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Job sharing, part-time work: Two answers for working moms

By Jacqueline Genovese

When Human Resources' Calista Frank gave birth to her daughter Katelyn, she knew she didn't want to leave her child and return to work full time. Fortunately for Frank, her boss, Dr. Judith Munoz, agreed to a job-share arrangement in which Frank could work part time.

"It's the best of both worlds," Frank explains. "I am able to spend time with Katelyn and get satisfaction and enjoyment from my work."

Job sharing is not a new concept at USD. Back in 1975, Provost and Vice President Sr. Sally Furay specifically created a secretarial job-share position in her office and then in the Career Planning and Placement Office.

Debbie Gough, now assistant provost, worked in the secretarial job-share position for six years. "Job sharing wasn't that common back then," Gough says. "And it was a perfect situation for me, because I was re-entering the work force after staying home with my children."

Linda Scales and Barbara Burke have co-directed USD's Office of Career Planning and Placement for the past 13 years. "Thanks to Sr. Furay, I was able to have a professional life while I was raising my family," Burke says. "I was able to work and still be at home when my children got home from school."

Burke and Scales, who describe their working relationship as "beautiful and very special," have altered their schedules throughout the 13 years as their individual needs and the needs of the office changed. They started out working half-days, then half-weeks, and now they are both three-quarters time. "It is very important in a job share to work with someone who complements you and with whom you can communicate well," Scales says. A strong support staff is crucial too, she adds.

For other working moms at USD, job-sharing and part-time jobs have been the answer to often difficult dilemmas. Susan Jarrold, former staff supervisor in accounting, planned to return to work full-time after her son Ryan was born in February. But being separated (Continued on next page)
Basketball battle

The Dallas Cowboys vs. the Washington Redskins. Muhammad Ali vs. Joe Frazier. The New York Knicks vs. the Boston Celtics. These are just a few of the great rivalries that have developed over the years in the world of sports. And the Greater San Diego Sports Association hopes to add one more to the list: USD vs. SDSU.

To promote that rivalry, the association is sponsoring a basketball doubleheader Nov. 27 at the San Diego Sports Arena. The USD Toreras will face the SDSU Aztec women at 4:30 p.m. and the men’s teams will square off at 7 p.m.

There will be a concert following the doubleheader, featuring the groups Wiretrain, Too Much Joy and Darling Buds.

General admission tickets are $9 and $7, and student tickets are $3 before the games, $5 the day of the doubleheader. Tickets are on sale at the Hahn University Center ticket office. For more information, call ext. 4803.

USD security officers are deputized

University campus violence is on the rise nation wide. The recent student murders on the University of Florida campus in Gainesville are the latest evidence.

In a response to the trend, USD President Author E. Hughes last spring called for an examination of the university’s Department of Public Safety and Security.

The university hired John Carpenter, director of public safety at San Diego State University, and a respected law enforcement expert, to evaluate USD’s system.

"John is nationally known and respected for his expertise in this area," explains Don Johnson, USD’s director of public safety. "He conducted exhaustive interviews with hundreds of people on campus, from the officers to students to faculty members."

Carpenter’s final report recommended that USD change its security department from a private force to a police department recognized and sanctioned by the state of California.

The university accepted Carpenter’s recommendation and now the Department of Public Safety is working to fulfill the preliminary requirements necessary to become a police department.

One of the first changes is readily noticeable. The blue-and-white squad cars bearing the words "University Police" have replaced the pick-up trucks formerly used by officers. Other, not as noticeable requirements will occur:

* Each officer must undergo a 5 1/2 hour written and oral psychological test given by a police psychologist.
* Each officer must undergo a complete background check with the Department of Justice and the FBI.
* Each officer must complete 550 hours of training at a recognized police academy.
* Each officer must complete 120 additional hours of training each year in all areas of law enforcement.
* Each officer must complete 32 hours of training with university-supplied firearms.

Starting in January, USD’s officers will sport a new look. Their uniforms will change to dark navy blue and their badges will change to state of California peace officer badges.

Working moms (Continued from page one)

from her son for 10 hours a day was heartbreaking for Jarrold. So when a part-time position became available in Student Accounts, Jarrold applied for and got the job.

Even though the move was essentially a "demotion," Jarrold has no regrets. "It wasn’t a hard decision to make for me. It was a matter of priorities. I can work for the rest of my life, but my son is young only once."

Frank says that job sharing, flex-time, and at-home offices are ways in which businesses today are coping with a changed work force. "In the '90s we’ll see more and more working mothers entering or re-entering the work force," she says.

Frank also points out that not all jobs at USD are open to job sharing, part-time or flex-time arrangements. "Each department has different needs," she explains. "What works for one department may not work for another."

Passages

Congratulations to the following employees who celebrate employment milestones this month:

5 years
Carol Harris, Administrative Data Processing; Rennie Block, Continuing Education; Manuel Daluz, Custodial Services.

10 years
Lanny Bragg, Telecommunications; Diane Riley-Rutan, Law School; Mercedes Bennett, Controller; Thanh Tran, Transportation.

15 years
Verna Dennehy, Law School.

20 years
Liz Aleman, Physical Plant Administration; June Aleman, Telecommunications.

Birth
A son, Matthew Richard, to Cynthia Putco, secretary, History Department, and her husband, Jim, on Oct. 7. Baby Matthew weighed 7 lbs. 9 oz, and was 13" tall.

Death
John Finan, husband of Helen Finan, faculty secretary, School of Education, on Sept. 26.
Staff Employees Association (SEA) update

Kathi Goldman, president of the Staff Employees Association (SEA), invites all employees to the November 21 meeting of the SEA. The following is an excerpt from the minutes of the September and October meetings:

New Staff Pay Structure: Many employees have not received information regarding the new pay structure that went into effect Oct. 22. All staff employees not aware of the changes should request the information from their supervisors. Any questions/complaints can be made directly to Jack Boyce, vice president of financial affairs.

1991-92 Budget Committee: Kim Parks, treasurer of the SEA, was elected to represent the SEA at all budget meetings.

Treasurer's Report: Previous balance of $190.38 was increased by a deposit of $104.40 from the last 60/40 drawing. One deposit of $304 and one expenditure of $320 for Padre tickets, bringing the new balance to $278.78.

SEA Cookbook: Is in the typing stage. Will be ready in December.

Staff Scholarship: Susan Burke distributed a survey to SEA members exploring the possibilities of establishing a scholarship for a child of a USD staff employee.

Nominating Committee: A nominating committee was formed for election of new SEA representatives.

SEA Constitution: Was reviewed and amended. It will be presented to Dr. Hughes.

Don’t forget to sign up for benefits during open enrollment

Human Resources will hold open enrollment for health benefits Nov. 12-21 in the Maher Hall dining room.

Employees should know that the university dropped Northwestern National Life Insurance as one of its insurance carriers because the firm planned a 30 percent increase in rates this year, says Vicki Coscia, compensation and benefits manager.

A combination of plans offered by Prudential Insurance Company will replace Northwestern. Prudential offers broad benefits at the more reasonable cost for employees.

YOU MUST GO THROUGH OPEN ENROLLMENT IF:

1. You currently have Northwestern Medical/Dental and or Aetna CHOICE Medical insurances.
2. You want to change medical/dental plans.
3. You want to add/delete dependents to/from your coverage.
4. You had coverage or waived coverage in 1990 and want to waive coverage in 1991.
5. You currently don’t have coverage and you want coverage in 1991.
6. You want to continue or start a health and/or dependent reimbursement account(s) in 1991.

For more information, call Human Resources at ext. 8764.

Around the Park

Grace McElhaney from the Sports Center reports that the USD soccer team, coaches and 13 assorted tag-alongs — including McElhaney, Nina Lococo of the Admissions office and Andy Berg from Intramurals — spent two weeks in July and August touring Ireland and England. The soccer team gained experience as well as memories to last a lifetime.

Happy Birthday this month to:

New hires, promotions

Welcome to the following employees who recently joined the USD community:
Elaine V. Atencio, secretary, Prospect Research; Caroline T. Balzer, secretary, Development; Joanne C. Cote, faculty secretary, School of Business Administration; Susan J. Doherty, secretary, Deli; Janet J. Hesseltine, administrative/executive assistant, Academic Services; Jeanette L. Johnson, clerk, Undergraduate Admissions; Maria S. Lynch, secretary, Law Admissions; Dinyar J. Mehta, technical assistant, Legal Research Center; Lea K. Myrick, secretary, Controller; Laura R. Nottoli, secretary, University Relations; Timothy P. Rangel, baker, Main Dining Room; Eric J. Rothgeb, binding technician, Printing and Duplicating; Eldrin B. Rowe, secretary, University Services; Elizabeth M. Sotelo, secretary, Academic Computing; Sally D. Weegar, clerk, Naval ROTC; Andrew D. Westfall, clerical assistant, Registrar; Jacquelyn L. White, secretary, Grants and Contracts; Jeremy D. Worrells, duplicator operator, Printing and Duplicating.

Correction: The university's no-smoking policy will go into effect Jan. 1, 1991, not Nov. 1, 1990, as reported in the October Alcalá View. Smoking will not be permitted in any university buildings, vehicles, or enclosed spaces. Additionally, cigarettes and tobacco products will not be sold on university property.
Coming Up
NOVEMBER 1990

6 Tuesday

7 Wednesday


8 Thursday
Workshop. "Liability in the 90s." Judith Munoz, director, USD Human Resources and a representative from Catholic Mutual Insurance Co. 11:30 a.m.-1 p.m., Hahn University Forum. Ext. 4594.

Panel Discussion. "Redistricting." Sponsored by La Raza, USD Hispanic law student organization. 7 p.m., Hahn University Center, Forum A. Ext. 4342.


9 Friday
Seminar. Business Update series. "Implementing a Marketing Information System." Dr. Seth Ellis, assistant professor of marketing. 7:30 a.m., Manchester Executive Conference Center. $15. Ext. 4644.

Men's basketball vs. Athletes-in-Action. 7:30 p.m., Sports Center. Fee. Ext. 4803.

10 Saturday
Women's volleyball vs. St. Mary's College. 7:30 p.m., Sports Center. Fee. Ext. 4803.

13 Tuesday


16 Friday

Women's swim meet vs. Cal State Northridge, Occidental College. 2 p.m., Sports Center pool. Free. Ext. 4803.

17 Saturday


18 Sunday
Faculty concert. 4 p.m., Camino Theater. Fee. Ext. 2677.

19 Monday

Women's basketball team vs. Bulgarian national team. 7:30 p.m., Sports Center. Fee. Ext. 4803.

20 Tuesday
Men's basketball vs. Australian team. 7:30 p.m., Sports Center. Fee. Ext. 4803.

27 Tuesday
Women's basketball vs. San Diego State University. 5:30 p.m., San Diego Sports Arena. Fee. Ext. 4803.

Men's basketball vs. San Diego State University. 7:30 p.m., San Diego Sports Arena. Fee. Ext. 4803.

28 Wednesday

Carol Monday

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28 Wednesday

29 Thursday

30 Friday

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