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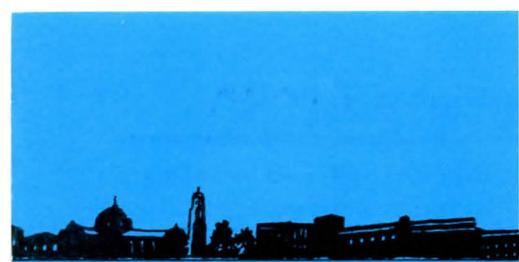
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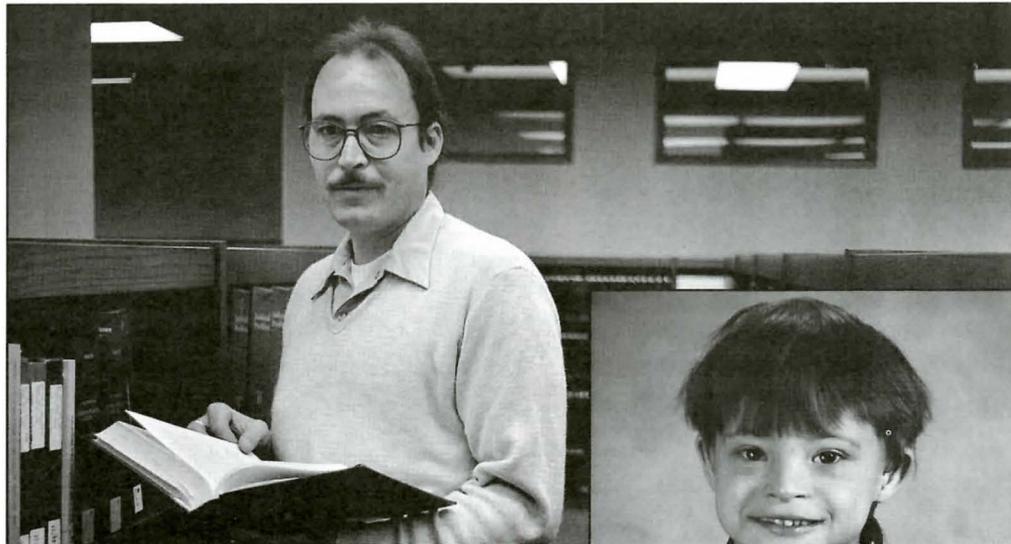
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# VIEW

University  
of  
San Diego

Employee Newsletter

Mar. 1993  
Vol. 9, No. 6



## Geddes Fights For Son's Right to Belong

By Jacqueline Genovese

When Ted Geddes saw his baby for the first time, his only thoughts were, "This is my son. This is my son."

Geddes, who is a lead person in General Services, and his wife of 12 years, Sandy, had tried for seven years to have a child, so in their eyes William Duane was a miracle.

That's why Geddes was so taken aback when doctors at Grossmont Hospital told him that he might want to think about putting his son in an institution.

William had been born with Down Syndrome, a genetic disorder characterized by varying mental and physical abilities, and a rare disorder of the anal tract which required an immediate colostomy and meant future major surgery.

None of this fazed Geddes, however. "There was nothing that they were doing in the hospital for William that we couldn't do at home," he explains. "I just looked at the situation and said, 'This is the way things are going to be, so let's deal with it as best we can.'"

Geddes and Sandy, who suffers from rheumatoid arthritis and is occasionally bed-bound, decided the best way to deal with the situation was to take charge of it. They began to read all they could about Down Syndrome and legislation involving the rights of children with disabilities.

"I was basically starting from ground

*Ted Geddes utilizes the Legal Research Center to keep up to date on disability legislation. Geddes hopes his son, William (above) will soon be part of a regular education classroom.*

zero," Geddes explains. "I didn't know what resources were out there for children with special needs. When I was growing up, people with disabilities were kept separate from the rest of society. Today, the motto of the Down Syndrome Association is that these children have the right to belong in society."

As the Geddes struggled with the difficulties of raising a child with special needs, they were faced with the harsh reality of how society views people with disabilities.

"I belong to a group of parents of children with Down's, and some of the things that happen to people, you just wouldn't believe," Geddes says, shaking his head. "People in the grocery store coming up and saying 'What's wrong with your kid?' Or people recoiling when they see a child's face. I know parents who aren't willing to go out in public with their child, for fear of how others will react."

But Geddes doesn't let what other people think stop him from telling people what he has learned from his son. "People with disabilities are no different than so called 'typical' people," he says. "They have the same wants and needs and desires."

*(Continued on page four)*

## Benefit Briefs

By Vicki Coscia

Effective Jan. 1, 1993, anyone who receives a distribution from a qualified retirement plan will be subject to a new IRS withholding requirement of 20 percent. Previously, it was the participant's responsibility to set aside part of his/her distribution to pay any taxes due at the end of the year. With the new law, the 20 percent will be withheld by the investment company and sent to the IRS to help cover the participant's tax liability. The term "taking a distribution" means actually receiving the money.

Because of the new law, you will no longer have the advantage of a 60-day grace period to take the distribution and decide what to do with it. If you receive payment from your retirement assets before age 59 1/2, you may also have to pay an additional 10 percent penalty tax for early withdrawal.

The good news is that under the new law, a Direct Rollover of your retirement assets into a "conduit" IRA or another qualified 403(b) plan that accepts rollovers is exempt from the withholding requirement. A conduit IRA is an IRA set up solely for retirement plan assets. The rollover must be done by direct transfer from one financial institution to another. By electing a direct rollover, your retirement assets remain tax-deferred until withdrawal.

You still have the option to take a distribution and then reinvest it within the 60-day period. If you do this, you will receive 80 percent of the total assets. To preserve any tax-deferred advantage, the new law requires that you reinvest the total amount before taxes — therefore you must add, out of pocket, the 20 percent that was withheld for tax purposes. Then, when you file your annual income tax return, you may be entitled to a tax refund. For more information, contact your TIAA/CREFF, Scudder or Valic representative.

VALIC representatives Kimberlie Sonnenberg and Brian Soloman are available to help you with your financial planning. Call ext. 4594 and leave a message. Brian or Kimberlie will return your call and set up an appointment.

# Results of University Survey Are In

By Trisha Ratledge

USD took a test of sorts recently to examine diversity issues on campus. The "test" — a survey of employees, students, alumni and trustees — focused on the campus climate and on the perceptions of different ethnic, religious and cultural groups on campus concerning multiculturalism.

Some 1,997 individuals, completed the survey. As can be expected, the surveys included comments ranging from pro: "I strongly agree with the idea of increasing cultural diversity at USD;" to con: "Multiculturalism is irrelevant to education...We are all part of the human race and should be respected for that alone."

The Catholicity of the university was used to argue both viewpoints: "As a Catholic institution, USD should do everything in its power to make the universality of the church a reality on the campus," said one respondent; "USD is a Catholic university. I feel that is a very integral part of USD and its mission statement. That will, to a certain extent, limit its diversity," said another.

The Irvine Grant project directors are using these comments and the survey results, along with individual interviews, to evaluate USD's environment and determine how USD should address multiculturalism currently through the Irvine Grant programs, as well as in the future.

"Even though the majority of respondents in each category indicated that USD holds positive value as an environment, it should be noted that large proportions could also recall incidents of discrimination toward themselves or others," says Cynthia Villis, Ph.D., dean of Academic Services and project director of the Irvine Grant assessment phase. This shows that though USD does have a supportive environment, there is work to be done, she says.

Though space does not permit a complete analysis of the survey questions and answers, highlights of the results follow:

### 1. Is USD perceived by its community to be a supportive and productive environment?

Administration answered "yes" most

frequently (80%), followed by faculty (79%) and professional staff (79%). Law students agreed least frequently (59%). Though some problems were identified in specific measures of support, it's important to note that the majority of respondents agreed that USD has a good working and learning environment.

### 2. Do/did you encounter difficulties in the university's multicultural environment?

Ethnically diverse respondents reported having more difficulties than Caucasian-American respondents. Generally, ethnically diverse law students reported the greatest number of difficulties, closely followed by ethnically diverse administrators. Trustees reported the fewest difficulties.

### 3. Should increased resources be directed toward multiculturalism?

Administrators agreed most frequently (95%) that multiculturalism at USD should be an important goal; while graduate students and alumni agreed least frequently (76% each).

### 4. How likely are you to leave USD?

From each subgroup, those most and least likely to break ties with the university are: students (before completing studies) — undergraduates (18%) most likely, law students (6%) least; employees — professional staff (58%) and staff (54%) most likely; administration (29%) least; and alumni and trustees, alumna (50%) most likely, alumni (34%) least.

### 5. What do you value about USD's campus environment?

Respondents rated from "strongly disagree" to "strongly agree" up to 20 separate statements concerning acceptance, academic compatibility, institutional integrity and spirituality. Among the findings, Caucasian-American undergraduates, law students, professional staff, faculty, administration, alumni and trustees indicated greater agreement with all statements regarding acceptance than did ethnically diverse members of the same groups.

For complete survey results, contact Academic Services at ext. 4655.

# Department of the Month

## Financial Aid



The office of Financial Aid staff includes (bottom row, left to right), Don Bambacht, Sister Dale Brown, Judith Lewis Logue, Vince Fernando, (middle row, left to right), Cathy Henry, Carolyn "C.C." Costanzo, Ruth Bygness, Carrol Holmes, Carol Lawrence, Maria Nelson (back row, left to right), Anne-Grethe Morris, William "Skip" Bailey.

### 1. Where is your department located?

202 Serra Hall. The Student Employment Office is next door in room 202C.

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

The Office of Financial Aid assists continuing and new undergraduate, graduate and paralegal students in securing the financial assistance they need to attend USD. Financial aid is made possible by federal/state programs, USD funds, and private donations. Students are offered scholarships, grants, part-time employment and/or long-term, low-interest loans. Financial Aid Advisors and Counselors work with students individually. In addition, we provide several useful guides to assist students and their parents. During 1992-93, approximately 2,800 USD students have received over \$28 million in financial assistance.

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

The financial aid application process is complex, and is tied to early deadlines. In addition, federal and state regulations regarding financial aid are constantly changing. We face enormous obstacles as we strive to simplify the financial aid application process for students and their parents, and at the same time, process large numbers of application within limited time restraints.

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

Applications for financial aid have increased significantly. In 1982-83, the cost of tuition and fees at USD was \$5160. Today it's \$12,260, and more students need assistance to attend USD. At the same time, the federal government has increased the amount of financial aid available in the form of long-term, low-interest loans, rather than grants or the Federal Work Study program. In 1982-83, loans borrowed by USD students totalled \$3.68 million. For 1992-93 that figure is \$9.2 million.

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

We serve the entire spectrum of USD students who feel they need assistance.

Also, there is a serious need for additional scholarship assistance. If you are aware of any privately funded scholarships that USD students can compete for, please call Judith Lewis Logue at ext. 4514. We are making every effort to identify scholarships that our students can use to replace long-term loans. We hope that more clubs and organizations will establish scholarship programs. So far in 1992-93, students have received \$549,000 in outside scholarships, with the average scholarship equalling \$2,300.

### 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:

**Father I.B. Eagen**, vice president, Church Relations; **Cynthia Lee**, assistant professor, School of Education; **John Reed**, visiting professor, Law School; **Linda Barnett**, clerical assistant, Legal Research Center; **Karen Bell**, clerical assistant, academic computing; **Douglas Pearson**, bindery operator, Printing and Duplicating; **Michael Shivers**, clerk, Development; **Noel Vazquez**, custodian, Custodial Services.

### Passages

#### Deaths

Richard Gene Hemry, father of **Cathy Hemry**, advisor, Financial Aid, in December.

Joan Macy, mother of **Dr. Gary Macy**, professor, Theological and Religious Studies, in February.

**Jack Guntly '92**, computer lab supervisor, Academic Computing, in January.

### Classifieds

**For sale.** Solid oak cocktail table. Black wash finish. 52"x26"x16". Brand new. \$210. Call 293-0009.

**For sale.** Bar stools (3), black, like new. \$15 each. Call **Judy**, ext. 4684.

**For sale.** IBM compatible 286 computer. Has Lotus 2.2, Wordperfect 5.1. \$250. Call **Betty**, ext. 4525 or 275-6569.

**For rent.** 3 bdrm., 1 ba., stove, refrig., fenced yard on canyon. Clairemont. Available Mar. 1. \$875. Call **Betty**, ext. 4525 or 275-6569.

**Disneyland discount tickets.** A few left! Call ext. 4594.

## Training Tracks

By Calista Frank

"Training Tracks" is a new column that will appear monthly in the *Alcalá View*, and will contain information on employee training and development workshops.

The following free training programs will take place in March and April. If you are interested in attending any of these, please call Human Resources at ext. 4594 for reservation and location information.

### March 16

Financial Workshop:  
Investments, noon to 1 p.m.

### March 18 & 25

Two-part workshop: Grieving,  
noon to 1 p.m.

### March 3 & 31

Financial Workshop: Estate  
Planning, noon to 1 p.m.

### April 1

Accessing your Creativity in the  
Workplace, 2:30-4:30 p.m.

### April 13

Stress Reduction, 2:30-4:30 p.m.

### April 15

Dealing with Multiple Roles,  
noon to 1 p.m.

### Off-Campus Training Programs

Do you receive flyers about off-campus training programs? Do you know that discounts are often offered when more than one employee from an organization attends? Would you like to know what training programs are being given locally? Human Resources keeps a notebook of information on training programs in the San Diego area.

If you are planning to attend a workshop, let us know. We will help coordinate discount eligibility and ride sharing.

### Weight Watchers

Do you want to lose weight at work? Do you want to avoid evening meetings? Do you want a program that is convenient, low-cost and has gratifying results?

Starting in April, Human Resources will be sponsoring "Weight Watchers at Work," a 10-week program held on campus during the lunch hour. If you want to attend the informational meeting from noon to 1 p.m. on March 11, call Human Resources at ext. 4594 for reservation and location information.

## Geddes

(Continued from page one)

Geddes' backs up his beliefs with actions. He has been a member of the Down's Syndrome Association for the past four years, and in June he will become chairman of the East County Community Advisory Committee for Special Education, a committee that provides input to 10 school districts.

The 36-year-old Geddes says he has two goals for his tenure as chair: informing parents of the services available to them, and having the school district move closer to "full inclusion" — the inclusion of students with disabilities in regular classrooms.

Geddes is quick to credit **Katie Bishop**, a USD professor of special education, for her help and support in his quest to one day see William in a regular classroom. "I had heard great things about Katie, so one day when I was cleaning in Harmon Hall, I knocked on her door and introduced myself. She's been wonderful."

Bishop thinks Geddes is pretty wonderful, too. "Ted keeps me informed about what's going on in this field," she says with a laugh. "He gives me information I can share with my students, and lets me know about legislation I might not hear about."

Geddes knows he has a tough road ahead of him, but he doesn't have far to look for inspiration to continue the fight. His son has already confounded the experts with his vocabulary and speaking ability. "He has memorized four "Barney" videotapes," Geddes says with pride. "He even anticipates the dialogue."

With a such a committed and dedicated father, William can also anticipate a bright future.

## Safeguard Our Kids

You can now help safeguard California's children by purchasing new personalized license plates called "Kids' Plates" for your car.

Under a new law authored by Assembly Member Jackie Speier and sponsored by the Children's Advocacy Institute (CAI)\*, the Department of Motor Vehicles will produce and distribute "Kids' Plates" featuring a heart shape, a five-point star, a child's handprint or a plus sign.

A portion of the fee from "Kids' Plate" sales and renewals will be deposited into a new Child Health and Safety Fund to support child care health and safety licensing reforms, child abuse prevention programs and child injury prevention programs.

"Once this program is up and running, it will generate between \$10 million and \$20 million a year for children's programs," said Steve Barrow, CAI's director of policy advocacy. "This will allow Californians to save kids' lives while they drive."

Applications are available at the Children's Advocacy Institute, which is located in the Law School's Legal Research Center. For more information, please call the CAI at (619) 260-4806.

*\*The Children's Advocacy Institute is affiliated with USD's School of Law and was founded in 1989 with a grant from the Weingart Foundation.*

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