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The Troubadour, Issue 34 (May 24, 2005)

Cardinal Stritch University

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THE TROUBADOUR

May 24, 2005

Issue 34

University planning committees refining plans, timetables for enactment of vision

Members of the core committee and five subcommittees involved in the University's planning process met May 17 at the Motherhouse to further refine the plans that will be needed to enact the vision: Cardinal Stritch University is a Franciscan learning community that acts courageously and with integrity to foster the transformation of lives.

Executive Vice President Peter Holbrook, who chaired the meeting, stressed the need not to lose momentum before the academic year restarts in the fall.

Over the summer, select individuals who attended the Saturday, Nov. 20, 2004, visioning/planning session that was held on campus will be asked to review the plans the committees have created and to offer feedback.

The goal is to have some concrete action steps in place by August. The overall directional plans – some of which will require new funding — will be presented to the Board of Trustees by early fall.

In the meantime, Holbrook said, it is hoped that people will begin to embrace the attitudes that reflect the vision and that changed behavior will become an ingrained part of the Stritch culture.

“We need conversations; we need to give people the tools they need on how to run meetings, for instance, how to deal with this new environment,” he said.

At the session last Tuesday, members of the five groups presented their plans and got feedback. All of the plans were approved in principle, and the committees will make revisions and prepare their final documents by mid-June.

The committees are focusing on five areas: learning community, Franciscan culture, relational culture, student planning and organizational systems.

The learning community committee offered several action steps to help the campus community better understand the true nature of a learning community. A key proposal, which they hope to have in place by mid-August, was the establishment of a University Professional Development Committee, made up of representatives of faculty, staff, administration, the Board of Trustees, students and the community. Its purpose would be to offer professional development across the University, to ensure that everyone is operating from a similar knowledge base.

The Franciscan culture committee stressed the need to let employees know upon hiring that they must be committed to learning about the Franciscan tradition and values and to require that all members of the campus community become involved each year in some of the various offerings they are recommending. Discussion also focused on the need to make these offerings available in such a way that people do not feel stressed about leaving their jobs to participate.

Cardinal Stritch University is a Franciscan learning community that acts courageously and with integrity to foster the transformation of lives.

Sister Margaret Klotz, who presented that committee's plan, said the hard part about assessing its true goals is that they deal with the heart, not the head. It is one thing, she said, to teach about the values and traditions and quite another to have people truly live them.

Because of that difficulty, the committee has come up with a number of efforts to present to the campus community, ranging from Brown Bag Lunches to lectures by Franciscan scholars, to teas with Sisters of St. Francis of Assisi. All efforts will be detailed in the final plans. It is hoped that the more people become involved, the more they will learn and take things to heart.

Among its many suggestions, the relational culture committee focused on the need to create quiet, contemplative space for members of the campus community, to increase the University's sensitivity to time expectations, and to establish or enhance mechanisms that deal with conflict resolution and group communication skills.

This committee also stressed the need for social activities and celebrations that recognize people's gifts and talents. Its action steps include various training sessions, interpersonal-enhancement ideas and social gatherings.

The student planning committee sparked the most discussion, reflecting, various participants said, the as-yet-unclear nature of precisely who the University will serve over the next several years. Holbrook said he believes the Nov. 20 session reflected the overall desire to continue to serve a varied group of students, but he said the problem was, "How do we continue to support that?"

He said, for instance, that if Stritch continues to want a vibrant population of 18-to-20-year old students, the aging residence hall must be addressed. President Sister Mary Lea said that a continued commitment to commuter students would

require a new parking structure. The committee stressed the need to collect data so that there is a clear understanding of all of Stritch's student populations and their distinct and different needs.

The committee also was charged with adding a plan to address steps faculty can take to enhance student learning in the classroom.

The organizational systems committee presented a proposal that will require much more information before it can be implemented, Holbrook said. This group proposed creating a new position of an organizational systems administrator, whose key duty would be to act as a facilitator, to help others accomplish what needs to be done.

This person would be responsible for aligning systems, bringing groups together and focusing on, "How does 'X' interface with 'Y'?", said Linda Plagman, who co-presented for this committee. The person would need expertise in systems analysis, and his or her work could result in much greater efficiencies and cost savings down the road, according to Peter Jonas, the other co-presenter.

Because of the radical nature of this proposal, Holbrook said the University would need "a high degree of readiness and a high degree of knowledge," before it could move forward with the idea. The committee was charged with coming back with more information on precisely what this person would do, a general job description, and more information on how the person would interact with the system. That data will be presented to the planning committee before any final action is taken.

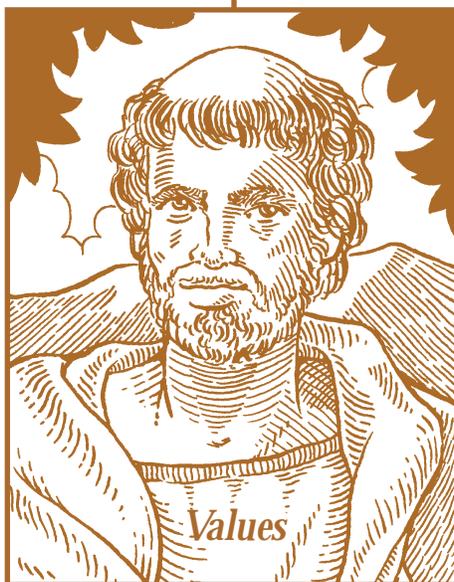
As the planning process continues to unfold, members of the campus community are encouraged, Holbrook said, to offer any suggestions they have via the e-mail address: newideas@stritch.edu. After all plans are fully approved, they will be shared with the campus community.



Vision



Mission



Values

University adds planned giving officer

The Office of University Advancement has hired a new senior advancement officer to work primarily in planned giving.

Scott Weaver, a lawyer and former investment relationship manager, started May 16. A Milwaukee native who graduated from Marquette University High School and Marquette University, Weaver said he had always known of Stritch and that he was really pleased to join a Catholic university.

“The atmosphere here, and the value system is so very important,” he said.

Weaver got his law degree from Valparaiso University in Indiana in 1974, then practiced law for 25 years, working primarily with estate planning, wills, powers and trusts. After leaving the firm in which he was a partner, Murdoch, Halaska and Weaver, he worked at Strong Capital Management for five years. After contemplating a career change, and after having several conversations with Advancement Vice President Mike Brauer, he decided working in an educational institution would be a good fit.

“I enjoy working with people, helping them solve their problems and get where they want to go,” he said. “I had worked with three planned giving organizations over the years and had associated with a lot of people in not-for-profits. And I was always impressed with their dedication and commitment.”

Weaver said he hopes his “passion for long-term planning and gifting” will help potential donors to the University identify what is important to them, organize their financial lives and develop Stritch’s endowment in the process. He’s eager to learn more about the University’s goals and assets – in programs and individuals – so that he can match them with interested donors.

He smiled when talking about the contacts he has developed over the years. “Yes, I have a few,” he said.

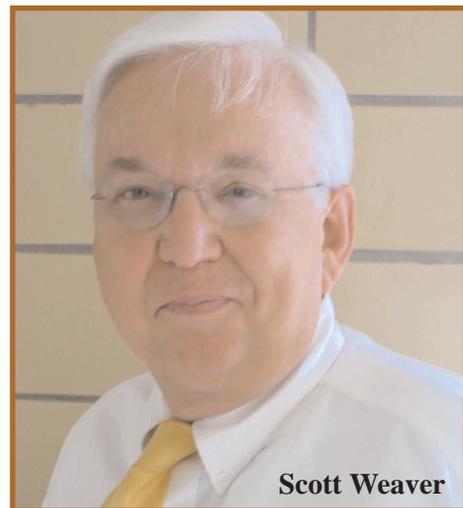
“It’s about finding what’s important to people, what it would take to make their dreams come true, such as setting up an endowed chair in a particular field. You have to find a common thread or a common denominator, develop the interest from there, and create something that is good for the University as well. It’s like taking a bunch of puzzle pieces and fitting them together.”

Weaver said his ability to develop relationships, plus his own life experiences should be helpful in his new position. People who pursue planned giving tend to be older, he said. Noting that he and his wife have three grown children and are about to become grandparents soon, “they can relate to who I am,” he said with a chuckle.

“They want continuity, not someone who is in his first job and may not be around in two years. They want to know that I may have gone through some of the same kinds of issues they’re dealing with.”

Weaver hopes to offer educational sessions on finances and legal issues, to “let people know their options.” He also wants to reinvigorate the Franciscan Heritage Society, “and get people really excited.”

“We want people to know that planned giving is alive and well and we want to work with people and get them involved!”



Scott Weaver

The Troubadour supports the overall mission, goals, and objectives of Cardinal Stritch University, and is meant to serve as a communications tool for the campus community.

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