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# Alcalá

A newsletter for the employees  
of the University of San Diego

## View

November 1997, Vol. 14, Issue 3

### 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 work force in late 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 vice 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 Gardepie**, business process analyst; **Joe Nalven**, lawyering 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

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

*— Sister Virginia Rodee*

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— 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 the 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."

#### A Message from Neal

Please accept my sincerest appreciation for an overwhelming and wonderful bon voyage party. I feel very fortunate to have had so many friends and colleagues participate in "The Little Neal Project." It was truly a display that will remain unparalleled for the rest of my professional career and exemplifies the reason why USD will always hold a special place in my heart.

Little Neal did enjoy his road trip to the Bay Area, seatbelted high atop his bag of clothing, accessories and props. However, I did have to lock him in the trunk several times at rest stops, but only for his own protection.

In my excitement and shock at the podium, I failed to acknowledge some of my greatest cheerleaders — my in-laws. My omission does not diminish the love and support they have unselfishly given, nor my gratitude to them.

Thank you again for seven-and-a-half extraordinary years. Warmest wishes to all of you.

*— Neal Hoss*

#### Joyeux Noel

The Community Choir and the Choral Scholars, under the direction of **Virginia Sublett**, invite the USD community to a concert of seasonal music by French composers. Two performances will be held in Founders Chapel, the first on Dec. 5 at 8 p.m. and the second, Dec. 7 at 2 p.m. General

*(Continued on page three)*



## Benefits Brief

Don't miss the benefits fair, Nov. 5 from 9 a.m. to 3 p.m. Kaiser will provide free flu shots to all USD employees. There will be door prizes, popcorn and free promotional gifts. Employees can talk to representatives from the various insurance and retirement companies.

Open enrollment is Nov. 17 through 30. Enrollment materials will be sent through campus mail on Nov. 13. Please read all materials carefully. Employees can enroll either by telephone or on Internet Web site. Confirmation forms will be mailed to your home within a day or two of enrollment.

Employees who elect to waive medical or dental coverage, change insurance companies, add or drop dependents from coverage, or open a reimbursement account must complete open enrollment.

The BenUflex allocation for 1998 remains at \$180 per month. Kaiser and Health Net rates increased for 1998. Delta PMI and DPO rates are the same as 1997. Kaiser rates are: self, \$125.30; self and one dependent, \$250.60; self and two or more dependents, \$354.60.

Health Net rates are: self, \$147.82; self and one dependent, \$295.64; self and two or more dependents, \$428.82.

Keep this in mind — per IRS regulations, holistic medicines will NOT be eligible for reimbursement from a health care account in 1998. Payment for services from a state licensed holistic physician are still eligible for reimbursement under IRS regulations.

Medical subsidy rates for 1998 increased \$20 for one dependent and \$30 for two or more dependents. Subsidy applications must be received in human resources on or before Dec. 12 in order for subsidy benefits to begin Jan. 1, 1998.

— Vicki Coscia

# 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](mailto: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 complimentary 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. 21, 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

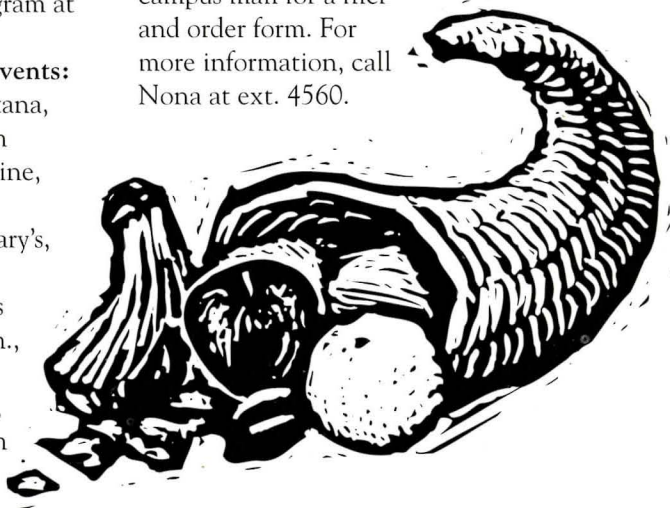
Nov. 28, women's basketball vs. Fairfield, 7 p.m., Sports Center gym

## 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 flier 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 presi-

dents 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.

## Noel

(Continued from page one)

admission is \$8, students and seniors are \$5.

The music will include *Four Motets for Christmas Time* and *Midnight Mass for Christmas Eve*.

## New Hires and Promotions

Welcome to the following employees who recently joined the USD community:

**Renee Wiebe**, athletics; **Elizabeth Busser**, Copley Library; **Elizabeth Conger**, counseling center; **Koksai Demirdag**, development; **Lori Fiori**, marine and environmental studies; **Daniel Furr**, Copley Library; **Marjorie King**, School of Education; **Deb McCowen**, administrative data processing; **Annette McDonald**, undergraduate admissions; **Eugenia Navas**, religious studies; **Priscilla Rodriguez**, graduate admissions; **Elizabeth Salas**, law school financial aid; and **Eric Taylor**, legal research center.

Congratulations to the following employees who recently received promotions:

**Georgia Gordon**, administrative assistant 2 in athletics; **Mary Kruer**, executive assistant 1 in university ministry; **Felix Leyva**, communications technician 1 in telecommunications; and **Rocio Rivera**, executive assistant 1 in the bursar's office.

## 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.



## Classifieds

**For Sale.** "Nose bra" for BMW 325 early series ('88-'89). \$30. Call **Anne-Grethe Morris** or Major Morris at (760) 745-2592.

## Psst...

*Bits and Pieces from the Readers*

Here's an idea for a survey. Let's call it "Ethics Across the Parking Lot." After witnessing the following incident, a *Psst...* reader came up with the question of the day.

Picture this. A young woman, presumably a student, happily finds a parking space, pulls in, hops out of her car and heads to class. Not long after, a dismayed onlooker notices her car slowly rolling backward — apparently the driver forgot to set the parking brake. The car gently bumps the vehicle in the opposite space and is stopped. Suddenly, another driver spots the now vacated space, swings his car in and also leaves for class.

So, what would you do in this case, our reader asks?

(A) Laugh uproariously and still take the spot.

(B) Commiserate with the first driver's misfortune and still take the spot? or

(C) Save the spot, send someone to find the driver and give it back to her?

## Alcalá View

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# A Legacy of Love

By Jill Wagner

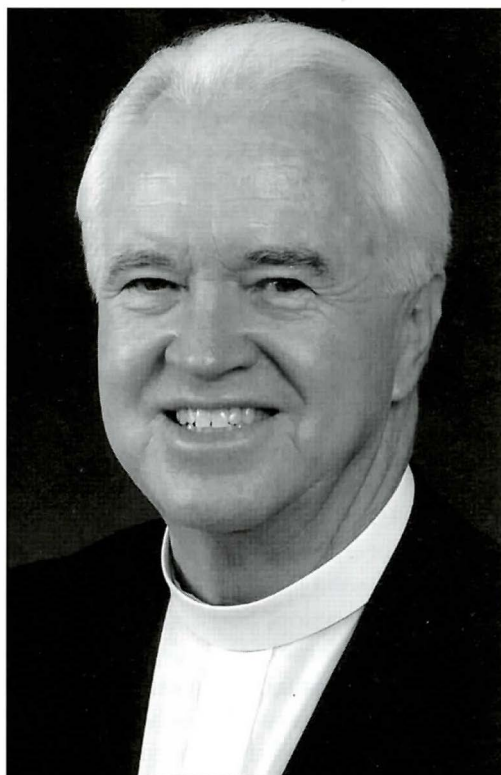
Monsignor I.B. Eagen's office is just steps away from beautiful Founders Chapel, a place he cherished and specifically requested for the vigil service where friends and colleagues said their final goodbyes to the beloved priest. It's as if he knew the chapel is where the USD community feels comfortable.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



Monsignor I. Brent Eagen

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."



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