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## The Troubadour, Issue 96 (February 11, 2009)

Cardinal Stritch University

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# THE TROUBADOUR

FEBRUARY 11, 2009

ISSUE 96

## MESSAGE FROM THE PRESIDENT



Dear faculty and staff,

This year continues to be both exciting and eventful for Cardinal Stritch University. In recent weeks, the hard work of so many here has paid off with a wonderful and historic milestone for this institution.

As reported in a previous Troubadour, the St. Francis Common Council approved our rezoning request for the Cousins Center and WE Energies properties on Feb. 2. Although I was under the weather and unable to attend the hearing, I was fortunate enough to see the 6-0 approval vote live on a local 10 p.m. news broadcast. Despite the nasty bug that I was fighting, I was nonetheless able to relish the moment, recognizing that Feb. 2, 2009 was truly a significant date in the long history of Stritch.

Scores of people from the South Shore and beyond attended the hearing, and many offered their own opinions on our plans. I am thankful to all who welcome our expansion to the South Shore in the years ahead, but the University is also committed to reaching out and working with those who have expressed concerns. The real work begins now, as we work together with the St. Francis community to formulate a specific site plan that will be our blueprint moving into the future.

As we grow, it is important to continue to reassess and improve our internal processes and structures in order to best facilitate that growth. Accordingly, I proposed last year the creation of an executive vice president/provost position for the University that would fill a vital role in our transition into a larger and more complex learning community. In late January, it was decided to postpone filling the position for the coming year in

order that additional communication about the role and responsibilities of the provost could be shared with faculty and staff.

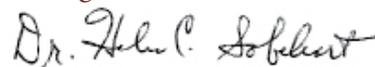
However, the Board of Trustees recently expressed concerns about a delay in hiring the provost. Considering the unique period of growth in which the University finds itself, the Board communicated its directive to see the provost position filled as soon as possible. I have consulted with the Board extensively regarding this matter, and have carefully listened to their viewpoints, as well as the issues that have been raised in the past.

I encourage faculty and staff who have questions or concerns about this or any other University matter to contact me at [questions@stritch.edu](mailto:questions@stritch.edu). Additionally, please remember that you are all invited to my ongoing Coffee and Conversations sessions, the next of which will take place March 5th from 4-5 p.m. in a location to be announced soon..

In recent weeks, I have been reminded of a quotation by President John F. Kennedy: "Change is the law of life. And those who look only to the past or present are certain to miss the future." We all share in a common commitment to a future of serving the underserved and transforming lives through value-centered education, and I thank you all for your ongoing dedication to that mission.

May the peace of St. Francis and the light of St. Clare be with you all.

Blessings,



Dr. Helen C. Sobehart  
Stritch President

## LETTER FROM BOARD CHAIR THOMAS ZABJEK



Dear Colleagues,

I want to take this opportunity to thank and commend you for the work that you do every day for our students, helping transform lives through Franciscan values. It is your dedicated work that supports the increasing growth of our University and the ripple effect of our graduates

who use what they have learned here to positively transform the lives of others.

On behalf of the entire Board of Trustees, I want to let you know that we recognize the difficulty and challenges that change often bring.

As you know, many of us have served on the Board for a long time and have come to respect the history and commitment of those who have come before us. We admire the way in which you continue to carry out the Franciscan tradition.

Two years ago, the Stritch community adopted a comprehensive strategic plan which calls for our great University to share its strengths beyond our current locations. Inevitably such change calls for not only change in structures, the bricks and mortar of the University, but changes in organizational structures which help build and sustain our mission.

At our board meeting Feb. 3, we discussed Dr. Sobehart's recent decision to place the provost search on hold until next year. We are aware of the questions and concerns which were expressed by some related to the position of provost. However, we also discussed the fact that our approval of the provost position and approval to initiate a search this year were quite serious, and that is why we took that action at our fall board meeting.

We know that such high level searches must begin early in an academic year preceding the one in which a person would fill the position. Our discussion on Feb. 3 strongly and unanimously underscored the importance of the provost position as well as the importance of filling that position according to the originally scheduled timeline. We also know that the response to the search was excellent and that the search firm had provided a list of top candidates when the process was suspended.

Therefore, by the resolution, which is stated below, we directed Dr. Sobehart to continue the search process immediately, proceeding with the remaining steps as originally planned so as to produce an accepted offer no later than mid March. The provost would begin work in the summer of 2009.

The board appreciates the diversity of views which hallmark the rich texture of an organization. Our own board discussions have increasingly modeled that value. After views are shared, decisions must ultimately be made. For the success of the organization itself, we must then work together as a team to support the implementation of the final decision. We are confident that you will provide support as we move forward on this important step of building our organizational capacity. You have our respect and appreciation for your dedication and efforts.

Sincerely,

Thomas Zabjek  
Chair, Board of Trustees  
Cardinal Stritch University

*After discussion and motion duly made by Maria Monreal-Cameron and seconded by Sister Jeanne Carrigan, the Board of Directors unanimously approved the following resolutions:*

*BE IT RESOLVED, that since a university provost is a critical position for the University as it continues to develop and expand, the Board strongly supports an organizational structure which includes a university provost and the president's leadership in proposing that structure, and as the Board has previously approved the employment of a university provost, the Board hereby directs, authorizes, and empowers the University to begin immediately the process of recruiting candidates to fill the post of university provost and to employ a qualified person to serve in that post commencing between June 2009 and August 2009; and*

*BE IT FURTHER RESOLVED, that the President of the University be, and she hereby is, authorized, empowered and directed to take all such action as she deems necessary, proper or advisable in order to satisfy the requirements of the foregoing resolution.*

## BUSINESS OFFICE ANNOUNCES CHANGES TO UNIVERSITY BUDGETING PROCESS

Tom VanHimbergen, executive vice president of administration/CFO, shared with the Stritch community recently that the University has changed the annual budget cycle, including approval from the Board of Trustees, from a March to May timeframe.

This adjustment in the timeline for budget preparation and approval will become the new timeframe for all future budget cycles. The 2009–2010 budget is slated to be approved by the Board of Trustees on May 19.

“Given the financial concerns and pressures we are all facing in these uncertain economic times, we understand that a change in previous practices regarding our budgeting cycle could cause concern to our University community,” said Tammy Howard, vice president for finance/controller. “We want to assure you that the University is on solid financial footing and the change in the budgeting cycle allows us to more readily adapt to the opportunities and challenges facing us.”

Financial update/plan of action meetings have been held in recent days to educate faculty and staff about the new process and timeline for preparing the budget.

Additional meetings will take place at the following times:

**Thursday, Feb. 19**

9–11 a.m.

Schroeder Auditorium

**Friday, Feb. 20**

9–11 a.m.

Schroeder Auditorium

**Monday, Feb. 23**

1:30–3:30 p.m.

Sister Camille Kliebhan Conference Center

All University employees are invited whether they prepare budgets or not.

The Board of Trustees will determine and approve salary increases for the 2009–2010 fiscal year on May 19. Employees can expect salary notification letters or letters of appointment to be sent by the end of May.

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## OPEN ENROLLMENT SESSIONS FOR LONG TERM CARE INSURANCE PLANNED

Two open enrollment sessions for Long Term Care Insurance will be held on Friday, Feb. 13 at 10 a.m. and 1 p.m. in the Sister Camille Kliebhan Conference Center. Each of these sessions will last approximately one hour.

Group Long Term Care Insurance is being sponsored by the Wisconsin Association of Independent Colleges and Universities and offered through Prudential Insurance Company. Long-Term Care Insurance helps cover the costs of care that you or a family member may need, including care received at home, in an adult daycare center, in a nursing home or an assisted living/residential care facility.

Long Term Care Insurance should not be confused with Long Term Disability Insurance, which the University pro-

vides for full-time employees.

The opportunity to participate at your own cost in Long Term Care Insurance is being offered to all University full-time benefits eligible employees.

Please be aware that this is the only time you will be allowed to enroll in this insurance without being subjected to medical underwriting requirements.

The open enrollment period is from Feb. 11 through March 4, 2009 with an April 1, 2009 effective date.

If you have any questions, please contact Melissa Williams at ext. 4057 or Sabrina Hooks at ext. 4212.

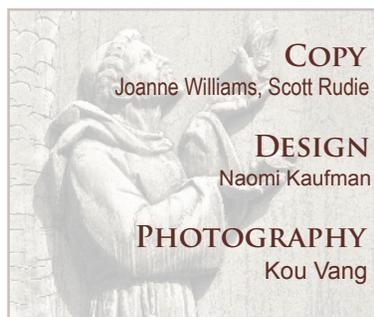
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## THE TROUBADOUR

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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. If you have feedback or story ideas, please contact Public Relations at [prdept@stritch.edu](mailto:prdept@stritch.edu).

For complete information on University public relations, media relations and publications, please see the PR brochure, which is available in My Stritch by clicking on “Public Relations Information” in the “Other Employee Info Pages” folder under the “Employee Info” tab.



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