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As Director of Liturgical Music, Annette Welsh '79, directs the university's student choir at masses and special events throughout the year. This fall, Welsh helped children from the St. Vincent de Paul Village for the homeless sing a song of hope.

Welsh Brings Hope to Homeless Kids

By Jacqueline Genovese

Annette Welsh says it all started out innocently enough.

One day this summer she received a call from a former USD student, Cliff Billmeyer, who works at the St. Vincent De Paul Village for the homeless in downtown San Diego.

"He called and said they needed help choosing a song for a public service fund-raising announcement they were planning," explains Welsh, who is USD's director of liturgical music.

"Choosing a song" soon evolved into "writing a song," and Welsh was asked to produce a piece that, among other things, could only be 30 seconds long and would be sung by 25 children at the Village.

Welsh says she was "pulling her hair out" for a week, trying to write the song. "I've written songs before, but never with such strict parameters. It had to include African dialect, a Latin descant and an English refrain, all in thirty seconds. That's not a lot of time!" she laughs. "It was a total gift from God that I was able to write it."

Welsh also counts the children she met at the shelter as special gifts. "Those children had every spirit you would not expect from kids in that situation. They were so warm and accepting and friendly from the very beginning."

That's why being involved with the public service announcement was so good for them, Welsh says. "It gave these children a feeling of worth because they were doing something to help themselves. They felt like they were making a contribution to their families."

Welsh only had three weeks to prepare her charges for the production. "That was a challenge, because I never had the same 25 children, and only a few of them had ever sung in a choir before," Welsh says.

After three weeks, the children went to a recording studio to record the song, and then to an empty warehouse in Logan Heights to film the commercial. "All of the services — the recording and the filming — are being donated," Welsh explains. "The filming was quite an experience! I didn't realize how much goes into producing a commercial."

The public service announcement will air on several local stations during the month of December. "My hope is that this will put a face on homelessness for people. They will see that these children are no different from their children. They deserve the same chances that other children get," Welsh explains. "It was an inspiration to me to see their joy and excitement, despite their situation."
### Benefit Briefs
**By Vicki Coscia**

**Medical Subsidy:** Employees with a family income of $25,000 or less may be eligible for a dependent medical subsidy. Employees must file for their medical subsidy each year. The application form and a copy of the employee’s 1991 1040 tax form must be received by Human Resources on or before Dec. 11, 1992 to be effective by Jan. 1, 1993. For late applications, subsidy benefits will start the first of the month from when the application was received.

The monthly subsidy rates for 1993 are: income less than $16,000, one dependent, $113, two dependents, $231; income between $16,000-$22,999, one dependent, $103, two dependents, $216; income between $23,000-$25,000, one dependent $83, two dependents, $166.

**Tuition remission** benefits are not available for Intercession. We will not know if benefits will be available for summer classes until late March or April. Deadlines for 1993 Spring Tuition Remission application forms are: Undergraduate, Jan. 27; Graduate, Feb. 2; Law, Jan. 8. Employees may be subject to a $60 late fee for applications received by Human Resources after the appropriate date.

Full-time students, currently enrolled or applying for admission in the fall of 1993, should review their eligibility for Financial Aid. If eligible, full-time students are required to file for Financial Aid/Law-Financial Aid before deadlines from January through March. The tuition remission benefits for full-time students will be restricted if the student is eligible for aid and does not file on or before the appropriate deadline. In this situation, the maximum number of units that will be approved for tuition remission benefits are: undergraduate, 11 units; graduate, 8 units; law, 7 units.

**Important:** full-time students who are applying for acceptance (Continued on page 6)

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### 1992 is Award-Winning Year for Cardenas

**Jose Cardenas,** (center,) says his bosses, **Rudy Spano and Carol Zorola** have been “wonderful and supportive.”

**By Jacqueline Genovese**

It’s been quite a year for **Jose Cardenas.**

In July he was named runner-up for the Staff Employee of the Year Award at the Employee Appreciation Picnic, and in August he was one of two individuals named Food Service Employee of the Year by the California Restaurant Association.

Cardenas says he was stunned by the awards. “I was in shock,” he says with a smile, “I said ‘Wow! What’s happening here?’”

What happened, says Director of Dining Services **Rudy Spano,** was that Cardenas’ hard work and dedication to the university over the past 13 years, was recognized. “Jose is one of the ‘silent partners’ at USD who daily make a difference in the lives of students, the staff and the faculty,” Spano says.

“Working behind the scenes, Jose helps make USD the truly unique community that it is.”

Cardenas also brings a winning philosophy to the job. “If somebody needs help, I always try my best to help them,” he says. “I don’t like it when people say ‘That’s not my job.’ We should help each other out.”

Cardenas started as a custodian in Dining Services, and worked his way up to pantry cook, cook and finally lead cook for the breakfast and lunch shifts in the Main Dining Room. He says he appreciates the chances USD has given him over the years. “When the job for pantry cook came open, they called me in to ask me if I would be interested in it,” he remembers. “I was scared, because it was a lot of responsibility. But I decided to accept it.”

As lead cook, one of Cardenas’ responsibilities is ordering all the food for the some 1,200 daily meals served in the Main and Employee Dining Rooms. When asked if he ever worries that he might order too little or too much, Cardenas laughs and explains that he never really panics. “My first job in America was in the kitchen at the Naval Base on Point Loma. My boss, Jose Lopez, was always very calm, he never panicked. He was a great teacher.”

If he does start to panic, Cardenas adds, there’s somebody on hand who will remind him not to worry — his mother, **Lupe.** A Dining Services employee for the past 20 years, Lupe currently works in her son’s area as a cook. “My mom doesn’t hesitate to tell me if she thinks things can be done another way,” Cardenas laughs.

Away from Alcala Park, the father of three likes to spend time with his children and perform odd jobs around the house. He says he and his wife, Elena, enjoyed traveling to San Francisco to receive the California Restaurant Association Award this summer. “We had never been to San Francisco, and we never go anywhere without the kids, so that was a neat trip for us,” he says with a smile.
Holiday Round-Up

Catch the Christmas spirit and join your fellow employees at the various holiday happenings around campus:

President’s Holiday Reception
President Author E. Hughes and his wife, Marge, invite all employees to a holiday celebration on Thursday, Dec. 10 from 2-5 p.m. in the Hahn University Center Forum. For more information call Esther La Porta at ext. 4690.

Campus Ministry
Giving Tree
You can help make Christmas a joyous occasion for some of San Diego’s disadvantaged children by participating in Campus Ministry’s Christmas gift collection. Please label the gift, including what the gift is and the appropriate age and gender of the child, and place it under the Christmas tree in the Hahn University Center. For more information, call Sr. Carlotta DiLorenzo, CSJ, at ext. 4485.

Advent Mass
Join the Campus Ministry staff for the Dec. 6 Advent Christmas Mass in the Hahn University Center Forum. Mass will be followed by the lighting and blessing of the Christmas tree. There will be punch and cookies following the Mass. For more information, call Sr. Carlotta at ext. 4485.

Candlelight Mass
The USD community is invited to share in this beautiful tradition on Dec. 16 at 10 p.m. in Founders Chapel. For more information, call ext. 4485.

Christmas Concerts
Come listen to your fellow employees as the USD Community Choir presents “A Festival of Lessons and Carols” featuring Britten’s “A Ceremony of Carols” on Dec. 11 and 12 in Founders Chapel at 7 p.m. For more information, call Monica Wagner at ext 4936.

New Hires, Promotions
Welcome to the following employees who recently joined the USD community (the following list reflects the months of September, October and November):

- Laura Basile, nurse practitioner, Health Center;
- Julie Bays, secretary, Student Affairs;
- Tracy Brooks, secretary, Law School;
- Lanita Buchanan-Walker, secretary, Athletics;
- W. Campbell, assistant professor, English;
- Richard Clark, cook, Banquets and Catering;
- S. Cole, secretary, Law School;
- Darryl Collins, assistant, Copley Library;
- Susan Craig, assistant teacher, Child Development Center;
- Catherine Crutchfield, faculty secretary, School of Nursing;
- Vanessa Deck, secretary, Graduate Admissions;
- Veronica Espinosa, secretary, Child Development Center;
- Niran Fatohi, assistant, Legal Research Center;
- John Forbes, theatre manager, Fine Arts;
- Robert Gordon, data processing assistant, Academic Computing;
- Valerie Goulart, secretary, Development;
- Tom Grant, operator, Telecommunications;
- Marilyn Green, clerical assistant, Continuing Education;
- Sheila Hammond, data processing assistant, Academic Computing;
- Alicia Hernandez, custodian, Custodial Services;
- Vivian Holland, secretary, Arts and Sciences;
- Marisa Hurtado, women's crew coach, Athletics;
- Anita Hyslop, visiting professor, Religious Studies;
- Rebecca Jaurigue, career counselor, Career Services;
- Emilie Johnson, unit leader, Deli;
- Tara King, secretary, Paralegal Program;
- Christina Landavazo, secretary, Athletics;
- Kutrina Lawrence, clerical assistant, Controller;
- Elizabeth Limberg, program representative, Paralegal Program;
- Fred Markland, officer, Public Safety;
- Joanne Miller, officer, Public Safety;
- Cathleen Mumper, admissions officer, Graduate Admissions;
- Mary Nafarrete, clerical assistant.

(Continued on page 4)
New Hires
(Continued from page 3)

Jacqueline Nguyen, data processing assistant, Admissions; Walter Rauschenbush, visiting professor, Law School; Rufus Rencher, systems administrative assistant, Administrative Data Processing; Julie Roloff, bindery operator, Printing and Duplicating; Trong Nguyen, assistant director, UC Operations; Deni Strand, cashier, Bookstore; Paciano Tovar, custodian, Main Dining Room; Katherine Vargas, assistant director, Law School Career Services; Josie Vella, secretary, Institutional Research; Betsy Weiss, clerk, Financial Aid; Richard Welch, library assistant, Copley Library; Amy Wertzberger, administrative secretary, Development; Frances Zupko, unit leader, Main Dining Room.

Welcome to the following employees who have joined USD as assistant professors: W. Campbell, English; Russell Fuller, Religious Studies; Richard Gonzalez, Biology; Sarah Gray, Marine/Environmental Studies; Ronn Johnson, School of Education; Venita Kelley, Communication Studies; Seyyed Vall Nasr, Political Science; Ann Pirruccello, Philosophy; Thomas Smith, Law School; Ahmer Karim, Scott Kunkel, Gary Schnelder, Donn Vickrey and Barbara Withers, School of Business.

Congratulations to the following employees who recently received a promotion or reclassification: Julie C. Ebreck, from faculty secretary to administrative secretary, Law School; Andrea M. Letzring, from administrative assistant to library assistant, Copley Library; Marguerite A. Peoples, from media assistant D to media assistant E, Media Center; Louis B. Rivera, Sr. from bindery operator to bindery supervisor, Printing and Duplicating; Doug Stalb, from

(Continued on page 6)

Holiday Wishes Around Campus

Here's a look at what some of your fellow employees are wishing for this holiday season:

Jackie White, Grants and Contracts, “A better tomorrow for the youth today.”
Jim Pehl, Accounting “A Merry Christmas to all USD employees.”
Cynthia Putko, History, “A green minivan.”

Ted Geddes, Physical Plant, “I wish my car registration and insurance weren’t due that week.”
Mimi Labrucherie, Copley Library and Sheryl Loree-McAtee, University Relations, “I wish for more hours in the day.”
Jean Pehrsson, Mathematics, “Sheepskin seat covers for my car.”
Janey Middleton, Dean’s Office, Arts and Sciences “I wish love, peace and happiness for everyone now and in the new year.”
Skip Bailey, Financial Aid, “That my son Nathan could grow up in a world of peace and understanding.”
Yolanda Castro, Provost’s Office, “Inner-peace for everyone.”
Roman Keating, Public Safety, “To win the Lotto.”

Kily Jones, University Center, “Peace, patience and enough money to buy Christmas presents.”
Pat Watson, Human Resources, “That all my children come home for Christmas.”
Don McGraw, Provost, “A decrease in avarice and an increase in gentility.”
Jeff Jones, Academic Services, “A healthy economy and a good night’s sleep.”
Vidya Nadkarni, Political Science, “I want all my problems to go away.”
Mary Tavares, Bakery, “Happiness for my family, friends and everybody on earth.”
Debbie Gough, Provost, “A Provost that’s good for the university, who can carry the university forward as it has been carried so far.”
Martha Hernandez, Dining Services, “Health and Happiness for the next year.”
Tony DeSousa, Dining Services, “My four kids are married, and my wish is for them, that they stay healthy and they stay together. I also hope my wife feels better.”
Don Johnson, Public Safety, “Prosperity for USD.”

Halloween Spirits

Those cavewomen from the Print Shop, (left to right), Shari Turgeon, Carol Hawkins and Theresa Daniel won the group second prize in this year’s Halloween costume contest.

Student Accounts’ Jill Stutzman rolled to first prize for individuals.
Department of the Month

Payroll

The Payroll staff includes (left to right), Kathy VanHoe, Susan Pillsbury, Charles Moeller, Jan Tuomainen and Rosemary Lestyk.

1. Where is Payroll located?
   We’re in Maher Hall, room 104.

2. What are the functions of your department?
   We’re responsible for the payment of all university employee taxable compensation. We also pay the university’s retirement and insurance premiums, and federal and state tax deposits, and prepare the quarterly and year-end financial reports.

3. What is the biggest challenge your department faces?
   Our biggest challenge is in processing the biweekly and monthly payroll. To accomplish this, our office personnel must meet continuous, uncompromising deadlines without error. Our staff, which averages five years of university service, is able to meet this challenge.

4. How has your department changed over the last 10 years?
   Internal and external factors have had a direct impact on the evolution of our department. Ten years ago the university had 584 full-time employees. Today we have over 970. In addition to full-time employees, we have student and part-time employees.
   This October, some 2,300 employees were paid. Previously, we processed six distinct payrolls. Thanks to computerization, we have compressed that to two. Automation has also allowed us more flexibility in providing service to the university community. Employees have the option of direct deposit to as many as three accounts, and can participate in the university’s fund-raising efforts with payroll deductions.
   The introduction of BenUflex in 1989 and the increase of Federal and State regulations require us to continually modify our management information system.

5. What is one thing you would like the campus community to know about your department and its functions?
   Each person in our department handles specific problems, i.e. if you are paid biweekly, work in Dining Services, and need help, than you would call Rosemary.
   There are also some numbers we’d like people to know about. In 1991, we prepared over 3,600 W-2 forms, paid out over $40 million in compensation and $10 million in federal and social security tax, and processed approximately 3,700 checks each month.
   We are a support and service-oriented office and we encourage the USD community not to hesitate to ask any questions pertaining to their personal payroll information. It is important that employees know all payroll information is confidential, and is treated as so.

Employee Dining Room Menu
(Subject to change)

Tuesday, Dec. 1
Stuffed Cornish Hens
London Broil

Wednesday, Dec. 2
Steak w/Mushrooms
Fried Chicken

Thursday, Dec. 3
BBQ Baby Back Ribs
Lemon Rice Stuffed Sole

Friday, Dec. 4
Honey Glazed Chicken
Fried Perch

Monday, Dec. 7
Teriyaki Beef
Cheese Ravioli

Tuesday, Dec. 8
Baked Chicken
Polish Sausage

Wednesday, Dec. 9
Meat Loaf w/Gravy
Baked Cornish Game hen

Thursday, Dec. 10
Turkey a la King w/Puff Pastry
Stir Fried Ginger Beef

Friday, Dec. 11
Italian Beef
Zesty Perch

Monday, Dec. 14
Salisbury Steaks
Pork Mandarin Medallions

Tuesday, Dec. 15
Chicken Calvados
Beef Burgundy Tips

Wednesday, Dec. 16
Monterey Pork Chops
Shrimp Crepes

Thursday, Dec. 17
Turkey mole
Mexican Plates

Friday, Dec. 18
Pot Roast
Seafood Newburg
Poppyseed Noodles

* * * Employee dining room will be closed Dec. 21-Jan. 4. * * *
USD Takes Steps to Comply with Disabilities Act

This summer the university took initial steps to comply with the 1990 Americans With Disabilities Act.

In July, a survey of campus buildings built after 1978 was completed by Accessible San Diego, a non-profit organization that specializes in helping businesses meet the standards set forth in the act.

The company presented USD with a list of changes necessary to comply with the act. Those changes included providing accessible entrances to Camino and

Classifieds

For sale. 1/2 carat diamond engagement ring. $450. Call Cindy, ext. 2628.

For Sale. '83 Honda Civic, silver, 4 door. Very good condition. $1800. Call Judy, ext. 4684.

For sale. Health Master, exercise bicycle, model 8128 w/m. $100 or best offer. Call Dr. Oddo, ext. 4598.

Free to good home. A friendly rabbit. Call Cindy, ext. 2628.

For sale. One-way American Airlines airfare to Chicago O'Hare (seating availability only) to be used by 12/14/92. Call Veroncia, ext. 4620 or 281-2470 after 6:30 p.m.

For sale. Pattarino Madonnas. Call Mary at ext. 4761 or at 222-1684 after 5 p.m.

For rent. La Jolla shores, 1 block to beach. 2BDR, 2BA, patio, garage, fireplace. Fully furnished. No pets. $1300 per month. Call Betty, 454-7347.

Founders, and wheelchair accessible restrooms in those buildings. Roger Manion, director of Physical Plant, says the university will be creating a committee of students and employees to evaluate the survey. “We’re going to determine if any other conditions should be added to the list, and then prioritize the items.”

Manion says it will probably take two or three years to complete the changes. “Funding will come from the university’s operating budget, so we won’t be able to make all the changes at once.” For more information, call Manion at ext. 4660.

Passages

Births

A boy, Dominic Gerard, to Mary Rita Hassett, campus minister, Campus Ministry, and her husband, Roger, on Oct. 22. Baby Dominic weighed in at 6 lbs., 10 oz. and is 19½" long.

A girl, Michelle Rachel, to Mitchell Malachowski, associate dean, Arts and Sciences, and his wife, Beth Melargno '89 (MBA), on Nov. 10. Baby Michelle weighed in at 8 lbs., 6 oz. and is 20" long.

A boy, Nathan William, to Skip Bailey, student employment coordinator/financial aid counselor, Financial Aid, and his wife, Beverley Clendening, on Sept. 29. Baby Nathan weighed in at 7 lbs., 3 oz. and is 19 3/4" long.

Death

Julius Collins, father of Ed Collins, men's tennis coach, in November.

University of San Diego

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