

IN THE WORKS



Better support for grad students
...page 2



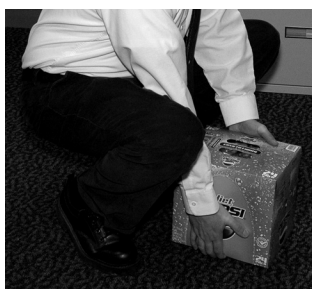
About the Stations of the Cross
...page 3



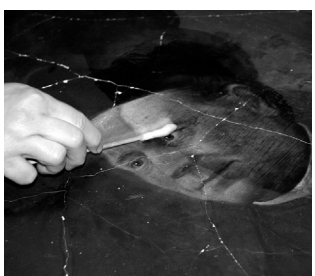
About the Easter calendar
...page 3

NewVoices
Newviews

Newcomers speak about their ND experiences
...pages 4-5



Avoiding back trouble
...page 6



Restoring a mural
...page 8



Bringing Cuba to Notre Dame

By Carol C. Bradley

The typical visiting fellow at the Kellogg Institute for International Studies is a scholar, says interim director Edward N. Beatty. But now and again, someone outside the academy can make an unmatched contribution.

This semester, visiting fellows Gary Marx, former Havana bureau chief for the Chicago Tribune, and his wife—freelance journalist Cecilia Vaisman—are teaching a course on contemporary Cuba. The couple and their children, 11-year-old Ana and 9-year-old Andres, recently returned to the U.S. after living in Cuba for five years.

The couple brings something special to campus, Beatty says. “Their on-the-ground experience, reporting the nitty-gritty of political and social change—combined with their willingness to lay their experience out on the table with students. The students feel very free to ask questions.”

The most common question Marx was asked, before Castro publically turned over leadership? Whether Castro was alive or dead.

His answer? “He’s alive. It’s not something they could hide for long.”

People are also wondering what will happen as Castro steps down from leadership, ceding power to his brother and handpicked successor Raul Castro.

“Raul is very capable,” Marx says. “But he’s a transitional figure. He’s 76 years old. He may ease restrictions on travel. There’ll be some modest economic reforms, modest political reforms.”

The real question, Marx says, is what will happen when Raul Castro steps down or dies.

Cuba, Vaisman notes, is a beautiful tropical country. “We spent a lot of time going down to the beach with our kids,” she says. Their children attended a local Cuban school, and the family shopped alongside Cubans in the agro-markets,



Cecilia Vaisman and Gary Marx, visiting fellows at the Kellogg Institute, recently returned to the U.S. after five years in Cuba. *Photo by Carol C. Bradley.*

where farmers sell fresh fruit—mangoes and papayas—and vegetables.

But students who see pictures of their life in Cuba are astonished at the level of poverty on the island. “There’s no consumer economy,” Vaisman says. “No car dealerships, no Wal-Mart.”

Vaisman spent most of her time engaged in “what the Cubans call *resolviendo* and *conseguido*—resolving and finding,” she says. “Those are no simple matters in Cuba.” Finding something as simple as children’s ibuprofen or a lamb for Christmas dinner could take days.

“It took me a while to find out that it was illegal to buy a potato on the open market,” she says. “They’re controlled on the state ration card system. But it didn’t take long to figure out how to get a potato on the black market. Buying on the black market is standard operating procedure for everyone on the island.”

They lived under the constant pressure of a police state. “There was a sense that we were always being watched and listened to,” Marx says. “We assumed that our employees were informants for the government. We assumed that our house was bugged. There was a sense that no conversation was private. It was difficult to work as a reporter, or to make friends.”

Early on, Marx profiled a well-known dissident in the *Tribune*—only to find out a few weeks later that he was a government agent. “You can’t take anybody at face value,” he says.

Their five-year stay on the island ended abruptly. “They called me in and said they were not going to renew my press credentials—they felt my coverage was negative,” Marx says. “They didn’t want to engage in debate. My time was up. I could no longer report from the island.”

During their fellowship, Marx and Vaisman are working on a book on their years in Cuba, weaving in the history of Cuba and current political events with their own experiences. Vaisman is also working on a documentary film.

“It was an incredibly difficult place to work,” Marx says. “But for a journalist, it was the ultimate challenge. I’m grateful I had the chance to live and work there.”

The Kellogg Institute is also grateful for the opportunity to bring the couple’s experience and expertise to campus, says interim director Beatty. “It’s an example of the way Kellogg enriches the entire University community. It helps make our little world more interesting.”

Lectures address Cuba, political issues

Kellogg Institute visiting fellows Gary Marx and Cecilia Vaisman will be the featured speakers after a screening of the film “*Balseros*” (Boat People), 7 p.m. Thursday, March 27 in Classroom 126, DeBartolo Hall. The film, which is sponsored by the Institute for Latino Studies, is part of the **Caribbean Diasporas Film Series**. The film is free and open to the public.

Marifeli Pérez-Stable, professor of sociology at Florida International University and vice president for democratic governance at the Inter-American Dialogue, will present a lecture “**Looking Forward: Democracy in Cuba?**” at 4:15 p.m. Thursday, April 3 in Room C-103 of the Hesburgh Center. The lecture, sponsored by the Kellogg Institute for International Studies, is free and open to public.

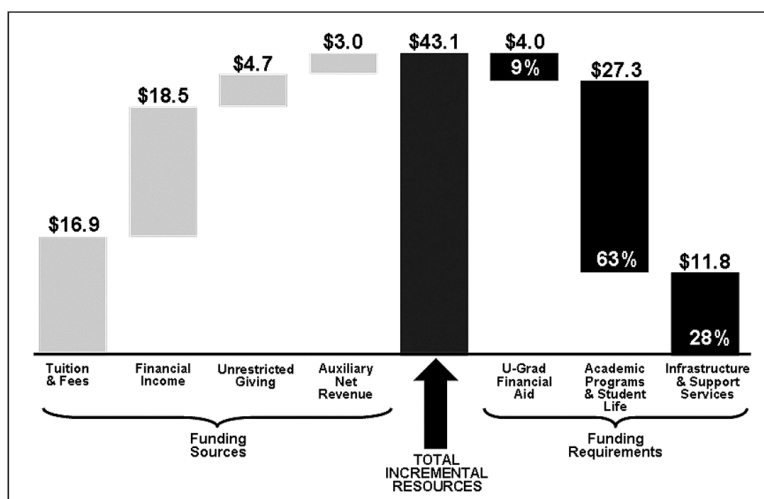
Trustees approve fiscal 2009 budget

By Gail Hinchion Mancini

The fiscal 2009 operating budget, approved by the Board of Trustees earlier this month, tells a story of positive fund-raising and investment performance that will be directed toward support for students, the academy and the University’s major goals.

Specifically, the fiscal 2009 budget focuses on affordable tuition, competitive salaries, financial aid, research growth, graduate support, infrastructure investments, library and training.

The fiscal 2009 budget is set at \$964 million. It anticipates generating more



This chart on fiscal 2009 sources of new income, at left, and how the resources will be allocated, at right, illustrates how the contributions of investment income, fund-raising and auxiliary services allow the University to rely less on tuition increases. *Image from the Office of Budget and Planning.*

than \$43 million in new revenue, as compared to fiscal 2008. The majority of this revenue is generated from the following key sources:

- An additional \$18.5 million from increased payout on unrestricted University endowments. This increase in endowment payout is possible because of strong investment returns over the last four years.
- An incremental \$16.9 million will be generated from a 4.7 percent increase in tuition and fees. This increase is the smallest tuition and fee increase since 1961.
- An additional \$4.7 million will come from “unrestricted” donor gifts—benefactions given to the University for general use. The increase in unrestricted giving revenue represents an 18 percent increase over fiscal 2008.

Linda Kroll, director of University budgeting and financial planning, observes, “For the first time in memory, new revenue provided by increased unrestricted endowment payout is greater than new money generated by the annual tuition increase.”

That point represents a bellwether moment for the University and reflects its strategy of “revenue diversification” aimed at distributing the cost of

supporting University priorities more broadly across several sources, thereby lessening the burden on student tuition, Kroll says.

Increasing revenue diversification will continue to be a key goal in the coming years. Success in revenue diversification will depend upon strong investment returns on the University’s endowment as well as the strength of donor giving, both in the form of unrestricted annual support and in the form of new endowment support.

In terms of giving, overall alumni generosity has helped expand operating revenues, says Lou Nanni, vice president for University relations. “Our alumni are terrific. We are among the top three nationally in terms of alumni giving. Their experience as students here contributes to that.”

Furthermore, development has seen increased participation in its highest giving society, the President’s Circle. Members make an annual pledge of at least \$25,000 in unrestricted funds that President Rev. John I. Jenkins, C.S.C., can use to support key initiatives, Nanni says.

As noted above, while the endowment performed well this year, the payout reflects the success of

Continued on page 2

New fellowship, insurance support improve grad student experience

By Gail Hinchion Mancini

Rebecca McCumbers is a coal miner's granddaughter, and the first of her West Virginia family to attend college.

A graduate student in political science, she describes her financial situation as fortunate. She considers herself lucky to receive a University stipend, to have her work additionally supported by various departmental fellowships, and to have competed successfully for summer stipends that have kept her from having to take a job.

As president of the Graduate Student Union (GSU), her opinion on two major strides recently made by the University is an informed one. And it's interesting to see her face light up when discussing each, because she simply will not qualify for one of them.

The first is a \$10 million gift from Richard and Peggy Notebaert to support the Notebaert Premier Fellowships, whose first recipients will arrive in fall. The Notebaert awards will underwrite the graduate studies of six students for a period of six years, the average time it takes to earn a Notre Dame doctorate.

"By having a prestigious fellowship, we will be able to attract some of the best candidates in their fields," says Peter Holland, acting dean of graduate studies. "This will allow us to compete with the very best institutions."

Each year, explains Holland, a half-dozen students who might be offered a more attractive package elsewhere will be able to choose Notre Dame because of this generous support. The program encourages departments to put forward applicants who are Catholic.

Thus, the fellowships also are "a way of encouraging the next generation of Catholic scholars," he says.

By fall, McCumbers will begin her sixth year of her program and will not be eligible to compete for a Notebaert award. But she's thrilled the program has been initiated. "It can't help but help the rest of us by improving Notre Dame's reputation," she says.

McCumbers, however, will reap the immediate benefits of an increased University subsidy for graduate student health insurance. In 2003, the University began underwriting graduate student health insurance and currently covers 29 percent of the cost of a policy for students on stipends. In fall, the subsidy increases to 50 percent. The improvement addresses the single-greatest concern championed by GSU, McCumbers says.

This leap in support is part of a long-term plan to eventually cover 70 percent of health insurance, according to Holland. "This is a quantum leap for graduate student health," he says. "And it's not the end of the road."

The improvement, McCumbers agrees, is "just amazing." Like many graduate students, McCumbers receives a base University stipend of \$15,000 for the nine months of the academic year. Special departmental and college stipends and summer funding can augment that amount. The cost of this year's insurance policy is \$1,400; a 50 percent subsidy is the equivalent of a month's rent for McCumbers.

With those figures, it's clear that money counts. In a 2006 survey of graduate students, more than 85 percent replied that the financial package they received was the major reason for accepting an offer at Notre Dame, says

Holland.

A doctoral program, explains McCumbers, is a six-year commitment. Many arrive here having already incurred student loans. Many are marrying and having families. And there is no guarantee of the often-sought tenure-track teaching position at the end of the road. The challenge is to finish with as little debt as possible, she says.

Explaining graduate student economics is part of McCumbers' job as GSU president. However, her best practice has come from explaining the process to her grandparents back in West Virginia.

They were amazed to hear that, rather than having to pay for graduate school, a graduate school might pay her. They understood that she eventually would like to teach. But when they encouraged her to apply for a position at the new elementary school in their town, she realized there are some things about her future they did not yet grasp.



McCumbers

Continued from page 1 Budget

strong endowment returns over the last four years. "It's so rewarding to see the work of the investment team put to such good use for students and faculty," says Scott Malpass, vice president and chief investment officer. "Our strategy of broad diversification on a global basis with skilled investment partners in every asset class continues to add tremendous value to our endowment pool."

The University continues to adhere to an endowment payout policy that provides a framework for sustained growth. This policy enables campus planners to count on a steady annual increase in resources available from endowment funds, even when the financial markets suffer a downturn. Moreover, the policy works to ensure endowment support for both current and future generations.

In allocating the \$43.1 million in increased revenue for fiscal 2009, the officers of the University and the Board of Trustees worked hard to ensure that increased resources were directed to the major priorities of the University, including:

- Faculty and Staff Compensation;
- Academic Programs and Student Life;
- Financial Aid;
- Communications and Development, and;
- Campus Infrastructure and Technology.

These increased allocations include the following:

- \$22.0 million in salaries and benefits to attract and retain talented faculty and staff across the University. The budget anticipates a 10.4 percent increase in benefit costs, mostly due to medical insurance increases.

- \$12.4 million in support of academic and graduate school priorities including the library, college priorities, graduate fellowships and additional support for graduate student health care

- \$4.0 million in additional funding for undergraduate financial aid. The fiscal 2009 budget commits a total of \$76 million to support need-blind admissions and to meet the full demonstrated need of all admitted students.

- \$4.7 million in new allocations for enhanced communications and development activities and campus infrastructure and support services, including increasing sustainability efforts and the operating costs of new facilities opening in the near future. A portion of infrastructure dollars also has been allocated to develop new training and talent management programs for employees.

"In 2009, we expect to see a number of initiatives that support our performance management program and that also respond to the staff's call for opportunities to grow and advance," says Bob McQuade, associate vice president for human resources.

One key area for investment was providing additional funding to the Provost's Strategic Academic Planning Committee (SAPC) initiative, which received initial funding in the fiscal 2008 budget. The SAPC has begun the process of identifying faculty initiatives that will significantly enhance the University's distinctive academic profile. That fund will receive additional support in fiscal 2009 to continue this important undertaking.

"This will allow the University to support this enterprising process for several years to come," says Provost Tom Burish. "We already have seen the benefits of this in energized faculty collaboration and creativity, and enthusiasm to pursue funding opportunities through SAPC and a multitude of other sources."

New awards to honor individual staff excellence

ND Works staff writer

President Rev. John I. Jenkins, C.S.C., is introducing two new employee awards to honor individual staff excellence.

Nominations for the two awards—the Presidential Achievement Award and the Presidential Values Award—may be made by visiting hr.nd.edu/employee_relations/Presidential_Awards.shtml. Nominations are being accepted through Tuesday, April 1.

"We have many highly committed employees doing exceptional work," says John Affleck-Graves, executive vice president. "These awards provide an opportunity for us to recognize those who make significant contributions to our mission as well as those who exemplify our core values."

Recipients will be announced at the annual Service Recognition and Presidential Awards Dinner Monday, May 19. Each award carries a \$1,000 cash prize.

The Presidential Achievement Award will recognize a regular exempt or nonexempt staff member who has accomplished a significant achievement during 2007 or who regularly makes significant

contributions to the overall mission of the University.

The nominating committee considers significant achievement to include improved productivity, a creative solution to a significant problem, a breakthrough effort that resulted in extraordinary innovation or improvement, a contribution that had a significant impact on the University's long-term success, or a suggestion that resulted in a reduction in cost.

The Presidential Values Award recognizes an exempt or nonexempt regular staff member who exemplifies the University's mission and core values of integrity, accountability, teamwork, leadership in mission and leadership in excellence.

Nominations may be submitted by any Notre Dame employee, and are welcomed from supervisors, peers or subordinates. A selection committee will review each of the nominations and present their rankings for final approval by Affleck-Graves, and Bob McQuade, associate vice president for human resources.

This is the second staff award program to be introduced this year. In fall, the administration launched the Presidential Team Irish Awards, which acknowledged the accomplishments of employees working in a team setting. Presidential Team Irish Awards will again be made in the fall.

ND Alert test planned for March 14

ND Works staff writer

ND Alert, the campus comprehensive emergency notification system, will be tested the afternoon of **Friday, March 14** to verify improvements made for the timely delivery of emergency messages.

"Rapid delivery of information across telephone, cell phone, e-mail and cable television is key to assuring the safety of students, faculty and staff in the event of emergency," said John Affleck-Graves, executive vice president.

Two previous tests have helped identify the need to speed the delivery of e-mail alerts. The March 14 test will measure the effectiveness of adjustments made to improve delivery. Another test may take place in April, on a date still undetermined,

to assure that the system is running effectively.

As with previous tests, the mass notification system will distribute messages to student, faculty and employee home and office telephones, registered cell phones, University e-mail accounts and any additional personal e-mail accounts previously provided. The University's cable system will broadcast a test message to any live television in residence hall rooms, common areas such as the LaFortune Student Center and offices. All messages will clearly indicate that a test is under way. No response will be required.

Faculty and staff who have not registered emergency contact information such as personal cell phone numbers or non-University e-mail addresses are encouraged to do so. Registration is available through the My Resources tab of InsideND at inside.nd.edu.

Go ahead. Turn off those lights.

ND Works staff writer

You—and your finger on the light switch—represent a powerful force for energy conservation.

Many of us believe that turning lights on and off as we leave a room consumes more energy than leaving them on. It's a well-rooted myth that "it hurts to turn the lights off too much," says Paul Kempf, director of utilities. "In most instances, it's better if you shut them off."

In terms of making an individual impact, Kempf also recommends replacing incandescent bulbs with compact fluorescents when possible.

Those who have dual level switching in their office also might try turning on only one of the sets of lights. Typically, the dual level switching provides full lighting, lighting at two-thirds the brightness, or lighting at one-third the brightness. Particularly if your room is lit by a window and you spend considerable time working on a computer, less overhead light might

be enough and might help reduce computer screen glare, he adds.

Individual actions taken now can begin the conservation momentum as the University examines the kind of investments it should make in energy efficiency. A \$2 million fund has been built into the 2008–09 budget so the University can invest in energy efficiency on a larger scale. An audit of heating, air conditioning and lighting use in 25 campus buildings is under way to help identify useful investments in conservation, Kempf says.

ND Works, Notre Dame's employee newspaper, is published by the Office of Public Affairs and Communication. The views expressed in articles do not necessarily reflect the views of ND Works or the administration. ND Works is produced semimonthly during the academic year when classes are in session, and once during summer session. Submit suggestions at ndworks@nd.edu or by calling 631-4314. To recommend a story, contact the editors at least 10 days before the following spring 2008 publication dates: Jan. 17, Feb. 7, Feb. 21, March 13, April 3.

April 17, May 8, May 22, June 19.

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The Stations of the Cross: A loser's pilgrimage

By Michael Garvey

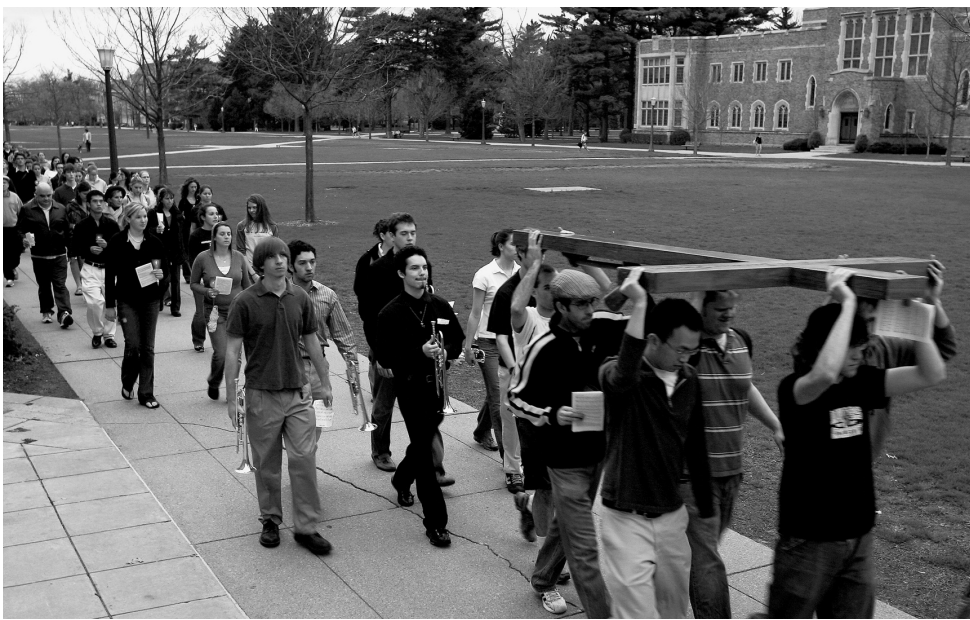
Waxing skeptical for an easily shocked audience, the media mogul Ted Turner once pluckily described Christianity as “a religion for losers.” His cracker barrel taunt was unintentionally profound and is particularly resonant during the Lenten season, when the very promise of our redemption and our reckoning of its cost make our plight so conspicuously pathetic.

Christianity is all about losers—losing life to gain it, losing selves to find them, learning to await a loser's rescue. The hero of the Christian insurgency is betrayed, arrested, jailed, judged, humiliated, tortured, defeated, run out of town, strung up and nailed naked to a tree, dead as road kill, with derisive graffiti scrawled above his absurdly crowned head. They even bury him in another man's grave, almost as an afterthought, this Loser of the Year, of the Millennium, of All Time. King of the Losers. Our King, whose grotesquely stretched corpse adorns our churches, bedroom walls, and the pendants sometimes hanging from our necks.

The Stations of the Cross are devotional exercises designed to emphasize this unsettling reality. Their roots are in ancient pilgrimages to the Holy Land made by devout travelers aspiring to a virtual following in the footsteps of their condemned Lord. By the Middle Ages, it had become a custom

among those many European faithful who couldn't afford or withstand such pilgrimages to erect a series of shrines that gradually became standardized into 14 “stations,” each associated with an event in Christ's passion and death, beginning with the condemnation of Jesus and ending with his burial. One famous series of Stations is in the Coliseum in Rome, where the Pope leads a torchlight procession on Good Friday.

During the last five centuries, these tableaux of atrocity and failure have become artistic conventions, liturgical fixtures, and icons of imaginative



Students, faculty and staff participate in the Stations of the Cross during Holy Week last year. *Photo by Matt Cashore.*

prayer. They recently headlined Hollywood news as controversy roiled around the excitable Mel Gibson and the popular film he made about them.

Each Lenten Friday at 7:15 p.m., the 7-foot-tall Stations that flank its east and west walls are followed by worshipers through the Basilica of the Sacred Heart. The Roman artist Luigi Gregori, whose Columbus murals also decorate the University's Main Building, began painting them in 1874 under a three-year contract. Gregori, who remained at Notre Dame for 17 years as artist-in-residence, used members of his family, University founder (and his employer) Rev. Edward Sorin, C.S.C., and many other contemporary Holy Cross priests, brothers, and laypeople as models for the figures in each. Such local connections are not unique to Gregori's depictions of Christ's passion. As Peter Steinfelds recently observed in a New York Times article, “the Stations...are like much Christian art (and like much other religious art, one could add): no matter how brief and straightforward the original source, the believer, the preacher, the artist inevitably flesh it out, adding detail and new perspectives to help each devotee enter personally into the story and identify with the holy.”

This intention becomes palpable on Tuesday of Holy Week, when improvised Stations traverse the campus and students, alumni, faculty, staff and friends of the University take part in a campus-wide, candlelight procession beginning at Grotto of Our Lady of Lourdes and stopping at various sites before finishing in the Basilica of the Sacred Heart for veneration of the cross and a celebration of the Sacrament of Reconciliation.

As seems appropriate for this homely pilgrimage to an omnipresent

Holy Land, the 14 Stations are always nearby on the campus, presented in a wide variety of settings, and to a wide variety of sensibilities. In a park beside the Fatima Retreat Center, a colorful series of glass-encased mosaics of the Stations is available to campus visitors and residents as well as to anyone driving down U.S. 933; the Stations which encircle the residence hall chapels include a celebrated series in Sorin College by Notre Dame artist Rev. James F. Flanagan, C.S.C.; and the etchings of the Stations in the Basilica's crypt chapel, which, like the Stations in the old Log Chapel, are inscribed with French captions, are widely believed to have been brought here by Father Sorin in Notre Dame's earliest days. No matter the quality or the provenance, these images seem always more absorbing and far more challenging than ordinary artworks.

Some 80 years ago Mr. and Mrs. Frank J. Carroll of Chicago donated a series of cast bronze in memory of their parents. Perhaps the most heavily trafficked of these parochial pilgrim trails, it begins with Christ before Pilate (in a thicket behind Columba Hall) and traces his shaming along the St. Joseph Lake jogging trail and ends with his crucifixion and entombment in the sycamore grove above.

Paradoxically uphill flows this graphic narrative of dread, pain, sorrow, and loss, rising through a fine and indifferent landscape—a litany of reassurance that the most ordinary and overlooked anguish is significant even to God, a suggestion that there is indeed a true homeland, one finer even than this splendid lakeshore, and that all this tedium, all this futility, this whole loser's life—if it only be borne in love—will become bearable, will become, in fact, an undeserved gift, a joy too astonishing for the hearts of mere men and mere women, a joy too fierce for this mere world.

Date of Easter both theological and astronomical

By Carol C. Bradley

In 2008, Christians will celebrate Easter on Sunday, March 23—not the earliest date it can possibly be, but close.

Why—and how—does the date move? Associate professor of theology Rev. Michael S. Driscoll, whose area of research interest is liturgy and the sacraments, notes that the date of Easter is calculated based on two things: the date of the vernal equinox—the moment in spring when darkness and light are roughly equal—and the time of the first full moon of spring. Thus, the date of Easter can fall anywhere between March 22 and April 25.

“It shows the importance of the Easter event, what we call the paschal mystery,” Father Driscoll says—the suffering, death, resurrection and glorification of Jesus. “It's more than just a human event, it's an astronomical event of cosmic proportions.”

The term “paschal” comes from the Jewish Passover (Pesach), which took on new meaning for Christians in the earliest days of the church. Passover was celebrated on the first full moon after the vernal equinox. The 14th day of Nisan in the Jewish calendar was the day of preparation for Passover, when a year-old lamb was sacrificed. Paul, in First Corinthians, made the comparison to Christ: “For Christ, our paschal lamb, has been sacrificed.”

The date of Easter was the subject of considerable controversy in the earliest years of the church, Father Driscoll notes, and the issue was the date of Passover. One group—the “Quartodecimans” or 14th-day proponents, argued that the crucifixion should be observed on the 14th day of Nisan, and the resurrection two days later—regardless of the day of the week on which Easter fell.

In A.D. 325, the controversy was settled by the Council of Nicea, which declared that Easter would henceforth be observed on the first Sunday after the first full moon following the vernal equinox.

In the 1950s, there was a movement to establish the second Sunday in April as a fixed date for Easter. A fixed Easter Sunday for all Christians, Father Driscoll notes, would have the effect of aligning Western Christians with the Eastern Orthodox

churches—the dates of Easter between East and West can vary by several weeks.

This difference can be traced to the 16th century, when Pope Gregory XIII reformed the calendar of Julius Caesar by dropping 10 days. Greek and Russian Orthodox churches still base their liturgical year on the older Julian calendar. “It's something that shows that there are still deep divisions between Christians,” Father Driscoll says. “It's sad that we, as Christians, don't celebrate a common feast.”

The Paschal Vigil Mass will be held at the Basilica of the Sacred Heart at 9 p.m. Saturday, March 22; Easter Sunday Masses will be held at 8 a.m., 10 a.m. and noon on March 23. A complete schedule of Holy Week services at the Basilica of the Sacred Heart is available at basilica.nd.edu/liturgy/liturgy-schedules/index.shtml.

Many people haven't fully experienced the Triduum, Father Driscoll notes. “The biggest challenge is that people still see this as a smorgasbord. You pick and choose.”

The challenge of the Triduum, he says, “is to see it as one event, celebrated over three days. And to become a full participant of all three days. Because that's the full celebration of the paschal mystery, of dying and rising.”



Experience Easter as a three-day event, says Rev. Michael S. Driscoll. *Photo by Carol C. Bradley.*

Easter Sunday hasn't fallen on March 22—the earliest possible date—since 1818, and won't fall on that date again until 2285. Easter fell on April 25, the latest possible date, in 1943—and will do so again in 2038. Theologian Rev. Michael S. Driscoll, explains how the date of Easter is calculated.

How song influenced medieval literacy

By Shannon Chapla

Katherine Zieman, assistant professor of English, is the author of a new book titled “Singing the New Song: Literacy and Liturgy in Late Medieval England.”

Published by University of Pennsylvania Press, “Singing the New Song” examines the manner in which institutions and practices of the liturgy affected late medieval English understandings of the written word.

“My book brings together three topics normally considered by different disciplines: liturgy, literacy and literature, of which liturgy perhaps is the most central,” Zieman explained. “Scholars of the Middle Ages have treated it as static, either idealizing it as an unchanging resource of community or demonizing it as a mindless, repetitive exercise. I show how the functions and even forms of liturgy changed both socially and economically in ways that could affect other areas of culture, such as literacy and literature in 14th-century England.”

Beginning with a history of the elementary educational institution known to modern scholars as the “song school,” Zieman shows how liturgical and devotional texts profoundly influenced ancient literacy training and spiritual formation. These schools originated from an intention to provide liturgical training for literate adult performers who already had mastered the grammatical arts. From the late 13th century on they were increasingly devoted to the training of young boys as choristers. Because choristers needed to be trained before they received instruction in grammar, the liturgical skills of reading and singing took on a different meaning.

A faculty fellow in Notre Dame's Medieval Institute, Zieman specializes in late medieval English literature and culture, with particular interests in liturgical practices and definitions of literacy. She has published articles on Chaucer, English mystical writings and the liturgical practices of women religious, and currently is researching the conceptualization of literary voice in Middle English texts and the liturgical practices of the 15th-century women's monastic community at Syon Abbey.

The work and experiences of new faculty and administrators, who just arrived in January, reflect how a handful of new voices can enrich both the academic and Catholic mission of the University.

‘We just have to be authentically who we are’ *New engineering dean settles in*

By Gail Hinchion Mancini

New Engineering Dean Peter Kilpatrick came from Raleigh, N.C. in January, just in time to experience a wicked streak of winter weather. But take heart. He has seen the campus at its most beautiful.

Kilpatrick says he first stepped foot at Notre Dame last May 14 on a perfect day. The Sunday evening sunset was resplendent, the 65-degree temperature quite pleasant. “First I went to the Basilica, then to the Main Building. Then I went to the engineering building.”

Kilpatrick brings many dimensions to his new assignment. Before he was a chemical engineer—he earned his doctorate from the University of Minnesota—he was a chemist with a bachelor’s degree from Occidental College in California. His research relates to Notre Dame’s increasing focus on energy issues. For eight years, he chaired North Carolina State’s chemical and biomolecular engineering department. He also directed a center there dedicated to improving a state shortage in skilled labor.

A tour of Notre Dame that began at the Basilica of the Sacred Heart is a tip to another dimension of Kilpatrick. “I am a Catholic convert. I’ve always wanted to be some place where there is intelligent discourse about Catholicism and how it interacts with the world.”

Kilpatrick has no idea if the committee that searched for a new dean was initially aware of his religious affiliation. But it was important in his decision to come here, and the University’s Catholic mission seems to ground his understanding of the challenge that faces him.

There is, first, the task of solidifying the college’s niche as the University marches toward research preeminence. One way to gauge quality is the ranking system. Notre Dame is a day’s drive from any number of engineering giants: Purdue, Illinois, Michigan, Wisconsin, his alma mater Minnesota. Kilpatrick’s colleagues at North Carolina State tried to keep him from leaving by arguing “You don’t want to go there. North Carolina’s a better engineering school than Notre Dame.”

“First,” he responds, “As great as any of these schools are, there are still areas of research where Notre Dame outshines them. We’re not all things to all people, and we can’t be. But in the areas that we excel in, we’re as good as anyone in the country or better.”

Notre Dame’s engineering program isn’t on the scale of the state universities, and it isn’t trying to be a giant. “We don’t have to say we’re one-quarter of the size of Purdue. We just have to be who we are, and authentically who we are.”

And that is? “The college and the University have a preferential option for pursuing research which will have a very positive impact on society and which will make the lives of people much better than they are now,” he says.

Watch, then, for biomechanics to develop, and for engineering faculty to increase their efforts in cancer and infectious disease research; to address water quality in Africa and to support the Notre Dame millennial initiative and Ford family program in Uganda.

“There are distinctive projects I think we can hold up and say not only are we really good at this, and we’re nationally recognized, but this is distinctively Notre Dame.”

Land-grant colleges such as North Carolina State typically support economic development and job creation. That work also is important to a university with Notre Dame’s mission, Kilpatrick says. “We want our research to have impact. One of the most significant ways to do that is to impact economic development.”

“If we are the best in the world in an area like nano electronics—and we think in certain respects we are—our research should lead to inventions, start-up companies, and major Fortune 100 companies locating in Indiana. We should have a big economic impact, for South Bend and for Indiana.”

The relocation project Kilpatrick first wants completed is the arrival of his family. His spouse, Nancy, remains in Raleigh as their youngest child, Alexandra,



Guojing Liu, an engineering graduate student, explains her research to new engineering dean Peter Kilpatrick. *Photo by Matt Cashore*

finishes her senior year in high school. Their oldest, Elisabeth, already has established herself in Chicago. Sons Zachary and Charlie are students; Zachary is in a doctoral program in math applied to biology at the University of Utah, and Charlie is in his second year of a bachelor’s degree program in astrophysics at Cal Tech.

What is the role of religion? *A sociologist’s compelling question*

By Gail Hinchion Mancini

Christian Smith received a call late last month from the Wall Street Journal, wanting his thoughts on survey results that 44 percent of Americans leave the religion they were raised in.

Reflecting on that call in his office in Flanner Hall, where he is director of the Center for Religion and Society, Smith seemed puzzled by the attention to the report, which was released by the Pew Forum on Religion & Public Life.

“It didn’t seem new,” says Smith, Kenan Professor of Sociology, whose prominence in the field of the sociology of religion makes him a frequent media contact. “We’ve known many of the report’s findings for a long time.”

In 2005, Smith’s profile as a sage in the field of religion and culture increased with the release of his book “Soul Searching: The Religious and Spiritual Lives of American Teenagers.” It summarizes the findings of the National Study of Youth and Religion, a multi-year study of teenagers and religion. He also worked with filmmakers to create a video documentary.

Reading “Soul Searching,” one finds the classic sociological vernacular—“multivariate regression analyses,” “statistical coefficients” and “demographic controls.” But Smith also tackles his subject with an appetite for first-hand experience. Examining spirituality among Catholics, he placed himself in Houston with 23,000 teenagers at a national Catholic youth conference. He then conducted one-on-one interviews with three teenagers from distinctive backgrounds, and reports their attitudes about spirituality, Church, sex, drugs and their future.

The profiles add voice and color to his grim findings: “Compared both to official Catholic norms of faithfulness and to other types of Christian teens in the



Christian Smith and his family are spending their first full semester in South Bend. He directs the Center for Religion and Society. *Photo provided.*

United States, contemporary U.S. Catholic teens are faring rather badly.

“They are religiously lax, more so than teenagers from other religions,” he concludes.

Religiously engaged youth inspire Smith, and he no longer needs to go as far as Houston to be in their midst. He and his family are transitioning to South Bend from the University of North Carolina at Chapel Hill. Although they are not Catholic, Easter will find them in the Basilica of the Sacred Heart, a setting he finds rich with superlative music, ambiance, liturgy and homilies. “I keep thinking, ‘Boy, if only everybody could experience such a great service.’”

The feeling extends beyond Mass, he says. “I’m impressed by what appears to the

, some

olic

Watching the primaries, more closely than we do

By Gail Hinchion Mancini

Until he interviewed for a faculty position here, no one had ever asked Darren Davis whether his work mattered;

whether it could be said to be contributing to society.

That call for social responsiveness convinced Davis that he and his family should leave Michigan State University after 13 years and move to South Bend.

Davis relayed this experience earlier this month, the day after the Ohio and Texas primaries. As a specialist in public opinion and voter behavior, primary day was a working day for him. From his home office, he continually ran two televisions and two computers, and worked the phones. Sometimes he spoke to members of the media who wanted his interpretation. More often, he hit the television mute buttons and talked to

other political scientists.

On the surface, what Davis does and what television commentators like Tim Russert or Anderson Cooper do is similar. They explain what's going on in politics. But in his heart, what he and fellow political scientists do is deeper and much more essential to a democratic society. "We like to think of what we do as holding government accountable, of supporting the good work of democracy. Without political scientists, we would have less accountability."

Without political scientists like Davis, we also might think of the upcoming presidential election in simplistic terms, like pitting a woman against an African-American male. Real voters, says Davis, are responding to a much more complex set of circumstances. Among trends he sees:

- **Voters are feeling vulnerable.**

People are experiencing increasing feelings of vulnerability as the war in Iraq and other events have diminished the nation's credibility on the international stage and left us open both to criticism and possible attack. "One reason they're weary of Iraq is the war has made them unsafe here at home," he says. (Davis explores this issue in his recent book "Negative Liberty: Public Opinion and the Terrorist Attacks on America.")

- **Voters have been feeling duped.** The 2000 race, with its errant chads and other vote-counting fiascos, "still looms very large in the voters' minds." Today, voters remain skeptical about new voting booth technologies

that work poorly. The possibility that the Democrat nominee may be chosen by superdelegates also is a concern for voters who are sensitive "to backroom deals."

- **Voters want change so much, they'll elect someone unlikeable.**

"Hillary Clinton and John McCain went into the primary elections with the highest negativity ratings among candidates," Davis points out. "That means we might elect somebody that nobody likes. It's a sense of desperation, that we need a different President, a different focus."

- **Young voters are both eager and overwhelmed.**

"Notre Dame undergraduates are confident. They are excited about participating," says Davis. But they have been socialized under the current administration with themes of "fear, terror and war." Their allegiance to Barack Obama is a message to stop playing on those fears.

- **Voters are tense.** "They're tense with ideological baggage," he says. The Democrats and Republicans, or liberals and conservatives, are polarized and the division is infused with anger. Obama oratory has been "a really savvy campaign strategy" because it resonates with those who want a release from this tension. "People understand the value of language." Voter behavior has been signaling: "The next President needs to make people chill out," he says.

Davis, a Texas native and a Catholic, has settled his two daughters into St. Anthony School, where they will experience lessons of faith and academics in tandem. As he has slipped into his role as professor, he has been surprised and pleased that he now can do the same.

In a class last semester on political psychology, he and his students examined genocide, including how people learn to forgive atrocities. "I struggle with forgiveness. And at a place like Notre Dame, you can struggle with that openly. It resonates with me that I get to examine issues openly. I can consult with my colleagues. It really reflects the guiding mission of the University."



Darren Davis, professor of political science, is keeping a close eye on the Presidential primary elections. *Photo provided.*



Essaka Joshua is teaching a seminar on disabilities in literature, politics, law and human rights. She is gathering other faculty on campus who are interested in disabilities studies in hopes of launching a conference and, eventually, a program in disabilities studies. *ND Works staff photo.*

Teaching and learning through the lens of disabilities

By Gail Hinchion Mancini

At some juncture 20 years ago, the Kroc Institute for International Peace Studies was a fresh but undeveloped idea. The same was true of the Center for Social Concerns 25 years ago, when it first opened its doors.

What does a new field look like in its infancy? In the case of Essaka Joshua, it looks like an idea that one energetic person is willing to champion on a campus that has been quick to respond.

Joshua joined the faculty in January and has introduced a College Seminar course called "Disability" that focuses on disabilities in literature, politics, law and human rights action. Students augment their classroom work with a community learning component—the Center for Social Concerns helped with this aspect—by volunteering at Logan Center and a local camp for handicapped children.

Although here for fewer than three months, already Joshua foresees a thriving Disabilities Studies program, "a unit, like Gender Studies," she says. If she succeeds, it will be one of the earlier in this nascent field. Only about a half-dozen U.S. colleges and universities offer majors or minors in this area.

Disabilities studies is a natural direction, she adds, for an institution that attracts people with a social conscience. "I can see Notre Dame being a place where this is fostered." Judging from the way the topic resonates with students, it is a field well worth developing, she says.

Besides introducing the class, Joshua is beginning this quest by identifying the faculty on campus whose courses focus on disabilities or who have an inherent interest in people with disabilities. Her search complements the interdisciplinary nature of her class.

By her seventh week here, she had already convinced nine faculty to participate in a disabilities research group, "a kind of workshop where we discuss our work, and the work of others who are publishing. I'm hoping to encourage collaboration in research and teaching." In the near future, she would like to see the research group develop an academic conference on disabilities research.

involvement of so many students expressing genuine devotion. Notre Dame is a rarified environment. It attracts many committed people."

Smith is driven by simple questions with no easy answers: "What role does religion play in the United States and beyond? What difference does it make in peoples lives? What is a just treatment of religious people—how do we maximize free exercise without one particular religion dominating?"

He casts a wide net to get answers. Besides the longitudinal study about youth and religion, the center he is heading looks at trends in religious financial and charitable giving; American religion and ethnicity, directed by his sociology colleague David Sikkink, and religion and public activism, to name a few.

He has been successful at this work for sometime. But doing it, now, at Notre Dame, he gains bedrock, "an optimal environment for the study of religion, a particular university identity with a center of gravity. It makes us do good sociology to take faith seriously."

Smith's name will continue popping up in the popular media as it attempts to interpret the importance of religious life. But spring break found him in the Los Angeles area, working with colleagues on a project that will be appreciated more by social theorists than the general population. It is part of his larger agenda to shift how sociologists theorize the person, how they build into their theory the understanding of moral and believing orientations as part of the human condition.

"The missing element of the person is one that has a moral, believing nature," he says.

A specialist in late-18th-century British literature, Joshua's background did not portend this shift in interest, although that is the era when Mary Shelley wrote "Frankenstein," a character persecuted for being "different." It is one of the texts her students read.

Joshua says she was teaching literature at the University of Birmingham in England and began to wonder, of her own students with handicaps, "What in this course could they possibly connect with?"

When she began discussing themes of disability in literature, "It became such an attention grabber to the students. They began to question their images of the body, their use of words that apply to ability or disability. It seemed it could grow."

She is re-experiencing student enthusiasm here at Notre Dame. Class enrollment is full, generally of students who have experienced disability through a family member or friend. "And they are students who regularly do charity work. It's brought together a lot of like-minded people interested in dispelling myths."

To her amazement, alumni have contacted her about her course. 1997 graduate Lori Miller, who is blind, is visiting Joshua's class this month. Joshua also invited her to take part in

a panel discussion at the student-run forum on health and body image.

The forum addresses the commonly understood issues of body image, including eating disorders, exercise and sexual addictions, male and female body image stereotypes and the media's glamorization of the perfect body type. Discussions about disability and body type are bringing a special focus to the conversation, Joshua says.

"Body image is important for a lot of people with physical or mental disabilities." As the Frankenstein story shows, "If you look different, it generates expectations," she says.

Joshua will offer the course again in fall semester. Her current research now reflects her new teaching interest. She is pursuing research on romantic notions of disabilities in literature, again focusing on British literature at the end of the 1700s.

For those who would like to explore the topic from a more modern, nonfiction view, she recommends Anne Finger's "Elegy for a Disease: A Personal and Cultural History of Polio." Joshua also is intrigued by such figures as Aimee Mullins, an athlete-amputee, model and actress, who challenges images of beauty and perfection through fashion photography, film and public speaking.

Take care of your back at home, work

By Carol C. Bradley

“We don’t like to separate home from work when it comes to back safety,” says Scott Knight, industrial hygienist in the Office of Risk Management and Safety. “Back safety is a 24/7 job. What you’re doing to take care of your back at home is actually more important than what you’re doing at work.”

That’s because back injuries don’t usually occur from a single event, like lifting a box that’s too heavy. “If your back is weak, lifting something incorrectly is the trigger, not the cause,” Knight says.

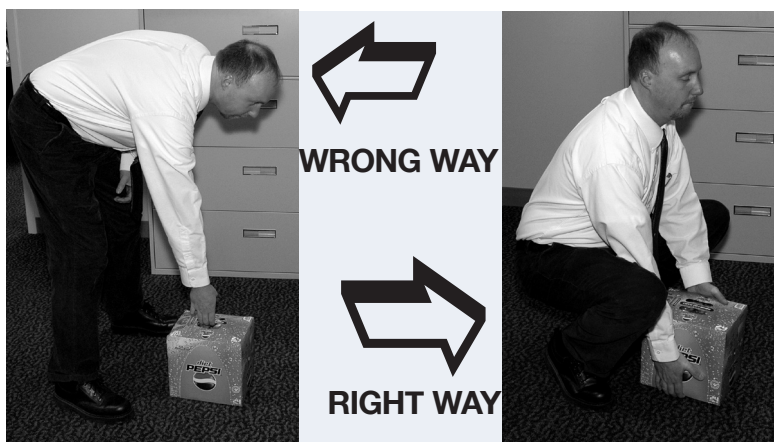
Knight’s office trains staff on proper lifting techniques, he says, “So if your back is vulnerable, you don’t pull the trigger.” But more importantly, he adds, “We emphasize caring for your back day-in and day-out. Your back is with you all the time.”

Keeping your back safe means staying in good physical condition and maintaining a healthy weight. “As we age, we get out of shape. We’re more vulnerable to injuries,” Knight says. “The stomach muscles are very important to the stability of the back.”

Good posture is also crucial. Correct posture should be maintained while sitting and standing at work, riding in the car—even while sleeping. Sleeping on your back creates stress, Knight notes—back sleepers should put a pillow under their knees to maintain the lumbar curve. Side sleepers can benefit from a small pillow tucked between the knees.

Risk factors for a back injury include the force exerted (the weight of the object being lifted) and the duration of the task. The likelihood of injury also increases with repetitive motion. One overlooked risk factor for an injury is emotional stress, Knight adds. “Stress leads to muscle fatigue. When you’re under stress, you need to be more careful.”

Knight’s tips for safely lifting objects can be applied both at home and at work. First, test the load to see if it’s manageable. If it’s too heavy, identify ways to reduce the weight—break the load into smaller loads and make more trips, or share the load with another person. Use appropriate tools and equipment such as dollies, if necessary.



Scott McKnight demonstrates that to lift an object safely, bend at the hips or knees, keep the object close to your body, and use your legs to rise. Never bend at the waist to lift an object, as McKnight does here. In this position, the amount of force exerted on your back is 10 times the weight of the object, plus the weight of your upper body. *Photos by Carol C. Bradley.*

To lift an object that’s below your waist, maintain a wide footing, bend at the hips and knees and squat over the object. Then tighten your stomach muscles, hug the object to your body and use your legs to rise.

Keep the object as close to your center of gravity as possible. “If it’s held close to your body, it’s safe,” he says. “Extending your arms, or having the weight to one side or the other as you’re lifting increases the risk of injury.” If you need to turn with an object, use your feet to move your body rather than twisting your torso.

And never bend at the waist to pick something up, Knight warns. “If you’re bending at the waist, multiply the weight of the object by 10, and add the weight of your upper body. That’s

how much stress you’re putting on your back. Bend at the hips and knees to pick things up.”

Back and other ergonomic injuries are among the most prevalent types of on-the-job injuries on campus, Knight says. “And they’re the most costly, both in terms of money and in terms of debilitation of employees.”

That’s why it’s important to be conscious of back safety at all times, not just on the job, he emphasizes. “Taking care of your back is a lifestyle. It’s a lifetime commitment.”

Winter driving safety

The Notre Dame Security Police recommend checking your vehicle’s tire

pressure at least once a month. Tires heat up—and the pressure goes up—when you drive, so check the pressure before leaving home.

If you have to drive a distance to get air in the tires, check the pressure first and add the appropriate amount of air when you get to the pump. Never “bleed” or reduce air pressure when the tires are hot. And remember to check the spare tire and add air if necessary. Air pressure in a tire goes up in warm weather and down in cold weather by one to two pounds of pressure for every 10 degrees of temperature change.

You should also visually inspect the tires to make sure there are no nails or other objects embedded in the tire that could puncture the tire and cause an air leak. The sidewalls should be checked regularly for gouges, bulges or other irregularities.

Addressing benefit questions, face-to-face

ND Works staff writer

Sometimes, the best way to get an answer is through a face-to-face discussion. The Office of Human Resources has adopted that philosophy in organizing an employee benefits fair in the Joyce Center Concourse from 2 to 6:30 p.m. Wednesday, March 26 and 9 a.m. to 3 p.m. Thursday, March 27.

Called “ND Discover,” the event will assemble representatives of such benefit providers as Meritain, Medco, Delta Dental, LifeWorks, Fidelity, TIAA-CREFF and Vanguard. Community resource representatives from such groups as Medicare, Social Security, Weight Watchers, and McDonald’s Physical Therapy also will be available.

Employees are encouraged to address benefit questions to askHR, the general call center. But at times, the employees would be better assisted by

being able to sit down with an actual benefit provider, says Mary Warner, manager of benefits and Work Life.

Memorial Hospital and St. Joseph Regional Medical Center will offer health screenings during each day of the event. Two massage therapists will provide chair massages from 4 to 6 p.m. March 26 and from 10 a.m. to 1 p.m. March 27.

Concurrent with the first day of ND Discover, Meritain Health representatives will be available from 9 a.m. to 4:30 p.m. in Room 200 of Grace Hall to address specific claims questions. The meetings will be confidential; the representatives will have access to individual claims records. To make an appointment, call askHR at 631-5900.

DISTINCTIONS

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

Garima Agrahari, Center for Transgene Research

Gregory Bethany and Kurt D. Webb, custodial services

Peter J. Bouris, operations and engineering

Elena I. Bowman and Emmanuel Ntakarutimana, Joan B. Kroc Institute

James Brazo, food services administration

Xiaoli Chao, mathematics

Sander W. DeBoer, Medieval Institute

Mary L. Drummond, student activities

Xiaojing Duan, customer support services

Lianshui Guo, aerospace and mechanical engineering

Axel Kahnt, Radiation Laboratory

George Q. Keegan, Christopher M. Romine, Laura A. Thesing and Matthew L. Young, development

Richard L. Kindred, naval science

Masahiro Notani, physics

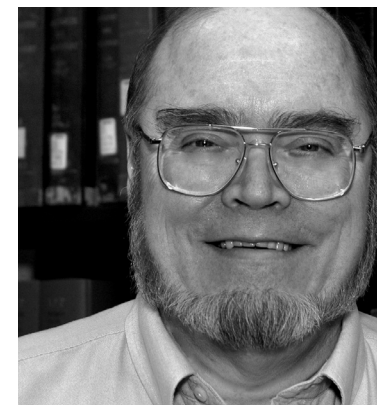
Chandrima Palit, chemistry and biochemistry

Heidi R. Schindler, controller’s office

Jonathan G. Tenuta, football



Baumbaugh



Archer

The University congratulates employees who are celebrating significant anniversaries in March, including **Barry W. Baumbaugh** in physics and librarian **J. Douglas Archer**, who celebrate 30 years at Notre Dame.

Others marking anniversaries include:

25 years

Debra K. Bennett, chemistry and biochemistry

Debra A. Bojtor, Rockne Memorial Building

20 years

Janet I. Shulaw, enterprise systems

Jennifer A. Morehead, Office of Research

Michael O. Sobieralski, general services

Carolyn H. Niemier, Snite Museum

William J. Klein, landscape services

15 years

Catherine A. Kubitschek, institutional research

James D. Peden, library

James E. Pfeil, power plant

Cheryl L. Kelly, College of Science

Tracy L. Grove, landscape services

Dan C. Brazo, athletic grounds

10 years

Sandra S. Klein, law library

Joanne R. White and Eva M. Dolly, Morris Inn

Joan M. Ball, pre-college programs

Patricia A. McAdams, senior engineer in the Office of Information Technologies, has been awarded the **2008 Distinguished Alumnae Award** by the Notre Dame Alumni Association. McAdams is the second alumnae to receive the award.

WHAT SHE DOES



Dolores Tantoco-Stauder has been a fixture at the Hesburgh Library since 1957, with the exception of a three-year stint in her native Philippines as a chief cataloging librarian. The 12th of 14 children, Tantoco-Stauder was temporarily paralyzed by polio at age six. “When everyone else was in school, I was in bed looking at the clouds,” she recalls. Although retired since 1997, she continues to coordinate the Blessed Mother Lecture Series and works in her office on the second floor of the library every day—often until the building closes at 2 a.m. *Photo by Carol C. Bradley.*

WebMD summary points to programming options

By Gail Hinchion Mancini

Senior administrators and wellness representatives are analyzing the aggregate findings of last fall's personal HealthQuotient survey in an attempt to identify group programming innovations that are sure to have a positive impact on employee health.

While they plan for a long-term future, opportunities are growing for employees who would like to address their individual health issues. Among them, if you didn't take the WebMD assessment last fall, you still can; you can use the online tools of a special Notre Dame WebMD online site, and you can work by telephone with one of WebMD's health coaches.

The HealthQuotient summary provided by WebMD provides a snapshot of overall employee health by combining the answers of all who took the assessment. Among points:

- The survey was taken by 2,492 employees; 4,720 were eligible.
- Everyone who took the survey received a risk factor rating of high, medium or low. Overall, 10 percent of employees rank as high-risk, a number greater than is typical. Conversely, the 51 percent ranked as low-risk, is a slightly smaller pool than typical. About 38 percent rank as medium-risk.

The assessment asked respondents to differentiate between their awareness of a health problem and their willingness to work on it. This data is the richest source of guidance for the University overall, because it suggests areas where people already are motivated. Notre Dame employees say they are ready to work on losing weight and improving their diet, managing their stress and improving their cholesterol levels.

The Office of Human Resources, in conjunction with the University Wellness Committee, will review the information with the goal of creating engaging

opportunities in those areas where people are motivated to change behaviors, says Jessica Brookshire.

Human Resources are looking equally closely at how to convince more faculty and staff to take the survey. One effort will be to close the gap between those who took the survey online and those who, because their jobs are not technology-related, took the survey on paper. Human Resources handed out thousands of paper surveys; only about 300 were completed.

The issue of trust also is being examined, based on feedback that some employees perceive the survey as a step toward penalizing them for having health problems, explains Denise Murphy, director of compensation and benefits. "We introduced WebMD to change behavior and improve the quality of life."

One effective means of changing behaviors is to introduce employees to a health coach, the immediate benefit of taking the WebMD assessment. Beyond providing information about health issues, coaches help employees identify goals and provide reinforcement for

How to access the WebMD Survey

The WebMD health quotient may be found online at webmd.com/ndhealthycampus. Taking the assessment will provide you with a general profile of your health, access to Web-based health information specific to your health profile, and at least one conversation with a WebMD Health Coach who can help you identify useful strategies. The University's employee assistance program, LifeWorks, also provides information and personnel who can field numerous health questions. It is accessible at lifeworks.com or by calling 888-267-8126.

achieving those goals.

Employees with many modifiable risks were classified as high-risk and receive regular calls from a Health Coach. Those with a few modifiable risks were classified as medium-risk and will be contacted at least quarterly and those with zero or just a couple modifiable risks will receive one post-survey contact. The ND Healthy Campus tool of the WebMD site provides users with a running list of ideas and strategies and information updates specific to their health profile.

Next fall, the HealthQuotient will also be available to spouses of ND faculty and staff. This expansion will provide an opportunity for spouses to join our efforts to improve the health of faculty, staff and families.

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

FYI

Arranging for summer help

One-hour information sessions are planned for 10 a.m. Wednesday, March 19 and 2 p.m. Thursday, March 20 to acquaint managers with the procedures for hiring summer employees. Both sessions will take place in the Grace Hall lower level training session. New this year, criminal background checks are required for many hires. Register for a session through iLearn.nd.edu. Information on posting a summer job is available at jobs.nd.edu/hr.

Authors read from their works

Marilyn Krysl, winner of the Creative Writing Program's 2008 Richard Sullivan Prize for short fiction, will read from her collection of short stories "Dinner with Osama" at 7:30 p.m. Wednesday, March 19 in the Gold Room, North Dining Hall. The biennial Sullivan Prize includes a \$1,000 cash prize and publication by Notre Dame Press.

Danielle Dutton will read from "Attempts at a Life" and "S P R A W L" and **Joyelle McSweeney** will read

from "Nylund," "The Sarcographer" and "Flet" at 7:30 p.m. Wednesday, March 26 in the Gold Room, North Dining Hall.

Telling HERStory

Carol Ann Mooney, president of Saint Mary's College, will be the featured speaker in the "Telling HERStory" series at noon Wednesday, March 19 in the Coleman-Morse first floor lounge. The talks are open to all faculty, staff and students. Bring a sack lunch—cookies and drinks are provided.

Native American prayer

The **Evenings of Prayer from Around the World** series, presented by Campus Ministry, continues with a Native American prayer ceremony, 8 to 8:45 p.m. Wednesday, March 26 in 330 Coleman-Morse Center.

At the Performing Arts Center...

Stanley Wells, one of Britain's leading Shakespeare authorities, will present a lecture, "Sex and Literature

in **Shakespeare's Time**," at 5 p.m. Monday, March 31 in the Philbin Studio Theater of the DeBartolo Performing Arts Center. After the lecture, a 30-minute intermission and reception will be followed by a special 25-minute performance of "...one, two, three..." by guest artist **Eunice Roberts**. Based on Shakespeare's "Twelfth Night," the one-woman play features the actor—an associate director of Actors From the London Stage—in multiple roles. The event is free but ticketed.

The **Notre Dame Glee Club Spring Concert** will take place at 8 p.m. Friday, March 14 in the Leighton Concert Hall. Tickets are \$5 for faculty and staff, \$4 for senior citizens and \$3 for students.

Baroque trio **Fleur de Lys** performs at 7:30 p.m. Sunday, March 16 and Monday, March 17 in the Reyes Organ and Choral Hall. The group performs 17th- and 18th-century period instruments. Tickets are \$10 for faculty, staff and seniors, \$5 for students.

Krosnick/Kalish Duo performs on cello and piano in the Leighton Concert Hall at 7:30 p.m. Thursday, March 27. Tickets are \$24 for faculty, staff and senior citizens, \$15 for students. Grand

masters of the guitar **The Romeros** perform at 8 p.m. Saturday, March 29. Tickets are \$24 for faculty, staff and senior citizens, \$15 for students.

Bring along your lunch and enjoy **Bach's Lunch**, a free noontime concert featuring University music students, in the Penote Performer's Hall at 12:10 p.m. on Fridays, March 14, March 28, April 4 and April 11. The performances are free but ticketed.

The Browning Cinema presents live, high-definition broadcasts of the **Metropolitan Opera** performances of "Tristan und Isolde," 12:30 p.m. Saturday, March 22, and "La Bohème," 1:30 p.m. Saturday, April 5. Tickets are \$22, \$15 for students.

Also at the Browning, the **Nanovic Institute Film Series** continues with "Persepolis," at 7 and 10 p.m. Thursday, March 20 and Saturday, March 22, and "Mrs. Ratcliffe's Revolution" at 7 and 10 p.m. Thursday, April 10. Director Leslie Udwin is scheduled to be present.

The **2008 Asian and Asian American Film Festival** opens with "Train Man" at 7 p.m. Thursday, March 27. The series continues with "The Trouble With Romance," 7 p.m. Friday, March 28; "My Sassy Girl," 7 p.m. Saturday, March 29; and "Omikara," 10 p.m. Saturday, March 29.

"The Band's Visit" will be screened at 4 p.m. Sunday, March 30. The Solidarity Film Series continues with "Blood Diamond," 7 and 10 p.m. Thursday, April 3.

The film series **Witnessing Genocide: Truth, Reconciliation and Film** includes "War Dance," 7 p.m. Friday, April 4; "S21: The Khmer Rouge Killing Machine," 10 p.m. Friday, April 4; "Imaginary Witness," 7 p.m. Saturday, April 5; "The Devil Came on Horseback," 10 p.m. Saturday, April 5; and "Beyond the Gates," 7 p.m. Sunday, April 6.

For more information or to obtain tickets to any of these events, visit performingarts.nd.edu or call the box office at 631-2800.

Exhibition focuses on migration issues

American, Mexican-American and Mexican artists explore journeys, borders, crossings and settlement in the exhibition "Journeys of Migration" on display at Crossroads Gallery through Friday, April 25. The gallery is in the ND Downtown office, 217 S. Michigan St. The gallery is open 9 a.m. to 4 p.m. and admission is free. The exhibition is one in a series of programs through the academic year supporting the 2007 Notre Dame Forum.

Investment representatives on campus

Representatives from **Fidelity Investments**, **TIAA-CREF** and **The Vanguard Group** will be on campus in March and April for individual counseling sessions on retirement planning. To schedule an appointment, contact the vendors directly by phone or by visiting their Web site.

Fidelity Investments, 800-642-7131, will be on campus Thursday and Friday, April 10 and 11.

Representatives from **TIAA-CREF**, 877-267-4507 or www.tiaa-cref.org/moc, will be on campus Wednesday and Thursday, March 26 and 27.

The Vanguard Group, 800-662-0106, x 69000 or www.meetvanguard.com, will be on campus Tuesday, April 8. You may also contact Vanguard for an individual telephone consultation if this date is inconvenient.

Science and math conference for girls

Girls in 6th through 8th grade are invited to attend the "Expanding Your Horizons in Science and Math" career conference for middle school girls from 9 a.m. to 2 p.m. Saturday, April 26 in the Jordan Hall of Science. The fee is \$10, which includes lunch and a T-shirt. Participation is limited, so early registration is recommended. For information or to request a registration form, contact Karen M. Morris, morris.3@nd.edu or 631-6945. Girls may also request a registration form from their school counselor. The registration deadline is Friday, March 21.

FROM THE ARCHIVES



Science faculty and students pose with stuffed animal specimens—including a tiger, eagles, a wolf, a fox, squirrels and opossums—in this photograph from the 1870s. Second from left in the front row, leaning on his arm is Rev. Thomas Walsh, C.S.C., who later would serve as the University's sixth president. None of these museum specimens exist today—the collection was destroyed in the Main Building fire of 1879. Photo provided by Elizabeth Hogan, University Archives.



For more events information, see agenda.nd.edu

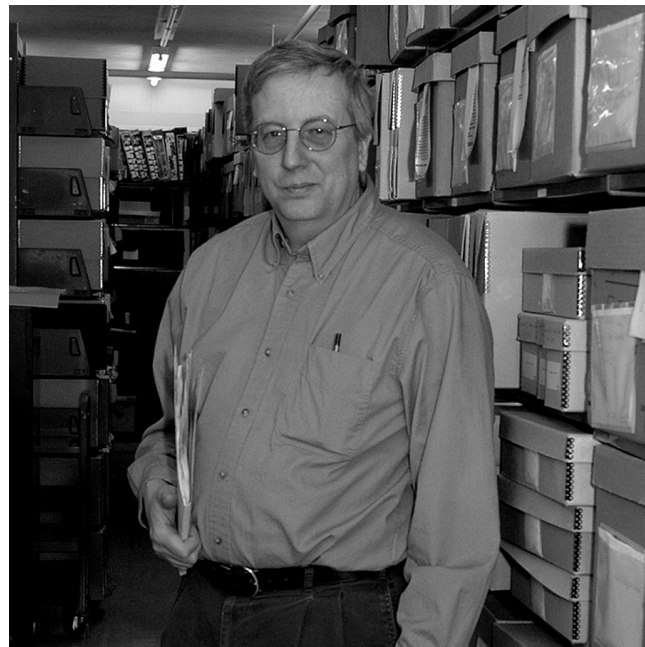
BACK STORY



Far left: A wooden box was built around the mural and the lathe and plaster cut, allowing workers to pull the mural from the outside wall. Workers hinged the box at the bottom and gently lowered the 300-pound mural from the wall.

Center: Art conservation expert Monica Radecki spent more than five months restoring the painting of Father Corby.

Below: Senior archivist Peter Lysy was instrumental in saving the murals from destruction.



Archivist saves murals from destruction

By Carol C. Bradley

When the Main Building was renovated in 1997, it looked as though historic murals of two Notre Dame presidents—Rev. Edward Sorin, C.S.C., and Rev. William Corby, C.S.C.—and pre-Notre Dame missionary priest Rev. Stephen Badin would be reduced to rubble in a landfill.

Over the years, the murals—painted by unknown artists—had been paneled over and painted over and partially covered by a drop ceiling. “They hadn’t been part of the décor of the room for a long time,” says Wendy Clauston Schlereth, director of the Notre Dame Archives.

The murals were in a room, now part of the third-floor offices of News and Information, which had once been home to the Columbian Literary and Dramatic Society and other student literary and debating groups. In the late 19th century, the four walls of the room were decorated with portraits of Notre Dame presidents and other historical figures such as Washington, Lincoln, Henry Clay and Napoleon III.

The portrait of Rev. Auguste Lemonnier, C.S.C., Notre Dame’s fourth president, couldn’t be salvaged. But there were still the portraits of Fathers Sorin, Corby and Badin, which archivists felt were of potential historical significance to the University.

Could the murals possibly be saved and restored? The hitch was that the portraits weren’t painted on canvas—they were painted directly on the plaster. “And the plaster had to come down,” Schlereth says.

Senior archivist Peter Lysy had an inspiration.

It helped that he’s something of an expert on old houses—he’s been working on restoring his own Greek Revival house for the past 17 years. “I was curious about how the lathe and plaster were attached to the brick wall,” he says. “I realized the plaster was connected, but not real securely. The lathe was nailed to small blocks of wood set at regular intervals in the brick.”

If the plaster wall was braced, he realized, the murals could—in theory, at least—be pulled away from the brick in one piece.

His plan involved stabilizing the plaster with a wooden box, cutting around the mural, and gently pulling the plaster away from the outside wall. The carpenters who handled the job added some innovations of their own—for example, the box was hinged at the bottom, so the murals—each of which weighs over 300 pounds—could be gently levered off the wall and onto a table. “It was a little easier because we had nothing to lose,” Lysy says.

“We started with the portrait of Father Sorin,” Schlereth recalls. “It was just beautiful. The box Peter designed worked perfectly.”

Art conservator Monica Radecki has since restored two of the murals. The portrait of Father Sorin is on display at the Northern Indiana Center for History. The portrait of Father Corby, which was restored in late 2007 with a gift from Ursula and D. Chris Bolding (*75), was recently installed in the Eck Visitors Center and is once again on public display—144 years after the painting was originally unveiled.

The final painting of the three, a portrait of Father Badin, is yet to be restored. At some point, the Badin portrait was painted over with latex paint. “We’re anxious to see if the portrait is interesting enough and salvageable enough to be worth a restoration,” says Schlereth. There are no extant photographs of Father Badin, and the few portraits that exist are head and shoulders only. The mural, if it is restored, would represent the first known full-length portrait of Father Badin.

The role of the Archives, Schlereth notes, is to preserve institutional memory. Most of the records of the University are papers put into boxes and kept for the informational value of the record, she says. “This is a piece of history that is far more public and visible,” she says. “I go into the visitors center and think, ‘that’s a job well done.’ I’m glad we saved it. I’m glad it all worked.”

Photos provided by Charles Lamb, Notre Dame Archives.



The restored mural of Father Corby is installed in the lobby of the Eck Visitors’ Center. The portrait of Father Sorin is on display at the Northern Indiana Center for History.



Monica Radecki cleans the mural before beginning restoration.



The painting of Father Corby, after the painting was cleaned and the old varnish removed.