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alcalá VIEW

University
of
San Diego

Employee Newsletter

September 1990
Vol. 7, No. 1

It's strawberries & cream for Picado — 1990 employee of the year

By Jacqueline Genovese

"I have a great sense of peace because I know who I am, I know where I've been, and I know where I'm going."

— Helen Picado
1990 Staff Employee of the Year

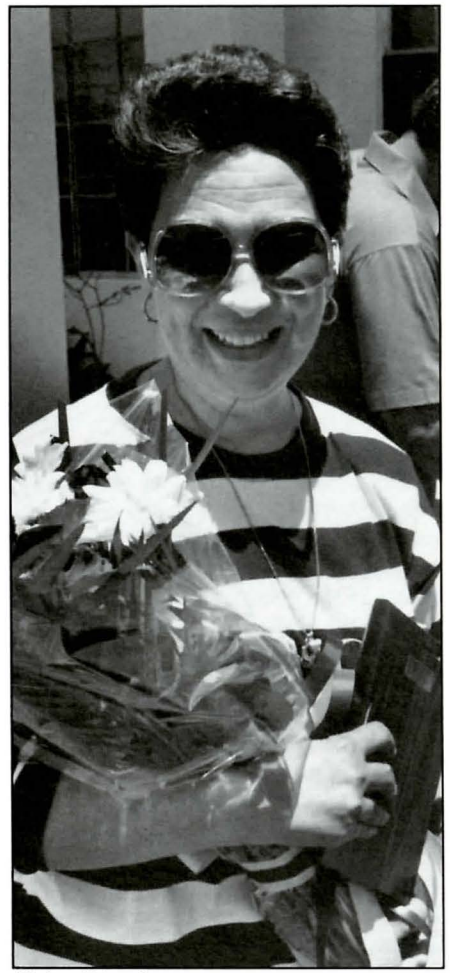
Strawberries. Today, few think of them as a delicacy. But for **Helen Picado**, they were a luscious treat she enjoyed once a year during her childhood in the blustery fishing town of Gloucester, Mass.

"My mother knew we loved strawberries," Picado reminisces, "but we couldn't afford them, so to get them once a year was a big treat."

Picado also remembers that her mother divided the strawberries into four piles — for the children. "My mother would never eat any herself," Picado says softly. "Whatever she had, she gave to her children."

That kind of selfless love and devotion is something that money can't buy, says Picado, who grew up in a traditional Portuguese family. "No one can ever take that love from me. I didn't have material things when I was a child. What I did have was a lot of love and

(Continued on page 2)



Helen Picado

Salary schedule revamped

Something is missing from this month's *Alcalá View*. The updated employee pay schedule, a regular feature of the September *Alcalá View*, will not appear in this issue.

Instead, Human Resources has sent each department supervisor a copy of a 12-page revised pay plan and job classification standards. Employees are welcome to review the information and talk to their supervisor or call Human Resources if they have any questions.

The new plan eliminates salary grades. In their place will be pay ranges for each pay title. Human Resources worked with the vice presidents, deans

and directors to review and classify the responsibilities of each current position before settling on the new ranges.

Each employee's potential pay was determined by the following method:

One percent of above the minimum pay range was added for each 12 months of service. If that amount is less than the employee's pay as of Oct. 22, there will be no adjustment. If the calculated amount is more, then the employee will receive the new pay amount effective Oct. 22. Any pay changes will be reflected in employees' Nov. 12 paycheck.

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Employee of the year

(Continued from page 1)

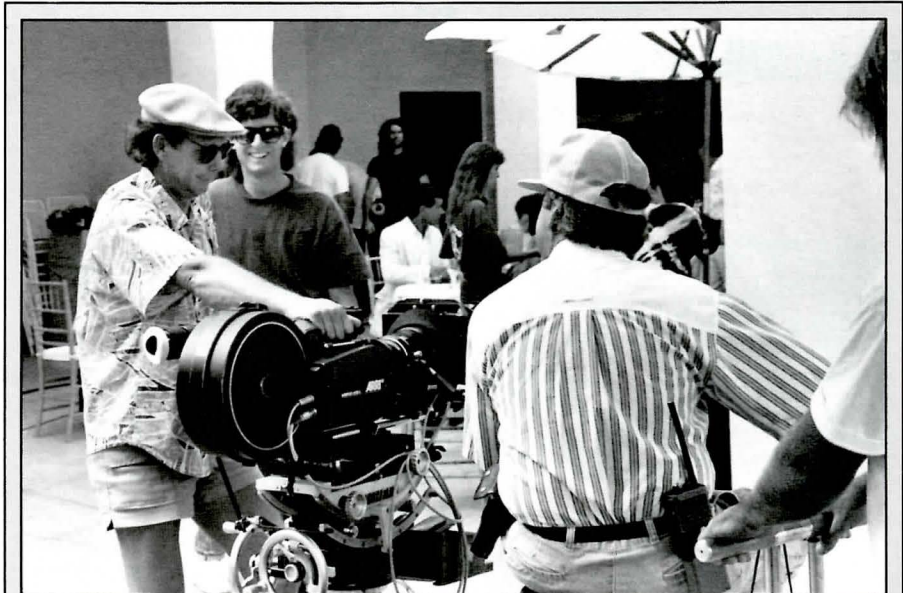
good times, and I treasure those years."

The mother of one also treasures the value of education, a tenet instilled in her at a young age by her father. "As a child, my father got up at 5 a.m. and worked for two hours at a cannery before going to school. He knew the value of an education. He didn't want his children to have a hard life like he had."

That love of education drew Picado to USD in 1981, when she accepted a secretarial job for then-Vice President for University Relations Bill Pickett. "I had always wanted to work at a university," the youthful Picado recounts. "I had worked all of my life, but never in an educational setting."

The 1990 Staff Employee of the Year believes providing a values-based education is especially important today because of the decline of tradition and family in the U.S. "USD performs an extremely important function in that it provides an education for today's young people that includes morals and ethics, things that were somehow lost along the way," she says.

It is that strong devotion to the educational mission that keeps Picado going in an often stress-filled, chaotic office. As assistant to **John McNamara**, vice president for university relations, Picado's responsibilities span all aspects of support necessary for the vice president. In addition, she oversees the University Relations budget and is



A USA network film crew came to USD Aug. 24 to film a scene for the upcoming TV film "Armed Response." Actors appearing in the movie include Jack Scalia ("Wolf," "Dallas"), Kathryn Harrold ("Rockford Files") and Will Payton ("No Way Out"). The USD Market Place balcony was transformed into a restaurant in Costa Rica for the scene.

responsible for the coordination of all work handled by McNamara as designated by the president in support of the Committee on Trustees.

"I'm always trying to keep my head above water," Picado says with a laugh.

Her boss and colleagues would undoubtedly sink without her. "Helen Picado represents the best in all of us," says McNamara. "She is a competent, caring, intelligent, proactive, accomplished woman who gives this university 100 percent of her abilities every day of her working life."

Salary schedule

(Continued from page 1)

Staff employees will receive about \$200,000 in the next fiscal year in additional compensation due to the new pay plan. Employees will be informed by their supervisors of their new pay title, and pay change, if applicable. All employees will receive DAF's (Departmental Action Forms) the week of Oct. 22 reflecting the changes.

For more information call Human Resources at ext. 4377.

Congrats to service award winners

Congratulations to the following employees who received service awards at the July 27 Employee Appreciation Picnic:

5 Years

Judy Barnes, Publications; **Shelly Barnes**, Print Shop; **Laura Churchill**, Print Shop; **Angelina de Avila**, General Services; **Donald Gennero**, Biology; **Kathleen Goldman**, Housing; **Tom Grant**, Public Safety; **Sandra Harrod**, School of Business; **Joanna Hickman**, Bookstore; **Ann Hoover**, Public Relations; **Guadalupe Huidor**, Physical Plant; **Kily Jones**, Student Affairs; **Silvia Loza**, Law School; **Hanna Kinney**,

Academic Computing; **Anne Mander-ville**, Dining Services; **Susan Miller**, Law School; **Ketty Neimann**, School of Nursing; **Isabel Oliveira**, General Services; **Roanne Shamsky**, Law School; **Charles Smith**, Grounds Maintenance; **Raymond Trujillo Jr.**, General Services.

10 Years

Jose Cardenas, Dining Services; **Jean del Guidice**, Public Safety; **Dorene DeTuri**, School of Business; **Melvin Draper**, General Services; **Ricky Draper**, General Services; **Vina "Molly" Landi**, Public Safety; **Mary Lehto**, Law School; **Philip Milligan**,

Public Safety; **Roberto Miramontes**, Grounds Maintenance; **Enrique Plascencia**, Grounds Maintenance; **Ruth Silva**, Dining Services; **Thomas Wallace**, General Services; **Barbara Walsh**, Financial Affairs.

15 Years

Peggy Agerton, Provost's Office; **Marvin Draper**, General Services; **Sang Hoang**, General Services; **Robert Hogue**, Building Maintenance; **Louis Magana**, General Services; **Jean Ritenour**, Law School.

20 Years

Renate Valois, Arts and Sciences.



Gary Dobson and Kathi Goldman were among the dozens of employees who "put on their dancing shoes" at the Employee Picnic.



Shelly Barnes and Jack Boyce boogie to the music of Al Turner and the KSON Flatbed Show.



Gus Barradas and friends take a break in the shade.

Picnic enjoyed by many

A change of scenery and a lively country western band helped make July 27's sixth annual Employee Appreciation Picnic a hit.

Helen Picado, secretary for **John McNamara**, vice president for university relations, was named the 1990 Employee of the Year (see related story). Runner-up honors went to **Tony DeSousa**, custodian, Dining Services, **Sostenes Saldana**, lead custodian, University Center and **Judy Sandman**, housing assistant, Student Housing.

Picado received a \$200 gift certificate and her name will join those of past winners engraved on a plaque in

Maher Hall. Picado and the runners-up will be honored at a luncheon in December with **President Author E. Hughes**.

Kathi Goldman, president of the Staff Employees Association, presented the Administrator of the Year Award to **John Sutherland**, director of publications.

The following employees correctly identified all of the campus locations pictured in the employee photo contest: **Myra Amerson**, **Jose Briseno**, **Celeste Weinsheim**, **Therese Whitcomb**, **Feliz Leyva**, **Pedro Servin**, **Santos Rodriguez**, **Richard Gaby**, **Patricia Shaffer**, **James Bailey** and **Melvin Draper**.

Around the Park

Shelly Barnes from the Print Shop reminds all employees who have family members currently in Saudi Arabia to tie red, white and blue ribbons around a tree or some place visible outside the home. "We need to show the soldiers that they have our support and that we are thinking of them"...

Helen Finan reports that the "quiet of summer" never arrived for some members of the School of Education. **Dr. Phil Hwang** and **Mrs. Clarene Saarni** visited the Soviet Union during the first two weeks of August. They were glad to be back in San Diego after experiencing food shortages and cold bread and potato breakfasts while abroad... **Evelyn Hanssen** visited relatives in southern Norway and attended a conference of the World Congress of International Reading Association held in Sweden in July... Welcome to **Guadalupe "Suchi" Ayala**, who is secretary to **Dean Ed DeRoche**, and **Enriqueta "Queto" Sullivan**, a new member of the teaching staff at the Manchester Family Child Development Center.



Campus Ministry's **Sr. Carlotta DiLorenzo** reports that **Mary (McCabe)** married **Roger Hasset** at Founders Chapel on Aug. 25. **Roger** is a teacher at University High School.

Peg Lee from Advancement Services sends the following: **Susie Woodward** recently announced her engagement to **Georg Fuhs**... **Alicia Buenrostro** recently returned from a trip to Guadalajara, Mexico... **Georgette Grimes**, who retired last June, is back to help test the new computer system. Welcome back **GG!**... **Dennis Bates** choreographed and danced in the J.C. Penney Fashion Show at Bonita Plaza... **Marilyn Hiskett** and her husband, **Chaplain Walter Hiskett**, recently entertained 50 chaplain can-

didates at their Tierrasanta home... Welcome to **Diane Deerman**, a recent San Diego State graduate who has joined Advancement Services... **Cindy Daniels** vacationed earlier this year in the Philippines with members of her church... **Pat Lee** and her husband, **Jerry**, vacationed in Montreal and Toronto, Canada this year... **Sharon Adams** from Housing informs

us that she recently traveled to Kalispell, Mont., for her son's wedding and that **Andy Basque** spent three weeks in Egypt riding camels... Happy Birthday this month to the following employees: **Jack Adams, Shelly Barnes, Eren Branch, Alicia Buenrostro, Tom Burke, Elizabeth Carroll, Patricia Comeau, Lisa Daly, Mary Diesfield, Helen Finan, Marjo Gray, Don Johnson, Roger Manion, Danny Marines, Jimmie Mathie, Bill Munz, Paul Oesterle, Marilyn Ramsey, Diane Riley-Rutan, Conley Robinson, Holly Romo, Judith Sandman, Linda Scales, Palma Scheumack, Darlene Smith, John Sutherland, Greg Zackowski.**

New hires, promotions

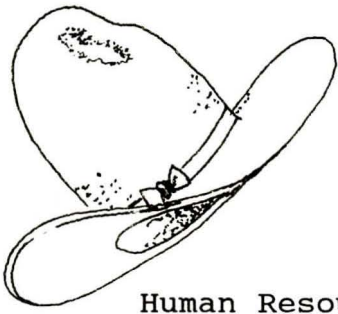
Welcome to the following employees who recently joined the USD community:

Yolanda Perez Abitan, senior computer operator, Administrative Data Processing; **Guadalupe X. Ayala**, secretary, School of Education; **Robert George Boucher**, plumber, Building Maintenance; **Nilsa A. Clark**, secretary, LLM Program; **Joseph Edward Espinoza**, clerical assistant, Controller; **Karen Lynn Greene**, administrative/executive assistant, Prospect Research; **Carrol Yvette Holmes**, clerical assistant, Financial Aid; **Mary Showalter Hudgins**, secretary, Graduate Admis-

sions; **Cindy Ann King**, administrative/executive assistant, Foreign Program; **Alejandro Lailson**, maintenance mechanic, Building Maintenance; **Brian Douglas Lavin**, clerical assistant, Bookstore; **Sherrill Doree Lindstrom**, clerk, Naval ROTC; **Virginia Marie Lira**, clerical assistant, Financial Aid; **Jan Dagmar Martinez**, cook, Main Dining; **Alison J. Meyer**, clerical assistant, Special Events; **Janey Middleton**, clerical assistant, Dean, Arts and Sciences; **June Robak**, housekeeper, Housekeeping Services; **Diane Elizabeth Rohmer**, secretary, Lawyers Assistant Program; **Manuel Galicia Sandoval**, gardener, Grounds and Maintenance; **Raul Viramontes**, gardener, Grounds and Maintenance.

Congratulations to the following employees who recently received a promotion:

Carmen M. Decordova, from clerk to clerical assistant II, Controller; **Astrid Diaz**, from secretary I to secretary II, Graduate Admissions; **Sixto Gomez**, from gardener I to gardener II, Grounds and Maintenance; **Jose R. Gonzalez**, from gardener I to gardener II, Grounds and Maintenance; **Hannah M. Kinney**, from clerical assistant II to administrative/executive assistant, Academic Computing; **Isabel C. Oliveira**, from custodian I to custodian II, Custodial Services.



**STAFF EMPLOYEE RECOGNITION PICNIC
SURVEY**

Human Resources is committed to having everyone enjoy the annual picnic.

YOUR INPUT IS VALUABLE!

Please complete the following survey and return it to Human Resources by September 30, 1990. Look for the results in an upcoming issue of the Alcala View.

1) Did you attend the 1990 Staff Employee Picnic? yes___ no___

If no, why not?_____

2) The goal of the picnic is to recognize staff employees' contribution to the University, to provide an arena for the presentation of service and recognition awards, and to have fun. What do you think we can do to better achieve these goals?_____

3) What did you enjoy most about the picnic? _____

4) What, if anything, did you not enjoy about the picnic? _____

5) The 1990 picnic had a Western theme, what other themes would you recommend for future picnics?_____

6) What type of entertainment would you suggest?_____

7) What kind of food would you like to have served?_____

8) What type of group activities would you suggest?_____

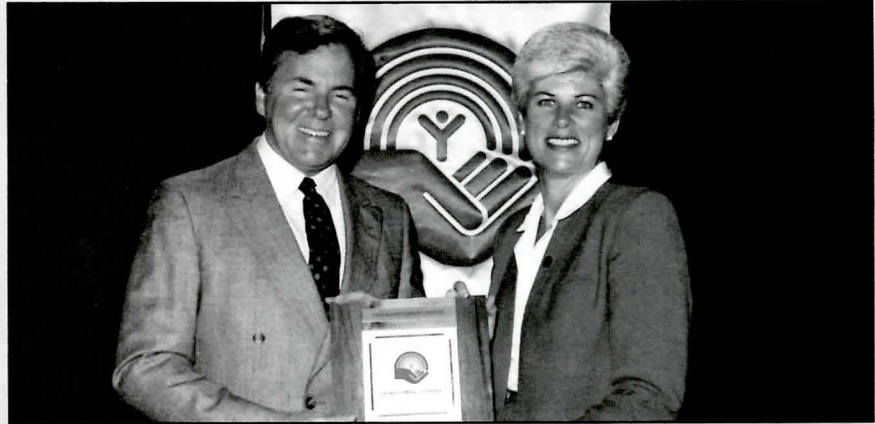
Comments:_____

(For additional comments please use other side)

Lucky prize winners

The following employees were lucky winners in the door-prize drawings held by Human Resources and the Staff Employee Association at the 1990 Employee Appreciation Picnic:

Jerry Lee, dinner for two at the Old Spaghetti Factory; **Ana Schafer**, See's Candies gift certificate; **Maria Becker**, **Shelly Brown**, lunch for two in the Faculty/Staff dining room; **Michael Austin**, dinner for two at T.G.I. Fridays; **Paul Scott**, \$25 Fashion Valley gift certificate; **Lisa Zullo**, two passes to AMC Theaters; **Mark Lampe**, Stuart Anderson's gift certificate; **Dan Clark**, **Diane Rutan**, **Sabas Ballesteros**, **Amy Gualtieri**, ice cream for two from Dining Services; **Marcia Rathfon**, \$25 Bookstore gift certificate; **Dave McCluskey**, \$15 NYPD gift certificate; **Kathy Law**, free set-up and one hour of entertainment from Harmonica John; **Jose Perez**, **Neil Hoss**, two passes to Pacific Theaters; **Carol Harris**, Holiday Inn On-The-Bay two-night stay for two; **Lilian Flynn**, free trip from San Diego Harbor Excursion; **Robert Boucher**, Old Globe Theatre "Behind the Scenes" tour for two; **Steven Spear**, three-foot sub sandwich and soda for 18 people from Banquets and Catering; **Wilbur Lane** \$25 Earthquake Cafe gift certificate; **John Sutherland**, **Karen Green**, **Christie Billups**, **Pat Helm**, **Barbara Walsh**, **Doug Sanford**, **Joanne Brown**, **Judith**



Tom Cosgrove, associate dean of Student Affairs and director of the Hahn University Center, accepts a 1989 Achievement Award from the United Way, in recognition of USD's successful 1989 United Way/CHAD campaign.

Lewis, two passes for Mann Theaters; **Judy Rauner**, \$25 lunch at Moose McGillicuddy's Pub and Cafe; **Emma Sanders**, Chill and Grill from the Bookstore; **Carmen Barcena**, \$20 Corvette Diner gift certificate; **Chance Adair**, VIP pass and dinner pass for two to the Improv; **Kevin Buckley**, \$25 Natori's Hair Studio gift certificate; **Vince Fernando**, two discount coupons for the Cinderella Carriage Co.; **Jeanne Schell**, dinner for two at El Tecolote Mexican Restaurant; **Sharon Adams**, two tickets to the San Diego Chargers vs. Dallas Cowboys preseason game.

Passages

Births

A son, Oliver Thomas, to **Tom Van Zant**, controller, and his wife, Sandy,

on Aug. 15. Baby Oliver weighed in at 7.5lbs and is 22 inches tall.

A son, Brian Alexander, to **Dr. William Utesch**, assistant professor of education, and his wife, Caroline, in mid-July.

A daughter, Danielle Nicole, to **Sabas Ballesteros**, telephone technician, Telecommunications, and his wife, Blanca, on June 30.

Death

Elsie Dicks, mother of **Donna Dinan**, manager, Capital Campaign office, in August.

Lunch-time alternatives

Looking for an interesting alternative during the lunch hour? Human Resources' **Calista Frank** has two suggestions that may fit the bill.

All employees are invited to join Campus Ministry's **Sr. Carlotta DiLorenzo** on Wednesday, Sept. 12 in Hahn University Center 220 for a lunch-time Bible study.

The Bible studies will be held every Wednesday until Nov. 14. Just bring a bag lunch and join your co-workers.

For all mothers-to-be and working moms at USD, there will be a working moms lunch Sept. 18 at Tio Leos restaurant (on Napa St.). The lunches will be held on the third Tuesday of every month. Join your fellow moms for a supportive lunch hour.

For more information on the Bible study or the working moms lunch, call Frank at ext. 8761.

Alcalá Park Answers

In an effort to better serve the needs of USD employees, the Alcalá View will be running a "Question and Answer" column. Please feel free to submit any questions you may have regarding USD history, policy or folklore. The Alcalá View staff will do its best to answer any question that is submitted.

Q: Is it true that the Faculty/Staff Dining room is open only to administrators and faculty?

A: No. The Faculty/Staff Dining room is open to all USD employees.

If you are "brown-bagging" it, you are welcome to eat there too.

Q: Is there any truth to the rumor that Raquel Welch was the model for the statue of Blessed Mother atop the Immaculata?

A: No. According to **John Trifiletti**, director of alumni relations, and **Dr. Iris Engstrand**, professor of history, Raquel Welch was NOT the model for the statue.

Please submit any questions to the Publications Office, Maher 274.

Coming Up

September

14 Friday

Institute for Quality and Productivity executive session. Sponsored by Industries in Partnership with USD and SDSU. 7 a.m.-1:30 p.m., La Jolla Marriott. Fee. 260-4644.

Soccer vs. University of Washington. 7:30 p.m., Torero Stadium. Fee. 260-4601.

15 Saturday

Football vs. Claremont McKenna College. 7:30 p.m., Torero Stadium. Fee. 260-4601.

16 Sunday

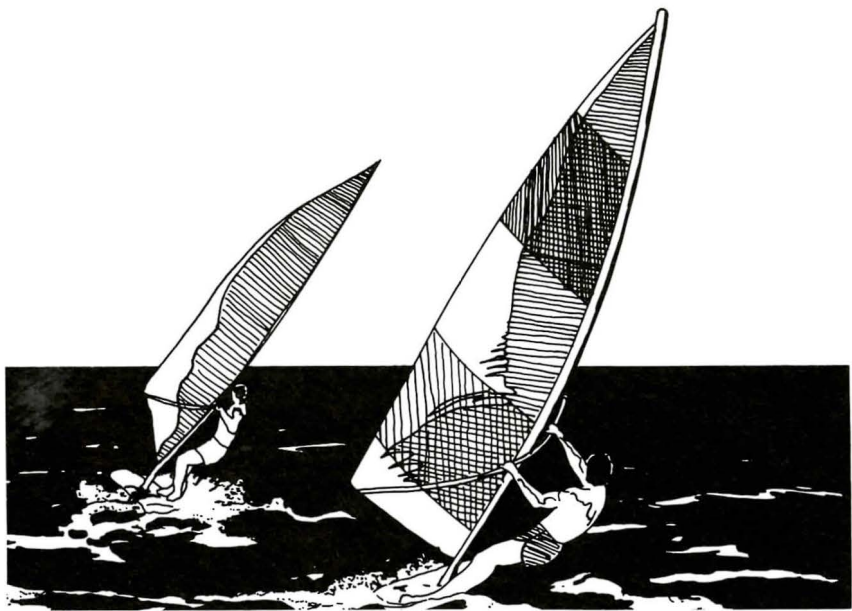
Institute for Christian Ministries workshop. "John: Gospel of the Incarnate Word." Rev. Jack Lindquist. 7-9:15 p.m., Church of the Incarnation, 16889 Espola Road, Poway. Continues Sundays through Nov. 4. Fee. 260-4784.

Soccer vs. Cal State Northridge. 2 p.m., soccer field. Free. 260-4601.

21 Friday

Photo exhibit. "Xicotencatl: Portrait of a Community." Black and white photos by Fred Gonzales of the faces and spirit of one colonia in Tijuana. Continues through Oct. 12. 9 a.m.-5 p.m., weekdays, Founders Gallery. Free. 260-4600, ext. 4261.

Soccer vs. Seattle Pacific University. 5 p.m., Torero Stadium. Fee. 260-4601.



22 Saturday

Women's volleyball vs. alumni. 3 p.m., Sports Center. Free. 260-4601.

23 Sunday

Soccer vs. Cal State Fullerton. 3:30 p.m., Torero Stadium. Fee. 260-4601.

28 Friday

Business Update Fall Breakfast Series. "The Economic Outlook." Dr. Charles Holt, associate professor, economics. 7:30-9 a.m., Manchester Executive Conference Center. Fee. 260-4585.

Women's volleyball vs. Pepperdine University. 7:30 p.m., Sports Center. Free. 260-4601.

29 Saturday

Linda Vista Fair. Parade, noon, opening ceremonies, 1 p.m. Live entertainment, food, exhibits and fireworks. Linda Vista Road between Comstock and Ulric streets. Free. 565-8259.

Women's volleyball vs. Loyola Marymount University. 7:30 p.m., Sports Center. Free. 260-4601.

Football vs. University of Redlands. 7:30 p.m., Torero Stadium. Fee. 260-4601.

October

3 Wednesday

Soccer vs. U.C. Berkeley. 4 p.m., Torero Stadium. Fee. 260-4601.

6 Saturday

Women's volleyball vs. Santa Clara University. 7:30 p.m., Sports Center. Free. 260-4601.

7 Sunday

Parents Weekend. Activities designed to introduce parents of current students to USD. Continues Monday, Oct. 8. Fee. 260-4808.

Send calendar items to Judy Barnes, Publications, Maher Hall 274.



**Publications Office
Maher Hall
Room 274**