seemed derailed in mystery. Managers weren’t sure who did what or where the position was at any given time. And they couldn’t predict when the process might be complete; it could take anywhere from one day to 81 days. Not surprisingly, budget and HR staff members working on the position creation process weren’t too happy with it either. The staff knew that the campus was depending on them to do this work quickly and efficiently. They were eager to find ways to improve.

With that goal in mind, Kroll and Murphy established the Staff Position Creation Project Team:
- Warren Williams, budget, and Theresa Dockery, HR, were appointed to lead the core team, which included Kara Palmer, HR, Lindsey McIntyre, budget, Tracy Bigg, budget and Rachel Dougherty, HR.
- The core team pulled in subject-matter experts and customers—Elizabeth Clark, budget, Bob Cunningham, engineering, Dave Dru, Food Services, Doug Kroll, business, Lori Maurer, HR, and Lisa Yates, HR.
- Linda and Denise acted as sponsors, providing time, resources and expertise.
- The team also got help from ND’s Office of Continuous Improvement. Carol Mullennix, Julie Sama and Harvey Dershan introduced new methods and tools that allowed the team to better understand the position creation process in great detail. These tools also helped the team pinpoint improvements that would have the most impact. As they worked through their analysis, the team got a big surprise. But the amount of time staff members actually spent working on the process—the “touch time”—was only 4 hours. The team learned this is typical in people-intensive processes that have developed over time. As needs change, departments change the process to meet new challenges and requests. There’s often too much guesswork to stop and look at the big picture, see if everything added still makes sense. But by bit-by-bit, the process can become far more complicated than necessary.

That’s what happened with the staff position creation process. But by doing this project—and involving a broad group of knowledgeable staff members—the team was able to see the process with fresh eyes. After running a pilot in late 2010, they rolled out these improvements on Jan. 1:
- One request form instead of six
- Managers submit request forms electronically
- Forms automatically sent to HR/Budget/Provost for simultaneous review
- New phone number for off-campus numbers
- While change can be stressful, the new system, which will be installed across campus in stages through June, offers many exciting new features, says Chuck Konopinski, OIT voice services manager.

You’ll be able to put someone on hold to take another call, for example, or let the second call go to voice mail. The phones, which have color displays you can modify with a personal image, have access to an online campus telephone directory. The date and time will set automatically. You’ll be able to see placed, received or missed calls, and the system also has visual voice mail, allowing you to see and open phone messages from an onscreen menu. An app will allow you to have your campus phone number ring through to your iPhone.

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

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

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

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

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

The press is also launching a Notre Dame series, with one forthcoming title being a book commissioned by the Hesburgh Libraries on the upcoming 50th anniversary of the Hesburgh Library being built.

The main point, says Humphrey, “is that we’re here. We’re active. We have strong lists in theology, philosophy, history and literature, and we are building on those strengths. Historically the press has been a home for scholars in the Catholic tradition, and we look forward to continuing to be that home. Some of the works we publish may not have large markets, but they make significant contributions to their respective disciplines. Making this corpus of work available to scholars in these various fields is a principle way the press supports the research mission of the university. For more information and a complete online catalog, visit undpress.nd.edu.

**Advancing the University’s research mission, make of digital technology**

**BY CAROL C. BRADLEY, NDWORKS**

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

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

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

The press will be launching e-books titles in 2011. In addition, Humphrey is part of a new Campus e-book project, which recently merged to form the University Press Content Consortium.

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

The main point,

**University Press looking toward the future**

**BY CAROL C. BRADLEY, NDWORKS**

6,500 phones will be replaced this spring

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

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

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

Some things won’t change:

You’ll keep the same phone number, and dialing remains the same with five-digit dialing on campus and 8-
Simple steps for managing stress

By Carol C. Bradley, NDWorks Health Services staff psychologist.

Want to lower your stress level? Here are some simple steps.

1. **Take care of yourself, and your body.**
   - Avoid mult-tasking, and get some sleep, says Wendy Settle, University Alumni Association.
   - Regular sleeping habits: seven to eight hours of sleep. Alcohol and caffeine both interfere with sleep, so limit caffeine to the morning, and don’t drink alcohol close to bedtime.

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

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

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

5. **Pay attention to your thoughts:** Watch your “automatic thoughts” for shoulds, overgeneralizations and catastrophizing. Let go of perfectionism. Re-examine a tendency toward excessive guilt or self-blame. Recognize and accept your personal limits. Talk to a counselor about learning healthy ways to think.

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

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**SERVICE ANNIVERSARIES**

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

### 30 years
- Richard S. Nix, vending

### 25 years
- Phetsamone Nualadad, Custodial Services
- Sharon L. Snuc, Arts and Letters computing
- Michael C. Wiechser, physics

### 20 years
- Guy J. Gorbitz, Food Services
- Michael P. Manijak, maintenance repairs

### 15 years
- Howard L. Busfield and Yongping Pan, Food Services
- Kathleen A. Connor and Sharon K. Riffe, St. Michael’s Laundry
- Charles T. Hurley, Registrar
- Guiseppe M. Macrata, Legends
- Cynthia A. Schneider, Center for Social Concerns

### 10 years
- Gary R. Bohler, Land O’Lakes
- David Everard and Rebecca S. Price, Hesburgh Libraries
- Thomas P. Gibbons, development
- Carla L. Gruse, Risk Management and Safety
- Glenn Hayes, utilities
- Paul C. Henderson, Mai K. Jurdin and Tomas Navarete, Food Services
- Joshua D. Ingle, DeBartolo Performing Arts Center
- Debra A. Jessup, ticket office
- Clint Manning, electrical engineering
- Teresa R. O’Connor, Annual Fund
- Virginia R. Palmitor, Montau Seminar
- Matthew Riem, investment office
- Julian Smreczak, preventive maintenance
- Fazida A. Suhardjo, human resources
- Joyce A. Yatts, computer science and engineering

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**NEW EMPLOYEES**

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

- Matthew S. Anderson, student affairs
- William B. Carter, chemical and biosensoric engineering
- James E. Coppa, Lotus
- Anne M. Fakery and Benjamin E. Lemery, Alumni Association
- Kristina Fuehring-Callahan, Legends
- Michelle A. Getz, biological sciences
- Robert D. Hunt, football
- Susan Miller, Graduate School
- Jun Peng, chemistry and biochemistry
- Brett W. Peters, Environmental Change Initiative
- Christopher D. Rhyce, athletics marketing and ticketing

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**May 2011**

**OIT Technical Training Courses**

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

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

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

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

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

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**ND HOCKEY CLUB**

The faculty/staff hockey team, the “FIGHTIN’ Faculty,” sponsored by radio station WRRB (“The Bear”) 103.9 FM, plays in the South Bend City League and meets for recreational play at the Joyce Center on Monday and Tuesday at noon through the summer. Faculty, staff and graduate students are welcome to join.

Contact Ed Hums, hums.20@nd.edu, for more information.

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

**Back row, left to right:** Flint Dille, Matt Brach, Mike Brach (development), Dave Smith (psychology), Rex, John Thieoe, S.J., and Sue Stryker, John O’Arcy (management) and Tim Owetz (engineering).

The photo was taken after a 3-1 victory over the Garden City, Mich. Golden Boys in the 40-and-under division of the South Bend Icebreaker Tournament.
RecSports offers recreation and fitness classes for every interest—from cardio, indoor cycling and interval training to swimming, yoga, martial arts and scuba.

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

SAILING LESSONS
May 26 – June 30
Time: 9:30-10:30 a.m.
Cost: $50
June 4 – June 25
Saturdays
Time: TBD (hrs)
Cost: $50
June 15 – July 27
Wednesdays
Time: 4:30-6:30 p.m.
Cost: $50
July 9 – July 30
Saturdays
Time: TBD (hrs)
Cost: $50

F.A.S.T. CLASSES
(Faculty and Staff Training)
May 23 – Aug 12
Registration Opens May 19

MONDAY
Morning Cycle 6:15-7 a.m. $30 Rockne B026
Cycle Express 12:15-12:45 p.m. $16 RSRC AR 1
Cycle Express 4:45-5:15 p.m. $36 Recre8ion B026
Cardio Sculpt 5:30-6:30 p.m. $16 RSRC AR 2
Cardio Cycle 5:45-6:45 p.m. $35 Recre8ion B026
Yoga 5:30-6:30 p.m. $42 Recre8ion 205
Couch Time 6:15-6:45 p.m. $11 RSRC AR 1

TUESDAY
Power Yoga * 6:7-7:15 a.m. $38 RSRC AR 1
Yoga noon-1 p.m. $51 RSRC AR 1
Flux N Tone 12:15-12:45 p.m. $11 RSRC AR 2
Cycle Express 4:45-5:15 p.m. $36 Recre8ion B026
Rock Bottom 5-5:30 p.m. $13 RSRC AR 2
Zumba 5-5:45 p.m. $16 RSRC AR 1
Cycle N Sculpt 5:30-6:30 p.m. $42 Recre8ion B026
Pilates Mat 5:45-6:30 p.m. $48 Recre8ion 205
Pilates Revolution 6-6:45 p.m. $16 RSRC AR 1

WEDNESDAY
Morning Cycle 6:30-7:15 a.m. $36 RSRC AR 2
Yoga noon-1 p.m. $51 RSRC AR 1
Fitness in a Flash 12:15-12:45 p.m. $13 RSRC AR 2
Cycle Express 4:45-5:15 p.m. $36 Recre8ion B026
Body Sculpt 5:45-6:45 p.m. $16 RSRC AR 1
Indoor Cycling 5:15-6:15 p.m. $42 RSRC AR 3
Pilates Mat 5:30-6:15 p.m. $48 Recre8ion 205
Aquascise 5:30-6:15 p.m. $10 Recre8ion 205
Fitness Revolution 6-6:45 p.m. $16 RSRC AR 1

THURSDAY
Zumba 6:30-7:15 a.m. $16 RSRC AR 1
Pilates Mat 12:15-1:15 p.m. $48 RSRC AR 1
Flux N Tone 12:15-12:45 p.m. $13 RSRC AR 2
Guns N Guts 5-5:30 p.m. $13 RSRC AR 1
Yoga 5:15-6:15 p.m. $51 RSRC AR 1
Cardio Box 5:30-6:30 p.m. $16 RSRC AR 1
Cardio Cycle 5:45-6:45 p.m. $42 Recre8ion B026

FRIDAY
Morning Cycle 6:30-7:15 a.m. $36 Recre8ion B026
Flux N Tone 12:15-12:45 p.m. $13 RSRC AR 1
Cycle Express * 4:45-5:15 p.m. $30 Recre8ion B026

INSTRUCTIONAL CLASSES
June 23 – Aug 5
Registration opens: June 1

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

• Dance Instruction
  Jazz/Hip-Hop Fusion Tuesday 5:45-6:45 p.m. $25 Brienne RSRC AR 2
  Ballet Wednesday 5:30-6:30 p.m. $25 Julie RSRC AR 2
  Modern Dance Thursday 5:45-6:45 p.m. $25 Stacie RSRC AR 2

• Water Instruction
  SCUBA Tues/Thurs 6:30-7:30 p.m. $205 Diane Rockne 110
  Information Session, Thursday June 23 6:30-7:30 p.m.

• Sport Instruction
  6 Lessons, unless otherwise noted
  Work off your Agassi
  Monday 12:10-1:45 p.m. $45 Jennifer Eck Tennis CTR
  Squash Lessons Wednesday 5:45-6:45 p.m. $45 Geoff Rockne
  Horseback Riding Flexible Flexible $135 Various Squash Courts Heathwood

• EVEN FRIDAYS!
  All events are held from 5:30-7:30 p.m., unless otherwise noted
  May 27 Summer Kickoff Picnic
  June 10 Go Karts & Putt Putt @ Tucker’s
  June 24 Canoe Trip (tentative)
  July 8 at 7:30 p.m. South Bend Silver Hawks Game
  July 22 Beach Bash
  Aug. 12 Summer Wrap-Up Picnic
  Aug. 26 Family Swim and Assessment (tentative)
The DeBartolo Performing Arts Center’s notable history with the performing arts includes presenting world-renowned modern leaders and thinkers, as well as showcasing some of the most compelling emerging artists. Find a comprehensive at-a-glance list of the 2011-2012 Visiting Artist Series at performingarts.nd.edu, featuring our distinct vision that fuses the future with some of the most admired artists of our time. Whatever your point of entry to the arts, there is something for everyone this season.

**PRESENTING THE VISITING ARTIST SERIES FOR SUBSCRIPTION**

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

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<tr>
<th>Month</th>
<th>Event</th>
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<tbody>
<tr>
<td>FEB 10</td>
<td>The Magic School Bus-Live!</td>
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<tr>
<td>APR 27</td>
<td>Charlotte’s Web</td>
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