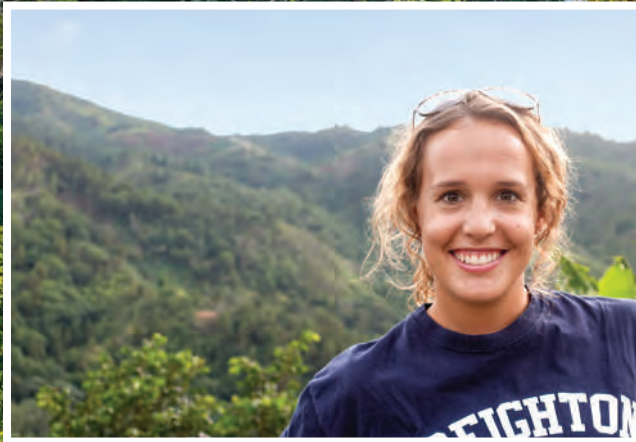
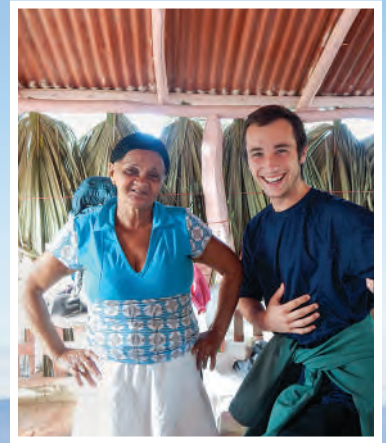


U n i v e r s i t y M a g a z i n e CREIGHTON



Expanding Hearts and Minds in the Dominican Republic

Fatigue in Parkinson's Disease:
Exploring the Unexplored

Historical Patterns in
American Immigration

Building a Better Workplace

Spring 2017



All Smiles for Dental Health Rally

Students at Nelson Mandela Elementary School give Billy Bluejay a boisterous welcome at a pep rally signaling the start of a new partnership between the school and the Creighton University School of Dentistry. The yearlong partnership is designed to help the elementary school's 140 students improve their dental health.



Volume 33, Issue 1

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Creighton University Magazine's Purpose
Creighton University Magazine, like the University itself, is committed to excellence and dedicated to the pursuit of truth in all its forms. The magazine will be comprehensive in nature. It will support the University's mission of education through thoughtful and compelling feature articles on a variety of topics. It will feature the brightest, the most stimulating, the most inspirational thinking that Creighton offers. The magazine also will promote Creighton, and its Jesuit, Catholic identity, to a broad public and serve as a vital link between the University and its constituents. The magazine will be guided by the core values of Creighton: the inalienable worth of each individual, respect for all of God's creation, a special concern for the poor and the promotion of justice.



Message from the President

Recently named a best-value university by the *Princeton Review*, Creighton University is confidently advancing with projects and initiatives that will greatly benefit our students, our community, and our world.

Let me briefly touch on two. Our outstanding record of creating innovative teaching and learning opportunities continues with the opening of CHI Health Creighton University Medical Center-University Campus in January. At this new facility, Creighton and our primary clinical partner, CHI Health, are pioneering a new team-based, interprofessional approach to clinical care. Our health sciences students now have a unique opportunity to be on the leading edge of this new model of care.

In addition, our state-of-the-art School of Dentistry building continues to take shape along Cuming Street. Scheduled for completion in July 2018, it promises to be one of the premier dental facilities in the country, offering students and patients the latest in technology. Construction updates can be found on the School of Dentistry website.

In February, Creighton hosted faculty from other Jesuit universities and colleges for a weekend conference titled "Engaging Difficult Conversations on Campus through Ignatian Dialogue." Jesuit, Catholic universities are uniquely positioned to provide a forum for substantive discussions on the difficult, complex issues facing society in an atmosphere that is inclusive, thoughtful, and respectful.

Providing a safe campus environment is always a top priority at Creighton. To that end, I recently announced a committee to review and assess Creighton's policies regarding sexual and relationship misconduct and provide recommendations for change. Our Office of Equity and Inclusion and Violence Intervention and Prevention (VIP) Center also serve as important resources in this area.

To be clear, violence, discrimination, harassment, and other hateful actions or speech are not tolerated on our campus, and are counter to our mission.

In regard to our upcoming commencement ceremonies, I am pleased to share that renowned physician and medical anthropologist Paul Farmer, MD, PhD, the Kolokotronis University Professor at Harvard University and co-founder of Partners in Health, will be the featured speaker. His appearance is particularly appropriate as we celebrate anniversaries for our *Encuentro Dominicano* and Institute for Latin American Concern (ILAC) programs in the Dominican Republic, which are featured in this issue. I am excited to deepen and expand our innovative programs in the D.R.

Finally, as we enter into the lengthening and warming days of spring, I am reminded of the words of Jesuit poet Gerard Manley Hopkins that capture the Easter story and the return of spring's light:

*Let him easter in us, be a dayspring to the dimness of us, be a crimson-cressed east,
 More brightening her, rare-dear Britain, as his reign rolls,
 Pride, rose, prince, hero of us, high-priest,
 Our hearts' charity's hearth's fire, our thoughts' chivalry's throng's Lord.*



Follow me on Twitter @CreightonPres

Rev. Daniel S. Hendrickson, SJ
 President

Expanding Hearts and Minds 18

More than 4,300 Creighton students have traveled to the Dominican Republic over the decades through the University’s service-learning immersion and health care programs. Students, and the faculty and staff who accompany them, are forever changed through the relationships they form with the Dominican people. As Creighton celebrates these programs, it also looks to expand their reach.



**Fatigue in Parkinson’s Disease:
Exploring the Unexplored..... 26**

An interprofessional team of Creighton researchers is studying one of the most debilitating symptoms of Parkinson’s disease — fatigue. They are examining this unexplored aspect of the disease through the wide lens of physical therapy, exercise science, pharmacy, neurology and biomechanics.



Historical Patterns in American Immigration 32

Our nation’s collective struggle between the notion of being a “great melting pot” and anxiety about “foreign invasion” has been a source of tension throughout our country’s history, dating back to the original American colonies. Heather Fryer, PhD, director of the American Studies Program and associate professor of history, says there are some surprising patterns in the immigration story in the U.S., which can help us better understand our current debate.



Building a Better Workplace 38

Most employers (and employees) want to know the secret to building a better workplace. Creighton faculty share their insights on how to do this, addressing creativity, generational issues, psychological safety and trust, and work-life balance.



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Alumni News 44

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Level-Up

Get caught playing a cellphone video game in a college classroom and chances are the consequences could be dire.

But what if the class itself is the game?

Last fall in the Business Application Development (BIA 375) course taught by Cindy Corritore, PhD, students found themselves smack in the middle of a real-life, real-time massive multiplayer online role-playing game (MMORPG) that served as the course curriculum. They worked in three-person teams, occasionally forming four-person groups (known as guilds in the gaming vernacular) to take on homework (crafting), exams (big raids) and quizzes (mini raids), and fought two boss battles to develop a mobile application and compete for the best app, all for experience points (XP) amounting to a final grade.



Brittany Pollock, left, was a student in Cindy Corritore's Business Applications Development class last fall.

"It was a lot of fun," said Corritore, professor of business intelligence and analytics (BIA) in the Heider College of Business. "Just about everyone bought into it even though there were very few who considered themselves true gamers. It was a different way of doing a class and one I think helped students stay connected and interested."

"The way we worked through this class made it more engaging and it fit the kind of atmosphere I learn best in," said Brittany Pollock, a junior marketing and BIA major.

Horwitz Named Mutual of Omaha Endowed Executive Director



Rick Witt, BSBA'74, left, and Ed Horwitz, PhD, MBA'08, at the inauguration of the Mutual of Omaha Endowed Executive Director in Risk Management. Witt, a former Mutual of Omaha executive, played a key role in the establishment of the endowed position.

Creighton University and Mutual of Omaha jointly celebrated their longstanding and successful partnership with the inauguration of an endowed executive director in risk management position in the Heider College of Business through a gift from the Mutual of Omaha Foundation.

The January event also recognized the talents of the inaugural Mutual of Omaha Endowed Executive Director in Risk Management, Ed Horwitz, PhD, MBA'08, associate professor of practice in behavioral finance.

Creighton's president, the Rev. Daniel S. Hendrickson, SJ, noted Mutual's long relationship with Creighton. Mutual's executives have served on the University's Board of Trustees, and the company has a tradition of offering internships to Creighton students and hiring Creighton graduates.

"Tonight, we are celebrating another Mutual of Omaha gift, and another expectation, that through this gift, Creighton will offer new opportunities to graduate students in our Heider College of Business to excel in the specialized field of enterprise risk management," Fr. Hendrickson said.

Horwitz has more than 30 years of insurance and risk management experience. He is a published author and researcher whose background has touched nearly all aspects of the insurance and financial services industries.

He earned his MBA from Creighton in 2008, joining the Heider faculty in 2009. Since then, he has been developing and implementing educational programs in financial planning, insurance, enterprise risk management and financial psychology.

"Since earning his MBA from Creighton in 2008, Ed Horwitz has displayed an upward trajectory that distinguishes him in his field. This will only enhance all that he can contribute to the Heider College," said Anthony Hendrickson, PhD, dean of the Heider College of Business.

The new endowed directorship will allow Creighton to develop a leading enterprise risk management (ERM) program. Courses will initially be offered at the graduate level for online delivery to reach the most students possible. Undergraduate ERM courses are planned as part of the Insurance and Risk Management track within the finance major.

Bishop's 'Extraordinary Life' Subject of O'Keefe's Latest Film

"His life and the story just grew on me," says Creighton professor John O'Keefe, PhD, of the focus of his latest documentary film project — the Most Rev. Vincent McCauley, a foundational leader and compassionate missionary in the Roman Catholic Church in the mid-20th century.

Bishop Vince: A Monumental Life tells the captivating story of Fr. McCauley, a Council Bluffs, Iowa, native who attended Creighton University and eventually became the first bishop of the Diocese of Fort Portal in southwestern Uganda.

The documentary started as a request from members of McCauley's family who approached the administration in the College of Arts and Sciences to see if Creighton would be interested in telling the bishop's story.

O'Keefe, who holds the A.F. Jacobson Chair in Communications and is a professor of historical theology at Creighton, seemed a natural fit. He had visited Uganda multiple times, was an accomplished filmmaker (he produced and directed *Tokimane*, a 2013 documentary on a diocese in the Democratic Republic of the Congo) and

created the Center for Catholic Thought at Creighton. In the winter of 2014, O'Keefe began initial interviews for the film.

McCauley, who was born in 1906, enrolled at Creighton in 1924 and later transferred to the University of Notre Dame, from which he took his priestly vows and graduated. He began his missionary work in 1936 with a posting to Bengal (now Bangladesh), where he stayed until he was overcome by a series of illnesses and nearly died. After his recuperation, he took a job raising funds for Holy Cross missions around the world.

"But he wanted to be back in the field," O'Keefe said. "And by the mid-1950s, the pope had said that it was the job of the Church to start sending missionaries into the developing world. Holy Cross sent a number of its members around and



Bishop Vince McCauley was the first bishop of the Diocese of Fort Portal in southwestern Uganda.

McCauley went to Uganda. He convinced his superiors they should open a mission in Uganda."

McCauley also left his superiors little doubt as to who should run the mission.

Out of the mission, eventually a new diocese was carved out around Fort Portal and, in 1961, McCauley became the diocese's inaugural bishop. He spent another decade developing men and women to serve the diocese and tending to the needs of refugees from neighboring nations. He promoted education and worked to bind up wounds left from decades of colonial oppression.

In 2006, 24 years after McCauley's death, the Diocese of Fort Portal began the push to canonize the bishop. While advocating sainthood is not a central thrust of O'Keefe's documentary, the filmmaker says he finds McCauley deserving.

"I think it would be cool," O'Keefe said. "One thing you hear a lot about in the process to sainthood is that a person lived an ordinary life in an extraordinary way. I think McCauley led an extraordinary life doing a lot of remarkable things."

The roughly 30-minute documentary premiered at Creighton in September. You can watch the film here.



Photo by Jim Eckler

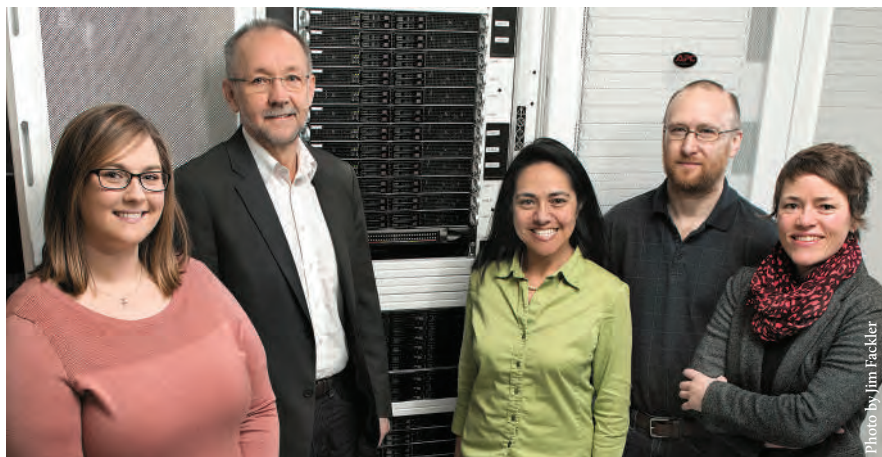
John O'Keefe, PhD, the A.F. Jacobson Chair in Communications and professor of historical theology, was a natural fit to work on the documentary about Bishop Vince McCauley because of his previous work in Uganda.

Researchers to Benefit from New Computer Cluster

A new computer cluster, installed in November, will greatly enhance Creighton researchers' ability to calculate vast amounts of data, says Sándor Lovas, PhD, a professor in the Department of Biomedical Sciences.

Lovas led Creighton's efforts to secure a grant from the National Science Foundation's Experimental Program to Stimulate Competitive Research (NSF-EPSCoR) to significantly increase the University's supercomputing prowess.

"We are talking about the possibility to complete calculations that used to take months now taking a matter of days, or even hours," says Lovas, who is working on structure-function relationships of polypeptides to study, among other things, their cancer growth inhibitory activity. Lovas first began using computational chemistry to aid his

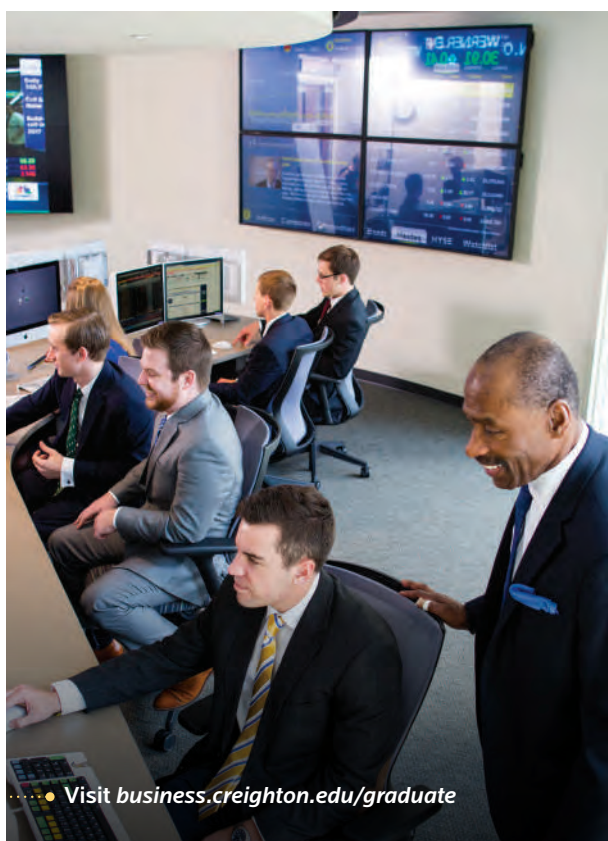


From left to right, Holly Stessman, PhD; Sándor Lovas, PhD; Patricia Soto, PhD; Eric Haas, PhD; and Anna Selmecki, PhD, will utilize the new computer cluster for their research.

research when he came to Creighton in 1990.

"You always love to get your data right now, especially when testing a hypothesis and working to design a compound and testing its stability and ways to make it a better inhibitor. Working in cancer or other diseases, we know time is crucial."

Along with Lovas, four additional research groups — from pharmacology, medical microbiology, physics and chemistry — will use the new computer cluster in its first year. After that, the cluster will be used for research purposes across Creighton's colleges and schools for faculty and students.



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Rare Bone Cancer Steels Resolve of Business Student By Eugene Curtin

When Jonathan Kreifels, in January of 2014, found himself among the small group of approximately 200 Americans aged 2 through 20 diagnosed annually with Ewing's sarcoma — a rare form of cancer affecting the bones and surrounding soft tissue — he might reasonably have succumbed to self-pity.

He was 19 years old and three semesters into a business degree at Creighton. Athletically active, a sports and soccer enthusiast, and making great strides toward graduating from his older brother's alma mater, he had nonetheless been troubled for about nine months by a swelling left thigh.

It was an annoyance at first, graduating eventually to a nuisance, and soon thereafter to a painful and debilitating problem that made it hard to walk or sleep.

The doctors he consulted all diagnosed a torn quadriceps, one of a group of thigh muscles that enables athletes to run, jump, squat and do all those things that athleticism requires. He was advised to decrease his physical activity and rest his quad muscles. Meanwhile, the tumor grew.

For 18 months after his tumor was discovered by his childhood pediatrician during a trip home to El Dorado Hills, Calif., Kreifels would endure 20 rounds of chemotherapy, months of exhaustion he can compare only to running a daily marathon, and removal and replacement of his hip, knee and femur.

Now 22 years old, he walks with a cane, which is about the only evidence of the trauma that visited him three years ago. He is cheerful, even ebullient, fully engaged in student life at Creighton, doggedly and busily serving a demanding internship at Union Pacific, and "honored and humbled" to have received both the Edward C. Creighton Business Social Responsibility Endowed Scholarship and a general university academic scholarship.

"Your gift takes on a special meaning to me as I remember the medical bills and the prices of treatment," he wrote to the scholarship committee. "Thank you deeply for your commitment to me, and know that I'll continue to pay it forward during my treasured time at Creighton and beyond."

The past three years have been full of struggle, he said, and it means much that friends, family and his academic community have stood with him.

"It is especially gratifying to know that my hard work and dedication have been noticed by others, and their praise of my actions leaves me proud and determined to continue what I've already begun," Kreifels wrote.

His "actions" would have been hard to miss, even if his dramatic and successful battle against cancer (he is halfway through the standard five-year period of watchfulness) had never occurred.

He was a Beadle his sophomore year, and will be a Decurion this year, in both roles helping acclimate new students to life at

Creighton. He has participated in four service and justice trips with Creighton's Schlegel Center for Service and Justice (he served as a leader for a trip to Memphis, Tenn., this March); has been a guest speaker the past three years for the University's Relay for Life event, which supports the American Cancer Society; and, despite being robbed of his full athletic ability by his surgery, has served as a referee and scorekeeper in intramural soccer, basketball and volleyball.

He helped found JayClean, an on-campus dry-cleaning business, and served as a DJ on Creighton's Bluj radio network.

Beyond Creighton's campus, he has volunteered as a child care specialist at Pixan Ixim, a Maya cultural organization based in South Omaha, worked with families and children at Omaha's Children's Hospital and Medical Center, and coordinated a fundraiser for Union Pacific to benefit the Juvenile Diabetes Research Foundation.



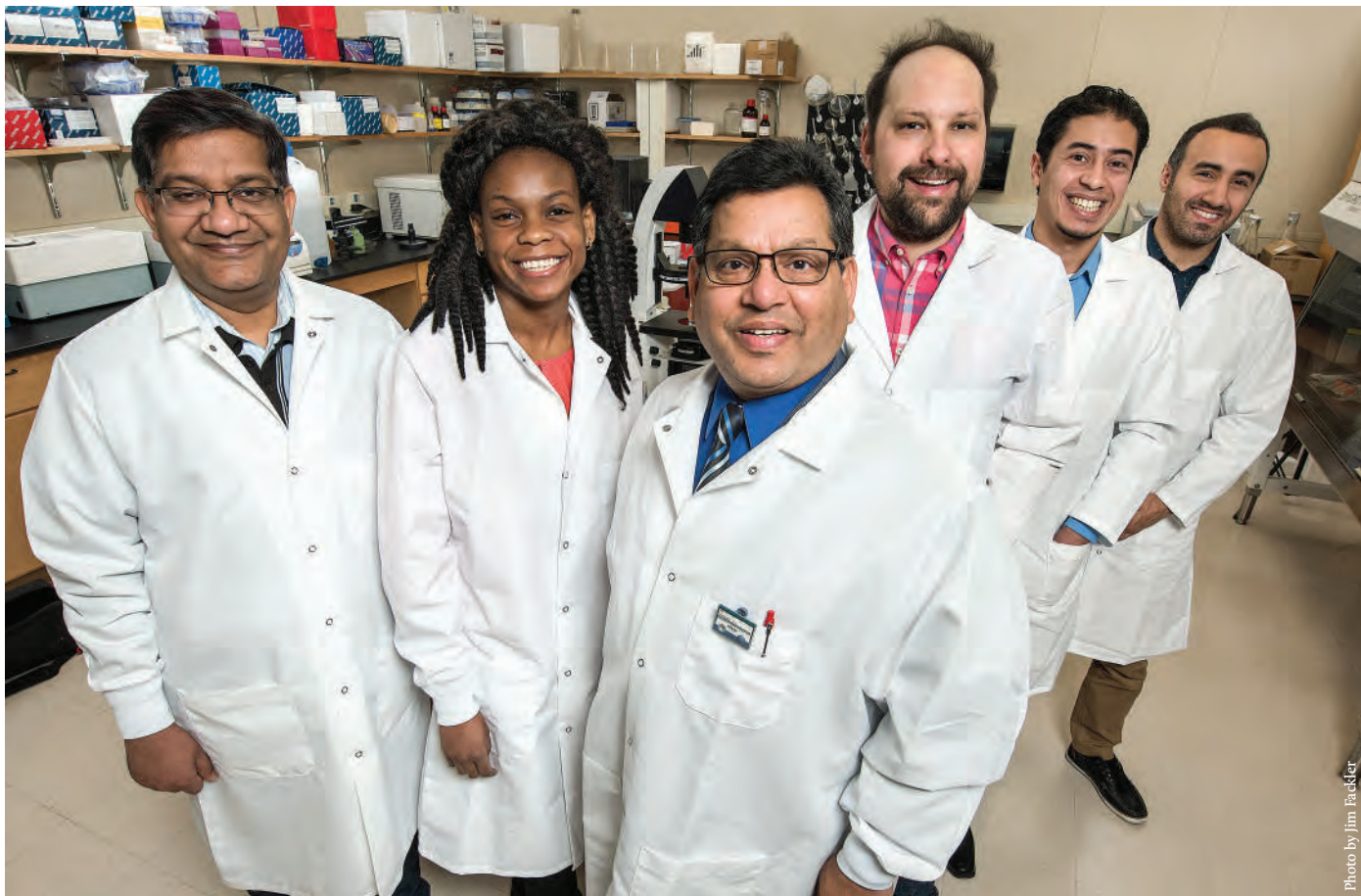
Jonathan Kreifels is grateful for the scholarship support he has received as a Creighton student.

Ewing's sarcoma is very rare, affecting almost exclusively children and young adults 20 and younger. It accounts for about 1 percent of all childhood cancers. About 70 percent of children with Ewing's sarcoma are cured, but the survival rate drops to 56 percent for teens aged 15 to 19.

"One of the big takeaways from all this is that I don't sweat the little things," he said. "It will either work out or it won't work out, and it will be fine."

With insight that can perhaps be gained so early only by staring death in the face, Kreifels said he hopes to do something in the future that is both fun and engaging, but that he will be content with a steady job and a loving family.

"Family and friends are most important to me," he said. "Everything else is there, and must be accomplished, but it doesn't rank as high."



Creighton's Department of Clinical and Translational Science has nearly 30 students or postdoctoral researchers from 15 different countries. Pictured above are (left to right) Vikrant Rai, MD; Sannette Hall; department chair Devendra "DK" Agrawal, PhD; Joe Abdo, BA'04; Mohamed Fouada, MD; and Sami Almalki.

'There are No Borders for Science' By Adam Klinker

Students bring global perspective to research aimed at combating disease

As in most places of employment, the break room in the School of Medicine's Department of Clinical and Translational Science (CTS) is a haven from workaday stresses, a place to unwind, have a snack or a meal, and socialize with colleagues.

In the CTS break room at Creighton, you can do all that in about a dozen languages or cuisines.

"Lunch in our break room is a little like a mini U.N.," said Sannette Hall, a doctoral student in CTS from Jamaica studying asthma and allergy. She is one of nearly 30 students or postdoctoral researchers in the department from 15 different countries.

"We take a little time to not talk science. With the kind of diversity we have, it's a great

way to interact in this global village and to realize that even though we might not be talking about science in that moment, we are getting great ideas about our scientific thinking from all around the world."

As a scientific program, CTS relies on a global approach to research and pathology in the interest of searching out the best ideas that can then be applied to clinical settings.

Devendra "DK" Agrawal, PhD, chair of the department, said the key goal in CTS is in

training and preparing the next generation of researchers for the betterment of the disease management process. To do that, he said, the program necessarily draws on the expertise of faculty and students from around the world.

“That global exposure has given us an enriched environment, not only in learning about and appreciating one another’s cultures and backgrounds, but to exchange ideas,” said Agrawal, a native of India who has also worked in Canada. He represents a diverse faculty in the program, with members hailing from seven different nations.

“The most important function of this department is finding new approaches that aid in a clinical setting to combat disease,” he said. “I’ve found that more exposure to the health challenges in other countries has been integral to our students’ thinking about disease and approaches to disease. They are thinking about health problems globally, in every sense of the word.”

The scope of the department’s projects, its publications, its network and its diversity are all part and parcel of that thinking.

In 2016 alone, CTS students and faculty published work in 59 publications on subjects including cardiovascular science, oncology, orthopedics, neurology, vitamin D, pulmonary diseases, diabetes, and asthma and allergy. Research in each of those fields, and several others, gets into some of the most cutting-edge science Creighton is doing.

And in the multifarious CTS lab, in its break room and in its hallways, the worldwide conversation rarely stops and there are always open ears and minds to ponder new ideas and answer questions.

“There are no borders for science,” said Sami Almalki, a CTS doctoral student from Saudi Arabia, working on clinical uses for stem cells. “To have that diversity in both nationality and experience, you feel more comfortable. You see it in our lab. We are a team that comes from all around the world, working on a common goal in better disease management. You feel confident that you can approach people with questions and get answers.”

Students credited Agrawal with that wide-open flow of ideas and perspectives

and said it was a motivating factor in their choice of Creighton’s program, which continues to be perhaps the only clinical and translational science program of its kind in the United States.

“I don’t know many doctors who want to do research, especially of this kind,” said Mohamed Fouda, MD, a CTS doctoral student from Egypt. “Dr. Agrawal has made it very attractive to people like me who do want to find ways to not only serve as a physician, but find new ways to address health problems through research that can eventually be taken into the clinic.”

Vikrant Rai, MD, of India, is another CTS PhD student and physician, studying

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“I’ve found that more exposure to the health challenges in other countries has been integral to our students’ thinking about disease and approaches to disease. They are thinking about health problems globally, in every sense of the word.”

Devendra “DK” Agrawal, PhD
Professor and Chair, Department of Clinical and Translational Science

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cardiovascular disease. He said the program was attractive to him because of its diversity and its focus on a wide array of medical and scientific approaches.

“The collaborative nature of the program is very important, and here, we are sharing ideas from all over the world,” Rai said. “Dr. Agrawal’s approach is to make this a diverse atmosphere, to see students from many walks of life working on diverse projects.”

College of Arts and Sciences alumnus and CTS doctoral student Joe Abdo, BA’04, who is working on cancer research, said having

contact with physicians in the faculty and among his fellow students, many of whom have arrived at Creighton from around the world, presents a singular opportunity in the department and in the growth of each CTS student.

“I’m not an MD,” Abdo said. “But I’m surrounded by MDs in the lab, on the faculty, so if I have a medical question I can go to them and feel confident in asking. And many of them have that international perspective that will get you to look at a problem in a different way. But we talk about other things, too. The break room gets a lot of conversation going on American football and soccer, too. I work with some awesome people here.”

In the nerve center of the department is the senior program coordinator, Dane Marvin, BA’16, who said from where he stands, the diversity of the CTS faculty, students and staff is providing an additional layer of Creighton education.

“No two days are the same in this job,” he said. “And I love it. It’s especially true in that I get to meet and interact with all kinds of people from all around the world, with all different perspectives. Togo, India, South Sudan, Mexico, Egypt, Saudi Arabia. In an atmosphere like that, you can’t help but get new outlooks, different approaches. That’s where your world grows and your education grows, when you look outside your own daily experience and find another perspective.”

Off the laboratory bench and out of the classroom, the students agreed, the Department of Clinical and Translational Science resembles a worldwide family. There are the break room conversations, but there have also been celebrations of the Hindu festival of Diwali, sporting events and concerts.

“We’re all busy and we know that this research is why we are here,” Hall said. “We spend several hours per week in the lab focused on our projects and trying to find solutions that can translate from the bench to the bedside. However, when we do get some free time, we make an effort to celebrate and share in each other’s lives and interests. The dynamic nature of the research in CTS and the cultural diversity help to make this place a well-functioning department.”

health briefs

Eradicating Polio

Creighton alumnus: It could be a reality by 2020

Creighton alumnus and board member Chris Elias, BS'79, MD'83, HON'09, delivered the Dr. Robert G. Townley Keynote Address as part of the



Elias

Global Health Conference Midwest hosted by Creighton in February.

In an address titled "Beyond Medicine: How Markets, Data and Partnerships Shape Global Health," Elias,

president of global development at the Bill and Melinda Gates Foundation, recounted his experiences on the front

lines of global health issues.

Elias, who has been with the Gates Foundation since 2012, oversees the foundation's project to stamp out global polio. In 1988, when the World Health Organization announced a plan to combat the disease on an international scale, there were more than 100 countries around the world still suffering annual polio epidemics.

Since the Gates Foundation's advent into the project in the last decade, the advances have been exponential. Thanks to partnerships with industry and dramatic improvements in the front-line distribution of vaccines, there were only 37 cases of polio worldwide in 2016.

Elias said he is optimistic we could see the last cases of polio in the world this year and the disease could be declared eradicated as early as 2020.

"These are very complex agreements," Elias said. "Scientists in industry are like scientists in academia. They want to make a difference. It's finding a way to lower the cost of partnership."

Cavity Free by 2023

Dentistry partners with local elementary school

With the mantra "Cavity Free by 2023," Nelson Mandela Elementary School in Omaha and the Creighton School of Dentistry are partnering to help the elementary school's 140 students improve their dental health.



Kim McFarland, BA'83, DDS'87, professor and chair of community and preventive dentistry, examines a student at Nelson Mandela Elementary School in Omaha.



Holly Stessman, PhD, will receive \$450,000 for her research on autism.

Study Finds More Genes Tied to Autism

Holly Stessman, PhD, assistant professor of pharmacology and an expert in the identification of autism genes, was part of an international research team that helped link 38 new genes to autism or related developmental delays and intellectual disabilities.

Researchers from 15 institutions in seven different countries recruited 13,000 people with some form of autism or other developmental delay to participate in the study. The findings were recently published in the journal *Nature Genetics*.

The study posits autism is distinct from other developmental delays and intellectual disabilities based on 25 genes showing a bias for autism versus intellectual disability and highlighting a network associated with high-functioning autism.

According to a 2014 report by the Centers for Disease Control and Prevention, one in every 68 babies in the United States is born with autism — nearly double the rate found in 2004.

The Autism Society describes autism spectrum disorder as a complex developmental disability that affects a person's ability to communicate and interact with others. There is no known single cause.

Stessman was also a finalist in the "Bridge to Independence" program, sponsored by the Simons Foundation Autism Research Initiative, which provides support to scientists just beginning their faculty careers. She will receive \$450,000 over three years for her work on *in vitro* modeling of genetic subtypes of autism.

At a school-wide assembly in January, Creighton dental faculty and students talked to the children about the importance of brushing their teeth. Creighton mascot Billy Bluejay joined in the presentation, to rampant cheers of “Go Bluejays!”

“Bringing dental health to the kids at school works,” said Stuart Tucker, a third-year dental student from Bonners Ferry, Idaho. “When we look at dental health, there are really two sides to it. There’s the biological side, which tells us that oral health is crucial to overall health, and then there’s a social element. Kids are more confident learners, more comfortable in what they pursue, when they have a bright, happy smile.”

Long a partner with several elementary schools in Omaha and a participant in the annual Give Kids a Smile event during National Children’s Dental Health Month, Creighton decided to take that advocacy and the one-day affair and expand it into a year-long partnership with Nelson Mandela. The partnership’s ultimate goal is to foster good oral health habits in the hope of reaching the goal of a cavity-free school by 2023.

New Dental Building Continues to Take Shape

The \$84.5 million, 200,000-square-foot School of Dentistry building continues to take shape at 21st and Cuming streets, with plans to open in July 2018. Dean Mark Latta, DMD, is providing short, periodic video updates on the progress of construction and other news surrounding this state-of-the-art facility, which promises to put Creighton at the forefront among dental schools nationwide. A successful fundraising campaign is continuing to forge ahead, and alumni and friends are invited to be a part of this historic effort to shape the future of Creighton University and the School of Dentistry, and positively impact the communities Creighton dentists serve.


 For the video updates and more on giving opportunities, please visit dentistry.creighton.edu/construction-updates



Photo by Dave Weaver

Keidren Lewi, MD (seated), first-year resident; Bill Howard, occupational therapist; and Kate Dosenovich, clinic resident coordinator, gather behind the scenes at the new CHI Health Creighton University Medical Center–University Campus to review the upcoming day’s work prior to seeing patients.

A team-based approach to clinical care Creighton Opens New University Campus

At the new CHI Health Creighton University Medical Center–University Campus, located at 25th and Cuming streets, Creighton University and CHI Health are pioneering a new team-based, interprofessional approach to clinical care.

This interprofessional approach represents the future of clinical care and is an extension of Creighton’s classroom teaching, said Joy Doll, OTD’03, executive director of Creighton’s Center for Interprofessional Practice, Education and Research (CIPER).

“In academia, we’re doing a really good job of talking about team-based care, but it’s not necessarily happening in practice,” Doll said. “Creighton is on the leading edge nationally in offering our students in the health sciences — in dentistry, medicine, nursing, occupational therapy, pharmacy and physical therapy, along with a developing physician’s assistant program — opportunities for interprofessional education and practice in the clinical setting. We are a front-runner in this new model of health care.”

The new 80,000-square-foot University Campus outpatient health center opened with a ribbon cutting in January. Along with an emergency room and a revamped and expanded pharmacy, the new facility extends Creighton’s pledge to serve the community surrounding the University by integrating family medicine, an imaging center, pediatrics, women’s health services, psychiatry and physical therapy in a one-stop location.

“This building really is special,” said Michael White, BS’96, MD’01, an associate professor of medicine at Creighton and the chief academic officer for CHI Health. “As a physician and a faculty member, I’m very proud of this community. We’re here to stay, we’re committed and we’re ready to go forward.”



Photo by Jim Fackler

Rock On!

By Rick Davis, BA'88

First-year law student pursues her educational dreams while continuing to work with major musical acts

To her Creighton classmates and professors, Marcia Kapustin is another hard-working first-year law student knee-deep in such foundational coursework as civil procedure, contracts and constitutional law.

But, in between classes and studying, the Philadelphia native has another foot solidly planted in the world of big-time rock 'n' roll — working on stage productions for such artists as Paul McCartney and Metallica.

“It’s funny. I would say that most of my classmates have no idea of what I do,” Kapustin says of her rock 'n' roll connection.

Kapustin is the owner of Kosher Pixels (more on the name later), which provides video content and live direction for large events such as live concerts. She has worked with a long list of major recording artists, including McCartney, Metallica, Bon Jovi, Aerosmith, Christina Aguilera, U2, Elton John, James Taylor, Brooks & Dunn, the Eagles and KISS.

She currently has a crew working with Metallica, the American heavy-metal band, on its world tour. She hopes to join McCartney’s new “One On One” tour — which kicks off in April — after completing the school year.

While the job has its share of glitz and glam, it also has its unrelenting routine. Tours can be grueling, with extremely long hours.

“My load-in usually starts at 8 a.m., the band doesn’t hit the stage until 9 p.m., we don’t get off the stage until after 11 p.m. and my load-out’s not done until 2 a.m.,” Kapustin explains. “And then we get on the bus ...” ready to hit the next city and start the process again.

Kapustin says it’s important to keep in mind that it’s a business — a billion-dollar business, at that. But there are those keepsake, backstage moments.

“It’s pretty special,” Kapustin says. “You see him (McCartney) every day, and he comes up and gives you a hug and kiss hello. Even after so many years, every now and then, you go, ‘Oh, my God, I just got hugged by a Beatle.’”

So how did Kapustin end up at Creighton law school?

“It [studying law] was something I wanted to do for years,” Kapustin explains. “My father is an attorney; several members of my family are attorneys. About 80 percent of my friends from undergrad are attorneys.

“And nearly 100 percent of that 80 percent think I’m out of my mind for doing this. They say, ‘You had the job that we all wanted. We sit in our offices and dream of doing your job.’”

Kapustin says she’s loved traveling the world, but being on the road — working 80-hour weeks — can be a grind, especially now with a fiancé in Omaha. Her hope is to combine her entertainment experience with her legal education to carve out a new career path.

She envisions starting a business focused on helping entertainers structure their estates.

Kapustin was accepted into the University of Nebraska-Lincoln College of Law, but wanted to stay in Omaha, where she’s been living for the last seven years. “In the end, I realized I’m going to live here in Omaha, and I thought this was definitely a better fit.”

After her first semester at Creighton, she has not regretted her decision. “The availability of the professors, that open-door policy, is something I felt immediately. It’s pretty amazing how accessible everyone is.”

The Road to Rock ‘n’ Roll

While a broadcast journalism student at American University in Washington, D.C., and following her graduation in 1991, Kapustin worked with the U.S. Chamber of Commerce. It gave her a wide breadth of experience.

She worked on *Nation’s Business Today*, an hour-long news show produced by the Chamber that aired twice every weekday morning on ESPN, USA Network and ABC — eventually rising to be the show’s assistant director.

Following graduation, she left the Chamber to teach English in Japan for two years. “I then stayed in Asia for another two years and backpacked through Asia and lived in India, Nepal and Thailand.”

When she returned, Kapustin rejoined the Chamber. She worked on the event staff for several large Republican and Democratic political events. In 1996, she was a stage manager for a Republican National Committee (RNC) gala at the D.C. Armory during Bob Dole’s presidential bid.

“Politicians want to look like rock stars and put on a glitzy show,” Kapustin says. “So they hired a production company [Nocturne Productions out of San Francisco] that worked in rock ‘n’ roll.”

Like any show, backstage can be a bit chaotic. With nine stages to manage and a director yelling in her earpiece to keep things moving, the slight-of-build Kapustin took charge. She began pulling politicians out of the green room and getting them to the stage.

“The rock ‘n’ roll people were like, ‘You’re insane. You need to come work for us,’” Kapustin says. “And I was like, ‘OK, sure.’ And the next thing I know, they sent me a plane ticket to go to San Antonio, Texas.

“I thought I had hit the lottery. The next thing I knew, I was being flown out to California and began working with U2. I ended up being the assistant director on PopMart, U2’s 1997-98 world tour.”

Sports Detour

In 1998, Kapustin stepped out of the music scene to work for the Baltimore Ravens, as the professional football team was moving into its new \$220 million Ravens Stadium at Camden Yards (now M&T Bank Stadium).

“They decided they wanted to do cutting-edge video board technology, and luckily they found me on the road,” says Kapustin, who would serve as the team’s producer/director of stadium events for two years.

Kapustin convinced the Maryland Stadium Authority, the Ravens and owner Art Modell to move away from the established Jumbotron technology — which used large cathode ray tubes — to the more energy-efficient LED (light-emitting diode) technology. The Ravens would become the first professional football team to make the switch to LED for its stadium video boards. The experience also led to her future company’s name — Koshers Pixels.

Kapustin was in a meeting with the Maryland Stadium Authority and Modell, explaining the pixels that make up LED technology, when the Ravens’ owner stopped her. “Honey, just stop talking,” he said. “In my day, the only pixels we cared about were kosher pixels.”

Kosher Pixels

With Modell’s blessing, Kapustin named her company Koshers Pixels, and for the last 18 years the company has helped develop video content for large events, such as concerts.

Kapustin has worked with Metallica for 13 years, and has been an assistant director for McCartney’s tours for the past 15 years, including for his historic 2003 concert in front of more than 100,000 people in Moscow’s Red Square — his first concert in the former Soviet republic.

“When you direct, you are calling cameras. I know a guitar solo is coming up in eight counts, so I’ll tell camera two to stand by to go to guitar,” she explains. “As technical director, which is what I do with McCartney, I take all the content and playback for the screens and bring it in at the appropriate time. Give the screens a personality.”

Kapustin also worked on the Concert for New York City, the benefit concert held at Madison Square Garden on Oct. 20, 2001, in the wake of the 9/11 terrorist attacks on the United States. The concert was organized by McCartney and included many famous musicians,



Rock legend Paul McCartney acknowledges Marcia Kapustin during one of his shows at which Kapustin served as technical director.

including Eric Clapton, The Who, Mick Jagger and Keith Richards, and Janet Jackson, among others.

“One of the shows that I always come back to is the 9/11 show,” says Kapustin, who served as assistant director. “The towers were still smoldering, and we came into Madison Square Garden. It was on VH1, and it was supposed to be three hours. And it went for five hours.

“It was so emotional. People were still hoping to find loved ones, and they were holding pictures of family members. For me, just being in the city at that time and being a part of that was pretty unbelievable.”

Kapustin, who earned her MBA from Portland State in 2009, says she enjoys being back in school, while still keeping a hand in the music industry.

“Things are going great. I am definitely enjoying it.”

Springing Forth

University Horticulturalist Keeps Campus in Bloom

It's January — a week before a major ice storm is about to hit Omaha — and Jessica Heller, Creighton University's landscape supervisor, is already talking about spring flowers. To get campus in full bloom by May commencement, Creighton starts early.



Heller

"The annuals we plant, we take a gamble every year and plant them 10 days to two weeks before we really should, because if we don't, we won't really have the plants in before spring commencement," Heller says.

Landscaping a 140-acre campus is a major team effort. Heller oversees a 10-member crew, and brings in a few additional workers seasonally.

Heller studied botany, and honed

her horticulture techniques in Omaha with a post-graduate internship at Lauritzen Gardens and by spending undergraduate summers at Mulhall's, a nursery, landscaping and garden center. She has worked at Creighton since 2004.

One challenge of landscaping an urban campus is working with a lack of open green spaces. Sometimes trees are closer together than normal to accommodate parking regulations. With Omaha's climate, Heller also has to think how the space will work with snow removal. But Creighton has found a way to work with its smaller footprint, as evidenced by the picturesque Jesuit Gardens.

"We desire to have this very comforting park-like setting, lots of space, lots of green, that's kind of an escape," Heller says.

Through Tree Campus USA, a program started in 2008 by the Arbor Day Foundation, Heller has been able to focus on tree protection and specific guidelines for new projects.

Creighton was an inaugural member of the program, which recognizes colleges and universities that produce healthy trees and engage students in the process. In February, Creighton received its ninth straight Tree Campus USA designation.

Creighton is home to more than 1,000 trees and 100 different species across campus.

Through an affiliation with the Nebraska statewide arboretum, Creighton also serves as a demonstration site for working with native plants.

"The arboretum brings the community to campus for tours, so that other people can visit and hear about the things we do here," Heller says.

When it comes to gardening, Heller keeps it simple, taking a native and natural approach.

"Gardening is a very sensory-intensive thing. It's not just standing back and observing; you really have to throw yourself into it."



At the Forefront of Research Innovation

Nationally, for the third consecutive year, *U.S. News & World Report* recognizes Creighton for its emphasis on the most innovative undergraduate research. Of the 36 universities to be acknowledged, Creighton is the sole Catholic university on the list.

Creighton continues to lead among U.S. Catholic universities as the top producer of Goldwater Scholars. The prestigious award recognizes outstanding undergraduates in science and technology.

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Going Deeper By Emily Rust

Ignatian Wisdom Groups allow seniors a chance to reflect on their Creighton experiences

It started small in 2012: Two groups of 12 Creighton seniors meeting in the office of the Rev. Larry Gillick, SJ, every other week for 90 minutes. It has grown exponentially every year since, as word has spread about the powerful effect of these Ignatian Wisdom Groups.

The meetings are confidential, allowing participants to freely express the troubles, joys, worries and triumphs of their senior years. This year, 150 students are participating in the program, under the direction of Fr. Gillick and the Rev. Greg Carlson, SJ.

The two longtime Jesuit priests say Ignatian Wisdom Group graduates have called it “one of the best things of my years at Creighton.” It provides seniors an opportunity to slow down and reflect on their experiences.

“American culture tends to have us zipping through days on a kind of overload of external experiences, maybe even superficial experiences,” Fr. Carlson says. “This invites people to ask what’s going on beneath the surface.”

It can be a bit awkward at first, as participants begin to share intimate moments of their lives with a group of senior classmates they may not know.

“When we first started, we had our moments of awkward silence, but then we were able to look past the barriers and talk about some really deep

moments in our lives,” says Grace Krupa, a senior nursing major from Golden, Colo.

The key to a successful Ignatian Wisdom Group is open, honest reflection. After someone speaks, group members are invited to respond, not with questions or advice, but with reflective responses.

“We don’t ask questions of each other, we make statements,” Fr. Gillick says. “We don’t say, ‘Well, why did you do that?’ The better thing to say is, ‘I think what I hear is you may be thinking this way.’”

Many participants find it easier — and more helpful — to confide in a group of peers they may not know well, rather than in friends.

“To be honest, friends don’t always listen to each other and give

an honest response,” Fr. Gillick says. “To really listen to another person is a great investment.”

There are no prerequisites for joining one of the groups; students simply need to contact Fr. Gillick or Fr. Carlson. However, interested students must promise to attend the meetings and be engaged and respectful.

“Not everybody can be that vulnerable or intimate,” Fr. Gillick says. “Not that you have to tell all, but can you listen and can you speak to each other?”

Two current or retired faculty and staff members lead each group. At first, Fr. Carlson and Fr. Gillick led all the groups, but when interest grew, they recruited others to assist.

“People who have retired are happy to come back,” Fr. Carlson says. “This is their chance to experience the best of student life.”

No set guidelines are given, so groups vary in structure. Some have a topic for the week; others simply wait for someone to start sharing. Faculty and staff leaders are welcome to share, too.

“It is the one time during the week where I feel like I don’t have to think about the next thing on my to-do list,” says Meg Maynard, a senior social work and Spanish major from Omaha.

Ignatian Wisdom Groups have recently caught on with graduate and professional students, too. The School of Medicine has established groups, and students in the School of Pharmacy and Health Professions and the School of Law have expressed interest.

When Fr. Gillick first met with a group in the medical school, the students spent a half hour diagnosing each other, treating one another as patients.

“I said, ‘OK, you guys are very good at diagnosis and prognosis — that’s not reflection,’” Fr. Gillick says.

“It’s not problem-solving. It’s about what’s going on in you because of the problem, or how you create the problem.”

Reflection mirrors the Ignatian Examen, a method developed by

St. Ignatius of Loyola, and practiced by Jesuits twice daily. The Examen asks one to set aside time to review the day in the presence of God.

“Rather than just let all that stuff stir beneath the surface, this is a chance in a confidential fashion to talk about it,” Fr. Carlson says.

“This group has allowed me to understand what is truly important to me and helped me find the direction in which I wish to go,” says Maddi McConnaughay, a senior economics major from Hastings, Neb.

When participants graduate and leave, they often seek a way to continue with this reflection in life after Creighton.

“Some people want to live more deeply,” Fr. Carlson says. “It’s a way of life; that’s why it’s Ignatian.”



The Rev. Larry Gillick, SJ, left, and the Rev. Greg Carlson, SJ, lead the Ignatian Wisdom Groups. This year, 150 Creighton seniors are participating in the program, which mirrors the Ignatian Examen developed by St. Ignatius of Loyola.



Creighton student Margo Scott with her host parents in the community of El Fundo, Dominican Republic.

Expanding Hearts and Minds

By Cindy Murphy McMahon, BA'74

*Creighton continues to serve in solidarity
with the poor, marginalized and orphaned
in the Dominican Republic*

Under night's dark refuge,

a woman cautiously crept into a lush garden in the Dominican Republic (D.R.) countryside and gently placed the bundle in her arms under a leafy bush. Then she silently vanished into the shadows.

By the time the newborn baby boy's cries were heard by passersby and he was ultimately taken to a local orphanage, she was long gone.

"Luis was found near the Haitian border, and it's possible his mother was a Haitian woman who wanted him to have a better life in the Dominican Republic," the boy's adoptive father says today, some 12 years later. Haiti and the D.R. share the second largest island in the Caribbean.

During his first year of life, Luis was identified as having a disability and placed in a Dominican orphanage for children who were severely challenged, both physically and mentally.

That's where he was discovered by a Creighton student.

"The student was touring this orphanage for children with severe disabilities when Luis caught her eye," his father says. "Most of the children laid in bed all day, but she noticed that he had cognitive abilities."

The student got permission to take Luis to the nearby clinics manned by Creighton health care professionals and students serving in the D.R.

The Creighton volunteers diagnosed Luis differently. "They saw that he could interact, that he was funny and intelligent," says his father.

Over the next several years, many of the Creighton faculty and students who visited the D.R., either through the semester-long *Encuentro Dominicano* service-learning immersion program or the Institute for Latin American Concern (ILAC) health professions programs, met Luis and fell in love with him.

His adoptive father, a hernia surgeon volunteering at the time at the ILAC clinic, felt the same way.

"I can still remember the first time I saw him. He was sitting on a Creighton student's lap, eating a banana, as cute as could be," says Bruce Ramshaw, MD, chair of the department of surgery at the University of Tennessee Graduate School of Medicine.



Jill Vonnahme Marmol, BA'09, is one of the many Creighton students who bonded with Luis, who lived in a Dominican orphanage for several years.

For 40 years, the story of Creighton's presence in the Caribbean has been about connections. Connections with people such as Luis — thousands of Dominican children and families who discover that people at a Jesuit, Catholic university in the heart of the midwestern United States care about them. Care about them enough to return again and again, and enough to take their stories to heart so deeply that they will never be forgotten.

Creighton's D.R. programs emphasize the importance of global vision and understanding in the education of well-rounded individuals. Programs are offered for dental, medical, nursing, pharmacy, law, physical therapy, occupational therapy, undergraduate and even high school students. Faculty-led groups, medical/surgical teams and other colleges and universities are offered service-learning and rural D.R. immersion experiences through Creighton.

A water quality program has students visiting rural *campos* to analyze water samples and work with the community to ensure clean drinking water.

All of the programs are housed at the ILAC Center (*Centro de Educación para la Salud Integral*, or CESI, in Spanish), a multiple-building campus, including a church, located about five miles outside of Santiago, the second largest city in the Dominican Republic. The ILAC/CESI Center is an international, Catholic, Ignatian-inspired facility that provides health services and pastoral care to Dominicans and hosts many organizations, with Creighton being one of its primary partners.

More than 4,300 Creighton students have traveled to the Dominican Republic, either through *Encuentro Dominicano* (Encountering the Dominican in English), which is celebrating its 25th anniversary this year, or through programs run out of Creighton's Institute for Latin American Concern office. The ILAC Summer Program for health professions students is marking its 40th-year milestone.

A New Chapter in a Long History

Creighton's president, the Rev. Daniel S. Hendrickson, SJ, was one of those whose life was influenced by Creighton's presence in the Dominican Republic. During the time he was a faculty member in philosophy from 2000 to 2003, he also taught Creighton students in the D.R. in 2002. Today, he views study abroad and immersion programs to be important aspects of higher education and has launched the Creighton Global Initiative to increase Creighton's global offerings.

Fr. Hendrickson and other Creighton administrators would like to see the successful service-learning immersion experiences the *Encuentro* program offers



Marmol today practices law in Washington, D.C. She has a special interest in unaccompanied immigrant minors and domestic violence cases.

“As Creighton celebrates milestone anniversaries for the University’s involvement in the D.R., we’re celebrating our successes, and at the same time, we see opportunities for new life, as these programs are the foundation for Creighton’s global initiatives and mission.”

René Padilla, PhD
Vice Provost for Global Engagement

to be experienced by even greater numbers of students, including those from other universities.

“For decades, Creighton has been partnering with local communities, many that are poor and marginalized, to build relationships and share resources,” Fr. Hendrickson says. “We also have been enjoying the beautiful realities of the culture and geography of the Dominican Republic.

“As I am keenly interested in the Creighton Global Initiative, I am eager for more Creighton students — and students from other Jesuit colleges and universities — to be transformed by Creighton’s remarkable presence in the Caribbean.”

René Padilla, PhD, vice provost for Global Engagement, who oversees Creighton’s Dominican Republic service and learning programs, says now is a good time for Creighton’s flagship international programs to look to the future.

“As Creighton celebrates milestone anniversaries for the University’s involvement in the D.R., we’re celebrating our successes, and at the same time, we see opportunities for new life, as these programs are the foundation for Creighton’s global initiatives and mission.”

The Creighton-Dominican connection runs deep. As the University broadens its programs and bonds in the Dominican Republic, it is sure to solidify the core of its efforts there.

A Transformative Experience

Jill Vonnahme Marmol, BA’09, today an immigration lawyer in Washington, D.C., is one of the many students and alumni who felt profoundly changed by her experience in the D.R.

When she came to Creighton from Le Mars, Iowa, in 2005, she was a pre-med major, but she soon learned that wasn’t necessarily her niche.

“That was a glorified disaster,” she laughs.

“I had been to Honduras on service trips in high school, so when I was visiting Creighton to decide where I wanted to go to college, I saw a poster for the *Encuentro* program and that was actually one of the selling points for Creighton for me.”

While studying abroad in the D.R. as a sophomore, she



Top: Creighton students Anissa Zimmerman, left, and Lauren Richards talk to local Dominicans about preventive health care measures at the Carrizal clinic. Creighton has been involved in water quality programs in the D.R.

Middle left: Students strip the outer layer of logs to prepare wood to construct a greenhouse in a service project for a women's association in the rural community of Sabaneta.

Middle right: Students work with coffee beans as part of the greenhouse project in Sabaneta.

Left: Creighton President the Rev. Daniel S. Hendrickson, SJ, right, visits with *Encuentro* students Josh Nichols and Emily Stoll during a fall 2015 visit to the D.R.

found she excelled in the social sciences, so she switched her major to justice and society with a Spanish minor.

“We had a really special semester, a great group. We all clicked and got along well. I can’t underestimate the importance of Tom Kelly (former program director) and Lisa (his wife) and their family, and how they were really good at challenging us to step outside our comfort zones, while at the same time making us feel at home.

“*Encuentro* does a good job of avoiding the ‘white savior’ complex,” Marmol continues. “We were taught that we were there to learn how not to ignore massive injustices and poverty, and to recognize that we can be part of the collective solution.”

Shortly before her semester abroad, Marmol’s mother had a recurrence of breast cancer. “My parents were both very supportive of me going. Even though she was very sick with chemo, my mom made the two-hour drive for the parents’ information meeting before we left because she was so supportive,” she says.

“As I am keenly interested in the Creighton Global Initiative, I am eager for more Creighton students — and students from other Jesuit colleges and universities — to be transformed by Creighton’s remarkable presence in the Caribbean.”

The Rev. Daniel S. Hendrickson, SJ
President

Her father visited her while she was in the D.R., but while he was there, her mother took an unexpected turn for the worse. He left immediately and Marmol followed two days later. Her mother died two days after that.

“My heart was torn between two places,” she says. “My time in the D.R. was such a huge watershed moment for me, using my gifts to fulfill my passions. But I wanted to be with my grieving family, too. I wanted to be in two places at once.”

She was grateful that her father made it simple for her, telling her she must go back to the Dominican Republic.

As part of the *Encuentro* program, each student lives for a time with a Dominican family in one of 200 rural communities, or *campos*, twice during the semester. From their time with their host families, students learn firsthand the realities of life in the Dominican countryside. They also work side by side with the community members on development projects to improve life in the *campo*. Marmol and her classmates lived in the tiny village of Ocho de Caballeros, home to about 20 families.

“I have no words to describe what a welcoming community it was,” she says. “The parents were so ready to take us in and genuinely happy to have us. We were

Using His Gifts to Fight Chronic Disease in the D.R.

Four times a year, Hans Dethlefs IV, MD, BS’87, makes a weeklong trip to the Dominican Republic (D.R.) to provide health care.

Dethlefs’ service in the D.R. doesn’t take place through Creighton, but the University played a part in its genesis.

As an undergraduate, he says Creighton put him on the path to community service through spring break service trips and spiritual retreats. After attending the University for his bachelor’s degree, he made health care service trips through Creighton over the next three summers to the Institute for Latin American Concern (ILAC) Center while a medical student at the University of Nebraska Medical Center.

He looks back fondly on those experiences because they involved “living in a culture that is very gracious and welcoming.” It also combined service with opportunities for spiritual reflection and sharing.

“Those experiences, and another I had in Mexico, were all formative and affirming as far as my vocation. I had in my head that was the kind of work I wanted to do, but until you have the experience, it is more of a theory and less of a proven desire.”

The father of three and Omaha family physician says today, for him, “The ultimate bottom line, in light of our Catholic faith and the bountiful gifts we are given, is that Creighton highlighted the importance of living our faith. For me, that really meant taking all the gifts I had been given and sharing them freely with the people who need it most.”

After he became a physician, Dethlefs and his wife, Andrea Nigro Dethlefs, BS’89, who is also a Creighton grad, moved with their children to Honduras for three years, where he provided medical services through a lay Catholic organization, the Christian Foundation for Children and Aging, which is now named Unbound.

When he came back to Omaha, he began practicing at the Indian-Chicano Health Center, which evolved into Omaha’s OneWorld Health Centers, where he today is a family physician and medical director for an electronic health record network of nine community health centers called Heartland Community Health Network. OneWorld provides affordable health care to the area’s vulnerable and underserved populations.

But living out his faith by caring for those in the community who have limited health options was not enough.

Dethlefs is medical director and board president for Chronic



“I had in my head that was the kind of work I wanted to do, but until you have the experience, it is more of a theory and less of a proven desire.”

Hans Dethlefs IV, MD, BS'87

Hans Dethlefs IV, MD, BS'87, is a family physician at OneWorld Community Health Centers. Dethlefs also is medical director and board president for Chronic Care International.

Care International (CCI), an organization founded by Charles Filipi, MD, professor of medicine at Creighton's School of Medicine (and now chairman of the CCI board), and his daughter-in-law, Linda Filipi, a nurse educator. Through Filipi's work as a surgeon with the ILAC Center, the Filipis learned there were great needs among Dominicans with chronic conditions.

“We were told that there were many complications from diabetes and hypertension in the Dominican Republic,” Filipi says. “We organized a patient assessment and saw 300 ILAC diabetes patients. We documented that many of them were not able to afford adequate care. So we obtained a grant from Chicago Cubs Charities and USAID and started Chronic Care International. About a year and half later, I asked Dr. Dethlefs to join us as medical director.”

CCI partners with local and international organizations to help provide programs for preventing and treating chronic diseases; education for professionals; self-care education for patients; community health support; electronic medical records and other information technology; medications, medical equipment and supplies; and laboratory testing. It solicits funds from private donors and church members.

The organization supplies medications that it procures in the United States or through a medication distributing company in Europe. There are many who serve on the 11-member CCI board who have ties to Creighton.

Dethlefs' frequent trips to the two CCI clinics in the rural D.R. focus on patients with diabetes and hypertension. “We serve 940 patients right now in the Dominican Republic, and we hope to eventually expand to other Latin American countries.”

Proof that CCI is making a difference is easy to come by, but Dethlefs recalls one patient in particular. “One gentleman felt

awful and didn't know why. He wasn't able to work and his family was depending on him. He had lost a lot of weight. We determined he had diabetes and, after treatment, he has been able to start working again.”

Dethlefs' Creighton-D.R. connection has come full circle as his eldest child, daughter Allison, BA'15, was a participant in Creighton's *Encuentro Dominicano* program when she was a junior in the College of Arts and Sciences.

“She also has gone down to the CCI clinics. She has helped us find sponsors and even taught Zumba classes with patients,” he says, adding that she is currently in Bolivia as a Franciscan lay missionary.

For his part, Filipi says the Creighton-D.R. connection has been the gateway for his work in developing nations, which includes, in addition to CCI, the nonprofit Hernia Repair for the Underserved (herniahelp.org), which has branched out to other Western Hemisphere countries.



Filipi

“The vision of the founders and the dedication of all those who have developed the ILAC Center and its reputation in the Dominican Republic as the premier nonprofit health care provider have made it possible to build other programs using the in-place infrastructure.”

Filipi says the work of the ILAC Center “has been a great gift to me, my wife, Frances, who joins me on every trip, and other family members. We have learned about poverty and the graceful and wonderfully generous people of the Dominican Republic. Their joyful spirituality has been a powerful lesson for us all.”

Creighton in the D.R.

more than
4,300

Creighton students have traveled to the Dominican Republic, either through **Encuentro Dominicano** (Encountering the Dominican in English), or through programs run out of **Creighton's Institute for Latin American Concern** office

Encuentro Dominicano

Semester-long
Undergraduate
Service-learning immersion

Institute for Latin American Concern (ILAC)

29 programs including:

- Professional student programs (health sciences, law, East-West studies and more)
- Immersion programs for high schools across the U.S.
- An interdisciplinary summer health care program
- Medical mission trips
- Water quality program

Over the last 5 years (ILAC)



15,000

Patients evaluated and treated by 625 health sciences students



2,500

Surgeries performed and 7,500 patients evaluated by six surgical groups



2,000

Point-of-use water filters inspected by 60 students



Prosthetics Laboratory has provided hundreds of patients access to prosthetics

For more information, contact the Global Engagement Office:
402.280.2221 • GlobalEngagement@creighton.edu • creighton.edu/geo



Top: Mari Vazquez-Hernandez, BSN'16, and Olivia Moss, BSN'16, provide diabetic foot assessments in Sabana Rey.

Middle: John Kum, BSChm'12, DDS'16, with a young member of the Los Velazquitos community.

Bottom: Yvette Medina, DPT'16, middle, and Caitlyn Weir, DPT'16, consult with a patient at the ILAC Mission Center in Santiago.

obviously learning from them, but they embraced us and made us feel so welcome.”

Marmol returned to the D.R. during her senior year to assist the academic director, and has kept in touch with the Dominicans she came to know and love. She also is one who felt her heart tugged by the little boy Luis, who lived at the orphanage where she volunteered.

“He was a firecracker. I can’t even use the word ‘disabled’ with him. He was so spunky and independent. He was definitely not a victim — he was a fighter.”

After she returned to Creighton’s campus, Marmol worked part-time at a legal services agency specializing in immigration. “It was exactly what I was looking for. The attorneys were in tune with social justice and the particular vulnerabilities of our clients.”

Following graduation, she volunteered for a year with the Capuchin Franciscan Volunteer Corps Midwest and then applied to law school at the University of the District of Columbia’s David A. Clarke School of Law.

“I actually chose Washington, D.C., because one of my *Encuentro* classmates was going to work in the White House and needed a roommate,” she says. She gravitated to the school’s immigration law clinic, and Marmol’s career path was firmly set.

She met her future husband, Alexis Marmol, her first year in law school. They were married in 2014 at St. John’s Church on Creighton’s campus.

She currently works for the D.C. Superior Court, but eventually looks to join her husband at the immigration law firm the couple started in the D.C. area. She plans to concentrate on unaccompanied immigrant minors and domestic violence cases.

Incorporating Jesuit Values

The transformation and growth that take place for students such as Marmol would not happen without the incorporation of Ignatian values into the learning objectives and the numerous opportunities for students, faculty, staff and volunteers to grow personally, professionally and spiritually.

Participants in the Creighton programs have the opportunity for reflection, prayer, discussion and journaling before, during and after their experiences in the D.R.

“Reflection helps them integrate what they encounter,” says Susan Naatz, MS’95, associate vice provost for Mission and Ministry. “Many of them have a truly transformative, life-changing experience.”

Also, the on-campus Division of Student Life works closely with Creighton’s on-site *Encuentro* student life director to provide leadership-building and cultural activities, as well as to ensure that students’ housing, health, safety and general well-being needs are met.

Tom Kelly, PhD, professor of systematic theology, is one of the dozens of Creighton faculty and administrators who have found themselves intensely and inextricably bonded to both their students and the residents of the Dominican Republic.

Kelly directed the *Encuentro* program from 2005 to 2007,

“We were taught that we were there to learn how not to ignore massive injustices and poverty, and to recognize that we can be part of the collective solution.”

Jill Vonnahme Marmol, BA’09

moving to the D.R. with his wife and three young children, and then served as the program’s on-campus coordinator for four years.

“I had taught about the (Catholic) Church in Latin America for years, but I lacked on-site credibility,” Kelly says. “From a professional standpoint, my time in the D.R. was probably one of the most meaningful experiences of my career. I had 10 to 17 students each semester, and I really got to know them under very intense circumstances.

“Seeing poverty up close and what you can and can’t do about it. I have never seen students grow as deeply and permanently as I saw there.”

That depth can be symbolically understood in the life of one Dominican boy.

“Every student who volunteered at that orphanage fell in love with Luis. He had such a personality. Honestly, leaving Luis was the hardest part,” professor Kelly says of the time when he had to return home to Creighton’s campus from the Dominican Republic.



12-year-old Luis Ramshaw proudly displays his honor roll certificate.

The Creighton connection changed the trajectory of Luis’ life, who today is 12 years old and lives in Knoxville, Tenn., with his family. He receives special needs education for half a day and is in a regular classroom the other half. He is a straight-A student, a safety patrol officer and class representative on the student council.

“He still has some physical disabilities, such as cerebral palsy,” says his father, “as well as hearing and speech impairments for which he wears very colorful hearing aids he personally designed, but he continues to get better all the time.”

It took five years for the Ramshaws to complete Luis’ adoption. “Halfway through, all the paperwork was lost and we had to start over,” Ramshaw says.

“Volunteering with the ILAC program was a wonderful experience for me, and it turned into gaining a new son. The situation now is just wonderful, and we are so blessed to have him in our home.”



Fatigue in Parkinson's Disease: Exploring the Unexplored

By Ann Freestone, BA'89

Michael J. Fox has long been the face of Parkinson's disease, which affects at least 1 million people in the United States and 5 million worldwide, making it the leading movement-disorder disease. Other well-known people who are battling or have battled Parkinson's include Muhammad Ali, Janet Reno, Billy Graham, Linda Ronstadt and Pope John Paul II.

Now 55, Fox was diagnosed with Parkinson's in his 20s, which is considered early onset, and has fought for a cure for many years. As Fox has continued acting since being diagnosed, viewers would notice physical symptoms; however, one of the most debilitating symptoms is not noticeable in movements. It's fatigue.

Creighton researchers are collaborating with colleagues from other institutions to explore this unexplored aspect of the disease, through the wide lens of physical therapy, exercise science, pharmacy, neurology and biomechanics.

What they've found has shed light on mobility issues experienced by people with Parkinson's disease, and has opened doors to future research and possible novel treatment options.



Photo by Charles Sykes/Invision/AP

Michael J. Fox

Parkinson's is a lot more than a tremor. It's a movement disorder that's degenerative and chronic. Parkinson's afflicts more people than multiple sclerosis, muscular dystrophy and Lou Gehrig's disease combined.

The hallmarks of the disease in terms of motor symptoms are slowness, rigidity and tremor; however, other symptoms are often present as well, such as fatigue, dementia, depression and psychosis.

Although people think of Parkinson's as a disease of the central nervous system, it is also a disease of the autonomic nervous system, which controls bodily functions that are not consciously directed, such as the heart beating, digestive process and breathing.

Because Parkinson's affects the autonomic system, people with Parkinson's may experience dizziness, constipation and a drop in blood pressure. Later in the disease, the symptoms contribute to difficulties in daily living.

The neurotransmitter dopamine, a substance produced in the brain, helps control movement. Dopamine decreases in people with Parkinson's. As dopamine decreases, it affects movement, the body and emotions as well.

"A cornerstone of Parkinson's,

regardless of the cause, is a deficiency in this neurotransmitter," says Michele Faulkner, PharmD, professor of pharmacy practice and professor of medicine in the Department of Neurology.

"The role of dopamine in the body — when you perform any deliberate movement — is to release the inhibition of movement to allow you to execute it accurately and smoothly," Faulkner continues. "When you don't have enough dopamine, you have to fight to perform normal movements, so movements are slowed, and muscles feel stiff. Additionally, there's an imbalance between a couple of different neurotransmitters, dopamine and acetylcholine specifically. This allows acetylcholine to exert its effects unchecked which causes the tremor."

Dopamine also affects motivation.

"Dopamine does two major things — it moves and motivates us," says John Bertoni, MD, PhD, director of the Parkinson's clinic at the University of Nebraska Medical Center (UNMC) who spent 20 years at Creighton. Its effect can be seen in cocaine and other illicit drug use, which stimulate a rush of dopamine to the brain. When the person stops taking the drugs, they often show very little motivation and are withdrawn.

"That's how people with Parkinson's feel.

It takes away their gumption."

According to Faulkner, "The medications in the current arsenal, with few exceptions, are created for the replacement of dopamine or to keep enzymes in the body from breaking dopamine down." In fact, prescribing dopamine-enhancing drugs is part of the diagnostic process: If a person improves while on the medication, then the diagnosis is typically Parkinson's.

A major limitation is the disease progresses despite medication.

"We don't have any medications that stop Parkinson's, and we don't have any medications proven to slow it down," says Faulkner. "As the disease progresses, we continue to add medication after medication and escalate doses, which can result in complicated medication regimens."

In the advanced stages of the disease, patients have to medicate every couple of hours.

"We're looking for that magic pill that will stop Parkinson's in its tracks," Faulkner says. "Until we find a way to prevent the disease, or stop or slow progression, we haven't really found success."

Beyond pharmacological interventions are other therapies such as physical therapy, occupational therapy and exercise.

"We're looking for that magic pill that will stop Parkinson's in its tracks.

Until we find a way to prevent the disease, or stop or slow progression, we haven't really found success."

Michele Faulkner, PharmD
Professor of Pharmacy Practice
and Professor of Medicine



Photo by Jim Faulkner

“Physical therapy and occupational therapy components include alternative ways to perform tasks and strengthen muscles in people not moving to their full range,” says Joseph Threlkeld, a physical therapist with a PhD in anatomy. “All are classic approaches.”

Threlkeld, the lead investigator in the fatigue study, has researched Parkinson's disease and movement disorders since 2002. “As a practicing physical therapist as well as an educator, I became interested in how the neurological system controlled movement and how movement controlled the brain,” says Threlkeld.

Over the years, he investigated whether physical intervention could change the nervous system to alter or improve movement characteristics to maintain functionality of the person with Parkinson's.

One study analyzed how people with Parkinson's walked on a treadmill when changing the amount of weight on their legs, which ultimately changed movement patterns. Then he looked closer at how the brain and muscles work together to form movement patterns. Following that research, he spent time studying deep brain stimulators — a treatment that helps a very small percentage of people with Parkinson's.

“To wrap all that up, it taught me that normal movement patterns necessary for functions were still present in people with Parkinson's, but were merely suppressed,” says Threlkeld. “There are better ways to allow patterns to be expressed to gain motion and functionality. It got us started, but there are limitations to functionality and how we could intervene.”

Exercise is key. The more a person with Parkinson's does, the slower the disease symptoms progress and the less fatigue a person will experience.

“Exercise decreases fatigue. If you are fit and are moving the muscles, you are more capable of using them and can do more,” says Bertoni. He cites an example of going up a set of stairs; with practice,



Photo by Dave Weaver

Creighton occupational therapy students Natalie Busta (facing camera) and Kylie Garrett work with Parkinson's patient Phil Oftelie as part of professional certification training. During the training, patients are shown specific exercises that involve large, exaggerated movement patterns, leading to smoother and safer movements and improved quality of life. Certifications are available for occupational and physical therapists.

it gets easier. “If we don't use it, we lose it. It's like making a path in the forest. If you stop making the path, the forest grows and covers the path. This works for the brain and muscles. If you use them enough, the path gets stronger.”

“In my view, inactivity is a major cause of disability in Parkinson's patients,” says Bertoni.

According to Threlkeld, “The newest approach is to change the brain itself by rebuilding it, which is called neuroplasticity. We're looking at a renaissance and asking what activity will help rewire the brain.”

One approach uses highly repetitive, high-effort activities that require attention such as boxing, ballroom dancing, tai chi and high-intensity

“The newest approach is to change the brain itself by rebuilding it, which is called neuroplasticity. We're looking at a renaissance and asking what activity will help rewire the brain.”

Joseph Threlkeld, PhD
Professor of Physical Therapy



Photo by Jim Faekler

From left are Dimitrios Katsavelis, PhD; Joseph Threlkeld, PhD; Linda Scheirton, PhD (seated); Terry Grindstaff, PhD; and Jenny Bagwell, PhD. Scheirton is demonstrating the exercise that study subjects performed as part of the fatigue in Parkinson's disease study conducted by Threlkeld and other members of the interprofessional team.

treadmill training. “These three elements help us to rebuild neurocircuitry, but how effective it is in Parkinson’s remains to be seen.”

Unfortunately, current therapies are limited.

“The pharmacological approach is less effective as Parkinson’s progresses,” says Threlkeld. “It’s very effective in the early and middle stages. The medication is primarily focused on controlling the motor symptoms. In people with very advanced Parkinson’s, dopamine becomes less and less effective at controlling the symptoms. The same can be said about the limitations of physical therapy and exercise interventions. Parkinson’s can become so severe that you can’t stand or walk. The advanced disease makes interventions hard

to deliver and less successful. If we wanted to hit a home run, we’d deliver successful interventions to people in much later stages of Parkinson’s.”

A Closer Look at Fatigue

For the past seven years, Threlkeld has been performing research related to one of the most debilitating symptoms of the disease — fatigue. This insidious symptom can make it daunting to pour a glass of milk, wash the dishes and take a shower. “People with Parkinson’s find fatigue very difficult,” says Bertoni.

“If it takes 10 units of effort to lift 10 pounds, then with Parkinson’s it takes 20 to 30 units of effort,” he says. “It’s harder because messages are not getting through. It’s like the middleman in the brain is asleep at the wheel and

doesn’t send the messages, so people with Parkinson’s have to try and try to do something, which equals effort — physical and psychological.” That work is fatiguing.

The broad definition of fatigue is an overall sense of tiredness, according to Threlkeld. Fatigue for a healthy person is caused by exercising or being sleep deprived; however, for a person with Parkinson’s, there can be multiple causes. “It’s hard to identify the actual cause of the fatigue,” says Dimitrios Katsavelis, PhD, assistant professor in the Department of Exercise Science and Pre-Health Professions. “It’s multifactorial.”

Threlkeld brought together an interprofessional team, with each of the members bringing something different to the research. In addition to Threlkeld,

two other physical therapists are on the team, Terry Grindstaff, PhD, and Jenny Bagwell, PhD.

Faulkner, a doctor of pharmacy with a neurology specialty and a focus on Parkinson's, handled the medication component of the research. She reviewed the medication profiles of each participant to determine if any medications or pre-existing conditions could cause fatigue and complicate the findings.

Katsavelis, an exercise scientist, looked at the biomechanical aspects of movement and used his background in software engineering and data analysis. Bertoni, who lauded the cooperation between Creighton and UNMC, provided and screened the participants.

The study looked at how exercise fatigues people with Parkinson's, healthy older adults and healthy young adults. The participants with Parkinson's were in the early stages of the disease and had the ability to walk; however, they were dealing with "serious fatigue."

The study included three research groups:

- Subjects with Parkinson's disease between 40 and 75 years of age who had leg fatigue after walking
- Subjects without Parkinson's disease between 40 and 75 years of age
- Subjects without Parkinson's disease between 21 and 30 years of age

"We asked the question about how rapidly someone fatigues as a young person versus older, and healthy older adults versus people with Parkinson's," says Threlkeld. "We had two control groups — older adults who were age, sex and body-mass-indexed matched — and a group of healthy young adults."

The team brought the participants with Parkinson's into the lab twice — one day the participants took their dopamine-enhancing medication and another day they came in not taking their medication in the morning. When they were done testing, they took their medication. Seventy people initially took part in the study and the data ultimately included 58 participants.

The research involved testing leg muscle strength through various exercises. Participants sat on a chair and pushed against resistance with their legs. "They are pushing against resistance so no motion is involved. It's isometric," says Katsavelis. "Because of tremors, we wanted them to be stable and push against resistance." The team measured the amount of exercise they did and the amount of fatigue by looking at the strength of the quadriceps, the muscle in the front of the thigh that helps a person stand up straight.

"People who can engage in intensive exercise that also requires focus and attention are able to improve their function because we think it's rewiring the brain. We also want to supplement that exercise component with brain electrical and visual stimulation. Those are experimental."

Joseph Threlkeld, PhD

"The major finding and the thing that surprised us," says Threlkeld, "was their performance when on the medication was not different from healthy older adults."

When off the medication, the baseline muscle strength of the people with Parkinson's dropped dramatically — a 20 percent reduction compared to on medication.

"The dopamine had decreased. The central pattern of decreased muscle force generation was related to the availability of dopamine. The brain dysfunction in a person with Parkinson's causes muscle contractions to become weak compared to another adult."

According to Bertoni, "This research helps explain why moving is so difficult for patients with Parkinson's disease.

Although to others it appears Parkinson's patients are not trying, in fact they are trying very hard but getting little results."

The Next Phase

"We are testing affordable and usable treatments that will diminish the fatigue and improve motor performance," says Threlkeld. These treatments include brain stimulation and virtual reality applications.

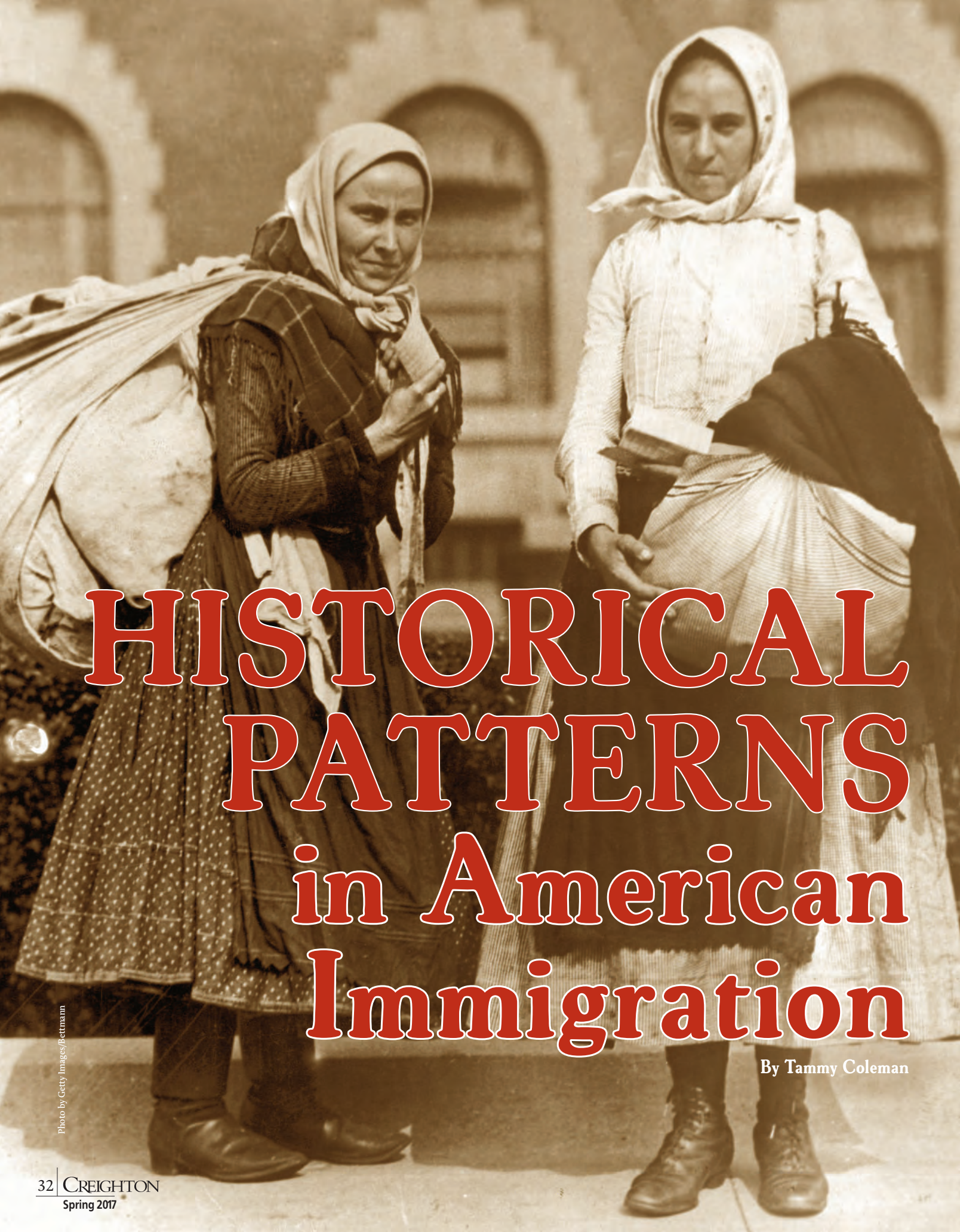
"Our goal is to apply treatments patients can take home and apply themselves," says Threlkeld. "There may be drugs that can supplement our take-home treatments.

"Exercise is effective. People who can engage in intensive exercise that also requires focus and attention are able to improve their function because we think it's rewiring the brain. We also want to supplement that exercise component with brain electrical and visual stimulation. Those are experimental." Transcranial stimulation, a safe form of electrical stimulation to the brain, is noninvasive and could potentially reduce fatigue symptoms.

Katsavelis will be conducting research using virtual reality. Cues, whether auditory or visual, help people with Parkinson's. "If you tell them 'take longer steps, take longer steps,' they will do it and follow the auditory cues," says Katsavelis. "In Parkinson's, the brain is not doing things automatically. They have to think for every step they take, so we have to retrain the brain to send the appropriate messages." The research is interrelated to fatigue.

The team is now in the process of preparing to publish two to three manuscripts on the study and more research related to fatigue is on the horizon. "The next step is to get a better picture of what regions of the brain are involved," says Threlkeld. "The research will involve neuroimaging of the brain. We can now produce fatigue in a reliable way. Now we have to observe the fatigue by imaging the brain."

For the Creighton scientists — and for people suffering from Parkinson's — the future of this line of research is nothing short of energizing.



HISTORICAL PATTERNS in American Immigration

By Tammy Coleman

Photo by Getty Images/Retnam

We didn't start the fire. The heated debate over immigration, a central theme in the most recent presidential election, has been raging for years, according to Heather Fryer, PhD, director of the American Studies Program and associate professor in the History Department.

"At every point in history, Americans have struggled with two competing sentiments about immigration that remain very strong," Fryer says. "The first is a deep sense of pride in the United States' origins as a nation of immigrants from Europe, and continued pride in this heritage of openness and inclusion. Equally powerful, however, is the persistent fear that the United States' characteristic openness leaves the nation unguarded from external enemies poised to destroy it.

"America got its start as a diverse nation. America gets its dynamism from working with the tension between finding a unifying national identity and appreciating the strength and innovation that have come from the combined contributions of Americans from across time and around the world."

Fryer, the Fr. Henry W. Casper, SJ Professor of History at Creighton, has been studying this ideological divide for years, poring over government documents, journalistic records and personal correspondence.

Her research revealed something that may be surprising: Anti-immigration sentiment existed even in the original American colonies. Colonies established by immigrants.

Having taken the risk to leave the homes they had known and form a new society, early colonists bonded over their similarities. A "colonial identity" soon formed, Fryer says, as the newcomers viewed themselves as "different from both the tyrannical societies of old Europe and what they viewed as the uncivilized, 'savage' societies of the indigenous people."

Benjamin Franklin, himself a son of immigrants (his father was an English-born soap and candlemaker; his mother, a Massachusetts native with family roots to the first Pilgrims) and

a Founding Father, often considered an enlightened Renaissance man of the time, opposed the immigration of "swarthy Germans" into the American colonies.

"Why should Pennsylvania, founded by the English, become a Colony of Aliens, who will shortly be so numerous as to Germanize us instead of our Anglifying them, and will never adopt our Language or Customs, any more than they can acquire our Complexion," Franklin wrote.

While there were surely opposing views, such as Thomas Paine describing the colonies as "the asylum for the persecuted lovers of civil and religious liberty from every part of Europe," it was Franklin's stance that found its way into the Naturalization Act of 1790.

The act established the first official rules regarding U.S. citizenship. It said "... any Alien being a free white person, who shall have resided within the limits and under the jurisdiction of the United States for the term of two years, may be admitted to become a citizen thereof."

What the act did not do, according to Fryer, was create a path to citizenship for slaves or "non-white Europeans" based on fear of "alien subversives." It wasn't until after the Civil War — with the passage of the Civil Rights Act of 1866 — that citizenship was extended to include all persons born in the United States (excluding "Indians not taxed") without regard to race, color or previous condition of slavery or involuntary servitude.

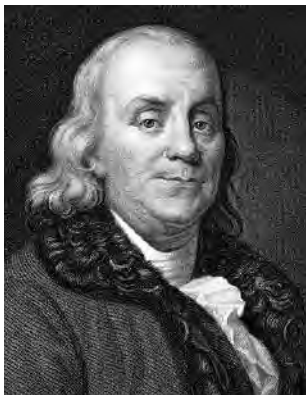
Wave 1: Old Immigration

As the nation continued to grow and develop, a lack of primarily unskilled labor became evident and prospective immigrants were enticed to come help claim and settle the West by building cities and infrastructure.

"Americans needed and wanted new immigrants to be part of this large project of nation building," Fryer says.

During the "Old Immigration" period (1820-1880) the majority of immigrants to the U.S. were English, Irish, German, Scandinavian or central European. They provided the labor and trades that built America, but many feared the influence of the culture and religion they brought with them.

In particular, the Protestant majority in the U.S. feared



“Why should Pennsylvania, founded by the English, become a Colony of Aliens, who will shortly be so numerous as to Germanize us instead of our Anglifying them, and will never adopt our Language or Customs, any more than they can acquire our Complexion.**”**

— Benjamin Franklin, a son of immigrants and Founding Father, opposed the immigration of Germans into the American colonies



Left, Irish railroad workers in Nevada; right, Russian and Ukrainian Jews on their way to the United States. Both Irish and Jewish immigrants were feared for the influence of the culture and religion they brought with them.

an infusion of Catholicism. One nativist newspaper, the *American Patriot*, “warned American citizens that ‘Catholic immigration was a Trojan horse of foreigners bent on conquest and supremacy over us’ — us meaning free, white Protestant Americans,” Fryer says.

“The underlying presumption of American anti-Catholicism was that it was simply not possible for Catholics to be faithful to both the nation and the Church.”

Among the concepts supported by the *American Patriot*:

- Barring immigration
- Barring bringing immigrants in for skilled jobs
- Requiring 21 years of residency before becoming eligible to vote
- Outlawing parochial schools
- Summarily deporting foreign criminals and paupers

The paper openly opposed:

- “Papal aggression” (a term stemming from an 1850 decree by Pope Pius IX proclaiming the re-establishment of the Catholic hierarchy of bishops and archbishops in England)
- Immigrants holding offices of any kind
- The presence of Catholic organizations of all sorts (“Nunneries and Jesuits received special mention,” Fryer says, “as posing threats to the way of life of real Americans and to corrupting the morals of its youth.”)

“Yet, it was still perfectly acceptable to recruit Catholic immigrants to provide desperately needed labor, such as the Irishmen who were doing some of the most grueling, dangerous mining jobs in places like Montana,” Fryer says. “But at the same time, it’s as if there’s a desire for the separation of the labor from the person who provides the labor. There’s no way to actually do that, and certainly no way to do it justly.

“By the end of the 19th century, most native-born Americans

were of two minds about immigration. They embraced the workforce that built the cities, laid the railroad tracks, and they even prided themselves a little bit on the diverse cultures that had come together to make a unique country among all others.”

However, the same kind of fears and suspicions expressed by Franklin had taken root.

Wave 2: New Immigration

“The powerful dynamic created by the pride in, and fear of, immigration became all the more pronounced during the second wave of immigration,” she says.

The second wave, from the 1880s to 1924, saw a new crop of immigrants fleeing instability in such countries and regions as Russia, Poland, the Austro-Hungarian empire, Italy and Eastern Europe. Immigration from Ireland and Germany also continued as families were reunited in America. This period also saw a significant increase in Jewish, Mediterranean, Slavic, Japanese and Chinese immigrants.

Jewish immigrants, in particular, embraced their new homeland while retaining their native heritage, culture and traditions. Among the notable contributions to American history by Jewish immigrants is the well-known Statue of Liberty inscription, which was penned by Emma Lazarus, a descendent of early Jewish settlers to America:

“Give me your tired, your poor, Your huddled masses yearning to breathe free, The wretched refuse of your teeming shore. Send these, the homeless, tempest-tost to me, I lift my lamp beside the golden door!”

Despite these and other achievements, Jewish immigrants became the next feared group and anti-Semitism soared — particularly on the East Coast. On the West Coast, a fear of “invasion” by external foreigners was just as pronounced, only

the focus was on Asian immigrants.

“Their cultures were markedly different from that of Europeans, and the Judeo-Christian tradition was not as prevalent in their home countries,” Fryer says. “Nativists concluded from this that the Chinese and Japanese workers who built the railroads were not only ‘not American’ they were not even as ‘civilized’ or even as ‘human’ as people of Northern European descent.”

The Immigration Act of 1924 sought to curb the second wave of immigration by imposing strict national quotas of 2 percent of the total number of arrivals from each country of origin recorded in the 1890 census.

“Note here that Congress chose the 1890 census, when census data from 1900, 1910 and 1920 were available,” Fryer says. “In 1890, most immigrants to the United States were still coming from Northern Europe, so 2 percent of their larger numbers would be far greater than the 2 percent of the Jewish, Slavic and Mediterranean immigrants whose numbers had only begun to increase during the second wave of immigration in the 1880s.”

World War II

As the draft depleted the available American workforce during World War II, farmers, industrialists and government officials sought Mexican workers to fill the void. As a result, the government recruited and transported more than 4.5 million Mexican workers to farms and factories in the U.S. through the Bracero Program, according to Fryer.

“Although bracero labor made the successful U.S. war effort possible, anxious nativists railed against the so-called ‘foreign invasion from the south,’” she says. The federal government

launched “Operation Wetback” in 1952, forcibly deporting 865,000 braceros and their families, including children born in the United States.

Reforms Feed Multiculturalism

The Immigration Act of 1965 dismantled national-origin quotas in favor of admitting 170,000 immigrants per year from the Eastern Hemisphere (with a 20,000 per country limit) and 120,000 from the Western Hemisphere, without per-country limits. The act also established visa preferences for family reunification, shortages in certain areas of the labor market (often for professional areas like nuclear science, athletics, the arts or other highly specialized fields) and refugees, according to Fryer.

For the first time in U.S. history, the number of immigrants from the Americas surpassed the number coming from Europe. “Within a generation, the United States became a truly multiethnic society,” Fryer says.

Among the changes revealed in census data:

- The U.S. Hispanic population grew 43 percent between 2000 and 2010
- By 2010, Hispanics made up 16 percent of the total U.S. population of 308.7 million
- The non-Hispanic population grew relatively slower over the decade at about 5 percent
- The number of people who reported their race as “white alone” grew even more slowly, at a rate of 1 percent
- While the “non-Hispanic/white alone” population increased numerically (194.6 million to 196.8 million), its proportion of the total population declined from 69 percent to 64 percent



President Lyndon B. Johnson signs the Immigration Act of 1965 at the foot of the Statue of Liberty on Oct. 3, 1965, as Vice President Hubert Humphrey, Lady Bird Johnson, Sen. Edward Kennedy, Sen. Robert F. Kennedy and others look on.

“It was a great testament to the ideal of the ‘American melting pot,’ but it was also a very rapid change for a nation with a history of invasion anxiety.”

Later reforms added to the tension, according to Fryer.

- “When the Refugee Act of 1980 established a separate admissions policy to increase the number of refugees admitted per year (from Southeast Asia especially), Americans debated what the relationship should be between U.S. foreign policy and U.S. immigration policy.
- “When the Immigration Reform and Control Act enhanced border security and reclassified 3 million workers living in the United States as ‘legally authorized,’ Americans asked whether reclassification rewarded immigrants’ extralegal conduct or if it rewarded their years-long contributions.
- “And when the Immigration Act of 1990 increased immigration totals to 700,000 per year to allow for more employment-related visas and ‘diversity visas’ for applicants from underrepresented countries, Americans asked whether encouraging multicultural immigration and ethnic diversification was an enhancement or a threat to the ‘American way of life.’”

Taking a look at modern-day discourse and politics makes it clear that the current rhetoric and debate is simply a different verse of the same old song.

“In looking at all of these histories of the immigration debate, it’s clear that only the names, nationalities, ethnicities, religions and historical circumstances have changed. The tensions at the center of the debate have hardly changed at all,” Fryer says.

“This may seem disappointing and discouraging, but I think



As part of a community outreach effort, Creighton students tutor immigrants for their U.S. citizenship test. Pictured above, Creighton student Anna Lillis, right, studies with Sofia Roble.

“In looking at all of these histories of the immigration debate, it’s clear that only the names, nationalities, ethnicities, religions and historical circumstances have changed. The tensions at the center of the debate have hardly changed at all.”

— Heather Fryer, PhD

that there is great hope for a radical change in the conversation. The more of us who are aware of this historical anxiety, the more we can help others to see that painting immigrants who live and work in America as ‘dangerous foreign invaders’ is not only a great injustice to the targeted group, it prevents the United States from solving the real questions and issues that arise from the movement of peoples, the development of global systems and the changes that take place when new people enter an established community.”

This historical anxiety “is an emotional chord that politicians know that they can strike at any time and get an impassioned response from potential supporters.

“If the current state of the conversation is an indication of what is to come, I fear that we are in for a continuation of new rounds of invasion rhetoric,” Fryer says.

This rhetoric, she says, does not accurately portray the realities that bring immigrants to the United States and does not separate anxieties from actual problems. She adds that it panders to certain segments of the electorate that are legitimately frustrated with a lack of government responses to their own plights. But instead of engaging in possible solutions, she says, it offers a false sense of regained power “by pointing to a particular group of people as ‘un-American’ and not as worthy of what America has to offer.”

Building physical walls along the border to keep out Mexicans and Central Americans — many of whom are filling a demand for labor or fleeing violence and poverty — or denying Syrian refugees a safe place to resettle on the basis that they may foment terrorism, “does not make the U.S. safer from economic hardship or terrorism,” she says. “But it does increase the likelihood that people will lose faith in the American promise and, in their disillusionment, be enticed into gangs or terrorist cells.

“My question has always been whether, by exposing the historical patterns that form the basis for the unproductive civic habits that Americans bring to the public dialogue, we can shift the conversation away from identifying and demonizing an ‘other’ and, instead, focus on the very real challenges in front of us?

“Closing the distance between the abstract people who populate our anxieties and rhetoric and the people who live among us is a promising route toward a more unifying way of talking as — and of being — Americans.”

Fryer Fascinated by How We View Ourselves as Americans

Heather Fryer, PhD, director of the American Studies Program and the Fr. Henry W. Casper, SJ Professor of History, joined Creighton in 2004 after finishing her PhD and a two-year postdoctoral fellowship at Boston College.

As a specialist in 20th century U.S. social and cultural history, Fryer offers courses on migration, labor, gender, social identity and community, collective memory and conceptions of what it means to be “American” in the post-Reconstruction era.

Fryer discussed her research and background with *Creighton University Magazine*.



Q How did you get interested in history, and specifically, immigration?

It was a long and unusual road to history for me that took a little longer to get to than it does for many people. My undergraduate degree was in political science, and when I defended my thesis, the committee gave me high praise for my work with just one significant problem: It was really a work of history in terms of its concern for identifying patterns across time embedded within an array of historical evidence.

I responded to this identity crisis by taking six years to work for a women’s crisis hotline and later in a community mental health clinic for people with multiple medical, social, economic and political vulnerabilities. The vast majority had extended experiences of incarceration and/or homelessness.

On the weekends, I volunteered at the state historical society archives and, in providing research assistance for people, I was struck by the similarities in the ways that people talked about social and economic inequality in the 19th and early 20th centuries and the ways that

we continued to talk about them at the social service agencies where I worked.

I started taking night classes in United States social history after my clinic shifts and became fascinated with histories of immigrants. I found myself writing a lot of papers about the ways in which immigrants changed certain aspects of their lives, adapted others and preserved and transplanted others from their home countries. This seemed to be the place where one could most easily see how people understood what being “American” could mean and how people fashioned their American identities.

Q How long have you been researching the melting pot versus foreign invasion topic?

I became interested in response patterns to perceived and actual national security threats while studying the incarceration of Japanese Americans during World War II. The general consensus was that race-based incarceration of a group considered an “immigrant population” (despite most being U.S.-born) was an aberration, but I uncovered a pattern in which a perceived threat leads to invasion rhetoric and then to systems of control that violate the human or constitutional rights of the targeted group in ways that

are ultimately harmful to the entire fabric of American society and its ideals. I looked at various towns that were created to contain specific groups and developed this into my book *Perimeters of Democracy: Inverse Utopias and the Wartime Social Landscape in the American West*.

My research is not on immigration, per se, but on what happens when groups of Americans who have lived as “others” are in circumstances that force them to form communities. Because Americans’ sense of identity has historically directed from dynamic, lived understandings of “us” and “other,” these encounters have tremendous implications for how Americans view “Americanness,” how they respond to one another, how they create spaces and what they demand from their government.

All of these encounters, the community-building, place-making and policymaking, occur between two countervailing forces in tension: a great pride in America’s heritage as the “Great Melting Pot” and a great fear that America, as a free nation, was rendered vulnerable by its very openness.

creativity

generations

Building
a Better
Workplace

work-life balance

trust

Want to know the secret to building a better, more creative workplace? Just Google it.

You don't need your browser to get the answer, though. Rather, listen to Creighton faculty who time after time when asked about workplace excellence pointed to the search engine giant founded 18 years ago and now worth \$500 billion and counting.

Creighton business professor Lance Frazier, PhD, points to a Google in-house study that shows its most creative teams were ones that felt “psychologically safe” to challenge each other and push boundaries. Those who suppressed dissension? Not so much.

Communication studies professor Erika Kirby, PhD, mentions Google's lack of offices and the meals the company provides employees. Psychology professor Joshua Fairchild, PhD, cites Google's arcades, games and exercise centers to show how a laid-back environment can spur big ideas.

“Google comes to mind because it's so salient,” Fairchild says. “We see how creative they are. In general, a lot of technology companies, or those that deliver services online, tend to be pretty creative.”

Henry Ford might not recognize today's workplaces.

“If you think about the early days of the Industrial Revolution, the assembly line, there was not a lot of independence,” Frazier says. “You did your job, and did it really well, and that was it. Now, that's not the way we work.”

But Google isn't the only company stretching the boundaries for innovative ways to spur creativity, inclusiveness, trust and other traits that will make their workplaces hum.

Fairchild references online shoe and clothing store Zappos.com, which has flattened its hierarchy, doing away with boss and managerial titles. Consulting firm IDEO, meanwhile, is well known for tackling challenges using a wide range of perspectives — such as asking a barefoot runner to pitch in when designing new Nike shoes.

Locally, Creighton faculty have worked with Union Pacific, Gallup, N.P. Dodge, Baird Holm, HDR and others trying to make conscious efforts toward out-of-the-box thinking.

It's not enough just to hire creative people.

“That's a common pitfall a lot of companies run into,” Fairchild says. “‘If we hire the right people, if we hire creative people, then we're going to get creative products.’ But that ... doesn't really stop at the hiring process. There's a lot of research out there, and a lot of literature I've studied, that suggest ... cultivating a climate that encourages people to work together is just as important.”

Creighton faculty don't have all the answers for building a better workplace. But *Creighton University Magazine* talked to four who can address creativity, generations in the workplace, psychological safety and trust, and promoting work-life balance.

Let's get building.

Creativity

Want to see a creativity boom in your office? Hire a difficult individual with a great idea then watch him intimidate the rest of your employees into silence.

OK, maybe that doesn't sound like the best of ideas. But it works for some companies, discovered Joshua Fairchild, PhD, an assistant professor of psychology at Creighton, when he studied 55 design teams. He was investigating factors that influence creativity and innovation in the workplace. Specifically, Fairchild focused on two elements:

- **Participative safety** — that is, when a work atmosphere allows employees to feel it's OK to express opinions or pitch ideas with which others might disagree
- **Task conflict** — when there is disagreement or difference of opinion about how to approach or perform a job, and the work team focuses on how to best tackle the task or tasks (without getting personal)

Fairchild says both need to exist in order for team creativity to flourish.

But his most unexpected finding was

that teams could be creative despite being low on participative safety and task conflict. What gives? Most often, the presence of a single team member with a great idea — but who is so disagreeable, the rest of the team clams up.

“There was one particularly disagreeable individual who made everyone else really uncomfortable and kind of dominated the discussion,” Fairchild says, “but who happened to have really creative ideas. People don't feel comfortable when they disagree with this person. Their ideas are shut down, and shut down in unpleasant ways. And there's not much conflict. No one disagrees with this person. It just so happens this person's ideas are original and effective.”

Someone, perhaps, like Steve Jobs, says Fairchild.

“He was not known for being nice or likeable or easy to get along with, but he had brilliant, creative ideas.”

That might have worked for Apple, but for most companies it would spell doom.

“I don't think in most teams it's a recipe for long-term success,” Fairchild says. “It might get a product for particular tasks, but team success is also defined by viability: How long are you willing to work together for the future?”

A company is better off making sure all team members have a voice — while instilling participative safety and

task conflict in tandem to spur team creativity.

But that's easier said than done.

“Dealing with creative ideas or solving creative problems, you're dealing with ambiguity, doing something not done before. It inherently can be kind of scary, and it's easy to retreat to a comfortable position. It's easier to rely on the things you know are going to work, especially in a profit-driven organization. You don't want to be on the chopping block if you suggest or put forth an idea that doesn't work.”

That's where supervisors can play a vital role by showing themselves open to suggestions and criticism. Employees will see that “if a leader can get criticized without being offended, it says I can do this, too.”

Some companies get that. “From what I've seen, anecdotally, more companies seem to place emphasis on psychological safety and on making people feel comfortable and saying every opinion matters and we want to hear from everyone,” Fairchild says.

“Less emphasis, I think, is placed on encouraging people to debate and disagree.”

Generations in the Workplace

There's often a roll of the eyes when Leah (Skovran) Georges, PhD, BA'06, assistant professor in Creighton's Interdisciplinary EdD program, gives people the stat. Maybe even a gasp or two.

The average age of employees in a supervisory role, she tells audiences, is 33. That means oft-maligned millennials are managing their elders — baby boomers.

“They roll their eyes and say, ‘Is this happening?’” says Georges. “I gave a talk a few months ago and had a gentleman in the back row raise his hand and say, ‘I just realized something: Children my daughter's age are managing me.’”

Never before has Georges' research focus — the multigenerational



workforce — been more critical. For the first time in America's history, four generations are interacting in the workplace: veterans (born 1922-1943), baby boomers (1944-1960), Generation X (1961-1980) and millennials (1981-2000). Soon that will be five age groups, once Generation Z (born after 2000) starts drawing paychecks.

If you want your workplace operating at peak efficiency, folks on your team better get along — no matter their age.

"It's a dynamic we haven't seen before and people are trying to figure out how to negotiate that landscape," Georges says. "It can be tricky, and for many it's a time full of emotional stereotypes and expectations about each generation. I think there's a really great opportunity for ... additional diversity of thought in the workplace, but people just don't know how to navigate it yet."

Millennials typically are mentioned most when workforce generations are studied, and with good reason: By 2025, they will constitute 75 percent of the workforce. They are the most racially and ethnically diverse population in U.S. history, and the most educated. They're technologically astute.

But some generalizations are not so kind.

People in other generations may see them as lazy, coddled, entitled and too worried about self-esteem. The "everyone gets a ribbon" generation, Georges says.

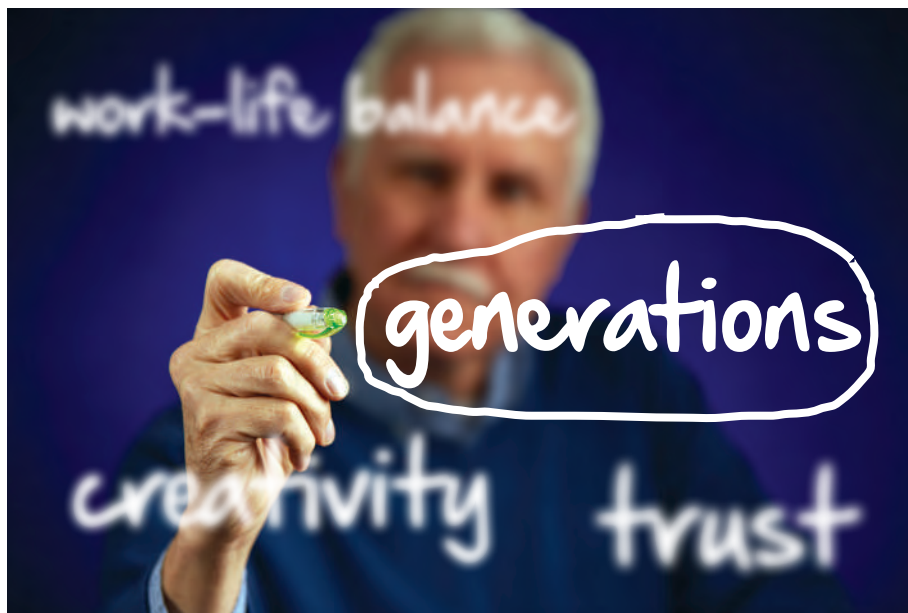
That's not lost on these up-and-comers.

"A challenge is a lot of millennials come into the workplace and they know what the stereotype is and already feel there is a disadvantage because people assume they're one way. That's something they work against. They don't feel it's a level playing field."

Georges sees their positives — and the value they can bring to a company. "I like to call them the inspired generation, for a lot of reasons," she says.

And finding the positives among each age group is key to making them work in harmony.

"Each generation has a unique talent base and perspective," Georges says. "To embrace those perspectives brings a richness to an organization. To ignore



those differences is a disservice to an organization."

Georges points to research by leadership expert Jack Zenger showing that while the average age of a person in a supervisory role is 33, the average age of an employee participating in any sort of leadership training is 42.

"Essentially, people are operating companies untrained, at least from a leadership perspective, for at least a decade," Georges says.

If younger workers are to get the knowledge they need, they'll need to work more closely with the experienced boomer colleagues.

For that to happen, stereotypes often must be dumped. Georges, for instance, heard from a local real estate company asking her why millennials "are so lazy about cold-calling." Rather, texting is what they're good at. Talking, Georges says, "is something they need practice with."

She points to another complaint heard in one office that older boomers were ignoring instant messaging software in the office. Turns out it wasn't that they wouldn't IM, but that they couldn't.

"I just can't figure it out," one boomer said. A millennial volunteered to show him the ropes.

It was symbolic of what might be Georges' best piece of advice: Remember, you're interacting with an individual, not a generation.

4 Generations

For the first time in America's history, four generations are interacting in the workplace:

Veterans	born 1922-1943
Baby Boomers	born 1944-1960
Generation X	born 1961-1980
Millennials	born 1981-2000



Psychological Safety and Trust

Learning and innovation don't come easy, says Lance Frazier, PhD, an associate professor of management at Creighton.

It's something he tries to get across to freshmen in an introduction to college class he teaches, emphasizing that "failure is not an indictment on your ability to perform. It's just an opportunity to learn and to grow. In order to innovate, you've got to try some things that are not going to work."

But in order for a company's employees to take chances that might fail, to risk, to raise potentially controversial and unpopular ideas, to challenge the status quo, they must feel psychologically safe to do so — and have trust in their supervisor.

"If there's no trust, you're always worried if this person is going to look out for you or is going to be, for lack of a better term, out to get you. You may lack ability to focus on the task and not be able to get the job done."

In a recent study, Frazier found that three qualities need to exist in supervisors for employees to have trust in them: ability (whether supervisors have the requisite skills);

benevolence (whether supervisors care for employees); and integrity (whether supervisors live or conduct themselves at work according to a set of acceptable principles).

But while all three are factors shown to impact trust, nothing mattered more consistently than ability.

"If you want to be trusted by employees, be knowledgeable and skilled in your job," Frazier says. "And that makes sense. We want to work for people who not only know what they're doing but we can learn from. That we can be developed under and developed by."

In employee-supervisor relationships older than a year, benevolence or integrity could be present in varying degrees to have trust in one's supervisor, but ability always mattered.

Frazier sees the preference for ability regularly — in his classroom. He often gives students descriptions of supervisors who rate high in one area — ability, benevolence or integrity — but lower in the other two. Invariably, students say they'd most like to work for the supervisor with ability — even if integrity or benevolence are lower.

"The low-ability supervisor always gets the lowest scores from the students," Frazier says. "They say, 'If they don't know what they're doing, I don't want to work for that person.'"

So what's a company to do?

Hiring supervisors with ability is a start. But once they're in place, they can be trained to bolster psychological safety and trust.

3 Qualities need to exist in supervisors for employees to have trust in them:

Ability

> whether supervisors have the requisite skills

Benevolence

> whether supervisors care for employees

Integrity

> whether supervisors live or conduct themselves at work according to a set of acceptable principles

“It starts with supervisors, really,” Frazier says. “The way they interact and the way they respond when employees challenge them and make suggestions that run counter to the way you’re currently doing things. How a supervisor responds to that sends signals and affects the extent to which employees will continue to be engaged.”

Supervisors ought to be trained in body language and their voice. If valid suggestions are made, accept those suggestions and celebrate successes when they happen.

“In order to learn, you have to kind of stick your neck out a little bit and risk and experiment,” Frazier says. “If you feel like you’re going to be safe if you fail in an experiment you do or try a new thing and it doesn’t work, people appreciate that because they know that incremental failure is what leads to learning and additional experimentation, innovation and creativity.”

Promoting Work-Life Balance

To listen to Erika Kirby, PhD, tell it, employers can get more out of their employees by seeing ... less of their employees.

Specifically, by encouraging them to take what they’ve got coming to them — like vacation time. Too often, though, that’s not what happens.

“So many people never use it, and even if it gets to losing it, people opt to lose it because of this sort of ethos that we have in this country about how much we work,” says Kirby, a professor of communication studies who has been at Creighton since 1998. “This drive to work, work, work, I think organizations prefer in the short-term. But if we really were a long-term thinking society, we’d realize the health problems ... linked to stress and its outcomes.”

If an employee doesn’t use all of his or her vacation time, or any other work-life benefit provided, such as family leave

when a child is born, it very well may not be management to blame.

Often, the blame can lie with fellow employees.

Kirby surmises such in one of the foundational papers on work-life balance, written with co-author Kathleen Krone of the University of Nebraska-Lincoln: “The Policy Exists But You Can’t Really Use It: Communication and the Structuration of Work-Family Policies.” In 2015, it received the Charles Woolbert Research Award from the National Communication Association. The top research honor in communication studies, it is given only to articles at least 10 years old, recognizing works that have stood the test of time.

Kirby and Krone examined how communication among co-workers impacts utilization of work-life programs. Such benefits are more visible than ever. Kirby points to *Working Mother* magazine, which each year ranks its 100 best companies to work for based on benefits such as flexible work, paid leave, support for women’s advancement and more.

But just because a company offers such benefits doesn’t mean they’re being fully utilized. If employees complain, for instance, about “picking up the slack” for those using family leave, such talk may dissuade co-workers from maximizing benefits available to them.

Kirby points to her husband, who took two weeks of leave when their first child was born in 1997, even though he could have taken up to six.

“This idea that we care what our co-workers think ... and we might actually not use policies available to us or things like that in order to keep co-workers happy because we want to have this pleasant work environment, I think that transcends a lot of policy things that are out there,” Kirby says.

That’s not to say supervisors don’t have influence. They do.

“But a lot of times when we think about managing, we think about how the manager influences one person. But we don’t think of the organizational community and how people shape the workplace together.”

Workers without children, for instance, might see a new parent’s family leave as a “vacation.”

“And that’s sometimes why family-friendly policies get resentment from people who feel they can’t take advantage of them.”

To help, some organizations are “going to more neutral things, such as people can have this much leave and use it in a multitude of ways,” not just for family leave.

As Kirby knows, a balanced worker is a productive worker.

And that makes for a better workplace.



From Coaches to Producer Alumni Working in NFL, MLB

By Benjamin Gleisser

The Minnesota Vikings finished the 2016-2017 season with an 8-8 record, one victory away from making the playoffs. As players cleared out their lockers and began thinking about the offseason, Creighton alumnus **Gerald “Skip” Krueger, BA’89**, the director, broadcasting and coordinating producer of the Vikings Entertainment Network, began planning for next season, when the team will travel to London to play the Cleveland Browns.



“We’ve started watching videos of the stadium we’ll be playing in, and videos of London that we’ll upload to our social media page,” Krueger says from his office at the Vikings’ Winter Park headquarters in Eden Prairie, Minn. “We’re also planning to make videos following players around while they explore London.

“But once the game starts, it will be business as usual.”

Handling the Vikings’ media is a weeklong job, Krueger says. On Mondays, he and his nine-person team cover the post-game press conference

and disseminate game footage for the coaches to study.

On Tuesdays, the players’ typical day off, his crew covers events such as players visiting children in a hospital, and then edits those segments for future use on Vikings pregame television shows.

On Wednesdays and Thursdays, as players and coaches prepare for the upcoming game, they are interviewed to create more pregame show content. On Saturdays, the pregame show is finalized and on game-day Sundays, he arrives at the stadium at 7 a.m. to get everything ready for the first kickoff.

And that’s his “usual” week.

“You never quite know what to expect,” he says with a laugh. “Suddenly, a coach gets fired, a player gets traded or the team has had an unbelievable win. My department has to quickly adjust to whatever happens. It can be tough. But when I hear people tell me, ‘Man, it must be a real cool thing you do,’ I think to myself, ‘Yeah, it is.’”

Growing up a “sports geek” in Aberdeen, S.D., Krueger entered Creighton intending to be a physician. A tough organic chemistry class made him rethink his life purpose, and he turned back

Gerald “Skip” Krueger, BA’89, above, turned his love of sports into a career, working for the Minnesota Timberwolves, Fox Sports and now with the Minnesota Vikings. At right, Krueger (far right) and his team at U.S. Bank Stadium in Minneapolis prior to the Vikings game against the Green Bay Packers last September.





Standing, at left, Scott Servais, ARTS'88, is the manager of the Seattle Mariners. Servais played baseball at Creighton for three seasons before being drafted by the Houston Astros.

to sports, his first love. He covered Creighton women's basketball for *The Creightonian* newspaper, and was a sports reporter on the campus radio and television stations.

After graduation, an internship with the Minnesota Timberwolves later turned into a full-time job. "If you work hard enough and show people what you can do, they'll find a place for you," he says. He's also worked as a producer at Fox Sports and joined the Vikings in 2014.

A favorite Creighton memory: meeting another Creighton alumnus who made his mark in professional sports.

"[Seattle Mariners manager] Scott Servais was in my dorm freshman year," Krueger remembers. "He was one of the quietest guys I met, yet everyone knew he was going to do something big in baseball."

Managing to Win

Last season, his first as manager of the Seattle Mariners, Servais guided his team to an 86-76 record, a 10-game improvement over its 2015 mark. The Mariners were in the hunt for a wild card playoff berth through the last week of the season, but fell short by three games.

The New York Mets wanted to draft Servais out of high school in 1985, but he elected to attend

Creighton after being recruited by former head baseball coach Jim Hendry.

"I come from a small town, and knew I needed to go to college and grow up," Servais says. "I saw Creighton had a great support staff of coaches and academic people.

"Hendry was a young coach who taught me that you can get more out of players when you pat them on the back, rather than barking at them." He stops for a moment to laugh. "And I've been exposed to plenty of coaches who did a lot of barking."

Besides playing catcher for the Bluejays, Servais was a member of Team USA and saw action in the 1987 Pan American Games, where the team won the silver medal, and the 1988 Summer Olympics, where the U.S. took home the gold. He was drafted by the Houston Astros after his junior year, and manned the backstop for five teams over his 11-year playing career.

Interestingly, Servais is the nephew of current Creighton baseball coach Ed Servais.

Asked to describe his managing style, Scott said, "My motto is, 'It doesn't matter where you came from, it matters where you end up.' You have to be willing to roll the dice and not be intimidated by other people. I'm not afraid of taking chances. My job is to outsmart the other manager."

And, Lastly ...

Kimera Bartee, BUSADM'95, a member of Creighton's 1991 NCAA College World Series team, is the new outfield and baserunning/first-base coach for the Pittsburgh Pirates, and **Dave McKay**, who attended Creighton and was drafted by the Minnesota Twins in 1971, is back for another season as first-base coach for the Arizona Diamondbacks.

AlumniNotes

56 Dr. Henry A. "Andy" Kelly, ARTS, Pacific Palisades, Calif., has spent 50 years in the UCLA English department, where he is a Distinguished Research Professor. Kelly recently published his 15th academic book, *The Middle English Bible*, and a revisionist account of the trial of Galileo in the journal *Church History*.

68 Santos (Saint) Jimenez, BS'63, MA, Longmont, Colo., was named to the Wisconsin Basketball Coaches Association Hall of Fame.

69 Linda Walsh Fell, BSMT, Omaha, received the 2016 Member Lifetime Achievement Award from the American Society for Clinical Pathology. **Sharon Culhane Harper, BA**, Phoenix, president and CEO of The Plaza Companies in Peoria, Ariz., was nominated for the 2016 Business Person of the Year presented by the *Phoenix Business Journal*.

72 Randy P. Lukaszewicz, BSBA, Omaha, has photos from Nebraska counties Howard and Cuming featured in the NE150

"Bridges 2017 Sesquicentennial Traveling Photo Exhibit" as part of Nebraska's 150th birthday. His photos also are included in the *Omaha World-Herald's* book *Nebraska: 150 Years Told Through 93 Counties*. **Frank R. Parth, BSPHy**, Mission Viejo, Calif., was elected to the board of directors of the Project Management Institute's Education Foundation (PMIEF). PMIEF is a charitable nonprofit organization leveraging project management for social good. Parth's term is from 2016-2018.

74 John R. Scherle, BA, Henderson, Iowa, was presented with a Lifetime Achievement Award from the Iowa Rock and Roll Hall of Fame. He joins Iowa rock and roll pioneers and other rock legends from around the world who are nominated and confirmed by the Hall of Fame board of directors for leadership, longevity and survival in the rock and roll industry. Named as one of the Hall of Fame honorees for 2016, Scherle has been playing rock music since he was 12 years old and still plays in several Omaha-based bands.

75 Dr. Kay Ayres Rosenthal, BSN, Estes Park, Colo., is the senior public health nurse at the Larimer County Department of Health and Environment in Estes Park.

76 Leo A. Knowles, JD, Omaha, returned to the law firm McGrath North Mullin & Kratz in February 2017. Knowles was an attorney at the firm from 1976 to 2006. He joined ConAgra in 2006 as senior vice president and chief litigation counsel, where he was responsible for the management of the company's litigation and environmental matters. **Daniel E. Monnat, JD**, Wichita, Kan., president of Monnat & Spurrier, Chartered, was selected to *Super Lawyers'* elite "Top 100" lawyers in Kansas and Missouri for the 11th time.

78 Dr. Karen A. Mosen, BSN, Stillwater, Minn., was the 2016 recipient of the Lillian Wald Service Award presented by the American Public Health Association. Recipients of the award are selected for their exemplary health nursing service to the public through political, legislative or interprofessional activism. Mosen is an associate professor and director of the Nursing Informatics DNP program at the University of Minnesota.

83 Larry D. Mansch, JD, Missoula, Mont., has written his fifth book, *Martin Luther: The Life and Lessons*, co-written with Curtis Peters, has been published by McFarland. Mansch is the legal director of the Montana Innocence Project.

84 James J. Eischen Jr., BA, San Diego, recently joined McGlinchey Stafford's Irvine, Calif., office as a member and will practice within the firm's health care and business transactions groups. Eischen has nearly 30 years of varied experience in business, health care and real estate, and is a national authority and speaker within the direct/private medical law and communications fields.

89 Bruce H. White, JD, Layton, Utah, has been named shareholder in Parsons Behle & Latimer's Salt Lake City office. White is a member of the corporate transactions and securities department.

91 Lisa Lamm Bachman, JD, Burnsville, Minn., has been named managing partner of Foley & Mansfield's Minneapolis office. Lamm Bachman focuses her practice on employment and business litigation matters.



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Creighton
UNIVERSITY

Working 'Toward a Better World'

By Maria Fagerland

Creighton Graduates Serve with JVC and JVC Northwest

From working with at-risk youth in Portland, Ore., to fighting for fair housing in New York City, nine Creighton graduates are assisting people on the margins of society across the United States with the Jesuit Volunteer Corps (JVC) and JVC Northwest.

As full-time volunteers, they work for the well-being of all people and commit to upholding human dignity. Living in a faith that does justice, each participant lives and serves within a reflective community alongside other Jesuit Volunteers (JVs).

Maria Watson, BA'16, began her volunteer commitment with JVC Northwest in Portland last August, working with the Portland Opportunities Industrialization Center (POIC). POIC serves at-risk youth through wraparound services consisting of education, mentoring, family outreach, and employment training and placement.

"I came here ready for my world to be turned upside down. I know that my service and my community will challenge me constantly, but in the end, it will all be positively formative," Watson says.

During her time at Creighton, Watson says she was encouraged to live out the University's Jesuit values in an intentional way, in service to marginalized populations.

"Creighton taught me to hold myself to a certain standard of excellence that is beyond the norm," Watson says. "Being educated in the Jesuit tradition meant that I was constantly reminded that I have a responsibility to use my skills and talents to work toward a better world — not a better house or a better car."

Like Watson, **Katie McClave, BA'16**, knew she wanted to be a part of a



Left to right, Ben Feiten, BS'16; Maria Watson, BA'16; Vinny Nicchi, BSChm'16; Jeanne Haster, BA'77; Emily Beyersdorfer, BSN'16; and Alex Johnson, BSBA'13, at the 2016-2017 JVC Northwest orientation. Haster is the current executive director of JVC Northwest.

community after graduation similar to the one she experienced studying cultural anthropology and Spanish at Creighton.

McClave says her Creighton education gave her the tools to analyze global issues and become more knowledgeable on injustices in society. JVC has given her the opportunity to do something about those injustices.

"Creighton instilled in me a love of community, service and social justice, so those were all the things I knew I was searching for in post-grad life," McClave says.

McClave is currently serving in New York City as a tenant organizer at Tenants & Neighbors.

"We work to preserve affordable housing in New York City, and we do that by helping tenants form tenant associations in their buildings to build their collective

power," McClave says of the nonprofit organization. "For me, every day looks different. I spend about half my time in the office and half my time in the field — attending rallies, distributing flyers and meeting with tenants."

The current executive director of JVC Northwest, **Jeanne Haster, BA'77**, is a Creighton alumna and former JV. She says Creighton nourishes students' desires to volunteer.

"Creighton JVs are passionate about sharing their gifts and skills," Haster says. "They are dedicated to the people with whom they are in service. They want to make a difference in the world — they want to be part of making the world a better place. There is a special Ignatian spirit that is alive and on fire in the JVs from Creighton."

Creighton graduates serving with JVC/JVC Northwest:

Emily Beyersdorfer, BSN'16, St. Clare Hospital Emergency Room, Tacoma, Wash.; **Ben Feiten, BS'16**, L'Arche Tahoma Hope, Tacoma, Wash.; **Alex Johnson, BSBA'13**, William Temple House, Portland; **Vinny Nicchi, BSChm'16**, Wallace Medical Concern, Gresham, Ore.; **Maria Watson, BA'16**, Portland Opportunities Industrialization Center, Portland; **Drew Holtmann, BA'16**, Verbum Dei Jesuit High School, Los Angeles; **Katie McClave, BA'16**, Tenants & Neighbors, New York; **Alexander Sipe, BSChm'16**, Fair Share Housing Development, Camden, N.J.; and **Amy Yeskie, BSW'16**, Westside Children's Center, Los Angeles.

Creating Healthy Communities By Emily Rust

Creighton Nursing Alumna Recognized with National Honor

Sometimes it's the little things that make a big difference when it comes to improving health care, especially for those living on the margins. A bus route that stops at the local health clinic or a health care professional encouraging a patient to participate in a smoking-cessation program.

For Creighton alumna **Laure Marino, DNP, BSN'81**, a community health nurse practitioner for 20 years, health care is about more than providing quality care — it's about paying attention to the details that affect patients and their lives.

Often, that starts with access to care. "It's great for me to provide this service, but if a patient can't get to me, it doesn't matter," said Marino, director of outpatient primary care services at Highland Behavior Health Service in Charleston, W.Va.

In 2015, Marino was one of 10 nurses nationally to be awarded the Culture of Health Breakthrough Leaders in Nursing award. Presented by the Robert Wood Johnson Foundation and AARP, the prestigious award recognizes nurses who are working to create healthy communities.

For Marino's patients at Highland, transportation was often an issue. She knew many came by bus, but Highland wasn't on a bus line. So, Marino met with officials at the Kanawha Valley Regional Transportation Authority (KRT). After months of meetings and cajoling, KRT did a major reroute and added a stop close to Highland.

Lack of transportation is considered one of the social determinants of health, described by the World Health

Association as "the conditions in which people are born, grow, work, live and age, and the wider set of forces and systems shaping the conditions of daily life."

"It's one thing to have insurance; it's another thing to have transportation or be able to pay for your gas," Marino said.

Since moving to Charleston in 1995, Marino, a Des Moines, Iowa, native, has been active in working to combat one of the state's biggest problems: smoking. In her practice alone, nearly a third of

of health care in the state as an active member of the West Virginia Action Coalition.

Since receiving the Culture of Health Breakthrough Leaders in Nursing award, Marino has traveled to Washington, D.C., to meet the other national winners and attended a weeklong leadership development program.

"They invested in us as individuals," Marino said of the Robert Wood



Photo by Chris Dorst | Charleston (W.Va.) Gazette-Mail

Laure Marino, DNP, BSN'81, is nationally recognized for her integrated approach to wellness.

patients smoked. "It was a no-brainer to say that we need a robust program to help these people," Marino said.

She put in place resources provided by West Virginia state programs. And she focused on discussing smoking with her patients. "Research shows that if you ask your patients every single time they come in, they're more likely to quit," Marino said.

So far, nearly half of smokers in her practice have quit. "That's really good; that's a lot of success," Marino said.

She's also helping to shape the future

Johnson Foundation and AARP. "They knew we would be invested in our agencies, our institutions and our communities."

With the state's action coalition, Marino and others work to recruit new nurses and keep existing ones. Marino is also speaking out as an ambassador and consulting as part of the Future of Nursing: Campaign for Action.

"Nurses are the largest group of health care providers in the nation," Marino said.

93 Peg A. Gilbert, MS, Grand Island, Neb., was awarded the fellow designation by the Association for Professionals in Infection Control and Epidemiology (APIC) in 2016, the first year the designation was given. Gilbert is an infection preventionist with her consulting company Quality IC, LLC. **James R. Sweeney, BSAiS**, Katy, Texas, retired as a forecaster with the National Weather Service in Lake Charles, La.

94 Linda Ash Richards, BA, Omaha, was re-elected to her fourth term on the Ralston (Neb.) School Board. Richards also assumed the presidency of the Nebraska Association of School Boards, where she will serve for one year.

95 Jason E. Hilliard, BSBA, Charlotte, N.C., has launched a blog and podcast at *hiregraduate.com* with a mission of helping students transition into and through college and into their careers.

96 Lindsay Rupiper Jordan, JD, Lenexa, Kan., has been appointed senior vice president, human resource officer, for HNTB Corporation in Kansas City, Mo.

98 Stacy J. Fisher, DPT, Las Vegas, received her second doctorate degree with honors in business administration in healthcare management and leadership from California InterContinental University in Irvine, Calif.

01 Ryan D. Ellis, BSBA, Omaha, was awarded the Ten Outstanding Young Omahans (TOYO) Award by the Omaha Jaycees. Ellis is president of P.J. Morgan Real Estate in Omaha.

02 Jess W. Hoeme, JD, Cheney, Kan., was elected as a member of the firm Joseph, Hollander & Craft. Hoeme, a former Mitchell County attorney and Shawnee County assistant district attorney, joined the firm in 2011 as a criminal defense attorney.

04 Christina Howard Flipse, BA, Omaha, is a licensed mental health practitioner and licensed drug and alcohol counselor in the

Bruning, Sauer Join National Alumni Board



Bruning



Sauer

The National Alumni Board (NAB) recently welcomed two new members. They will represent alumni for the next three years. The NAB meets twice a year at Creighton to discuss various University issues, alumni concerns and alumni program plans. New members are:

Abby J. Bruning, BA'06 — Since graduating from Creighton University in 2006, Abby Bruning has worked her way from footwear intern to global footwear product director at Nike Sportswear. She lives in Bend, Ore., with her husband, Nicholas, and daughter, Annika.

Megann Walker Sauer, BS'98, MD'02 — Megann Walker Sauer spent eight years at Creighton University, earning both her undergraduate and medical degrees. She also completed her residency at Creighton University/Nebraska Medical Center in the Department of Pediatrics. Sauer lives in Omaha and is a pediatrician with Boys Town Pediatrics. She and her husband, Todd Sauer, MD'99, have four children: Michael, Andrew, Peter and Maggie.

Methodist Community Counseling Program.

06 Adam P. McMillen, JD, Sparks, Nev., was promoted to of counsel at Brownstein Hyatt Farber Schreck's Reno, Nev., location. McMillen leads complex business and patent infringement cases in state and federal courts.

09 Ryan A. Steen, JD, Omaha, has joined the Law Office of Kathleen M. Schmidt Attorney at Law as an associate. Schmidt is a 1987 Creighton law graduate.

10 Joseph M. Niederee, JD, Omaha, joined TIAA Individual Advisory Services in Omaha as a wealth management advisor.

12 Angela Terry Lennon, JD, Omaha, has been named a partner in the firm Koenig Dunne in Omaha.

13 Alexander P. Johnson, BSBA, Portland, Ore., is serving with Jesuit Volunteer Corps Northwest

working at William Temple House in Portland.

16 Emily R. Beyersdorfer, BSN, Tacoma, Wash., is serving with Jesuit Volunteer Corps Northwest working at St. Clare Hospital Emergency Room in Tacoma. **Benjamin J. Feiten, BS**, Tacoma, Wash., is serving with Jesuit Volunteer Corps Northwest working at L'Arche Tahoma Hope in Tacoma. **Andrew F. Holtmann, BA**, Los Angeles, is serving with the Jesuit Volunteer Corps working at Verbum Dei Jesuit High School in Los Angeles. **Lauren K. McClave, BA**, New York, is serving with the Jesuit Volunteer Corps working at the New York State Tenants & Neighbors Information Service in New York. **Clifton M. McEvoy, MS**, Omaha, was awarded the Ten Outstanding Young Omahans (TOYO) Award by the Omaha Jaycees. McEvoy is the executive director of the Buford Foundation. **Vincent M. Nicchi, BSChm**, Gresham, Ore., is serving with Jesuit Volunteer Corps Northwest working at Wallace Medical Concern in Gresham. **Alexander T. Sipe, BSChm**, Camden, N.J., is serving with the Jesuit Volunteer Corps working at Fair Share Housing Development in Camden. **Maria T. Watson, BA**, Portland, Ore., is serving with Jesuit Volunteer Corps Northwest working at Portland Opportunities

Industrialization Center/Rosemary Anderson High School. **Amy M. Yeskie, BSW**, Los Angeles, is serving with the Jesuit Volunteer Corps working at Westside Children's Center in Los Angeles.

Weddings

04 Christina E. Howard, BA, and Scott Flipse, Oct. 21, 2016, living in Omaha.

13 Bailey E. Ribich, BSBA, and Kevin A. Kosiek, BSBA, Nov. 19, 2016, living in Minneapolis.

Births

00 Sean Creswell and Therese Pogge Creswell, BSEvS, Omaha, a daughter, Fionnuala Ann, Feb. 28, 2016.

01 Eric M. Barten and Kelly Johnson Barten, BSBA, Portland, Ore., a son, Nathan James, March 6, 2015.

05 Chad A. Wissler, DPT, and Megan Weibel Wissler, DPT, Sun Prairie, Wis., a son, Mason Levi, Oct. 20, 2016.

06 Jacqueline K. Lee, BA, and Chin-Hwa Chong, Omaha, a son, Vincent Thomas, Dec. 28, 2016. **Jared W. Mosley, DDS**, and Dr. Alison M. Mosley, Fresno, Calif., a son, Andrew William, Jan. 2, 2017.



Do you have alumni news to share?

Have a new job? Recently married? Earned a promotion? Had a baby? Received special recognition? If so, we want to know about it!

Please send to alumninews@creighton.edu.

The English Major

To be, or not to be. For **Col. John Murphy**, who earned his bachelor’s degree from Creighton in 1958, that was not the question. He wanted “to be” ... an English major, that is.

He majored in philosophy at Creighton, minoring in biology and English. That was followed by a 28-year career in the U.S. Marine Corps. He served two tours of duty in Vietnam. He has traveled to or worked in 27 countries. He is a graduate of the Marine Corps Command and Staff College and the National War College, holds a master’s degree from Ball State University and has taught as an adjunct faculty member. He is also an author. His debut novel, a military thriller titled *The Scarlet Shamrock*, was published in 2014.

But the road not taken — the one leading to an English major — nagged at him. He turned to Creighton, where his connections run deep. His father, Joe Murphy, BSC’31, once headed the PR department and developed the iconic Billy Bluejay mascot in 1941. His eldest son, Michael, BA’84, a retired lieutenant colonel and a Creighton alumnus, endowed a scholarship to honor his grandparents and support deserving students who serve as the costumed Billy Bluejay. And an uncle, Ed Murphy, BSC’27, worked at Creighton for 69 years and has a campus building named after him.



Col. John Murphy holds his 1958 diploma from Creighton.

Alas, thanks to Creighton — and Shakespeare — John Murphy’s dream is now a reality. With credit for a Shakespeare class taken at Rockhurst University, accompanied with his professional writing experience, the father of four grown children, who lives with his wife, Joan, in North Carolina, is officially a Creighton University English major.

Heritage Society: A Gift of Faith and Foresight

Creighton University would not exist today but for the far-reaching vision, faith, planning and generosity of the founding Creighton family. Ever since Mary Lucretia Creighton fulfilled her husband Edward’s dream through her will, charitable bequests and other planned gifts continue to advance the University to preeminence.

Share in the vision of our founders by becoming a member of the Creighton University Heritage Society. By joining the Heritage Society, you make a commitment to future generations of students.

With many options available, you can meet your personal and philanthropic goals while leaving your legacy for Creighton’s future.

• Please contact the Office of Gift and Estate Planning to learn more about the Heritage Society.

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Willi White, left, and the Rev. Don Doll, SJ, review images that they and Angel White Eyes made of the children of Red Cloud Indian School.

Passing the Tripod

By Adam Klinker

Fr. Doll's former student takes on photography for Red Cloud calendar

As a student at Red Cloud Indian School on the Pine Ridge Reservation in southwestern South Dakota, Willi White very clearly remembers the photographer arriving at his school to capture images of his classmates in their traditional regalia.

He remembers the lights, the conversations, the excitement around this annual event, when his Lakota community became the focal point of vivid, celebratory photographs comprising the Red Cloud Calendar, for 20 years expertly shot by Creighton University's the Rev. Don Doll, SJ, an emeritus journalism professor and internationally renowned photographer.

Now, White — who eventually came to Creighton and took classes from Fr. Doll — is poised to take over the enterprise of the calendar, a position he said he accepts with great anticipation and even greater humility.

"Shooting for the calendar has always been a very proud event here," said White, who also

serves as communications coordinator for Red Cloud Indian School. "When Fr. Doll arrived, we knew who he was, we knew how much this meant to him. When I came to Creighton and he became my professor, he started pushing me into thinking about photography and maybe taking this from him."

Fr. Doll was first approached with the idea of the Red Cloud calendar as a fundraiser for the school in the 1990s. This spring, he asked White and Angel White Eyes, another artist and a 2008 Red Cloud classmate of White's, to help him with the 2017 calendar shoot.

Setting up the lighting for the calendar and now providing White and White Eyes with lighting equipment for future calendar shoots, Fr. Doll also shepherded the two younger photographers through the process.

The three took roughly 2,000 photographs in a span of a few days and gradually winnowed them down to images with calendar potential. The final tally saw all but one of the chosen photographs coming from White or White Eyes.

"Initially, I said, 'Well, how did this happen?'" Fr. Doll said. "I've been doing this for 20 years and these two come along and they've got it figured out on the first shoot. But that's why we came. That's what is great about this transition. Angel and Willi have lived this. They should be the ones doing this and it's very appropriate and worth celebrating that we should hand it to them."

07 Adam R. White, BS'03, JD, and **Jennifer Schulte White, BSN'03,** Omaha, a son, Nolan Steven, June 23, 2016.

08 Brennan J. Miller, BSBA, and **Jennifer Roe Miller, OTD'09, BSHS'09,** Omaha, a daughter, Margaret Finnigan, Jan. 14, 2017.

09 Aaron Schwieterman and **Danielle Ternes Schwieterman, DDS,** Bozeman, Mont., a son, Weston William, Oct. 22, 2015.

12 Mark D. Thalken, BA, and **Katie Wadas Thalken, BA'04,** Omaha, a son, Edward Francis, Oct. 28, 2016.

13 Taylor Ladd and **Mary Theresa Veglia Ladd, MD,** Johns Island, S.C., a son, Christian Anthony, Dec. 12, 2016. **Patrick R. Wachter, BA'09, DDS,** and Dr. Chelsea N. Kropp, Omaha, a daughter, Chloe ElizabethAnn, May 30, 2016.

14 Kevin Morrison and **Brittany R. Boswell, MD,** Los Altos, Calif., a daughter, Olivia Mei, Nov. 18, 2016.

15 Michael J. McQuade, PharmD, and Sharon Brandt McQuade, Lincoln, Neb., a son, Brayden Clarke, Dec. 18, 2016.

Deaths

38 Virginia Hoffmann Thimes, ARTS, Omaha, Jan. 28, 2017.

41 Emmrich D. Lamb Jr., PHB, San Jose, Calif., Jan. 17, 2017.

43 Eileen K. Dendinger, SCN, Papillion, Neb., Jan. 24, 2017.

45 Lois Tessier Bisenius, SJN, Fallbrook, Calif., Sept. 26, 2016. **Msgr. Francis E. Kubart, ARTS,** Omaha, Oct. 30, 2016.

47 Lois Hardy Lynch, SJN, Omaha, Dec. 30, 2016.

Donna Cook McCullough, SJN, Papillion, Neb., Jan. 11, 2017.

48 James D. Bristol, JD, Burbank, Calif., Nov. 13, 2016. **Donald J. Greco, BSM'46, MD,** Long Beach, Calif., Jan. 3, 2017. **Howard F. Herning, MD,** San Francisco, Nov. 21, 2016. **Mary Ann Jackson-McGill, SCN,** Omaha, Oct. 6, 2016. **Mary Ann Pritchard Maxey, ARTS,** Omaha, Oct. 14, 2016. **Marlan J. Simpson, BSC,** Bennington, Neb., Jan. 13, 2017.

50 Patricia Farmer Atwood, SJN, Springfield, Va., Nov. 24, 2016. **Benjamin C. "Chuck" Hull, BUSADM,** Omaha, Dec. 5, 2016.

From Mosul to Baltimore

By John Darwin, BA'13

OTD graduate continues to serve with U.S. Public Health Service

Josef (Joe) Otto, OTD'08, knew he wanted to be an occupational therapist since high school.

In his current position with the United States Public Health Service (USPHS) Commissioned Corps, Otto is living out his early aspiration, addressing public health problems and providing care to underserved populations in the United States.



Photo by Christopher Myers

As a Public Health Service officer, Joe Otto, OTD'08, has worked on treating traumatic brain injury and on quality management within the Affordable Care Act.

The USPHS, led by the surgeon general, operates under the direction of the Department of Health and Human Services. To understand Otto's work in his current tour, it helps to look back on the rest of his career as a military occupational therapist.

Otto joined the Army in 2002, after graduating with an

undergraduate degree in occupational therapy from Ohio State University. He completed rotations at various locations nationwide — from Tacoma, Wash., to Fort Hood, Texas. In April 2005, he was deployed to Mosul, Iraq, in a combat stress control unit. It was in Iraq that he had his first opportunity to really put what he learned as an OT to the test.

"We often said that our main goal was treating normal people having normal reactions to abnormal events," Otto said. "Their reactions weren't different than what anybody else would go through when seeing unfortunate things. We tried to treat and normalize, not pathologize."

Otto later joined the Air Force Reserves, while working at a Veterans Affairs hospital. Around that time, he also decided to further his education. He had an interest in developing his skills in academia and exploring the field of occupational therapy more deeply. His search brought him to Creighton.

"Creighton was an easy choice for me," Otto said. "They were one of the first clinical doctorates in OT, and they had amazing faculty with impressive accomplishments. At that time [in 2006], there weren't many programs with large faculties. Whenever I'd ask someone about a clinical doctorate, the conversation quickly turned to Creighton."

After graduating with a Doctor of Occupational Therapy degree from Creighton in 2008, he returned to active duty with the USPHS — joining about 7,000 health care officers, from physical and occupational therapists to dentists and physicians.

His administrative tours as a Public Health Service officer have taken him from Gallup, N.M., to Baltimore, and have seen him at the forefront of issues such as traumatic brain injury (TBI) and quality management within the Affordable Care Act. Otto and his team developed a program at Fort Bragg for diagnosing and treating TBI that became the model for care across the Department of Defense. He's also been deployed to help with floods in Louisiana and with Hurricane Irene.

"One of the biggest things Creighton taught me was how to do research and find answers to my questions," he said. "I was always pushed to understand problems, and was provided methods to understand how to solve them. That skillset has served me well."

Harold J. Miller, BS, Monterey, Calif., Jan. 22, 2017. **William A. Tegeler, ARTS**, Des Moines, Iowa, Nov. 27, 2016. **Leona Humlicek Weidner, BSPha**, Omaha, Dec. 19, 2016.

51 John E. Beutler, BSC, Omaha, Oct. 20, 2016. **Louie Carta, BSPha**, Council Bluffs, Iowa, Oct. 8, 2016. **Robert A. Sobraske, ARTS**, Lincoln, Neb., Nov. 5, 2016. **Donald E. Wolters, MD**, Estherville, Iowa, Dec. 2, 2016.

53 Marvin F. Maher, BSC, Omaha, Jan. 16, 2017. **Peggy Rafter Massman, BS**, Kansas City, Mo., Dec. 22, 2016. **Donald D. Pasek, BSPha**, Duluth, Minn., Oct. 3, 2016.

Willard C. Pestal, BSPha, Lincoln, Neb., Jan. 5, 2017. **Donald G. Wolbers, BSC'51, JD**, Bettendorf, Iowa, Nov. 3, 2016.

54 Ward R. Anthony, BS'51, MD, Boulder, Colo., Oct. 13, 2016. **Barbara A. Barak, BS**, Council Bluffs, Iowa, Dec. 12, 2016. **Emil B. "Bud" Hakel Jr., BUSADM**, Whittier, Calif., Jan. 5, 2017. **Mary Joan Bath Hively, BS**, Mill Valley, Calif., Nov. 4, 2016. **Betty Hough Sturgeon, BSN**, Gretna, Neb., Jan. 11, 2017.

55 Margaret Ruffen Igel, SJN, Charlotte, N.C., Oct. 25, 2016. **William E. Ramsey, BS**, Omaha, Nov. 5, 2016. **C. Dean Walsh, BSC**,

Tehachapi, Calif., Nov. 13, 2016.

56 James B. Williams, MD'51, MSM, Las Cruces, N.M., Nov. 23, 2016.

58 Sr. Mary Raymond Dieckman, OSU, BS, Maple Mount, Ky., Oct. 27, 2016. **John E. Fitzsimmons, BSBA**, Delray Beach, Fla., Nov. 21, 2016. **Thomas M. Kirn, BSBA**, Merced, Calif., Nov. 24, 2016. **William F. "Frank" O'Neill, BS**, Albuquerque, N.M., Oct. 1, 2016.

59 Joseph J. Barmettler, BSC'56, JD, Omaha, Oct. 12, 2016. **Sr. Mary Francis Shafer, BVM, BA**, Dubuque, Iowa, Jan. 3, 2017.

60 Doyle P. Spooner, BSBA, Waverly, Iowa, Sept. 12, 2016.

61 Edward J. DeRose, DDS, Pueblo, Colo., Jan. 22, 2017. **Sr. Martin Flavin, OSF, MA**, Manitowoc, Wis., Oct. 6, 2016.

62 Dr. Robert F. Allen, BA, Omaha, Oct. 19, 2016. **Thomas J. Goaley Sr., BSBA**, Omaha, Jan. 7, 2017. **William E. Plinck, DDS**, Kelseyville, Calif., Oct. 11, 2016. **Sr. Margaret Wright, RSM, BSPha**, Chicago, Oct. 16, 2016.

63 John T. Sullivan, MD, Hayden, Idaho, Sept. 20, 2016.

#bluejayworld



1

Show Your Bluejay Pride

Alumni and friends, **share your pictures showing your Creighton Bluejay pride** at locales near and far through the social media campaign **#bluejayworld**. Tag your Twitter or Instagram photos with #bluejayworld, and visit bluejayworld.hscampaigns.com.



2



3



4

1. Get Blue Alumni Event – from left, Molly Zabrowski, Ryan Zabrowski, BSBA'01, and David Black, BSBA'05; **2. Creighton Reception at the American Society of Health-System Pharmacists mid-year meeting** – from left, Jamal Jamil, BS'12 (current pharmacy student); Dan Aistrope, PharmD'08; and Joelle Ayoub (current pharmacy student); **3. Get Blue Alumni Event** – from left, Marla Anderson (left) and Kerry Lavan, BSOT'99, flank a cutout of Billy Bluejay; **4. Creighton Recent Alumni New Year's Eve Pregame Event** – Meredith George Langel, PharmD'15; Mark Godfrey; Brooke Thurman, BA'12; and April Payne, BA'12.



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64 Regina Ledwell Dinges, BS, Falmouth, Mass., Dec. 19, 2016. **Michael J. Lynch, BSBA**, Omaha, Oct. 29, 2016. **Magdalene Spieler Niemer, MSEdu**, Cincinnati, Jan. 4, 2017. **Patricia Padden Nixon, BA**, Denver, March 1, 2015. **John F. Tusa Sr., BA**, Boca Raton, Fla., Jan. 23, 2017.

65 Dennis E. Dunn, BSPha, Mount Pleasant, S.C., Nov. 20, 2016. **Robert J. Stolcis, DDS**, Castle Rock, Colo., Nov. 30, 2016. **Delmar W. Weidner, BSC'48, MBA**, Omaha, Nov. 14, 2016.

66 Dr. Joseph A. McHugh, MBA, Dedham, Mass., Jan. 25, 2017.

67 Mary Beth Petersen Coate, BSChm'64, MS, Omaha, Sept. 24, 2015. **Kathleen Killian Klein, BA**, Tampa, Fla., Dec. 1, 2016.

68 Clyde E. Hudson, MA, Venice, Fla., Oct. 7, 2016.

69 J. Laird Seach, MD, Twin Falls, Idaho, Nov. 3, 2016.

70 Mary Brodston Fee, BSN, Asheville, N.C., Jan. 19, 2017. **Sr. Michelle Hayek, ND, MSEdu**, Wahoo, Neb., Dec. 7, 2016.

71 Jacqueline Hanson Dee, BA'67, MA, Oak Creek, Wis., Nov. 10, 2016. **Stephen D. Greenberg, JD**, Bakersfield, Calif., Dec. 12, 2016. **Joseph H. Millard III, BSBA**, Encinitas, Calif., Dec. 12, 2016.

72 Charles M. Caldwell, BA'69, JD, Omaha, Oct. 10, 2016. **John J. Hamler, BSRT**, Omaha, May 10, 2016. **Mary "Kyle" Christensen Lane, ARTS**, Hinsdale, Ill., Aug. 21, 2016. **Robert C. Meisterling, MD**, Stillwater, Minn., Aug. 16, 2016.

73 Kenneth J. Hill, BA, Omaha, Jan. 8, 2017.

75 John D. Kellen, DDS, Stockton, Calif., Nov. 12, 2016.

76 Clarice G. Geesaman, ARTS, Blair, Neb., Nov. 24, 2016. **Cheryl A. Smith, BSN**, Omaha, Oct. 21, 2016.

77 Thomas M. Kiefer, BA'73, DDS, Omaha, Jan. 11, 2017.

79 William T. "Nick" Beisser, BA'75, MD, Scottsdale, Ariz., Jan. 22, 2017.

82 Jon F. Pearson, BSBA, Omaha, Jan. 11, 2017.

87 Thomas H. Bette, DDS, Wichita, Kan., May 17, 2016. **Jana R. Morisada, MD**, Honolulu, July 21, 2015. **Brian J. O'Neill, BSBA**, Omaha, Jan. 7, 2017. **Rev. Alvin H. Smith, MMin**, Seward, Neb., Dec. 17, 2016. **Patricia Marron Tuttle, BSW'82, MS**, Omaha, Jan. 23, 2017.

90 Charles E. Wanek, MS, Omaha, Nov. 18, 2016.

94 Sr. Patricia A. Burke, MA, Houston, Aug. 25, 2016. **Melissa K. Martin, BSBA**, Las Vegas,

Dec. 26, 2016.

96 Matthew R. Oberst, BA, Cary, N.C., Nov. 27, 2016.

99 Sr. Susan R. Frederick, PM, MA, Methuen, Mass., Dec. 15, 2016.

06 John E. Passarelli, BSBA, Omaha, Nov. 13, 2016.

16 Laura L. Magaña, BS, Omaha, Dec. 18, 2016. **Kaitlin J. Schindler Prins, DPT**, Corpus Christi, Texas, Oct. 29, 2016.

In Remembrance

We remember Creighton University faculty and Jesuits who have recently died. *

> **Charles H. "Hap" Stein, PhD**
Associate professor emeritus of English; June 26, 2016

> **Harry Nickla, PhD**
Former professor of biology and former chair of the Department of Biology; Feb. 7, 2017

* Faculty and Jesuits who are Creighton alumni are listed in the Alumni Deaths section of *Creighton University Magazine*.

The Passion of Jesus and the Hope of the Easter Season

By Sherri Brown, PhD | Assistant Professor of Theology

With the budding of new leaves each year comes the Lenten season, a time of reflection and preparation in the hope of the rebirth and renewal of spring and the Eastertide that marks it. As Christians of many traditions move through Holy Week, they often focus their attention on John's Gospel and his unique telling of the culminating events in the life and mission of Jesus of Nazareth.

Jesus' last discourse in John 13–17 provides the symbolic rituals of a foot-washing and a last meal followed by a final teaching for his fledgling and often confused disciples. Through these actions, Jesus likewise both reflects upon their time together and prepares his disciples not only for his coming arrest and death, but also for the reality of his future physical absence and their new mission as shepherds of the community he has forged. As he closes his final prayer, Jesus is ready to face this last task of his earthly mission and depart.

Christian tradition has long identified Jesus' willing acceptance of these events to come as his "passion." Although we use this word in many ways in contemporary parlance — from hunger for success or accomplishment to sexual desire — the term comes into English from the Latin word for "suffering." Christians understand Jesus' willing suffering, even to the point of sacrificing his own life, to be foundational for understanding him as the Christ. And yet, in the Jewish tradition from which the Gospels arose, messiahs do not get crucified. The expectation for a king like David, who rises to put in place a sovereign nation, or a prophet such as Moses, who brings about an eschatological in-breaking of God's reign, do not allow for the scandal of capital execution as a common criminal. Thus, the earliest Christians had to struggle with this historical fact both to make sense of their experience of Jesus, as well as to form their own identity as a community of believers. The preservation and telling of this story must, therefore, have had its beginnings in the earliest development of the church. These accounts are called Passion Narratives. But if this is the story of a traditional messiah-king, it is the most stunning political failure in the history of the world. Something else must be going on.

Each evangelist gives his own perspective to illustrate his particular theology, but they all tell the same essential story along the same plotlines: an arrest, a Jewish trial process, a Roman trial process, a crucifixion, burial and an empty tomb (Matthew 26–27, Mark 14–15, Luke 22–23, John 18–19). The Passion Narrative is indeed the climax of the story of the Christ's mission on earth, and a careful reading of these accounts shows each evangelist intricately

weaving the threads of their larger understanding of the good news into a rich fabric that redefines what it means to be the Christ.

Jesus is the promised heir of the Davidic covenant (2 Samuel 7), but his messiahship is only fully realized also in terms of the Sinai covenant (Exodus 1–35). That covenant, put in place by God through Moses following the Exodus of the Israelites from Egypt, gave the Ten Commandments and the ensuing laws of the Torah as gifts that guide the people in right relationship with God and with one another. The Torah also provided sacrifice as the means for atonement and reconciliation with God.

The Passion Narratives present Jesus as the Son of God and Son of Man who is the Christ, not by coming down from the cross and living as an earthly king in splendor, but by remaining on the cross to become the one ultimate redeeming sacrifice that atones for all sin for all time. In John's Gospel, the cross is presented as Jesus' most significant human experience (contrary to typical Christian understanding). God exalts Jesus in this "lifting up" on the cross.

This same phenomenon of circumventing human understanding and expectation appears in the evangelist's use of the term "glory" across the Gospel. The glory of God, and the means by which

Jesus is glorified (through his crucifixion), flows from the evangelist's understanding of revelation. Remember, John teaches that God so loved the world that he handed over his only Son (3:16). This handing over is an incredible act of love. Further articulation of this self-gift in love was presented in the last discourse as the revelation of God that Jesus brings. Jesus the Son given to the world loved his own to the end (13:1). The glory of God and God's glorification of Jesus lies in this gift of the Son that begins with the incarnation (1:1–18), but is not complete until he is lifted up on the cross and hands over his spirit, "It is finished" (19:30).

Jesus is not, it turns out, a political Messiah who revels in victory; rather, the evangelists

teach that he is a covenantal Messiah whose kingdom is not of this earth, who is the gift of truth that fulfills the promises of God's prior covenants and puts in place a new covenant open to all humankind by his very loss (John 1:12–18; 3:16–17; 18:33–38). This new covenantal relationship is built on faith — the faith of Jesus the Christ who, like the Good Shepherd (10:1–21), will lay down his life for his own, and the faith of human beings who go forth in this world in courage by living a life formed by that same sacrificial service.

That loss, however, is not the end of the story. God's plan continues to defy human expectations and there is always the hope of the empty tomb. Like the first buds of spring, the Easter season brings new life. And the possibilities are boundless.



About the Author: Sherri Brown, PhD, is an assistant professor of New Testament. Her recent publications include *God's Promise: Covenant Relationship in John* (2014); "What is Truth? Jesus, Pilate and the Staging of the Dialogue of the Cross in John 18–19," in the *Catholic Biblical Quarterly* (2015); and "Water Imagery and the Power and Presence of God in the Gospel of John," in *Theology Today* (2015). Forthcoming in 2017 are *Interpreting the Gospel and Letters of John*, co-written with Francis J. Moloney, SDB, and *Johannine Ethics: The Moral World of the Gospel and the Epistles of John*, co-edited with Christopher W. Skinner, PhD.



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