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AlcaláView

UNIVERSITY OF SAN DIEGO

Four key elements to shape USD

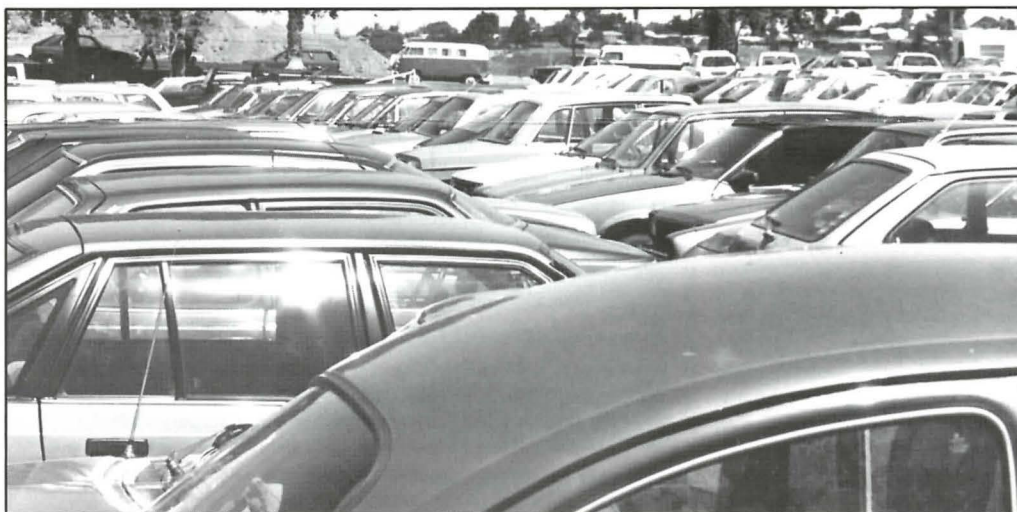
Four key elements will shape the University's character in the future, says **President Author E. Hughes**.

The elements: a commitment to and demand for excellence, a values orientation, shifting national demographics and the international dimensions of the curriculum.

Dr. Hughes outlined how those factors will impact USD at an opening-of-school address to faculty, administrators and their spouses September 6.

Excellence

The demand for excellence means USD must in-



Although a sea of cars greets many drivers searching for a parking space, there soon will be 160 more spaces than last year, according to **John Zeterberg**, director of physical plant. Most of the new spaces were created by expanding the Field House lot and by adding spaces along the south and north perimeter roads.

crease the number of academically well-qualified students enrolled, continue the development and support of faculty, and create new academic programs that attract bright

students, the president said.

Values orientation

Values exploration and teaching, which have played an important role in USD's mission, will con-

tinue to be important in the future, Dr. Hughes noted.

Demographics

Factors such as shifting birth rates, national immigration quotas, aging of the population, urbanization and growth of minority populations will impact the University's future decisions, Dr. Hughes pointed out.

International dimension

An increased emphasis on international affairs in the curriculum is imperative, Dr. Hughes said, if USD is to meet the growing demand for a global education. He challenged the faculty to develop international academic programs. ■

Dr. Strunk dies; special ed was life

DeForest L. Strunk, a member of the School of Education faculty the past 15 years, died September 8 after a lengthy illness. He was 57.

Dr. Strunk's work with

and for the handicapped made him well known nationally. He was a sought after lecturer at conferences on special education and related issues throughout the United States.

"Special education was his life," said **Edward DeRoche**, dean of the School of Education. "Dee Strunk always worked 12 to 14-hour days."

A memorial Mass for Dr. Strunk will be celebrated at 5 p.m., Friday, September 27 in Founders Chapel.

Dr. Strunk is survived by his mother, Mary Ann Beamis, of Jamestown, New York.

A DeForest Strunk Scholarship Fund has been established at USD. For more information, contact Dr. DeRoche at 260-4282. ■

Top boss for 1985: Dr. Watson

By Sera Schmitt

One thing Dean of Academic Services **Patricia Watson** learned early in her professional career was that you can't accomplish anything without a team effort. That was in the Marine Corps. And it's no different on a college campus.

"The University of San Diego is also a team effort," she notes, "so I'll just continue to be a team player."

Her team effort is one of the qualities that led to her nomination for 1985 Administrator of the Year. Her commitment to USD, leadership, promotion of staff development and support of the values of the university, also were mentioned by those nominating her.

Receiving the award at the First Annual Employees Picnic on July 31 came as a complete surprise to Dr. Watson. "I was too flabbergasted to speak," she remembers, "but am very happy with the award, and quite proud of it."

Dr. Watson's affiliation with USD began in 1970 when she was hired as director of the Educational Development Center. Two years later when the College for Women and the College for Men merged she became dean of Academic Services, heading in addition to the EDC the areas of admissions, financial aid, the registrar's office, career counseling and placement, and the EOP program. A total of 43 employees reports to her.



Patricia Watson, dean of Academic Services, is the 1985 Administrator of the Year.

1985-86 holidays

Mid-Semester Holiday (Law School in session)	Friday	October 25, 1985
Thanksgiving	Thursday Friday	November 28, 1985 November 29, 1985
Christmas	Tuesday Wednesday	December 24, 1985 December 25, 1985
New Year's	Tuesday Wednesday	December 31, 1985 January 1, 1986
Mid-Semester Holiday (Law School in session)	Friday	March 14, 1986
Good Friday	Friday	March 28, 1986
Memorial Day	Monday	May 26, 1986
Independence Day	Friday	July 4, 1986

The University's schedule of operation necessitates keeping certain offices and functions open on holidays. Alternative arrangements will be made for any personnel working on designated holidays. ■

Dr. Watson says she is perfectly happy at USD. She finds the university exciting, growing and always changing. "One of the best parts of working here is the terrific feeling of seeing a youngster walk across the stage at graduation after you've watched him grow and mature over a four-year period," she points out.

"That's a LOT of fun!"

Dr. Watson graduated from Marquette University after which she went into officers' training in the Marine Corps. She rose to the rank of major after 10 years, then left active duty but remained in the reserves. Equipped with a bachelor's degree in English and a master's degree in education from George Washington University, she returned to Marquette where she earned her doctorate in counseling. She was the dean of women at Marquette for seven years prior to her positions at USD.

Dr. Watson lives in University City with her husband, Raymond McAuley, a retired county government employee. Much of her spare time is spent reading—her biggest relaxant. She also enjoys her dog, "Brandy," part shepherd, Labrador and malamute; "a dog right out of the Humane Society." ■

Alcala View is published monthly August through May by the Publications and Human Resources offices. The newsletter is distributed to all University of San Diego employees.

Editorial material for possible use in Alcala View should be submitted by the first of the month of the desired publication. Material should be delivered or sent to DeSales 276.



Debbie Hoffman, member of Physical Plant's Special Services department, cleans a chalkboard in Serra Hall recently.

Get help for blues with EAP

To aid employees and their family members in dealing with a variety of problems such as stress, alcohol/drug abuse, or family relationships, the University provides an Employee Assistance Program (EAP). The program includes up to three assessment sessions with a professional counselor at Personal Assistance Services, the EAP provider, at no cost to employees and their covered dependents enrolled in Greater San Diego and Northwestern National health plans.

During the assessment visits the counselor may recommend additional help and provide a choice of three pre-screened sources of treatment. The actual cost of this treatment will be handled in accordance with the provisions of the health plan.

All contact with the Personal Assistance Services is confidential. No information about individuals is provided to the University. The phone numbers of Personal Assistance Services are 275-2320 or 480-8223. Day or evening appointments are available at any of the office locations in Mission Valley, Mira Mesa, San Marcos, Escondido or South Bay.

Kaiser offers similar programs to those covered under its health plan.

If you would like more information, contact **Lou Hassan**, Human Resources, ext. 4594. ■

Health enrollment open

Open enrollment is the annual two-week period during which you may change your medical and dental health coverages from one carrier to another or add dependents. The dates this year are October 1 through 15.

To help answer questions about the various insurance programs, Human Resources is inviting representatives from the carriers as well as the two retirement plans to participate in the Benefits Fair from 10 a.m. to 3 p.m. October 2. The location will be Camino Lounge; Mission Federal promises to bring the popcorn machine again this year.

Changes in insurance coverage may be made at the Benefits Fair or at the Human Resources Office any time during the October 1-15 period. Changes made become effective November 1. ■

Scudder and/or TIAA-CREF?

Scudder and/or TIAA-CREF, that is the question. That really does reflect one of the most commonly asked questions Human Resources has received.

Can an individual participate in both TIAA-CREF and Scudder? They cannot. USD's computer capa-

bility does not allow that much choice.

Another frequently asked question is, "What happens to my money in TIAA-CREF if I change to Scudder?" The money invested remains in your account with TIAA and will be available to you at retirement. You retain the option, of course, of having future contributions go to TIAA-CREF if you decide you no longer wish to use Scudder.

Another frequent query from newcomers to campus relates to when Human Resources will have a supply of brochures from Scudder. Human Resources can't answer that. Scudder says the brochures will be sent "soon." Please keep checking with us at ext. 4594 if you want the information packet. There is one available for your use in the Human Resources Office only. ■

Safety

Quakes

By Bill Munz

Approximately one million earthquakes occur every year around the world. Of the earthquakes occurring in the United States, 80-90 percent occur in California, Arizona and Nevada.

San Diego County has a number of major fault lines. The faults located in the area include the Rose Canyon, Los Buenos, La Nacion, Elsinor, Aqua Caliente, San Jacinto, Coyote Creek and Earthquake Valley.

A sensitive instrument known as a Richter scale is used to measure energy released during an earthquake. On the Richter scale, intensity increases in geometric ratio: for example, an earthquake registering 4.0 on the Richter scale is 10 times greater than an earthquake registering 3.0.

In a populated area, the following Richter scale readings are applicable:

3.5—Slight damage.
4.0—Moderate damage.
5.0—Considerable damage.
6.0—Severe damage.
7.0—(Major earthquake) capable of widespread heavy damage.
8.0—(Great earthquake) capable of total damage.

The energy released in an earthquake of 8.5 on the

Richter scale is equivalent to 12,000 times the energy released by the atom bomb dropped on Hiroshima.

There appears to be a consensus among seismologists that Southern California will experience a major earthquake at some point in the near future. Although there is no scientific method of establishing an accurate time frame, most feel that the quake will occur within the next 20 years—likely along the San Andreas fault. (More next issue.) ■

Get in spirit of Halloween

As the shadow of Halloween nears, it's time to remind all employees to get into the "spirit" of the upcoming Best Halloween Costume Contest!

All employees who are interested in competing should contact the Human Resources Office at ext. 4594 between now and October 28. Judges will visit campus offices on Halloween to determine winners.

Winners will receive a ghoulish prize as well as have their pictures printed in an upcoming issue of Alcalá View.

Watch for more spooky details upcoming. ■

Human Resources

Overtime ins and outs

By Judith Munoz

Overtime is a subject which often raises questions among both employees and supervisors. This month's column answers some of the most frequently asked questions about staff overtime.

Q: What is USD's policy on staff overtime?

A: It is the University's policy that work should normally be completed within regular working hours. Overtime will be assigned only when it is deemed necessary by the department head to meet essential operating needs.

Q: When do employees receive overtime pay?

A: Non-exempt employees (most staff employees) receive overtime pay for any day in which they work more than eight hours a day, or for any week they work in excess of 40 hours.

Q: What is the overtime pay rate?

A: Non-exempt employees receive one and one-half times their regular salary if they work between 8 and 12 hours in a day. Hours worked in excess of 12 in one day as well as hours in excess of eight on the seventh consecutive day will be compensated at two times the individual's regular hourly rate. Ex-



empt employees will be compensated for overtime at their regular rate of compensation.

Q: Does an employee always receive pay for overtime?

A: At the option of the supervisor or department head, overtime may be compensated at the appropriate rate by either pay or compensatory time off. If compensatory time off is given to non-exempt employees, the time off must be taken within the same week as the overtime worked. Exempt employees must use compensatory time within six months, or be paid for the overtime.

Q: Are there laws which govern overtime?

A: USD's overtime policies are in accordance with the California Labor Code Industrial Welfare Commission 4-80. ■



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