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Don’t forget BenUflex sign up

Enrollment in BenUflex will continue until Tuesday, November 22. Employees should come to the DeSales Dining Room between 8:30 a.m.-5 p.m. to self-enroll using computer terminals. BenUflex Helper, a computer program, will assist employees in making BenUflex decisions.

All employees eligible for benefits -- faculty, staff and administrators -- must enroll for their 1989 benefits.

If you have any questions, call Human Resources at ext. 4594.

For Navarro, it’s a family affair

By Jacqueline Genovese

Dave Navarro eats lunch every Friday with a group of seven- and eight-year-old children.

"My son loves it," says the director of operations for the University Center. "I get a tray and go through line in the school cafeteria with all of the kids, and then I sit and eat with Nick and his classmates."

Navarro also volunteers to go along on class trips, although he frequently finds himself in exclusive company. "Most of the time I’m the only father on the trip, usually it’s all mothers!" he says laughing.

A dedicated family man, Navarro brings that strong sense of family to USD, where he was named Administrator of the Year at this July’s Staff Appreciation Picnic.

"When you talk about USD, you have to talk about family," he says. "It is a community of friendship and

(Please see next page)
It's family affair for Navarro

(Continued from page 1)

family. I don't think you can find this feeling anywhere else."

Navarro's experiences at USD have fostered that family feeling. The native of Blythe, Calif., enrolled at USD in 1975 as a freshman and earned a spot on the baseball team as a walk-on. "That was my first USD family," he says warmly.

After receiving a bachelor's degree in sociology, the father of two accepted a job as resident director of DeSales Hall and enrolled in the master's degree program in counseling. Living in an all-male dorm with his wife Penny -- a fellow USD graduate who currently is an executive assistant in Continuing Education -- and their 10-month-old son, "was an adventure," says Navarro. "I give Penny a lot of credit. Most marriages wouldn't have lasted under those conditions, but she was supportive of me the whole time."

In his current post since 1986, the easygoing Navarro oversees his department much like a father looks after his family. "I want to be a good role model," he says softly. "I believe in the philosophy of treating others the way you want to be treated."

Leading by example, Navarro picks up trash when he sees it and gets out the mop if needed. "It will rub off much quicker if people see you doing these things, instead of just telling them what to do. I want to give them a good example to follow," he explains.

Reflecting on his 13 years at Alcala Park, the baseball aficionado cites some people who were like family and "took him in." "Al Bores, Bill McGibney, the late Mr. Zeterberg, Skip Walsh -- all showed confidence in me and gave me the opportunity to prove myself...they trusted me and that made me work harder because I didn't want to let them down."

He needn't worry. Navarro's co-workers can't imagine their family without him.

Perplexed by BenUflex?

Here are a few answers to some of the most frequently asked questions about the BenUflex plan.

Q. I understand that with BenUflex the money I spend for dependent medical insurance will not be taxed. For 1989 I'm going to insure myself and two dependents under Kaiser medical and Safeguard dental. The insurance costs per month will be $285.28 for Kaiser and $15.40 for Safeguard -- a total of $300.68. The BenUflex allocation is $125, leaving $175.68 per month I must pay for dependent coverage. Should I put $175.68 per month in a Health Care Reimbursement Account in order to get the tax savings?

A. NO! With BenUflex, the money you spend for dependent health insurance through USD is not taxed. Therefore, you do not have to put that amount in a reimbursable account. You should put money in a Health Care Reimbursement account to pay for those eligible health care expenses (see your BenUflex Handbook for examples) which are not covered by your insurance.

Q. My spouse's employer does not have a flexible benefits program, but it will pay a portion of my insurance coverage. It will only cost $50 per month for that coverage, so I plan to waive medical insurance at USD and be insured under my spouse's plan. Can I put $50 per month into a Health Care Reimbursable Account so that I don't pay taxes on the $50 per month cost for medical insurance?

A. YES! One of the allowable expenses for a Health Care Reimbursable Account is the cost of health care insurance premiums for you, your spouse or dependents outside your employer's plan.

Q. I currently have Northwestern medical insurance, and I understand that I can choose to waive participation in BenUflex for 1989. Will I be able to waive participation in 1990 also?

A. YES! You can choose to stay out for more than one year, but once you commit to participate in BenUflex, you can't get back out.
You should know ... retirement plan to change

Major changes are in store for USD's retirement plan.

In order to comply with the Tax Reform Act of 1986, the following changes will take effect on January 1, 1989:

- All benefits eligible employees hired on or after January 1, 1989 will be required to participate in the retirement plan.
- There will be a one year waiting period for all new employees. The waiting period may be met (waived) if an employee was an active participant in another higher education retirement plan immediately prior to employment at USD.
- As of January 1, 1989 the minimum contribution rate will be 2 percent of base salary for all participating employees.
- As of January 1, 1989, employees now required to contribute 5 percent of base salary will be able to decrease their contribution to 2 percent. Faculty and administrative employees are encouraged to continue a 5 percent contribution in order to have a higher salary replacement ratio at the time of retirement.
- Employees participating in the retirement plan as of January 1, 1989 will not be able to discontinue participation.
- Employees hired prior to January 1, 1989 who are not participating as of January 1, 1989 may begin participation at any time.
- Faculty and administrative employees hired prior to January 1, 1989, who are not participating as of that date and do not have one year of service, must complete the one year waiting period before they can participate.
- The University will continue to contribute 10 percent of base salary to retirement for all participating employees.
- If you are not currently participating in the retirement plan, think again, says Dr. Judith Muñoz, director of human resources. By not participating, an employee is missing out on a free 10 percent contribution from the University.

For example, if an employee makes $15,000 a year, the University will contribute $1,500 annually toward retirement, while the employee's contribution is just $300. That's only $11.54 a pay period!

Don't miss out on this opportunity. For more information call Charles Moeller, assistant director of human resources, at ext. 4594.

Passages

Born

A son, Scott James Gump, on July 17 to Dr. James Gump and his wife, Dr. Lee Ann Otto. Dr. Gump is associate professor and acting chair of the history department and Dr. Otto is associate professor of political science. Baby Scott weighed in at 7 lbs., 1.5 oz.

Classifieds


Reliable car. '84 Olds Cutlass. Full power, a/c. Good condition. $3,975. Call Charles Reilly, ext. 4681.
Those animals in the Print Shop pounced on first prize in the group division of the Best Halloween Costume Contest.

Frightful festivities

Special thanks to Human Resources, the Bookstore, Publications and the judges: Ed DeRoche, Dave Navarro and Judith Muñoz, for making this the best Halloween party ever!

The Mail Center crew pirated second prize.

Lucky duck Judy Barnes waddled to third prize.

Peggy Agerton silently won second prize.
**Women: this new program’s for you**

"Is Feminism a Dirty Word?"
"How Men and Women Confuse Each Other"
"Sexual Politics at Work and at School"

These are just a few of the topics to be explored this fall by the USD Women's Program.

The Women's Program -- brand-new this year -- "is dedicated to helping women explore their values and beliefs with regard to women and men in society," says Director of Student Activities Val Pearson, who also directs the Women's Program.

The goals of the program are:
- To create an awareness of women’s issues in the University community.
- To educate members of the University community and assist them in developing attitudes, opinions and a personal philosophy regarding these issues.
- To encourage women to achieve higher levels of leadership at USD.
- To provide women with practical leadership experiences.

This year’s theme, "Exploring our Possibilities," will be developed through a series of workshops, lectures, discussion groups, outdoor experiences and entertainment events. Upcoming events include:

An Outward Bound Weekend -- designed to enhance women's understanding of their own power -- will include backpacking, camping, rock-climbing and hiking. Women's issues also will be discussed during the Nov. 18-20 weekend.

"Lunch Bunch" discussions. Tired of the usual lunch-time talk? If a thought-provoking, lively discussion of women's issues sounds appealing, join the "Lunch Bunch" in the University Center for a stimulating lunch hour.

The next "Lunch Bunch," scheduled for Nov. 16, will explore the ramifications of "Sexual Politics at Work and at School: How to Recognize It and How to Succeed in Spite of It."

The entire USD community is encouraged to participate. "This program is for everybody, male or female," says Pearson. For more information, call ext. 4590.

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**New staff, promotions**

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

- **Mayola Acuna**, custodian, Custodial Services;
- **Andrea Barnes**, clerical assistant, IDC-Phone/Mail;
- **Mildred Brown**, clerical assistant, Undergraduate Admissions;
- **Craig Carter**, fleet mechanic, Transportation;
- **Melissa Castro**, secretary, Graduate Admissions;
- **Donna Danin**, senior secretary, Capital Campaign;
- **Susan Fries**, assistant cook, Bakery/Creamery;
- **Marianne Hugo**, technical assistant, Law Library;
- **Edwin Johnson**, patrol officer, Security & Safety;
- **John Keith**, patrol officer, Security;
- **Juanita Mercado**, secretary, Guadalajara Project;
- **Cassandra Newman**, housekeeper, Housekeeping;
- **Francisco Pereira**, custodian, U.C. Grille;
- **Patrick Ridad**, clerical assistant, Financial Aid;
- **Michael Seymour**, administrative/executive assistant, Capital Campaign;
- **Trudy Thomas**, secretary, Campus Ministry;
- **Laureen Weaver**, clerical assistant, Controller.

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

- **Ana Schafer**, from clerk to clerical assistant, Bookstore;
- **Ruben Valdez**, from custodian II, Custodial Services, to data processing assistant I, Academic Computing.

Due to a reorganization, **James Bailey's** title changed from shift supervisor to patrol officer II, Security & Safety.
Coming Up

November 1988

10 Thursday
Theatre Arts production. United States premiere of "A Meeting of Queens." Continues through Sunday, 8 p.m. each day except 2:30 p.m. Sunday. Camino Theater. $8 general, $4 seniors, $2 USD. 260-4712.

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Art exhibit opening night reception. "Michelle Burgess Prints and Drawings" exhibit. 5-7 p.m., Founders Gallery. Exhibit open 12-5 p.m. weekdays through December 15. Free. 260-4600, ext. 4261.

15 Tuesday

16 Wednesday
Master of Fine Arts/Old Globe Theatre production. "A Midsummer Night's Dream." Continues through Sunday, 8 p.m. Wednesday—Saturday, 8:30 p.m. Sunday. Founders Chapel, Founders Hall. $3 general, $2 USD students. 260-4799 or 231-1941.

Men's basketball tip-off dinner. 5:30 p.m., University Center faculty dining room. $14. RSVP by November 11. 260-4803.

Wedding
Men's basketball vs. Cal Lutheran University. 7:30 p.m., Sports Center. Employees free. 260-4803.

18 Friday
Art exhibit opening night reception. "The Hellenic Tradition in Ireland" exhibit. 5-7 p.m., Copley Library. Exhibit open 12-5 p.m. weekdays through December 8. Free. 260-4600, ext. 4261.


Women's Program Outdoor Experience. Includes backpacking and rock climbing instruction. Continues Saturday and Sunday. $58. 260-4590.

20 Sunday
USD Orchestra concert. Dr. Henry Kolar, conductor. 4 p.m., Camino Theater. $5 general, $4 seniors, $3 USD. 260-4600, ext. 4486.

30 Wednesday
Men's basketball vs. Cal Lutheran University. 7:30 p.m., Sports Center. Employees free. 260-4803.

December

1 Thursday

2 Friday

3 Saturday

5 Monday

8 Thursday
Alumni mass. Alumni, friends invited. 7:30 p.m., Founders Chapel. Champagne reception follows. Presentation of Bishop Buddy Award. 260-4819.

9 Friday

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

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