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New SEA Co-presidents Have Concrete Goals for Association

By Jacqueline Genovese

Kay Norton knows that change takes time.

The new co-president of the Staff Employee Association has seen a lot of change during her 25 years at USD, and she knows the changes did not come overnight.

"During the 70s, staff employees had no retirement fund, no dental plan and no health plan," Norton says. "All of that changed, but it took time and effort."

Norton and fellow co-president Diane West are proud of what the SEA has accomplished over the last several years under the guidance of former President Kathy Spittel and Co-presidents Cheance Adair and Pat Lee: securing tuition remission for staff employees, ensuring timely payment of salary increases, collections of food and clothing for various organizations, increased involvement in the Staff Employee Recognition Picnic, and providing a forum for employees to work through job-related problems or grievances.

But Norton and West, along with Vice President C.C. Costanzo and Treasurer Laura Nottoli, aren't planning to sit back and relax. They see their two-year tenure as a chance to add new members to the organization, and to achieve some very concrete goals.

"One of our biggest goals is to establish a scholarship fund for staff employees at the Manchester Family Child Development Center," says West. "Right now, the people who need to use the center the most, can't afford it. We're working right now on getting a scrip fund-raiser going on campus."

(A scrip program involves the purchase of scrip to Vons, Lucky and Ralphs. When you purchase a scrip, you get the full face value at the grocery store, and the store in turn donates 6 percent to the school.)

Another goal for the co-presidents is to jump start the association's six committees. "A lot of employees only see the work of the social committee," says Norton. "But we also have grievance, facilities, benefits and communications committees, too. We also have picnic and March of Dimes subcommittees."

Communication to all staff employees is another high priority for the co-presidents. "We will have a column in each issue of the Alcalá View, so people who don't attend the meetings can stay informed, and each building representative will do their best to communicate in their area," West explains.

Both Norton and West are quick to explain that you don't have to be a representative to attend the once-a-month SEA meetings. "Anyone can attend," West explains. "We meet the third Wednesday of each month in Serra conference room from 2 to 3 p.m. Your supervisors will allow you to attend the meeting."

If you can't attend a meeting, don't hesitate to call West or Norton or one of the SEA representatives (see listing on page four) with any questions or ideas you may have. "We're here for the staff employees," says Norton. "In addition to having fun, problems can be solved. It just takes teamwork and a willingness to stick with it when times get tough."
Benefit Briefs
By Vicki Coscia

Do you have a Health Care Reimbursement (HCR) account and are planning to separate employment from USD this year?
If the answer is yes, then this COBRA option may interest you. Employees may extend their ability to be reimbursed for medical expenses incurred after they have separated employment.
If you have a large balance in your HCR account, and you don’t have enough expenses to receive full reimbursement of the balance, and there’s not enough time to have services performed before your last day of employment, the unclaimed balance in your account will be forfeited at the end of the year.
COBRA regulations state that if you elect to complete the HCR contribution year, Jan. 1 through Dec. 31, you may continue to submit claims for services performed after employment ends. The payment methods for HCR are: 1) have the balance of your HCR contribution for the year withheld as a tax sheltered amount from your final paycheck, or 2) make arrangements with the Benefits department to pay the monthly contribution amount to your HCR account with after-tax dollars. You can then continue to submit claims for dental work, eyeglasses, surgery, etc., throughout the year. To do this, you must notify the Benefits department as soon as possible if you plan to leave USD, so we can alert Payroll before your final paycheck is issued. Contact Vicki at ext. 8764 for further information.

The Employee Assistance Program (EAP) is available to all benefit-eligible employees, their spouses and dependents. EAP will help employees and their immediate families with many types of problems including emotional/stress, alcohol/drug abuse, family, medical, legal, financial, occupational and marital. Any contact with EAP is strictly confidential. The first three counseling sessions are free. For further information, Contact EAP directly at 275-2320 in San Diego or 480-8223 in North County.

We Want To Hear From You!

Last year you told us you wanted a change in the Alcalá View, and this year we’ve implemented many of those changes. We’d like to know what you think about the new Alcalá View.
Your input is valuable, so please take the time to complete this survey and return it to the Publications Office, Maher 274. Results of the survey will be printed in an upcoming issue.

1. I am:
   ___ staff
   ___ faculty
   ___ administrator
   ___ (other)

2. The Alcalá View’s format changed this year. On a scale of 1 to 5, rate the changes: 5 indicates very good, 1 indicates poor.
   ___ Taking out the calendar from the middle section and mailing the Update calendar separately.
   ___ Once-a-month distribution
   ___ Department of the Month feature
   ___ Human interest stories about employees

3. Do you think the Alcalá View helps keep employees informed about what is happening at USD?

4. On a scale of 1 to 5, rate the Alcalá View in the following areas: 5 indicates very good, 1 indicates poor.
   ___ Writing
   ___ Photography
   ___ Design
   ___ Artwork
   ___ Printing
   Other __

5. Would you be interested in contributing to the Alcalá View? (If yes, include your name and the type of contribution you would be interested in making i.e., writing, illustrations, story ideas.)

6. On a scale of 1 to 5, rate your interest in the types of articles published in the Alcalá View: 5 indicates high interest, 1 indicates little interest.
   ___ General campus news
   ___ Employee features
   ___ Department of the Month
   ___ Benefit information
   ___ Passages
   ___ New Hires/Promotions

7. What do you as a USD employee need to know or like to read about?

8. What percentage of each issue do you read?
   ___ 100 percent
   ___ 75 percent
   ___ 50 percent
   ___ 25 percent
   ___ 10 percent
   ___ none

9. What other changes would you like to see in the Alcalá View?

CONGRATULATIONS!

Marcelino Concepcion Aguirre recently passed his examination to become an American citizen. The 72-year-old native of the Philippines says he came to America some six years ago to “See what I had fought for during World War II.” Aguirre has worked at Alcalá Park for five years as a custodian in Mission Crossroads.
1. Where is your department located?
   Campus Ministry has two offices, one in Founders Hall, right outside the chapel (room 191), and one in the Hahn University Center, room 238.

2. What is the function of your department?
   Campus Ministry is an organized effort to bring people together to share faith, to grow spiritually and to initiate service on behalf of others in need. It is not a club, organization or select denomination one must join.

3. What is the biggest challenge your department faces?
   Communicating to the university community that our mission is two-fold; to reflect the Catholic character of USD by developing and supporting an active faith on campus, and to foster spiritual enrichment and ecumenical outreach for all students and employees. Our staff members are available to assist and support any person or group on campus. It is a challenge at times to get the requests so we can better serve the diverse needs of the university community.

4. How has your department changed over the last 10 years?
   We've grown in number, from two priests to nine staff members that include married, single and religious. Our programs have expanded from four undergraduate retreats and a Rights of Christian Initiation for Adults (RCIA) program to five specific class retreats, liturgical ministries, visits to St. Vincent de Paul Catholic Worker Soup Kitchen three times a week, building homes in Tijuana, prayer breakfasts and much more. Also, as of this year, we are no longer part of Student Affairs. Now we report to Father Eagen, who is vice president for Mission and Ministry.

5. What is one thing you would like the campus community to know about your department and its functions?
   That we are here to foster spiritual growth, support and service. Our office is a friendly place, and all are invited to stop by. Let us know who you are, and never hesitate to let us know how we can meet the changing needs of the university.

We're Taking Reservations
The Office of Campus Scheduling is now accepting facility reservations for the 1993-94 academic year.
Please remember that ongoing departmental, organization and committee meetings must be scheduled yearly. Please stop by our office, located just behind the information desk in the University Center, or give us a call at ext. 4592.
**New Hires, Promotions**

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

**Georgia Belaire**, data processing clerk, Financial Aid; **Maureen Rukstalis**, administrative secretary, Law School Graduate Programs; **Catherine Trzos**, executive assistant, Law School Administration.

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

**Carolyn M. Middleton**, from receptionist, Undergraduate Admissions, to administrative secretary, Law School, Development and Alumni Relations.

**SEA News**

Following is a list of the Staff Employee Association representatives for 1993-94:

- **Margaret Ames**, Admissions, Serra Hall, ext. 4506
- **Alice Bournazian**, Dining Services, U.C., ext. 4519
- **Kay Brown**, Housing, Mission Crossroads, ext. 4625
- **Alice Buenrostro**, Adv. Services, Guadalupe, ext. 2861
- **Pablo del Real**, LRC, ext. 4542
- **Lynn Darris**, Print Shop, ext. 4890
- **Raylene Dickinson**, Accounting, Maher Hall, ext. 4645
- **John Frazer**, Media Center, Maher Hall, ext. 4567
- **Stephanie Gabriel**, Alumni Relations, Maher Hall, ext. 4819
- **Ted Geddes**, Physical Plant, ext. 4536
- **Becky Gilbert**, Copley Library, ext. 4971
- **Charles Harding**, Marine Studies, Camino Hall, ext. 4535
- **Barbara Hughes**, Public Safety, ext. 4517
- **Kathleen Hughes**, Grants & Contracts, Maher Hall, ext. 6825
- **Jerri Townley**, Cataloging, Copley Library, ext. 4317
- **Lynette Vaughn**, Nursing, Hahn S.O.N., ext. 4548
- **Theresa Waldhoff**, Education, Harmon Hall, ext. 4539
- **Sandi West**, Engineering & Physics, Loma Hall, ext. 4627

Please feel free to call a representative with any questions or suggestions you may have for the Staff Employee Association.

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**Star Search**

*By Suzanne Johnson*

When Alice stepped through the looking glass, she found a wonderland of mad hatters and March hares and grinning cats. She couldn't help wondering why she was there.

**Jacqueline Genovese** found her own wonderland in late March, but the characters she met looked more like movie stars, Beverly Hills hairdressers and limo drivers.

This particular wonderland was the 65th Annual Academy Awards, held at Los Angeles’ Dorothy Chandler Pavilion on March 29. Genovese was there as a member of the working press, representing *Wombl*, an independent Russian-American newspaper for which she does free-lance articles in her spare time.

Though her mom put in a request for her to talk to Gregory Peck and her children, Sean and Kristen, wanted to know if she would see Aladdin, Genovese’s first reaction was panic-driven logic: “What am I going to wear?”

But Genovese did find a black beaded dinner suit two days before the event, and made an appointment at a Beverly Hills salon for her hair and make-up.

On show day she entered the salon as Jackie Genovese from Poway, wearing jeans and tennis shoes. After 2 hours with Raquel Welch’s former hairdresser and a makeup artist, she came out looking, well, maybe not like Raquel Welch, but at least different. “My husband’s jaw dropped when I walked out,” she laughs.

Genovese says if she attends the awards next year, she’ll do a few things differently. “Hopefully I won’t be as star struck as I was this year, and I’ll be able to ask a few intelligent questions.”

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