

NDWorks

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News for Notre Dame faculty and staff and their families

May 6, 2010

Research awards exceed \$100 million for the first time

Signals progress toward University's goals

BY GAIL HINCHION MANCINI, INTERNAL COMMUNICATIONS

Notre Dame's research awards have exceeded the \$100 million mark for the first time in its history, fulfilling a goal set by President Rev. John I. Jenkins, C.S.C., during his 2005 inaugural address.

"This is an important milestone for Notre Dame because it signals progress toward our goal as a pre-eminent Catholic research university," Father Jenkins said. "It shows that our faculty are making valuable discoveries in areas as diverse as nanoscience technology and conflict resolution."

The milestone was reached on

April 6 with the arrival of a \$93,158 grant to Karsten Grove, professor of mathematics, for a study called Geometry and Topology in the Presence of Lower Curvature Bounds. The National Science Foundation awarded the grant.

The \$100 million total reflects an increase in the number of grants proposed, an increase in the size of those proposals, and an increase in the number and size of grants that are winning funding, said Robert Bernhard, vice president for research.

"This milestone is due in all respects to the research vision and hard work of our faculty. Their enthusiasm to form teams across disciplines and institutions builds on our strong tradition of individual contributions. The enthusiastic support of our deans also has been vital," Bernhard said.

Since 2007-08, when Bernhard began to lead the University's research office, the number of proposals written and submitted has increased by 34 percent, and the size of proposal requests has doubled. By the end of March 2008, faculty had garnered \$64 million in awards, compared to the \$100 million milestone just reached.

The milestone is a tangible sign of the benefits Notre Dame has begun to realize by initiating a program to provide seed funding for research. Called Strategic Research Investments (SRI), the program has invested \$80 million of the University's own money to advance the scope, excellence and visibility of the research enterprise.

The funds have been used to hire new faculty, purchase cutting-edge

research equipment and provide personnel support that frees more time for faculty to pursue research projects. As a result of this support, "Our faculty members can confidently compete against their peers," Bernhard says.

While the current upswing in successful research reflects the early stages of the SRI investment, the full potential of the program has not yet had time to peak, he said. "When this investment is fully realized, I believe we will see the development of a transformative component of our research programs."

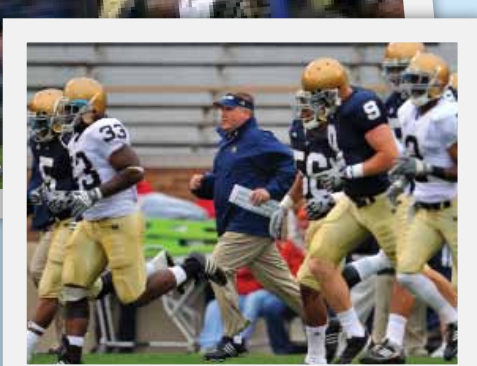
Certain external factors have helped define 2009-10 as a bountiful year. Among those factors, federal economic stimulus money under the American Recovery and Reinvestment Act of 2009 has totaled nearly

\$30 million. Those funds have included awards such as \$18.5 million to Peter C. Burns, Massman Chair and Professor of Civil Engineering and Geological Sciences, to establish an Energy Frontier Research Center. The focus is on the materials science of actinides, and the center intends to lay the scientific foundation for advanced nuclear energy systems that may provide much more energy while creating less nuclear waste.

Also noteworthy, a \$12.2 million renewal grant from the National Institutes of Health to the Vector-Base project to support the work of biologists Frank Collins and Nora J. Besansky, co-principal investigators, and Greg Madey and Scott Emrich of computer science and engineering.



PHOTOS: MATT CASHORE



BLUE-GOLD GAME

Top photo: At far left, sophomore tailback Cierre Wood runs the ball in the 81st annual Blue-Gold Game at Notre Dame Stadium. Wood ran for 110 yards and two touchdowns, including a 44-yard scoring run. Below right, first-year Irish head coach Brian Kelly leads his team out of the Tunnel and onto the field of Notre Dame Stadium for the first time.

Ohmer appointed interim director of Hesburgh Libraries

University will conduct national search

NDWORKS STAFF WRITER

Susan Ohmer, assistant provost and William T. and Helen Kuhn Carey Associate Professor of Modern Communication, has been appointed interim director of Hesburgh Libraries. The University is conducting a national search for a successor to Jennifer Younger, who is stepping down at the end of the academic year after 13 years as the Edward H. Arnold Director of Hesburgh Libraries.

As assistant provost, Ohmer is responsible for coordinating efforts to recruit and retain female faculty and for oversight of the libraries and Notre Dame Press, and she serves as the provost's liaison to the Early Childhood Development Center. Since 2007, she has led the Committee on Women Faculty and Students, which considers policies, practices and the general environment of the University as they relate to female faculty and students.

A member of the Notre Dame faculty since 1998, Ohmer teaches courses in film and television in U.S. culture, and her research focuses on the history and use of market research in media organizations.



MATT CASHORE

Ohmer

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Links of the Irish

Making a difference, online and all around

BY BILL SCHMITT, NDWORKS

Notre Dame Alumni Association is offering a new online program, "Tender, Strong, and True: Living the Gospel Daily."

The program, which is broadcast live but viewable as streaming video-on-demand, can be found at UStream.tv/notredame. The show features panel discussions in which faculty and other members of the Notre Dame family help people advance in their spiritual journeys.

Topics of the first programs included "liberating Christmas," perseverance in one's prayer life and finding Christian hope when confronting job loss. Monsignor Michael Heintz, director of Notre Dame's master of divinity program, served as moderator. The broadcasts have already attracted more than 1,500 views.

"With this series, our aim is to use Scripture as a tool for contemplation and dialogue—how to take the seeds of our faith and apply them to real issues in our homes and workplaces," says Kathleen Sullivan, the Alumni Association's senior director of spirituality and service.

Upcoming broadcasts this spring will explore living Gospel values at work, discovering your life's purpose and finding balance by living Gospel priorities. Learn more about the "Tender, Strong, and True" program schedule at alumni.nd.edu/tst. Tune in "live" in order to ask the panelists questions using the social network tools Facebook and Twitter.

Meanwhile, there's another, even broader discussion going on across campus. A growing community of faculty, staff and students is convening for collaboration and coordination on the subject of fostering a sense of global citizenship.

This discussion, complementing Notre Dame's mission to make a difference in the world, is not an online program. It's a structure of on-campus human interactions—lectures, coffeehouse conversations, materials to be read and discussed—that has an online component.

The Center for Social Concerns, one of the University units leading this initiative, offers an online introduction to the topic, complete with a recent guest lecture that outlined today's educational challenges. Hear the recording of that lecture by going to socialconcerns.nd.edu and clicking on the links at "Summit on Global Citizenship." The website's description of the "learning community" that is growing around this topic also lists the many University units collaborating in the process.



Math conference draws hundreds

Showcasing the University's investment in mathematics

BY GENE STOWE, FOR NDWORKS

The 2010 Midwest Algebra, Geometry and their Interaction Conference (MAGIC) at Notre Dame on April 23-25 brought together more than 100 mathematicians from the region and around the world. Notre Dame professors Claudia Polini, Juan Migliore and Nero Budur organized the event with Alberto Corso of the University of Kentucky.

MAGIC is a series of conferences more than a decade old that rotates among Notre Dame, Kentucky, Purdue University, the University of Illinois at Urbana-Champaign and the University of Illinois at Chicago. The meetings, focused on commutative algebra and algebraic geometry, aim to attract young scholars such as graduate students with interest in the field.

Joseph Harris of Harvard University opened MAGIC '10 with a talk on "Uniformity of rational points on curves," exploring some ramifications of Faltings' theorem. The theorem, Gerd Faltings' proof in 1983 of the Mordell conjecture proposed in the 1920s, was one of the leading mathematical accomplishments of the 20th century. Harris discussed possible extensions of the theorem, which says the number of solutions to certain Diophantine equations is finite.

Other MAGIC speakers were Valery Alexeev of the University of Georgia, David Cox of Amherst College, Elisa Gorla of the Universitat Basel in Switzerland, Robin Hartshorne of the University of California at Berkeley, Melvin Hochster and Robert Lazarfeld of the University of Michigan, Janos Kollar of Princeton University, Rosa Maria Miro-Roig of the Universitat de Barcelona in Spain and Andrew Sommese of Notre Dame.

Talks included "Rees algebras and singularities of rational plane curves," "Singularities of pairs," "Continuous closure," "Positivity of cycles on abelian varieties," and "Recent work in numerical algebraic geometry," presented by Sommese.

Greg Sterling, dean of the Graduate School; Greg Crawford, dean of the College of Science; and Bei Hu, chairman of the Department of Mathematics, welcomed the conference to campus and used the opportunity to showcase Notre Dame's expanded investment in mathematics. The University, which has added a Department of Statistics, provided support for the conference along with the National Science Foundation.



Polini

CAROL C. BRADLEY

New look for Legends

Updates throughout the restaurant

BY COLLEEN O'CONNOR, FOR NDWORKS

Perhaps you have noticed the exterior makeover at **Legends of Notre Dame**, completed last fall. New signage, landscaping, lighting and canopies have given the nondescript, one-story building a polished and upscale look. Immediately following Commencement, renovations will begin inside as well, starting at the front door. You will enter through the first—and only—revolving door on campus!

Once inside, you will notice the biggest changes in the lobby, according to Aaron Perri, general manager, facilities and programs. The greeter station, originally located in the restaurant area, will be moved to the lobby where it will be complemented by new leather seating and a flat-screen TV, one of 17 that will be strategically placed throughout the establishment. The area previously occupied by the greeter station will be home to four new dining booths, a trophy case and a merchandise display cabinet.



Perri

CAROL C. BRADLEY

The pub will have crown molding throughout, new ceiling fans and pendant lighting above the bar. The restaurant will have new carpeting and new lighting consisting of LED cans in the new beveled ceiling panels, ceiling mono spotlights to illuminate the wall décor, and pendant lighting over the booths. Navy blue paint will cover the walls below the chair rail, and there will be matching upholstery on booths and newly introduced chairs. Seating capacity will increase by 28 seats.

The private dining room will take on a more elegant look, with wainscoting,

wall sconces and new artwork. The entrance to the private dining room, currently located off the service area, will be moved to inside the restaurant.

There will also be "behind the scenes" upgrades to enhance service, and some changes taking place to comply with ADA standards.

Doug Schlagel, Pamela James and Valerie Teumac-Minder of the Office of the University Architect provided design services for the project. Construction is scheduled to be completed in early June.

According to Perri and Rich Jacobs, general manager, food services, there will be new wait staff uniforms and a new look to the menus. The menu offerings will be slightly revised this summer. "There will be no immediate change in operating hours, but we are exploring Sunday hours to go into effect sometime in the future," said Perri.

No changes are planned for the nightclub at Legends. It is available for event bookings, such as wedding receptions, at any time other than weekend nights during the academic year, which are always reserved for student activities.



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Submit story ideas, questions and comments to ndworks@nd.edu or contact Carol C. Bradley, 631-0445 or 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.

NEWS BRIEFS

LANNON RECEIVES NSF CAREER AWARD

Kevin Lannon, an assistant professor in the Department of Physics, has received a 2010 National Science Foundation Faculty Early Career Development (CAREER) Program award of \$500,000 over five years. The award is the agency's most prestigious aimed at supporting the early career development of scholars who integrate research and education.

Lannon plans to use the CMS detector at the Large Hadron Collider at CERN to study why particles acquire mass, especially why the top quark has a mass some 60,000 times larger than the up quark. The project includes upgrading the CMS detector.

Lannon also plans to involve high school students and teachers in CMS data analysis through the QuarkNet program. He expects to develop software that will transform raw CMS data into a format that can be used easily for web-based and classroom learning activities. Engaging students in such research can help recruit them to technology and engineering careers as well as basic science.

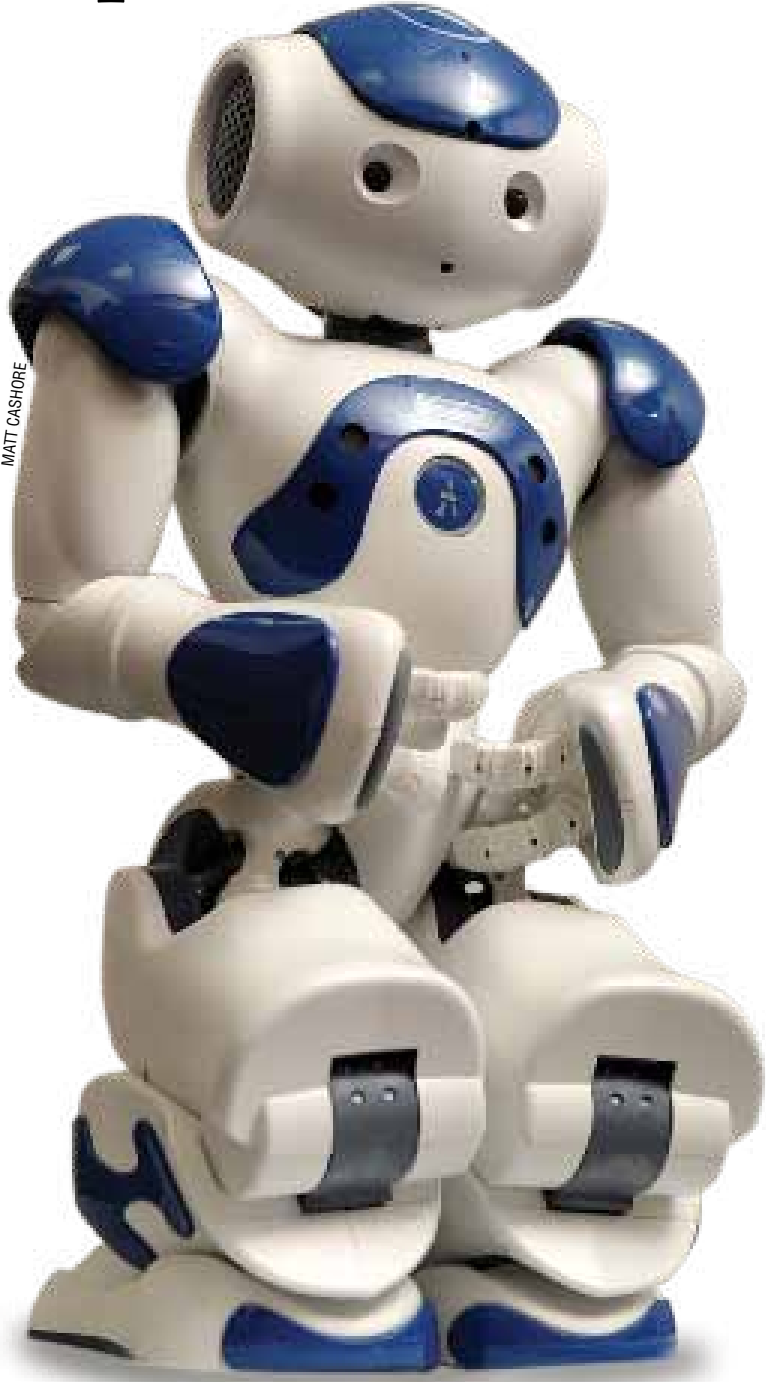
NOTRE DAME SUMMER BAND PROGRAM OPEN TO ALL

Applications are being accepted to participate in Notre Dame's **Summer Band**, a concert band open to faculty, staff, alumni, members of the community and young musicians age 15 and older. Rehearsals will be held on Monday and Wednesday evenings through June, culminating in a June 30th concert on the Irish Green. Contact the band office, 631-7136, to apply.

GLOBAL HEALTH SUMMER SCIENCE CAMP FOR MIDDLE SCHOOL STUDENTS

The **Sensing Our World 2010: Global Health Summer Camp**, Monday through Friday, July 12 to 16, will show middle school students how researchers at Notre Dame and across the U.S. are working to address global health challenges, including epidemic disease and the health care needs of the developing world. The weeklong camp, sponsored by the Siemens Foundation, is open to students age 11 to 14. Fee for the camp is \$200, and the registration deadline is May 15. For more information and a registration form, visit nd.edu/~nismec/2010_info2.pdf.

Psychologist explores effective treatment options for children with autism disorders



MATT CASHORE

within six months. Our ability to diagnose earlier—regardless of the treatment—means earlier intervention and better outcomes,” says Diehl.

As with many developmental disorders, the diagnosis of “autism” can mean something different for each child. Autism disorders fall within a spectrum of behaviors, some more serious and difficult to overcome than others.

“The signature characteristic for all children with autism is difficulty communicating. Many of the children desire to be social, but comprehension is a barrier for them. They don’t always understand social conventions or norms,” Diehl says.

Helping children with autism break through those barriers and communicate more effectively is the focus of Diehl’s current research projects and therapies, all of which are behavior-based.

“In a simple conversation, there are gestures, facial expressions, words and voice inflection—all of which come naturally for most people,” Diehl explains.

“Children with autism can accomplish these behaviors individually, but putting them together is difficult for them. These intuitive behaviors need to be taught to them.”

In therapy sessions with children with autism, Diehl focuses on breaking down those individual behaviors and teaching communication piece by piece.

One method is through the use of “Nao,” a robot that is programmed to simplify various communication behaviors such as gestures and facial expressions, and teach children with

Study seeks adolescents ages 13 to 17

Research centers on language comprehension in typically developing teens, those with autism spectrum disorders

Assistant professor of psychology Joshua Diehl’s **Language Comprehension Study** is seeking adolescents ages 13 to 17 in a research project that aims to understand how typically developing adolescents and adolescents with autism spectrum disorders perform on a range of tasks measuring language comprehension.

The study is enrolling typically developing 13- to 17-year-olds, as well as those with high-functioning autism, Asperger’s syndrome or pervasive developmental delay. The study involves two to three hours of language and social activities designed to be both fun and engaging. Participants will receive a stipend of \$45. For more information, call the F.U.N. lab (Laboratory for Understanding Neurodevelopment), 631-0958, email fun.lab@nd.edu or visit nd.edu/~jdiehl1/Home.htm.



Diehl

MATT CASHORE

autism how to use and understand them.

“The most important part of social interaction is understanding what’s being said and being able to be understood,” Diehl explains. “If we can bridge this social gap, it will open up so many doors for children with autism and help them in all aspects of their lives.”

Most current research studies are focused on early intervention, but there still is a need for intervention for older children with autism.

“We need to focus on services and therapies for children beyond the first few years of life,” Diehl says. “What can we do for a child with autism who’s 11, 12, even 18? These parents are still looking for ways to help their children.”

One of Diehl’s studies is geared

toward older children and adolescents with high-functioning autism or Asperger’s syndrome, and focuses on language comprehension.

“We are trying to understand how children with autism spectrum disorders perform on a range of tasks measuring language comprehension abilities, and compare them with typically developing children and adolescents.”

Diehl stresses the importance of continuing research in order to know what works for which children, and how to use that information for effective treatment plans.

“In an ideal scenario,” according to Diehl, “children would receive individualized treatment for areas in which they’re struggling, and have those tailored treatments continue throughout their lives.”

Earlier interventions mean better outcomes

BY SUSAN GUIBERT, OFFICE OF PUBLIC RELATIONS

When one out of every 100 children born in this country is diagnosed with autism, treatment for those children requires as much attention as the diagnoses.

“Ten or 20 years ago, we were lucky to diagnose a child by age 4 or 5,” says Joshua Diehl, assistant professor of psychology at the University of Notre Dame, who specializes in developmental disorders, with an emphasis on autism spectrum disorders and dyslexia.

“Now we’re able to reliably diagnose as early as 18 months, with some studies trying to pinpoint it



MATT CASHORE

ROBOTIC BLUE-GOLD GAME

Sixty-seven mechanical engineering students participated in the second annual **Robotic Blue-Gold Game** on Friday, April 27. The design, build and test experience is the culminating project of “Mechanical Engineering Senior Design,” a course taught by aerospace and mechanical engineering professors Jim Schmiedeler and Stephen Batill.

Latin site surprisingly popular

35,000 hits per day

BY CAROL C. BRADLEY, NDWORKS

Kevin Cawley started a Latin grammar and dictionary website in 1996.

A senior archivist and curator of manuscripts in the University Archives, Cawley sometimes works with manuscripts and church documents written in Latin.

“I attribute it to my own deficiencies in Latin,” he says. “I wanted to create something for others like me—who’d had some Latin, but needed help.”

The Latin Dictionary and Grammar Aid site, archives.nd.edu/research/dictionary.htm, is a help to those who don’t know the dictionary form of Latin words they encounter in their reading—with this site, they don’t need to

know the dictionary form, Cawley says. The site works well to serve the needs of its many users, with the high hit rate attributable to users looking up many words at a time.

When using the site for translating from Latin, “You still don’t get something you’d want to turn in to your teacher,” Cawley says. “It might be useful for those with some knowledge of Latin, or less use to those who know nothing at all.”

It’s the people who know nothing at all who tend to call Cawley for translation help. And what do they want translated?

“Tattoos,” he says. “They’re willing to pay for the tattoo, but not for the translation.”

Translating Latin is not the main work of the archives—it’s preserving the permanent valuable historical records of the University, and records documenting the Catholic Church

in the U.S. and in the territories that were later the U.S.

Still, Cawley tries to answer people’s questions if the answer is obvious—*Amor Vincit Omnia* and *Omnia Vincit Amor* are both options for “Love Conquers All,” for example.

Things get a little complicated when someone wants an English sentiment translated into Latin—which hasn’t been common as a spoken language for centuries. Cawley has had to post a notice on the Latin dictionary site that he no longer does translations.

Latin tattoos are a strange phenomenon, he says. “People don’t want to learn Latin anymore, but it still has cultural cachet. Maybe they should stick to English.”

Douthwaite article honored

Research reveals precursor of Shelly's 'Frankenstein'

BY LISA WALENCEUS, COLLEGE OF ARTS AND LETTERS



MATT CASHORE

The editorial board of the *European Romantic Review* and the executive committee of the North American Society for the Study of Romanticism have chosen an article by **Julia Douthwaite**, professor of French in Notre Dame's Department of Romance Languages and Literatures, as the winner of their Best Article of 2009 award.

"The Frankenstein of the French Revolution: Nogaret's Automaton Tale of

Douthwaite

1790," written by Douthwaite with former graduate student Daniel Richter, was selected for the prize based on its merits in scholarship, originality, quality of writing, and significance for romantic era studies.

"A preeminent scholar in the field of French and francophone literature and culture, Julia Douthwaite is nationally and internationally recognized for her path-breaking discoveries in 18th- and 19th-century literary and cultural history," Ted Cachey, department chair and professor of Italian, says. "Her commitment to graduate education and the quality of her mentoring are also well-illustrated by this prize-winning essay she co-authored with Daniel Richter."

Mary Shelley first published *Frankenstein*, now a classic in the genre of horror stories and films, in 1818. Shelley claimed that she had gotten the idea for the Frankenstein story (the name of the scientist, not the monster) from a dream.

But Douthwaite's research shows that approximately 28 years before Shelley's book was in print the French author François-Félix Nogaret not only coined the name Frankenstein in the 1790 novella "Le Miroir des événements actuels, ou la Belle au plus offrant" ("The Looking Glass of Actuality, or Beauty to the Highest Bidder") but that he also used the name to designate a scientist-engineer hero who invents a life-size automaton, much like Mary Shelley's hero.

The article by Douthwaite delineates the "surprising resemblance" between Nogaret's and Shelley's stories, similarities that exist in spite of the different historical and ideological contexts of the two works. "The Frankenstein of 1790 and Other Missing Links from Revolutionary France," Douthwaite's book in progress, will elaborate on the arguments put forward in her article, drawing connections between writers of the French Revolution and later writers such as Shelley, Dickens and Stendhal.

"I am thrilled with this award, especially because it confirms my hunch that the 'missing link' concept at work here is convincing," Douthwaite says.

Entrikin to lead internationalization efforts

Expanding strategic relationships with global partners

J. Nicholas Entrikin, vice provost of international studies at UCLA, has been appointed to the newly established position of vice president and associate provost for internationalization.

In his new role, Entrikin will lead the effort to broaden Notre Dame's international culture, programs, reach and reputation through expanded international research, collaborative projects and strategic relationships with global partners.

"I am very pleased and honored to have been chosen to lead the internationalization efforts at Notre Dame," said Entrikin, who also has been appointed a professor of sociology. "During my campus visits, I have had the pleasure of meeting members of the campus leadership and have been impressed by their collegiality, pride in the University's deservedly excellent reputation, and confident vision of Notre Dame's future. These are difficult times for many universities, but at Notre Dame I found only optimism and enthusiasm about exploring new opportunities and expanding on existing strengths."

Notre Dame experts examine proposed National Broadband Plan

Offering an opportunity for public engagement

BY WILLIAM G. GILROY, OFFICE OF PUBLIC RELATIONS

The Federal Communications Commission (FCC) recently unveiled an ambitious National Broadband Plan aimed at bringing superfast broadband service to all U.S. residents by the end of the decade and making the United States a leader in high-speed Internet access to improve commerce and productivity.

Nicholas Laneman, associate professor of electrical engineering and director of the University of Notre Dame's new Wireless Institute, and **Barry P. Keating**, Jesse Jones Professor of Finance in the University's Mendoza College of Business and a member of the executive committee of the institute, recently weighed in on the significance of the proposed plan.

The heart of the FCC plan to bring these ultrafast broadband services to market involves changing the manner in which "frequency space" or "spectrum" is used in the United States.

"From my vantage point as a communications engineer in academia, I cannot think of a more exciting opportunity for public engagement and feeding back that engagement into our teaching and research efforts," Laneman said. "Wireless broadband delivered via the radio spectrum raises a set of critical issues in the plan, which is what grabs our attention. I anticipate growing discussion about this plan through the press for many

months to come, and I hope that some of the more important aspects of the plan come to fruition. The important question is how?"

Congress, in the American Recovery and Reinvestment Act passed in early 2009, required the FCC to create a national broadband plan.

"Too often, and consistently since

the FCC was formed in the 1930s, discussions about efficient and/or valuable utilization of the radio spectrum boil down to a debate between an incumbent and up-and-comer, with the FCC forced to play mediator," Laneman said. "The incumbent offers a set of services on a useful chunk of spectrum

for which they already have a license from the FCC. The up-and-comer has a new technology or business model and wants to offer it on either the same band or a neighboring band. In the current plan, the most pressing debate appears to be one between TV broadcasters (incumbent) and the cellular wireless industry (up-and-comer)."

Keating noted, "Following a procedure started in the Clinton administration, the FCC is proposing to auction (i.e., sell) frequency spectrum to the highest bidder; the winning

bidders would then use this spectrum as they saw fit to provide services to consumers. The plan is a radical change from the standard method of allocation in which the federal government owns the spectrum and 'allocates' rights to different groups (e.g., television stations, radio stations, cell phone providers, etc.) as it

sees fit. These allocations are of limited duration and can be changed at the whim of the FCC.

"The problem with the current FCC allocation system is that the FCC itself has to decide on every change in spectrum use, and government agencies are not known for either the speed or

prudence of their decisions. However, auctioning off large chunks of the frequency space is not the only change the FCC is proposing."

Congress will need to approve the approximately 200 recommendations in the National Broadband Plan, and the FCC plans to have a series of meetings over the next few months regarding the details behind the plan. Laneman hopes that the academic community will play an active role in consideration and discussion of the plan.

MATT CASHORE



Laneman

ELIZABETH HOGAN, ARCHIVES



FROM THE ARCHIVES

CORNET BAND

The University Cornet Band poses on the steps of the second Main Building with bearded professor William Ivers, seated at right.

Answers to your Town Hall meeting questions on position structure and compensation

In Town Hall meetings last month to discuss the University's new position structure and compensation plan, a number of questions emerged as being of key importance to staff and administrators. They are reproduced below, and are available, along with other Frequently Asked Questions, on a new informational website, hr.nd.edu/compensation. Staffers also heard about a number of new construction projects.

Are the people being hired for positions today being leveled under the new position descriptions and market reference ranges?

As positions are posted, they are placed into the new Compensation Program, and the corresponding market reference ranges are used to ensure consistency across campus. Additionally, the new ranges are taken into consideration when making hiring offers.

How are years of service acknowledged in the new position structure?

The Family, Subfamily, Career Stream and Career Level an employee

placement in the market reference ranges is based on the salary they were originally paid and the performance merit increases they received.

Do the market reference ranges take into account cost of living increases?

The Compensation Program will be reviewed on an annual basis to ensure the market reference ranges are competitive with the market. While we have not increased or decreased the market reference ranges due to cost of living, our survey data would be reflective of any cost of living adjustments made by employers.



Above, a new three-story building to house the Alliance for Catholic Education will be constructed northwest of the Main Building. Right, negotiations are under way for the purchase of a building to house the School of Architecture's Rome Program.



Student ImproveND gives us high marks

BY GAIL HINCHION MANCINI, INTERNAL COMMUNICATIONS

If the ImproveND student customer service survey were a report card, Notre Dame's staff would be on the honor roll.

Results of the survey presented during recent Town Hall meetings showed that a number of areas earned student satisfaction rates of 90 percent or better. They include satisfaction with the maintenance and upkeep of classrooms and facilities (97 percent); appreciation of the campus grounds (96 percent); a sense of safety (95 percent); satisfaction with the Google Apps technology (94 percent); and appreciation of the Food Services staff (92 percent). Classroom technology earned an 86 percent satisfaction rate, and 80 percent of students surveyed said they enjoyed the library for study space, public computing and electronic resources.

The bookstore earned an 89 percent satisfaction rate for the quality and variety of merchandise. RecSports fitness and instructional classes earn an 84 percent satisfaction rate.

The survey allowed student to suggest where they would like to see changes. More printing stations, particularly in residence halls, topped the list. Students also would like improved cellular reception and processes that make it easier for them to order textbooks or apply for student jobs.

is placed in will be dependent on the job responsibilities noted in the positions questionnaires (PQ) and where that fits within the Career Level Guide. This information will be compared to similar positions in the market and assigned to an appropriate market reference range. An employee is assigned into the new structure based on the above process and retains their current salary. Their

Does the market reference range specifically for non-exempt employees specifically address union wages, which tend to be higher?

Some organizations that respond to the market surveys include those that have unions. Their salary information would be considered in the same way as salary data from all the organizations.

Are there people whose salaries are above the market reference range, and will their salaries be cut?

There will be no salaries reduced as a result of the new Compensation Program. There is a small percentage of employees who are paid above the market reference ranges.

For people whose salaries are below the market reference ranges, will they get raises, and will that happen soon?

Departments will be working to adjust those individual salaries that are below the minimum of the market reference range. Steps will be made to adjust their base salaries.

Is this new structure impacting an employee's status as exempt or non-exempt?

During the review process, there were fewer than ten positions that were identified as requiring a change in exemption status. This was based on the review of the position responsibilities as noted in the position questionnaires and how they met the requirements of the Fair Labor Standards Act (FLSA) and not as a result of the new structure.

How does my position in the new market reference range affect my possibility for a raise?

The new market reference ranges will not determine an employee's eligibility for a pay increase. However, if an employee is above the market reference range, a pay increase may be paid out in the form of a lump sum as opposed to a base pay increase depending on the employee's performance and how far their salary is above the range.

Which of our titles will match the position descriptions and which will reflect title options more recognizable to the market?

Working titles were determined using the Titling Guidelines and in partnership with each department's business manager. The Career Level Descriptor will be used as the standardized name to aid in consistently matching positions to market.

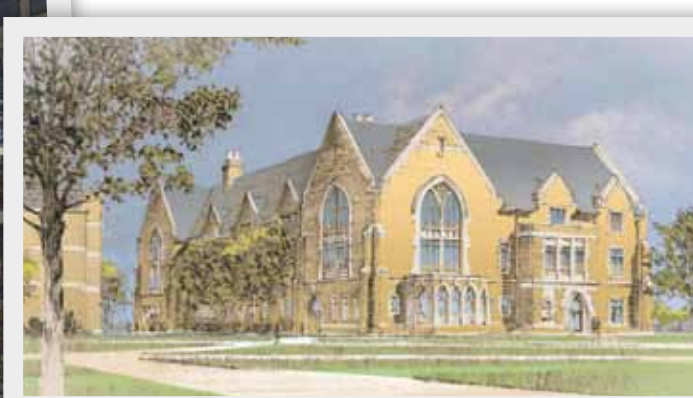
How does the new position structure promote career progression?

There will be an online resource which will allow employees to clearly see the market reference ranges for all

positions on campus based on their Family, Subfamily, Career Stream and Career Level. Additionally, employees will be able to refer to the Career Level Guides to determine the necessary requirements for the Career Levels across the University. This will help employees in career planning and development.

What areas of the new structure are open for discussion or appeal, and what of this structure is set in stone?

In the event that there have been changes in a position since completing the position questionnaire last spring, an employee may work with their supervisor to submit a request for reconsideration. Positions will be reviewed concerning the assignment to the Family, Subfamily, Career Stream and Level. Review of working titles may also be requested but must still comply with the new titling guidelines.



At left, construction of the new Notre Dame Ice Arena is scheduled to be completed in December 2011. Above, the Mendoza College of Business' Stayer Center for Executive Education will be built south of the college.

New HR compensation website launched

Visit the new Office of Human Resources website at hr.nd.edu/compensation for access to information on the University's new compensation system. The website offers employees access to information on various campus positions, including defined criteria for each level and specific market reference ranges for position compensation.

Focus on sports nutrition

Training table something new for student-athletes

BY CAROL C. BRADLEY, NDWORKS

Last fall the Athletic Department added something new—a “training table” for football scholarship athletes.

Athletes train so hard during the season that they may have a hard time keeping up their weight, says athletic department sports nutritionist **Erika Whitman**.

Additionally, some student-athletes were eating only five or six meals a week in the dining halls, perhaps choosing less-healthy fast food options.

“It’s very critical to avoid weight loss during the season. Many Division I schools have some type of enhanced meal plan for student-athletes,” she says.

A training table may mean one enhanced meal per day, or a meal that’s a little more expensive or catered to the Guglielmino Athletics Center. The enhanced meals count as a regular meal on the student’s meal plan—if the meal is more expensive, the Athletic Department picks up the difference.

Meals for student-athletes also offer another benefit: the camaraderie a team experiences when eating together. Whitman and the coaches are included in the meal as well—that gives her the opportunity to educate them about nutrition and health.

“When I’m there, I can give them a lot more education about the food they’re putting in their bodies,” she says.

And she’s learned a few tricks—vegetables come first in the serving line. “I’m a big fan of fruit and vegetables at every meal. They do respond when I ask them where their vegetables are. We’re setting a good example,” she says. “If we do this for one meal, it will carry over to the meals they eat on their own.”

Whitman works with Catering by Design to ensure balanced meals—vegetables, fruit, lean meat, seafood, whole-grain rice, bread and potatoes are all in one serving line. “It makes it a lot harder to walk by and not take it.”

PHOTOS: CAROL C. BRADLEY



The training table always includes a salad bar, but only Gatorade, water or milk to drink—no soft drinks. “They can get them at lunch, not on my time!” she says. Dessert consumption is pretty minimal after a good meal, she adds.

While the training table concept is being piloted only with football scholarship student-athletes, Whitman’s services are available to all student-athletes.

At top, sports nutritionist Erika Whitman stocks recovery drinks at the Guglielmino Athletic Center. Energy bars, below, and fruit are also available for student-athletes’ post-workout nutritional needs.

SERVICE ANNIVERSARIES

The University congratulates those who celebrate significant anniversaries in May, including 35-year employees **Margaret A. Gloster**, University Press, and **Carol A. McFarlane**, Morris Inn.

20 years

Anthony D. Clark, security
Donald C. Gard, physics
Nathan D. Mitchell, theology

15 years

Christopher J. Antonucci, risk management and safety
Jessica M. Brookshire, Office of the Vice President—University relations
Vickie R. Garrett, Food Services Support Facility
M. Cathleen Kaveny, Law School
Douglas K. Marsh, Office of the Vice President—Business Operations
Jason L. Pope, Landscape Services

10 years

Linda S. Brady, College of Arts and Letters
Tim Ferguson, Joyce Center
Natalie L. Gedde, College of Engineering
Tomi M. Gerhold, licensing
Benjamin J. Heet and **Patricia Loghry**, Hesburgh Libraries
Thomas A. Klimek, Integrated Communication Services
Gary L. Maze, utilities
Samuel L. Sanchez, band
Philip L. Shaffer, Office of the Director—maintenance
Yolanda R. Teamor, financial aid
Kimberly K. Warner, St. Michael’s Laundry



Gloster



McFarlane

30 years

David L. Gatchell, security
Olay Malaythong, Joyce Center
Kathleen A. Peterson, chemistry and biochemistry

25 years

Christian F. Horwarth, Joyce Center
David M. Lodge, biological sciences
Mark S. Sobieralski, Preventive Maintenance
Kay L. Stewart, Freimann Animal Care Facility



RecSports summer classes

Stay active and fit

Registration begins at 7:30 a.m. Thursday, May 20, for RecSports **summer fitness classes**, including FAST (Faculty and Staff Training) classes offered exclusively for faculty, staff and retirees. Options include cardio, cycle, yoga, aquacise and interval training.

Registration for instructional classes, including dance, tennis, horseback riding, martial arts, sailing and scuba, begins at 7:30 a.m. Thursday, June 17.

A complete schedule is available online at recsports.nd.edu. Register online via RecRegister or stop by Rolfs Sports Recreation Center to register by computer or with cash or a check.

STAFF SPOTLIGHT

AVA PREACHER

WEARER OF MANY HATS

Ava Preacher, assistant dean and associate director of the Office for Undergraduate Studies, also is pre-law adviser for all of campus. She recently received a 2010 Congressman Neal Smith Award, in recognition of her “exemplary contributions to law-related education and its mission to promote public understanding of law and the legal process.”

Most pre-law advisers, while trained in the field, don’t have a legal background, she notes. Their mission is to understand what students need to know to get into—and succeed—in law school. A popular annual event for pre-law students is a panel discussion by current Notre Dame law students, “What I Wish I’d Known.”

She wears yet another hat as the campus “victim’s resource person,” offering information, resources and referrals for students who have been sexually assaulted.

But most of her days, Preacher says, are spent talking with undergraduate students about their academic advancement.

“I feel really privileged to work at Notre Dame,” she says. “This is a wonderful community, and I’m happy to be a part of it.”

Preacher



CAROL C. BRADLEY

Archaeological site receives national historic status

PHOTOS BY MATT CASHORE



At left, the anthropology department's summer archaeology field school excavations at Collier Lodge, near Kouts, Ind. Right, anthropology professor Mark Schurr has conducted excavations at the site since 2003. Below, Collier Lodge and Baum's Bridge, circa 1907. The site has been occupied by humans for 9,000 years.



KANKAKEE VALLEY HISTORICAL SOCIETY



Helping the community preserve our national heritage

BY CAROL C. BRADLEY, NDWORKS

Since 2003, anthropologist **Mark Schurr** has led archaeological digs on the grounds of Collier Lodge, a 19th-century hunting lodge on the banks of the Kankakee River in northwest Indiana, about 10 miles south of Valparaiso near the small town of Kouts.

Now, with Schurr's support and assistance, the one-acre site, which is maintained by the Kankakee Valley Historical Society, has been listed on the National Register of Historic Places.

"A lot of people think historic status applies only to buildings, but an archaeological site can be registered too," he says.

This marks the first time that the University has been involved in the nomination of a site for historic status, he adds. "It's a great example of using the skills we have at Notre Dame to help a community organization, and help preserve our national heritage."

Schurr and more than 40 Notre Dame students have spent the past seven summers excavating the unique site, where humans have lived since 7,000 B.C. "It's pretty clear why the Potawatomi—and later, Euro-American pioneers—chose the site as a place to settle," he says. "It's a great place to cross the river. We know that people camped there in about A.D. 1400, roasted tubers from the marsh and threw their garbage away."

Charcoal from a roasting pit at the site was radiocarbon dated to around A.D. 1640, just before European contact. The historic period starts in 1679, when French explorer Robert LaSalle crossed the Kankakee River.

At Collier Lodge, Schurr says, "We can look at this one little place on the landscape and see how people lived for 9,000 years."

There are opportunities available for those interested in working on the dig and developing their skills as archaeologists. Individuals can register for the anthropology department's summer archaeological field school for college credit, or join the Kankakee Valley Historical Society (kankakeevalleyhistoricalsociety.org) and work as a volunteer during the July 5 to 22 excavations.

The dig is also open to the public Monday through Thursday during those dates, Schurr adds. "So just drop by and see what's going on."

**HAVE A
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FOR
NDWORKS?**

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Studying rituals of death

A way to understand the human experience

BY CAROL C. BRADLEY, NDWORKS

Death is one of the few truly universal human experiences, and one to which students can relate, says **Deb Rotman**, assistant professional specialist and director of undergraduate studies in the Department of Anthropology.

"By the time they get to college, most have experienced the death of a family member. Every semester, someone experiences a loss," says Rotman.

Rotman teaches "The Anthropology of Death," a course that examines the ways individuals, families and communities understand death, through issues such as class, status, gender and ethnicity.

Students are often surprised by the experience of the course, she says. "They expect to talk about ghoulish things all semester, and that's not it."

They are often surprised to learn that things like embalming someone and presenting them for viewing are seen as very strange by other cultures.

In Mexico, an open casket is deemed disrespectful to the deceased. "Some Indonesian practices involve secondary burial," she says. "Grandma is buried in a rice jar, but her bones are later removed to the family mausoleum. Funeral rituals are not just something that happens over a short period of time, but potentially years, with different rituals over time." The Bara tribe of Madagascar, she adds, engage in bull wrestling at funerals.

It's what all anthropology is about, Rotman says, making the strange—

or what at first seems to be strange—familiar. And making the familiar—

or what seems to be familiar—strange. "Really, it's about trying to understand what it means to be human," she says. "One of the primary roles of a funeral is to mend the social fabric that's been ruptured with the loss of someone in the community."

Rotman became interested in mortuary ritual after completing her master's degree. Her first project was helping with a FEMA cemetery relocation in St. Louis. "That's when I realized that mortuary behavior was about so much more than death—it's about the living."

The cemetery spanned a period from the 1830s to the turn of the century. "It was interesting to see how the burials changed. The early ones were wrapped in shrouds and had no grave goods."

By the time of the Civil War, bodies were buried in caskets with elaborate hardware, and people were interred wearing nice clothing with buttons and brooches—and Odd Fellows, Masonic and Elks pins.

"That's what got me thinking about how incredibly rich mortuary rituals are in helping us understand class differences and gender roles."

One burial was especially curious: a man buried face down in the grave, with the shaft filled with rocks. "Clearly that was some kind of social statement, but we were never able to find out who he was in life."

Cedar Grove Cemetery is an important resource for a course such as hers, she adds. In the older parts of the cemetery nearest Notre Dame Avenue, "The burials of French, Irish

and Indians parallel the early history of the institution. Then you see Germans and Poles as you get further back in the cemetery, following waves of immigration."

In her research in Ireland and on Irish America, Rotman observes that there's a lot of the same symbolism on gravestones. Celtic crosses, for example, are seen in cemeteries on both sides of the Atlantic, including Cedar Grove.

The symbols used on gravestones illustrate how individuals and families express their Irish-American identities. "The Celtic harp, for example, was very popular in the early to mid-19th century. Shamrocks were popular historically, and continue to be used today."

Our culture distances us from death, she notes. "Students often tell me they are grateful for having had the chance to think about death in the academic sense, rather than just in the emotional sense," Rotman says. "Mortuary ritual is about confronting death, but it's also about celebrating life."

Left, a monument in Cedar Grove Cemetery. Burials in Cedar Grove parallel the early history of the University. At right, archaeologist Michael Gibbons, Deb Rotman, and ND student Laura Plis '10 survey a cemetery on Omey Island, Co. Galway, Ireland.



IAN KUJUT

DESIGN AND BUILD

By Caleb Laux

Architecture students gain hands-on experience in furniture design, building arts

BY CAROL C. BRADLEY, NDWORKS

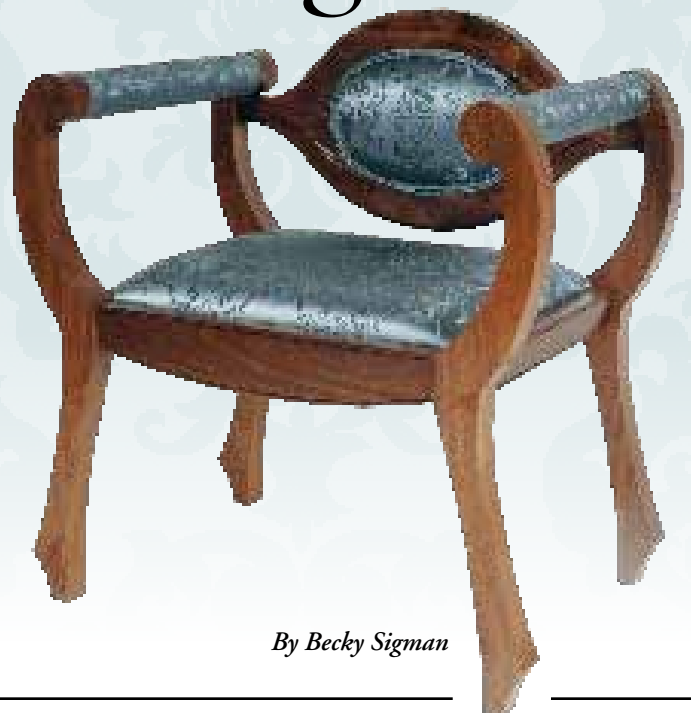


Brandt



Buccellato

PHOTOS: CAROL C. BRADLEY



By Becky Sigman

FURNITURE PHOTOS: FIRST LAST



PHOTOS: CAROL C. BRADLEY

Above, at left, Marie Anne Cross works on a corner condition (the three corner columns and corner of the entablature) of the Parthenon. Bill Hull, center and Martin Wieck are completing a scale model of New York City's now-demolished Penn Station.

Far right, students Ismail Furo, left, and Theresa Steinhardt work on furniture design projects.



By Yojana Vazquez

Designing and building furniture applies to the larger scale of architecture, says **Michael Lykoudis**, dean of the School of Architecture.

So it's important for students to have the opportunity to design something in two dimensions and construct it in three dimensions, adds **Bob Brandt**, who has taught the school's furniture design concentration since 1992.

"Students say, 'I had no idea it would look like this when it was finished,'" he says. "They also start looking and commenting on interiors and how they should be finished."

Brandt, an MFA graduate of Indiana State University, is an artist and sculptor who also maintains a personal design studio alongside the wood shop on the lower level of Bond Hall.

"It's important for students to see my work in progress," he says. "Along with the students, I take a pile of rough lumber to a finished project."

Brandt is currently working on pieces for the chapel of St. Teresa's Church in Sugarland, Texas, a renovation designed by architecture faculty member Duncan Stroik.

In addition to concentrations in Furniture Design, Preservation and Restoration and Architectural Practice and Enterprise, a new concentration in Building Arts, taught by School of Architecture graduate **Kevin Buccellato**, was begun in 2009.

The new concentration is a four-course sequence, with all courses involving team projects. The first part of the concentration spans two semesters, with students researching an

historically significant building to produce drawings and build a detailed model to scale.

Both the furniture design and building arts courses, says Buccellato, offer students an opportunity to get into the wood shop and have hands-on experience in the material. "It forces them to think about how things actually go together."

In the third and fourth semesters of Building Arts, the teams design and build a traditional architectural element such as a mantelpiece or stair newel post and balustrade assembly. This semester, students are finishing a corner condition (the three corner columns and corner of the entablature) of the Parthenon.

