Actresses earn less money as they age

BY SHANNON CHAPLA, PUBLIC RELATIONS

With the Golden Globe awards newly announced and the Academy Awards soon to be presented, chatter around the water cooler is likely to include speculation about Hollywood stars. Was Jon Voight the oldest ever Golden Globe winner at age 75? (No—that was Jessica Tandy at age 80, for “Driving Miss Daisy.”) Was Jennifer Lawrence one of the youngest at age 23? (Not by a long shot—it was Raddi Schroeder at age 9, in “The Champ.”)

For Hollywood stars, top acting honors translate to fame and notoriety, but not necessarily fortune, according to Timothy Judge, professor of management, and his colleague Irene De Pater, University of Singapore.

In their recent study, “Age, Gender, and Compensation: A Study of Hollywood Movie Stars,” forthcoming in the Journal of Management Inquiry, Judge and De Pater found that young female actresses earn more than young male actors, but that the men age “better” in the sense that their salaries increase over time, whereas those of the actresses do not.

Judge and De Pater examined the available earnings records of 265 Hollywood film actors and actresses who starred in movies between 1968 and 2008 and exhibited star power in the sense that their salaries increase over time, whereas those of the actresses do not.

They discovered that female movie stars obtain their highest average earnings per film when they are 34 years old, after which their earnings per film decrease rapidly. Male movie stars achieve their highest average earnings per film much later, when they are 51. However, the men don’t weather a sharp drop-off in earnings afterward. In fact, their average earnings per film never decrease after peaking.

There are many reasons why the per-film earnings of Hollywood stars may be more related to their gender and age than to any other factor. As evidenced in the Golden Globes on Jan. 12, the average age of winning actresses was 42 years, while the average age of winning actors was nearly decade older at close to 52 years.

“We came to the conclusion that the work of older actresses may be less valued than the work of their male counterparts,” Judge says. “In fact, we found there are far fewer roles available for female movie stars over age 45.

While we may all enjoy Hollywood’s movies and its stars, there are broader workplace implications from the study,” Judge says. “Our study is a unique examination of the gender-wage gap in that it combines the impact of gender and age on earnings of an equally successful group of people in a highly specific field where women are essentially free agents paid by their expected market value. Therefore, the study findings of a significant age-gender gap are important to all of us gathered around the water cooler.”

University builds academic relationships in South Asia

‘Educating the mind and heart’

BY BRENDAN O’SHAUGHNESSY, PUBLIC AFFAIRS

On Thursday, Feb. 6, President Rev. John I. Jenkins, C.S.C., signed an agreement to formalize a relationship with St. Xavier’s College in Mumbai, India, that includes study abroad and summer research programs, faculty exchange and research collaboration.

Father Jenkins also signed similar Memorandums of Understanding with St. Stephen’s College in Delhi and the Indian Institute of Technology, Bombay, during a trip to India and Bangladesh that aimed to strengthen Notre Dame’s academic engagement with South Asia.

Father Jenkins and the Notre Dame India delegation also met with Notre Dame alumni, in addition to corporate, religious and government leaders in India and Bangladesh.

St. Xavier’s is Catholic, while St. Stephen’s is Anglican. Both are prestigious faith-based liberal arts and science universities with institutional values that align well with Notre Dame’s and that count among their alumni many influential leaders in India’s government, business and media.

Father Jenkins delivered an address at St. Xavier’s titled “Educating the Mind and Heart” to faculty, students and other guests.

“In a more globalized world, an education that includes moral and spiritual values and addresses the education of the whole person is needed now more than ever,” Father Jenkins said. “St. Stephen’s, St. Xavier’s and Notre Dame, with their approach to education, have a critical contribution to make.”

The head of St. Xavier’s, Rev. Frazer Mascarenhas, S.J., noted in his introduction that St. Xavier’s shares a similar ethos to Notre Dame and that the bridges to be built between the two universities will benefit future generations of students who are open to the divine and needed by the world.

The Indian Institutes of Technology (IITs) are elite institutions that focus on science and engineering. Students from the IITs, including IIT Bombay and IIT Gandhinagar, will participate in Notre Dame International’s iSURE (international summer undergraduate research experience) from May through July at Notre Dame, hosted by faculty in Colleges of Science and Engineering.

“Notre Dame has long had excellent study abroad programs,” said J. Nicholas Entrikin, the vice president and associate provost for internationalization at Notre Dame. “These relationships with Indian universities are an opportunity to expand our global footprint and let the world know more about our great research and teaching.”

In Bangladesh, the delegation was hosted by the Holy Cross community in Dhaka. Father Jenkins visited the Holy Cross-established Notre Dame College and met with local bishops and religious superiors.

Besides Father Jenkins and Entrikin, the India delegation included Rev. William Lin, vice president for mission engagement and church affairs; Jonathan Noble, assistant provost for Asia and executive director of the Liu Institute for Asia and Asian Studies; and Anita Garg, Notre Dame International’s director for internationalization for Asia.

Celebrating Father Sorin’s 200th Birthday

Events lead up to Founder’s Day, Oct. 13 See Page 8
New updated University policies released

From the Office of General Counsel

President Rev. John L. Jenkins, C.S.C., has approved four revised or new University policies recommended by the University Policy Committee and the President’s Leadership Council. The policies may be read in the entirety by visiting the University Policy Repository at policy.nd.edu/repository.html.

Protection of Children Policy
The focus of this policy, a revision of the 2003 policy, is on providing a safe environment for minor children participating in University-sponsored activities. The policy did not change, but more processes and procedures have been put in place to ensure that the University knows where children are on campus and that University employees who will be in contact with children are properly trained.

Policy on Use of the University Name and Brand
A new policy on the use of Notre Dame’s name and brand was developed to ensure that faculty and staff do not refer to their relationship with the University in public commentary in a manner that would imply University endorsement or sponsorship. This policy strives to limit endorsements that are inconsistent with the research and educational mission of the University.

Policy on Sexual and Discriminatory Harassment
The revised sexual and discriminatory harassment policy combines the previous Discriminatory Harassment Policy and Sexual Harassment Policy into one cohesive policy with a streamlined reporting process. The policy encourages respectful behavior and promotes conduct consistent with University values.

Policy on Contacts with Federal, State and Local Government Officials and Agencies
This newly developed policy outlines the need for any faculty or staff member who intends to engage with federal, state or local government as a representative of the University or its interests to first notify the University. This policy facilitates the University’s compliance with laws and regulations related to interactions between the University and government officials.

Any policy related questions should be directed to Jenna Rager at rager.6@nd.edu or 631-6411.

TAX SEASON SERVICE

Notre Dame and Saint Mary's accounting students offer low-income and disabled taxpayers free tax preparation services every spring through the University’s Vivian Harrington Gray Tax Assistance Program (TAP).

Founded by accounting professor Ken Milani, the program typically involves more than 90 student volunteers as well as faculty members and local accountants who staff nine area service centers. More than 20 Notre Dame alumni clubs have adopted the TAP service program to help their neighbors in cities across the country.

In 2013, the TAP program helped 2,042 domestic and international taxpayers file 4019 income tax forms.

At left, Pope Francis is greeted by President Rev. John L. Jenkins, C.S.C., in the Apostolic Palace in Vatican City during a private audience for University officials and Trustees. Above, Pope Francis joins Father Jenkins and a University delegation for a photo at the Apostolic Palace in Vatican City. See more on Page 6.

SPRING TOWN HALL MEETINGS MARCH 3-4, 6
Employees are encouraged to attend the Spring Town Hall meetings, which will be held at 3 p.m. Monday, March 6, and 11 a.m. and 3 p.m. Tuesday, March 4, in Washington Hall Thursday, March 6 at 10 p.m. The meeting will be held in the Eck Visitors’ Center Auditorium. Visit exp.nd.edu/townhall to submit questions to President Rev. John L. Jenkins, C.S.C., or John Affleck-Greens, executive vice president, prior to the meetings.

UNIVERSITY OFFICIALS MEET WITH POPE FRANCIS IN ROME
President Rev. John L. Jenkins, C.S.C., accompanied by members of his leadership team and the Board of Trustees, exchanged messages of support with Pope Francis during a private audience in the Apostolic Palace in Vatican City in January.

The delegation’s papal audience followed a Mass in the apse of St. Peter’s Basilica and a tour of the Vatican Library. The Vatican visit capped a week of meetings in Rome by the Trustees that included Masses in ancient churches, visits to cultural and historical sites in Rome, a tour of the Sistine Chapel and receptions at the homes of alumni and U.S. Ambassador to Italy John R. Phillips and Ambassador to the Holy See, Notre Dame Loretto Mahatir and honorary degree recipient Ken Hackett.

Father Jenkins offered as a gift to Pope Francis a small statue of the Visitation because it depicts “the joyful greeting of Mary and Elizabeth, in whose embrace the Church was born.” The statue is a smaller replica of one on campus by the late Rev. Anthony Lauck, C.S.C., a Notre Dame professor, priest and sculptor.

Father Jenkins and other University officials also met with Vatican leaders in papal congregational offices and pontifical councils related to Notre Dame’s mission as a leader in Catholic higher education.

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CONTACT US @

Have a comment, question or story idea? Contact NDWorks Managing Editor Carol C. Bradley, 631-0445 or bradley.7@nd.edu. For questions regarding The Week @ ND or the University calendar, contact Electronic Media Coordinator Jennifer Laiber, 631-4753 or laiber.1@nd.edu.

2014 PRESIDENTIAL AWARD NOMINATIONS DUE FEB. 21
Recognize a colleague by submitting a nominee for one of the 2014 Presidential Awards, which honor individuals for their significant contributions to the betterment of the University, as an outstanding supervisor, or someone whose actions exemplify Notre Dame’s core values.

Presidential Achievement Award
Nominees should have accomplished a significant achievement in one or more of the following areas: an improvement in productivity, a creative solution to a significant problem, a breakthrough that resulted in extraordinary innovation or improvement, a contribution that significantly impacted the University’s long-term success or a suggestion that resulted in a reduction in costs.

Presidential Values Award
Designed to reward and recognize individuals who live the University’s mission and are a role model exemplifying all of the core values.

Presidential Leadership Award
Designed to recognize any regular staff supervisor, exempt or nonexempt, for outstanding servant leadership.

Nominations are due by Friday, Feb. 21, and awards are presented at the annual Service Recognition dinner in May. For additional information or to nominate a colleague, visit hr.nd.edu/awards-recognition.

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In 2013, the TAP program helped 2,042 domestic and international taxpayers file 4019 income tax forms.
Traveling abroad? Are your devices secure?

BY LENETTE VOTAVA, OIT

When traveling abroad, faculty, staff and students take mobile devices to work and maintain contact with the University, colleagues, family and friends. These devices, including laptops, cellphones and tablets, may be exposed to malware and/ or automated attack tools that can compromise work or research files, as well as personal information.

Even those devices with current security software installed may not be able to escape such an attack. Here are some guidelines to follow that will help reduce the risks associated when traveling abroad, including the potential of loss, seizure or tampering of devices.

Set-Up & Wi-Fi Guidelines

• DO configure a password to log on to any device you will take on the trip. A password prevents others from accessing your data if your device is lost or stolen.
• DO set Wi-Fi to “Do Not Automatically Connect to Wi-Fi” on all devices capable of wireless connections.
• DO disable Bluetooth on your laptop, mobile phone and other devices.
• DO set your mobile device to be wiped after 10 login attempts.
• DO NOT update your computer while connected to a public or hotel wireless network.

Safe Data Handling Guidelines

• DO store data needed while traveling in a Notre Dame Box account or on Notre Dame’s network. You can access your files through the Notre Dame VPN at vpnaccess.nd.edu.
• DO encrypt your devices to protect your data. Most staff laptops are already configured with device level encryption. However, some countries, like China, generally do not allow travelers to bring encrypted devices into the country. Be sure to check the guidelines for countries.
• DO immediately change your NetID password and the passwords of any account used while abroad upon your return.
• DO NOT store sensitive data (e.g., social security numbers, FERPA data, credit card numbers) on any device you take with you.
• DO NOT copy sensitive data to memory sticks or other easily lost media.

You can find additional information when traveling abroad at fbi.gov/about-us/investigate/counterintelligence/business-travel-brochure.

When going through security, sometimes airport or other security officers will ask you to start your device to prove that it works. Comply by starting your system and entering the password yourself. If the security officer wants you to give him/her the password, state that University policy requires employees not to share passwords. If he/she requires your password, provide it and change the password as soon as possible.

Travel to High-Risk Countries

Traveling with mobile devices to some countries, including China and Russia, is considered high-risk. The U.S. government has issued several advisories for travelers to be aware that they may become targets of espionage activity when visiting these countries.

Before you leave for high-risk countries, be sure to take a loafer laptop and phone. Do not travel with your own mobile devices. There is a high probability that they will be subject to compromise and tampering.

Be sure your mobile devices are encrypted. However, you cannot travel with encrypted devices to China unless you have advance approval. China severely restricts the import of unapproved encryption. If you attempt to cross the border with an encrypted device, you may be asked for the decryption key or your device may be confiscated.

Additionally, the U.S. government prohibits traveling with encrypted devices to countries that are considered to support terrorism, including Cuba, Iran, North Korea, Sudan and Syria. Do not bring encrypted devices to these countries. You can find more information by country at cryptolaw.org.

For additional information when traveling overseas, go to oithelp.nd.edu/information-security/stay-secure/traveling-secure.

ND moving to Gmail and Google Calendar

The Office of Information Technologies (OIT) has begun making plans for this transition and will complete the move to Google before the fall 2014 semester begins.

Notre Dame joins many peer institutions that also use Gmail and Google Calendar services for faculty and staff, including Stanford, University of Chicago, Georgetown and Case Western Reserve.

Feedback from faculty and staff has been positive. One faculty member wrote, “I work in an office that requires a tremendous number of appointments with students. This move will make a huge difference for us. Thank you!”

“Our team in the Office of Information Technologies is enthusiastic about this change,” said Kraemer. “We are working with industry experts to make this transition as smooth as possible.”

For additional information, visit the “Going Google” website at, oit.nd.edu/going-google.

University prepares for accreditation site visit

The work of those serving on HLC accreditation subcommittees has been composed into a comprehensive self-study report, which serves as the foundation for the University’s accreditation review. The assessment process will culminate with an evaluation team visit on March 31 through April 2 from a team of peers from colleges and universities throughout the country who represent the HLC.

Accreditation by the HLC is intended to assure constituents and the public of the quality and integrity of a Notre Dame education and the programs we offer,” says Dan Hubert, accreditation program director. “The review process in preparation for accreditation gives us the opportunity to take an insightful look at the entire University in order to help us improve and thrive.

Notre Dame first earned accreditation from the HLC in 1913. Since then, the University has maintained a history of accreditation, and has had its accreditation status continually reaffirmed, most recently in 2004. More information about the accreditation process is available at provost.nd.edu.

TEDxUND2014

A diverse lineup of speakers explored the topic “Creating Knowledge Together” at TEDxUND 2014 in late January. The program, held in the DeBartolo Performing Arts Center’s Patricia George DeCicco Theatre, featured 20 speakers from the University and the community.

At right, Marie Bourgeois, graphic designer in University Communications and assistant professor, visual communication design, discusses “Learning to See: The Power of Visual Communication and Training the Eye.”

TEDs is a program of local, self-organized events that bring people together to spark deep discussion and connection in a small group. For more information on TED (“Ideas Worth Spreading”), visit ted.com.
Faculty hiring initiative supports University’s ongoing investments in research.

Building on the momentum of its recent Strategic Research Investment initiative—which committed $80 million in internal resources to 14 research projects—the University has announced the winning proposals in a new strategic hiring initiative.

The initiative, which is a key component in the Advancing Our Vision (AOV) program, will create approximately 80 faculty positions in 10 key areas of research across campus, drawing on $10 million in annual funds that have been reallocated from lower-priority expenditures to this academic priority.

The winning proposals, which were selected by a cross-disciplinary committee of faculty and deans, aim to build on existing strengths in chemical and biomolecular engineering, electrical engineering, neuroscience, economics, and environmental engineering.

The specific projects selected for the AOV strategic hiring initiative are:

- **Achieving Preeminence in Analytical Sciences and Engineering**
  This is a new program in Analytical Sciences and Engineering that will elevate both the Department of Chemistry and Biochemistry and the Department of Chemical and Biomolecular Engineering. This project is led by Norman Dovichi, Grace Way Professor of Chemistry and Biochemistry.

- **Advancing Our Visions in Nuclear Physics**
  This project is a hiring initiative aimed at ensuring that the Nuclear Science Laboratory continues as a leader in nuclear astrophysics, nuclear structure and radiative beam physics while expanding work in applied nuclear physics. It is led by Ani Apkarian, Freimann Professor of Experimental Nuclear Physics.

- **An Advanced Circuits Initiative**
  This is a joint venture between the Department of Electrical Engineering and the Department of Computer Science and Engineering with the goal of expanding the footprint of the already successful NDnano effort in nanoelectronics to include circuit-level innovation. It is led by Thomas Fuja, professor and chair of the Department of Electrical Engineering.

- **Bridging the Gap between Stem Cell Science and Society**
  This project is a focus on hires in Science, Engineering, Arts and Letters, and Law designed to foster integrated global inquiry into the science, tissue engineering, law and ethics related to stem cells for medical use. This is led by David Hyde, professor of biological sciences and director of the Center for Zebrafish Research.

- **Computational and Data Science and Engineering**
  The goal of this project is to expand department strength in specific subfields and seek grants for interdisciplinary studies involving areas such as cancer progression, gene sequencing, environmental modeling and big-data analysis in global health. It is led by Steven Buechler, professor of applied and computational mathematics.

- **Economics**
  Targeted hires of faculty who focus on policy-relevant research in major fields of the economics will support the mission of the University, and collaborate with scholars in other disciplines to the goal of this project, led by Richard Jensen, Gilbert F. Schaefer Professor and chair of the Department of Economics.

- **Experiment, Model and Simulate**
  This project centers on faculty hires to expand department strength in specific subfields and seek grants for interdisciplinary studies involving areas such as cancer progression, gene sequencing, environmental modeling and big-data analysis in global health. It is led by Steven Buechler, professor of applied and computational mathematics.

- **Global History**
  This is for increased faculty investment in areas such as Latin American and modern European history as well as emerging areas of strength such as early American history, with a focus on research not limited by national boundaries, such as the history of disease migration, religious belief and the environment. This project is led by Patrick Griffin, Madden-Hennessy Professor of History.

- **Strategic Hiring to Advance Chemical and Biomolecular Engineering**
  This is to hire scholars in five core areas: catalysis and reaction engineering, micro- and nanofluidics and sensing, materials for energy and separations, computation and theory and biomolecular engineering. It is led by Edward Maginn, Dorina Family Professor of Energy Studies and chair of the Department of Chemical and Biomolecular Engineering.

- **Topology and Quantum Field Theory**
  This is a new research group to explore the intersection of mathematics and physics, with a focus on faculty hires to help generate discoveries in quantum field theory that fuel progress in computer science, theoretical physics and topology. This group is led by Stephan Stolz, Rev. John A. Zahm, C.S.C., Chair in Mathematics.

The University is now beginning the process of recruiting AOV-funded scholars to campus, although the hires will likely take place over a number of years.

The goal in all the searches, says University President, Rev. John I. Jenkins, C.S.C., is to attract scholars who will “provide our students with an unparalleled undergraduate education, contribute research and scholarship, and do all this in a university community informed by our Catholic mission.”

For more information, see advancingourvision.nd.edu.
Safety through teamwork

BY CAROL C. BRADLEY, NDWORKS

Of the 600 or so laboratories on campus, all have been assessed for safety concerns. Noted concerns have been addressed and more than half the labs have been validated, says Mark Suckow, assistant vice president for research.

“The target is to have all laboratories on campus assessed and validated—certified by the Office of Risk Management and Safety—by June of this year,” he says.

“One of the goals is to have all colleagues wearing pins bearing that motto provided by the Office of Risk Management and Safety.

Laboratory safety on campus is addressed from several different directions.

A faculty advisory committee guides the implementation and development of the program. Members include representatives from the Colleges of Science and Engineering, as well as Arts and Letters, where the anthropology department and art department maintain lab spaces.

Every department or unit on campus that includes laboratories falls under the domain of one of 18 local safety committees. “These are the go-to resource for information and concerns,” Suckow says. “Each safety committee has a point of contact—a safety coordinator.”

The advisory committee, Risk Management and Safety and the safety committees and coordinators keep an eye on the big picture, and see that all the dots are connected.

The focus on laboratory safety does not come from any specific direction.
Donald Mester, part of the General Services staff for a little over a year, has been a professional musician—a drummer—around the area since the 1970s. In fact, he holds a patent for a type of drumstick grip.

Back before football season, he noted that most college marching bands use plain white drumsticks. But this is Notre Dame, he says. “We should do something different.”

He got a pair of marching drumsticks and painted them blue and gold, adding Notre Dame logos. “I painted the tips and the butt ends bright green, so they flash out when you’re playing,” he says, and joked that the green “is to hold in the luck.”

The new drumsticks debuted at the USC game—the same game where General Services received a Team Irish award.

Says Mester (pictured at right, center), “I went to the game with a buddy, and there they were using my sticks marching down the field.”

An unforgettable trip to Rome—and a visit with Pope Francis

University photographer Matt Cashore accompanied University officers and Board of Trustees members to Rome in January. Above left, C.S.C. priests prepare to concelebrate Mass at St. Peter in Chains Basilica in Rome; top left, the Rome skyline. At right, from top, the dome of St. Peter’s Basilica at the Vaticans; His Holiness Pope Francis shaking hands with members of the Board of Trustees during an audience at the Vaticans; and Rev. Bill Lies, C.S.C., speaking with Ken Hackett, U.S. Ambassador to the Holy See, in Hackett’s office at Villa Richardton in Rome.
Treating trauma in the wake of the Arab Spring

Laura Miller is part of an international team of psychologists seeking to design effective treatments for children and adults who suffered trauma in the wake of the Arab Spring, the wave of demonstrations, protests and civil wars that swept the Middle East beginning in December 2010.

Miller is an assistant professor in the Department of Psychology and Kroc Institute for International Peace Studies. Along with four other psychologists from the United States and Egypt, she is working to identify the clinical needs of the region by studying the psychological underpinnings of the Arab Spring and its impact on the mental health of people and communities.

“The premier interventions for those experiencing post-traumatic stress disorder frequently involve between 16 and 20 individual sessions with a professionally trained therapist,” Miller says. “But in many post-conflict settings, this isn’t realistic.”

Such interventions can be particularly difficult to facilitate for children who have been orphaned or separated from loved ones, Miller says, since they may have fewer caregivers to ensure they receive regular treatment. Often psychological intervention falls to international aid organizations, which can be ill-equipped to provide such services, Miller says.

“Some aid groups with the best of intentions may use treatment methods that have little foundation in psychological or mental health research,” she says. “Some of these treatments can cause psychological harm.” Little research exists on psychological interventions that can be effectively used by aid groups in conflict and post-conflict settings, Miller adds.

To develop appropriate treatments, Miller plans to link theory in cognitive, clinical and developmental psychology to a discussion of the most recent upsurge of violence in Egypt. She then will identify cultural strengths in the Middle East that may be used to leverage culturally sensitive psychological interventions.

“The Arab Spring is a movement with critical implications for peace,” Miller says. “To date, very little research on this movement has been conducted by psychologists. I’m optimistic that the theoretical lenses of psychology can make an important contribution to peace and justice.”

Miller and her colleagues will present their findings at the symposium “Arab Spring: A Psychosocial Perspective,” at the Annual Convention of the American Psychological Association in August in Washington, D.C.

Great Shakespeareans

18-volume book series completed

BY CAROL C. BRADLEY, NDWORKS

The 18-volume book series Great Shakespeareans is complete. And it was completed at a breakneck pace, says Peter Holland, McNelis Family Professor in Shakespeare Studies in the Department of Film, Television, and Theatre.

“We produced four or five volumes a year for four years, moving at the pace of the slowest contributor,” he says.

The series, edited with Adrian Poole, Fellow of Trinity College and professor of English literature at the University of Cambridge, UK, comprises scholarly essays on those figures who have had the greatest influence on the interpretation, understanding and cultural influence of Shakespeare across the centuries, including critics, editors, actors and directors from the 17th century to the present.

“The idea was not to produce an encyclopedia, but to give contributors space to write at length about a few people,” Holland says.

The articles in volume three look at the impact of composers such as Berlioz, Verdi, Wagner and Britten who wrote Shakespeare operas, while the essays in volume 17 studied great directors who have made extraordinary film versions of the plays—Orson Welles, Akira Kurosawa and Franco Zeffirelli, for example.

We can trace the history of Shakespeare’s cultural influence in a range of areas, says Holland, “from John Dryden, who died in 1700, right through to people still alive today—poets, novelists, composers, actors, theater directors, scholars and critics from England, France, Japan and America. A range of people, all of whom were informed by Shakespeare, who changed the way we think about Shakespeare, changed our view of the world through Shakespeare.”

Now, says Holland, “It’s nice seeing the line of volumes on the shelf. We’ve heaved a collective sigh of relief that it’s all over. Now we want to enjoy what we’ve achieved.”

Philpott appointed director of Center for Civil and Human Rights

Daniel Philpott, professor of political science and peace studies, has been appointed director of Notre Dame’s Center for Civil and Human Rights.

A member of the faculty since 2001, Philpott is a scholar of international relations, political philosophy and peace studies whose research concerns religion and reconciliation in politics. He is the author of numerous articles and books on these subjects including, most recently, “Just and Unequal Peace: An Ethic of Political Reconciliation,” which proposes concrete ethical guidelines to societies emerging from authoritarianism, civil war and genocide.
University marks 200th of Father Sorin’s birth

Bicentennial events will continue through the year
BY MICHAEL O. GARVEY, PUBLIC RELATIONS


Father Sorin, the founder of Notre Dame, was born Feb. 6, 1814, in Ahuillé, Mayenne, a small village in northwestern France. Ordained to the priesthood in 1838, he led a band of seven members of a newly formed religious order, the Congregation of Holy Cross, to what was then mission territory on the Indiana frontier three years later. On Nov. 26, 1842, when he arrived at what is now the campus of Notre Dame, Father Sorin was 28 years old.

The only shelter then standing on the 524-acre site was, Father Sorin wrote in his journal, “an old log cabin, 24 × 40 feet, the ground floor of which answered as a room for a priest, and the story above for a chapel for the Catholics of South Bend and the neighborhood, although it was open to all the winds.” Undaunted by the cabin’s dilapidation, Father Sorin envisioned there what he soon began to build and to call “L’Université de Notre Dame du Lac” (the University of Our Lady of the Lake), insisting that the new school would become “one of the most powerful means for doing good in this country.”

The confidence of that pledge was tested on April 23, 1879, when a massive fire destroyed the Main Building and virtually the entire fledgling university. In what would become an iconic moment of Notre Dame’s history, Father Sorin addressed the stunned survivors of the catastrophe who had gathered a few days later in Sacred Heart Church.

“I came here as a young man and dreamed of building a great university in honor of Our Lady,” he told them. “But I built it too small, and she had to burn it to the ground to make the point. So, tomorrow, as soon as the bricks cool, we will rebuild it, bigger and better than ever.” The University, rebuilt, bigger, and better, reopened four months later.

During the years of his presidency at Notre Dame, Father Sorin discouraged public celebrations of his birthday but did allow a public celebration of the feast of his patron, St. Edward the Confessor, on Oct. 13. In accordance with that spirit, Notre Dame’s celebration of Father Sorin’s bicentennial will include numerous other events, particularly in October, to commemorate Father Sorin’s life, ministry and vision.

On Thursday, Jan. 30, in an audience with members of Notre Dame’s board of trustees, Pope Francis praised the University’s founder, saying that “the vision which guided Father Edward Sorin and the first religious of the Congregation of Holy Cross in establishing the University of Notre Dame du Lac remains, in the changed circumstances of the 21st century, central to the University’s distinctive identity and its service to the Church and American society.”

Sorin’s

The grand reopening of Sorin’s in the Morris Inn took place Thursday, Feb. 6—appropriately enough, the start of a yearlong celebration commemorating the 200th anniversary of Father Sorin’s birthday. The date marks the beginning of a campus-wide celebration that culminates on Founder’s Day, Monday, Oct. 13.
Learn how purchases contribute to mission
BY COLLEEN O’CONNOR, FOR NDWORKS

Items of Notre Dame logo merchandise sold at the bookstore carry special holographic hangtags to let consumers know the product is University-approved. Now the tags offer something more—a QR code on the back of the tag that when scanned, leads purchasers to the new welcome.nd.edu website.

The new site is an “awareness” site, according to Mike Low, director for Notre Dame licensing. “It offers consumers an opportunity to learn about Notre Dame and how their purchases contribute to our mission,” says Low. "All universities that sell licensed products have hangtags, but Notre Dame's collegiate licensing program is the only one that takes consumers beyond the tag that when scanned, leads directly to a website. You’ll need to download an app such as QRReader and install it. Tap the app to open, and the app, using the phone’s camera, will scan the code and take you directly to the website.

Learn how purchases contribute to mission

What's A QR Code, Anyway?

A QR code is a matrix barcode that, when scanned with a smartphone, will take you directly to a website. It offers consumers an opportunity to learn about Notre Dame and how their purchases contribute to the University's mission, says Low.

Learn how purchases contribute to mission

WHAT’S A QR CODE, ANYWAY?

A QR code is a matrix barcode that, when scanned with a smartphone, will take you directly to a website. You’ll need to download an app such as QRReader and install it. Tap the app to open, and the app, using the phone’s camera, will scan the code and take you directly to the website.

Learn how purchases contribute to mission

The newly formed Notre Dame Toastmasters Club is now seeking new members. Toastmasters organizations help members become more confident leaders. Members practice both formal and impromptu speaking, either before other members, and develop leadership skills by chairing meetings or taking on other roles.

Learn how purchases contribute to mission

Toastmasters group formed at the University

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Wellness Center receives ‘Medical Home’ accreditation

Patient care will be coordinated under one roof

BY SCOTT PALMER, HUMAN RESOURCES

The Notre Dame Wellness Center, operated by Take Care Health Systems, has received Medical Home accreditation by the Accreditation Association for Ambulatory Health Care (AAAHC).

Considered to be among the highest achievements for a primary care center, the recognition affirms the Wellness Center’s position as a first-choice provider of primary care services.

“The term ‘medical home’ is relatively new,” says Melanie Smith, Wellness Center occupational health nurse. “For the non-medical community, it’s essentially synonymous with a primary care physician—your ‘go-to’ care provider.”

According to the American College of Physicians, the Medical Home model of care has garnered recognition as an effective response to the rising demand for care among a population facing an increase in chronic illnesses—patients who frequently require multiple types of care. Often referred to as a PCMH (Patient-Centered Medical Home), a Medical Home is team-based and patient-oriented—meaning more of the patient’s care is coordinated under one roof.

For example, when patients receive primary care from a Wellness Center physician or pediatrician, subsequent services such as infusions, physical therapy, laboratory services or chronic condition management are already in-house and easily coordinated.

When patients begin care with other providers, the Wellness Center stands ready to coordinate the follow-up care on the patient’s behalf and to make sure the patient understands that care every step of the way.

“Home is a good word for it,” says Dr. Julie Ortega-Schmitt, Wellness Center medical director. “When you think of home, you think of everything you need being there.”

Beyond primary care, the Medical Home model also adds the component of wellness, and seeks to engage patients in their own care by helping them understand how their health is under their control. “It’s about giving patients the resources they need to understand their care and to be engaged in taking care of themselves,” Ortega-Schmitt adds.

The accreditation follows a three-day, on-site review last October by an AAAHC surveyor, also a health care professional. The surveyor interviewed staff, reviewed charts at random, and assessed the Wellness Center against nationally recognized standards measuring quality of care, facilities, management, infection control and more. Because coordination of care among providers is central to the Medical Home model, the review also assessed the Wellness Center’s information technologies to ensure patient health records are appropriately transferred and privacy is protected.

As an accredited Medical Home, the Wellness Center commits to further on-site reviews at any time, at least every three years.

For more information about the Notre Dame Wellness Center, visit hr.nd.edu/benefits/ndwc.

Four things to know about on-the-job injuries

Timely reporting is crucial

BY DAR CUTRONA, NDWORKS

When a University employee is injured or becomes ill on the job as a result of the work environment, specific procedures are in place to help the affected employee regain health and return to work.

As mandated by the state of Indiana, Notre Dame offers a Workers’ Compensation program to protect employees from loss of income and/or out of medical care attributable to a work-related injury or illness. The program covers personal injury, illness, or death by an accident arising out of and in the course of employment. Coverage starts immediately upon employment. In general, workers’ compensation benefits provide an eligible employee with a two-week reimbursement up to allowable Indiana maximums. (hr.nd.edu)

Not all injuries or illnesses occurring at the job are eligible for compensation. “We do deny some cases,” says Mike McCauslin, associate director of Risk Management and Safety. “There must be a causal relationship of injury or illness and work. The University offers a top-flight workers’ compensation program. The program offers both a personal touch and involved touch.”

McCauslin describes the program as “thoughtful and thorough in its approach and application,” and says it’s delivered “the Notre Dame way.” Proactive safety programs at the University have resulted in fewer employee injuries, he notes. “Any on-the-job incident should be reported immediately,” says Carla Gruse, claims specialist in the department. “One of the biggest challenges our staff faces in overseeing cases is dealing with delays in reporting. Prompt notification by supervisors enables the office to manage cases from the very beginning,” she says.

Delays can affect reimbursement of fees and often creates confusion about expense coverage.

Here are the steps to follow if you are injured or become ill on the job:

• All injuries or work-related illnesses must be reported immediately (the same day) to your supervisor.

• Your supervisor will provide you with a “Supervisor’s Report of an Injury to the Wellness Center,” before going to the Wellness Center. Subsequently, an Indiana Workers’ Compensation First Report of Employee Injury/Illness form must be filled out and returned to Notre Dame Risk Management.

• The Notre Dame Wellness Center will meet you. The center will also oversee any additional care or referrals. The Wellness Center is open Monday through Friday 7 a.m. to 7 p.m., and Saturdays 8 a.m. to noon. On home football game weekends, the center is closed Saturday, and open and on Sunday from 1 to 5 p.m.

• If you require care after hours, go to MedPoint24, 6013 N. Main St., Granger, 631-1550. If you seek care at MedPoint24 or the Saint Joseph Regional Medical Center, the forms must still be submitted and returned to Risk Management to initiate a claim. For most injuries you will need a follow-up visit to the Wellness Center.

Find more information at riskmanagement.nd.edu or contact Carla Gruse, 636 Grace Hall, at 631-7532 or gruse.1@nd.edu.
MUSIC
Kronos Quartet
7:30 p.m., Saturday, March 1
Leighton Concert Hall; $32/$15
Before a song by Will.i.am (Black Eyed Peas) was beamed from Mars to Earth, Kronos, now celebrating its 40th anniversary, worked with NASA to record radio emissions of Saturn, turn them into audible frequencies and incorporate those space sounds into Sun Rings.

June H. Edwards Chamber III:
Brahms, Vieuxtemps, Wieniawski, Sarasate, Dvorak
South Bend Symphony in the Leighton Concert Hall
3 p.m., Sunday, March 16; $17/$8

Solas
7:30 p.m., Saturday, March 22
Leighton Concert Hall; $27/$15
Solas delivers the raw instrumental genius, powerful drive and dynamic vocal blend no other band since the Byth Band has achieved. Even after 15 years, they remain at the peak of power.

THEATER
The Graduate—L.A. Theatre Works
7 p.m., Thursday, and Friday, Feb. 13-14
7:30 p.m., Saturday, Feb. 15
Deco Theatre; $27/$15

Claybourne Park
Department of Film, Television and Theatre
7:30 p.m., Thursday through Saturday, Feb. 20-22
3:30 p.m., Sunday, Feb. 23
7:30 p.m., Tuesday through Saturday, Feb. 25-26
3:30 p.m., Sunday, March 2
Philip Studio Theatre; $17/$8
A modest Chicago bungalow becomes a flashpoint of racial tensions as neighborhood demographics shift over the course of several generations. Inspired by Lorraine Hansberry’s A Raisin in the Sun, the lovelorn mermaid Rusalka, in Dvořák’s sumptuously melodic opera.

THE MET OPERA LIVE IN HD
The Met Opera Live in HD: Rusalka
1 p.m., Saturday, Feb. 16
Browning Cinema; $23/$16
Renee Fleming sings her first Live in HD performance of one of her signature roles, the lovelorn mermaid Rusalka, in Dvořák’s sumptuously melodic opera.

The Met Opera Live in HD: Prince Igor
Noon, Saturday, March 1
Browning Cinema; $23/$16
Alexander Borodin’s epic Prince Igor has its first Met performances since 1917 in a new production staged by noted Russian opera director Dmitri Tcherniakov in his Met debut. "The Met Opera Live in HD: Werther" 1 p.m., Saturday, March 15
Browning Cinema; $23/$16
Director Richard Eyre returns to the Met with a new staging of Masenet’s tragic romance.

FILM
Browning Cinema, DeBartolo Performing Arts Center
Films are $6 for faculty/staff unless otherwise noted.

Hitchcock series continues
A series of Alfred Hitchcock’s greatest films continues at 8 p.m. on Wednesday nights through April. Visit performingarts.nd.edu for details. Films include Rebecca (Feb. 19), Shadow of a Doubt (Feb. 26), Notorious (March 5), Strangers on a Train (March 19) and Rear Window (March 26).

IN THE SPOTLIGHT
Craig Cramer
Faculty Organ Recital
4 p.m. Sunday, Feb. 16; $5/$3
Reyes Organ and Choral Hall, DeBartolo Performing Arts Center
Cramer, professor of organ since 1981, will perform works by composer Johann Ludwig Krebs, the most famous student of J.S. Bach, including his Toccata and Fugue in E Major and Three Chorale Preludes. Partita on Freu dich sehr by Georg Böhm, teacher of Bach, Bach’s Passacaglia in C Minor, and a group of three pieces by Bernardo Pasquini, performed on the Italian organ.

For tickets to events at the DeBartolo Performing Arts Center, visit performingarts.nd.edu and create an account or log in to view faculty/staff and student discounted ticket prices, or contact the ticket office, 631-2800. Ticket prices listed are the faculty/staff/student rate.
In late January, the University announced the Campus Crossroads Project, the largest building project in the 172-year history of the University. The project will involve construction of more than 750,000 square feet in three new buildings attached to the west, east and south sides of the football stadium.

The facilities will house new research and teaching venues, several academic departments, a much-expanded student center, a digital media center and a variety of hospitality and programming spaces, and, says President Rev. John I. Jenkins, C.S.C., “will greatly enhance the campus experience for all those who study, live, work here and visit Notre Dame, as well as new amenities that will deliver outstanding game day experiences for Irish fans.”

Construction will begin in two years or sooner and take approximately 33 months to complete.

For more information, visit crossroads.nd.edu.