



Preventing crime Page 4

# NDWorks

Vol. 7, No. 3 News for Notre Dame faculty and staff and their families August 27, 2009



King Lear Page 7

## In This Issue »



Opening Mass Page 2



New families Page 6



Team Irish Page 7



Images of India Page 8

# Making every game 'a lifetime experience'

## Seamon institutes football weekend changes

BY CAROL C. BRADLEY, NDWORKS

On football Fridays this season, fans will be able to experience something new: the thrill of walking through the tunnel into Notre Dame Stadium and standing in the end zone—cameras welcome.

It's part of the University's emphasis on continuous improvement, which is being applied to the game-day experience too, says Mike Seamon, '92, MBA '94, assistant vice president for University events and protocol and director of game-day operations.

"We feel Notre Dame has the best fan experience in the country, and we recognize that doesn't happen by accident," says Seamon, "But we can always get better."

Based on recommendations from an ad hoc committee created by President Rev. John I. Jenkins, C.S.C., after last season, the key to making the fan experience even better would be

having one person who could bring all the various groups together—hence Seamon's appointment to the newly created position of director of game-day operations earlier this year.

Visitors will be allowed into the tunnel on Fridays from 10 a.m. to 5 p.m. "They can take pictures, and see what it's like," Seamon says. "The turf will be roped off along the goal line, and ushers will direct. It's something no one else has ever done before." Staff and faculty will have the chance to take the tunnel tour during a special preview from 3 to 6 p.m. on Thursday, Sept. 3.

Also new this year: Parking will be available for up to 2,000 cars on the nine-hole golf course at the southwest edge of campus. "One thing that we're always hearing is that there isn't enough good parking for football games."

The lot will charge \$40, cash only, and patrons

must show their game tickets to gain admission. A decision will be made to open the lot by 6 a.m. on game day. "If it's a rainy day, we won't open if parking will do too much damage to the course," Seamon says. On football weekends, the course will be closed to golfers from noon Friday to noon on Sunday.

A corps of Notre Dame guest services representatives—identifiable by green blazers, white shirts and khaki pants—will be on campus on game days, offering lists of activities and

maps and generally assisting visitors. A tented hospitality village, on the Irish Green south of the DeBartolo Performing Arts Center, will offer food and beverages, as well as entertainment on Fridays and Saturdays.

At the stadium—for the first time—tickets will be scanned. "No tearing," Seamon says. "It will be quicker and easier for fans entering the stadium and will help us identify and track counterfeit tickets."

Also for the first time, fans with problems or concerns will be able to send text messages from campus and the stadium to a command center. "Often you can't get a signal or you can't hear (with a cell phone)," Seamon says. "It's another option for a fan to contact us if he or she has an

issue or an emergency." The command center will be able to dispatch security or medical personnel to the scene. Fans will be expected to have a good time, but be responsible. "The law is the law, and we respect it," he adds.

On game day, Seamon emphasizes, "Our full attention is focused on providing the best possible experience for all who visit our campus. We want them to feel a part of the Notre

Dame family. Why are we doing all this? It's part of Notre Dame's overall commitment to continuous improvement."

It gives him chills, he adds, "when I hear from a visiting fan that—no matter what happened on the field—they feel Notre Dame is truly a special place. I want everyone leaving campus to feel like it's been a lifetime experience they will never forget."

MATT CASHORE



Seamon

## Campus construction prompts changes to football events

Notre Dame Football Luncheons will continue on home football Fridays this fall, despite ongoing renovations at the Joyce Center—but the location and timing of pep rallies will change.

The season-opening Dillon Hall Pep Rally will be held at 6:30 p.m. Friday, Sept. 4 in front of Dillon Hall on the South Quad, with head coach Charlie Weis, the '09 football squad and the Band of the Fighting Irish attending.

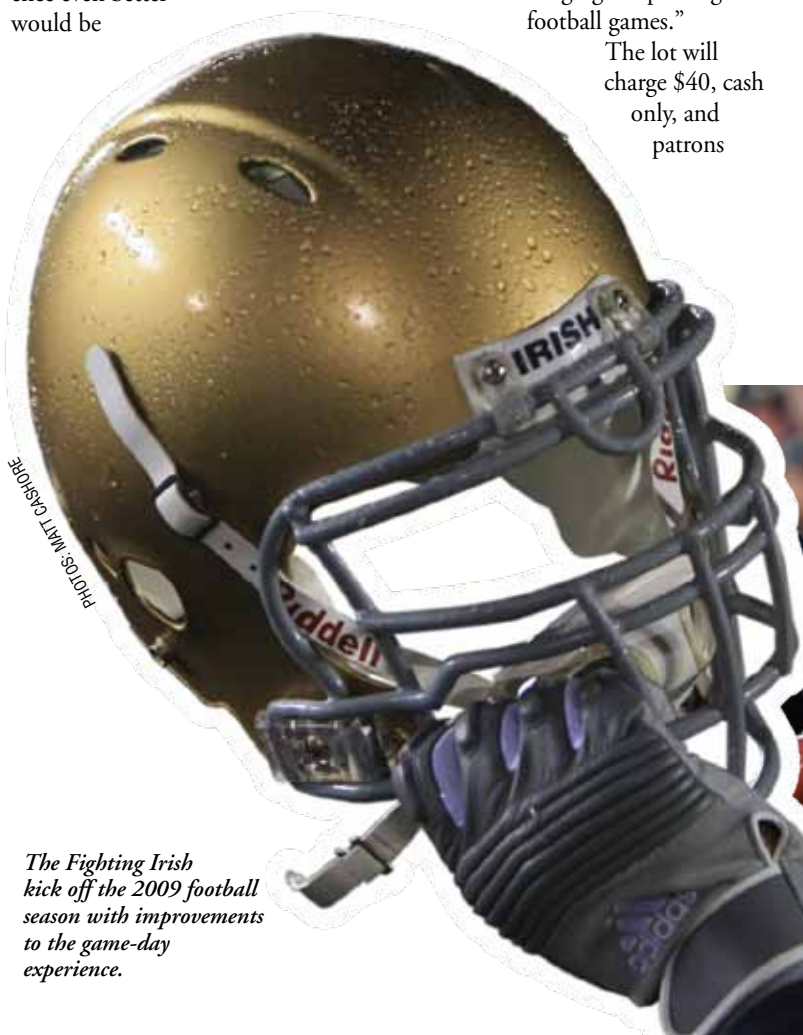
The location of the Notre Dame-USC rally on Friday, Oct. 16 will be announced later this fall, while the Notre Dame-Connecticut pep rally will be held in the Purcell Pavilion on the arena side (south dome) of the Joyce Center.

Four other pep rallies—Sept. 18 (Michigan State), Oct. 2 (Washington), Oct. 23 (Boston College) and Nov. 6 (Navy)—will be held outdoors at the new Irish Green hospitality village south of the DeBartolo Center for the Performing Arts, beginning at 6:30 p.m.

All pep rallies are free of charge and will be subject to cancellation in case of inclement weather.

New this season is the hospitality village on the Irish Green, which will be free and open to the public from 3 to 7:15 p.m. on football Fridays, and from 10 a.m. to kickoff on game day.

Food and beverages, including beer, will be available for purchase, and various vendors will be on site. Entertainment, including speakers and bands, will be featured on the main stage, with roaming "kid-friendly" entertainment on the grounds.



PHOTOS: MATT CASHORE

The Fighting Irish kick off the 2009 football season with improvements to the game-day experience.





# Opening Mass launches school year

**Make the year's journey  
a group voyage**

**BY GAIL HINCHION MANCINI,  
INTERNAL COMMUNICATIONS**

University President Rev. John I. Jenkins, C.S.C., encouraged members of the University family to face the year's challenges from a within a group, a perspective he believes has more potential to achieve "a deeper sense of community and, at the end, a richer grasp of the truth."

As is customary, the University president delivered his first address of the academic year in the form of a homily during Opening Mass Tuesday. Provost Tom Burish closed the Mass with his own words of encouragement.

The event, in the north dome of the Joyce Center, welcomed members of the faculty, staff and students, as well as their families. Pleasant

summer temperatures and clear skies favored the all-community picnic that followed.

Father Jenkins pointed out that, as the Gospels so often indicate, even a voyage inspired by God often involves, "a lot of missed turns, some straying, a good deal of confusion and disagreement about where the group should be going, and a number of dead ends."

Even trying to keep his own family members together on a football Saturday, he says, he feels "like Moses who led the people through 40 years of wandering in the desert."

Travails notwithstanding, journeys "also involve gradually growing insight, repeated rediscoveries and returns to the right path, and eventually the unspeakable

satisfaction at arriving at one's true home," Father John said.

"It is not easy to follow a guide on a long journey. It is a lot harder

to do it as a group and stay together," he said. "Indeed, all this might be an image for the Notre Dame community in this coming year. A university is essentially a community that is on a journey of sorts looking for "all truth."

Father John encouraged two directions. "First, let us individually and communally find time for quiet and prayer when we can listen again to the guidance of the Spirit leading us on our way.

"Second," he said, "Let's stay together."

"Let's stay together, not as a herd of cattle does, thoughtlessly following, nor as a military battalion does, marching in step. Let's stay together as a community in search of a common grasp of truth, guided by the command to love, patient with one another, challenging one another, supporting one another, looking for our common home and a fullness of the grasp of truth."

Burish addressed his comments most directly to First-Year students

and other newcomers, and asked them to commit to developing a leadership role.

Private institutions educate a small percentage of the nation's college students, but they prepare a disproportionately large number of

the nation's leaders. Notre Dame's private status allows it the freedom to develop leaders, he said, "infused with a special charism not avail to public universities, such as religious, faith-based, Catholic, Holy Cross. Such as being Notre Dame."

**Rev. John I. Jenkins,  
C.S.C., will deliver his  
annual address to the  
faculty at 4 p.m. Tuesday,  
Sept. 15 in Leighton  
Concert Hall of the  
DeBartolo Center for  
Performing Arts.  
All faculty members  
are welcome and  
encouraged to attend.**

MATT CASHORE



Processing into the Joyce Center for the 2009 Opening Mass.

## Remembering Eunice Kennedy Shriver

**Brought Special Olympics to  
campus in 1987**

**BY CAROL C. BRADLEY, NDWORKS**

Eunice Kennedy Shriver died Aug. 11 in Hyannis, Mass., at the age of 88. The younger sister of President John Fitzgerald Kennedy, Shriver was the founder and honorary chairperson of the Special Olympics.

Those who met and worked with her when South Bend hosted the International Summer Special Olympics Games in July and August of 1987 remember Shriver fondly.

The games were held on the Notre Dame, Saint Mary's and Holy Cross College campuses, and were more than two years in the planning, recalls deputy athletic director Bill Scholl, who at the time worked for the games' local organizing committee.

The games made a profit, which was turned over to Logan Center, he says. "There was a lot of benefit to the community, and Notre Dame played a big role."

Shriver wouldn't have remembered him, he says. "I was one of a cast of thousands in her life. But I remember her. What struck me more than anything was that she never allowed anyone to lose sight of why we were putting on the games. The goal was always to provide a world-class experience for the Special Olympians."

It's a sentiment echoed by Lefty Smith, former hockey coach and manager of the Loftus All-Sports Facility, and a Special Olympics volunteer. If not for her involvement and dedication, he says, the Special Olympics would never have come to be. But celebrity or not, she was very down-to-earth. "The nicest person you'd ever want to meet," he says.



Scholl



Shriver with Special Olympian Jackson Lowen

## Program brings scientific research into the local schools

**Innovative program for  
teachers is one of only two  
in the nation**

**BY GENE STOWE,  
FOR THE COLLEGE OF SCIENCE**

Tom Loughran, a professional specialist in physics at the QuarkNet Center, led a National Science Foundation-sponsored pilot workshop in August that brought eight local middle school and high school teachers to Jordan Hall.

Teachers in the workshop, one of only two in the nation, learned how to use online e-labs in their classrooms.

The teachers studied data from the Laser Interferometer Gravitational-Wave Observatory (LIGO) in Washington state. That e-lab is available for classroom use, along with an e-lab on cosmic ray detection, a more mature project.

LIGO, designed to directly observe gravitational waves that have been indicated by indirect evidence, has not yet detected such waves.

"Sooner or later, we'll directly detect them," Loughran said. "These teachers are using a complementary data set—seismic data. All of these seismic waves are noise as opposed to signal"—

background that must be accounted for so that the gravitational wave can be identified.

In addition to the workshop, where teachers use the data and analysis tools packaged for student use, the study includes an online follow-up for teachers in an Internet forum.

Teachers said they expect to use the e-labs with their students in fifth and eighth grades and high school.

"I think it has tremendous potential. It's another way to introduce waves," said Mark Kirzeder, who teaches physics,

chemistry and calculus at Marian High School and had not used earthquakes in the study of wave motion before. "It's going to be a neat application."

Mary Cook, Gail Kirkland and Janelle Moran, all fifth-grade teachers at Edison Intermediate Center, said the e-labs would prove an effective introduction to scientific research.

"It'll be good for the students to act like scientists, to see the real tools," Moran said.

PHOTO PROVIDED



Local middle- and high-school teachers learn about seismic waves in an innovative summer science workshop.



ND Works, Notre Dame's faculty and staff newspaper, is published by the Office of Public Affairs and Communication. The views expressed in articles do not necessarily reflect the views of ND Works or the administration. ND Works is produced semimonthly during the academic year when classes

are in session, and monthly during June and July. Online PDF versions of past ND Works can be found at [nd.edu/~ndworks](http://nd.edu/~ndworks). Submit story ideas, questions and comments to [ndworks@nd.edu](mailto:ndworks@nd.edu) or contact Carol C. Bradley, 631-0445 or [bradley.7@nd.edu](mailto:bradley.7@nd.edu).

The deadline for stories is 10 business days before the following 2009-2010 publication dates: July 23, Aug. 13, Aug. 28, Sept. 10, Sept. 24, Oct. 15, Nov. 5, Nov. 19, Dec. 10, Jan. 7, Jan. 28, Feb. 11, Feb. 25, March 18, April 8, April 22, May 6, May 20, and June 17.

**EXECUTIVE EDITOR**  
Gail Hinchion Mancini  
**MANAGING EDITOR**  
Carol C. Bradley  
**STAFF WRITER**  
William G. Schmitt

**GRAPHIC DESIGNER**  
Kristina R. Craig,  
Kreative Concepts  
**COPY EDITORS**  
Kate Russell  
Jennifer Laiber



# Anthropologist researches evolution of Darwin's theory

**It's more than survival of the fittest**

**BY SHANNON CHAPLA,  
NEWS AND INFORMATION**

New research by anthropology professor Agustin Fuentes, published in the European journal *Anthropology Today*, states that although Darwin's basic ideas still form the core of our understandings, recent innovations in evolutionary theory help expand the way we think about evolution.

"The social lives of humans, the way we live with other animals and the way we change the world around us all play major roles in making us who we are today," says Fuentes, a specialist in biological anthropology, primatology and evolution of social organization and behavior, and who examines human evolution from several perspectives.

In his article "A New Synthesis: Resituating Approaches to the Evolution of Human Behaviour," he explains that evolution is more than natural selection and "survival of the fittest."

"In the 150 years since the publication of Darwin's 'On the Origin of Species' we have learned a great deal," Fuentes says. "It turns out that behavior, especially behavior that changes the environment around us, can be a powerful factor in the processes of evolution. It also seems that the way information is passed from generation to generation can involve much more than genes."

Fuentes says melding evolutionary and anthropological theories and perspectives provides important insight into the way human behavior

has evolved over time. He uses examples of humans and other animals, especially dogs, to discuss how these new perspectives help us better understand the processes by which our cultures, bodies and ecologies change over time.

"We have evolved the ability to care and cooperate intensely with other people, especially friends and relatives," Fuentes says. "But as humans, we don't stop there. We can extend the net



Fuentes

of caring across our species and even to other species. I suggest, following the philosopher Donna Haraway and the author Meg Olmert, that the relationship between humans and dogs is an important evolutionary one. It involves biology as well as our behavior. Humans and dogs have been shaping one another for millennia."

## Early input welcome for annual Town Hall meetings

**BY GAIL HINCHION MANCINI, INTERNAL COMMUNICATIONS**

Three town hall meetings have been scheduled for Wednesday, Sept. 16 and Thursday, Sept. 17. They promise an update on new community relations initiatives, the University's budget, the ImproveND customer service survey and the ND Renew job structure revision.

The meetings have been scheduled to accommodate the University's three shifts of exempt and non-exempt staff. They will take place at 2 p.m. Wednesday and 10 a.m. Thursday in Leighton Hall of the DeBartolo Center for the Performing Arts (DPAC) and at 10:15 p.m. Wednesday in the Eck Visitors' Center.

Rev. John I. Jenkins, C.S.C., and John Affleck-Graves, executive vice president, each will make presentations. The hour-long sessions will end with questions and answers in an open-microphone setting. But to ensure that presentation information focuses on the areas of greatest concern, Affleck-Graves is asking staff to send questions in advance and is providing three ways to do so:

- Submit a question to his e-mail address, [execvp@nd.edu](mailto:execvp@nd.edu)
- Send a written question by campus mail, to EVP Office, 400 Main
- Call the askHR call center, 631-5900, where operators will take down your question and relay it to him

"The value of this approach is that we can identify the key areas that interest or concern staff and have information prepared about those questions," says Affleck-Graves. A reception will follow each session.

# Living her faith, helping others

**Beata Frelas hopes to make connections between recently released prisoners and the campus community**

**BY JENNIFER OCHSTEIN  
FOR NDWORKS**

Ever since she can remember, Beata Frelas has wanted to take her faith on a field trip—to put it to work.

"I remember the first time," says Frelas, technical support consultant and analyst for the Mahaffey Business Information Center at the Mendoza College of Business.

"My friends and I adopted three elderly women. We would visit them after youth Mass. You had the feeling of being in the right place."

She's never forgotten that feeling or the verse from Luke by which she lives her life: *To whom much is given, much is expected.*

And Frelas, who emigrated from Poland to the United States at 18—alone, with one suitcase in hand and only a rudimentary understanding of English—knows she's been given much.

She worked her way through college and is able to support her son as a single mother. She brought her own mother from Poland to the United States to live with her.

Despite her busy schedule, Frelas

volunteers her time, not only for the feeling it brings her, but to raise her son, Aleks, 15, with a sense of social justice and to bring hope to others who may feel hopeless.

She aspires to instill that hope in others through her new role on the board of directors of Dismas House in South Bend. Dismas House offers transitional housing and support services for men and women recently released from jail or prison, helping former offenders make a successful transition back to life in the community.

Originally involved through her son, who volunteered through his confirmation class at the Basilica of the Sacred Heart, Frelas was drawn to the people of Dismas. She talked with them, sat with them and prayed with them. She's hired some residents to paint her house, since jobs are hard to come by now.

In the same way she had to start over, the people at Dismas House have started over—and Frelas feels a connection with them.

"They look at me as a survivor," Frelas says, because of her immigration to the United States. "I had nothing, just like them. I didn't know anyone."

As she escaped from communist Poland and lived on the streets of France for a year while waiting for her immigration papers, the one

thing that propelled her, she says, was her faith. Dismas House is not affiliated with any particular faith, but she sees that faith plays a large role in the lives of residents in the way it does in her own life.

"Where many get their start is realizing that 'God loves me,'" says Frelas. "It's that unconditional love and acceptance from someone. They feel as if they're worthy. They realize that He allows us to make mistakes, but He exercises the power of forgiveness. He doesn't allow the past to taint the future. This kind of hope is important to them."

Frelas says she wanted to serve because she loves people. She was recently elected to a three-year term on the board and hopes to make connections between Dismas House and the Notre Dame community. One professor has already contacted her about community service opportunities for students.

"This is wonderful, because I can be a vehicle," she says.

Serving at Dismas puts her own life in perspective, grounding her and Aleks and making them thank-



Frelas

ful for what they have, she adds.

"Being there helps me rid myself of judgmental thinking, and I want to instill that in my child," Frelas says. "We are not to judge by color, people's pasts, the way they talk, dress, where they live. We should realize that our differences are our cohesiveness."

Dismas House is located at 521 South St. Joseph St. in South Bend. For more information, contact Beata Frelas at 631-7176, [bfrelas@nd.edu](mailto:bfrelas@nd.edu), or visit [dissouthbend.org](http://dissouthbend.org).

## OIT recognized for innovative design of lecture capture technology

**System allows users to capture a lecture or live event, and upload automatically to iTunes University**

**BY LENETTE VOTAVA, OIT**

Watching or listening to a taped lecture or event online is easy for anyone who can turn on a computer and open a browser window or iTunes software. If all goes well, audio and video

magically start playing. But how does the recorded or live-streamed content *get* there?

Webcasting, or lecture capture technology, does the hard work behind the scenes with software tools developed by Apple, Microsoft or other commercial companies.

Recently however, the Academic Technologies (AT) division of the Office of Information Technologies (OIT) created its own lecture-capture software to simplify and streamline live-event recording.

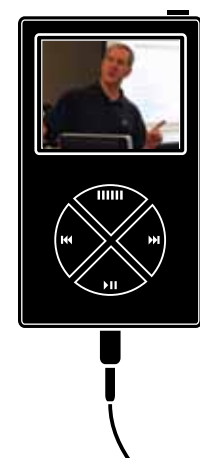
For this work, the AT team was recognized with a second place award in a poster contest at the AcadeMIX 2009 conference sponsored by Apple in May. AT's poster, titled "Building Your Own Low-Cost Lecture Capture System," illustrated an innovative lecture-capture system that allows users to capture a lecture or live event and automatically put it into iTunes University, where audiences can easily download content to their computer, iPod or other mobile device.

Notre Dame currently uses this technology to capture Mass in the Basilica each Sunday for broadcast on iTunes. The AT team also has been working with the Office of Public Affairs and Communications to create a Notre Dame channel on iTunes U, a special section of Apple's iTunes store designated solely for colleges and universities.

"Our goal is to make our software available with an open source license," Paul Turner, Academic Technology services manager, said of the technology. "This way, it can be shared with other universities that may make further improvements to the system, and everyone benefits from the improved version."

The poster was designed by Vu Nguyen, a graphics design student. For its second place finish out of a total of 12 entries by regional

universities attending AcadeMIX, the team received an Apple MacBook laptop that will be used to field test AT capture on campus.





# CREATING A SAFE—AND EQUI

## From a degree in biblical literature to a career with the NDSP

*NDSP crime prevention officer Keri Kei Shibata is the first to hold the position, which was created in 2008.*



CAROL C. BRADLEY

### Empowering the community to help prevent crime

BY CAROL C. BRADLEY, NDWORKS

“We’re all a part of this community, and we all need a safe place to work,” says Keri Kei Shibata, crime prevention officer for the Notre Dame Security Police.

Shibata is the first to hold the position, which was created in 2008. “I see my job as empowering the community to work together to utilize available resources to fight crime,” she says.

That might mean encouraging people to watch for and report suspicious activity or helping solve a problem such as a spike in thefts in a particular building. “I also help do strategic planning on how we can make things more secure,” she adds. As the library is undergoing renovations, for example, NDSP is looking at ways design changes can help improve security.

Shibata didn’t start out with a career goal of be-

coming a police officer. She majored in biblical literature at Bethel College and spent a year as a permanent substitute teacher at Edison Middle School. She was a youth minister for several years while working in a number of different capacities at Bethel—as a resident director, teaching a course on academic strategies for students on academic probation and working as a campus safety officer. “All at the same time,” she says with a smile.

She joined the Notre Dame staff five years ago, first working residence hall security as part of “the Quad Squad.”

“It’s a community policing initiative, with officers working night hours,” she says. Residence hall security officers patrol an assigned group of dorms, checking doors and common areas and responding to calls. “It’s a great program,” she says. “They really get to know the students.”

A year later she applied for a police officer position and was hired.

The 15-week police academy training course, she says, was interesting. “That’s a good word for it. I would never call it fun, and I would never want to do it again. It’s emotionally draining. There were only six women in my class.”

Shibata finished first in her class, learning how to defend herself and use firearms in addition to first aid and CPR training. They were also trained to make traffic stops, do crash investigations and deal with the mentally ill.

After three years on the NDSP midnight patrol, last summer Shibata moved into the newly created position of crime prevention officer, working with both staff and students.

The creation of the position, notes NDSP director Phil Johnson, “is part of our interest in strategic communication with our community—with students, faculty and staff—about keeping Notre Dame safe.”

Shibata’s assignment includes outreach, but she also partners with groups and offices on campus, as well as groups in the community. “She works closely with the South Bend, Mishawaka and St. Joseph County police departments to promote safety for the university community,” Johnson says.

On the Notre Dame campus, Shibata notes, the biggest crime problem is theft. “And it’s almost 100 percent preventable. Things stolen are things that are left out—a laptop in the library or other public place or purses stolen from unlocked offices.”

With the student population, Shibata also focuses on sexual assault prevention and sends out a crime prevention newsletter with crime maps of South Bend, “so students can make good decisions about walking.”

Her advice for preventing crime in the workplace?

“Be watchful and aware,” she says. “Use your intuition. Be conscious of your safety.”

Thefts—often crimes of opportunity—can be prevented by adopting good habits—locking purses and valuables in a file cabinet or desk drawer and making sure to lock your office door when you step away.

Suspicious activity should be reported immediately. “You don’t have to know a crime is being committed,” she emphasizes. “Faculty and staff have assisted in a number of apprehensions this summer.”

Shibata is happy to offer personal safety training to departments or groups. “That’s what we’re here for,” she says. “We want to be a resource.”

One of her strengths, she feels, is in teaching—something that makes her crime prevention position a perfect fit.

It’s a bit of a family tradition, she adds. “My father was a security police officer in Michigan. My mother was a public school teacher. I didn’t want to do either. Now I do both.”

## Committee for Women aims to motivate, educate

### Events open to all female staffers

BY CAROL C. BRADLEY, NDWORKS

The Notre Dame Committee for Women offers a variety of “lunch and learn” programs for full-time and part-time exempt and nonexempt female employees, says president Mary Carol Nagle, administrative assistant in risk management and safety.

The goal of the Committee for Women is to provide recreational, motivational and instructive programs and events, Nagle says.

The group’s opening event of the fall will be a talk by 2nd District Congressman Joe Donnelly at noon on Friday, Aug. 28 in the Jordan Auditorium, Mendoza College of Business. No food or drink is allowed in the auditorium, and no cameras will be permitted. Attendees will be asked to show a valid Notre Dame ID at check-in. Registration will remain open until the event is at capacity. Register online at [nd.edu/~cwi/events.shtml](http://nd.edu/~cwi/events.shtml).

“We try to hold six to eight events per year,” Nagle says. Upcoming is a talk by Jim Langford, publisher of Corby Books and retired director of Notre Dame Press. Previous events have included tours of Washington Hall, the Basilica of the Sacred Heart and the Snite Museum of Art.

There are no dues or other membership requirements, Nagle adds, and events often include opportunities to purchase lunch or bring a brown-bag lunch, depending on the venue. Announcements of Committee for Women events are made via NDWorks and campus-wide emails.



CAROL C. BRADLEY

Nagle



# TABLE—CAMPUS COMMUNITY.

## Sexual harassment training for staff taking place campus-wide

**Employees have a duty to prevent, report**

BY CAROL C. BRADLEY, NDWORKS

By instituting a campus-wide sexual harassment training program for staff, the University is being proactive, says Jannifer Crittendon, director of the Office of Institutional Equity.

The purpose of the program is to ensure that there is awareness of the problem of sexual harassment. “We want to make sure people understand their duty to prevent and report. We want them to know what the University’s expectations are,” she says.

The timing is right for instituting a training program for staff, she adds. “Over three years ago, we did training for all faculty, which has been incorporated into the orientation for new faculty. The staff training program has been developed over the past two years.”

The 90-minute training program, which will be presented to departments and units individually over the 2009–10 fiscal year, will cover University policy and reporting options and will utilize a DVD to generate discussion.

Crittendon and other staffers wrote the script for the 17-minute DVD, which was filmed on campus by Ted Mandell and Bill Donaruma of the Department of Film, Television, and Theatre.

“We got faculty, staff and students to act,” Crittendon says. “The vignettes they acted out are very appropriate” to the university setting, she adds. “Most commercial products didn’t include students. We

wanted to make sure people could relate.”

The vignettes show interactions between coworkers who are peers and between bosses and subordinates. One involves the inappropriate use of e-mail, another behavior and conduct at a University-sponsored event off campus. The vignettes may or may not show sexual harassment, she says. “They’re intended to lead to discussion.”

In addition to conducting these training programs, the Office of Institutional Equity investigates complaints of sexual harassment, and—if a pattern is seen from a particular department or unit—can suggest training on an individual or group basis. The office also produces affirmative action plans, and handles request for Americans with Disabilities Act (ADA) accommodations. “We have our hands in a little bit of everything,” Crittendon says.

The office works closely with human resources, the Provost’s Office, Student Affairs and other offices. If a pattern or trend seems to be emerging, Crittendon may conduct a department or unit audit. “We talk to people and find out what’s going on. We make recommendations on how they can improve the work environment to comply with University policy.”

Many workplace issues involve personality conflicts and don’t rise to the level of a violation of the law, Crittendon says. “It amazes me how people lose sight of common sense. With over 11,000 students, undergraduate and graduate, and more than 5,000 faculty and staff from various cultures and backgrounds,

CAROL C. BRADLEY



*Sexual harassment training is intended to raise awareness and prompt discussion, says Jannifer Crittendon, director of the Office of Institutional Equity.*

there can be a lack of understanding of differences.”

For cases where people just can’t get along, the office offers conflict resolution and mediation. “Personality differences may not rise to a policy violation or result in disciplinary action. We try to create understanding between the parties involved and make recommendations on how to resolve an issue.”

The office also handles complaints regarding discrimination based on age, disability or veteran’s status—but complaints don’t have to fit neatly into one category, she adds. “It’s about equity and a positive work environment.”

One thing that isn’t tolerated, she emphasizes, is retaliation. “We tell the employee to come back to us if that should happen.”

The University’s policy manual on sexual harassment can be found online at [hr.nd.edu/policy/manual/Institutional\\_Policies/sh.shtml](http://hr.nd.edu/policy/manual/Institutional_Policies/sh.shtml).

“It’s a commitment the University makes, that we all work in an environment that’s fair, equitable and free of harassment and discrimination,” Crittendon says.

## He’s not a harasser—he just plays one in the movies

**Training DVD has familiar faces**

BY CAROL C. BRADLEY, NDWORKS

The vignettes in a new sexual harassment training DVD are intended to look like re-creations of real events, says Ted Mandell, who coproduced the video with Depart-

ment of Film, Television, and Theatre (FTT) colleague Bill Donaruma. “We shot hand-held, and tried not to be too stagey. We stuck with the script and let the actors run with it a bit.”

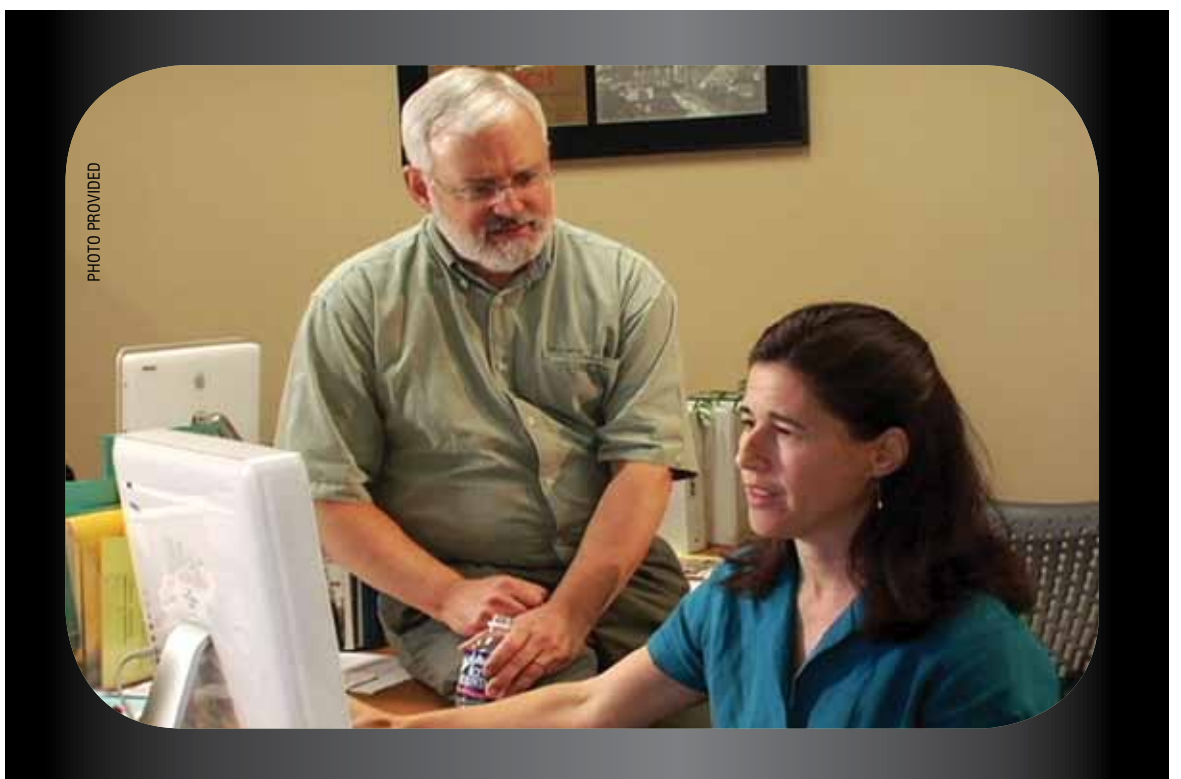
But it’s not reality TV. “You’d think people would realize that this is a re-enactment, not something that really happened,” Mandell says.

But people have made that mistake, notes FTT professor Mark Pilkinton, who acted in the film along with others including Louis MacKenzie, associate professor in Romance languages and literatures and chair of the Department of Music.

“Several people thought the cameras had caught me ‘harassing’ Wendy,” Pilkinton says. Colleague Wendy Aarons, a faculty member in FTT at the time, played a secretary.

“We theater people don’t know what to think about such a reaction, except maybe it’s a compliment to our acting,” Pilkinton notes ruefully. “Of course, the scenes were all completely scripted. We learned our lines and did many takes, just like a real TV show or film.”

The DVD was filmed over a six-month period on campus. The script was written by Jannifer



*In one vignette, FTT professor Mark Pilkinton plays the part of a faculty member who sends an inappropriate e-mail to a subordinate.*

Crittendon, director of the Office of Institutional Equity, in consultation with groups including the Office of the General Counsel.

The DVD, Mandell says, “is less campy than most corporate videos. It’s difficult for people not to snicker. You have all these preconceived

notions coming in, especially when you recognize some of the actors. But we had some pretty good acting that pulled it off.”

CAROL C. BRADLEY



*Mandell*

ment of Film, Television, and Theatre (FTT) colleague Bill Donaruma.

“The scenarios are subtle,” Mandell says, “which makes them come across as more believable. The vignettes were shot in a documentary style, so it feels more real,” he adds.



# Mendoza families bringing children home

## Families appreciate University adoption benefits

BY MARTI GOODLAD HELINE

Their journeys through the adoption process were different, but for four Mendoza College of Business families the result is the same—long-desired children in loving homes.

Cindy Proffitt, assistant director of career development for the MBA program, and husband, Brian, had two daughters, now 12 and 16, when they decided to expand their family. They found international adoption of an older child best for them.

After 18 months of preparation through an agency, the parents headed to Ethiopia to bring home their new daughter, 8-year-old Aberash.

“When we met is a minute I will never forget,” Proffitt says.

As a caretaker opened the door to the transition house, Proffitt suddenly was squeezed around the knees and found her daughter embracing her. “It was love at first squeeze.”

Even with trouble obtaining Aberash’s visa and having to phonetically learn phrases in their new daughter’s native language just to communicate on the 30-hour trip home, things went well, Proffitt says.

After six months, Aberash is learning English and settled into the family, Proffitt says. She works to maintain ties to her daughter’s native culture through a group of local families with adopted Ethiopian children.

Along the way, Proffitt and two other Mendoza employees also going through adoptions—Kim Patton and Koelle Jech—began meeting for lunch to share their experiences. “It was our own little support group,” says Patton, director of graduate alumni relations. *Just add water and stir: instant family.* That’s how Patton and her husband, Anthony, felt last year when they adopted three siblings.

The Pattons went through the state foster care system to find the

children: Andrea, now 12; Alex, 10; and Noah, 8.

Because Patton and her husband were older when they married and not able to have children, they decided to adopt a pair of siblings.

They went to the required classes, had a home study and submitted materials for their FBI background checks, but Patton’s fingerprints were rejected as unreadable six times, delaying her background check nearly a year. That meant several steps had to be redone.

After 18 months, they were matched with the siblings, who happened to attend the same church as the Pattons, Granger Community Church.

“How ironic is that?” says Patton. “We did not know them. God works in mysterious and wonderful ways.”

They agreed to take all three children, who were from Elkhart. “As soon as they met us, they started calling us Mom and Dad,” Patton recalls.

She credits their strong faith, the classes, family therapy and support from her coworkers with getting to where the children are now blossoming.

Jech, an administrative assistant in the dean’s office, and husband, Alex, who earned a Ph.D. in philosophy in May, adopted their baby girl last fall. Now nine months old, Audrey came to their home as a newborn.

After trying for years to have children, Jech was thrilled when their profile was chosen by the birth mother the day the adoption agency put it up. Two months later, their lives changed forever.

Motherhood, Jech says, “was beyond what I could have dreamed of. It’s just been magical.”

The Jechs, who are moving to Virginia, maintain close contact with Audrey’s birth family, even going to visit.

“We think it will someday be important to her (Audrey). We want to do everything to support that relationship in a healthy way,” Jech says.

Tonya Bradford and her husband, Kevin, both assistant professors of

marketing in Mendoza, also adopted. Tonya Bradford beams at her adopted three-month old son Zachary. “He’s just perfection,” she says. “He’s such a gift and blessing to our family.”

Bradford found out on a Monday in April they had a son to adopt. They brought him home that Wednesday.

Their 12-year-old son “is delighted” to have a baby brother, Bradford says. “They just have a ball together.”

Going through an attorney, the process took just three months for the paperwork, background checks and home study. “It worked best for us,” says Bradford.

The Bradfords are keeping the birth mother informed through letters and pictures so she knows she made the right decision.

Both Patton and Bradford praised the University Office of Human Resources for the ease in adding the new additions to their insurance.

“I can’t say enough positive things about HR,” says Bradford.

She, Jech and Proffitt all expressed appreciation for the University’s policy to reimburse adoption expenses. “It’s very generous,” Jech says.

“A lot of companies don’t have it. It’s a wonderful benefit,” adds Patton, who did not need it since she went through the state.

“Everyone wants to celebrate the process and embrace your children, however they came,” says Bradford about the supportive Notre Dame community. “This is a special place for people whose children have been chosen.”



Kim and Anthony Patton adopted three siblings from Elkhart, Andrea, 12, Alex, 10, and Noah, 8. Below, Cindy Proffitt with daughters Morgan, 12, and Aberash, 8. Koelle Jech and baby Audrey are pictured on page 1.

## Benefits available for adoptions

Full-time University administrators, faculty and staff are eligible to receive reimbursement of adoption expenses up to \$3,000 per adoption, with a maximum of two adoptions per year.

To qualify, an employee must have one year of service at Notre Dame on the date the adoption is final. The benefits apply to the legal adoption of a child under 18 who is not the natural child of the employee or spouse.

Covered adoption expenses include legal and court fees, medical expenses of birth

mother, agency or placement fees, health care expenses for the child and immigration fees.

Reimbursement for covered expenses is available after the adoption is final by submitting itemized bills and receipts to the Office of Human Resources. If adoption expenses are paid through another plan (such as spouse’s employer or other agency), the University will not reimburse the employee. Coordination of these benefits should be made through the Office of Human Resources.

Time off related to an adoption may also be available to employees under the Family and Medical Leave Act.

For more information, contact the askHR helpline at 631-5900.

CAROL C. BRADLEY



## ARCHIVES



ELIZABETH HOGAN, ARCHIVES

Notre Dame’s first football team took the field in 1887, the same year Thomas Edison made his first sound recording. The team played their first intercollegiate game against Michigan on Nov. 23 of that year, with the Irish losing 8-0.

## NEW HIRES

The University welcomes the following new employees who began work in July:

**Cynthia F. Broderick** and **Lucille A. D’Amelio**, residence halls staff

**Dan Brubaker Horst** and **Patrick R. Rader**, library

**Jessica G. Brubaker Horst**, customer support services

**Renee R. Carlson**, Kellogg Institute

**Florentiu D. Cibotaru**, **Joseph Flenner**, **Moshe Kamensky** and **Yu Xie**, mathematics

**Maureen E. Clark**, **Julie A. Denkler**, **Stephanie T. Nguyen** and **Christopher R. Perkins**, admissions

**Christopher Clemons**, Institute for Educational Initiatives

**David R. Dangler**, baseball

**Brooke Derouin** and **Rolf Pedersen**, Rolfs Sports Recreation Center

**Nina S. Doshi**, project and consulting services

**Maureen F. Doyle**, student activities

**Ante S. Glavas**, Mendoza College of Business

**Kolin J. Hodgson**, information security

**Kali M. Hofer**, athletic promotions

**Michelle Kelly**, ND NANO

**Janet C. Kenyon**, Office of Research

**Michael C. Marshall**, research and sponsored programs accounting

**Patrick Q. Mason**, Kroc Institute

**Nyree V. McDonald**, Office of Graduate Studies

**Santiago Montoya** and **Stephanie A. Severyn**, investment office

**Nell Newton**, Law School

**Lara A. Phillips** and **Kerstin Sonnabend**, physics

**Crispin Prebys**, art, art history, and design

**Kirk Reinbold**, advanced diagnostics and therapeutics

**Kathryn A. Scanlan**, archives

**Jason Williams**, operations and engineering

**Erliang Zeng**, computer science and engineering



## FYI

## ART

**"In Praise of Donors: Selections from the Dr. and Mrs. R. Stephen Lehman Collection"**

Sept. 6 through Oct. 4, Scholz Family Works on Paper Gallery, Snite Museum of Art

Artists represented include Durer, Rembrandt, Renoir, Stieglitz and Whistler.

**"Fritz Scholder—Contemporary Artist: Influence at the Snite Museum of Art"**

Sept. 6 through Oct. 18, Mestrovic Studio Gallery, Snite Museum of Art

A comparative exhibition displays works by Native American artist Scholder, alongside works by artists who influenced him, including Picasso and O'Keefe.

A public reception for both exhibitions will be held from 2 to 4 p.m. Sunday, Sept. 13.

**Actors From The London Stage present "King Lear"**

7:30 p.m. Wednesday,

Thursday and Friday,

Sept. 9 to 11,

Washington Hall

Shakespeare's tragic tale of betrayal and madness

\$18/\$18/\$12

**Robert Clark Organ Recital**

2:30 p.m. and 5 p.m., Sunday,

Sept. 13, Reyes Organ and Choral

Hall

A widely known organist and teacher, Clark is professor emeritus of organ at Arizona State University. \$10/\$8/\$5

## FILM

Unless otherwise noted, films are screened in the Browning Cinema, DeBartolo Center for the Performing Arts. Tickets are \$5 for faculty and staff, \$4 for seniors and \$3 for students.

**The Brothers Bloom (2008)**

6:30 p.m. Thursday,

Sept. 3, 9:30 p.m.

Friday, Sept. 4

A world where deception is art, and nothing is what it seems

**Afghan Star (2009)**

9:30 p.m. Thursday,

Sept. 3, 6:30 p.m.

Friday, Sept. 4, 3 p.m.

Sunday, Sept. 6

After 30 years of war, pop culture—in the form of a wildly popular "American Idol"-style TV series "Afghan Star"—returns to Afghanistan. The film follows four finalists, two men and two women.

**Chimes at Midnight (1965)**

7 p.m. Thursday,

Sept. 10

One of the few films over which Orson Welles had complete creative control, the film is an adaptation of Shakespeare's "Henry IV" and "The Merry Wives of Windsor." Nanovic Institute Film Series: European Shakespeare

**Vanaja (2006)**

6:30 and 9:30 p.m.

Friday, Sept. 11

Exploring the chasm that divides classes as a young girl struggles to come of age. Film-

maker Alan McIntyre Smith is scheduled to be present at the 6:30 p.m. screening iNDustry Alliance Alumni Filmmaker Series

**Notorious (1946)**

3 p.m. Saturday, Sept. 12

Starring Cary Grant and Ingrid Bergman. A woman is approached by an agent and asked to spy on a group of her father's Nazi friends. Celebrating Hitchcock

**Pray the Devil Back to Hell (2008)**

6:30 and 9:30 p.m. Saturday, Sept. 12

The story of a group of brave women demanding peace for Liberia, a nation torn by a decades-long civil war.

## LECTURES AND EVENTS

**College of Arts and Letters****Saturday Scholars Series**

Noon Saturday, Sept. 5, Annenberg Auditorium, Snite Museum of Art

Erika Doss, professor and chairperson of American Studies, presents "Memorial Mania: Public Art and Public Feelings in America Today."

**Telling HERStory**

Noon Tuesday, Sept. 8, Coleman-

Morse first floor student lounge

Speaker will be Lynn Hubert, Midwest director of regional development.

The talks are open to all faculty, staff and students. Attendees are welcome to bring a sack lunch.

## WELLNESS

**RecSports Intramurals**

Registration information, fees and deadlines for intramural teams open to faculty and staff, including sand volleyball, horseshoes, baseball, football, tennis and badminton, can be found at [recsports.nd.edu](http://recsports.nd.edu). Registration for some teams closes Sept. 1.

**Family FIRST** (Fitness Instruction & Recreational Sports Training) is a RecSports pilot program starting this fall. **Family FIRST** seeks to improve the minds, bodies, and spirits of Notre Dame's families. Programs are designed for parents and children to attend together. The first program in the series, **Family Yoga**, will be held from 2:30 to 3:30 p.m. Sunday, Sept. 13. The program is open to parents and children ages six to 12. A second **Family Yoga** class for parents and children ages 13 to 18 will be held on Sunday, Sept. 20. Both programs take place in the Rockne Memorial Building, and advance registration is required. Visit [recsports.nd.edu](http://recsports.nd.edu) for more information.

**Even Fridays! Family Soccer Clinic**

5:30 to 7:30 p.m. Friday, Sept. 11

at the practice fields south of the Eck Tennis Center

Pre-registration required via RecRegister, [recsports.nd.edu](http://recsports.nd.edu)

**Healthy Campus Initiative Screenings**

Free early screenings for WebMD's Health Quotient will be available in the Grace Hall Lower Level every Tuesday and Thursday through Sept. 17 from 7 to 11 a.m. Call askHR, 631-5900 to schedule an appointment. Additional screening dates will be available in late September and October.

# 'The Shirt' committee honored with season's first Team Irish Award

BY WILLIAM G. SCHMITT, NDWORKS

If you're wearing "The Shirt" to Notre Dame Stadium this season, marking the 20th anniversary of that beloved fundraising tradition, you're not only honoring the team of student-athletes playing on the field. Nor are you honoring solely the team of students that runs the annual Shirt project, from designing and manufacturing this legend-laden apparel to marketing well over 100,000 units that garner roughly \$500,000 for great causes.

You Shirt-wearers are also sharing the spirit of a diverse team of Univer-

sity employees who help the students reach the goal line every year, implementing a checklist of complicated tasks. With the 2009 checklist fulfilled, it's time to recognize these people from several offices that serve the University unceasingly and also happen to be unsung heroes of The Shirt Project.

We all "defend their honor" today by bestowing upon them a Presidential Team Irish Award. This team is energetic, expert, and eclectic. It includes the Alumni Association staff, the Athletic Department, the General Counsel's Office, the Licensing Department, the Office of News and Information, Procurement Services, and the Hammes Notre Dame Bookstore and its Follett Corporation management. All together, the recognition they get for their assistance is sometimes "small," but their indispensable support for this Fighting Irish tradition is "extra large." This tribute is fitting.



"The Shirt" Team Irish award winners include, clockwise from top center: Mike Low, Shannon Chapla, Keith Kirkpatrick, Meeghan Mousaw, Deborah Gabaree, Ryan Willerton and Javier Hernandez. Not pictured: Jim Fraleigh.

# Nanni co-chairs 'Walk to Cure Diabetes'

It's about finding a cure for juvenile diabetes

BY CAROL C. BRADLEY, ND WORKS

When Mike Brach asked Lou Nanni to serve as the co-chair of the annual Juvenile Diabetes Research Foundation's (JDRF) 2009 "Walk to Cure Diabetes," Nanni agreed. He's co-chairing the event with athletic director Jack Swarbrick.

"To be honest, I didn't know much about juvenile diabetes," says Nanni, vice president for University Relations. "But I couldn't say 'no' to Mike. His son Chris was diagnosed with diabetes at age 3."

It's been an incredible learning experience, says Nanni, "to find out how many families at Notre Dame and in the local community have been impacted by this devastating disease."

Brach's son Chris is now 14. "His body is working against him," Brach says. "The diagnosis throws your whole world upside down. He's doing great because of the research, the technology that's there to help patients live with the disease. But even when managed well, it takes a toll on people's bodies."

Nanni has made a number of speeches in support of the JDRF. "I say to them, 'I don't know much about juvenile diabetes, but I do know something about the love of a parent for a child.' At each function, there are parents whose children have just been diagnosed. This disease impacts the entire family. But there's hope. The walk is about hope and finding a cure. We really need your support."

The 2009 JDRF "Walk to Cure Diabetes" will be held Sunday, Sept. 20, with events beginning at noon. The three-mile, noncompetitive walk takes place along the bank of the St. Joseph River, beginning and ending at Potawatomi Park. To register as a team captain or a team walker, visit [jdrf.org](http://jdrf.org). For more information on the local event, call 273-1810 or e-mail [kmikel@jdrf.org](mailto:kmikel@jdrf.org).



Spring Showers, New York (1900) by Alfred Stieglitz



Nathan Gunn

## PERFORMANCE

**Nathan Gunn**

8 p.m. Friday, Sept. 4, Leighton Concert Hall

One of the most popular opera singers in the country, Gunn is also a native of South Bend Visiting Artist Series Because of football Friday traffic and parking, attendees are advised to arrive 30 to 40 minutes earlier than usual \$28/\$28/\$15



Nanni



# Students study and serve in India

BY PAUL HORN, CENTER FOR SOCIAL CONCERNS

Seed money from a Center for Social Concerns' community-based course development grant gave four Notre Dame students the opportunity to spend four weeks this summer participating in a new Undergraduate Action Research Seminar in India, offered by Notre Dame's Institute for Educational Initiatives (IEI). Led by Kolkata native Tamo Chattopadhyay, a postdoctoral teaching scholar and fellow at IEI, students examined educational and social policies in one of the poorest communities in the world—Kolkata (formerly Calcutta), India.

The course centered on an academic partnership with Sr. Cyril Mooney, the principal of Loreto Sealdah Day School. At the Loreto school, students observed innovative educational and social justice interventions that targeted the root causes of poverty and marginalization. The students also visited a school in a Kolkata slum and a school in a rural area to better understand the tremendous breadth of challenges and approaches to education in India.

Elsewhere in Kolkata, students participating in the Center for Social Concerns' International Summer Service Learning Program at Mother Teresa's Home for the Dying spent two months caring for the destitute in their final moments.



PHOTOS BY MATT CASHORE



A. Tamo Chattopadhyay, center, a post-doctoral teaching scholar in the Institute for Educational Initiatives, leads an Undergraduate Action Research Seminar with students Sara Jaszowski, at left, Sara Wanek and Carolyn Leary.

B. Students at Loreto Sealdah School in Kolkata

C. Carolyn Leary walks with students from Loreto Sealdah School, on their way to teach at a rural school outside Kolkata.

D. Kolkata street scene

E & G. Saint Mary's senior nursing student Alison Russell, above, and with Notre Dame senior Courtney Henderson, below right, volunteered with the Missionaries of Charity at Kalighat, the Home for the Dying in Kolkata, through the Center for Social Concerns International Summer Service Learning Project. The free hospice was opened by Mother Teresa in 1952.

F. Sr. Cyril Mooney greets students at the start of the day.



Additional support for the IEI initiative was provided by the College of Arts and Letters' Education, Service and Society minor; Kellogg Institute for International Studies; Arts and Letters Office of Undergraduate fellowships; and Mendoza College of Business.

