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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.



Public Safety's Nancy Olson bagged first prize in Human Resources' Best Halloween Costume Contest. She won \$25 and a USD sweatshirt.

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.



USD is like second family to Dave Navarro.

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



Maria Martinez-Cosio, director of community relations, hands a balloon to a youngster at the fifth annual Linda Vista Multi-Cultural Fair. President Hughes and five others were honored for their contributions to the Linda Vista community during the Oct. 15 festivities.

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.

A dream of a play



Students in the Master of Fine Arts program will perform William Shakespeare's "A Midsummer Night's Dream" in Founders Chapel at 8 p.m. on November 16, 17, 18, 19, 21, 22 and at 8:30 p.m. on November 20.

Seating is limited, so Director **David Hay** of the English department encourages everyone to purchase tickets early. Tickets are \$3 for general admission and \$2 for students. For more information call ext. 4918.

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

Sofas. 7' Gold-damask. Classic. \$250. 8' Gold/Brown velour. \$250. Both in excellent condition. Call **Edith Wolcott**, ext. 4486.

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.



Peggy Agerton silently won second prize.



Lucky duck Judy Barnes waddled to third 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



Singer Deirdre McCalla performed at lunchtime Oct. 11 in the Grille Courtyard. Her appearance was sponsored by the Women's Program.

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 ap-



Marjorie Hansen Shaevitz, author of The Superwoman Syndrome, spoke at USD Oct. 17 as a part of the fall Women's Program format.

petizing, 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.

New staff, promotions

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

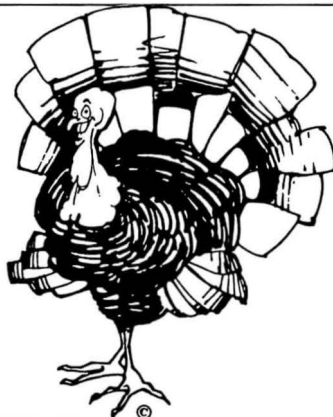
Mayola Acuna, custodian, Custodial Services; **Andrea Barnes**, clerical assistant, IDC-Phone/Mail; **Mildred Brown**, clerical assistant, Undergraduate Admissions; **Craig Carter**, fleet mechanic, Transportation; **Melissa Castro**, secretary, Graduate Admissions; **Judy Cushing**, computer operator, Data Processing; **Donna Dinan**, 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.

*Bless, O Lord
These delectable vittles
May they add to thy glory
And not to our middles
— Yvonne Wright*



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.

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

Lecture. "Healing of the Global Village — Compassion in the Americas." Fr. Matthew Fox, director, Institute in Culture Creation Spirituality. 7:30 p.m., University Center Forum. Fee. 260-4798.

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. 260-4739 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.

17 Thursday

Breakfast lecture. "Liberation Theology and Creation Spirituality." Fr. Matthew Fox. 8-9:30 a.m., University Center faculty dining room. Fee. 260-4798.

Distinguished Speakers Series. "Advising Japanese Business Clients." Christopher J. Walt. Sponsored by Continuing Education. 7:30 a.m. continental breakfast, 8-9 a.m. lecture. Manchester Conference Center. Fee. 260-4644.

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.

Lecture. "Homer and Old Irish Tradition: Analogies and Connections." George Huxley, director of the Gennadius Library, the American School of Classical Studies, Athens. Follows exhibit opening reception.

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

Lecture. "Cross Cultural Analysis -- The Anglo and Hispanic Minds." Dr. Enrique Moreno, University of Guadalajara. 7 p.m., Manchester Conference Center. 260-4798.

2 Friday

Opera workshop production. "Scenes and Arias." William Eichorn, lecturer in music, conductor. Repeated Saturday. 8 p.m., Sacred Heart Hall 104. Fee. 260-4600, ext. 4486.

3 Saturday

Institute for Christian Ministries lecture series. "The Enneagram." Sr. Rosaleen O'Sullivan. Continues Saturdays, January 28

& February 4. 10 a.m.-4:30 p.m., Salomon Lecture Hall. Fee. 260-4784.

5 Monday

Institute for Christian Ministries lecture series. "Julian of Norwich." Dr. Gary Macy, associate professor of theological and religious studies. 7-9:30 p.m., Salomon Lecture Hall. Fee. 260-4784.

8 Thursday

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

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

9 Friday

Community Choir concert. "A Festival of Lessons and Carols." Fr. Nicolas Reveles, associate professor of music, director. 8 p.m., Founders Chapel. Fee. 260-4600, ext. 4486.

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

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