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King urges students to make a difference

By Jacqueline Genovese

"Be ashamed to die before you've won a victory for humanity." — Horace Mann, founding president, Antioch College

Coretta Scott King, speaking to members of the USD community March 8 in a packed Camino Theater, repeated the words of the famous educator that influenced her as an undergraduate at Antioch College.

"That motto has become my own," she said. "And maybe I can help make sure that you make a difference in your life's work."

King's appearance, which was closed to the general public, was sponsored by the Social Issues Committee, the Associated Students and the Women's Program in honor of Dr. Martin Luther King Jr.'s birthday.

Targeting the college students in the audience, King emphasized the importance of voting and registering to vote. "If you don't vote, you don't count. Now I know,"



Coretta Scott King is the founding president of the Martin Luther King Jr. Center for Nonviolent Social Change, located in Atlanta, Ga.

she continued with a grin, "that all of you intelligent University of San Diego students are registered to vote. Right?"

She then reminded her audience of the struggle Afro-Americans and women went through to secure the right to vote. "My father couldn't vote until he was 54 years old," she recounted. "And even then, Afro-Americans suffered intimidation and threats when they first went to vote."

Addressing the philosophy of nonviolence practiced by

her husband, King said "non-violence is the sword that heals." She called for "a bold new vision where resources aren't wasted on tools of death and destruction." Quoting her late husband, King said "We refuse to hurt our enemy, we will wear them down with our capacity to suffer."

Defining nonviolence as aggressive goodwill motivated by love, King told the audience that nonviolence as a way of life is a lifetime

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Plan to address salary inequities

The USD administration next fall will implement the first phase of a two-to-three-year plan designed to make university salaries more competitive with those paid by other employers.

The plan was developed because of senior administrators' concern over staff turnover rates and the salary level of all employees.

"We conducted a study two years ago to determine how our salaries fared in comparison to the marketplace," President **Author E. Hughes** recently explained. "And unfortunately, we discovered what we thought we would, that we were behind."

Last year a two percent across the board wage increase for staff employees was implemented to address the problems of turnover and low salaries. Since the increase, staff turnover has fallen, according to **Dr. Judith Munoz**, director of human resources.

"Looking at the first five months of the past two years,

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Coretta Scott King (Continued from page 1)

journey. "It has to start at home. Sometimes we are cruelest to the ones we love the most."

King advised her audience to "speak out against racist comments, don't celebrate movies and films that promote violence and think about what it means to be a whole person."

When a young, single mother in the audience asked King what parents could do to further Dr. King's dream of a world for all of God's children, she answered, "Give a child love. The greatest gift is the gift of yourself, your time and attention. Children learn more from what you do than what you say."

They've changed their name

In an effort to more accurately reflect the scope of services available through the Loan Collections Department, the department is changing its name to Loan Administration.

"We provide a variety of services and information, not just loan collections," explains **John McCloskey**, loan administration manager.

"The Loan Administration Office offers counseling and guidance to students involved in the loan process and can answer questions students may have about their loans."

The Loan Administration office is located in DeSales 100.



Fr. Nick Weber and his Lichtenstein Circus performed March 7 in the parking lot of the University Center. The circus is Fr. Weber's ministry.

Passages

Birth

A daughter, Elizabeth Santana, on March 15, to **Kily Jones**, secretary, Operations, and her husband, Bob. Baby Elizabeth weighed in at 8 lbs., 14 oz. and is 20 1/4 inches tall.

Deaths

Elizabeth Baker Woods, mother of **Dr. Mary Scherr**, assistant professor of education, in February.

Gwendolen F. Hill, mother of **Dr. Ron Hill**, associate professor of English, in March.

Congratulations!

The following employees will reach employment milestones during the month of April:

5 Years

Doug Stalb, Media Center;
Marcia Butler, Bookstore.

15 Years

Leroy Weber, Bookstore.

Classifieds

For Sale

Ford '82 Fairmont: Auto, AC, PB, PS, 4 dr., AM/FM radio, new brakes, muffler and battery. 80K miles, runs very well. Must sell. \$2100 or best offer.

Girl's and boy's Huffy bicycles.

Coleman 2-burner camping stove. Call **Ali Tatli**, ext. 4449. Evenings, 292-9102.

For Lease

Next door to University. Furnished or partially furnished 4 bdrm., 3 bath house with swimming pool, jacuzzi, sun-deck. Garden and pool service included. Available Aug. 1. Phone 276-2152 after 5:30 p.m. or weekends.

New hires, promotions

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

Andrea Cornell, clerical assistant, Financial Aid-Law School; **Maggie Davison**, senior secretary, Human Resources; **James McDermott**, storekeeper II, Dining Services; **Kimberly Morey**, secretary II, Development; **Amanda Ryan**, secretary II, Foreign Programs and Institutional Research; **Lisa Smith**, clerical assistant, Controller.

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

Cassandra Newman, from housekeeper I, Housekeeping Services, to special services worker, General Services; **Roger Raymond**, from clerk, Building Maintenance, to clerical assistant I, Physical Plant; **Kirsten Yuhl**, from clerical assistant II, Human Resources, to executive secretary, Student Affairs.

Kaiser offers travel service

Employees who have chosen Kaiser Permanente for medical coverage now can receive an additional benefit.

Dr. J. Michael Kelly has established a free travel advisory service to assist members with any health-related travel needs.

By calling (619) 221-5902, members who are planning to travel can find out information about immunizations, prescriptions, over-the-counter medications and any precautions they need to take before traveling overseas.

Growth spurs relocation

The university's steady growth over the last decade has impacted most campus departments in one way or another. But one department in particular has really felt the crunch.

"We've been in each other's faces and at each other's throats," chuckles **Don Johnson**, manager of public safety, describing the cramped quarters the Office of Public Safety has endured for the past 12 years.

But relief is in sight. The office is in the process of moving to the renovated Casa Maria building on the northwest edge of campus near Physical Plant. The move should be completed by June 1.

"This move will help alleviate the space problem in addition to centralizing our operation," Johnson says.

A communications room will house all of the closed-circuit T.V. screens that are currently scattered throughout campus. And "there will be a body to watch the cameras during the day," Johnson says with relief.

Due to a staff shortage, the cameras currently are watched only at night. With most car-related crimes — the worst problem on USD's campus — happening during the day, USD will finally have 24-hour surveillance.

In addition to the closed circuit T.V.'s, all campus fire and burglar alarms and phone calls will be channeled through the communications room. "A lot of people don't realize it, but after 5 p.m. and on weekends, the security office answers all of the phone calls



Officer Al Sutlick heads for a parking space at Casa Maria, Public Safety's new quarters. The department should be completely moved in by June 1.

coming into the university," Johnson explains.

All functions of the Public Safety Office, including the issuing of I.D. cards, lost and found, and criminal investigations, will be handled in the new Casa Maria location. Parking and visitor information will be handled at the current security office in DeSales.

"The reason for doing that is two-fold," Johnson says. "The DeSales location is central to campus, and that is where everyone is used to going for parking and visitor information."

Security's new office will be open 24-hours a day, seven days a week, 365 days a year.

Alcalá View is published monthly September through July by the Publications and Human Resources offices. The newsletter is distributed to all University of San Diego employees.

Salary increase

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the staff turnover rate is down 30 percent this year over last year," she said.

The administration hopes to lower the turnover rate even more, as well as continue to adjust salaries upward.

Under a plan approved by the board of trustees this fall, the administration developed a program that will gradually increase university salaries to more competitive levels over a two-to-three-year period.

The program calls for two percent of each year's tuition increase to be reserved for a salary equalization program. Dr. Hughes emphasized, however, that the board of trustees must approve each year's increase annually.

"The plan calls for staff wages to be competitive over a two-year period, and faculty and administrative salary levels to be competitive after three years," Dr. Hughes said.

In phase one the increase translates to a two percent increase for all staff employees and a one percent merit pool increase — bringing the merit pool to seven percent — both effective Sept. 1, 1989.

"For administrative salaries, each of the vice presidents and deans looked at national data comparing salaries of similar positions," Dr. Munoz explained. "A target salary was developed for those salaries in the divisions that were low." Each vice president, however, will decide which salaries will be adjusted.

In an attempt to further equalize staff salaries, Dr. Munoz is currently studying a new classification plan for staff employees. The new plan would eliminate the pay grade system and utilize a salary range for each pay title. "That would give us more flexibility in how we compensate people," she said.

Coming up

APRIL 1989

Through May 19

Art exhibit. "The Lost Architecture of Kiev." Weekdays 12-5 p.m., Founders Gallery. Free. 260-4600, ext. 4486.

11 Tuesday

Community forum. "Third World Revolutions — What Should be the Response?" Sr. Maureen Cronin, associate provost; Dr. Gil Oddo, professor of political science; Dr. Rodney Peffer, assistant professor of philosophy. Sponsored by Social Issues Committee. 7 p.m., University Center Forum. Free. 260-4798.

Women's tennis vs. U.C. Irvine. 1:30 p.m., west courts. Free. 260-4803.

12 Wednesday

Master of Fine Arts/Old Globe drama workshop production. 8 p.m., Sacred Heart Hall. Continues through Thursday, April 16. Fee. 231-1941.

14 Friday

Business Update Breakfast Seminar. "Becoming an Effective Change Agent in Your Organization." Dr. Philip Hunsaker, professor of management. Continental breakfast 7:30 a.m., seminar 8 a.m., Manchester Conference Center. \$15. 260-4644.

Baseball vs. Santa Clara University. 2:30 p.m., Cunningham Stadium. Free. 260-4803.

Women's tennis vs. Cal-Berkeley. 1:30 p.m., west courts. Free. 260-4803.

15 Saturday

Deans' Ball. Sponsored by USD Auxiliary. 6:30 p.m., San Diego Hilton Beach and Tennis Resort. \$125, \$200, \$300, black tie. 276-2631.

Baseball vs. Santa Clara University. Doubleheader. Noon, Cunningham Stadium. Free. 260-4803.

16 Sunday

Baseball vs. Santa Clara University. 1 p.m., Cunningham Stadium. Free. 260-4803.

18 Tuesday

Community forum. "Expressions of Faith — What's Happening?" Dr. Dennis Briscoe, associate professor of management; Dr. Joe Colombo, assistant professor of religious studies; Dr. Florence Gilman, assistant professor of religious studies. Sponsored by Social Issues Committee. 7 p.m., University Center Forum. Free. 260-4798.

21 Friday

Business Update Breakfast Seminar. "Strategic Business Partnerships: A Corporate Necessity for the Future." Dr. John Ronchetto, assistant

professor of marketing. Continental breakfast 7:30 a.m., seminar 8 a.m., Manchester Conference Center. \$15. 260-4644.

Community health fair.

Sponsored by School of Nursing. Free health tests, blood pressure checks, visual acuity testing and computerized high-risk assessments. 8 a.m.-5 p.m. 260-4659.

Women's tennis. WCAC conference championships. Continues all day Saturday and Sunday. Free. 260-4803.

23 Sunday

Concert. Annual Sister Rossi scholarship concert. USD Orchestra, Dr. Henry Kolar, director. 4 p.m., Camino Theater. Fee. 260-4600, ext. 4456.

25 Tuesday

Community forum. "Economics — Dependence or Interdependence?" Dr. Joan Anderson, associate professor of economics; Dr. Denise Dimon, assistant professor of economics; Professor Jorge Vargas, School of Law. Sponsored by Social Issues Committee. 7 p.m., University Center Forum. Free. 260-4798.

28 Friday

Business Update Breakfast Seminar. "Management Ethics: What's All the Fuss? Does It Apply to You?" Dr. James Evans, associate professor of business and society.

Continental breakfast 7:30 a.m., seminar 8 a.m., Manchester Conference Center. \$15. 260-4644.

Opera workshop. William Eichorn, director. Continues Saturday. 8 p.m., Founders Chapel. Fee. 260-4600, ext. 4456.

Baseball vs. University of Nevada-Reno. 2:30 p.m., Cunningham Stadium. Free. 260-4803.

29 Saturday

Baseball vs. University of Nevada-Reno. Noon, Cunningham Stadium. Free. 260-4803.

30 Sunday

Baseball vs. University of Nevada-Reno. Doubleheader. 1 p.m., Cunningham Stadium. Free. 260-4803.

Not for women only

Human Resources' health awareness series continues May 17 with a brown bag lunch discussion of women's health issues. Topics include PMS, early cancer detection, hormones and osteoporosis.

Dr. David P. Priver of the Harbor View Medical Center will be the featured speaker.

Details will be sent to employees prior to the seminar. For further information call **Lou Hassan** or **Calista Frank** at ext. 4594.



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