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Survey Assesses Respect for Each Other

By Jill Wagner

It's one thing for a place of business to have a mission statement that outlines values and goals by which the company will conduct itself. It's an entirely different thing to live out that mission, making it apparent to every employee, every day.

The values survey mailed to USD's workforce in early October is designed to find out just how well the university is living up to its goals described in the mission statement.

"You can draw up this idealistic statement and it's nice on paper," says Sister Virginia Rodee, assistant to the president for mission and ministry. "But this is a real effort to see if it's implemented at the university. Has it taken hold in policy, in values, in choices?"

Sister Rodee and an executive committee that includes Anne Hendershott, associate professor of sociology; Larry Gardepe, business process analyst; Joe Nalven, lawering skills instructor; Diane West, executive assistant to the dean of the College of Arts and Sciences; and Eric Karakis, Associated Students representative; are ushering the survey forward and honoring the wishes of Monsignor I.B. Eagen.

Monsignor Eagen, who died of complications from cancer on Oct. 14, gathered a committee in January to determine if USD practices what it preaches. His commitment to respecting the dignity of all people inspired Monsignor Eagen to discover if his fellow employees and students feel they are treated fairly while at work or school.

At the heart of the survey is the university's mission statement, which includes a list of goals to shape life on campus. The goals strive for academic excellence, emphasis on values, promotion of individual dignity, commitment to holism and a focus on Catholicity. Employees and students are asked directly what influence the mission and goals have on their daily lives at USD.

The survey questions were developed by the executive committee after it reviewed comments from 11 different focus groups, which met in the spring. Three separate surveys have been distributed to students, staff employees, and faculty and administrators.

"We are very intent that the mission statement be something that is alive."

— Sister Virginia Rodee

— each one tailored to the specific group.

Honest assessment of various issues — from academic integrity to treatment of staff members to respect for diversity — will uncover areas of strength and weakness. After students help Hendershott enter the data from the anonymous surveys, the committee will analyze the results. A town hall meeting to share findings with the entire community is scheduled for February, the same month a report will be presented to President Alice B. Hayes and the board of trustees.

Sometimes confused with the "Ethics Across the Curriculum" initiative, this effort — dubbed "Ethics Across the Campus" — is aimed at examining how we live as a group here on campus, says Sister Rodee. The curriculum initiative is focused on teaching of ethical values in the classroom, no matter what the subject.

"The survey is very direct and will help get to the issues," says Sister Rodee. "We are very intent that the mission statement be something that is alive."

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Meetings, Freebies and Other Cool Stuff

Celebrating Diversity
All Chicana/o and Latina/o faculty, staff and administrators are invited to join the University of San Diego Concilio. The group will address the needs, concerns and issues that affect Chicanas/os and Latinas/os on campus and in the San Diego community. For more information, call Guadalupe R. Corona at ext. 4590 or e-mail gcorona@acusd.edu.

The USD community is invited on Nov. 14 from 4 to 7 p.m. to the grand opening of the United Front Multicultural Center. Food and entertainment will be provided. The center is downstairs in the Hahn University Center, room 128. Feel free to stop by anytime and visit the center, which includes a library, conference room and lounge. For more information, call Guadalupe R. Corona at ext. 4590.

Not a Dime
Did you know that as a university employee you and your immediate family are entitled to free admission at USD home sporting events? You, your spouse and your children can attend USD games compliments of the Torero athletic department.

There's no better way to have a good time and show your support than by attending the games and rooting for our student athletes. Simply come to the events and present your USD I.D. For more information call ext. 4803.

If you have suggestions or would like to be involved in any promotional or halftime events, call Renee Wiebe at ext. 5916. Wiebe was recently hired as the assistant athletic director for marketing and promotions. She will be working to spread the word about the quality athletics program at Alcalá Park.

Join the crowd at these upcoming events:
Nov. 4, women's soccer vs. Montana, 4:30 p.m., Torero Stadium
Nov. 4, men's soccer vs. U.C. Irvine, 7 p.m., Torero Stadium
Nov. 7, men's soccer vs. Saint Mary's, 7 p.m., Torero Stadium
Nov. 7, volleyball vs. WCC rivals Loyola Marymount, 7 p.m., Sports Center gym
Nov. 8, volleyball vs. Pepperdine, 7 p.m., Sports Center gym
Nov. 8, swimming and diving vs. Pacific, 11 a.m., Sports Center pool
Nov. 11, men's soccer vs. C.S.U. Fullerton, 7 p.m., Torero Stadium
Nov. 15, Homecoming football game vs. Wagner College, 1:30 p.m., Torero Stadium
Nov. 19, volleyball vs. SDSU, 7 p.m., Sports Center gym. Also enjoy the First Annual Rowdy Crowd Contest.
Nov. 19, men's and women's basketball doubleheader in the Sports Center gym: Women vs. Toledo at 5 p.m. and men vs. San Jose State University at 7 p.m.
Nov. 22, volleyball vs. University of San Francisco, 7 p.m., Sports Center gym
Nov. 28, women's basketball vs. Fairfield, 7 p.m., Sports Center gym

Turkey and All the Fixings
Looking forward to the Thanksgiving holiday but not to the hours it takes to prepare a traditional turkey dinner? The catering department has the answer.

Nona Janus, catering manager, and her staff of chefs are ready to cook for you. A complete dinner includes a whole roasted turkey, stuffing, whipped potatoes, cranberries, sweet potato souffle, gravy, rolls and pumpkin pie. If you don't want "the works," order anything from the menu, including soups, stuffings, side dishes and desserts.

Orders must be made by 3 p.m., Nov. 20. Food will be available for pickup between 10 a.m. and 4:30 p.m., Nov. 26. Watch the campus mail for a flyer and order form. For more information, call Nona at ext. 4560.
Review Process is ‘Huge Culture Change’

Speaking to the Staff Employees Association about the new performance management system, Thom Barnett, assistant director of human resources, acknowledged that switching to a new format can raise fears.

“This is a huge culture change,” Barnett said. “Every time there is change, there’s resistance.”

Barnett attended the October SEA meeting at the request of representatives who wanted to clarify some details about the new evaluation system. The question-and-answer session was held to 20 minutes.

One concern centered on who sees the evaluations completed by staff employees and their supervisors. Some staff members believe the director of their department and vice president of their division should also read the goals set down by each employee.

Barnett explained that three signatures are required on the evaluation forms, meaning that several layers of management will review the papers.

Another representative asked what incentive there is for an employee to fill out six pages of self-evaluation forms if, in the end, that staff member will get the same monetary raise for the year as someone who refuses to complete the forms.

“Keep in mind, this is the method the university wants to use to record what we do,” Barnett replied. “An employer has the right to ask an employee to fill out such forms.”

Barnett went on to acknowledge that he has heard of some supervisors being resistant to implementing the new system. He said: “What will shake out is that the vice presidents will have to step to bat with managers and supervisors who are not proving to be good coaches and mentors.”

A booklet with questions and answers raised by staff employees and supervisors at various meetings will be published within the next month, Barnett said.

Deck the Lounge

In other SEA news: The association’s annual holiday party is scheduled for 11:30 a.m. to 1:30 p.m., Dec. 11, in the Serra Hall faculty/staff lounge. All employees are invited to bring an ornament to decorate a Christmas tree that will be in the lounge beginning the first week of December. For more information, call Yolanda Castro at ext. 4520.

Commuter’s Corner

Your Turn to Speak Up

Do you bike, walk, run, train, trolley, bus, skate or carpool to work? Would you like to meet others who do and share ideas for making your commute easier?

Bring a brown bag lunch to UC220 at noon on Friday, Nov. 7, and spend an hour with fellow alternative commuters. A parking committee representative will attend to hear how the university can better encourage alternative commuting.

Drinks will be provided. For more information, call Greg Zackowski at ext. 4796.

University Ministry Events

Twilight Retreat, 5 to 7 p.m., Monday, Nov. 3, in Founders Chapel. Call ext. 2265 for more information.

Faculty/Staff Women’s Day of Reflection, Saturday, Nov. 8. For more information, call ext. 2265.

Founders Day Mass, 5 p.m., Wednesday, Nov. 12, in Founders Chapel.

Bible Study, 12:10 to 12:50 p.m., every Tuesday. For more information, call Father Vince Walsh at ext. 6818.

Daily Masses at Founders Chapel, 7 a.m., Monday through Saturday; 12:10 p.m., Monday through Friday; 5 p.m., Monday through Thursday; and 7 and 9 p.m., Sunday.

Passages

Just Married

Anastasia (Hyll) Stabile, financial aid counselor, and Paul Stabile were married Oct. 4 in Founders Chapel.

Deaths

Stefani Salkeld, part-time professor in anthropology, on Sept. 25.

Catherine Sabisch, mother of Susan Benson, director of career services in the School of Law, on Oct. 3.

Florence Spuehler, professor emerita of fine arts, on Oct. 12.

Albert Signoret, husband of Kim Signoret, associate director of donor relations, in October.
A Legacy of Love

By Jill Wagner

Monsignor I.B. Eagen’s office is just steps away from beautiful Founders Chapel, a place he cherished and specifically requested for the vigil service where friends and colleagues said their final goodbyes to the beloved priest. It’s as if he knew the chapel is where the USD community feels comfortable. It’s where people of all faiths can find peace.

Monsignor Eagen died Oct. 14 at Mercy Hospital of complications from pancreatic cancer. He was 67.

The vigil service held Saturday, Oct. 18, and funeral Mass held Sunday, Oct. 19, united thousands of family, friends and colleagues in mourning, and were lasting tributes to the man who taught people from all faiths and religions to respect each other’s traditions. One of the lasting legacies of Monsignor Eagen’s tenure at USD is the All-Faith Service, celebrated each year at the beginning of the spring semester with clergy from many different denominations.

He spearheaded the “Ethics Across the Campus” initiative which will be remembered as Monsignor Eagen’s great effort to instill values of love, service and ecumenism in every facet of campus life. Surveys currently in the hands of students, faculty, staff and administrators are the culmination of the effort to determine how well USD puts its ethical values into practice.

Monsignor Eagen’s connection to the university dates to 1960, when he joined the faculty of the College for Men. He taught theology, speech, English and American literature. In 1968, Monsignor Eagen joined the board of trustees and continued to serve in that capacity after he left the faculty to be the pastor at Mission San Diego de Alcalá.

In 1993, Monsignor Eagen returned to Alcalá Park as vice president for mission and ministry. He was also named trustee emeritus in that year.

President Alice B. Hayes spoke for many when she said, “We shall miss him more than words can say, but we can take solace in knowing that his legacy will continue to bless and sustain us.”