A new glimpse of an ancient image

BY MICHAEL O. GARVEY

Among the most arresting aspects of Maria Tomásula's work is the refugence—"magic square," as some critics call it—of her technique. Meticulously rendered flowers, berries, beads, twigs, rodent skulls and bone fragments fairly swell and glow as they bulge from the painted wooden panels so vividly that even a forenser such as Georgia O'Keeffe might look twice and, apropos, at them.

These commonplace objects are often so anomalously arranged in her widely viewed and reviewed oil paintings that the compositions invite a reverent attention, much as religious icons are able to do.

Something like this seems to have occurred to the members of a committee that early last year began searching for an artist to paint a new version of Our Lady of Guadalupe for an eastern apostolic chapel in the Basilica of the Sacred Heart.

The committee members were Gilberto Canseco, director of Instituto de Latino Americano, Rev. Austin Collins, C.S.C., professor of art; Charles Loving, director of the Snite Museum of Art; Rev. Peter Rocca, C.S.C., rector of the Basilica; Rev. Richard Warner, C.S.C., director of Campus Ministry; and John Zuck, University archivist.

When they proposed the idea to Tomásula, the Michael P. Grace Professor of Art, she didn't take long to accept the commission. A natural candidate for the job, she already had drawn deeply on Latin American iconographic tradition for much of her earlier work. As the proud product of a Spanish-speaking family and neighborhood in Chicago, she had been affectionately familiar with the Guadalupian image from earliest childhood.

That image, emblazoned by miracle or mystery on St. Juan Diego's tilma, or cloak, enshrined in the Basilica of Guadalupe in Mexico City and widely venerated since the 16th century, is ubiquitous throughout the Americas.

"In the Indian cultures of that time, the tilma was the exterior expression of the innermost identity of a person," according to Rev. Virgilio Elizondo, Notre Dame Professor of Pastoral and Hispanic Theology. "By being visible on Juan Diego's tilma, Mary became imprinted in the deepest recesses of his heart—and in the hearts of all who come to her."

Tomásula has seen the image on "all sorts of banners—the pro-life movement, the United Farmworkers, the Mexican feminists, the Zapatistas—they all love her."

Aware that the authority of tradition might constrain her, Tomásula shared sketches of her ideas with the committee, which constrained her barely at all. She finished her work in time for it to be installed last Dec. 12, the Feast of Our Lady of Guadalupe.

"They were wonderful to work with," Tomásula said of the committee members, "and their suggestions and observations were encouraging and helpful." She recalled with wry amusement how a few of them even fretted that her version might inadvertently make Mary's complexion "too white."

A fascinating feature of Tomásula's image is Mary's face. As in the venerable tilma image, the Virgin's demurely contemplative gaze falls to her right and the viewer's left, but in this version there is an unmistakable particularity to the eyes and their countenance. This is also noticeable in the face of the angel beneath Mary's foot, arms upraised in adoration. "For Mary's face, my 17-year-old daughter, Alba, served as a model," Tomásula said, "and my 14-year-old daughter, Ava, modeled for the angel's face."

Another careful departure from the traditional image is seen in a sea of scarlet roses, which rolls like volcanic lava behind Mary's figure, recalling the roses that had grown through rocks on the hill at Tepeyac, and that the Nahua-speaking young lady of her vision had bid Juan Diego gather up in his tilma before she left her image there. Golden bands coil through the nearly explosive roses, recalling the sunburst of the tilma's image.

The pregnant teenage mestiza, shown here so wonderfully emerging from the rock, flower, flesh and blood of our own world is already God's mother.

What no book could offer

History students head to Europe for living Holocaust lessons

BY MOLLIE ZUBERK

For a second consecutive year, historian Rev. Kevin Spicer, C.S.C., will take a group of students on a living tour of Holocaust sites in Europe.

Twenty undergraduates and two graduate students will use spring break to make the eight-day pilgrimage, a journey of emotional experiences not typical for college students. The trip is pertinent to understanding this portion of history, says Father Spicer, whose latest book, "Hitler's Priests: Catholic Clergy and National Socialism," examines Catholic priests who became Nazi propagandists.

In advance of the trip, students will be required to read "The Murder of Six Million" by Peter H. Kaltenmark and "The Holocaust" by Robert Proctor. Their final assignments will require students to write and present a short oral history of each of the sites they visit.

Student Thomas Foley, who traveled on last year's trip, said physically being at Holocaust sights brought new insights into his understanding of the topic.

"I remember standing next to a pond at Auschwitz-Birkenau where the Nazis deported the ash of the dead, and flecks of human bone were all around the edges from over 60 years before. It is hard to grasp the idea of millions dead just in a brick, and the trip helped increase that understanding of quantity," says Foley.

This year's itinerary includes a walking orientation of a Warsaw ghetto, visits to the Treblinka, Maidanek and Belzec concentration camps in Poland and an afternoon at Jewish Krakow—a Jewish Quarter travel to Auschwitz II and III and will conclude their trip in Prague after seeing Lidice and Terezin—sights that include a ghetto, crematorium, hidden synagogue, Jewish cemetery and museum.

The Holocaust is perhaps one of the most difficult subjects to study, but Father Spicer aims to also incorporate the new Jewish communities that have been built since WWII and the future that lies ahead.

Although it is a historically targeted course and trip, he says that Holocaust education is particularly important at a Catholic university: "It's important for Notre Dame as a Catholic university with a large Catholic population to have a good hatred it spread."

Andrew Thomas also went on the trip last year and said its impact made reflecting on the journey difficult. "Because of the nature of the subject, it can probably be best labeled a powerful, intense trip, and, because of that, one thing that you might find interesting is that after we returned, it literally took me weeks—or, in the case of the ones from Auschwitz and Birkenau, months—to bring myself to go through the pictures I took at the camps themselves," Thomas said.

"The trip would not be possible without the support of Notre Dame," says Father Spicer, who received grants from numerous institutes, departments and programs.
ND Voice Question & Answer 2009

Several questions about the University's finances and ND Voice survey emerged during a series of town hall meetings in February. Below are responses developed by University administrators. You may address questions or request for additional information to the office of the oSIR@Customer Service Center at 631-5900.

ND Voice

Q: It seems that employee upward mobility, the University administration strives to develop a culture of opportunity and personal development. Some of this may be achieved by encouraging those who seek new opportunities to move among divisions. We also may be able to redefine responsibilities in ways that create new opportunities. Finally, as we deal appropriately with poor performers, opportunities may be created.

Q: Are faculty given results, and are they held accountable to do better? Do they have a performance review?

A: Faculty members who have management responsibility for staff will receive results and be involved in the development of action plans.

Q: Does ND Voice include all Notre Dame employees?

A: All staff and administrators are invited to complete the survey. Faculty do not participate in the ND Voice survey. All staff and faculty, however, are encouraged to complete the upcoming ND customer service survey.

Q: Statistically, how valid are the improvements?

A: The University experienced statistically significant changes in all survey categories.

Q: Why do we compare ourselves to the national norm?

A: Comparing the University to any large group helps in determining areas of strength and weakness. It's helpful, for example, to compare responses around pay and benefits to a norm so we can see if our population is stagnant. We would like to compare ourselves to universities, but the sample group participating in Towers Perrin-IR surveys is currently small.

Q: How do people without computers take the survey?

A: Previous versions of ND Voice were made available to staff who preferred not to or were unable to complete the survey on a computer.

Q: What is the Learning at Work program funded? Will it continue?

A: The Learning at Work program is funded centrally and administered by the Office of Human Resources, with each business unit remaining committed to this program and believes that the development of an employee's skills contributes to the goal of continuous improvement.

Q: How can we submit further questions about the survey or suggestions about saving money?

A: Please submit questions and suggestions to Bob McGauley, associate vice president for human resources, or John Affleck-Graves, executive vice president. You may also submit questions electronically to ndvoice@nd.edu, call the oSIR@Customer Service Center at 631-5900 or the University's confidential Integrity Line at 1-800-668-5918. This hotline is available for you to report more serious workplace concerns such as theft, violence, threatening behavior, substance abuse, fraud or other unlawful behavior.

Q: Are our pensions safe?

A: Non-exempt employees participate in the University's defined benefit plan. Under this plan, retired employees receive a specific amount based on salary history and years of service. The University funds this plan and bears the investment risk. Therefore, those employees participating in the defined benefit plan are guaranteed a payment amount upon retirement. This amount is safe from fluctuations in the current economy. Conversely, exempt employees participate in the University's defined contribution plan and are exposed to market fluctuations.

Q: Why can't non-exempt workers earn extra money by working time on campus, such as an on-call job?

A: Federal law mandates that non-exempt employees who work more than 40 hours a week must be paid overtime. For those in the Notre Dame payroll system, hours over 40 are recognized as requiring overtime, even if that employee is working in a completely different department at a different job. This legal requirement makes it a financial hardship for departments to hire current full-time staff. It could also lead to inequitable rates of pay.

Q: Will administrators as well as staff experience the "model" pay raises?

A: Yes, the University's Fiscal 2009-10 budget provides for modest pay raises for staff and administrators.

Q: You say we are not paying people off or cutting back hours. But is that not the case at the bookstore? What's happening there?

A: Our bookstore is operated through a partnership with Follett Higher Education Group, and its management is faced with obstacles resulting from the current economic climate. We understand that Follett has cut back total staff hours since January 2009. This decision was made in light of actually eliminating full-time jobs. Through a strong working partnership with Follett, we have developed alternatives to the reduction of hours, including supplemental time offerings through vacation usage and the offering of additional hours (although limited) at the other Follett retail locations.

Q: The break structure, while slightly different than the University's, still allows for a 30-minute lunch and two 15-minute breaks for full-time staff. The main difference is that these breaks are combined into one consistent block of time for customer service purposes. However, Follett allows for additional flexibility in that staff are permitted to leave for their lunch break, as opposed to being restricted to remaining on-site.

Q: The plan to improve revenue by admitting 50 more undergraduate students: Is that a one-time choice?

A: Should the University experience a continued decrease in the market value of its endowment, it may need to execute this program for the Fiscal 2009-10 budget. The first of these plans includes the admission of 20 additional undergraduate students. This is not intended to be a long-term addition to the University's undergraduate population.

Q: If jobs are to cut, what consequences, such as sensitivity, will drive that decision, and what options, such as early retirement incentives, will the University consider to ease the impact of a layoff?

A: Should the University need to reduce its workforce, variables such as skills and performance will first be considered. If those variables are equal, sensitivity will then be considered. The University may explore other options, including early retirement incentives.

Q: What is our endowment office currently investing in?

A: We are not changing our investment philosophy. Endowments are built for long-term growth. At the margin we are more focused on value today until we have more visibility on how deep the global economic recession will ultimately be. We favor distressed debt, gold, and high-quality fixed income, including Treasury Inflation Protected Securities (TIPS), but remain heavily invested in various forms of equity for long-term growth.

Q: Is there a cost-saving alternative to our coal? The University's power plant currently has the ability to combat coal, natural gas or oil in its various boilers. We have evaluated the options of combusting only natural gas, but such an option would typically result in an additional $17 million to $12 million

DISTINCTIONS

The University congratulates the following employees who celebrate significant anniversaries in March, including James W. Kaiser, physics, and Sharon A. Clancy Orban, Mendoza College of Business, who have worked at Notre Dame for 40 years.

35 years

1975

David L. Kill, registrar

30 years

Giovanna Edwards, IT administrative services

25 years

Sara N. Battles, Freimann animal care facility

20 years

Thomas M. Blicher, Joyce Center

15 years

James M. Shohty, general services

10 years

Christopher C. Bonwit, development

10 years

Andre D. Bridges, security

Coxette S. Casey, health services

Elizabeth C. Clark, budget and planning

Robert J. Cunningham, College of Engineering

Julie K. Dowling, Center for Continuing Education

Kathryn A. Lestch, development

Jason A. Little, accounting and financial services

Patricia M. Sperry, enterprise systems
in annual expenses. As a result, the University has implemented many endeavors over the past five years to make the plant as environmentally friendly and efficient as possible. We also continue to evaluate other renewable alternatives, including hydro, wind and solar energy as well as biofuels.

Q: Can we save money by teaching the students and the staff to recycle?

A: The University’s Office of Sustainability is currently working on a number of educational programs and initiatives in the areas of recycling, power generation, water, procurement, transportation, design and construction, waste reduction and food services. Such efforts will further integrate sustainability principles across all operational areas of the University.

Gaelic Storm
2 and 7:30 p.m. Saturday, March 21, Lefebvre Concert Hall
Enjoy a raucous Irish pub sing-along featuring instruments and vocals.

ARCHIVES

Kronos Quartet
7 p.m. Friday, March 27 and 7:30 p.m. Saturday, March 28, Lefebvre Concert Hall
Premiering “Transylvanian Horn Courtship,” commissioned for the DeBartolo Performing Arts Center by VisitArk Series.

FILM

Contemporary Irish Cinema

Death of an Island, 3 p.m., Friday, March 20
In 1960, the last 24 residents of Iris Arc (Shark Island), off the Galway coast, abandoned the island; director Kieran Connacan’s documentary tells the story of the Islanders who lived on—and left—Irish Arc.

A Film With Me In It (2006), 6:30 p.m., Friday, March 20
A comedy that tells the story of down-on-his-luck actor who—through no fault of his own—ends up with a dead dog, dead brother, dead girlfriend and dead landlord in his apartment.

In Bruges (2008), 9:30 p.m., Friday and Saturday, March 20 and 21
Tale of two Irish hit men in Bruges, the most well-preserved medieval city in Belgium.

Cría Cuill (2007), 6:30 p.m., Saturday, March 21
The intersecting stories of the occupants of a community of coves in an Irish covey.

Eden (2008), 3 p.m., Sunday, March 22
A married couple’s relationship begins to fall apart as their 10th anniversary approaches.

The Animated Films of Georges Schwizgabel: From Glass to Celluloid
6:30 and 9:30 p.m. Thursday, March 26
The work of a French artist who paints directly onto acetate film—a process that takes 14 images to create one second of a film.

Nanovic Institute Film Series
French language with English subtitles

Che (2008)
Part 1: The Argentine, 6:30 p.m., Friday and Saturday, March 27 and 28
Part 2: Guerrilla, 9:30 p.m., Friday, March 27; 7:30 p.m. and 9:30 p.m., Saturday, March 28
Steven Soderbergh’s biography of Che Guevara.

CELEBRATIONS AND GATHERINGS

Mass on the Feast of St. Patrick
5:15 p.m. Tuesday, March 17, Basilica of the Sacred Heart.
Most Rev. Diarmuid J. Conry, C.S.C., Bishop, Diocese of Peoria, presiding including Irish sacred music by the Notre Dame Folk Choir.

Luisa Iglesia Reading
7:30 p.m., Wednesday, March 18, Eck Visitors’ Center Auditorium
Winner of the 2009 Ernest Sandeen Prize in Poetry reads from her work. Sponsored by the Creative Writing Program.

Committee for Women Luncheon
 Noon, Monday, March 23, Stadium Press Dining Hall

WELLNESS OPPORTUNITIES

Indianola Sandstone Clouding Assistance
The Indianola Tobacco Quitline will help you quit smoking with a professional counselor and two weeks of nicotine patches or戒烟药片—all for free. Call 1-800-QUIT-NOW (800-764-6669) or visit indianatobaccoquitline.net.

Workout and exercise options
Group fitness classes are half price beginning March 16; new classes such as squash, tennis and horseback riding begin the week of March 23.

Note: The Notre Dame Voice surveys results indicate employees believe they are compensated fairly and that salary increases keep up with inflation.

In the Notre Dame Voice survey, employees believe they are compensated fairly and that salary increases keep up with inflation. We feel these results relate to whether work is evenly distributed. The University has added almost 2,700 positions over a decade, but only 300 students. Something else that may make employees feel stretched is the length of time it takes to handle tasks, the number of meetings and consultations needed to reach a decision. We have to put the right people on projects and empower them to take action.
JPW diary

No one prepared Joe Bock, of the Kroc Institute, and his spouse, Susan Lyke, for the role reversal they would experience at the annual Junior Parents Weekend.

BY SUSAN LYKE

Getting started:
Our JPW began off kilter, with our son, Nick, in charge of picking up tickets, choosing seats and getting the weekend's schedule. Hard to give up that control. He chose to reveal the activities as they came up. "I'll call you tomorrow and tell you what time the first event is," Nick assured us. Right, we thought.

True to his word, albeit at 11 p.m., he called with a suggestion we immediately accepted, to host a friend and her parents for dinner Friday. As Kayla Schmidt and her parents shared stories over dinner about Nick, we sat back and beamed at the determined, generous and kind young man they revealed. We'd already known about the weird humor!

Saturday Night Mass and President's Dinner:
Our final events saw us back in the Joyce Center for a glorious Mass and the President's Dinner. Several splendid music ensembles participated in the Mass, along with individual students as lectors and cantors. At least 20 priests sat on the dais behind the altar, including visiting Archbishop John Baptist Odama from Gulu, Uganda. We couldn't help wondering what some of the amazing, articulate juniors we'd meet this weekend might have preached had they been invited to deliver the homily. Good news at the President's Dinner: Nick had indeed gotten tickets for us with two delightful junior friends and their families. The bad news: Our table squatted on top of the ice rink and our coats were upstairs in the coat-check room. The dinner was tasty but insufficient for junior men who kept an eye out for abandoned desserts, dinner rolls, anything edible they could grab. The Glee Club and speeches were fine, but numerous juniors began getting squishy with this formality, texting one another with their cell phones or sharing single seats between pairs and bicks of, wishfully quietly together.

Now we know why it's called "Junior Parents Weekend." As our sons and daughters but still, in some way, intercessors for and otherwise shepherd us for one weekend in their junior year at Notre Dame, we parents find ourselves "junior" to their lead.

Honoring individual staff excellence

ND WORKS STAFF WRITER

N ominations are being accepted through Wednesday, March 25 for the second annual Presidential Achievement Award and Presidential Values Award.

An online nomination form may be found at track.nd.edu. Follow the link on the "What's New" section.

Recipients will be announced at the annual Service Recognition and Presidential Awards Dinner Monday, May 18. Each award carries a $1,000 recognition of an exempt or non-exempt 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 welcome from supervisors, peers or subordinates. A selection committee will review each of the nominations and present their recommendations to the President for final approval by John Affleck-Graves, and Bob McCuan, associate vice president for human resources.

This staff award program complements a fall recognition program, the Presidential Team Irish Award, which acknowledges the accomplishments of employees working in a team setting.