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# You can name this EMPLOYEE NEWSLETTER

## “The Challenge Is The Future”

A Message from Dr. Author Hughes  
USD President

Thirty years.

Only a brief thirty years ago the institution we call the University of San Diego was founded. As we celebrate this anniversary, it seems appropriate for us to take some stock of what has happened to this campus on Alcalá Park and to examine some of the directions in which we are headed.

The growth of USD has been dramatic. Student enrollment has increased 63% in the last seven years; staff, faculty and administrators now total nearly 700, up from 550 only four years ago; our academic programs continue to increase in quality; our athletic programs now compete on the NCAA Division I level; and the institution is on a secure financial footing.

With our growth, changes have occurred in the way we relate to one another. There was a time when people knew each other on a first-name basis,

when communication was a simple, direct process. With a larger organization, however, it becomes increasingly difficult to communicate informally.

This newsletter, then, reflects not only the growth character of this past decade, but the continuing commitment of USD to keep its employees--all employees--in touch with one another and with the expanding dimensions of the institution.

This commitment is in harmony with the goals of USD. We are in the business of educating young people to become productive, contributing members of our society. Every employee of USD, in turn, contributes intimately to making this happen: from the cashiers to the telephone operators; from faculty members to the food service personnel; from the people who maintain the grounds to security officers. We judge ourselves--and are judged by others--by the manner in

which we relate to the students and to each other. These relationships help students internalize the values they have learned in the classroom and put into use in their everyday lives

In this way, the newsletter we are inaugurating this month will help all of us keep in better contact with the overall USD community. Hopefully, it will help accentuate the sense of pride we all feel about our campus, and, importantly, help to strengthen those areas where we see weaknesses.

The challenge is to change the quality of USD's future. We could remain comfortable with the status quo; but our role as a significant, private educational institution in a major city is to continually improve upon our past and present.

As we celebrate our 30th anniversary, our challenge is one which depends on the involvement and commitment of each member of the USD community.

## We Are All Newsmakers

by Lorraine Watson

To see any idea become reality is a rewarding and satisfying experience. I am especially enthusiastic about the idea embodied by this newsletter - that of sharing information about happenings of importance to all of us in the University community.

In Personnel, a good part of our dealings are with members of the local community, as well as with university people. It often seemed to be that we did a better job in communicating with the outside world than with each other. Many non-university people seemed to have a better knowledge of our organizational structure and of significant

projects in which the university is included than did some of our own people.

That disturbed me, for a great part of personnel work is based on communication. I invited representatives from all areas, departments and levels of the university to a meeting to discuss the state of our internal communications. There was unanimous agreement that some formal vehicle of communication was needed to keep the university community abreast of needed information and current university

involvements. The newsletter format was felt to be a viable approach.

Our current plans for the newsletter include news on current events at the university, profiles on university programs, departments, and people, and highlights on important employee benefits information.

What would you plan for the newsletter? The Editorial Board meets monthly to discuss the material for the upcoming issue. These meetings are open and we encourage your participation and suggestions. After all, you're the newsmakers in this community.

## U. P. Profiles: A View from the Top

In this first newsletter issue, we take a look at the four USD Vice-Presidents, their roles, backgrounds and views on their various areas of responsibility. The profiles were written by newsletter reporter and first-year law student Dan Trigoboff.

### Bill Pickett

USD's newest addition to its rank of vice presidents is William Pickett, who began his role as the university's chief fundraiser this summer. Pickett comes to USD after two successful years as Vice President for University Relations at the University of Detroit. Married, with seven children, Pickett holds a Ph.D. in Higher Education from the University of Denver.

"Every school has its own special circumstances when it comes to raising funds," said Pickett. "Here at USD, a major factor is that this is a young school, with a relatively young, small alumni group."

"Our challenge, then, is to reach the community, to have them feel that this is their university. We'll be spending a lot of time getting them involved with various university activities. This is how people become donors. People will give to organizations they believe in and feel responsible for."

In his first year at Detroit, Pickett managed to solicit cash and pledges totaling over \$7 million, as he organized a network of over 800 volunteers from alumni, friends, employees, corporations and foundations.

Prior to his work at the University of Detroit, he completed his doctorate at Denver. "I wanted to add internal and external respectability to my position if I intended to remain in higher education. I also felt it was important for my understanding of the university structure and its administration."

### Jack Boyce

Unlike USD's other vice presidents, Jack Boyce's background is not in education but in business. This is appropriate, however, since his position encompasses all of the business affairs of the university. Under Boyce's direction are four separate departments: personnel, accounting, university services and the physical plant of USD. In

addition, he has been assigned responsibility for new building design and construction having recently completed the Nursing Building and the Student Apartment complex.

"I see our job as a supporting role for the academic side of the university. Our responsibility is to provide efficient support services to students, faculty and administration."

A native New Yorker, Boyce came to San Diego 11 years ago, involved in real estate development. Prior to that, he worked in corporate management. He was awarded a Bachelor of Electrical Engineering degree from Manhattan College in New York.

Since taking over as the university Vice President for Financial Affairs over four years ago, Boyce has concentrated on the financial stability of the university, building and grounds improvements on campus, and the addition of an administrative computer, which, he says, has significantly improved the efficiency of the accounting and registration operations.

### Tom Burke

Thomas Burke, the university's Vice President in charge of Student Affairs, sees his role as an intermediary between the students of the university and the university itself.

"We try to personalize the administration of the university as much as we can," said Burke, who has been Dean of Students here for seven years, and was named Vice President this summer. "We do this by making the staff as available as possible. Over the course of a year, I probably see several hundred students myself."

Burke's areas of concern include student housing, food service, health services, athletics and recreation, and student activities. His department got off to a good beginning this year with the opening of the Mission Housing Complex for students. "We now have a pretty good mix of housing available to students here."

Prior to his coming to USD, Burke was an executive vice president at Catering Management, Inc., in Columbia, Missouri. Before that he was Dean of Students and Vice President for Student Personnel at Creighton University in Omaha, Nebraska.

He holds a Master's Degree in College Personnel Services from Michigan State University, a Bachelor's degree in History and Philosophy from St. Mary's College, and is currently pursuing his Ph. D. in Education from USD.

### Sister Sally Furay

With other areas of University administration covering support services for the continuing operation of the school, the responsibility for the educational process falls to Vice President and Provost Sally M. Furay.

Sister Furay has had an extensive academic background herself, holding a Master of Arts Degree from the San Francisco College for Women, a Ph.D. in literature from Stanford University, and a Juris Doctor degree from USD. She also holds an Honorary Doctorate of Laws from USD and an Honorary Doctorate of Humane Letters from the University of Portland.

Sister Furay has been associated with the University since 1952, advanced to the rank of professor of English and subsequently was named to chair that department. She was appointed to the position of Curricular and Student Affairs in 1971, and became Provost of the University in 1972.

Sister Furay was honored last month as one of 20 California women to receive the Governor's Award of Merit for her achievements in education and women's rights. The award was presented to her in Los Angeles by Governor Brown.

#### NEWSLETTER STAFF BOX

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Editor: Lorraine Watson. Assistant Editor: Bill Ritter. Editorial Board: Sara Finn, Lin Judah, Sue Howell, Dr. DeForest Strunk.

Overall content of the newsletter is determined by the Editorial Board, which holds open meetings each month. Articles written express the opinions of the authors. We welcome contributions. The Editorial Board reserves the right to edit copy for space and content.

# ... And It's 100% Natural

by Bill Ritter and Dan Trigoboff

In this environmentally-conscious era, the public is becoming accustomed to recycling used goods. Aluminum cans, paper products, and glass have all been the focus of recycling drives.

But sewage water? That's what is happening in North San Diego County.

At the San Elijo Water Treatment Facility in Cardiff, about 20 miles north of San Diego, raw sewage water is treated and cleaned before it is dumped into the nearby Pacific Ocean.

But an experiment at the plant is seeking to change all of that. Under the technical direction of the University of San Diego's Environmental Studies Department and Solar Aqua Systems, Inc., a federally-funded project takes sewage water and runs the waste through a variety of processes, designed to recycle the water for recreational uses, farming irrigation, growth of cattle feed and the breeding of shrimp and other small fish.

The system used is a multi-tank filtration which uses plants, micro-organisms, and fish to filter out and breakdown toxic wastes and convert them into usable nitrates.

Directing the program is Dr. John Bradshaw, Director of the USD Environmental Studies Laboratory. Lab Supervisor Jeannie O'Toole is assisting in the project work.

The system consists of three tanks, housed in a large greenhouse. In the first tank, the waste is exposed to an aeration process, passing through a plastic polyethylene film known as a bio-web. Micro-organisms on the bio-web convert toxic ammonia in the waste material to nitrate, using the nitrate for their own environment.

The second tank makes use of plant life, first passing the sewage through a filter of water hyacinths, which not only breakdown the sewage, but also remove some of the nitrogen and phosphates needed for their own growth. The waste is then treated through duckweed, which continue filtering the waste, blocking out sunlight and keeping down growth of algae in the tanks. The bio-web process also continues in



the second tank. Duckweed--after this process runs its course--can be used for highly nutritious cattle feed.

In the third tank, small fish and shrimp live and breed, nourished by the micro-organisms, algae and other plants passing through from the other tanks. Currently, the treated waste is dumped into the Pacific Ocean, but future hopes call for eventual use in agriculture and recreational facilities. "Someday, the process may be refined to provide even drinking water from this raw sewage," says Dr. Bradshaw.

A larger project of the same nature is being planned for Hercules, California, where a 1.5 acre plant is proposed. Where the USD-Solar Aqua Systems plant processes about 2,000 gallons per day, the Hercules facility will process up to 350,000 gallons, with expansion plans eventually calling for a 2-million gallon per day plant.

Lab Supervisor O'Toole commented that the county of San Diego has taken an interest in the project, and is considering a similar treatment facility in Del Mar.

## Lunchtime is Concerttime

Each Wednesday the USD Fine Arts Dept. presents a series of concerts for the entire USD community. Below is the schedule for October. Each concert starts at 12:15 p.m., runs until 1 p.m., and is performed in the French Parlor at Founders Hall. Admission is free.

October 3	Robert Austin, Baritone
October 10	Henry Kolar, Violin
October 17	Joy Hujsak, Harp
October 24	Marjorie Shick, Soprano
October 31	"Musical Madness"

# S.E.A.: A Vital Link

The Staff Employees Association (S.E.A.) of the University of San Diego is a vital communication link between the staff and administration. This link enables the S.E.A. to participate in the development of policy and decisions affecting staff employees of the University.

S.E.A., formerly known as B.O.A., was developed by a group of staff members early in 1976.

Ten areas of the University are represented by 12 members who meet on the third Wednesday of each month. The meetings are usually held in the Serra Hall conference room from 2:00-3:00 p.m.

From our open monthly meetings committees are formed for current projects or specific purposes. The Personnel Communications Committee was formed to meet regularly with the Personnel Director to discuss issues of concern generated at the monthly S.E.A. meetings.

Other committees have been formed in the past to study employee benefits offered by the University and have considered improvements that could be made in this area. A new awareness of the how's and why's involved in the formation of these benefits has been gained.

One benefit of interest at the present time is the pension plan offered

by the University through Travelers Insurance Company. The S.E.A. representatives have asked the Personnel Director to arrange an open information meeting on campus with a representative of Travelers. We hope to discuss improvements that would make the pension plan more beneficial and attractive to a larger number of the staff employees.

A tuition remission committee has been formed to study improvements in the current tuition remission benefit.

Last year S.E.A. sponsored an Effective Communications Workshop conducted by Lorraine Watson. Because this first workshop was very successful more are planned for the upcoming year. The Communications Workshop will be repeated along with workshops dealing with personal enrichment and business effectiveness. These workshops will be offered at a

convenient time for staff employees. Watch for more details in the near future.

In addition to our involvement in employee benefits S.E.A. was also organized to better acquaint ourselves with staff members from each area of the University. To promote this social aspect, S.E.A. worked last year to continue the Staff Christmas Luncheon which had become an annual occasion enjoyed by the employees. We appreciate the contribution made by Mr. Jack Boyce which enabled our organization to sponsor the Christmas Luncheon. A committee will be formed shortly to begin plans for our Christmas Luncheon 1979.

If you would like to participate in the planning of this occasion or be a member of a committee contact any representative or come to our next meeting October 17.

## Women's Work Week at USD

October 22nd through October 26th has been named Women's Work Week in San Diego. In conjunction with the City of San Diego, the University will be sponsoring the following programs:

- MONDAY - Careers: Women's Prospective - Representatives of various occupations discussing opportunities in their fields. School of Nursing, 7:00 p.m.
- TUESDAY - Women's Health Day - Health professionals leading exercise classes and discussions on health. Time and location to be determined.
- WEDNESDAY - Alumni Career Day - Distinguished alumni will discuss informally their careers with students, throughout the campus, all day.

Barbara Burke and Linda Scales from Counseling and Placement are coordinating this program for the University. For further information, contact them at Ext. 4212.



Ralph Switzer, Manager of Building Maintenance, receives an award for 25 years of service to USD during the Employee Service Awards presentation held in August.

### Name This Newsletter!

Here's your chance to name the USD Employee Newsletter. You can submit as many names as you wish. The winning name will be judged by the newsletter Editorial Board, with the winner receiving TWO TICKETS TO THE CHARGERS FOOTBALL GAME AGAINST THE ATLANTA FALCONS ON DECEMBER 2!

Deadline is October 15. Submit suggestions to the Personnel Department, DeSales 104.

Your Name \_\_\_\_\_

Your Department \_\_\_\_\_ Ext. No. \_\_\_\_\_

Suggested Title \_\_\_\_\_