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Ketty Niemann vividly remembers her first day at USD.

"It was July 29, 1985," she recounts, "the hottest day of the year, and no one told me USD wasn't air conditioned, so I wore a wool suit! I'm from the Midwest, and I thought, 'I'll be okay when I get inside to air conditioning.' Boy, was I wrong!"

Despite the lack of air conditioning, Niemann survived the day and now is in her third year as faculty secretary in the Philip Y. Hahn School of Nursing.

"A lot of student contact! I see every student who comes to the nursing school."

Serving as a trouble-shooter for her visitors, Niemann answers questions ranging from prerequisite classes to financial aid to inquiries from the U.S. Navy. "We have a lot of 'Duty Under Instruction' students who are sent here by the Navy," she explains. "This (school) is their job. The Navy wants to know what they're doing at all times."

Niemann says she truly cares about "her" students, whom she describes as "not typical" college kids. "They tend to be older and have been working in the real world for a while. Coming back to college after working can be frustrating, so I try to make it as easy as possible for them."

Identifying with the nursing students comes easily for Niemann. Her own college career interrupted by work and marriage, she is now picking up where she left off, working toward an undergraduate degree.

"I know how frustrating college can be," she says, "and I want our students to know we care."

"This (school) is their job. The Navy wants to know what they're doing at all times."

Born in Japan, Niemann came to the United States when she was three. Her father was in the Marine Corps, so she moved a lot. "Of all her homes, Niemann definitely prefers sunny San Diego, exclaiming, 'I can't imagine going back to the Midwest and shoveling all that snow!'"

The friendly Niemann says she was surprised and pleased when she heard her name announced at July's employee picnic as runner-up for the 1987 Employee of the Year Award, even though it didn't register until friends shouted, "That's you, that's you!" She was so surprised, she giggles, "I didn't realize it was me when Dr. Hughes announced my name!"

The physical appearance of the USD campus is changing once again.

This time construction crews are at work on the east end of campus, carrying out the second and third phases of a development plan whose first phase was completed when construction of the Alcala Vista apartments was completed last summer.

The next two phases will bring additional recreational facilities, a child care/development center and a parking lot.

Site preparation has begun north of Cunningham Stadium for a multipurpose sports field, the largest of the upcoming projects. The field, which will contain two softball diamonds and also be used for soccer and football, will cost an estimated $375,000, according to Roger Manion, director of physical plant.

"Currently we are working on the drainage and sewage lines," Manion said. "The next step will be soil preparation and irrigation."

Manion hopes to have the field completed by fall.

Here's the rundown on the east campus projects:

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East campus construction

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Indoor/outdoor sports facility

This facility, planned for the area west of the existing softball field, primarily will be used for indoor-style soccer. It also will include a soccer arena, basketball courts and an area for horse shoes.

Grading for the project is under way, with construction tentatively scheduled this summer.

Child development center

This facility will be located southeast of Cunningham Stadium, near the right field side of the stadium.

Construction of the 6000-square-foot facility capable of housing about 60 children is scheduled to begin August 1. It is expected to be completed by March, 1989.

The center is intended to meet child care needs of University employees, and also will provide clinical experience for upperclass students enrolled in both the School of Education and the Philip Y. Hahn School of Nursing.

Parking lot

The parking crunch on campus will be eased somewhat with completion of a 104-vehicle lot under construction near the corner of Linda Vista Road and Via Las Cumbres.

The lot should be completed by the end of May.

New staff, promotions

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

Dawn Eve Kading, administrative/executive assistant, University Services; Debra Yolonda McDowell, clerk, Undergraduate Admissions; Jocelyn Leynes Montalbo, secretary, School of Nursing; Mary Lou Patricia O'Neil, senior secretary, Financial Aid.

Congratulations to the following staff employees who recently received a promotion or transfer:

Paul Edward Burns from maintenance mechanic (temporary) to maintenance mechanic (regular), Building Maintenance; Linda Joy Dobbs from gardener I to gardener II, Grounds and Maintenance; Ruth Joye Hastings from technical assistant II to library assistant I, Law School Library; Darvio D. Oliveira from custodian I to custodian II, Custodial Services.

Four log employment milestones

Four staff employees will reach special employment milestones at USD this month.

They, along with other employees who will celebrate 5-, 10-, 15-, 20-, 25- and 30-year employment anniversaries this year, will be honored with service awards at July’s fourth annual Staff Appreciation Picnic.

Employees who will reach milestones this month include:

Maria Briseno, General Services; and William Geddes, General Services; 5 years.

Mary Ann Kennedy, Health Center; 10 years.

James Carter, General Services; 15 years.

Marine program

(Continued from page 1)

At the same press conference, the San Diego Oceans Foundation announced a $10,000 contribution to USD. The funds are earmarked to start a graduate scholarship fund for students who enroll in the programs.

The new graduate programs will complement the University’s three-year-old marine studies undergraduate program.

"San Diego is a major national oceanographic and marine research and business center, and fast becoming an international center," said Dr. Hughes. "We fully expect that our graduate and undergraduate degree programs will help the region continue to flourish in these areas."

Graduates of the program are expected to find jobs in aquaculture, fisheries, paleoceanography, micropaleontology, maritime history and marine management, according to Dr. Richard Casey, head of USD’s marine studies program.

Employees fare well in cholesterol testing

Most USD employees and spouses who participated in a recent testing program are winning the battle against cholesterol, test results indicate.

Of the 83 health conscious (or curious) individuals who participated in the screening, 55 percent tested with cholesterol levels below 200, the level which health professionals consider safe. Some 17

(Please see next page)
U.S. workers generally feel positive about their jobs

By Cathy Fleming

Despite vast changes that have occurred and are occurring in the United States economy, American workers feel positive about many key factors that affect their satisfaction with their work, according to a recent national survey completed by the Wyatt Company, a human resources consulting agency.

The survey, which was completed during the summer of 1987, indicated that workers generally are satisfied with pay and benefits -- but they want management to be less tolerant of poor performance.

The majority of those surveyed said they feel well-informed about corporate direction and human resource programs -- but they want management to listen more to what they have to say and act upon that input.

Employees feel less committed to their employers, according to the survey, largely due to less job security and fewer advancement opportunities. Still, workers indicated a high commitment to quality and a job done well.

Highlights of the survey:

Pay and performance
* More than 66 percent said they were paid fairly compared to people doing similar jobs.
* 48 percent said they were generally satisfied with their pay.
* 53 percent of the men were satisfied with their pay, compared to just 44 percent of the women.
* 46 percent said there was little connection between pay and performance.
* Nearly half of the respondents indicated that managers are too tolerant of poor performers.

Benefits
The survey also found that American workers generally are satisfied with their benefits packages, but concerned about retirement benefits.
* 58 percent indicated satisfaction with their benefits package.
* 59 percent said their company was going "a good job of providing information on benefits."*
* About 25 percent registered dissatisfaction with retirement benefits.

Career advancement and commitment
Employees generally like their jobs, but feel pessimistic about career development and advancement opportunities, the survey found.
* 64 percent said they gain a sense of personal accomplishment from their work.
* Only 35 percent indicated their companies offer good opportunities for advancement.

Management style
Managers surveyed said their companies' management style was more conservative than innovative, more bureaucratic than entrepreneurial and more reactive than proactive.
* 43 percent said the management style of their company was task oriented, while 21 percent said it was people oriented.
* 41 percent said management is bureaucratic, while 25 percent described it as entrepreneurial.
* 40 percent called management reactive, compared to 18 percent who said proactive.

Cholesterol screening
(Continued from page 2)

percent of those screened registered high cholesterol levels, alerting those individuals that consultation with their doctors should be considered.

Cholesterol, a crystalline substance that forms in the body from a diet heavy in solid fats such as lard, cream, butter, and beef and lamb fat, is a leading cause of heart disease.

Human Resources and Mercy Hospital jointly sponsored the testing program.

Because of the high level of employee interest in the program, Human Resources staff members plan to investigate other medical screening programs that can be brought to campus.
Coming Up

MAY

Through June 3
Eileen Whitaker watercolor exhibit. One of three women members of the National Academy of Design, Whitaker has received more than 80 major awards and honors. 12-5 p.m., weekdays, Founders Gallery. Free. 260-4600, ext. 4261.

Friday, May 6
"Music for Brass and Organ" will be performed by USD's Classic Brass Quintet. 8 p.m., Founders Chapel. Free. 260-4600, ext. 4486.

Friday - Sunday, May 6-8
USD student dance concert. May 6 & 7, 8 p.m.; May 8, 2 p.m.; Camino Theater. $4 general, $3 seniors, $2 students. 260-4600, ext. 4486.

Monday, May 9

Wednesday, May 11
Alumnae of the Sacred Heart spring dinner. Guest speaker Dr. Phil Hwang, professor of education. Cocktails 6:30 p.m., dinner 7 p.m., University Center. Fee. 260-4808.

Friday, May 13
Deans' Ball. Proceeds benefit academic programs. Tickets $125, $250, $500. Cocktails 7 p.m., dinner 8 p.m., San Diego Marriott Hotel and Marina. 260-4808.

Thursday, May 19
School of Nursing graduation banquet. Cocktails and dinner, 7-10 p.m., Bahia Hotel, Mission Bay Room. Fee. 260-4550.

Law School graduation party. 9 p.m., Tijuana Tilly's, Mission Valley. $5. 260-4600, ext. 4346.

Friday, May 20
Graduate Education Student Association dinner/dance. 6 p.m., All Hallows Hall, La Jolla. Fee. 260-4538.

Law School awards ceremony. 5 p.m., University Center. Fee. 260-4587.

Saturday, May 21
School of Law commencement. 10:30 a.m., Torero Stadium. Reception follows in University Center. 260-4527.

Baccalaureate Mass. 4 p.m., Torero Stadium.

Sunday, May 22
Graduate student commencement. 10:30 a.m., Torero Stadium. 260-4800.

Undergraduate commencement. 2:30 p.m., Torero Stadium. 260-4588.

Tuesday, May 24
10th annual Sports Banquet. Proceeds benefit USD athletics. 6:30 p.m., University Center. Fee. 260-4588.

Send calendar items to Judy Barnes, Publications Office, DeSales 274.

Dining Services offering charge plan

University employees now can charge meals eaten at the University Center if they sign up for a new program offered by Dining Services.

The program, called Individual Plus Account allows an employee to open a charge account with a minimum deposit of $25. For every $25 deposit, an employee will receive a $2 credit to his or her account, while a $50 deposit will bring a $5 credit.

Individual Plus Accounts may be used for purchases in the Faculty/Staff Dining Room, the Marketplace Bakery, Fountain and Market, Marketplace Deli, Courtyard Grille and for discounted meals in the Main Dining Room.

Employees interested in the program should contact the Dining Services Office, University Center 138, ext. 8880, for more information.

Passages

Knighthood
Irving Parker, professor of English, was vested as a knight to the pontifical Order of St. Gregory the Great on April 30 in the Immaculata. The order is bestowed upon individuals who distinguish themselves for conspicuous virtue and notable accomplishments on behalf of the Roman Catholic Church and society at large.

New beginning
Matt and Suzy Candela, of General Services and Physical Plant, respectively, departed USD April 29 after working at the University for approximately 12 years. They have moved to Syracuse, N.Y., Matt's hometown.

Birth
A daughter, Courtney, born March 25 to Rick and Tammi Muir. Tammi is office manager for the Capital Campaign. Courtney weighed 7 lbs, 9 oz.

Death
Paul Foster, son of Dr. William Foster, associate professor of education. Paul's funeral was April 27 in Founders Chapel.

Classifieds

Handmade cards
"Because you care" send a special card. For a FREE sample card, send your name, address, zip and a 25-cent stamp along with the type of card you would like to see, to: P.O. Box 127207, San Diego, CA 92112.