

Advanced research in slow motion? **Page 3**

NDWorks

Vol. 6, No. 6 News for Notre Dame faculty and staff and their families October 16, 2008



Irish Health and benefits review **Pages 4-5**



Economic perspectives **Page 2**



Advice from Mr. Fix-it **Page 3**



Town Hall follow-up **Pages 6-7**



Scary movies **Page 8**



2009 health care premium costs stabilize, decline

BY GAIL HINCHION MANCINI

Editor's note: A more complete review of 2009 benefits changes is available on pages 4-5.

For the first time in memory, a majority of faculty and staff members insured by Notre Dame's three health care plans will pay lower monthly premiums next year than they do this year.

The new premium schedule is part of the benefits package being presented during the upcoming Open Enrollment period Oct. 22 to Nov. 7. Faculty and staff can earn additional monthly premium credits by participating in the WebMD HealthQuotient survey. For some families who engage in WebMD, the savings will be as high as 8 percent. Faculty and staff enrolled in the single or individual + one option will enjoy even greater savings.

The stable or declining premiums were made possible by a number of factors such as the renegotiation of group discounts, particularly in the

area of prescription drug services. Also, the University's benefits team identified ways to cut the administrative costs associated with managing the University's medical care plans.

The savings are being lauded by members of the faculty and staff who serve on the Office of Human Resources Benefits Committee. Joseph Wheeler, who represents the Staff Advisory Council on the committee, plans to remain in a plan that is not experiencing a decline. "But it just makes me happy that everybody else's is going down, especially with the kind of money that gas is costing. When you look at everything else falling apart around you, it's great that the University can step up and give you a hand."

Management professor Nasir Ghiaseddin, an eight-year veteran of the HR Benefits Committee and chair of the Faculty Senate Benefits Committee, observed his colleagues first met the good news with disbelief. "People have been so used to rate increases every year, they were surprised to hear this was happening."

Ghiaseddin lauded the hard work of the HR Benefits team, led by Denise Murphy, human resources head Robert McQuade and their staffs. He added that he hopes the improved financial picture will encourage faculty and staff to recognize their efforts are an important part of the equation. "I hope this will help more people get involved in health screening and various programs that HR is putting in place. If they start taking care of themselves, they're going to be healthier and live longer. As a side benefit, there will be less cost."

The individual actions of faculty and staff indeed played a role in the cost savings, according to Mary Warner, benefits manager. The University self-insures its three policies, meaning all medical costs are paid from a fund that pools individual monthly premium payments with a University contribution. The University consistently covers about 85 percent of any year's projected medical costs; in

2008 that commitment amounted to \$40.2 million. (The insurance carries the Meritain name, but the company is a program administrator, not a provider.)

With all costs paid from what essentially are our wallets or the University's contribution, "the greater our medical costs, the more we all pay. The less our costs, the less we all pay," Warner says. Faculty and staff lessened costs by embracing generic and

mail-order prescriptions. They tried to avoid costly hospital emergency room visits when a less expensive clinic visit would be just as effective. Faculty, staff and retirees who opted into the University's flu shot program earned substantial savings compared to the cost of a shot at their doctor's office.

While containing costs has been

page 2

2008-2009 Comparison of Monthly Health Care Premiums

	2008 monthly premium/family plan	2009 monthly premium/family plan	Percentage change	Monthly premium with WedMD credit (percentage change)
Meritain Select HMO (St. Joseph Medical Center)	\$146	\$140	-4 percent	\$125 (-8 percent)
Meritain CHA HMO (Memorial)	\$188	\$199	+5 percent	\$183 (+3 percent)
Meritain PPO National network	\$227	\$217	-4 percent	\$202 (-7 percent)

Figures differ for *single and individual + one plan member*. See hr.nd.edu for complete data

A woman in the trades



Carol C. Bradley

BY CAROL C. BRADLEY

It's a challenge for women working in the trades, says Valerie RiChard, Notre Dame's new director of facilities operations.

"The women who went before me blazed the trail, so I could come along and have an easier time," she says. "And I blazed a trail for those who come after me. But yeah, there's a challenge," she says. "You understand that you're a woman, or a minority. But you have to present yourself as the individual with the specific types of skills to get the job done. You can only build relationships as an individual."

RiChard, whose parents both worked as supervisors for Ford Motor Co., graduated from high school in Detroit, and then completed a degree in advertising design. But she couldn't find a job.

It's a story she still likes to tell—how one day she saw an ad in the paper for an apprenticeship program for stationary engineers.

Stationary engineers operate and maintain heating and cooling equipment, "from a home furnace to a power plant to powering an entire city," RiChard says. The term "stationary" came from the days when a lot of steam equipment moved around on locomotives. Stationary equipment was equipment that stayed in place.

The job description, she recalls, was awful. "It said you had to be able to lift 50 pounds, shovel coal and work high

off the ground. But when I got to the point where they talked about the pay ... I decided to take the test. Because the pay was good, even in the apprenticeship program."

RiChard was accepted into the four-year program and started learning about boilers and pumps, electricity and blueprint reading. First she obtained her high-pressure boiler operator's license, then a third-class refrigeration license, and finally, her first-class stationary engineer's license.

She was hired by Wayne State University in Detroit as a stationary engineer and became the first woman at the university ever to be promoted into a supervising engineer position. A few years later, she became the first woman at Wayne State ever to be taken out of a trades position and put into a directorship.

As director of facility operations, she was in charge of the physical plant, operations and engineering for the medical school campus during the day, and the entire campus at night.

"Which meant I got calls 24 hours a day," she says. "A fire, a leak, a smell of smoke I'd get my coffee, get my little book and start calling to see who I could get to come in."

That proved to be one of the times it was tricky to be a woman in a man's field, she says—when she had to call a man's house at two in the morning. "Their wives would say, 'Who are you, and what do you want with my husband?'" RiChard says. "I learned, even before I said hello, to say 'This is Wayne State University calling.'"

RiChard left Wayne State after 17 years for a short stint at the University of Iowa. At Notre Dame she oversees nearly 300 employees in landscape services, building services, locksmith services, the sign shop and the work control center.

As a leader, she sees her job as team building.

"The people who come to work every day make Notre Dame a better place by the work they do," she says. "My work is not more important than their work. If I can't provide them with the resources to get the job done—if I can't provide them with an environment where they feel comfortable coming to work and meeting the mission of the University—then I'm not doing my job."

Boilers and blueprints figured prominently in Valerie RiChard's climb up the career ladder.

No happy ending yet for Mr. Waller's story

BY GAIL HINCHION MANCINI

To make our current economic crisis seem simple, Chris Waller turns to old movies. The Jimmy Stewart classic "It's a Wonderful Life," for example, offers an excellent primer on the early chapters of the American mortgage industry, says the professor of economics and specialist in the political economics of central banking.

Regardless of his insight and insider perspectives, Waller's fate is similar to the one many of us are facing with the bailout of the banking industry, beginning with a sense of astonishment and confusion. "I couldn't believe half of what was going on in the last month," Waller told a Saturday Scholars audience before the Stanford home football game.

Like us:

- His retirement account has lost value: "I looked at it the other day. I wanted to throw up. I can't believe how much it has lost."
- His mother is scared: Like many retirees, she wants to know how to protect her life savings, which are losing value. "I tell her: Don't do anything." If the money is not immediately needed for day-to-day living expenses, don't change your investment plans. "It will come back."
- He will not be rewarded for living within his means. "I'm going to be paying the taxes for people in California who bought a million-dollar house they couldn't afford. Some people behaved very well for the last 10 years, some didn't; and at the end of the day, those who behaved well will pay for those who did not."

Reminiscent of another Jimmy Stewart movie, Waller's life soon will assume some of the plot points of "Mr.

Smith Goes to Washington." In July, he'll become senior vice president and director of research for the Federal Reserve, albeit in the St. Louis, not Washington D.C., offices. In the end, Mr. Smith triumphs. No such happy ending can be predicted for the period during which Mr. Waller goes to St. Louis.

The success of the bailout plan, although based on techniques that have worked before, is not at all assured. "We're going to have to wait months and years to see if this works."

With the so-called "little guy" or even professional economists absorbing the cost of the problem, there's a temptation to see the \$700 billion bailout plan as a bailout of Wall Street.

Not in Waller's view. "This plan was not intended to bail out the big banks in New York. It's meant to unfreeze the financial market."

Treasury Secretary Henry Paulson approached Congress for action two days after it became clear that the credit market had frozen, that even banks that had money to lend had stopped making loans, or had made them almost unaffordable to obtain.

Here's where the Jimmy Stewarts

and Donna Reeds get hurt—the type of people who live and work on "Main Street." (By the way, despite the buzz on mortgage foreclosures, more than 97 percent of American mortgage holders still are making their payments.)

Businesses completely unrelated to the housing industry are getting caught in the credit freeze. They are unable to borrow money to pay their employees or their suppliers. With no money to make payroll, layoffs are likely. With no money to buy supplies, production will cease and thus will sales and income. The freeze wasn't just felt in the financial industry, it was felt by groups unrelated to Wall Street such as utility companies, transportation groups and agriculture implement manufacturers.

"The \$700 billion bailout allows Treasury to buy bad assets and hold



Matt Cashore

Economist Chris Waller may have a better grasp than any on the current state of the economy, but he is not immune to its ill effects.

them. It is hoped that this will restore confidence and trust in credit," Waller says. One optimistic prediction is that the Treasury will need to apply only the first few billion before the credit markets begin functioning.

But room remains for pessimism. "There are still problems out there," Waller says. "Will hedge funds soon collapse? Will more bailouts be needed?" In this story, it's not just the ending that's missing. It's the middle.

When the economic mess goes global

BY GAIL HINCHION MANCINI

Through the first few days of October, it was all the American public could do to grasp the severity of the domestic economic meltdown. Then it became a global one.

What's the average citizen to do when she or he wakes up to news of Iceland going bankrupt or the British government taking over its banks, and seemingly every nation getting into the business of billion-dollar bailouts?

On a personal level, Nelson Mark, DeCrane Professor of International Economics, says he's acting the same now as when the crisis was considered domestic: He's sitting tight on his personal investments. He is making no sudden financial moves.

The U.S.'s relationship with the global economy may finally be on the public's radar, Mark says. But it's been a driving force for some time. For example, it was the vast

influx of other nations' riches, enthusiastically investing in our housing market that fueled our problems today, he points out. "They poured the money in, now they're sucking it out."

As the dollar weakened, the U.S. economy at least benefitted by strengthening exports to countries that still had money to spend.

"We'd be better off if the crisis were confined to the United States," he says. "If the rest of the world were in good shape, at least we could draw on the world community for some help in the bailout. If the rest of the world were in good shape, they'd still be buying our goods. We had some buffer on rising exports, but that's gone out the window."

One positive byproduct of other countries' bailouts are models other than the one approved by Congress earlier this month. Britain, for example, partially nationalized its banks—the government is becoming part owner of troubled banks. The hope is, that as banks stabilize and the industry becomes stronger, the government will be able to sell off its bank shares. The sale could be a profitable one, in which case taxpayers' come out ahead.

Mark prefers this approach to the bailout plan reached by U.S. Treasury and Congress on Oct. 3. In contrast to the British model, the U.S. bailout plan originally called for the Treasury to buy bad mortgage-related assets. Late last week, the Treasury had begun to consider offering assistance directly to banks.

"Ordinarily, we would like to arrange for the failed institutions to be acquired by another firm or individual—let's call him or her a 'White Knight'—on the supposition that the new owner will reorganize and manage the enterprise in a profitable way," Mark explains.

"In the British plan, the public is the White Knight. It recapitalizes the banks and gives the public, through the work of the Treasury and the government, an opportunity to make a profit for bearing the risk of the bailout. The original U.S. Treasury plan clearly did not do this."



The economic woes experienced across the globe have helped the United States define a solution that economist Nelson Mark believes will serve us better.

Loan picture still stable for students

BY GAIL HINCHION MANCINI

Notre Dame students' extraordinarily low rate of default on student loans may be offering some cushion against the troubles of a shrinking college loan industry, according to Joseph Russo, director of student financial strategies in the Office of Student Financial Services.

Recently released data by the U.S. Department of Education indicates that Notre Dame student default rate on loans is only one-tenth of one percent, down from two-tenths of one percent the previous year.

Nearly 30 lending institutions that had been providing student loans to Notre Dame students have either exited from or suspended their involvement with the industry in recent months in the face of a crisis in liquidity and the unpredictability that this issue has fostered, according to Russo. For a time, until Congress stepped in, it appeared the entire student loan industry might fall apart. No long-term solutions have been identified, he says.

But those who remain as lenders "want to loan money to our students," says Russo.

"I think lenders are happy to lend to our students for reasons that include low default rates, but also retention, on-time graduation of students, their satisfaction with the University, and the success they have in getting placed in jobs and graduate and professional school."

Last summer was a wait-and-see one for the



Byce Richter

Joe Russo is keeping a close watch on the U.S. student financial aid situation.

financial aid staff, who wondered if a shortage of loan money would affect families' ability to meet tuition costs and gain additional loan support for living expenses. That did not appear to be the case, Russo says.

As lenders left the business, some Notre Dame students had to find other sources for their loans, and did so successfully, he adds. The larger lenders, with long-term support for the student loan program, have generally continued their commitment.

While repercussions at the University from the loan crisis have been few in respect to access to financing, the financial aid staff is seeing the effects of the general downturn in the economy. As a consequence of the current economic difficulties, families are approaching the office with concerns about meeting their financial obligations because of lost income, lost jobs or a lost home.

"We work with each family on a case-by-case basis. The first message we strive to communicate is that we will continue to do everything within our ability to insure your continued enrollment at the University and to graduate. Sometimes all the family needs is understanding and time."

Health care premiums page 1

a key goal, the University in recent years has introduced a broader set of benefits that initially costs the University more but is expected to lead to savings by supporting health and wellness. A case in point: In order to take advantage of the preventive benefits of the annual check-up,

employees and their family members are charged no co-pay for an annual physical.

The 2009 benefits package includes several significant benefit improvements regarding dental care, marriage counseling and mental and occupational therapies, hearing aids and life insurance for family members.

Don't worry about making *his* day

BY GAIL HINCHION MANCINI

Physicists, says Randy Ruchti, are driven by the great questions.

"The importance of fundamental science for us is in our blood stream," the 31-year veteran of the physics faculty reflected last month during the earliest working days of the Large Hadron Collider (LHC), the massive new particle physics facility at the Center for European Nuclear Research (or CERN) that straddles part of France and Switzerland. "We're rewriting the book on physics at this laboratory."

In his Nieuwland Hall office, a poster of Clint Eastwood as Dirty Harry looks over Ruchti's shoulder. It is the most unlikely icon for a scientist whose demeanor is serene and whose patient perseverance in creating and sustaining research opportunities has remained undeterred by some monumental dead ends and setbacks.

Switzerland is a long way from

South Bend, compared to the Fermi National Accelerator Laboratory (Fermilab) in Batavia, Ill., where Ruchti and collaborators have long participated in the DZero experiment. With the advent of the more powerful LHC, Fermilab will discontinue the DZero experiment in two years' time. Since he teaches graduates and undergraduates and recently became associate vice president for research, his chances of becoming a jet-setter are limited. Regardless, the Notre Dame Particle Physics Group has several graduate students, a postdoctoral fellow and a full-time research assistant professor working onsite at the facility.

Before LHC construction began, the U.S. scientific community harbored hopes of building the next major accelerator, and Congress seemed willing to help. In the 1980s, Ruchti and his colleagues first campaigned for the next great atom smasher to be constructed at Fermilab. Another proposal won

the bid instead, and construction began on the Superconducting Super Collider near Dallas.

Then, in 1993, government funding priorities for research shifted and the project was abruptly halted—simply discontinued after the expenditure of some \$2 billion but before construction could ever be completed. There would be at least a 15-year gap before physicists and, more importantly, doctoral candidates, could test their increasingly complex theories in a suitably advanced facility such as LHC.

"After the loss of a major multibillion dollar project, you don't know how a field is going to continue and grow. I needed graduate students and undergraduates to work with me on these projects. But there was no way to start students on a project in the 1990s when they would not be able to get data from it until the 2000s."

Thinking about this issue in 1996, Ruchti says his solution came in realizing that his wife, Peggy, is a very smart cookie. For years she had been encouraging him to start a community outreach program that made science accessible and exciting to young people. The students who would be doctoral candidates when the LHC opened were barely teenagers. The lightbulb thought: "You have to start reaching middle school and high school age students so they're coming up the chain to help on out a big experiment."

For this upcoming group of students, "the science is going to be fantastic."

Thus was born QuarkNet, a national program that immerses

teachers in particle physics. The teachers are then catalysts to engage and inspire their own students. "And we (professors) would get to learn about master teaching, which they know how to do." Even if all these engaged teachers and students never entered the research pipeline, "they're going to be voters. They're making an informed decision about why science and technology should be supported."

Now in its 10th year, QuarkNet engages 500 teachers a year in programs across the country, including the one still based at Notre Dame (and located in the an old grocery store on Eddy Street.) An additional 100 high school students across the country also do summer research projects through the program. The project

benefits from the participation of 150 particle physicists who act as scientific mentors for the teachers and students, including Fermilab colleague Marge Bardeen, Notre Dame Particle Physics faculty Mitch Wayne and Dan Karmgard, and R. Michael Barnett of Lawrence Berkeley National Laboratory.

Has it been worth the wait? Observe how animated Ruchti becomes when discussing just two possible fundamental questions that collider experiments might answer. One is the nature of mass at the subatomic level. The other is the true nature of gravity, which may be functioning in dimensions not yet identified. If current theories are verified, there will be some new physics books indeed.

Faculty members become students once again

BY CAROL C. BRADLEY

Economists Richard Jensen and Kasey Buckles went back to graduate school last year.

Both had the chance to participate in an Institute for Scholarship in the Liberal Arts (ISLA) program that allows faculty members course-release time for study of the Catholic intellectual tradition.

Jensen and Buckles are two of seven faculty members who have participated in the program since its inception two years ago, says ISLA Associate Director Ken Garcia. "The program is designed to make faculty members familiar with the Catholic tradition and how they might incorporate relevant aspects of Catholic teaching into their coursework."

The program is open to both Catholic and non-Catholic faculty members from any college or school in the University, excluding the theology department. It allows faculty members to be released from one course to allow time for study, and offers a \$7,500 stipend to the department to provide for their replacement.

Rather than taking a formal graduate seminar, both Buckles and Jensen worked on independent reading and research with members of the theology faculty.

Jensen, department chair and professor of economics and econometrics, is interested in environmental economics—what would people be willing to pay to preserve the rain forest, for example. Part of the reason for his taking the course, he says, was to better understand how the environment figures into Catholic social teaching.

Jensen worked with Matthew Ashley, associate professor of systematic theology. "I read all the papal encyclicals, and just kept reading from there," Jensen says. "I also read Dick McBrien's 1,200-page tome 'Catholicism.' I became curious about what it means to be Catholic, as well as what it means to pursue the Catholic intellectual tradition."

The pope, he notes, has begun directly addressing environmental concerns. "He points out that in Genesis, when man inherits the earth, it doesn't mean he inherits the earth and wastes the resources. John Paul II specifically argues that we have to be good stewards of the environment."

For Jensen, one of the most interesting aspects of his studies was that he learned a great deal about what the popes actually said—as opposed to what people think they said.

Kasey Buckles, assistant professor of economics and econometrics, worked through a series of readings with moral theologian Todd Whitmore, associate professor and director of the Program in Catholic Social Tradition in the College of Arts and Letters—beginning with Pope Leo XIII's 1891 encyclical *Rerum Novarum* and moving forward through documents on the role of women in the Church. It was interesting, she notes, to see how the Church's teachings have evolved over the last 30 years.

Her studies have also had the interesting result of making her—in many cases—more educated about Catholic social teaching than her students who were raised in the faith. They may know the principles, but have never read the actual documents.

What she's gained from the program is a better understanding of her students and what they know about Church teachings. "It's up to me to make sure my students understand that economic models aren't inconsistent with Catholic social teaching. Having had this class, I feel much more prepared to do that."

Says Jensen, "I think (the program) was quite valuable. I don't have the same kind of understanding I'd have if I'd been raised Catholic, but I have a much better understanding."

He's continued his reading, he adds, and now has a better idea of what the unique mission of Notre Dame is. "It can't help but make me a better teacher, as well as a better colleague to everyone on campus."



Gail Hinchion Mancini

The start up of the Large Hadron Collider in Europe, at right, is the most recent chapter of a professional life physicist Randy Ruchti has spent in pursuit of "the great questions." While the questions are great, the road to their answers is often thorny.

Saving the hide and pride of computer users

BY JAMES COPE

Like a physician talking to a patient, Wade Stoller reassures the compact laser printer resting comfortably on a workbench that everything will be okay. Stoller clears a paper jam and snaps an aberrant hardware appendage back into place, and the printer hums to life and dispenses a page of clear, crisp text.

Stoller is a computer repair technician in the OIT's Service Center on the first floor of the IT Center Building. He's worked at Notre Dame for more than 11 years, and during that time, has fixed more than a few broken printers, computers and peripheral devices, saving the hide and pride of many a computer user. Technicians in the Service Center will work on student computers and personal computers owned by faculty and staff.

By his own admission, Stoller talks to himself as well as to the gizmos he works on. He seems to develop a relationship with computers that culminates either in fixing the device or letting the owner know in a sympathetic voice that it's beyond redemption.

What's the worst computer problem?

"It's not really a computer problem," Stoller says. "It's, how can I

say it, a ... user maintenance problem? People really need to back up the data on their hard drives, and they need to make sure their software patches and antivirus and antispyware programs are up-to-date."

You can always get another computer; you can always reload the programs," Stoller explains. "But you can't always recover data when your hard drive crashes. People get tears in their eyes when they discover that the only copy of that 30-page document is on a computer hard drive that just went south."

No surprise that one of the first things Stoller and his crew do when they receive a computer for servicing is to copy the data from the bad computer to an external hard drive. But in extreme cases—when a hard drive actually breaks—data recovery may not be feasible.

Rather than put their data at risk, Stoller recommends that campus users back up their files on another medium, such as a CD, or to the University's NetFile system.

In addition to lost data, problems that haunt Stoller and his fellow service techs most are infections from malware, such as computer viruses, Trojans and other culprits that usually come from the Internet or by e-mail from an unknown person. Running



By frequently backing up your data to a safe place, your computer may break, but you won't lose your work, advises Wade Stoller, an OIT computer repair technician.

the free antivirus and antispyware applications available from secure.nd.edu is absolutely necessary, Stoller says.

Even so, campus computer users still bring in infected machines that have slowed to a crawl, victims of Internet schemes that install unwanted programs in the course of visits to certain websites.

Often it's because computer users don't actually run the antivirus and antispyware applications and they don't keep these critical applications and other software up-to-date. "If you keep them current, you're less apt to be infected by the newest bug. Make sure you run the security applications, and if you have your computer set to run them automatically, make sure that it's a time when your computer is

Wes Evard

Carol C. Bradley



Economists Richard Jensen and Kasey Buckles have deepened their ability to discuss their fields in the context of Catholicism after participating in an Arts and Letters program that allows faculty to take time off from teaching to become theology students.

Workshops and demonstrations

Lunchtime, afternoon and early evening workshops will help you explore health and wellness and other quality-of-life opportunities. A complete list of these workshops is at healthycampus.nd.edu. Here's a sampling:

Relaxation & Stress Management

The activities of daily life can leave you feeling tense and stressed out. Learn mind and body awareness techniques to help you relax, breathe and lower your stress level.

Retirement planning

A panel discussion on saving for retirement

Cooking with herbs

Chef Charu Pant will demonstrate recipes using fresh herbs grown on campus, and talk about starting an herb garden at home.

Yoga

A beginner-level demonstration that discusses yoga philosophy and introduces some poses. This workshop is designed for beginners.

Strength & Stability

This workshop will teach you exercises that work every major muscle group in the body, including those small stabilizing muscles that you might not realize you even have. This workshop is designed for all skill levels.

Children's demonstrations

Check the list for late-afternoon demonstrations on yoga and funky dance for children.

Campus Resources

A number of University departments (and outside units) affect our well-being on a day-to-day basis. Stop by these booths and learn more about the contributions these professionals make.

Recreation

- RecSports
- Warren Golf Course

Eating well

- Food Services
- Weight Watchers

Staying healthy

- University Health Services
- McDonald Physical Therapy

Staying safe

- Notre Dame Security Police
- Notre Dame Fire Department

- Risk Management & Safety

Managing health and wellness issues

- Human Resources
- Lifeworks EAP

Benefit vendors

With Open Enrollment beginning Oct. 22, you might want to meet with benefit providers and their community partners.

- Meritain Health
- Minnesota Life

- EyeMed Vision Care
- Fidelity Investments
- Liberty Mutual
- Anthem Blue Cross Blue Shield
- TIAA CREF
- Community Health

- Alliance
- Delta Dental of Indiana
- WebMD
- Vanguard
- Medco-Systemed
- Select Health Network
- Memorial Hospital

Health survey

The HealthQuotient

survey, the sec the cor Univers initiati screeni survey, floor m there, c resarc and he clarif s challen



- Health Screenings
- WebMD
- Faculty research project
- Information

what you can do at the

3-in-1 Health & We

1 Complete the WebMD HealthQuotient in the upstairs activity room.

2 Build for y Grab

kids play area + Wellness demonstrations for children!

Food area

Main Stage

Wellness demonstrations

elevator

No 7:3

M V

being offered for the second year, is one of the cornerstones of the University's Healthy Campus Initiative. To complete the changes needed for the second year and to take the visit to the second-floor meeting room. While the drop by the faculty health project booth will help a project that will improve some of our health services.

2009 benefits, at a glance

With Open Enrollment under way through Nov. 7, faculty and staff will be facing several decisions and examining new and extended benefits. Here are some key points:

Should I change?

Some faculty and staff will likely consider opting into a new benefit plan because the monthly premium offers them the greatest savings. Is that a good idea?

Before you make a change, Mary Warner, benefits manager,

recommends you consider the following:

- Did you pick your medical plan because you like the affiliated hospital? Premiums for the Meritain CHA HMO, which uses Memorial Hospital, are not declining. But were you suddenly to need hospitalization, would it inconvenience you and your

family to go to St. Joseph's Hospital?

- Do you travel out of town quite a bit, or do you or a member of your family rely on specialists practicing out of state or out of the area? The most costly plan is the Meritain PPO, but it offers a national network of medical providers and covers out-of-area health care needs.

- Are you taking advantage of the WebMD HealthQuotient survey discount? Faculty and staff can save as much as \$15 a month on their premiums if they take the survey along with their spouses who are covered by Notre Dame plans. With the discount, the Meritain CHA HMO premium is only nominally higher than last year.

- Are you taking advantage of other ways to keep your health care costs down? Generic prescription drugs and Medco-by-Mail, the University-operated flu shot program, the Healthy Babies initiative and incentives to use urgent care clinics instead of hospital emergency rooms all help reduce expenses.

- If the number your policy covers has dropped to two, be sure to switch to the less expensive individual + one plan.

Remember, Warner adds, if you do not update your benefits package for the coming year, you will be enrolled in the medical, dental, vision and life insurance options you chose for 2008. Flexible spending accounts are not automatically updated; you must specifically enroll in a 2009 flex plan.

What's new in 2009?

Hearing aids, for one. The plan will pay up to \$1,500 for professionally conducted fittings. Battery expenses are part of this new plan. The plan does not support over-the-counter hearing aids, repair of broken aids or replacement of lost aids. This benefit is for services provided or recommended by such professionals as an audiologist or certified hearing aid specialist.

Human Resources has long heard that a Catholic university's benefit plan should include **marital counseling**. Now it will. Marital counseling is part of a suite of mental health and substance abuse recovery supports in the 2009 package. The benefit will provide a total of 50 office visits a year in these areas.

Up to 20 **occupational and speech therapy** visits per year had been covered; in 2009, faculty, staff and their families may make up to 50 visits per year to these specialists.

Expectant mothers had faced an inpatient hospital deductible of at least \$350 for the birth of their child. For births that occur in 2009 and later, that deductible will be waived for expectant mothers who enroll in Meritain's "Baby Steps" program. Participants enroll directly with Meritain and are assigned a nurse care manager who will make frequent contacts to assess the pregnancy's progress. The program is considered successful in minimizing the causes of high-risk pregnancies, Warner says.

A break for **dependent care expenses**: Flexible spending account dollars set aside for dependent care can be used during for 2 1/2 months after the year they were set aside. If money is still available in your dependent care and health care spending accounts after Dec. 21, 2009, claims can be reimbursed with those dollars for expenses incurred through March 15 and submitted by March 31.

Improvements in **dental care coverage** include support for nitrous oxide during dental treatment. For orthodontia, the flexible spending program now will allow you to pay the entire orthodontia fee up front with flex dollars. Many orthodontists offer substantial discounts for complete payment up front, and this change allows faculty and staff to take advantage of those discounts with pre-tax flex dollars.

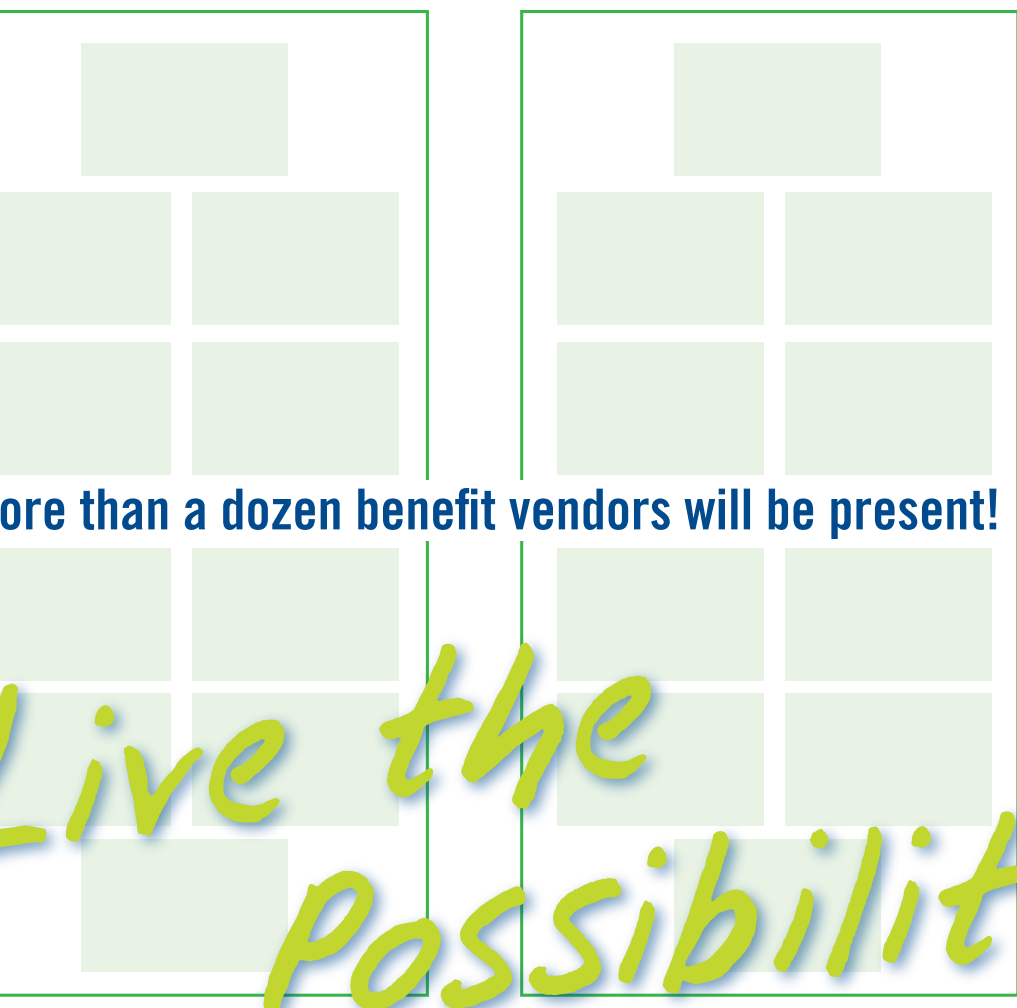
If you are enrolled in a Delta Dental plan but your dentist is out-of-network, the payment check for services will be sent to you and not to the dentist; and you, then, will be responsible for paying the dentist. This change has been introduced to encourage more dentists to join the plan and thus enjoy the benefit of having their services paid for quickly and directly, Warner says.

8:30 a.m. to 7:30 p.m. **Wednesday, Oct. 22** **Rolfs Sports Recreation Center**
 8:30 a.m. to 1 p.m. **Thursday, Oct. 23** **Families Welcome!**

Wellness Event

and a wellness plan for you and your family. Enjoy a healthy snack.

3 Visit benefit vendors and ND Health, wellness and safety representatives.



Visit healthycampus.nd.edu for further information.

Town & Hall

Recent Town Hall sessions with President Rev. John I. Jenkins, C.S.C., and John Affleck-Graves, executive vice president, drew to a close before all questions could be answered. Here are those questions as answered by the president, executive vice president, the Office of Human Resources and various other departments.

Q: Does the University have plans to update the pension calculation or adjust it for inflation?

A: Your pension plan benefit is based on pay you earn toward the end of your career with the University. The benefit is calculated on your final average pay, which is the five highest-paid consecutive calendar years out of the last 10 calendar years you participate in the pension plan. This allows you to earn a higher benefit since your pay will most likely increase during the time you work at the University. We have found the pension plan benefit to be above market comparison with other University pension plans and do not have plans to make any changes at this time.

Q: Why is the third-shift differential not provided when employees take vacation, sick or holiday time? Furthermore, why has there been no increase in the amount paid in the shift differential over time?

A: The shift differential premium is added to base pay for working hours during the evening or night. The amount of the differential is based on the nature of the work and is paid as an incentive to work a shift other than the day shift. When one takes vacation, sick leave or has a holiday and is not actually working the shift, he/she does not receive the differential.

The Office of Human Resources closely monitors supplemental pay programs to ensure consistency with market trends. This incentive, paid to eligible employees working less desirable shifts, is reviewed annually. Local companies with which we compete for talent have not increased this differential over time, and Notre Dame has matched the trend. One of the major possible reasons local companies have not increased the incentive is because the gap would become so large over time that it would generate pay issues including a possible disincentive to work more desirable shifts, compression with supervisors/managers, and inequities among similar jobs.

Q: How can you expect employees to honestly give opinions in the survey when we found out last year that it could be traced back to us? It was also said that comments were shared with supervisors. Why is that done when it can identify a person?

A: ND Voice is a confidential survey. All your opinions are confidential. You have been assigned a randomly generated password to enable you to launch the survey on TOWERS PERRIN ISR's server. The University does not have any knowledge of which password was given to a specific employee. The University does not have access to the server containing survey data. Once you hit the "Submit Survey" button, your password is invalidated. This means that in the unlikely event of someone getting hold of your password, they will not be able to access your survey once the survey has been submitted. Even you cannot re-access your survey once you submit it.

Comments from ND Voice are also confidential. However, since the topics of the comments might reference information that could be

linked to individuals, extra precautions are taken. TOWERS PERRIN ISR will review comments and eliminate any obvious references that might identify the person submitting the comments. In addition, comments are shared on a limited basis with executive management and Human Resources. These individuals will relate any themes or issues in order to enhance problem solving, but they do not share specific comments with supervisors.

TOWERS PERRIN ISR has a contractual agreement with the University to not report results for groups of fewer than 10 respondents.

Q: Why are there no exercise classes offered to faculty and staff at an early morning time, therefore allowing us to exercise before work?

A: For quite a few years, RecSports offered various group exercise classes in the early morning hours, e.g. 6 a.m. Classes were quite small, and after a few years, interest was so low that the classes were discontinued. Currently, there is a 6 a.m. yoga class offered on Tuesdays and Thursdays at the Rolfs Sports Recreation Center. However, because of the Healthy Campus Initiative, we think there may be renewed interest in having more classes in the early morning hours, so look for more classes at that time in the months ahead. We will also consider the option of opening the Rolfs Sports Recreation Center earlier. Additional information will be provided as the University continues development of the Healthy Campus Initiative.

Besides group classes, many individual faculty and staff use the early morning hours at Rolfs Sports Recreation Center and Rockne Memorial to run, walk, swim, and do many other cardio, strength and stretching exercises. Learn more at recsports.nd.edu, or call 631-5100 to schedule a free orientation to the facilities.

Q: What is the AAU, and why does Notre Dame want to become a member?

A: The Association of American Universities is a nonprofit association of 60 U.S. and two Canadian pre-eminent public and private research universities. Founded in 1900, AAU focuses on national and institutional issues that are important to research-intensive universities, including funding for research, research and education policy, and graduate and undergraduate education.

We feel that Notre Dame would benefit from the sharing of information that occurs between these Universities.

Q: What is the update on the University's submission to the federal government regarding financial aid?

A: On March 13, 2008, the University submitted a response to the U.S. Senate Committee on Finance. A copy of this submission can be found on Father Jenkins' Web site (president.nd.edu) under the "Events and Communications" link. This response outlined the importance of financial aid, the role of the endowment in providing financial assistance, and additional details regarding the University's enrollment

and associated costs. The University is currently awaiting any decisions made by the U.S. Senate Committee on Finance.

Q: Can we get a parking lot?

A: As the University continues to implement the campus master plan, additional parking will be made available. While surface parking will continue to be provided at no cost to faculty and staff, there is a possibility that parking structures will be built closer to academic buildings. It is probable that parking spaces in such structures will be provided to faculty and staff for an annual fee.

Q: What is the University's commitment to recruiting and retaining minority faculty? Is the effort structured similarly to the recruitment of Catholic faculty? If not, why?

A: The University is committed to increasing the diversity of its faculty. In the fall 2007, Father Jenkins asked the University Committee on Women Faculty and Students and the University Committee on Cultural Diversity to present recommendations on ways in which Notre Dame can enhance support for diversity and for women faculty and students. The committees submitted their reports in May 2008, and comments are currently being accepted. The reports and a letter from Father Jenkins can be found on the president's Web site (president.nd.edu) under the "Events and Communications" link.

Q: Why has the starting wage increased without similar adjustments to salaries of current employees?

A: Starting salaries are increased annually based on a review of external factors such as the cost of labor in the labor market. Current

employees' salaries, which are already within the range, have the ability to be adjusted based on individual performance. On average, merit increase adjustments have exceeded the adjustments made to the salary structure.

Q: Why have off-campus individuals been hired for open positions, rather than current and experienced Notre Dame staff?

A: In the past year, Notre Dame has increased the number of internal candidates hired for open positions. Current employees are encouraged to apply for positions they believe they are qualified to perform.

Q: Will the University expand the faculty/staff opportunities to build beyond Notre Dame Avenue? This is such a great recruitment opportunity.

A: We agree. In late 2007, the University made the commitment to extend the Notre Dame Avenue Housing Program (NDAH) beyond its original scope for precisely that reason. As a result, the program was expanded to St. Peter Street. However, the University cannot make any guarantees as to the number of future lots that will be made available to Notre Dame faculty and staff, or the extent to which the program will expand beyond Notre Dame Avenue and St. Peter Street.

Q: I am curious as to what Father Jenkins does on his down time. Does he have hobbies?

A: Father Jenkins enjoys several hobbies when he has free time. For quiet moments, he often reads or takes quiet, meditative walks through campus. He also leads a very active lifestyle, and he can be found swimming, running or doing yoga.

Q: For energy conservation needs, could a four-day workweek (staggered staff to cover all days) be considered? A lot of people already lengthen their hours to do extra work, avoid traffic, etc. Please consider less electricity used.

A: The work schedule suggested is often referred to as a compressed workweek. Many departments offer alternative schedules, including a compressed workweek, flex time and job sharing to fit their departmental needs. Supervisors must approve alternative work pattern arrangements, and the operating needs of the department

must take precedence. The Office of Human Resources should be consulted for guidance on various work schedule options.

Q: Can we support those who use bikes to commute to work? We badly need more bike racks around the administration buildings. We need more "Watch for bicycle and pedestrian traffic" signs. This is a good part of the wellness program, and we need to support those that walk. We aren't asking for more parking lots, so please help.

A: The University can add more loops at any buildings that house possible bicycle commuters and will begin to investigate where they would be best located. With regard to the "Watch for Bicycle and Pedestrian Traffic" signage, there are currently such warnings in many places associated with stop signs. However, the University will evaluate where additional signage could be added to alert drivers.

Q: What is entailed and offered in the masters program at I.U.?

A: The I.U. program is a Master's of Science in Education with an educational leadership emphasis. Notre Dame has partnered with IUSB to have their classes offered on Notre Dame's campus. This provides a convenient way for our employees to attend classes. For details about the program, contact Tammy Freeman at 1-5190 or tfreema1@nd.edu.

Q: Will there be inexpensive, short-term housing for visiting scholars, research visitors, etc. at Eddy Commons? Housing resources are minimal for such researchers; if we have high-level research aspirations, we need much more help in meeting the needs of such visitors, who often lack transportation and may be visiting the United States for the first time.

A: The University offers 40 on-campus apartment units to visiting faculty in Hesburgh Center (16) and Fischer-O'Hare-Grace (24). While these units are available to visiting faculty regardless of whether they are teaching or researching, they are generally oversubscribed and, understandably, those who are here for a full academic year or term are given preference. We are aware that there are many shorter-term visitors that currently cannot be accommodated under this program.

The development of Eddy

DISTINCTIONS

The University congratulates employees who celebrate significant anniversaries in October, including 45-year North Dining Hall employee **James J. Finch**.

35 years

Donald E. Anglin, golf course

Gary G. Kovach, South Dining Hall

30 years

Donna J. Adams, development

Joyce Vogler, radiation laboratory

25 years

Karen L. Anthony, Alumni Association

Alice R. Hays, accounts payable

Irvin F. Sikorski, security

20 years

Mamie Briscoe, custodial services

Connie J. Gordon, I.U. Medical School-South Bend

Joel B. Preston, aerospace and mechanical engineering



Finch

Pamela Schell, food services

Ronald G. Spitaels, landscape services

Christine Weiss, library

15 years

Sondra L. Champer and **Tuan C. Nguyen**, food services

Laurie J. Echterling, College of Arts and Letters

Sean R. Farrell, development

Lynn W. Harris, St. Michael's Laundry

Coleen J. Hoover, Creative Writing Program

Jonette Minton, cheerleaders

10 years

Megan A. Blank, chemical and biomolecular engineering

Mollie J. Dash, civil engineering and geological sciences

Cynthia A. DuBree and **Dewanda F. McBride Ford**, School of Architecture

Marlene Hernandez and **Maria Peraza**, food services

Nancy E. Majerek, Office of the Vice President—Finance

Victoria A. Ploplis, Center for Transgene Research

James R. Quinn, investment office

Judith A. Rossow, integrated communication services

Michelle L. Strode, St. Michael's Laundry

Mark D. Urbanski, security

Nina R. Welding, College of Engineering

Matthew E. Wilken, archives

Who: Devorah “Devi” Snively, adjunct anthropology professor and filmmaker

Defining tastes: Scary movies, many of them her own

Lasting memory: The gasp of fear from the audience during the climax of “Death in Charge.”

Death comes to babysit

BY CAROL C. BRADLEY

An oblivious single mom, in a hurry to leave on a date—what’s she going to do when Death—you know, The Grim Reaper, with the shroud and the scythe—appears at the door instead of the teenage babysitter? Slip Death a few bills and head out the door, of course, leaving little 9-year-old Whitney to show Death how to play her favorite violent video game and make macaroni and cheese out of a box.

“Death in Charge,” a horror/black comedy short feature by filmmaker Devorah “Devi” (pronounced DAY-vee) Snively, premiered in Los Angeles in May as part of the American Film Institute’s annual Directing Workshop for Women. In August, the Palm Springs International Film Festival’s ShortFest screened the event.

Snively, who holds an MFA in

filmmaking from the Academy of Art in San Francisco, was one of eight women selected for the prestigious workshop, a unique training program for aspiring directors that coaches them through the development and production of a short narrative film.

An adjunct professor in the Department of Anthropology, Snively teaches a popular course titled “Cultures of Fear: Anthropological Perspectives of the Horror Film.” Her husband and executive producer of her films is Agustin Fuentes, professor of anthropology and director of the Institute for Scholarship in the Liberal Arts (ISLA).

Horror is a curious career choice for Snively, who was never allowed to watch horror movies as a child.

“I was diagnosed as having an overactive imagination,” she says. “The doctors thought horror movies would be disturbing for me, since I had nightmares. I guess it’s a bad thing to be overly creative.”

Years later, as a struggling screenwriter, she realized the only

way to get her movies made was to make them herself. “I also knew I had no money,” she says. “When you’re making a film with no money, there are two choices—documentaries or horror.”

She tried documentaries, but wanted to do narrative film. So she put herself through a crash course in the history of the horror genre, from “The Cabinet of Dr. Caligari” to “Psycho” to contemporary slasher films.

Snively’s previous short films—which have been featured in more than 100 film festivals worldwide—include “Teenage Bikini Vampire,” “Confederate Zombie Massacre” (“It’s love and gore in the Civil War!”), and “Raven Gets a Life,” featuring a 150-year-old manic-depressive vampire trapped in the body of a 12-year-old girl. Then there’s “Meat is Murder,” about a killer meatloaf. The films were all shot locally, and none cost more than \$1,000 to make.

How do you make a film for \$1,000?



Carol C. Bradley

Filmmaker Devorah Snively has several horror films to her credit, as well as vast understanding about how to create on a small budget.

“We have our own equipment, but you call in a lot of favors,” she says. “We’ve made five short films and a feature since we moved here in 2002, and their combined cost is less than ‘Death in Charge.’ People here are so generous with letting us shoot on location, offering food and props and discounts. It’s a very supportive community.”

“Death in Charge” was shot on a soundstage in Los Angeles—one of the requirements of the workshop.

“It was wonderful,” Snively says. “Expensive, but wonderful. When you’re on location you have planes going over, and cars driving by, and you have to work within the confines

of the space. On the soundstage, we could shoot down without having to worry about seeing our reflections in the windows, or where to hide the lights, people and wires.”

The film premiered in Los Angeles at a showcase featuring all eight films. “This was not my target audience,” Snively says. “There was one other horror film, but the others were romantic comedies and dramas about women’s issues. When mine came on, the audience was laughing and laughing...until we got to the climax.”

It will be one of her favorite moments in life, she says—an audience of 380 people gasping at once.

It takes a village to make a movie



Telephone maintenance specialist Steve Russell, below, made his amateur acting career as an extra in the film “Confederate Zombie Massacre.”

BY CAROL C. BRADLEY

Steve Russell saw the ad in the paper in 2004—Devi Snively’s production company, Deviant Pictures, was making a movie. And they needed 20 to 30 people of all ages for various roles.

“I just thought it sounded like fun,” says Russell, an AT&T employee who maintains and repairs campus telephone systems from an office in the basement of the Hesburgh Library.

The movie was Snively’s 2005 short film “Confederate Zombie Massacre.” Russell was called back for a second audition, and then selected for a part.

“I didn’t have a major role in the movie, but I did get a credit,” he says. “It was mostly guys. Just a bunch of crazy guys dressed up as zombies.”

Since that first experience working with Snively and her husband, Agustin Fuentes—anthropology professor and executive producer of her films, moviemaking has become a family affair for Russell and wife, Kate, a copyeditor for the ND Media Group and ND Works.

“Agustin and Devi were so good to work with, I wanted to do whatever I could to help them,” Steve says. “It’s all volunteers. Nobody gets paid. Just food while you’re working, and a copy of the movie when you’re done.”

Russell played a drunk in the gutter in Snively’s next movie, “Raven Gets a Life.”

“It’s very cute, about a 150-year old little girl vampire,” he says. “The drunk helps her learn about life. Every movie I’ve taken on more and more. And I get more lines.”

The plot premise of Snively’s most

recent film, “trippin’” is simple, Kate says. “Three couples go off to a cabin in the woods... what could possibly go wrong?”

The Russells looked for weeks to find a log cabin suitable for the filming of “trippin’,” now in post-production. “I wanted to find a cabin for them, and I wanted it to be close,” Steve says. “I didn’t want to be left out.” Driving around town one day, they spotted an old log cabin north of Niles, and tracked down the owner. “The cabin was empty, too. That was the key.”

Kate played a backstage role in the filming, spending the summer locating props and furnishings for the cabin. “I made the curtains for the cabin—and remember, there’s no budget. I had to buy old, ugly plaid flannel.” When she arrived on location, crewmembers were rubbing the curtains in the dirt, to make them look older.

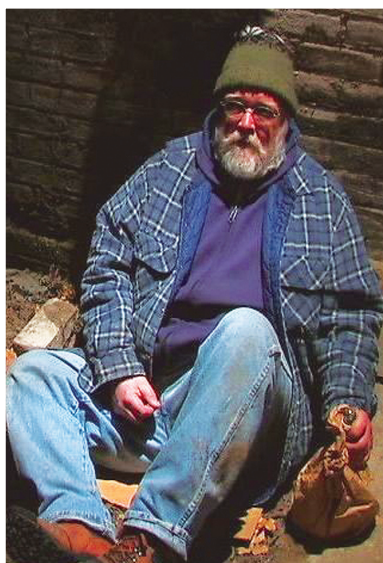
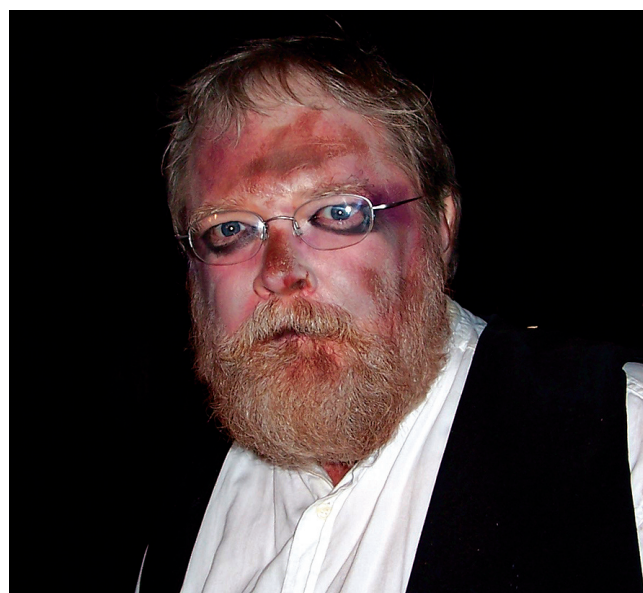
They borrowed a dusty stuffed bear, deer heads and fish from a local taxidermist. They borrowed a gun, duck decoys and fishing tackle. She also made tie-dyed curtains for the hippie van the young couples arrive in. Pictures of the Russell grandparents became the framed photos sitting on the cabin’s shelves.

For other necessary furnishings, Kate says, “We just went through our house. We buy all our stuff from garage sales anyway.”

Steve had a small part in the movie—Leroy the junkyard owner—but played a bigger role as a member of the crew. He cooked for the company, while Kate helped out with running errands.

In addition to Snively’s films, the Russells’ home and woods have since been used in films done by their daughter, Erin, a May graduate, and her classmates in the Film, Television, and Theatre program. Not long ago, another local group filmed a movie in their living room.

“Two ghosts ‘ran out’ the closed door,” Kate says. “A couple of weekends ago, yet another group did some filming in the woods. We’re always expecting the neighbors to call the police when they hear screaming in the woods at 3 a.m.”



Having conquered the role of a zombie, Steve Russell moves on to the role of a loveable drunk who befriends a vampire.