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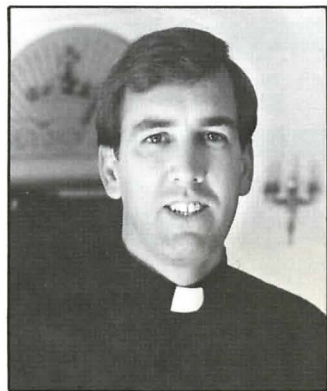
AlcaláView

UNIVERSITY OF SAN DIEGO

Survey indicates most employees spiritual

A recent Campus Ministry survey has confirmed what you might expect—that most USD staff, faculty and administrative employees consider themselves spiritual persons.

Spirituality does not, however, always mean attending regular church services. For although 73 percent of employees surveyed said they consider themselves spiritual, 37 percent said their personal spirituality is not involved in any organized religion or group.



Fr. Michael McKay

“So what this means,” says Fr. Michael McKay, director of Campus Ministry, “is that although there is a high degree of spirituality among employees, that spirituality is not necessarily expressed through organized religion.”

Fr. McKay and a Campus Ministry volunteer committee distributed the survey to a random group of employees and students last spring. Their goal was to gather information about the religious and spiritual needs of the USD community, and to find out how Campus Ministry could better serve those needs.

“I am encouraged by the data,” Fr. McKay says. “There is a living, active Catholic community on campus. There is a spiritual dimension in the lives of much of our community. There is a high degree of willingness to share this spiritual dimension with others.”

Among the survey's highlights:

- 95 percent of undergraduates believe in God.

- 73 percent of employees consider themselves spiritual.

- 58 percent of employees share their religious beliefs with others.

- 93 percent of employees had a religious affiliation during childhood.

- 64 percent of employees said the Catholicity of



Some of the audience which attended the March 18 dedication of the Anne Swanke Memorial Rose Garden admire the garden and plaque following the dedication.

USD was appropriately stressed, 8 percent said it was overstressed and 14 percent said it was understressed.

Employees also expressed a need for Campus Ministry programs directed to them. Fr. McKay plans to

meet that need by developing creative ways to help employees with their religious and spiritual growth.

Campus Ministry sent the survey to 150 employees. Eighty-four were returned, a response rate of 56 percent. ■



Kathy Marpe

Toreras seek \$\$\$ for tour

The Torera women's basketball team needs your help.

Coming off of their most successful season ever, the Toreras are now attempting to raise \$22,000 to fund a basketball tour of Australia and New Zealand in May and June.

Head coach **Kathy Marpe** hopes to raise that much by holding an auc-

tion April 22 and by seeking cash donations. She especially encourages the donation of items for the auction.

To date, more than \$7,000 has already been raised, much of it through a free throw-a-thon. "If we receive some good items for the auction and then have a good turnout for the auction itself, we should be pretty close to our goal," Marpe says.

The Toreras just completed a 16-13 season, their most wins ever. "The tour not only is a reward for the players who have dedicated

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Editor:

John Sutherland

themselves on the court," Marpe explains, "but a way to expand their awareness of other cultures." The trip also gives the University some overseas exposure, as well as providing returning players a chance to improve their skills, she adds.

The team plans to depart San Diego for three weeks beginning May 28. USD will play about 16 games in Australia and New Zealand against club teams. Sydney, Melbourne, Brisbane and Cairns are among the cities to be visited.

The auction will begin at 6:30 p.m. April 22 at the La Mesa Women's Club, 5220 Wilson, La Mesa. Auction items can be previewed beginning at 5:30 p.m. the same day.

Employees who wish to donate items for the auction may leave them at the Sports Center. Call ext. 4803 for more information. ■

Sports camps for kids

The USD Summer Sports Camp program will offer on-campus day and resident sessions to boys and girls, ages 8-18, during the months of June, July and August.

Sessions in soccer, tennis, competitive swimming, boys' and girls' basketball, and all-sports will be offered. A new "basics" tennis camp will also be held.

For more information, contact **Pat Buczaczer**, Summer Camp director, at ext. 4803. ■

New staff, promotions

Welcome to the following new staff employees who recently joined the USD community:

Laura Alhambra, library technical assistant, Law School; **Carolyn Banks**, secretary, Law School; **Yoshihiko "Johnny" Baxter**, student accounts clerk, Controller; **Katherine Berry**, library technical assistant, Copley Library; **Brian Clark**, security technician, Security; **Dorothy Clark**, senior secretary, School of Business; **Manuel Da Luz**, custodian, Physical Plant; **Dianne Morin**, gardener, Physical Plant; **Paul Oesterle**, cook, Food Service; **Nancy Olson**, communications officer, Security; **Pedro Servin**, custodian, Physical Plant; **Catalina Leyva**, custodian, Physical Plant.

Congratulations to the following staff employees who recently received promotions:

Jose Briseno, custodian I to special services worker, Physical Plant; **Kathy Epeneter**, secretary II to senior secretary, School of Nursing; **Kathleen Goldman**, secretary II to clerical assistant II, Housing; **Grace McElhaney**, media assistant, Media Center to senior secretary, Athletics. ■

Egan wins

Men's basketball coach **Hank Egan** recently was voted West Coast Athletic Conference Co-Coach of the Year by the other conference coaches. ■

Don't overlook retirement plan

By Lou Hassan

One of the most vital benefits that the University offers its employees is the retirement plan. Those who are building a retirement fund through the University's program are doing so much faster than an individual could independently. Below are some commonly asked questions about the plan.

How does the plan operate?

The University makes a written agreement with an employee to withhold a portion of salary from each paycheck which will be sent to the retirement plan, along with the University's specified contribution.

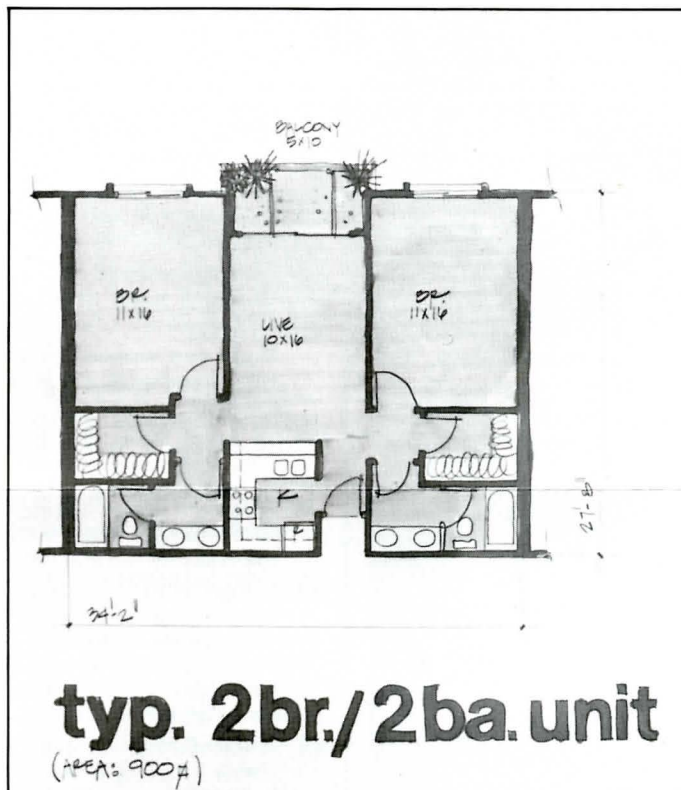
Is a minimum contribution required?

Yes. To receive the University's contribution a staff employee must contribute 2 percent of gross salary to the retirement plan. Administrators and faculty contribute a different percentage of salary, but the plan operates in the same way.

Interested in self-defense?

Human Resources plans to offer a self-defense class in May instructed by self-defense expert Sandy Strong.

If you are interested in the class, call Human Resources at ext. 4594. More details will be made available soon. ■



This is a typical two-bedroom unit in the apartment complex planned near the Sports Center.

Brochure describes health plan

Human Resources has a brochure from a federally-qualified Health Maintenance Organization (HMO), Secure Horizons, describing a health plan designed for those who are enrolled in Parts A & B of Medicare. The plan provides low-cost doctor visits and no-cost hospitalization within the guidelines set forth by Medicare.

As with all HMOs, you are limited to specific providers and hospitals and you **must** reside in the service area at least nine months of the year. Locally, Secure Horizons is affiliated with the Rees-Stealy medical group and Sharp, Sharp Cabrillo and Mercy hospitals. ■

How much does the University contribute?

The University contributes 7.5 percent of gross income to staff retirement, making a total contribution each pay period of 9.5 percent.

Since the employee contribution is tax sheltered, what effect does this have on take-home pay?

The employee's contribution is subtracted from gross income and the tax liability calculated on the remaining amount. It works something like this:

The tax savings has the effect of reducing the actual amount of the retirement contribution as shown below:

Contribution	\$23.33
Minus tax savings	4.42
Net contribution	18.91

In this example take-home pay is only reduced \$18.91, rather than the full 2 percent of \$23.33. That same salary reduction of \$23.33 a month generates a University contribution of \$87.50 toward retirement, more than three times the employee contribution.

If contributions are not taxed now, when are they?

Payment of income tax is delayed until the time funds are withdrawn from the retirement plan. It is presumed this will be at retirement when income will be lower, so the tax rate will also be lower.

What is the procedure to begin participation?

Make an appointment with Lou Hassan in Human Resources at ext. 4594 to enroll, or for more information. ■

ASSUME AN ANNUAL GROSS SALARY OF \$14,000

Monthly taxable income	\$1,166.67	Income tax	\$162.25
Minus 2% salary reduction	23.33		
Net taxable income	1,143.44	Income tax	157.83
Monthly tax savings			4.42

Coming up

APRIL

- 1** Men's baseball vs. Pt. Loma College. 2:30 p.m., baseball field.
- 2** "Can We Achieve Peace Through Arms Control Negotiations?" Leland Featherman, attorney, Lawyers Alliance for Nuclear Arms Control. 7 p.m., Manchester Conference Center, room 206A. Free. 260-4585.
- 4** Men's baseball vs. Loyola Marymount. 2:30 p.m., baseball field.
Men's tennis vs. Cal State Fullerton. 2 p.m., tennis courts.
- 5** San Diego Crew Classic. All day. Mission Bay. Free. 260-4272.
Men's baseball vs. Loyola Marymount. Noon, baseball field.
Women's softball vs. Nevada-Reno. 1 p.m., softball field.
- 8** Men's baseball vs. U.C. Irvine. 2:30 p.m., baseball field.
Men's tennis vs. USIU. 1:30 p.m., tennis courts.
Women's softball vs. U.C. San Diego. 4 p.m., softball field.
- 9** "Is Nuclear War Inevitable or Is There Hope for the Future?" Paul Wohlmuth, associate professor of law. 7 p.m., Manchester Conference Center, room 206A. Free. 260-4585.
- 10** Distinguished Speakers Series. "An Analysis of Conflicting Leadership

Styles Between Entrepreneur and Educator." Paterson Hyndman, president, The Executive Committee. 7:30 a.m., Manchester Conference Center. \$15, includes continental breakfast. 260-4585.

10-13 "The Sound of Music," presented by USD musical theatre. 8 p.m., 10th, 11th, 12th. 2:30 p.m., 13th. Camino Theatre. Admission charge. 260-4712.

11 Business Update Breakfast Seminar. "\$50 Do It Yourself Estate Planning California Style." Betty Arnold, associate professor of business law. 7:30 a.m., Manchester Conference Center. \$15, includes continental breakfast. 260-4585.

Men's baseball vs. Pepperdine. 2:30 p.m., baseball field.

Women's softball vs. Whittier. 4 p.m., softball field.

12 Men's baseball vs. Pepperdine. Noon, baseball field.
Women's softball vs. Christ College. 4 p.m., softball field.

14-May 23 All media exhibition featuring works of USD graduating art majors. Noon-5 p.m., Founders Gallery. Free. 260-4600, ext. 4261.

15 Women's softball vs. Loyola Marymount. 3:30 p.m., softball field.

16 Men's tennis vs. SDSU. 1:30 p.m., tennis courts.

18 Business Update Breakfast Seminar. "Personal Decision Styles and Man-

agerial Effectiveness." Dr. Phillip Hunsaker, professor of management. 7:30 a.m., Manchester Conference Center. \$15, includes continental breakfast. 260-4585.

Women's softball vs. Claremont-McKenna. 5 p.m., softball field.

19 Women's softball vs. La Verne. 5 p.m., softball field.

Men's and women's crew city championships. Mission Bay.

20 Sr. Rossi Music Scholarship Concert performed by USD orchestra. 4 p.m., Camino Theatre. Admission charge. 260-4600, ext. 4427.

23 Natural Family Planning forum. An information forum presented by Nancy Brown and Fr. Norbert Rigali. Free. 7:30 p.m., Mission Crossroads.

24 Men's baseball vs. Azusa-Pacific. 2:30 p.m., baseball field.

25 Women's softball vs. Redlands. 5 p.m., softball field.

28 Steve Garvy, USD trustee and San Diego Padres first baseman, speaks on "The Winning Attitude." 12:30 p.m., Salomon Lecture Hall, DeSales Hall. Free. 260-4724.

30 Women's softball vs. Occidental. 4 p.m., softball field.

Lecture series

"**P**erspectives," a three-part lecture series celebrating women in music, politics and the peace movement will be held on campus April 28-May 1.

Monday, April 28 — Sr. Nancy Fierro, a talented pianist and an expert on music by women, will speak about women in music.

Tuesday, April 29 — Sr. Sally Furay, provost and vice president, will moderate a panel discussion among women in politics. The panel will include Susan Golding, San Diego County supervisor; Judy McCarty, San Diego City councilwoman; Judith McConnell, Superior Court justice, juvenile division; and Maureen O'Connor, city mayoral candidate.

Thursday, May 1 — Linda Smith, founder of Mothers Embracing Nuclear Disarmament (MEND), will speak about the history of women in the peace movement, Vivienne Verdon-Roe, award-winning documentary film producer, will share her experiences from the making of the movie "Women—For America, For the World."

Each of the presentations will begin at 8 p.m. in the Manchester Conference Center auditorium. Admission is free. ■



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