Employee of the Year

And the envelope, please

July 31 will be a day to remember for at least one USD employee.

That's the day USD's Staff Employee of the Year is named. The winner will be announced at the all-employee picnic at the Sports Center. (See page 2 for picnic details.)

The top employee will receive a special award. His or her name will be recorded on a permanent Staff Employee of the Year plaque. The winner and three runners-up also will be honored at a luncheon.

A screening committee currently is reviewing nominations for the award. The committee consists of Iris Engstrand, professor of history; Sheldon Krantz, dean, School of Law; Fr. Michael McKay, director, Campus Ministry; Joan Murry, assistant director, Public Relations; John Trifiletti, residence director; Pat Watson, dean, Academic Services; John Zeterberg, director, Physical Plant; and Judith Munoz, director, Personnel.

The committee will submit the names of four finalists to President Author Hughes, Monsignor I. Brent Eagen, a USD trustee; and Peggy Thrailkill '65, president of the Alumni Association; for final consideration.

Welcome to Alcalá View

Welcome to your newsletter — Alcalá View — a newsletter for all University of San Diego employees. This is the first of what will become a regular monthly newsletter beginning in August. It will be published nine times a year.

In this newsletter, we'll attempt to keep you informed about important University news, up-to-date on salary and benefits information, and help you to meet your fellow employees.

John Sutherland
Editor
Ex. 4296

President Author Hughes, Provost Sally Furay and Vice President for Students Tom Burke unveiled the first draft of the university's long range plan for 1985-1995 at a series of meetings for faculty and staff April 29 - May 2.

The document describes USD’s goals in academics, student life and facilities expansion for the next 10 years. The plan will be revised following a period for comment from faculty and staff.

“The emphasis of the plan is qualitative growth,” Dr. Hughes said. “Growth just to add numbers is not important.”

Among the plan’s highlights:

* Construction of the University Center, future home for all student affairs-related offices, will begin in June. Scheduled for completion in the fall of 1986, the $9 million center will be built on the present DeSales parking lot.
* A child care center will be constructed near Harmon Hall in the southeast corner of campus.
* The law library will be expanded by approximately 26,000 square feet.
* Marian Way will be closed to vehicular traffic and replaced with a pedestrian mall containing fountains, trees and other plantings.

Certain academic programs will be designated as “flagship” programs. Endowment funds will be sought to bring the programs to a level of excellence. Among the programs earmarked for special attention:

College of Arts and Sciences - Philosophy, marine studies, bioengineering, liturgical music and master’s programs in international relations and an Institute for Pastoral Studies.

School of Business Administration - International business in the Pacific Basin, management of financial institutions, study of San Diego businesses, accounting and management of new business ventures.

School of Nursing - Research emphasis on nursing problems of clients and their families throughout all degree programs.

School of Law - Professional ethics and responsibility training, graduate tax program, master’s in comparative law.

School of Education - Leadership minor program, master of arts in counseling, special education and the doctoral program.
Food, drink, music, prizes on tap for employee picnic

Lots of food and drink, music, prizes and other entertainment will be the order of the day July 31 at the USD Staff Appreciation Picnic.

All employees — staff, administrators and faculty — are invited to attend and participate in the activities. The picnic will begin at 11:30 a.m. at the Sports Center.

A jazz band and other entertainment, prizes, games, presentation of employee service awards and announcement of USD’s first Staff Employee of the Year are planned. USD administrators will cook and serve food. “This picnic is a way of thanking all employees for their contributions to our university,” says Judith Munoz, director of personnel.

If you plan to attend the picnic, complete the reservation form on the back page of Alcala View and send it through intercampus mail to the Personnel Office, room 100, DeSales Hall. Reservation forms also will be used for prize drawings. Only employees present at the picnic are eligible for prizes.

New home for Physical Plant

Several departments of Physical Plant will move in late June to the building now under construction north of the Copley Library.

The new building will house the departments of grounds, carpentry, painting and the transportation center. Relocation is necessary because those facilities currently are located in or near the DeSales parking lot, site for the University Center. Construction of the center is slated to begin in June.

The new plant building is part of a plan to consolidate all plant operations in the vicinity of the new facility, according to John Zeterberg, director of plant.

Newsletter will improve communication

For the past several months the University has become increasingly aware of the need to improve communication between various segments of the campus community. We realize that because of our rapid growth the past several years, both in the size of our student body and in personnel, it has become increasingly difficult to assure that employees are aware of what is happening within the University.

To help correct this situation, we’ve decided to reestablish an employees’ newsletter, last published in 1981. It is not intended just to be an administration newsletter; rather it is hoped that you will take advantage of the newsletter to communicate your own ideas to those of us in administration or elsewhere.

I firmly believe that if our work at USD is to be productive and fulfilling, communication between all of us is critical. I am happy to have this opportunity to resume the employees’ newsletter, and encourage you to read it and contribute to it.

Parking Changes

The campus parking situation will change dramatically this summer.

The biggest change: the loss of 375 parking spaces in the DeSales lot when construction begins in early June on the University Center.

To create additional parking, some existing lots will be enlarged. The field house lot will be enlarged the most, adding 231 parking spaces. New parking areas will be created in other areas, such as along the north and south perimeter roads.

The changes, due for completion by fall, will result in a net increase of 129 parking spaces, according to John Zeterberg, director of plant.
Trio representing 48 years of USD to retire

Gil Brown
In 1972, shortly after he was named USD's vice-president of University Relations, Gilbert Brown asked his secretary to bring him the list of donors to the school. Minutes later, she returned with the names — on a single sheet of paper.

"I knew there was no place to go but up," Dr. Brown recalls with a smile. In the ensuing 13 years, first as vice-president of University Relations, and later as special assistant to the president, Dr. Brown has played an integral part in boosting that single page of donors to more than 3,500 by 1984. Gift income to USD has jumped from $99,000 in 1970 to $6.8 million in 1984.

Dr. Brown's retirement this June will close an almost 50-year career divided between the University of Redlands and USD. A 1939 Redlands graduate, where he earned both his undergraduate and master's degrees, Dr. Brown began a 35-year association with Redlands in 1939 as an assistant in the public relations office. By 1972 he was vice-president for development and public relations.

A participant in USD's phased retirement plan, Dr. Brown has spent the past six years as special assistant to the President, concentrating on implementation of a deferred giving plan and creation of the Invisible University program, a USD support group.

"This has turned out to be a great experience," he says of his USD years. "There has been a real team effort to achieve the university's success. I see continued strength and growth for the university in the years ahead."

As for the future, Dr. Brown will not disappear entirely from USD. He plans to work next year as a part-time consultant to the university. Other plans include traveling with his wife, especially to visit their four children. The impending birth of two grandchildren this summer undoubtedly will spur those plans.

Dwan Kerig
In 1958 when he was teaching law for the U.S. Army at the University of Virginia, Dwan V. Kerig had a student named Frank Engfelt in his class. Nine years later Engfelt was teaching in USD's School of Law when he found out Kerig was leaving the service and interested in a teaching job.

The rest, as they say, is history. Kerig has been a member of USD's Law School since 1967. Somewhat ironically, Kerig and Engfelt have been next door office neighbors for the past 18 years.

As he approaches retirement in June, Kerig reviews his nearly two decades at USD with great satisfaction. "Every time I see one of my students prestigiously engaged in whatever pursuit they're engaged in following law school, I feel very, very satisfied," he says.

The past five years, Professor Kerig has taught classes in evidence and criminal procedure. Because the information in those courses is part of the bar exam, he finds students in his classes to be serious about learning. "The pressure on the students to do well reverberates to the podium," he says. "There is pressure to teach accurately and well."

In addition to his teaching duties, Professor Kerig serves as adviser to the Law School's student intramural sports program, a duty he relishes. Law students field more than 20 teams in softball and basketball, as well as participating in several other sports.

"Sports provide a great physiological and physical release," he notes. "They also provide a great way to meet new people: people to sit in class with, people to say hi to in the halls, people to eat with in the snack bar."

Looking to the future, Professor Kerig does not see a great change in lifestyle during retirement. He says he will continue to keep up with law, perhaps do some occasional teaching and will consider moving to Las Vegas for a change of pace.

Wilson Schur
When Wilson Schur was a boy in school, he wrote next to his yearbook photo that the last thing he wanted to do in life was teach. Now, at the age of 70, USD's academic and foreign student advisor is retiring from a 42-year educational career.

Most of Schur's research and teaching revolved around the Efficient Reading Program, a program he started 18 years ago when hired by USD. The program enabled students to train their vision, through the use of various reading machines, to see more accurately and clearly, which helped reading efficiency. His studies in the field brought Schur international and national recognition.

Schur says some of the most rewarding moments in his teaching career have occurred during the last three years of his phased retirement, which has allowed him the time to work one-on-one with students and to advise students on academic probation.

"These kids really want to achieve but certain problems have hindered them academically," he notes. "They don't blame USD or their professors. It's very rewarding to help them out."

During the past 18 years Schur has watched the university grow tremendously. He feels the quality of education and students has dramatically improved in that period.

"Dr. Hughes has done an incredible job. His abilities and efforts, along with an outstanding professional, hardworking and dedicated faculty and staff, have turned this university around."

What do the years ahead hold for Schur?

"I'm not quite certain, but there's still a lot I can do and I'd like to do all the things I've never done. One thing is for sure, I'm really going to miss USD."
Judith Munoz

Personnel working for you

I join with President Hughes in being very pleased that the University is reinstituting an employee newsletter. We in Personnel look forward to the opportunity to communicate important information to University employees through Alcala’ View.

A lot is happening and changing in the world of Personnel at USD. A few highlights:

Coming up in July is our Staff Appreciation Picnic and Employee of the Year Award. This summer we will publish revised Staff Personnel Policies. In the late fall/early winter the University will institute a revised salary structure which will result in additional salary increases for many staff employees. The University is also studying the possibility of providing additional employee choice in the selection of benefits. The benefits survey you completed helped us in this regard. We have additionally been investigating the possibility of another retirement plan in addition to TIAA-CREF.

I’d like to introduce the Personnel staff:

Louhelen (Lou) Hassan is responsible for employment and benefits. If you have questions about changing positions on campus or want information about medical, dental insurance, long or short term disability coverage, or retirement, contact Lou.

Calista Davis is office manager and is responsible for processing all of that information! She also handles workers’ compensation and is very involved with safety.

Pamela (Pam) Bourne is the smiling face you see at the front desk. She knows almost everything about our office and is a good resource.

Socorro (Kily) Vazquez assists Pam and Calista with our records operation. Ella habla espanol para que nuestros empleados de habla hispana vengan con ella si tienen alguna pregunta.

In the future, this column will have a question and answer format. So, if you have any questions on personnel policies or procedures you would like answered in the Alcala’ View — let us know.

Employees Picnic July 31 Sports Center

Yes, I’ll attend the Staff Appreciation Picnic on Wednesday, July 31 at the Sports Center.

NAME ________________________________________________

DEPARTMENT ____________________________________________

Please return to the Personnel Office, DeSales, room 100.

Upcoming

May

   4 p.m., campus stadium.

26 Commencement, School of Law,
   10:30 a.m., campus stadium.

Commencement, undergraduate and graduate, 3 p.m.,
   campus stadium.

27 Memorial Day holiday.

June

5 Summer school begins.

TBA Ground-breaking,
   University Center

July

31 USD Employees Picnic,
   11:30 a.m., Sports Center.

New insurance booklets

The new Northwestern National health insurance booklets, with information on the ScrippsCare program as well as the new hospital admission deductible, have been sent to all those enrolled in the plan. If you did not receive a copy, call the Personnel Office, extension 4594, or stop in to get one.

Computer discount

MicroAge Computer Stores of La Jolla offers a discount program to USD employees of up to 25 percent off list price on IBM personal computers as well as software, printers and other accessories. For details, contact Stan Schatt, MicroAge Computer Stores, 4180 La Jolla Village Dr., La Jolla, CA 92037, phone number (619)587-0900.

Alcalá View

Alcalá View is published by the Personnel Office and Public Relations for all employees of the university. Editorial board: Sara Finn, Judith Munoz, John Sutherland, Betty Arnold.