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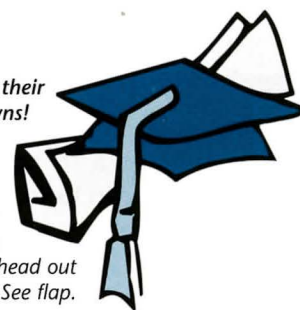
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AlcaláView

A newsletter for the employees of the University of San Diego / May 2004 / Vol. 20, No. 8

Goin' to town in their
caps and gowns!

Come say
conGRADulations
to this year's
graduates as they
leave Alcalá Park
this month and head out
into the world. See flap.



Scoping Out New Directions

President Mary E. Lyons presented a draft of a new USD vision statement and five proposed strategic goals to the board of trustees on April 30, the latest step in her strategic directions initiative to determine USD's course over the next five years.

The proposed vision statement and strategic goals incorporate the university's commitment to issues such as social justice, ethics and leadership, liberal arts and sciences, global and cultural diversity, and fiscal well-being. The vision and goals statement build upon USD's new mission statement, which was approved by the board of trustees on Feb. 28 and later announced to the campus community.

The mission and vision statements are complementary declarations of USD's institutional identity, and serve as guidelines for charting the university's course.

"The mission statement declares who we are and what values we hold," says **Cel Johnson**, executive director of the Office of

Institutional Research and Planning, who, along with research and planning analyst **Larry Gardepie**, provides support for the strategic directions steering committee. "The vision statement declares what we want to become and where we want to go in the future."

The vision statement and strategic goals, which will be revealed to the campus when they are approved by the board of trustees, were developed in part using information and opinions gathered from focus groups and telephone interviews with more than 200 on- and off-campus constituents, as well as a comprehensive Web survey completed in January by more than 3,400 alumni, students, faculty and staff.

The Web survey asked questions about USD's Catholic identity, academic perceptions, campus environment, diversity and inclusion, ethics and values, communications and affordability. Survey respondents also

(Continued on page 2)



A Doo-Wop Dining Experience

There was a whole lotta shakin' goin' on at the staff appreciation luncheon in April. The afternoon, complete with poodle skirts, Elvis look-alikes and soda jerks, featured lunch, a costume contest won by University Ministry's **Sandee Vasquez** and campus diversity's **Julie Tahapary**, who looked fabulous in '50s fashion, and door prizes for employees who could name those golden oldies from the era.



Banquets and Catering's **Atina Hall** (left) and **Laura Johncox** were the belles of the bash.



Banquets and Catering's **Laura Beck** swings into action with D.J. **Bill Calhoun**.

Cool Control Over the Feverish Final Sprint of Spring

Remember the stress of recovering from spring fever just in time to cram for finals, when you not only crossed your fingers for good grades, but hoped that every T was crossed and every I was dotted so you could don your cap and gown and get your diploma?



Combine that pressure, excitement and anticipation with a slightly obsessive compulsion to check and re-check transcripts, then multiply it by about 1,200 and you've got a glimpse at what life is like for Associate Registrar **Susan Bugbee** during the month of May.

"May is absolutely crazy, but the last week of the semester is the most perfectly choreographed part of the whole production," says Bugbee, who has worked in the Registrar's Office for 18 years. "Grades are due the last Friday of the month, and some even come dripping in on Saturday. But we're here to update and make sure everything goes off without a hitch at the commencement ceremonies on Sunday."

Long hours, especially in May, are part of the job for Bugbee and the rest of the registrar's staff. They meticulously check each box of diplomas — sometimes four or five times — to make sure none are missing and all are in the correct order. Bugbee says the staff can't eat, drink or practically breathe around

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Strategic Goals

(Continued from page 1)

were asked to list additional strategic issues not covered in the survey, an offer that generated 68 pages of comments.

The president and her executive council reviewed the detailed survey results and the pages of comments submitted.

"The survey shows the transition the university is going through," Gardepie says. "It captured different opinions and ideas all over campus about who we should be."

For example, results showed that 56 percent of respondents were comfortable maintaining the university's current emphasis on Catholic identity, while the remainder were almost equally split between wanting to increase the emphasis and wanting to decrease it.

The survey also revealed interesting perceptions of USD's academic identity. One question showed that while respondents were proud of USD's growing reputation for academic excellence, 89 percent of students and alumni, and 73 percent of faculty and staff, thought USD should place increased emphasis on its national reputation.

These groups did not agree as strongly, however, on how meeting the goal of a national reputation should change the university's academic focus and identity. While some faculty and staff felt USD should remain a regional liberal arts university, emphasizing undergraduate education, others felt strongly that the university has outgrown this model. More than 70 percent of students and alumni respondents think USD should increase its emphasis on graduate and professional programs, compared with 62 percent of staff and only 43 percent of faculty.

Lyons decided to separate administrative concerns — such as improved communication and personnel evaluation — from strategic goals, which are new directions for developing the university. The vice presidents are working on the administrative issues raised within their areas, leaving the steering committee to develop the strategic goals.

Since Lyons launched the strategic directions initiative in October 2003, the process has moved quickly, yet methodically. In October and November of last year, Johnson and Gardepie conducted 19 focus groups. They administered the Web survey in January, and the board of trustees approved a revised university mission statement in February.

The presentation of the draft vision statement and proposed strategic goals came in April, at the board's final meeting of the 2003-04 academic year. Once the vision statement and strategic goals are approved, Johnson says the next step will be to set action plans with measurable indicators to monitor USD's progress toward reaching each goal.

"We've kept in mind throughout this process that the strategic goals have a five-year lifespan, so we want to establish action plans that can be accomplished by 2009," Johnson says. "Some goals will take us less time, others may take us longer. But every year we want to be able to see where we stand with each goal — what we've accomplished and what's left to do."

To see a copy of USD's mission statement and core values, log on to:

www.sandiego.edu/about/mission.

To see a summary of the focus groups and Web survey results, log on to:

www.sandiego.edu/irp/strategic/rep.html.

A Renaissance Man Turned Ramblin' Man

Known on campus for his study of ancient tongues like Greek and Latin, it's no secret that Vice President and Provost **Frank Lazarus** — who isn't shy about using Latin phrases and referencing Greek mythology in faculty meetings, who regularly participates in USD's annual Fresh Air Challenge by carpooling to work and who, in 1997, won an award at the employee picnic for his chocolate chip peanut butter cookies — is a Renaissance man.



Lazarus, who for the last eight years has helped shape USD's

Frank Lazarus

academic

profile, is now celebrating a rebirth of another sort as he leaves USD June 15 to start anew as president of the University of Dallas. A campus-wide celebration to wish him well as he heads to Texas is set for 3 p.m., May 12, at the reflection pool behind the Joan B. Kroc Institute for Peace & Justice.

During his tenure, Lazarus, who as provost is the liaison between the faculty and the president and board of trustees, helped USD expand its academic programs by establishing the Joan B. Kroc Institute for Peace & Justice, increasing faculty by 20 percent, developing outreach programs to improve campus diversity and garnering a campus charter of Phi Beta Kappa, the nation's oldest and most prestigious honor society.

"I have truly loved the time that I have spent at the University of San Diego," Lazarus said when his appointment was announced in April. "I am grateful to President (Mary E.) Lyons and former USD President Alice B. Hayes, and USD's trustees for allowing me to advance the academic mission of this university."

It's A Date!

50th Anniversary of *Brown v. Board of Education*

Panel discussions on the impact of the historic U.S. Supreme Court ruling that ended official segregation in public schools will be presented on May 13 at the Joan B. Kroc Institute for Peace & Justice. Sponsored by the School of Education, School of Law and the San Diego Unified School District,

the panels will feature lawyers, judges, educators and community leaders. The first panel discussion,

"The Influence of *Brown* on California and San Diego," will be held 3:30-4:45 p.m. The second discussion, "Separate Again, Still Unequal: Where To From Here?" will be presented 4:45-6 p.m. Both are free of charge. For information, call ext. 4207.



SEA Snippets

The following issues were discussed at the April meeting of the Staff Employees Association:

- The SEA has tickets left for the Padres game against the Chicago Cubs May 14. See your SEA representative to purchase tickets.
- Library assistant **Kim Celano** is the new representative for Copley Library. **Cecilia Varela**, a copier service representative, is a new SEA representative for the print shop. To find your SEA representative log on to www.sandiego.edu/sea/rep.html.
- The SEA is accepting nominations for this year's administrator of the year award, which will be given out at the employee picnic on June 25. Nomination forms were mailed to employees recently, and also can be found on the SEA Web site. Nominations must be sent to **Perla Bleisch** in the law school by May 7. SEA representatives will vote on the top candidates at their May 12 meeting. Administrator of the year award recipients in the last five years include: **Brian Fogarty**, director of development for student affairs and athletics (2003); **Greg Zackowski**, director of university center operations (2002); **Rudy Spano**, director of dining services (2001); **Jim Pehl**, director of budget and treasury (2000); and **Debbie Gough**, assistant provost (1999).
- **Rich Pickett**, director of administrative information systems, reported at the meeting that Internet legislation, known as the Can Spam Act, which passed in January and aims to restrict unsolicited pornographic or commercial e-mail, requires senders of these types of e-mails to allow recipients to opt out. Pickett says this applies to USD e-mails that either offer a service or a product with a fee, or provide links to Web sites that offer services or products with a fee. Examples, he said, could include e-mails or e-newsletters that advertise discounts to local amusement parks, theatre performances or other events that include ticket prices and even employee death notices that list donation information. For information on how to provide recipients the choice to opt-out, e-mail Pickett at rich.pickett@sandiego.edu.



Associate Registrar Susan Bugbee typically spends the entire month of May up to her ears in diplomas, as she and her staff prepare for commencement.

Bugbee

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the diplomas, which are vigilantly guarded against mishaps and typically are locked in the office vault.


During Bugbee's tenure, graduation classes have grown from a couple hundred to this year's group of about 1,200 students. Even after all these years, however, she says it's not uncommon for her to lie awake the night before commencement worrying about the diplomas. Once, she came in at 4 a.m. to check things over one last time. Luckily, the only mishap she can recall is one year when, on graduation morning, she locked her cap and gown in her office and called public safety to the rescue.

Although the frenzy hits its peak during the week leading up to graduation, the preparation for the big day actually begins the year before. That's when students are required to petition to graduate. The rule is listed in the catalog, it's mentioned at the bookstore commencement fair and discussed at the pre-graduation event at the Jenny Craig Pavilion, which covers the requirements seniors need to check off. Sometimes, while scrutinizing transcripts, Bugbee has called or e-mailed students to remind them to petition. Despite that, she says dozens of students inevitably rush into the registrar's office each May, frantic because they forgot to petition and must scramble to make

sure they're eligible to graduate.

"We get a lot of calls and a lot of students coming in to say they need to hear, directly from the registrar, that they're ready to go," says Bugbee, whose office is next door to Registrar **Nick De Turi**, who's worked in the office since 1966. "Some days he'll go from 8:30 a.m. to 4 p.m. straight with 15-minute appointments with students. Some come out of his office elated, some come out relieved and for others, let's just say there's a reason he's got a box of Kleenex handy."

The students, whether they come out whistling or weeping, are the reason Bugbee loves her job. She and the rest of her staff often get to know students on a first-name basis. Each time a student gets a diploma, Bugbee revels in the thrill.

"The most touching moment is when a student who walked during the ceremony in May, but didn't technically get a diploma because of a missing class, comes back after finishing the class in the summer to finally pick up that diploma," Bugbee says. "We always hum a few bars of 'Pomp and Circumstance' because we know how special that moment is." 

The Park Ranger always is roaming Alcalá Park to take behind-the-scenes peeks at the on-the-job responsibilities of USD's employees. If you would like the Park Ranger to visit you, e-mail [Krystn Shrieve](mailto:Krystn.Shrieve@sandiego.edu) at kshrieve@sandiego.edu or call her at ext. 4934.

The Pomp and Circumstance of Commencement

Exuberant leaps of joy across the stage, mortar boards that say, "Hi Mom," beach ball bonanzas and endearing grip-and-grin photos featuring new graduates and their diplomas, all are a sign that it's once again time for commencement. Here's a list of commencement activities, which this year are slated for May 21-23:



May 21

- Graduation Mass: For law and graduate students. Open admission. 3:30 p.m., Founders Chapel, Founders Hall.
- School of Law Awards Ceremony: 5 p.m., Shiley Theatre, Camino Hall. Reception follows.

May 22

- School of Law Graduation: No tickets necessary. 9 a.m., Jenny Craig Pavilion.
- Master and Doctoral Graduation: Includes School of Nursing bachelor of science graduates. Commencement speaker is California State Librarian Kevin Starr. No tickets necessary. 1 p.m., Jenny Craig Pavilion.
- Baccalaureate Mass: Open admission. 5 p.m., Jenny Craig Pavilion.

May 23

- College of Arts and Sciences Graduation: Commencement speaker is Sylvia Earle, CEO, Deep Ocean Exploration and Research. Tickets required. 9 a.m., Jenny Craig Pavilion.
- Graduation reception: A reception for all graduating students, guests and faculty. 11 a.m., Marian Way.
- School of Business Administration and Diversified Liberal Arts Graduation: Commencement speaker is Robert Kiley, Harvard University. Tickets required. 2 p.m., Jenny Craig Pavilion.

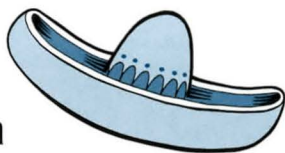
Beautiful floral bouquets, roses and leis will be available for sale at this year's graduation ceremonies. The flowers are provided by USD's Dining Services, and a portion of the proceeds will go to USD's community service programs.

Service Awards

The following people are celebrating their fifth anniversaries this year and will be recognized at a ceremony at 10 a.m., May 6, in Maher Hall's Salomon Lecture Hall. The university wishes to thank the employees for their years of service. The following list was provided by the human resources department:

Dianne Aker, Joan B. Kroc Institute for Peace & Justice
Tracy Asbury, Law School Financial Aid
Jane Bentley, Copley Library
Jessica Betancourt, Legal Clinic
Janice Blanton, Central Housing
Laura Buenrostro, Bursar
Elena Cardenas, Custodial Services
Daphne Congdon, Finance and Administration
Stephen Elliott, TransBorder Institute
Keith Fink, Marine and Environmental Studies
Magali Garcia, Law School Administration
Douglas Gilbert, Copley Library
Hadrian Greenwood, Athletics Administration
Cristina Gregorio, Educational Opportunity Program
Patricia Harlow, Undergraduate Admissions
Elizabeth Harman, Public Relations
Michelle Hashimoto, Administrative Information Services
William Howe, Heating and Utilities
Mark Jones, Public Safety
Maureen Kane, Student Health Center
Michael Keeler, Athletics Administration
Donald Kirson, Disability Services
Paul Landi, Building Maintenance
David Leatherberry, Legal Clinic
Karen Lese-Fowler, Counseling Center
Dolores Lopez, Law School Administration
Tom Lowry, Public Safety
Keith Macdonald, Biology
Bob Martin, School of Business
Kathleen McIntosh, Housing Computer Support
Rosana Mendoza, Undergraduate Admissions
Orlando Menezes, Registrar
Judith Meyers, University Relations Operation
Esther Moran, Custodial Services
Christopher Nayve, Community Service Learning
Joseph Passaretti, School of Nursing
Cristina Ruffo, Human Resources
Andrea Saltzman Martin, Academic Computing Services
Bertin Santos, Grounds and Maintenance
Stephen Taburiaux, Administration Information Services
Mary Anne Timm, Development
Rosaura Vacchi, Academic Computing Services
Leticia Valero, Manchester Child Development Center
Cecilia Varela, Print Shop
Kenneth Wilford, Administrative Information Services
Connie Wilson, Career Services
Chin Wu, Main Dining Room

No Time for a Siesta at This Year's Fiesta



To live *la vida loca* at the employee appreciation picnic, no crossing the border will be in order. The picnic, which this year will feature the tastes and traditions of a Mexican fiesta, will be held at noon, June 25, on the Copley Library Lawn. Festivities will include games and prizes, along with music, entertainment and delicious Mexican fiesta fare. The homemade salsa contest also is expected to be hot, hot, hot!

Community Event

The 20th annual Peace Officer's Memorial Service will be held at 4:30 p.m., May 5, at the Organ Pavilion in Balboa Park. The service is free and open to the public. The event is sponsored by the San Diego County Law Enforcement Memorial Foundation. Among those to be remembered are Lassen County Sheriff's deputy Larry D. Griffith, son of former purchasing department manager **Mary Griffith**, and Stephen M. Sullivan, a U.S. Border Patrol agent and son of Graduate Career Program Director **Susan Sullivan**.



Sports Banquet

The 26th annual USD Sports Banquet, a fund-raiser to support athletic programs at USD, will be held on May 27 at the Jenny Craig Pavilion. The event includes drawings for unique prizes and a silent auction of sports memorabilia. Tickets are \$350 each or \$1,000 for Gold Club members. For a schedule or other information, call ext. 5916.

Women in Leadership

The Leadership Institute for Entrepreneurs and the USD Student International Business Council will host prominent women leaders in a discussion of the most important leadership dilemmas faced by women in business at 7:30 a.m., May 14, at the Joan B. Kroc Institute for Peace & Justice. One speaker scheduled is Patricia Woertz, executive vice president of ChevronTexaco. Reservations are required. For information, call ext. 4882 or log on to www.life.sandiego.

Temporary Pool

Know someone who's looking for temporary work? The human resources department is seeking applicants for a pool of temporary clerical workers. Jobs can last anywhere from one day to six months. Applicants must have office experience and will be assessed for MS-Office skills. For information, call ext. 2511 or stop by the human resources office in Maher Hall, Room 101.

MILESTONES

John Miller, father of **Daniel Miller**, assistant professor in the School of Education, passed away April 3.

Linda Lee Watson, mother-in-law of **Trevor Frahn**, bindery operator in the print shop, passed away March 31.

Michael Haney, associate professor in the psychology department, passed away March 30. Haney was a faculty member since 1973. He served as assistant dean for the College of Arts and Sciences from 1979 to 1980, associate dean from 1980 to 1982 and acting associate dean in 1980. He also served as chair of the department of psychology.

Alvina Soroka, mother of **Michael Soroka**, professor in the sociology department, passed away March 21.

Lucille Bonefant Ryan, mother of **Mary Meshot**, graphic artist in the print shop, passed away March 11.

CLASSIFIEDS

FOR SALE: Brand new Toshiba laptop. Retails for \$1,100, selling for \$800. 15-inch screen, satellite laptop. Call **Kerri Van Duyne** at ext. 5948.

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