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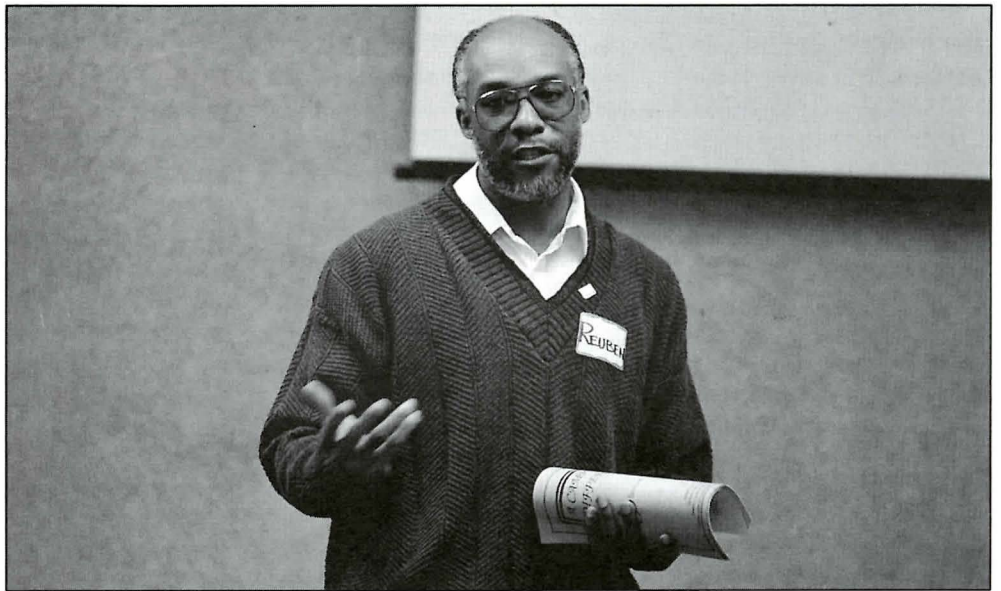
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# VIEW

University  
of  
San Diego

Employee Newsletter

Feb. 1993  
Vol. 9, No. 5



*Reuben Mitchell has been the main facilitator for the "Campus of Difference" diversity workshops taking place on campus.*

## Diversity Workshops Try to Open Eyes, Hearts

By Jacqueline Genovese

Last spring, USD began offering "Campus of Difference" cultural awareness workshops to its employees. The workshops are part of a \$1 million James Irvine Grant the university received last fall. The grant, which will be matched with \$665,000 by USD, helped launch a campus-wide project entitled "Institutionalizing Cultural Diversity."

So far, almost one-third of all USD employees have attended the full-day workshop. **President Author Hughes**, the four administrative vice-presidents, high-level administrators and the board of trustees were the first to participate in the workshop last winter.

In January, we sat down with **Reuben Mitchell**, director of the "Campus of Difference" program, and asked him about the program so far.

**How would you characterize campus response to the program?**

Overall, it's been very good. Of course, like anything else, we have people at both ends of the spectrum — people who say "this is a waste of time, I don't know why we're doing this," and those who say "this is great, why didn't the university do this sooner?" But most people are somewhere between those two viewpoints.

**Have the workshops gone the way you expected?**

For the most part, yes. We've had a few emotional reactions, people crying, people raising their voices. And that's good, that's part of what this is all about. I've also had people thinking that I am preaching, and they come away thinking I'm racist. I also see people connecting things all the time, and the light bulbs going on. I think a lot of people come into the workshop thinking this is just about race and ethnicity, but then they realize it's about other things too, like gender, age, language, etc. So it has affected different people in different ways.

**Have you experienced any unforeseen hurdles or obstacles?**

No. Not really. USD is really a wonderful and caring place and there are a lot of people committed to the idea of excellence and diversity, and they should be recognized for what they have already been doing. For example, **Mary Quinn**, an English professor, has been using Toni Morrison in her courses, and has been doing so for years. That has been a nice unforeseen benefit for me — being exposed to what other people on campus are doing in the area of human relations, and in some cases have been doing for quite some time.  
*(Continued on page four)*

## Benefit Briefs

By Vicki Coscia

### Happy new year!

**Splitting retirement contributions.** Effective Jan. 1, 1993 employees will be allowed to split their retirement contributions between two of the following investment companies; TIAA/CREF, Valic, and Scudder.

The basic plan is 2 percent from the employee and 10 percent from USD. This total of 12 percent can be split in the following manner — 100 percent to one investment company, or employees may choose to split between two companies, i.e. 50/50 or 70/30, etc.

Voluntary contributions, amounts above 2 percent, may be treated differently from the basic plan. Employees may elect to distribute 100 percent of their voluntary contributions to a second investment company — or they may split their voluntary contributions exactly as they did with the basic plan, using the same percentages and investment companies — or they may split their voluntary contributions between the same investment companies as the basic plan, but use different percentages

Splitting employee contributions is different from the actual investment choices you elect. Contact the retirement company directly to change your investment funds. Changing retirement companies, or the contribution rate, is done in Human Resources. Call Vicki, ext. 8764.

**Financial aid and law financial aid deadlines** are coming up soon for fall 1993. If you are or will be a **full-time student** in the fall and **eligible for financial aid**, you must file for aid before the appropriate deadlines. Watch for the notice and basic financial aid requirements in your campus mail at the end of January. Don't forget, if you are applying for acceptance as a full-time student and qualify for aid, you must file the financial aid forms by next month's deadline, or you will not be eligible for full tuition remission benefits.

**Important medical/dental membership service phone numbers:** Kaiser, 528-9687; PruCare, 457-4337; PruNetwork, 279-4211;  
(Continued on page four)

## Walsh Values Family and Church

By Jacqueline Genovese

Not many mothers are invited to their adult children's parties. Or their children's friends' parties.

But Barbara ("Babs" to her two daughters and their friends) Walsh is always invited when her children go out.

"I love being with my daughters and their friends," she says, eyes twinkling. "We laugh and talk, and have a grand old time. They're fun to be with... they don't take life so seriously."

Walsh, who is secretary to **Fred Brooks**, vice president for finance and administration, and who was named runner-up for the 1992 Staff Employee of the Year Award, is no stranger to the lighter side of life, either.

In high school, the El Cajon native was a member of a four-person band called the Aloha Sweethearts. "I played the Hawaiiin steel guitar," Walsh remembers with a laugh. "We wore sarongs and played for different service organizations." Rolling her eyes heavenward, Walsh exclaims, "You know, thinking about it now, I can't believe I did that!"

The genteel Walsh had an unusual job after high school, too. "I worked on an airplane assembly line as a deburrer," she explains. "My job was to remove these little pieces of metal from the parts with a knife. I worked with some pretty hard-drinking, tough talking women, too. That was an education of totally different kind!"

After a year on the assembly line, Walsh's father sent her to Woodbury Business College in Los Angeles (now an accredited four-year university).



Barbara Walsh

After earning an associate's degree, she returned to San Diego and worked for the president of San Diego State.

Walsh stopped working when her children, Sally and Wendy, were born, and returned to work part-time in 1972 at the Immaculata, and then at the Sacred Heart Catholic Church in Coronado.

Walsh, an adult convert to Catholicism, says, "For some reason, I have always liked working with people involved with the Church. For the past 20 years my professional and personal life have centered around the church."

With her children grown, Walsh decided to work full-time. She came to USD in 1980 and worked in what was then the Personnel Office.

In 1981, Jack Boyce, then the vice president for financial affairs, needed a secretary, so he asked Walsh if she'd be interested.

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Barbara Walsh (left) played with the "Aloha Sweethearts" in high school.

# Department of the Month

## Registrar's Office



The staff of the Registrar's office includes: (front row, left to right) Reuel Shivers, Susan Carrico, Nick DeTuri, (back row) Lisa Zullo, Kay Norton, Dorothy Haddow, Mary Robbins, Glenda Blain. (Not pictured, Andrew Westfall.)

### 1. Where is your department located?

Founders Hall, room 133 — service counter and reception area. Founders Hall, room 111 — work room and records vault.

### 2. What are the functions of your department?

The major functions of the office include: maintenance of all academic records, operation of the class reservation and registration system, certification of baccalaureate degrees, compilation and distribution of academic and demographic statistics for internal and external reporting, and providing transcript service for current and former students. We provide these services for all units of the university except the Law School.

### 3. What is the biggest challenge your department faces?

The large volume of work that must be done in a limited amount of time. We are always working to accomplish as much as possible without sacrificing accuracy and congeniality to students, faculty, administrators and staff.

### 4. How has your department changed over the last 10 years?

In the fall of 1982, 3,849 enrolled students were served by the Registrar's Office. Class registration consisted of a card-control system and an "arena" site that involved the lines of students everyone associates with college registra-

tion. In 1992, 5,028 enrolled students were served. Class reservation consisted of a computer-controlled system with students telephoning their class schedules directly to the administrative computer with a touch-tone phone that could be located anywhere in the world. That means no lines!

### 5. What is one thing you would like the campus community to know about your department and its functions?

The Registrar's Office can not function without the help and cooperation of the other campus departments. We thank you for your help and assistance in the past and look forward to working with all of you in 1993.

## Discount Tickets

Disneyland is celebrating the opening of Toon Town, the first new "land" in Disneyland in twenty years and Human Resources has a limited number of discount tickets available. Tickets are \$20, which is \$8.75 off the regular adult price and \$3 off the regular child's price. The tickets are good from Feb. 1 through March 14, 1993, excluding Valentine's weekend.

Sea World is also offering a special discount to USD employees. Coupons for 30 percent off the regular admission price are currently available in Human Resources. Call ext. 4594 for more information.

### Benefit Briefs

(Continued from page two)

Fortis, 1-800-800-2000 ext. 5645 or 5138; Western, 1-800-992-3366.

You may be eligible for a medical subsidy if you have enrolled your spouse/dependents in one of USD's medical plans and your family income is \$25,000 or less. Subsidy applications received after Jan. 10, will be reviewed and approved for benefits starting Feb. 1, 1993.

### Heartfelt Thanks

Our heartfelt thanks for your caring and loving words, your prayers and cards, and your support during the most difficult time of our lives, the loss of our son, Bob. USD is truly a special place with very special people. Again, our thanks and appreciation.

Pat and Hugh Watson  
and family

### USD Job Opportunities

You can read about USD job opportunities in the following locations: Career Services, Copley Library, Human Resources, Law School Administration, Legal Research Center, Physical Plant, Sports Center, University Center and the bulletin boards located near rooms F114, O329, CH337.

In addition, job information is listed on USD's 24-hour Job Line at ext. 4626, (off-campus 260-4626). For more information call Patrick Noma at ext. 8761.

### New Hires, Promotions

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

**William Anderson**, clerical assistant, Law School; **Debra Cohen**, administrator, Law School Graduate Program; **Adelle Dinnen**, administrative secretary, Deli; **Diane Dobson**, clerical assistant, Controller; **Cathrerine Hemry**, clerical assistant, Financial Aid; **Julie Hoyle**, professional, Law School Administration; **Kathleen Hughes**, administrative secretary, Grants and Contracts; **Patricia Kowalski**, assistant professor, Psychology; **Cynthia Lee**, assistant professor, Law School; **Leticia Martinez**, typeset/paste-

(Continued on page four)

## New Hires

(Continued from page three)

up artist, Printing and Duplicating; **Bill Meredith**, irrigation specialist, Grounds and Maintenance; **Linda Ornett**, administrative secretary, Career Services, Law School; **John Reed**, visiting professor, Law School; **Roxanne Vargas**, data processing clerk, Development; **William Vestal**, special services worker, General Services; **Sunnie Young**, administrative secretary, Educational Opportunity Program.

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

**Aimee D. Butcher**, from clerk A to clerical assistant, Development; **Carol Holmes**, from clerical assistant A to clerical assistant B, Financial Aid; **Johnathan Montgomery**, from data processing clerk, Development, to computer operator, Administrative Data Processing; **Jacquelyn White**, from administrative secretary B to executive-administrator (part-time), Grants and Contracts.

## Thanks For Your Contributions

The Social Committee of the Staff Employee Association would like to thank all employees who attended the SEA Christmas Open House and generously donated food, clothing and toiletries to the AIDS Foundation. Your donations were greatly appreciated.

## We Need You!

A number of Staff Employee Association building representatives are needed to fill the two-year terms vacated by outgoing representatives. Positions are available in all campus buildings. You will be asked to attend a one-hour monthly meeting and share SEA information with your co-workers. Deadline for nominations is Feb. 15. Please contact Ina Levy, ext. 4208 or Phil Plouffe, ext. 4577.

## Passages

### Deaths

Clemenpe Rivetti, father of Dr. **Dan Rivetti**, associate professor, School of Business, in December.

Robert Watson, son of **Pat Watson**, risk management coordinator, Human Resources, in December.

## Diversity workshops

(Continued from page one)

What do you hope the workshops will accomplish?

That people feel they can be heard and can be true to themselves. What I'm hearing from people in the workshops is, "You are at least listening to what I am saying, and I feel appreciated for who I am." People don't want to have to give up part of who they are to fit in or to feel comfortable here.

## Walsh

(Continued from page two)

Walsh says that working for Mr. Boyce was the closest she's come to a perfect job. "We were a great team," she says.

The feeling of admiration is mutual. In nominating Walsh for the 1992 Staff Employee of the Year Award, Boyce wrote, "Barbara is always willing to 'lend an ear,' and it is great to see so many of the younger mothers who come to seek her advice...Barbara, in her quiet way, has truly demonstrated her love for USD, and in my opinion serves as an outstanding representative throughout the USD community."

Away from Alcalá Park, Walsh enjoys exercising, golf, collecting original watercolors and is active with the Immaculata Parish Council, the Order of the Holy Sepulchre and Executive Women International.



University of San Diego

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Maher Hall  
Room 274

## Don't Miss These Great Programs

Human Resources has a lot to offer employees in the upcoming months.

Is time management on your list of new year's resolutions? Then don't miss "Time Power," a time management workshop presented by the Charles Hobbs Corporation in conjunction with Daytimers, on Friday, Feb. 5 from 8:30 a.m. to 12:30 p.m. This life-changing workshop is being offered at a tremendous savings over the cost of their public workshops. The \$30 cost (only a portion of the entire cost of the program) includes a three-month Daytimer planner.

Space is limited so reserve your spot now by calling **Calista Frank** at ext. 4594.

If financial management is also on your list of resolutions for 1993, then look no further. During the next two months Human Resources will be presenting the following lunch-time programs by the Financial Education Society, an independent organization of financial professionals:

Feb. 16, "Cash Planning"; March 5, "Investments"; March 16, "Tax Planning"; March 31, "Estate Planning."

These seminars are free, but you must call and reserve your spot.

Mercy Hospital will also be presenting a series of free lunch-time seminars. Coming up in February and March: "Making the Most of Your Personal and Professional Relationships," "Anger Control and Positive Thinking," and "Multiple Roles: Survival." For dates and locations call **Calista** or **Mireya** at ext. 4594.