Reciprocity in social networks: iCeNSA cell phone project studies strength of relationships

What your cell phone calls and texts say about you

BY RENEE HOCHSTETLER,
OFFICE OF RESEARCH

What does cell phone usage reveal about the strength of relationships and the makeup of social networks?

That’s one of the important questions that a project on the dynamics of social networks at the Interdisciplinary Center for Network Science and Applications (iCeNSA) investigates.

The project exemplifies the collaborative nature of iCeNSA research by bringing together primary investigators from four departments: Zoltán Toroczkai, physics; Nínet Chawla, computer science and engineering; David Hachen, sociology; Omar Lizardo, sociology; and Mark Alber, mathematics.

Hachen notes that iCeNSA’s strength is its interdisciplinary, inter-college nature. That’s evident in the vast array of the people involved and studies conducted.

“The social networks project is divided into three groups,” says Hachen, “but we all work together. Toroczkai and his students work on the modeling aspects, Chawla and his group focus on data mining and prediction, and Lizardo and I focus on the sociological issues.”

So, what does cell phone usage reveal about relationships? It turns out, a lot.

Hachen and Lizardo study the number and frequency of calls and text messages to explore reciprocity—the way people respond to each other—and how it emerges over time.

“If I called you a lot and you didn’t call me a lot, that’s an imbalanced relationship,” says Hachen. “It turns out that’s extremely important. We now believe what’s really important in networks is not the formation of ties—and that’s important—but the persistence or the dissolution of ties.”

According to Hachen, this social network research is distinctive because it focuses on how strong or weak ties are between people—not just whether ties exist, which is what a lot of previous research examined.

Researchers use cell phone data from seven million people—numerical data like the number, frequency and timing of calls and texts, but not the actual content of conversations nor any information, such as phone numbers, that could lead to the identification of individuals—to form a picture of a social network.

That gives them an idea of how many friends a caller interacts with and how strong those ties are. It also allows them to predict future behaviors.

To study relationship strength, researchers also look at who initiates contact and how often it occurs.

One conclusion: Ties that are more reciprocal are more likely to remain intact. When there is an imbalance the ties will likely dissolve.

Hachen says that it’s easier for a relationship to become reciprocal if two people have a similar number of ties.

“If you have 20 friends, and I have 20 friends, we can achieve a balance. But if I have 20 friends and you have two, you’re more likely to try to call me a lot more.”

That exemplifies one key distinction between social and physical networks: In social networks, a person tends to connect with others who connect as much as they do, whereas physical networks like air transportation systems must connect major hubs with many regional airports because to connect major hubs only to each other breaks the system.

Lizardo says the type of data affects social network research. A decade ago, he says, most data came from interviews that required people to remember friends and provide subjective information.

Now, the ability to gather information about people’s actual behavior rather than memories about their behavior means that researchers can make more accurate observations. Interviews often reveal only strong ties, yet weak ties are very important, too. Behavioral research reveals both.

The next step for the sociology group is to add another layer of data. “In the cell phone project, we have lots of data on the network, but no or very limited information on the people and their behaviors, their tastes, their attitudes,” says Hachen. “Sociologists are constantly interested in the attitudes, beliefs, behavior from surveys, but they don’t have network information. We have network information, but not that. And now we want to get both.”

So they have begun the legwork for another cell phone project that will provide 250 first-year Notre Dame students with smart phones, in order to address questions like whether ties influence people’s behavior or whether people choose to form ties based on existing similarities. For the project, Hachen and Lizardo will collaborate with engineers who are interested in increasing the quality of wireless networks.
**NEW BRIEFS**

**DRUG-FREE SCHOOLS POLICY STATEMENT NOW AVAILBLE**

The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) require that as a condition of receiving funds or any other forms of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illegal drugs and alcohol by students and employees. A copy of the Drug-Free Schools Policy Statement for the University of Notre Dame can be obtained by:

- Visiting the Human Resources website at: https://hrnd.edu/policy/manual/index.
- dialing General.
- Contacting the adHR call center at 631-5900.
- Emailing askhr@nd.edu.
- Visiting the Office of Human Resources, Grace Hall, second floor.

**ALUMNI ASSOCIATION CALLS FOR STUDENT AWARD NOMINATIONS**

Is there an outstanding sophomore, junior or graduate student you'd like to see recognized? The Alumni Association is accepting nominations for three annual student recognition awards, all based on academic achievement and those involved in community service. Nominations are made online through Monday, Dec. 6, at the following URLs:

- The Mike Russo Character Award acknowledges a sophomore who demonstrates outstanding character and involvement in extracurricular activities and service, particularly service that directly assists children. Nominate at mynotredame.nd.edu/MikeRusso.
- The Distinguished Student Award acknowledges a top senior. Nominate at mynotredame.nd.edu/DSGA.
- The University has received the Larry A. Conrad Civic Service Award from the Indiana Association of Cities and Towns. The Conrad Award recognizes a private citizen, company or civic organization for private sector service to municipal government.

**UNIVERSITY RECEIVES CIVIC SERVICE, COMMUNITY EDUCATION AWARDS**

The University has received the Larry A. Conrad Civic Service Award from the Indiana Association of Cities and Towns. The Conrad Award recognizes a private citizen, company or civic organization for private sector service to municipal government.

*Nominate a graduate student at mynotredame.nd.edu/MikeRusso.*

NDWorks, Notre Dame's faculty and student newspaper, is published by the Office of Public Affairs and Communications. The views expressed in articles do not reflect the opinions of the University. The University receives the South Bend Alumni Association's SBAA Community Hall of Fame award.

**University of Monterey RAs sample life on campus**

Visit combined business and pleasure

By GENE STOWE, FOR NDWORKS

Three student resident assistants from the University of Monterey, Mexico (UDEM) visited campus for five days in October, seeking to learn how the University manages its residence life.

Representatives of UDEM, a Catholic university, had visited Notre Dame and several other U.S. universities before the school launched its own campus housing, unusual in Mexican higher education, five years ago. The visit informed how UDEM built both its buildings and its programs.

“They visited ND because they believed that our system was unique in Catholic higher education,” says Jeff Shoup, director of the Office of Residence Life and Housing. “Over the years, we have maintained a relationship with the student affairs staff from UDEM, and our office has continued to keep in close contact with their housing staff.”

Kathleen O’Leary, assistant director of the Office of Residence Life and Housing, says the most recent visit combined business and pleasure.

The UDEM workers shadowed Notre Dame RAs who hosted them and took them to meet with staff in other departments such as campus ministry and student affairs, and attended a pop rally and football game. They attended classes, ate in the dining halls, spent the night in residence halls observing traffic in and out of the RA’s rooms, and attended Mass.

“What we hope is that it’s going to be very eye-opening for them,” O’Leary says. “The role of the rector—the pastoral position within the residence halls—is unique at Notre Dame, she adds. The visitors commented that one of the highlights of the trip was shadowing RAs on a duty night. O’Leary says, “They saw how the RAs interact with students, enforcing University policy yet remaining welcoming and supportive.”

They were also moved by both the spirit of campus on a football weekend and the spiritual presence in half Masses and at the Grotto. “They were surprised that students went to Mass without their parents telling them to,” she says.

Their institution is very new compared to Notre Dame, O’Leary adds, “But they left here feeling like they can be stewards and creators of the history of the University of Monterey.”

**RecSports to close for remodeling**

RecSports Recreation Center will be closed from Monday, Dec. 20, through Monday, Jan. 10, for remodeling. The Rockne Memorial will have adjusted hours to accommodate. Look for updated facility hours at recsports.nd.edu.

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**FOOTBALL USHERS**

Hats off to Notre Dame’s 800-member usher corps—60 percent of them unpaid volunteers—who traveled to 24 different states to work every home game. The longest serving among them, Richard Scheibelhut, has ushered for 57 years.

Ushers include (from left to right):
- (1) 15-year veteran Fred Pearson, who commutes from Chicago with wife, from, a three-year usher. Pearson, who also works at Cubs games, was Wrigley Field usher of the Year last year.
- (2) 12-year veteran Tom O’Reilly, a retired school principal from Venice, Fla.
- (3) Jade graduate Jorge Marreiros, a third-year usher who works for the Social Security Administration
- (4) Assistant supervisor Shirley Cox, a 14-year veteran and Ancil College professor of education who joined when her daughter was a student.
- (5) Tony Tezik, a second-year usher and retired educator who commutes from Pennsylvania.
- (6) Jim De Arrieta, an eight-year usher and the only former Notre Dame football player who has ever worked as an usher.
- (7) Sam Henley, a 34-year veteran and retired finance company executive who commutes from Frederick, Va.
- (8) 15-year veteran and field captain Wayne Oosterholt, an insurance company claims executive who commutes from Ponte Vedra, Fla.
- (9) 11-year veteran Jean Oliviera, who commutes with her husband, Manny, from New Bedford, Mass.
- (10) Section 23 usher Richard Scheibelhut, the current senior usher with 57 years of service.
- (11) Manny Oliveira, 11-year veteran, and (12) Ticket entrance usher and 11-year veteran Paula Ann Horne, senior administrative assistant in the College of Engineering Dean’s Office.

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Have you filled out your United Way pledge card?

Win round-trip airline tickets to anywhere in the continental U.S.

In your community by pledging online or filling out a United Way pledge card by Monday, Dec. 13, and you’ll automatically be entered into a drawing for a number of different prizes, including a pair of round-trip airline tickets to anywhere in the continental U.S., one of two reserved parking spaces for 2011, a $50 gift card to the Riverfront Café in Niles and a $50 Food Services gift card.

Last year, your tax-deductible contributions helped raise more than $3 million in St. Joseph County, which leveraged to $6 million in community impact through sponsorships, in-kind gifts, grants and matching funds.

Local United Way initiatives include People Gotta Eat, which has raised $150,000.00 for local food pantries.

Your United Way dollars support local health and human service programs including Scouting For-At-Risk Youth through LaSalle County Boy Scouts of America, the United Health Services Compassion Fund, which provides language and hearing screenings at local preschools; American Red Cross to members of the active duty military and deployed members of the National Guard and reserves, including emergency communications, emergency financial assistance and veterans services; and the Catholic Charities emergency food pantry.

A new E-Pledge system allows to fill out pledge forms online. To access the system, visit giveUWand.com. Paper forms may be downloaded at hr.nd.edu/nd-faculty-staff/united-way-campaign/ or you may request a form through the ashHR helpline, 631-5900.

You may also choose to check the box to designate 5 percent of your total pledge to go to the Employee Compassion Fund, which assists Notre Dame employees with catastrophic needs.

For more information, contact the ashHR helpline, 631-5900.

Home for the holidays

Cathy Pieronek builds new memories after devastating blast

Imagine losing something you really need—your laptop or cell phone. Life as you know it would momentarily stop.

Now imagine losing everything—your home and all of its contents.

Your pets. Clothing, jewelry, books and photos.

This past February, Cathy Pieronek, assistant dean for academic affairs in the College of Engineering, and her husband, John, lost their home when a construction crew digging nearby hit a gas main. Pieronek’s condo was one of four in the building, and was the only one to blow up and burn to the ground.

The explosion occurred around 1 p.m. on a Tuesday afternoon, and just a few minutes later Pieronek received a phone call from a friend who knew she lived in the area of the blast. Pieronek called her husband, and they both headed toward their home. “I was half a block away when the fire department called to tell me that it was my house. The explosion left Pieronek and her husband with virtually nothing.

“You just sort of functioning to get the house done for a couple of days,” Pieronek says. “You need underwear. You need a toothbrush. So you’re at Meijer on a Tuesday night with a $700 credit card to buy $30 worth of diapers just so you can take a shower the next morning and put on clothes that don’t smell.”

One of the very first things she found after the explosion was her W.C. form sitting out on the lawn. “You think to yourself, ‘Oh yeah, I had a whole room full of financial information.’ The wall of that room essentially blew out, taking unburned debris with it and creating additional worries about things like identity theft. When we Pieronek lost many possessions, including a vehicle and two beloved pet rabbits, Happy and Copper, and pieces of her life were salvaged from the debris, including her grandparents’ wedding rings and part of a treasured Waterford crystal nativity set from her late uncle.

Today, the home with slight changes, has been rebuilt on the same property. The missing pieces of her nativity set have been replaced, and it will be home for the holidays. Even with this progress, Pieronek knows that life going forward will still be a tangle of losses as yet undiscerned.

“I think we’re going to have a whole year of thinking our way through staff—and having to buy stuff. It snows, and you have to go get a snow shovel. We used to have a snow shovel. It’s Christmas—we have no decorations. That sort of thing.”

During the whole ordeal, Pieronek and her husband, both alumni of the University, received help from strangers, friends, family members, and most notably, from the Notre Dame community. “You always hear about someone who suffers a tragedy in this family and how Notre Dame pulls it together. You never want to experience that kind of tragedy, but if you do, you’re not the only person in the world. We had people call and visit.”

Pieronek says that when she was all said and done, she wrote more than 140 thank-you notes with 200 going to members of the Notre Dame family. “It’s really hard to get through something like this by yourself; and we’re just grateful we didn’t have to. We are truly grateful to our friends here at Notre Dame for helping us recover our lives. Their love has been the biggest blessing of all.”

New Notre Dame Credit Card launched

The University has introduced a new Notre Dame® Visa® credit card as part of a new affinity banking partnership with Bank of America. Bank of America of America is now also an official sponsor of Notre Dame Athletics.

The new banking program will help support the various programs and services of the RMU Association, including service projects, career development, academic programming and spiritual programs.

The Notre Dame credit card from Chase Bank is being discontinued. If you want to continue to have a card that helps support Notre Dame, you will need to complete an application through Bank of America to obtain the NEW Notre Dame® credit card.

When cardholders use the Notre Dame® credit card for purchases, they will earn WorldPoints® rewards points that can be redeemed for cash, gift cards, brand-name merchandise, and in the very near future, exclusive NB Rewards™ with true Notre Dame experiences.

You can apply online at alumni.nd.edu/creditcard or by calling 1-800-312-2775 and mentioning Priority Code WB80GP. For more information about the Notre Dame® credit card, visit alumni.nd.edu/creditcard.

For information about the rates, fees, other cards and benefits associated with the use of this credit card, with the website allow you to refer to the disclosures accompanying the online credit card application. This credit card program is issued and administered by FIA Card Services, N.A. WorldPoints is a registered trademark of FIA Card Services, N.A. © 2010 Bank of America Corporation.

Introductory computer skills training program available to staff

Computer skills are life skills

BY COLLEEN O’CONNOR, FOR NDWORKS

Business Operations, the largest nonacademic unit on campus, is partnering with human resources and Graham Allen Partners to offer classes in introductory computer skills to all University employees.

“With campus departments and outside agencies transitioning to paperless systems, computer skills have become life skills. In today’s society, it is critical that our staff feel comfortable using a computer, whether to read the news, order a prescription refill, or review their vacation balances. This program provides people with the skills they need to feel confident navigating the online world,” explains Amy Coulthard, director of administrative services for business operations and program sponsor.

The program was pilot this summer with an enthusiastic group of staff from a variety of campus departments. The first course series was designed and taught by Margot Jones, senior intern for business operations majoring in American studies and computer applications. The group worked together to learn the fundamentals and spent extra time with Jones to craft a program that was fun and educational.

Classes met during regular business hours on select days. They are held three times a week for three weeks for a total of nine classes, two-hours each. There is a maximum of 10 students per class, and multi-departmental participation is encouraged so that no one department is left unmaned. Every effort is made to accommodate all three shifts.

The course focuses on logging onto the University computer system, searching the Internet, using University email, and accessing inside.nd.edu to locate payroll information, benefits and parking registration, as well as human resource functions such as Open Enrollment and employment applications.

An introduction to Microsoft Word and word processing skills are included in the course, including opening, printing and saving a document. Participants receive their own personal training manuals and a quick-reference guidebook as part of the training materials. At completion, a certificate is awarded at a recognition luncheon held in their honor.

Mary Jo Ogren, consultant with Graham Allen Partners, is teaching the first training class, which began Nov. 2. A typical class day begins with a review of the prior lesson, followed by the modeling of a new skill. Participants are assigned hands-on activities in order to reinforce learning. Renewals and prizes are included in the sessions in order to create a relaxed environment conducive to learning. “Although informative, we want participants to have fun with this,” said Ogren.

In addition to the classroom instruction, the department will be opening a computer lab in the near future. Located in the Maintenance Center, the lab will house six computers and one printer.

All Business Operations employees are welcome to use the lab before or after their shifts, and during lunch and break time. Based on need, the lab will be staffed during certain hours by Graham Allen Partners.

According to Jones, “We are creating this employee training lab, and more to come, in order to encourage and facilitate computer training outside the classroom.”

Employees may sign up for the classes by contacting their managers or filling out registration cards available in break rooms. For further information, contact Margot Jones at mjones100@nd.edu.
Kroc research examines interaction of Catholic, Muslim and secular worlds

Looking for points of commonality and divergence

BY RENÉE HOCHSTETLER, OFFICE OF RESEARCH

A new research project at the Kroc Institute will examine what it means to be Catholic or Muslim in the modern world. More specifically, the Contending Modernities project—global in scope—will look at the interaction of Catholics and Islam with each other and with the secular world.

Patrick Mason is the project’s associate research director and notes that there are no universal experiences. “There’s not just one modern world. Depending on where you are or who you are, there are different ways that people in the contemporary world express themselves,” he says.

“That’s the scholarly heart of the project: What are the multiple ways that people in the world express and understand and experience modernity?”

Catholics and Muslims both wrestle with what it means to be people of faith in a changing world. “We want to get a more nuanced understanding of the religious and the secular, and how people understand themselves in the modern world,” says Mason.

Directed by the Kroc Institute’s director, Scott Appleby, the project will officially launch Nov. 18 in New York with a series of events that will preview the kind of work Contending Modernities will do and the issues it will address. For example, a panel discussion open to the public will deal with issues of women and gender in Catholicism, Islam and secularism. The panel will include prominent experts in subjects like law, theology and women’s studies.

Tackling the issue of women and gender is key because it’s so relevant and timely, says Mason. Case in point: in September, France passed a law that bans women from wearing any veil that covers the face—including the burqa—in public places.

“That’s a clear example of contention between some expressions of Islam and the broader secular world. ‘In many ways gender is the rub between religious and secular modernity, and we want to understand it,’ says Mason. “We anticipate that one of our first research teams will deal with gender issues, and that’s why we’re highlighting it in New York.”

People don’t operate in a vacuum, says Mason, so it’s critical that a study on Catholicism and Islam addresses what it means to be part of secular contexts, too.

The project will include six to seven research groups, each with eight to 10 scholars worldwide, that will each address a specific issue for three years: Human Development and the Globalizing Economy; Science, the Environment, and Human Persons; Gender and Family in State and Society; Authority, Community, and Identity; Law, Governance, and Citizenship; Migration, Mobility, and Displacement; and Violence, Peace, and Human Rights.

“That’s the scholarly heart of the project: What are the multiple ways that people in the world express and understand and experience modernity?”

Contending Modernities is an academically and logistically ambitious project: Catholics and Muslims make up 40 percent of the world’s population. The goal is to incorporate other religions in later phases. “We think Contending Modernities will really be a leader in the field,” says Mason, “and in some ways transform the field of how we think about religion and study it.”

Librarianship partnership promotes diversity

BY CAROL C. BRADLEY, NDWORKS

In early November, the Hesburgh Libraries and the Law School’s Kresge Law Library came together to mark 10 years of cooperation in encouraging diverse students to enter the field of library science.

Hesburgh Libraries and the Kresge Law Library first partnered in 2000 to develop the two-year Librarian-in-Residence Program. The program, which to date has supported six librarians-in-residence, is intended to recruit a recent library school graduate who can contribute to diversity of the profession and the University while developing career interests in various aspects of academic librarianship.

Leslie Morgan, who held the librarian-in-residence position from 2005 to 2007, notes that the program “gave me a wonderful opportunity to take what I learned in the library science classroom and put it into practice as a new professional librarian. My various rotations in the program exposed me to a wealth of practical knowledge about academic librarianship.”

In 2007 Morgan was hired into a newly created position as the Hesburgh Libraries’ First Year Experience Librarian. Another program initiative, the Project to Recruit the Next Generation of Librarians, funded by a three-year Institute for Museum and Library Services grant, offers 14 college-bound seniors the opportunity to work for eight weeks at five participating libraries, including the University’s Hesburgh Libraries and the Kresge Law Library.

ND sustainability grade rises to B+

Improve for third straight year

BY RACHEL NOVICK, OFFICE OF SUSTAINABILITY

Notre Dame received a “B+” on this year’s大学生可持续性报告卡, improving over last year’s “B.” The higher grade came in response to advancements in the University’s carbon emissions and resource-saving projects spearheaded by a number of campus departments.

“This is a welcome recognition of the progress we have made and the direction in which we are headed,” said John Affleck-Graves, Notre Dame’s vice president for sustainability.

“This accomplishment would not be possible without the active participation of our students, faculty and staff. The everyone contributes they make to conserve, recycle and purchase responsibly really do add up.”

Notre Dame’s carbon emissions declined 8 percent from 2008-09 to 2009-10, and a total of 16 percent since 2006-07. This improvement is due in large part to the Energy Conservation Management initiatives, the Temperature Set-Point Policy, and increased participation in sustainability education and outreach programs.

The Report Card cited several advances made this past year, including the LEED Gold certification of Geddes Hall and Ryan Hall; and the production of the Zapcar car-sharing program. The University also received an “A” on Food and Recycling for the first time, owing to ongoing efforts by Food Services to expand local and organic food sourcing and recycling efforts.

Notre Dame received an “A” in student involvement for the third year in a row, a testament to the dedication of Notre Dame students in creating a more efficient and sustainable campus.

The Report Card is an independent sustainability evaluation of campus operations and endowment investments. Published by the Sustainable Endowments Institute, a special project of Rockefeller Philanthropy Advisors, it assesses 300 public and private colleges and universities with the largest endowments each year.
The Staff Advisory Council (SAC) is a 19-member, freely elected council of nonexempt staff who volunteer their time to provide a channel of communication between staff and administration. Although comprising nonexempt staff, the council’s work often benefits the entire campus community. As a result of recommendations made by SAC, speed bumps were placed in several locations to increase pedestrian safety. SAC met with Food Services representatives to develop a discounted staff meal plan at the dining halls.

SAC members include: Patricia Smith, Judy Klontz, Shari Herman, Bill Peck, Marie Beak, Prong McIntire, Racy Litteral, Sandra Saber, Kathy Sevorn, Fred Sneathen, Diana Singleton, Peggy Lane, Joe Negri, Char Kohlich, Adele Almaguer, Joe Wheeler, Kathy Toth, Tamara Springer and Barb Wasley.

The council also supports charitable activities on campus, fielding a Relay for Life team and organizing a campus-wide initiative to collect denim jeans for Operation Quiet Comfort, an organization that makes quilts for wounded American soldiers. Epitomizing the University’s core values of teamwork, integrity, accountability, leadership in mission and leadership in excellence is the Staff Advisory Council, winners of the University’s Presidential Team Irish award.

The University’s Today’s Administrative Professional (TAP) advisory team took to heart the results of the first ND Voice survey, in which employees expressed a strong desire for increased training and development opportunities. The team, consisting of members from academics, Business Operations, Athletics, Student Affairs, OIT and Human Resources, brainstormed, researched best practices and used their first-hand knowledge as administrative professionals to develop a certificate program that will serve both current and future staffers.

The TAP program offers technical, managerial and interpersonal skill training for full-time, nonexempt administrative University staff.

The Facilities Maintenance Team, comprising nine facility coordinators, 10 maintenance technicians and five locksmith services staffers, consistently provides campus with an unparalleled level of maintenance and customer support, with industry rankings that proclaim the University one of the best-maintained campuses in America. The department has a philosophy of meeting or exceeding customer expectations the first time, every time. During 2009, facilities team members handled more than 575 projects, ranging from wall repairs and carpet replacements to complete renovations of research laboratories. At the same time, the department handled 26,000 facility service requests for minor heating and cooling repairs, carpentry, paint, electrical and plumbing jobs, with the work completed on time, within budget and with a high customer-satisfaction rating.

Locksmith services processes more than 3,400 work orders a year, handling calls for repair and maintenance for locks, access systems, door closers and panic bars as well as maintaining records of all key and master key systems on campus. For their consistent, quality work in repairing and maintaining our beautiful campus, Facilities Maintenance is awarded the 2010 Presidential Team Irish Award, presented to work groups epitomizing the University’s core values of teamwork, integrity, accountability, leadership in mission and leadership in excellence.

Members are Lorraine Knapp, Diane Pribbernow, Lynn McCormack, Catherine Robertson, Lisa Yates, Kara McClure, Cyndi Sykes and Lisa Butt.
This is a summary of the annual report of certain employer-benefit retirement plans maintained for employees of the University of Notre Dame for the plan year beginning January 1, 2009, and ending December 31, 2009. The plans included in this summary include: the University of Notre Dame Defined Contribution Retirement Plan for Faculty and Administrators, (Plan No. 002) and the University of Notre Dame Supplemental Retirement Account Plan, (Plan No. 004). The employer ID number for the sponsor of the above plans, the University of Notre Dame Ltd., is 85-0808188. The annual reports have been filed with the Employee Benefit Security Administration, U.S. Department of Labor as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement for the University of Notre Dame Defined Contribution Retirement Plan for Faculty and Administrators

Benefits under the plan are provided by custodial accounts and insurance. Plan expenses were $26,662,824. These expenses included $5,675,379 in administrative expenses, $23,841,007 in benefits paid to participants and beneficiaries, $2,755,261 paid to insurance carriers for the provision of benefits and $81 in other expenses. A total of 4,867 persons were participants or beneficiaries of the plan as of the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The plan has insurance contracts with Metropolitan Life Insurance Company and AIG Life Insurance Company.

The plan has insurance contracts with Metropolitan Life Insurance Company and TIAA-CREF.

Basic Financial Statement for the University of Notre Dame Supplemental Retirement Account Plan

Benefits under the plan are provided by custodial accounts and insurance. Plan expenses were $3,775,355. These expenses included $1,083,245 in administrative expenses, $5,675,379 in benefits paid to participants and beneficiaries, and $10,734 paid to insurance carriers for the provision of benefits. A total of 8,860 persons were participants or beneficiaries of the plan as of the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

For more information, contact Karmen Meade, Services Coordinator, at 631-5660 or kmeade1@nd.edu.

Cedar Grove Cemetery plans expansion

Two additional mausolea approved by the University

Our Lady of Sorrows at Cedar Grove Cemetery mausolea complex opened in July 2007 to respond to the high demand from Notre Dame alumni to "return home." Named for and dedicated to the patronesses of the Congregation of the Holy Cross, the complex currently houses two open-air garden mausolea, Mary, Queen of Angels, and Mary, Queen of All Saints, as well as a small courtyard, with spaces that have been designed to accomodate burial preferences learned in the process of building the original two mausolea. Mary, Queen of Angels and Mary, Queen of All Saints were designed so that 80 percent of the space is for cremated remains, offering single or companion niches. The remaining 20 percent is designed for full body burials in either single or companion crypts. At this time, all full body crypt space is taken.

The mausolea expansion is expected to meet the same funding requirements as all other new structures. Expected to meet the same funding requirements as all other new structures. Expected to meet the same funding requirements as all other new structures. Expected to meet the same funding requirements as all other new structures.

Two additional mausolea approved by the University

For more information, contact Karmen Meade, Services Coordinator, at 631-5660 or kmeade1@nd.edu.
Summary Annual Report for certain Health and Welfare Benefit Plans of the University of Notre Dame du Lac

This is a summary of the annual reports of certain employee health and welfare benefit plans maintained for employees of the University of Notre Dame du Lac for the plan year beginning January 1, 2009 and ending December 31, 2009. The plans described in this summary include: the University of Notre Dame Flex Plan (Plan No. 501), the University of Notre Dame du Lac Group Life Insurance Plan (Plan No. 502), the University of Notre Dame du Lac Tiered Accidental Insurance Plan (Plan No. 503), the University of Notre Dame du Lac Long Term Disability Plan (Plan No. 505), and the University of Notre Dame du Lac Long Term Care Plan (Plan No. 511). The employer ID number for the sponsors of all of the above plans, the University of Notre Dame du Lac, is 75-088188. The annual reports have been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

For administrative convenience, this summary covers a number of employee benefit plans maintained by the University of Notre Dame du Lac, including plans that may not apply to you. The facts presented in this summary are not necessarily meant to inform you that you are eligible for the benefits described in this summary.

Insurance Information

The Flex Plan has a contract with: Anthem Insurance Companies, Inc. to pay all retiree medical insurance claims incurred under the terms of the plan. The total premiums paid for retiree medical for the plan year ending December 31, 2009 were $471,569. Because it is an “experience rated” contract, the premium costs are affected by, among other things, the number and size of claims and the subsidy applied that is approved by the Center for Medicare and Medicaid Services.

Meridian Health to manage the self-funded HMO and PPO plans. A self-funded prescription benefit plan which is managed by Medco Health Solutions, Inc. is also included. The University of Notre Dame du Lac has determined itself to pay all claims incurred under the terms of these plans.

• Great Lakes Delta Insurance Company ("Great Lakes") to pay dental claims incurred under the terms of the plan. The total premiums paid to Great Lakes for the plan year ending December 31, 2009 were $2,285,672. Because it is an “experience rated” contract, the premium costs are affected by, among other things, the number and size of claims. The total of all benefits claims paid under the experience-rated contract during the plan year was $2,053,377.

• EyeMed Vision Care ("EyeMed") to pay all vision claims incurred under the terms of the plan. The total premiums paid to EyeMed for the plan year ending December 31, 2009 were $543,660.

Not all of these contracts will apply to every employee covered under the Flex Plan.

The Group Life Insurance Plan has a contract with: Minnesota Life Insurance Company to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2009 were $1,164,478.

The University encourages the following new employees, who began work in September and October:

Barbara L. Babbs and Dora A. Calvillo, Morris Inn
Joel B. Barrett, Shakespeare at Notre Dame
War S. Byers, security
Gary A. Chew, Landscape Services
Edward G. Cohen, Mendota College of Business
Devlin Collins, operations and engineering
Kari A. Conjalika, Freimann Animal Care Facility
Stephanie M. Doleing, applied computational math and statistics
Adam L. Elliman, finance
Shawn T. Findley, international studies
Barry Gregory, Office of Research
Jon C. Howard, Catering by Design

The University thanks the following new employees, who began work in September and October:

Gwendolyn D. Troupe, financial aid

15 years
Myrtle L. Dicks, history
William J. Doyle, University Relations
Joseph C. Freeland, computer science and engineering
Lisa R. Harris, South Dining Hall
Patricia A. Kirvan, Hesburgh Libraries

10 years
Brandon Bauer, information security
Michael Cora, South Dining Hall
Lotis/Ann B. Edinburgh, Career Center
Neil E. Lob, biological sciences
Jody K. Sudzer, athletics
Zoe C. Samora, Metropolitan Chicago Initiative

Scott W. Siler, Alumni Association

The Term Long Disability Plan has a contract with:

• The Life Insurance Company of North America (CIGNA) to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2009 were $471,569.

The Long Term Care Plan has a contract with:

• Aetna Life Insurance Company to pay all claims incurred under the terms of the plan. The total premiums paid for the plan year ending June 30, 2009 were $118,247.

Your Rights to Additional Information

You have the right to receive a copy of the full annual reports or any part thereof, on request. The item listed below is included in that report:

1. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual reports, or any part thereof, write or call the office of the plan administrator. Vice President Human Resources, University of Notre Dame du Lac, Office of Human Resources, 100 Grace Hall, Notre Dame, Indiana 46556; (574) 631-5900. The charge to cover copying costs will be $5.05 per page for any part thereof.

You also have the legally protected right to examine the annual reports at the main office of the plan administrator: Vice President Human Resources, University of Notre Dame du Lac, Office of Human Resources, 100 Grace Hall, Notre Dame, Indiana 46556; and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the U.S. Department of Labor should be addressed to: Public Disclosure Room N15l, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

New Employees

Anna Korpal, admissions
Jasmin J. Lamontre, Legal Aid Clinic
Elizabeth McCoy, Kellogg Institute
Susan Negren, College of Arts and Letters
Samuel D. Pecoraro, biometric scientist
Robert A. Quakewash, development
Jenna Ragan, Office of Institutional Effectiveness
Michael B. Roe, Agency/ND
Craig J. Sharpe, Office of Counseling Services
Susan Sharpe, College of Science
Kaitlin Sweeney, variety, strengths, and conditioning
Nathan J. Walker, recreational sports
Erica A. Wilkins, Custodial Services
Catherine M. Wilson, Provost's Office

Scott W. Siler, Alumni Association

18. Contact Shellie, 631-3452, for more information.

For registration for spring fitness classes begins at 7:30 a.m. Thursday, Jan. 20. Instructions on how to register are available on the website at: recsports.nd.edu/programs/registration/. The fee is $70.00 for each class. The fee is $50.00 for each class if you bring a friend.

To be considered for the spring fitness classes, contact Shellie, 631-3452, or stop by the Rolfs Sports Rec Center. You’ll also need to pick up a free pedometer and log book at the RSRC, and T-shirts are available while supplies last! Contact Kara, 631-5849, for more information.

Personal Training

Give the gift of health this holiday season. All personal training schedules/fitness-and-instructional/schedules/. Fast classes are held from 11 to 11:45 a.m. Monday, Jan. 24 through March 7. Contact Shellie, 631-3452, for more information.

For spring fitness classes begins at 7:30 a.m. Thursday, Jan. 20. Instructions on how to register are available on the website at: recsports.nd.edu/programs/registration/. The fee is $70.00 for each class. The fee is $50.00 for each class if you bring a friend.

To be considered for the spring fitness classes, contact Shellie, 631-3452, or stop by the Rolfs Sports Rec Center. You’ll also need to pick up a free pedometer and log book at the RSRC, and T-shirts are available while supplies last! Contact Kara, 631-5849, for more information.
Librarian’s digital archive goes viral
What started as a family project gains worldwide audience

BY CAROL C. BRADLEY, NDWORKS

Tom Lehman’s parents were missionaries in Ethiopia and Puerto Rico in the late 1940s and 1950s—and his father took a lot of pictures.

“We had metal boxes of slides, and every Christmas he’d pull out 30 or 40 and we’d review that family history,” recalls Lehman, Hesburgh Libraries digital access librarian. “I got the idea of scanning the photos to make a set for each grandchild, and decided to upload a few to the photo-sharing site flickr.com. And all of a sudden I started getting emails.”

What started in 2005 as a family project has grown into an archive of more than 24,000 images by 60 different photographers, with a dedicated online community. Lehman manages the project on his own time—early mornings, evenings and weekends.

Lehman’s primary goal, he says, “is to develop the most comprehensive collection I can of photos taken in Puerto Rico in the ’40s and ’50s.”

The archive focuses mainly on Puerto Rico, but includes images contributed by missionaries who served Honduras, Mexico, Cuba, Ethiopia and the Congo.

It’s an interesting period in the history of the country, he notes. “Everything is changing. It starts out being agricultural and rural, and then development explodes. The Puerto Rico you see in the pictures is gone.”


The photos have also been used in a PBS documentary about Puerto Rican professional baseball player Roberto Clemente. “I’ve heard they’ve been used in classrooms in Puerto Rico,” Lehman says. “Some were used in a land use hearing. A social worker used them working with people with Alzheimer’s.”

Members of the online community contribute reminiscences, and help develop the collection as a resource by identifying various commercial buildings, homes and streets.

Most of the photos were taken with Kodachrome slide film, a product introduced in 1939. “The quality of the product has amazed me. The earliest photos were taken in 1942—it’s like they were taken yesterday. By scanning them, I preserve them. As far as I know, it’s the largest collection of color photos of Puerto Rico from that period that is publicly available online.”

The Library of Congress, he adds, has hundreds of thousands of early photos online, but fewer than 200 color photos of Puerto Rico available.

To view a selection of photos from the archive, visit: flickr.com/photos/tlehman. The photos are organized by country, and grouped by photographer. A list of frequently asked questions and terms of use for the photos are included under Lehman’s profile.

The full collection of images is viewable by invitation. Contact Lehman at tlehman@nd.edu for more information.

2. Woman with two children in front of house, taken sometime between 1946 and 1948 by Clayton Gingerich.
3. Young man with mortar and pestle (pilon) grinding coffee. Taken between 1956 and 1958 by Dr. Lorenz Geery.
4. Hoeing tobacco on a steep hillside, 1950s, taken by John Lehman.
5. Three-story building with balcony, photographed by Lee Smith, May 23, 1955. A site visitor identified the location as the back of St. Michael Catholic Church elementary school in Utuado, Puerto Rico, and added that the third floor housed the Sisters of Divine Providence convent, the brick building to the right was the print shop of the Franciscan priests.