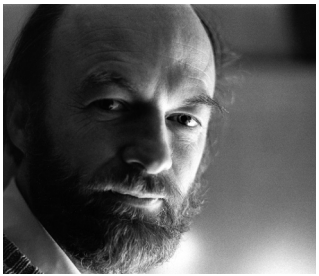


## IN THE WORKS



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## Town-hall-type meetings air results of first ND Voice survey



Bob McQuade, associate vice president for human resources, describes ND Voice survey results during one of 13 divisional meetings last week. The meetings discussed overall University results; division-specific information is being distributed this week. *Photo by Bryce Richter.*

By Gail Hinchion Mancini

University employees describe themselves as being proud to work at Notre Dame, a place whose goals and values they embrace, according to results of a workplace survey unveiled in more than a dozen divisional meetings last week.

Last fall, almost 2,300 staff and administrators responded to the survey, the first on workplace attitudes taken by the University (the survey was not designed for faculty, given their unique role). At rates nearing or exceeding 90 percent, employees report that they like working here, would recommend this as a good workplace for others, and are not looking for work elsewhere. Employees also believe the University plays a positive and responsible role in the community, and they like Notre Dame's high esteem nationally.

Survey results also indicate that employees consider the University well managed as a whole. Their sentiments about pay are close to the national average. Satisfaction with Notre Dame's benefits exceeds national averages, as does their

Continued on page 2

## The impatience of Christopher Fox

By Michael O. Garvey

Irish America Magazine's Top 100 Awards Ceremony, held March 11 in New York City at Broadway's Hilton Theatre, was a glitzy affair,



Christopher Fox, director of the Keough-Naughton Institute for Irish Studies, is included among 100 prominent Irish Americans, a list published by Irish American Magazine. *Photo by Matt Cashore.*

complete with flashing cameras at a cocktail reception and selected musical numbers from "The Pirate Queen" performed onstage. Notre Dame's chairman emeritus Donald Keough was there, as were Sen. Hillary Rodham Clinton and her husband, the former president. Ireland's Ambassador Noel Fahey and the actors Liam Neeson and Gabriel Byrne also were among the guests.

But none of the "Irish 100" honorees could have enjoyed himself quite as much as Christopher Fox, professor of English and director of Notre Dame's Keough-Naughton Institute for Irish Studies. Simultaneously enjoying and laughing at his recently acquired status as a prominent Irish American, Fox admits that he knows of only one 18th-century Irish ancestor, adding, in an enigmatic and unmistakably Irish fashion, that he is "proud of" this anonymous relative.

In any case, Fox has much to be proud of in his own right, and Irish Americans have ample reasons for honoring him. Salient among these is

## Why ND Voice matters

ND Works staff writer

When Executive Vice President John Affleck-Graves announced the ND Voice survey during a series of town hall meetings last fall, he made a point to explain its purpose. It was designed to assess whether employees see Notre Dame as a great place to work and identify areas where the University has opportunities to improve.

In the annals of organizational leadership, there's a very good reason why employers would be concerned about employee satisfaction, commitment and enthusiasm. When they feel effective and valued, "it just takes the lid off their creative ability to make a contribution," says Robert McQuade, associate vice president of human resources.

At the campus level, ND Voice dovetails with a new chapter in organizational management that has emerged under the leadership of President Rev. John I. Jenkins, C.S.C.; Provost Tom Burish and Affleck-Graves.

At the heart of the process is a commitment to values described by Father Jenkins at the September town hall meetings. The values represent behavioral standards any one employee is expected to demonstrate within their role. In turn, individual employees can expect that other members of the University will also act consistently with these values:

- **Accountability:** Takes responsibility and ownership for decisions, actions and results. Is accountable for both how and what is accomplished.

- **Leadership in Excellence:** Demonstrates energy and commitment to improving results, takes initiatives often involving

calculated risks while considering the common good.

- **Integrity:** Demonstrates honest and ethical behavior that displays a high moral standard. Is widely trusted, respectful and honorable.

- **Leadership in Mission:** Understands, accepts and supports the Catholic mission of the University and fosters values consistent with that mission.

- **Teamwork:** Works cooperatively as a member of a team and is committed to the overall team objectives rather than own interests.

These values describe individuals' behaviors as they perform their jobs. The values intertwine with the University's goals—its direction and what it would like to achieve. As Father Jenkins reiterated in his recent e-mail to employees, the University's goals are:

- Offer an unsurpassed undergraduate education

- Become a premier research university

- Ensure that the University's Catholic character permeates all aspects of campus life

- Create a culture of service excellence to support the University's mission

- Communicate effectively to internal and external members of the university community

ISR, the national firm that worked with the administration to create the survey, customized the series of questions in ND Voice to incorporate the University's unique goals and values.

"The survey provides valuable context for the activities that are going to help us live our values and achieve our goals," explains McQuade. The University also plans to integrate the goals and values into the new performance evaluation process.

the indispensable role Fox has played in the establishment and flourishing of what is arguably the world's foremost center of Irish studies, the Keough-Naughton Institute.

Fox, who joined the English faculty in 1986, had been drawn into Irish studies through his work on 18th-century English and Irish literature, and particularly on Jonathan Swift. Already prominent in the field by the time he became chair of the department in 1992, he became increasingly impatient with the anemic condition of Irish studies in a university with ancient and durable roots in Ireland and Irish America.

Fox, a congenial and ebullient man who is not shy when it comes to sharing his impatience with others, soon found a sympathetic listener in Rev. Patrick Sullivan, C.S.C., a former sociology faculty member who broached the subject with his friend, Donald Keough, then president and chief operating officer of The Coca-Cola Company. Keough and his wife, Marilyn, eager to make "an important contribution to Notre Dame and to Ireland," generously funded the establishment of the institute, and a new chapter in the history of Notre

Dame and Irish America began.

Through his scholarship Fox had become friends with the stellar Irish scholar and writer Seamus Deane, who had taught at Notre Dame as a Fulbright Scholar in the 1970s. Convinced, as one faculty member said, "if Seamus Deane went to Gary, it would become a world center for Irish studies," Fox persuaded him to come to Notre Dame in 1992. According to Niall O'Dowd, founder of Irish America Magazine and Irish Voice newspaper in New York, "Deane's assignment stunned the Irish academic world. It was clear that Keough and Notre Dame meant business."

The rest is pleasant history: The institute has become a world leader in the field of Irish studies during the last 15 years, bringing to campus leading Irish scholars of North America and Europe. In addition to a graduate program in which 22 students are pursuing advanced degrees, it offers one of the most popular undergraduate programs at the University, enrolling 908 Notre Dame students in Irish studies courses

Continued on page 2



## Frequently asked questions about ND Voice

### ND Works staff writer

During ND Voice meetings, John Affleck-Graves and Bob McQuade answered a broad range of questions about survey results and other workplace issues.

“One of the highlights of the meetings over the past week was the number of questions we received. This is exactly the type of dialogue we are hoping to create at the University,” commented John Affleck-Graves.

The most frequent questions asked are summarized here.

### On action plans

**Q:** What tangible steps are needed to put together action plans?

**A:** Individual units will receive data specific to their divisions and, with guidance from Human Resources’ business partners, work to build plans to address the opportunities identified in the results. Summaries of small areas will not be provided, to protect respondents’ confidentiality.

Action plans will include measurements so that progress is not just assumed, but can be objectively assessed. Another round of ND Voice surveys will be instituted some time in

the next 24 months, which will allow the University to continue to monitor employee perspectives.

### On pay

**Q:** With so much construction going on, it appears the University has lots of money. With the cost of living rising, will we be getting better raises? Does the University plan cost-of-living raises?

**A:** The University’s construction program gives the appearance of deep financial resources. But all buildings are financed by donors whose gifts are restricted for a specific use. Legally those funds can only be used for the purpose designated by the donor.

Similar to almost all U.S. organizations, the University does not give cost-of-living raises. Instead, raises should be based on performance. The survey results show that we do not differentiate by performance as much as we should, and it is an issue the University is actively planning to address.

**Q:** What do the survey results say about pay satisfaction?

**A:** In the survey, we performed slightly lower than norm regarding pay, but above norm when considering total compensation with benefits. Written responses reinforced those results. Most of the comments about pay expressed concerns about the lack of differentiation based on performance rather than on level of pay.

**Q:** How do employees feel about merit raises?

**A:** The survey results indicate that employees want their pay to reflect the level of their contribution. We have clearly heard that employees want differential pay and are frustrated when everyone in a unit receives the same pay

increase. More differentiation in pay based on performance will be a culture change for the University. In that environment, some employees will receive no raise if their performance does not reach expectations. On the positive side, however, we will be able to reward those who perform well.

### On performance evaluations

**Q:** Performance evaluations are essential to merit raises. But not everyone gets a performance review on campus. Isn’t that a problem in establishing pay differentiation?

**A:** Every manager should give feedback and a performance review to every employee. Some employees had not been evaluated systematically in the past, but they are committed to ensuring that all employees receive regular feedback going forward.

**Q:** Often a budget plan has to be submitted before performance reviews are completed. Is that a problem?

**A:** It can be. One solution is to put performance reviews on a fixed calendar in which salary recommendations precede a division’s budget process. As Human Resources works on the new performance management system, timing with the budget process is one area that they plan to address.

**Q:** Should supervisors’ evaluation include input from the people they supervise, not just their supervisors?

**A:** While formal performance evaluations do not include input from employees, the University does have a voluntary 360-degree evaluation system available for managers to utilize for personal development. These evaluations allow individuals to be evaluated by those above them, below them and people they cooperate with outside their departments. Research reinforces that 360 evaluations are not widely effective when they are mandatory.

**Q:** If people who are performing badly get no pay raise, won’t that encourage them to perform even less

well?

**A:** One poor performance review will not mean instant termination, and reviews must include a well-crafted prescription for performance improvement. Continuous poor performance will lead to more serious action, including termination.

### On promotions, advancements and supervisory training

**Q:** What about an employee’s potential to be promoted?

**A:** The turnover rate here is approximately 7 percent a year, a uniquely small number. Corporations tend to experience annual turnover at much higher levels, even 20 percent and above. It’s difficult to create opportunities for advancement when nobody is leaving. When promotions are not available, we will increasingly seek opportunities where employees can undertake new experiences, different jobs, or serve on different committees—something to give them a different learning opportunity.

**Q:** To encourage promotions, shouldn’t people already at Notre Dame be given the first chance to apply for job openings?

**A:** Yes. We believe jobs are and should first be posted internally to give current employees an opportunity to apply. Filling jobs from the inside can save training time and sometimes money. New people from the outside, however, can bring energy and new ideas. This will always be a question of balance. We want to create new opportunities for our current employees, but we also want to welcome new people where appropriate.

**Q:** Even though faculty weren’t included in this survey, they do become involved with supervision, particularly when they become departmental chairs or administrators. Shouldn’t they get training for that?

**A:** Provost Tom Burish greatly appreciates the constructive information generated through

ND Voice and is discussing the information with the deans, Human Resources, and others. As part of these discussions and in consultation with appropriate faculty, the issue of providing supervisory training to faculty serving in administrative roles will be explored.

It is important to note that survey results show supervisory training is not only an issue in academic departments. It exists in many areas of the University, and we have already devoted additional money for training in next year’s budget.

### For hourly and part-time workers

**Q:** Last year, when the University changed the way vacation time is accrued, some of us lost vacation time. How can we fix that?

**A:** The vacation time issue is one we heard about in a few meetings. Human Resources plans to provide more information about this issue in an upcoming ND Works article.

### The last word

**Q:** What if we can’t get satisfaction from our supervisor?

**A:** This is an important question. We always prefer that you work through your department by first approaching your supervisor and next consulting a more senior manager. It is important that you receive an answer to your concerns, even if you do not always agree with the response. Contacting Human Resources through the HR hotline askHR, 631-5900, or making an appointment to see a Human Resources professional is always available as a next step.

If talking with your supervisor or other administrator is not an option in dealing with a workplace concern, the ND Integrity Line is a toll-free phone number (1-800-688-9918) you can call to discuss your concerns about questionable or unethical behavior. You can also send an anonymous note to Bob McQuade or John Affleck-Graves.



John Affleck-Graves, executive vice president, fields a question during one of several ND Voice presentations. *Photo by Bryce Richter.*

### Continued from page 1 ND Voice survey

attitude about overall compensation.

Executive Vice President John Affleck-Graves and Human Resources director Robert McQuade presented survey results over five days, in divisional meetings across campus and during all hours of the workday. University President Rev. John I. Jenkins, C.S.C., attended as many of the meetings as his schedule allowed. “I am grateful for your honest and open feedback in the survey,” noted Father Jenkins. “I am fully committed to ensuring that Notre Dame continues to be a place where you are proud to work and where you can develop to your full potential.”

The presentations gave equal attention to favorable and unfavorable results and described a series of next steps that would lead to improvements. Affleck-Graves stressed that addressing the survey’s results is at the forefront of the University’s management agenda.

While there were

many positive findings, the survey also identified several opportunities for improvement. In particular, employees do not feel the University deals effectively with poor performers, and they also indicate an imbalanced workload that occurs when some work harder than others. Also, nearly one-third of employees say that the University is not currently an environment where they feel comfortable offering new ideas.

Beginning this week, divisions are receiving information specific to their areas and are being asked to initiate action plans with measurable objectives to address the most critical issues. “Within six months, employees should see signs that change is being addressed,” McQuade said.

“We ask all of you to participate in



In the performing arts center, employees from an early morning ND Voice presentation stop for refreshments on their way out as another group arrives to hear results. *ND Works staff photo.*

this process,” said Affleck-Graves. “We are committed to changing, but change also has to come from you.”

The one-hour review sessions provided ample time for employee input and demonstrated a standard for respectful listening and accountability in action. Affleck-Graves and McQuade fielded input with responses that included many thanks and frequent admissions such as: “Some things need to change,” “We are committed to addressing the issues you’ve identified,” and “We don’t know the answer but will get back to you on that soon.”

“People have to feel safe to speak up,” said Affleck-Graves. “People have to feel they can challenge tradition and bring innovative suggestions to us.”

According to the survey results, the negative factors take a measurable toll on how willing employees are to give their all. About 25 percent of employees reported having very favorable opinions of Notre Dame, yet face enough obstacles in their specific jobs that they aren’t energized or what the survey firm termed “engaged.”

The purpose of this survey was to find out how to best engage employees and make the most of their talents.

McQuade described the data as a starting point, and a useful benchmark as plans are made for the future. The University will resurvey people sometime within the next two years to measure progress.

Near the end of the presentation, McQuade highlighted two areas of focus. First, the University wants to improve accountability in order to address the need to deal with poor performers and ensure that work is distributed fairly. Second, McQuade looks to establish a “culture of continuous improvement where open

dialogue allows people to speak up, challenge tradition and offer innovative ideas that will improve the way things are done.”

Action plans are to be completed in approximately one month and turned over to the Human Resources office. They will be reviewed for innovative approaches that can be shared across divisions.

“At the end of the day, no matter who we are compared to, we want to be one of the premier places in the country to work,” said Affleck-Graves.


### Continued from page 1 Fox

last year, 297 of them in Irish language classes. More than 60 students spent this year in Dublin studying at Trinity College or University College Dublin under the auspices of the institute’s Keough-Naughton Notre Dame Centre, a restored 18th-century Georgian building which was once the home of legendary Irish politician Daniel O’Connell.

As pleased as Fox is by his most

recent honor, and as justifiably proud as he is of the institute, he longs for more time to teach and study. Nevertheless, he is afflicted by an administrative talent that the Notre Dame administration is evidently unwilling to forgo. And always that impatience: He wants a new archeology of Ireland program to be further developed and supported, and programs in the social sciences and Irish American history, and what about Irish music?

He really has only himself to blame.



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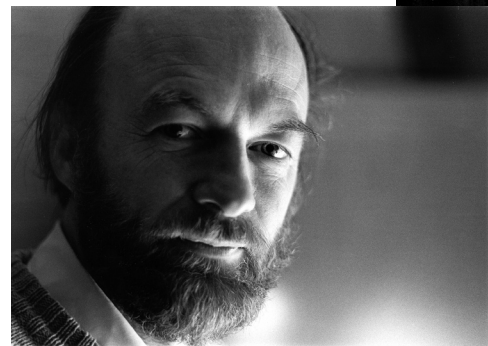
# For Father Dunne, a journey into ‘mystery of human experience’

By Gail Hinchion Mancini

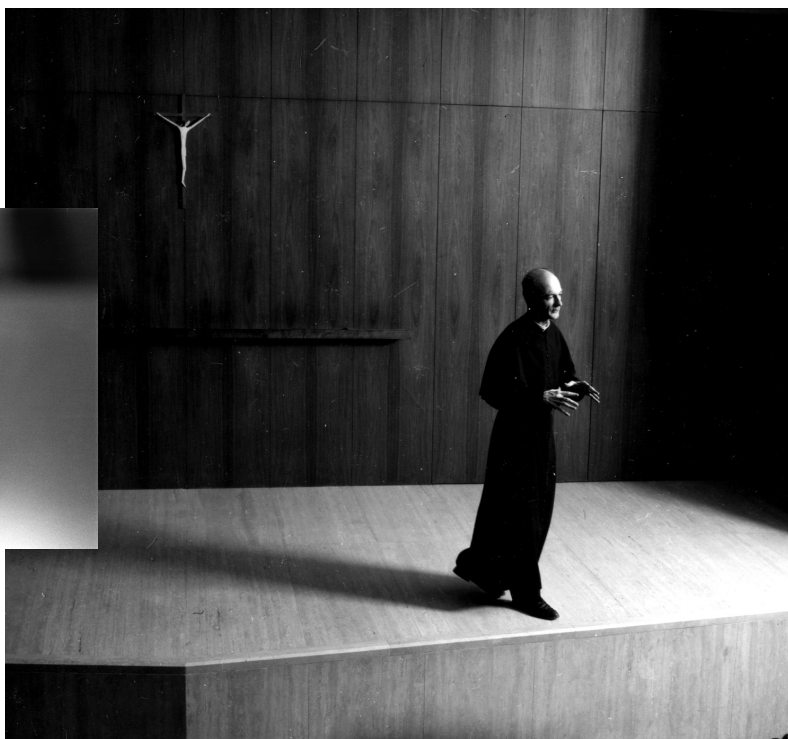
As a child growing up in Texas, John Dunne searched for meaning in the stars while lying on his back in his yard. As a teenager, he began searching in earnest when he came to Notre Dame to join the Order of Holy Cross.

“My life is a journey in time and God is my companion on the way,” says Rev. John S. Dunne, C.S.C., who has been on a constant search for meaning since arriving at Notre Dame.

While the journey has taken him to all ends of the physical earth, it has also involved a pilgrimage through the worlds of science, philosophy, theology and literature. Figures from the past, real and imagined—from Saint Augustine and Saint Thomas Aquinas, Franz Kafka and Carl Jung, to Frodo and Sam from J.R.R. Tolkien’s “The Lord of the Rings”—have been what he calls his “guiding images.”



Rev. John Dunne, C.S.C., delivers a lecture during the 1960s, the second of the five decades the theologian has served Notre Dame students. His career is being celebrated with a conference later this month. *University archives photo provided by Elizabeth Hogan.*



Many of Father Dunne’s contemporaries will gather in McKenna Hall at the end of this month for a two-day conference called “Seeking the Heart’s Desire: Celebrating John Dunne’s Half Century at the University of Notre Dame.” U.S. Appellate Court Judge John Noonan, a former student of Dunne’s, will give the opening address March 30. (Details for joining the conference can be found at [cce.nd.edu](http://cce.nd.edu). Rev. Paul Kollman,

C.S.C., assistant professor of theology, is organizing the event.)

Speakers March 31 will discuss Father Dunne as teacher and scholar. Three fellow professors—Jon Nilson of Loyola University in Chicago, Elizabeth Carr of Smith College and Bill Collinge of Mount Saint Mary’s College—will review his impact on contemporary spiritual theology.

That impact is evident in the more than 15 volumes he has published, as well as the variety of their subject matter. He has written on the relation of Jesus to God (“Reading the Gospel”); modern thought and Christian theology (“A Search for God in Time and Memory”); how life opens into death (“The City of the Gods”); and the meaning of time, memory, myth, death and the complexities of modern life (“A Search for God in Time and Memory”). Visiting professorships at Yale, Princeton, Oxford, and University of California-Berkeley reflect the esteem in which he is held.

A thinking man’s thinker, he was declared one of the most important theologians of the 20th century by Newsweek religion writer Ken Woodward.

“He is a teacher and belongs to the wisdom tradition in the sense that he, following his favorite gospel, John, explores religion as a path,” says Woodward, who graduated from Notre Dame as Father Dunne was joining the faculty. Woodward made sure Martin Marty, a University of Chicago contemporary of Father Dunne’s, took a look at this unusual scholar. Marty’s conclusion: “He’s an utter original. There is no category for him.”

Marty can place Father Dunne’s impact in a historic context that many have forgotten, such as a Time magazine cover story declaring that God is dead.

“There was a time when there was a lot of strident shrieking about an angry God. In the midst of all that comes this quiet voice,” Marty says. His broad writings, particularly on death, helped Marty cope, personally, with the Kennedy assassination.

Being personally touched by Father Dunne is an experience shared by many of his more than a thousand students, who continue to experience his quiet guidance through such courses as Theology and Autobiography. The conference will review Father Dunne’s impact on students with former student testimony. Rev. Timothy Scully, C.S.C., is among past students who will speak.

Former students and admirers, including Woodward, find Father Dunne’s influence in their own work. “I used several of his insights in exploring saints in one book and miracle stories in another,” Woodward says. Notre Dame Magazine editor Kerry Temple recently published his essays “Back to Earth: A Backpacker’s Journey into Self and Soul” and noted to his own readers that “many of the threads and themes ... could be traced to the readings and lectures from his classes three decades ago.”

“Keep a diary, like a ship’s log,” Father Dunne recommends. “It gives you a sense of direction. When you see your life as a journey, it gives it meaning. You seem to be going somewhere.”

These days, Father Dunne’s diaries should include blank pages for musical notations. Music and musical composition are current companions in this later-in-life journey. They enliven his awareness as travel once did. He and a vocalist will perform some of those compositions during the conference.

# Student ear for world music leads to new major

By Carol C. Bradley

In a rehearsal room in Crowley Hall, students listen intently to descriptions of African deities—Ogoun, the god of fire, Eshu, the trickster god—then watch visiting assistant professor Nokuthula Ngwenyama and student Shelly Williams demonstrate African drumming techniques.

Ngwenyama’s course, “Music of Africa and the African Diaspora,” is part of the Department of Music’s new 30-hour concentration in world music and culture. “There are now three ways to be a music major,” says department chair Donald Crafton. In addition to the music and culture concentration, students can major in performance or music theory and history.

“This isn’t taking away from the regular curriculum,” Crafton says. “It’s an add-on. It covers world music, and also popular music and musical theatre. And the ‘R’ word,” he adds. “Rock and roll.”

This is the first full year of the program, Crafton notes, and a search is ongoing for teaching and research faculty for the new major. This semester, courses have been tailored to the talents and interests of visiting faculty members Ngwenyama and Stephanie Ng.

Ngwenyama is a nationally known concert violist with a master’s degree in theological studies from Harvard Divinity School. In addition to her teaching load, she conducts master classes and will perform with the Notre Dame Chorale and Chamber Orchestra on April 21. Ethnomusicologist Ng teaches courses in Indian and Chinese popular music and world music appreciation.

The new major was developed in response to student demand. Crafton conducted town hall meetings with music majors, and discovered that their musical interests extended far beyond the study of European classical music.

For years, the discipline of ethnomusicology was taught as part of anthropology or sociology curriculums. The advent of computer downloads changed all that by allowing music to traverse the globe in an instant.

Today, students are looking toward Asia, Stephanie Ng says. “Korean pop and mainland Chinese pop are taking over. Students really get involved and bring in examples of things they’ve heard.” The final class project will consider an Asian pop musician or band, she says, and the ways commercial influences and globalization affect the music they produce. Students

realize that the primary influence on Asian pop music is no longer the West, she says. “There are new influences coming from China, Japan, and India.”

Ng has played piano since the age of six, and also plays several non-Western instruments. Her students recently spent a class session learning to play the angklung, an Asian percussion instrument made of bamboo tubes. “The majority are not music majors, so it was a real challenge,” she says. “But by the end of the class, you could see the sense of accomplishment and satisfaction.”

Ngwenyama’s class will be doing field projects in South Bend. “Straightaway they realize they don’t have to go to India, Africa or China to study world music,” she says. “It’s in their backyards.”

One group of students is studying



At left, visiting assistant professor of music Nokuthula Ngwenyama demonstrates African drumming with senior Shelly Williams for a course in the music of Africa and the African diaspora. At right, students in a course focusing on the popular music of Asia took a field trip to Chicago to play gamelan, an Indonesian ensemble made up of percussion instruments. *Left photo by Carol C. Bradley, right photo provided.*

the music of Rwandan refugees. Other research projects include a local Arabic musician and the ways Hispanic music is used in worship services.

The music and culture concentration is one of the first in the nation to be offered at the undergraduate level. “We want to be sensitive to the changing interests of students,” Crafton says. The 30-hour music and culture concentration, he notes, is very attractive as part of a double major.

“As someone excited about the development of the arts at Notre Dame, this is a strong step in the right direction,” he says. “The Department of Music has to set the pace for the University. This is one important part of that.”



Above, visiting assistant professor of music Stephanie Ng displays an angklung, an Asian percussion instrument made of bamboo tubes attached to a bamboo frame. *Photo by Carol C. Bradley.*





*As life spans increase, middle-aged children confront the blessings and burdens of caring for elderly parents. Employee benefits offer help, support and resources. Researchers in psychology study if the complex challenges of midlife actually pay off for our later years.*

## Different stories, common theme: being there for parents

By Carol C. Bradley

Ray Vander Heyden, whose grandparents on both sides emigrated to Indiana from Belgium, grew up in a Flemish enclave on the west side of Mishawaka.

Vander Heyden graduated from Notre Dame with a degree in psychology, completed his MBA at Indiana University, and then spent most of his career working in NCR's international operations.

"I traveled extensively, and lived in South Africa, Singapore and Brussels," he says. In the midst of a series of corporate mergers and acquisitions, he was offered an early retirement package and decided to take it.

A couple of factors entered into the decision to come back to South Bend, he says. "One was Dad. We'd lost my mom a few years before. What family I do have—aunts and cousins—are here. Nuclear families are not as big, and they're more dispersed. My sister lives in Racine, Wis."

Vander Heyden joined the Career Center as assistant director for business career programs in 2005; he also teaches in IUSB's Graduate School of Business.

His father, Al, is 86 years old. "He's still in pretty good health, and still sharp," Vander Heyden says. "At the same time, when you're 86 you don't have many friends left."

One of the important things, he says, is just being able to spend time with his father. "We have dinner every Monday night at the University Club. We have breakfast nearly every Saturday. He comes to campus once a week or so and we have lunch."

His father also needs to be needed, Vander Heyden says, and likes to help with projects around the house. In an interesting role reversal, Al was able to help out when Ray had knee-replacement surgery last fall. "He took me to physical therapy until I could drive," Ray says.

## Moving the parents to you

While Vander Heyden moved back to South Bend to be with his father, physics professor Bruce Bunker moved his family here.

Alan and Ann Bunker lived in Bellevue, Wash., but eventually it became clear that they couldn't live by themselves any longer.



Above: Bruce Bunker's widowed mother Ann lives in an independent living facility in Mishawaka.

The move itself was an ordeal, Bunker recalls. "We spent a month there before the actual move, unloading 45 years of clutter." It's a lesson he's applied to his own life, he says—just because you can store something doesn't mean you should.



Physicists Kathie Newman and Bruce Bunker manage demanding jobs while dealing with the health problems of elderly parents.

Bunker's parents briefly lived with Bruce and his wife, Kathie Newman—a professor of physics—then moved into an apartment. When his parents developed serious health issues, social workers recommended a move to an assisted living facility. After Alan's death, Ann moved again, to a local independent living facility.

"She's very happy there," Bunker says. Though as caring for his sons—now college age—has gotten easier and easier, helping his mother has gotten harder and harder, he reflects.

His mom's needs vary a lot. "I call her daily, and visit two or three times a week. What's bad is when there are health issues, and we have to drop everything and take her to the emergency room."

Kathie Newman is dealing with the same issues with her own mother. Recently, her mother took a cruise to the Virgin Islands, and had a bad fall on a trip ashore. Her arm was so badly injured it required surgery. Newman's sister, a veterinarian, was the first to arrive in St. Thomas. Kathie flew out three days later; she and another sister flew back to Virginia with her mother. She made a return trip to visit her mother over spring break.

Being academics makes the issues more manageable, Bunker acknowledges. "It's a lot different from having to show up 9 to 5 every day. Employers should really cut their staff some slack for situations like this. You have to roll with the punches." Either that, he jokes, or make sure your retired parents live close to another sibling.

## From a distance

Greg and Dee Dee Sterling have spent the last few years dealing with the health issues of parents living far away.

The parents of Greg Sterling, professor of theology and associate dean of Arts and Letters, lived in Escondido, Calif., a San Diego suburb. "Two years ago, my mother died of cancer. My father has Parkinson's disease and was not able to live alone. None of us lived nearby. I have a sister in Concord, N.C., a brother in San Francisco, and we're in the Midwest."

He and his siblings decided to move his father to North Carolina to live near their sister. "I try and see him as often as possible," Greg Sterling says. "I'm leaving Thursday to drive down and will come back Saturday. It's only one day, but you do what you can."

Dee Dee Sterling, supervisor of events and education for the Department of Human Resources, says, "Greg is leaving Thursday, and I'm leaving Monday." Her father is about to have a hip replacement operation. Her parents live on half an acre in Colorado Springs. "They're both pretty active. But when I offered to come during his surgery, he said yes."



Ray Vander Heyden, at left, has dinner with his father Al every Monday at the University Club. Photos by Carol C. Bradley.

When elderly parents live out of town, Greg Sterling notes, it's important to have someone on the scene you can trust—a sibling or a close friend. "You need someone who can watch out for them and report on what's going on." Even when parents are having problems, he says, they'll try to hide the seriousness of their circumstances to preserve their independence.

Another thing to remember, he points out, is that "Humans propose what God disposes. You have to plan carefully, but also be flexible and adjust to circumstances. Health declines, and that changes everything. We all become experts in health care, like it or not. Be prepared."

## In-home care

Roberta White, senior administrative assistant in news and information, confronts her father's health issues head-on every day. She chose to move her 74-year-old father, suffering from lung cancer, into her home.

"My mother passed away 17 years ago, about three weeks after my youngest son was born," she says. "My father has been very self-sufficient most of that time. He worked, even after he retired."

White is the middle child of five siblings. Over the past five years they witnessed a slow decline in their dad's health. He had prostate surgery and chemotherapy, other surgeries, and a heart stent. Then he fell and gashed his head, and was hospitalized with pneumonia. The doctors noticed something suspicious on the X-rays, and diagnosed her father with lung cancer. "We knew the prognosis was not good," White says.

The term "sandwich generation" could have been coined for her. She has a husband and a 17-year-old son, as well as two grown daughters and a 4-year-old grandson.

White took six weeks of Family and Medical Leave Act (FMLA) time to take care of her father during recuperation from surgery to remove half his lung. She still takes intermittent FMLA time to manage his doctor's appointments and other care issues.

By living at her home, her father does live in a sort of assisted living facility, White notes. "He doesn't have to worry about anything. It's been a valuable lesson in patience for me," she says. "To take life day by day, hour by hour. Work, family. How do you balance it all? But I look at him and think, what a gift. Knowing that his time is limited, I know he has been surrounded by a lot of happiness and love."



Roberta White chose to move her father Bob Wohlever into her home.



*Burdens of  
resources, while  
fully prepare us*



## Benefits help employees care for elderly parents

By Carol C. Bradley

Jeff Griffin, benefits manager for retirement and leaves, frequently answers questions regarding benefits available for those caring for elderly family members. The questions cover three general areas:

### What is the Family and Medical Leave Act, and how does it work?

The Family and Medical Leave Act (FMLA) allows you, if you are eligible, to take up to 12 weeks of unpaid leave from your job within a 12-month period due to a serious health condition; for the birth, adoption or foster care placement of a child; or to care for a child, spouse or parent with a serious health condition.

To be eligible for leave, Griffin says, you must have been employed at Notre Dame for one year and have worked 1,250 hours. "It's not for everybody and everything," he

points out. The limits are specified in the act. "An in-law is not a parent. Some people's relationships are not biologically defined. The act is—other than for adoption."

FMLA leave is without pay, Griffin adds. "It's for serious—the emphasis is on serious—health conditions."

Employees may combine FMLA leave with paid leave such as sick or vacation time. "They run concurrently," Griffin says. "For the birth of a child, the first six weeks are generally covered under sick leave." For the next six weeks, the employee could use vacation time, or take unpaid leave to total 12 weeks.

The 12-week period is defined as 480 hours. Employees are allowed to take intermittent FMLA leave in increments of days or hours, but can't take off more than 480 hours in a 12-month period.

For more information on FMLA, visit [hr.nd.edu/policy/manual/Benefits/fmla.shtml](http://hr.nd.edu/policy/manual/Benefits/fmla.shtml).

### What expenses are eligible for reimbursement from the

### Dependent Care Flexible Spending Account?

Reimbursable dependent care expenses include qualified day care providers for children up to age 13, but can also be used for eldercare at another site or in your home. Expenses are reimbursable from the account only if you are paying for care so you (and your spouse, if married) can work. If you are married, your spouse must work or attend school full-time at least five months of each year, or be disabled, for expenses for the care of a parent to be reimbursable. For more information, visit [hr.nd.edu/benefits/flex.shtml](http://hr.nd.edu/benefits/flex.shtml).

### What is long-term care insurance?

Long-term care insurance provides coverage for nursing home and in-home care. The University offers long-term care insurance through the Aetna Life Insurance Company. You may purchase the insurance for yourself, your spouse or your parents. More information on the benefit is available at [hr.nd.edu/benefits/long\\_term.shtml](http://hr.nd.edu/benefits/long_term.shtml).

"A lot of people don't realize you can purchase long-term care insurance for parents," Griffin says. "Statistically, 50 percent of the population, before they die, will need long-term care."



Griffin

The employee assistance program LifeWorks offers many resources. Its Web site devotes an entire section to "Caring for Older Adults." LifeWorks Web-based services are available through the Human Resources Web site and include Medicare worksheets, readings on the stresses of caregiving, living arrangements, end-of-life issues, and senior health and mental health.

Employees may also phone LifeWorks at 1-888-267-8126, 24 hours a day, seven days a week. The confidential service can provide assistance and advice on your parents' needs or your own needs as a caregiver.

## Cope now, thrive later? Study on midlifers to examine resilience

By Gail Hinchion Mancini

In the pool of people between 40 and 60 years old—and there are a lot of us at Notre Dame—some have done something today, or have a general outlook on life, that will help make their later years more golden.

Psychology Professor Cindy Bergeman doesn't yet know exactly what those behaviors are. But she and fellow researchers Steve Boker, Gitta Lubke, Sy Miin Chow, Scott Maxwell, and Anthony Ong are about to launch a five-year study to find out.

"We think that successfully coping with challenges in midlife prepares you for the challenges of your older years," says Bergeman, whose research interest lies in resilience, an individual's ability to ward off the toll that stress afflicts on mental and physical health.



Bergeman

"It's not just the number of life events, it's how you perceive what happens," Bergeman says. "The ability to deal successfully with the complex issues of midlife will provide you with benefits and mechanisms in the future."

Midlife exposes people to life experiences more challenging than those faced by young adults. These events involve friends, family, job, money, health and the death of friends and parents. Sometimes these issues afflict us simultaneously, sometimes on a daily basis.

There is the drain of role sharing, or wearing too many hats. And there is role conflict—competing demands on your time and attention that are difficult to prioritize. "We think that's one of the pieces in midlife that's most interesting," she says.

This new look at midlife subjects parallels an ongoing five-year study with people ages 60 to 75 that the research team already has undertaken. Funded by the National Institutes of Health—National Institute on Aging, it draws responses from seniors in St. Joseph and four surrounding counties.

Both the seniors survey and the new study of midlifers are structured around a three-pronged approach. All participants take a general survey and then keep a daily log for 56 days, recording the positive and negative events of their days and their emotional reactions to them. A small group will participate in interviews with researchers.

"People who are resilient are not people who have lived a

stress-free life," says Bergeman, who has seen psychologists' definition of resilience evolve from Herculean survival skills to something more like "ordinary magic." Most people have adaptive tendencies, but some clearly adapt better than others.

The variety of data provided by midlife subjects will allow researchers to test various hypotheses, including whether the experiences of midlife can "inoculate" people against stress in later years. Also at question is whether or not some forms of stress are more detrimental than others. For example, is spousal stress more taxing than friends stress?

The studies will accumulate a body of knowledge about what contributes

to an emotionally healthy aging process. That knowledge will allow gerontologists to make programmatic and treatment decisions on such issues as whether or not people can be taught resilience skills. Bergeman says she looks to the opening of a new geropsych center at Madison Center later this year as a significant opportunity for collaborations that examine and research such questions.

## Will, power of attorney important planning tools

By Carol C. Bradley

The primary legal needs for seniors and their families can be summed up pretty simply—a will and a power of attorney, says Thomas L. Shaffer, emeritus professor of law and supervising attorney at Notre Dame's Legal Aid Clinic.

The most important thing to know about a will is that everyone should have one. "Especially people who think they'll do their own, thank you very much," Shaffer says.

If you die without a will, an administrator will be appointed to collect your assets, pay your debts, funeral and burial expenses, and distribute the remainder to your heirs as specified by law. In Indiana, for example, if you die without a will and leave a spouse and one child, your spouse gets one-half of your estate and the child inherits the other half.

When you draw up a will, you can specify which persons or charities you want to receive your property after your death. A will can also cover future contingencies, and detail what should happen if, for example, an heir predeceases you. As long as you are competent, you may change or revoke your will at any time. If you have a valid will, that will is still valid if you move to another state.

A durable power of attorney, which remains in force even if the individual is incompetent, includes

"pull the plug" powers in the event of a terminal illness, Shaffer says. A power of attorney gives your agent the authority to act on your behalf, and includes instructions for how you want your affairs managed. Such a document can be set up to take effect only if you become incapacitated.

Although the person you appoint becomes your "attorney in fact," your representative doesn't need to be an actual lawyer; you can appoint a friend, relative or anyone you trust to carry out your wishes. At least one successor should be named in case the first is unable to serve.

If you want your representative to be able to make decisions regarding withholding or withdrawing health care such as artificial nutrition or hydration, a separate health care representative appointment must be drawn up and attached to the power of attorney. A power of attorney may be revoked any time you choose.

Having a will and a power of attorney drawn up is inexpensive, compared with the legal problems that can result from the lack of such documents, Shaffer says. Area law firms charge around \$200 for a will for a single person, \$300 for a couple. A power of attorney, which should also include a health care directive and living will, typically runs another \$100.

It's also important to note, Shaffer says, that these documents, which may be needed in an emergency, shouldn't be stored in a safe-deposit box. "I can't

get into the box," he says. "In order for the bank to let me open it, I have to take an officer from the assessor's office."

The Legal Aid Clinic serves clients whose incomes meet federal guidelines for poverty level. When someone asks, for example, to have a power of attorney drawn up so they can manage the affairs of an elderly mother, "We try to have the mother be our client, to make sure she wants it," Shaffer says. "It's very powerful. Someone with power of attorney can sell your house."

But without a power of attorney, he notes, "If mama becomes very ill, maybe she goes into a coma or becomes mentally incompetent, there is no way to make health care or business decisions besides going to the courthouse and asking to be appointed guardian."

A guardianship action requires lawyers, court fees, and a public hearing, Shaffer says. "It's important for families to avoid that if they can. That's why we recommend both a will and a power of attorney." An incapacitated person is also entitled to legal representation in the hearing, and in some cases the court may appoint an attorney. Guardianship decisions may also be appealed to a higher court.

In addition to these problems, Shaffer says, "Old folks, like everybody else, have other legal problems. One of the most common is real property issues such as taxes, code enforcement and predatory home loans. They buy and sell houses. In my opinion—I'm biased—in almost any of these transactions, what you have to pay a lawyer to look into it is well worth it."



## Initiatives aim for 'greener' campus

ND Works staff writer

A new Toyota Prius hybrid car is making its way out of the University's motor pool almost daily, one of several environmentally friendly procedures and policies that are occurring across campus.

The current year may see the institution of many other firsts, including adoption of green housekeeping products, designs for the first certifiably green campus building, and exercise machines that transform energy expended during use into electricity.

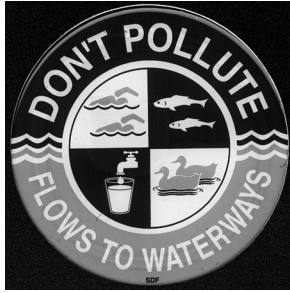
The changes grow in part from ongoing investigations and from the pointed attention of the Environmental

Energy and Issues Committee, whose work is outlined at [green.nd.edu](http://green.nd.edu).

In April, the most visible environmentally related activity will see dozens of students and utility department staff members slapping vinyl stickers on storm drains to identify them for rain water runoff only. The stickers will provide an instant visual that discourages any dumping down the drains.

Although not as high-profile an environmental issue as hybrid cars, polluted storm drainage poses a serious threat to the nation's water supply, fish, fowl and swimmers as it flows into rivers and streams.

The Environmental Protection Agency and the Indiana Department of Environmental Management both require organizations to implement a number of environmentally sound



This decal will identify storm drains. *Image provided.*

procedures known as Best Management Practices (BMPs), says Thomas Stark, senior environmental specialist with the utility department.

As the in-house environmental specialist, Stark's duties involve ensuring that the power plant continues to meet all applicable environmental regulations.

Just after Easter, the University's utility department and students from such organizations as the Student Environmental Action Group will apply stickers to the University's roughly 1,000 storm drains to signal the importance of keeping the drains free of anything but storm water.

The project should wrap up around Earth Day, which this year is celebrated on Sunday, April 15.



Marty Ogren shows off the new Toyota Prius recently purchased by Transportation Services. The hybrid vehicle, which is designed to reduce emissions in urban areas, averages 40 to 50 miles per gallon. *Photo by Carol C. Bradley.*

## Creative juices flow for culinary challenge

ND Works staff writer

Distinguished guests of Notre Dame have had some wonderful meals over the years. But when the guests are fellow chefs, the challenge really gets food services' creative juices flowing.

Some 30 professional chefs, members of the American Academy of Chefs, assembled in the South Dining Hall March 11 for the annual Central Region Academy Dinner. The event was the first such dinner hosted by a university.

The group came to honor food services' employee training program, and to celebrate the accomplishments of retired executive chef Denis F. Ellis. Ellis initiated the in-house training program and, with current executive

chef Donald R. Miller, saw it elevated to a full-fledged apprentice program.

For the dinner, Miller oversaw a menu that included terrine of sturgeon, roasted sturgeon, and squash blossoms stuffed with a pickled shrimp mousseline—and that was just the first course.

Also dished: braised calf's cheek with truffled sweetbread crepinette, lentil custard and wild mushroom foam, pheasant, sundry salads and vegetables, and chocolate soufflé with Tahitian vanilla sauce. All that followed butler-served hors d'oeuvres forged from such ingredients as cold salmon, spiced duck breast, trout caviar, crab and venison.

Miller had a pool of about 25 University or commercial chefs to turn to for help; 10 were current or former students of the very training program the academy chose to honor. That's the calorie-free dish known as just desserts.

## Committee keeps up with the numbers crunch

By Gail Hinchion Mancini

If you're one of the millions of USA Today readers who love the chart- and graph-driven Snapshot feature, you have a glimmer of what's on the minds of members of the Provost's Ad Hoc Committee on Statistics.

We live in a data-driven world. The daily appearance of the feature proves that, as does the fact that USA Today editors have reader information that verifies its popularity.

Statistics are everywhere "because of advances in computing power," says Nelson Mark, DeCrane Professor of International Economics and chair of the nine-member committee. The availability of number-crunching technologies and methodologies has upped the ante for faculty researchers, grad students, and even undergraduates.

The group has sized up Notre Dame's response to these increased pressures and compared them to other top-20 universities. By the end of May, the committee is to make recommendations to the Provost on how the University's increasing needs can be met for all constituents.

Researchers need statistical specialists who keep on top of technologies and methodologies and who can help faculty employ those techniques in their projects. Some peer institutions have responded to the increasing need for statistics by establishing statistical centers, while others have developed different approaches.

At Notre Dame, departments such as psychology have statisticians on faculty who both partner on research projects and prepare future statisticians. Others, such as political science, have engaged an inter-departmental consultant.

But an across-the-board response would address a myriad of needs, including those of student researchers. The University needs a system for arming its graduate students with fundamental statistical know-how, such as regular seminars on the most frequently used tools. "I think of it as driver's training, for new graduate students and even undergraduates—short courses on the software everyone is using," Mark says.

When Mark did his own dissertation at the University of Chicago in the early 1980s, the sophistication of a doctoral candidate's data was restricted by the limited power of the then-ubiquitous room-

sized mainframe. Today's laptop computers carry just as much power, and the advances in research computing "allow us to ask more interesting questions."

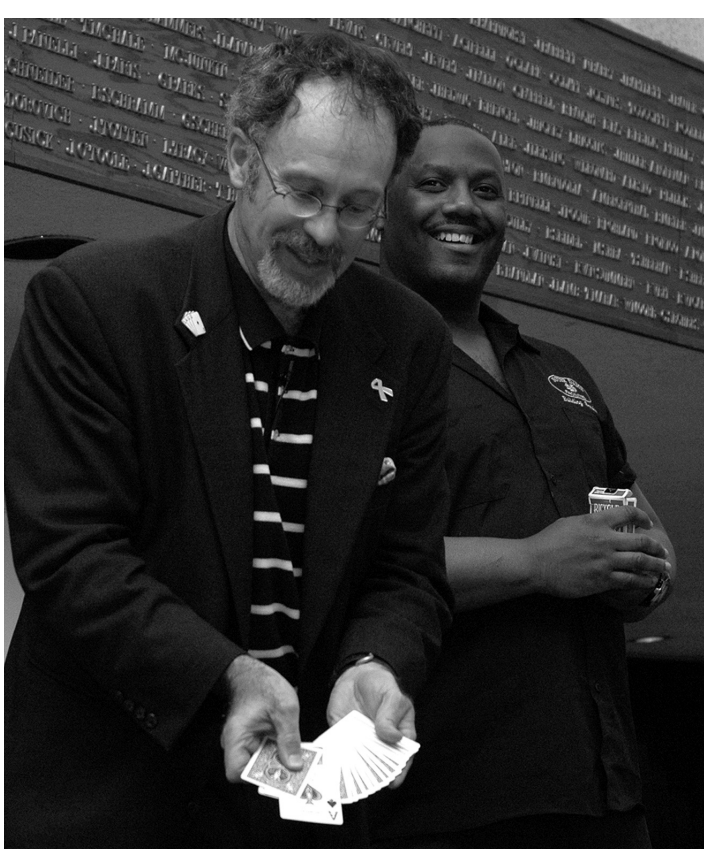
The increasing depth and breadth of those questions is raising expectations at all levels of the academic enterprise and exerting particular pressure on doctoral candidates, who are expected to contribute to the frontiers of their disciplines.

Mark says faculty would like undergraduates to also benefit from training in statistics techniques, such as those who are pursuing research.

But undergraduates face a world of increasing demands even if they are focused more on employment than graduate-level research. "Any employer who's going to hire an econ major would expect that the person would be able to do basic data analysis, undertake marketing studies, or an analysis of sales," Mark says.

Other committee members are, from the College of Science, Mark Albert and Andrew Sommese, mathematics; and Gary Lamberti, biological sciences; from Mendoza College of Business, Dave Hartvigsen, management, and Paul Schultz, finance; from the College of Engineering, Tracy Kijewski-Correa, civil engineering and geological sciences; and from the College of Arts and Letters, Scott Maxwell, psychology; Richard Williams, sociology, and Christina Wolbrecht, political science.

## WHAT THEY WERE DOING



Building services employee Phil Dixon performs a card trick with The Amazing Hondo, a magician and motivational speaker who provided the entertainment for the building services' recent staff recognition luncheon.

The self-taught magician delivers "magic with a message" of performance improvement and customer service. He does have a real name, he acknowledges, but says, "I'm like Cher, or Prince. I have a name, but I go by Hondo."

"Each of his tricks has a little message," says building services director Alan Bigger. "Many of the staff told me it was the best recognition luncheon we've had."

## DISTINCTIONS

Alasdair MacIntyre's book "After Virtue: A Study in Moral Theory" has achieved the milestone of being continuously in print by the Notre Dame Press for more than 25 years. Originally published in 1981, its third edition is being released by the Press this month with a new prologue, "After Virtue after a Quarter of a Century."

When "After Virtue" first appeared, it was recognized as a significant and potentially controversial critique of contemporary moral philosophy. Newsweek called it "a stunning new study of ethics by one of the foremost moral philosophers in the English-speaking world." Since that time, the book has been translated into more than 15 foreign languages.

MacIntyre is O'Brien Senior Research Professor of Philosophy.

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The University welcomes the following employees who joined the faculty, staff and administration during February:

Travis P. Colburn, alumni association

James R. Carter, biological sciences

Judith A. Chapman, Career Center

Maria E. Bulnes, Center for Ethics and Culture

Mranal Jain and Li Xiao, chemical and biomolecular engineering

Isabelle A. Bouillon, Jeffrey D. Frein, Cedric Pienton and Marc Ziaullah, chemistry and biochemistry

Roger Cotton, Olga R. Hembree, Brenda Johnson, Daryl J. Redding, Jennifer Wilber and Monica M. Williams, building services

Kimberly M. McNerney, dean's office-Mendoza College of Business

Patrick S. Graham and Kevin

A. Loney, football office

Kenneth R. Freehling, golf course operations

Michael J. Miller and Dennis W. Smith, Huddle

David Seidl, OIT-information security

Joseph G. Bock, Kroc institute

Eduardo Posada Carbo, Kellogg institute

Jeffrey Cambrin, landscape services

Francesco Borri, Medieval Institute

Gianluca Imbriani, physics

Kelly S. Gritten, University Libraries

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Margaret D. Stewart of development celebrated her 30th anniversary with the University this month.



## Compassion fund is lifeline for employee in need

By Carol C. Bradley

“It was a big amount to me, maybe bigger than it is to most people.” So says one food services employee, the first beneficiary of the Employee Compassion Fund set up during the recent campus United Way campaign. A Notre Dame employee for five years, the mother of three faced a financial crisis at Christmastime.

“I knew about the fund,” she says. “I remember seeing it on the United Way pledge card. ‘I’ve had a bad few years, then everything went really bad. My husband hadn’t been working in quite some time because of a serious back injury. In December he had surgery. I had used my sick and vacation time to be with him. The day we were due back at work after Christmas vacation, I went into the hospital with double pneumonia, and I spent a week in the hospital.’”

She wasn’t ready to come back to work, but was out of leave time. “To top it all off, my car blew up. I couldn’t work a full schedule because I was still so sick. I was at my wit’s end, and sinking financially.”

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

She called human resources, applied to the fund and was awarded \$500 to help with a house payment.

This year employees donating to the United Way were able to earmark either three or five percent of their United Way contribution for the Employee Compassion Fund, designed to assist campus employees facing catastrophic emergencies. Donations for 2006-2007 raised just over \$7,000.

Prior to the establishment of the fund, the only option for emergency financial assistance was a payroll advance—technically, a loan that must be repaid. The compassion fund was established to create an emergency financial relief program for employees, says Dee Dee Sterling, supervisor of events and education for the Office of Human Resources.

Compassion fund donations are held in an account with the Family and Children’s Center. Payments from the fund need not be repaid, and the benefit

is not reported as income or taxed.

Emergency payments are made directly to the creditor on behalf of the employee, notes Sterling. Funds may be awarded in any amount up to \$1,500 per application. Applications are limited to one in a six-month period, and restricted to four grants allowed to any one person or family within a two-year period. Certain documents such as pay stubs, physician’s statements, death certificates or utility shut-off notices may be requested. Applications should be submitted to Employee Compassion Fund, Office of Human Resources, 100 Grace Hall.

The committee that administers the fund is comprised of faculty and staff members from across campus. The important thing to note, Sterling adds, is that the fund is designed for truly catastrophic and emergency situations—a fire, natural disaster such as a flood or tornado, an extended illness or loss of a spouse’s employment. “An applicant with long-term financial problems would not be eligible,” she says. Approval is not guaranteed.

Recipients must have been employed at the University for a period of six months, and other resources

available through the United Way must be exhausted before applying. Applicants may also be asked to meet with a counselor through LifeWorks, the University’s employee assistance program.

The first employee to benefit from the compassion fund thinks it’s a great idea. “It helped me,” she says. “I was in such bad financial straits that every penny counted.”

### Other upcoming health and recreational opportunities:

**Weight Watchers on Campus** begins a 10-week session March 29. Classes meet from 12:10 to 12:50 p.m. on Thursdays. The fee for the session is \$149, and can be paid by check, credit card or payroll deduction. Visit 200 Grace Hall to set up a payment plan. For more information or to register, contact *askHR* at 631-5900.

**Wellness assessments**, including blood pressure and body fat checks, will be available free for faculty and staff in the lobby of Grace Hall from 11:30 a.m. to 1 p.m. on Wednesday, April 4. Assessments are offered the first Wednesday of each month.

## FYI

### What teens think about religion

Not every book by a researcher will make a compelling documentary, but it has in the case of sociologist Chris Smith’s “*Soul Searching*.”

A documentary of the same name will be screened on campus at 7 p.m. Wednesday, April 18. Smith collaborated with Michael Eaton and Timothy Eaton of Revelation Studios, Santa Barbara, Calif. to produce a video portrait of the religious and spiritual lives of American teenagers as portrayed in Smith’s 2005 study.

The documentary captures what Christian teenagers think about God and religion, their hopes and aspirations and how religion affects their lives. A discussion with Smith

will follow the film, which will be shown in the Browning Cinema of the Marie P. DeBartolo Center for the Performing Arts.

The event is free but ticketed. Contact the box office at 631-2800 to reserve tickets. It is sponsored by the Center for the Study of Religion in Society.

### Planning for Holy Week

Schedules for **Holy Week** liturgies and confession at the Basilica of the Sacred Heart are available online at [basilica.nd.edu/liturgy/liturgy-schedules/index.shtml](http://basilica.nd.edu/liturgy/liturgy-schedules/index.shtml).

Of note for **Palm Sunday**, April 1, the regularly scheduled 10 a.m.

Mass will take place at 9:45 a.m. and will begin with an outdoor procession. University President Rev. John I. Jenkins, C.S.C., will be the celebrant. The usual 11:45 a.m. Mass will begin at noon with an outdoor procession.

**Outdoor Stations of the Cross** take place at 7 p.m. Tuesday, April 3,

departing from the Grotto. The Holy Thursday **Mass of the Lord’s Supper** begins in the Basilica at 5 p.m. April 5.

On **Good Friday**, silent prayer is welcome in the Basilica between noon and 3 p.m.; the **Lord’s Passion** will be celebrated beginning at 3 p.m. April 6. The **Paschal Vigil Mass** Saturday, April 7 begins at 9 p.m. **Easter Sunday Masses** take place at 8 and 10 a.m. and noon on April 8.

### March against sexual violence

**Take Back the Night**, sponsored by a coalition of student groups, the Gender Relations Center and the Committee for Sexual Assault Prevention, will take place at 8 p.m. Wednesday, April 11. The event begins with a prayer service at the Grotto, followed by a march around campus. Following the march, a speak-out will be held on the steps of the Main Building. Hospitality will be offered on the first floor of LaFortune after the event.

### British poets on campus

**New British Poets** Andrea Brady, Peter Manson and Keston Sutherland will read from their works from 6 to 8 p.m. Wednesday, April 4 in rooms 210-214 McKenna Hall. A pre-reading reception and book signing will be held at 5:30 p.m. In collaboration with Chicago Review, a special issue on new British poets will be on sale at events.

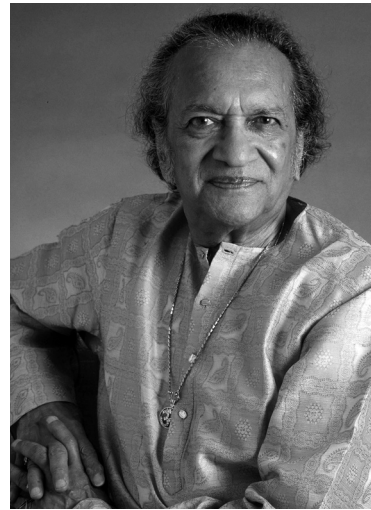
### ‘Cuckoo’ cinematographer to visit

Cinematographer Haskell Wexler (**One Flew Over the Cuckoo’s Nest**) is scheduled to be present at screenings of his films **Who Needs Sleep** (7 p.m. Wednesday, April 11) and **Medium Cool** (7 p.m. Thursday, April 12) in the Browning Cinema. Admission for the documentary **Who Needs Sleep**

is free, but tickets must be reserved in advance through the box office, 631-2800. Tickets for Wexler’s 1969 film **Medium Cool** are \$5 for faculty and staff, \$4 for seniors and \$3 for students.

Also at the Browning, the PAC Classic 100 series continues with **The Treasure of the Sierra Madre** at 4 p.m. Sunday, April 15.

Guillermo Del Toro’s 2001 film **The Devil’s Backbone**, in Spanish with English subtitles, will be screened at 7 and 10 p.m. Friday, April 13. The film is sponsored by the Midwest Undergraduate Film Conference at Notre Dame. Tickets are \$5 for faculty and staff, \$4 seniors and \$3 students.



Shankar

### Music of India at the performing arts center

Sitar player and composer **Ravi Shankar**, who brought India’s traditional music to the West, will perform with his daughter Anoushka at 7:30 p.m. Thursday, April 12 in the Leighton Concert Hall, performing arts center. Tickets are \$45 for faculty, staff and seniors, \$15 for students.

### A midsummer night at the opera

Opera Notre Dame will present Benjamin Britten’s **A Midsummer Night’s Dream**, an operatic interpretation of one of Shakespeare’s most popular comedies at 7:30 p.m. Friday, April 13 and 7:30 p.m. Saturday, April 14 in Washington Hall. Tickets are \$5 to \$10

and are available from the LaFortune box office, 631-8128.

### You may be missing a party...

If you participated in a women’s sports program in the early days of co-education, the athletic department wants to make sure you’re included in an upcoming **35th anniversary celebration of women’s athletics** on campus.

The anniversary gala takes place April 27-29 with a series of events entitled “A Generation of Inspiration.” Invitations recently were mailed to all former monogram winners in all Notre Dame women’s sports (including participants in field hockey, a former varsity offering).

But due to incomplete campus records, the names of dozens more are unavailable such as those who participated at the club sport level before their sport advanced to varsity status. Also being sought, female student-athletes who participated at the varsity level who did not receive monograms. If you qualify in either regard, contact Meg Henican at [henican.1@nd.edu](mailto:henican.1@nd.edu) for your information.

Weekend events include a Friday night dinner; golf, a campus run/walk, lunch in the Notre Dame Stadium press box, sport-specific evening events on Saturday; then a Mass and brunch on Sunday morning.

### Bach’s Lunch

Enjoy a noontime break with **Bach’s Lunch**, 12:10 to 12:50 p.m. Friday, April 13 in the Penote Performer’s Hall in the performing arts center. The event is free but ticketed. To reserve tickets, contact the box office at 631-2800. Audience members are welcome to bring their lunch. The informal concert series is presented by the Department of Music.



Image provided

## FROM THE ARCHIVES



Art students circa 1860s or 1870s. The students pictured include “minims,” the grade school students who studied at Notre Dame until the 1920s. The building in the background is probably the second Main Building, which burned down in 1879 and was replaced by the current Main Building. The tradition of displaying student art continues next month with the annual BFA and MFA Candidates’ Thesis Exhibition. It opens at the Snite Museum on Sunday, April 1. *Photo courtesy of Elizabeth Hogan, University Archives.*



For more events information, see [agenda.nd.edu](http://agenda.nd.edu)



# Goodbye friend and brother

ND Works staff writer

Rex Rakow's 27-year tenure at Notre Dame did more than keep the campus safe. The director of Notre Dame Security Police (NDSP) was an important part of a national movement that professionalized University security departments.

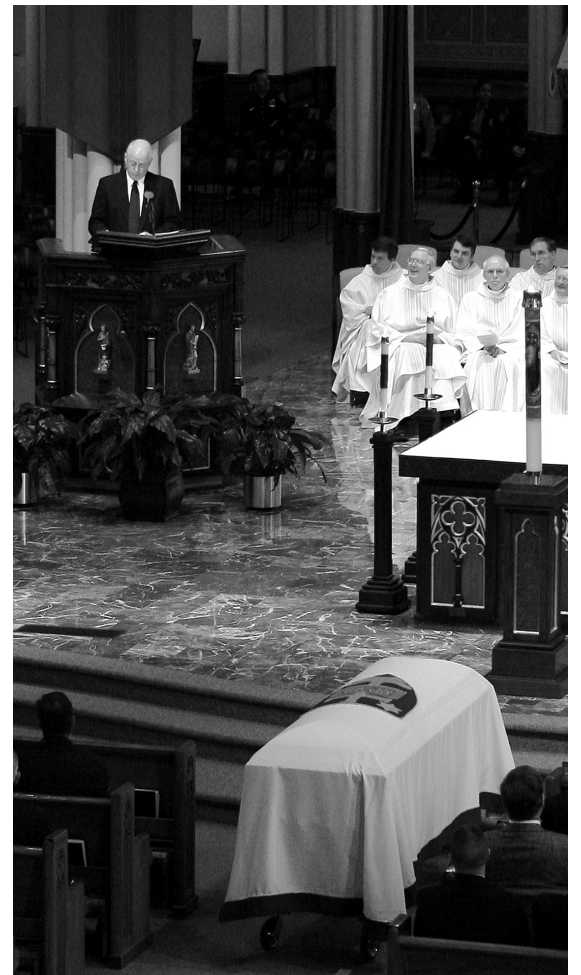
At Notre Dame, visits from U.S. presidents and international heads of states were an annual occurrence. The network Rakow built touched national and international security organizations and resulted in seamless visits. The truest testimony came from famously straight-faced Secret Service officers, who were effuse in their compliments about the University's VIP security details.

No less important, it would seem, was helping a student whose car battery had gone dead.

Rakow took the helm of NDSP in 1985. Twenty years later, he oversaw the move of NDSP to state-of-the-art headquarters in Hammes Mowbray Hall. That same year, he was diagnosed with cancer. He died on March 7.

His funeral on March 10 brought together many friends and supporters from campus, but also the many friends he and the department had made among governmental officials; local, state, regional and national police agencies and professional organizations and representatives from university security departments and criminal justice programs.

*Photos by Matt Cashore*



Above, Rakow's longtime friend, David Roush of Michigan State University delivers a eulogy. Below, uniforms of many police agencies were evident.



With the Golden Dome in the background, a contingent of NDSP officers assembles for the formal funeral procession. Capt. Irv Sikorski heads a group that includes, from left, Kim Robison, Tim Stergios, Dave Gatchell and Tim Ryder.



Capt. Dan Kavanaugh provides bagpipe music during the burial at Cedar Grove Cemetery.



Phillip Johnson, who is succeeding Rakow as NDSP director, and Chuck Hurley, lead pall bearers. Johnson is on the far side of the casket. Behind him are David Chapman, NDSP assistant director, and Jim Slager, of Miami of Ohio. Behind Hurley are Bill Carlson, a Clay Twp. firefighter, and David Roush. Folding the flag is Capt. Irv Sikorski.