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Guadalupe Cardenas receives the 1993 Staff Employee of the Year award from President Author E. Hughes at the July 30 Staff Appreciation Picnic. (See inside for additional coverage of the picnic.)

“Mom” Cárdenas: Employee of the Year

By Jacqueline Genovese

Guadalupe “Lupe” Cárdenas says when she watched her son, Jose, receive runner-up honors for the Employee of the Year at last year’s Staff Appreciation Picnic, her heart was full of pride.

This year, when Cárdenas herself was named the 1993 Staff Employee of the Year, she says her heart was beating so fast she thought it would come out of her chest. “I was very surprised,” she laughs.

The 53-year-old mother of three says she has her friend Olga Camacho to thank for telling her about USD some 21 years ago. “She worked as a custodian,” Cárdenas explains. “She told me they were hiring, so I came on up.”

Cárdenas was initially hired as a custodian in dining services, and basically did a little bit of everything. “I washed pots, I helped prepare the food, I swept the floors,” she remembers. “Whatever they needed me to do, I did.”

(Continued on page two)

“Irving Town Meeting

All employees are encouraged to attend the Sept. 14 Irving Town Meeting. The results of the Irvine Assessment will be discussed, and President Author E. Hughes will be available to answer questions about the Irvine Grant. The meetings will take place from 12:20 to 1:15 p.m. and from 4 to 4:55 p.m. in the Hahn University Center Forum. For more information, call Don McGraw at ext. 4553.

New at the Bookstore

Stop in at the bookstore and check out the following new features:

* Spanish Greeting Cards
* The Apple Authorized Service Center located in the computer department. Ask about “Apple Care” extended warranty.
* Visit the bookstore for more information about joining the Coffee Club, the Popcorn Club or the Salad Club.

Regular Semester Hours:
Mon.-Thurs. 9 a.m. to 6 p.m.
Fri. - Sat. 9 a.m. to 4 p.m.

A New Look

To start off the new academic year, we’ve created a new design for the Alcalá View. The design changes include a new masthead and typeface, and additional use of color. Drop us a note and let us know what you think of the new View.

— The Editors
"Mom" Cárdenas
(Continued from page one)

That can-do attitude didn’t go unnoticed by her supervisors, and soon Cárdenas was promoted to assistant cook. Her responsibilities include providing food production for 1,000 lunch and breakfast meals a day, cleaning and maintaining culinary equipment and utensils, and maintaining safety and sanitation standards in the workplace.

In nominating Cárdenas for Employee of the Year, Director of Dining Services Rudy Spano wrote, “Lupe is known as the mother of the kitchen. She is always watching over everyone, giving advice and helping them accomplish their jobs. We have had many alumni come back to the university just to see her, giving her hugs and telling everyone how much she has contributed to their lives.”

Although Cárdenas has had opportunity for promotion and advancement, Spano explains that she decided to put her family first. “Lupe felt that being a mother was more important than pursuing a career... When her son, Jose, joined the dining services staff, Lupe chose to support his career.”

Jose is quick to credit his mother for the friendly working atmosphere in the kitchen. “She makes it fun,” he says with a proud smile. “She’s like a mom to everyone, not just me.”

Cárdenas says she has a special place in her living room for her Employee of the Year plaque. “It will be on the wall where everyone can see it,” she says with a smile.

"Mamá" Cárdenas
(Continued from page one)

years. “Olga trabajaba como afanadora” explica Cárdenas. “Me dijo que había plaza disponibles, así que acudí a solicitar empleo. Fue así, como Cárdenas inició su empleo como afanadora en el departamento de servicios de comedor y básicamente trabajó haciendo un poco de todo. “Lavé ollas, ayudé a preparar la comida, limpié pisos,” Lupe recuerda. “Lo que ellos necesitaban que hiciera, lo hice.”

Esta actitud no paso despercebida por sus supervisores y pronto Cárdenas fue ascendida a asistente de cocinero. Sus responsabilidades incluyen: la producción diaria para servir desayuno y comida para 1,000 personas, además de la limpieza y mantenimiento del equipo y utensilios de cocina, así como también mentener los niveles de seguridad y salubridad.

Al nominar a Cárdenas para la Empleado del Año, el director de servicios de comedor, Rudy Spano, escribió, “Lupe es conocida como la mamá de la cocina. Ella está siempre al cuidado de todos, dando consejos y ayudándolos a cumplir con su trabajo. Hemos tenido muchos ex-alumnos que regresan a la universidad solo para saludarla, dándole abrazos y diciendo a todos, cuánto ella a influido en sus vidas.”

A pesar de que Cárdenas ha tenido la oportunidad de avanzar y ser ascendida, Spano explica que ella prefirió poner a su familia primero.

“Lupe siente que ser madre es más importante que seguir una carrera. Cuando su hijo José empezó a trabajar en servicios de comedor, Lupe decidió apoyarlo en su carrera.”

José es el primero en darle crédito a su mandr de la camaradería que reina en la cocina. “Ella hace el trabajo agradable,” dice José con una sonrisa. “Ella es como una mamá para cada uno, no solo para mí.”

Cárdenas dice que tiene un lugar especial en su sala para colocar su placa de Empleado del Año. “Será en una pared donde todos puedan verla,” dice con una orgullosa sonrisa.

Retirees Active After Leaving Alcalá Park

By Jacqueline Genovese

Retired Business Professor Ethel Sykes says when you spend 20 years working at a place, the community there really becomes like family. “After I retired, I wanted to stay in touch with USD and my former colleagues,” she says, “so I joined the Retirees Association.”

USD’s Retired [faculty] Emeriti, Faculty, Administrators and Staff Association (REFASA), which was created three years ago, provides ample opportunity for retirees and their spouses to do just that.

The association also is open to current employees, and former employees of the university who would like to keep in touch.

Membership dues range from $15 a year for a single retiree to a $100 lifetime membership for a retiree and spouse. Those fees
(Continued on page six)
A new university policy, which allowed employees to bring family members to the annual Staff Appreciation Picnic, made the ninth annual picnic one of the best-attended ever.

Guadalupe Cardenas, assistant cook in dining services, was named the 1993 Staff Employee of the Year, (see story on page one) and Janet Madden, associate director for academic support in the Law School, was named the Administrator of the Year by the Staff Employees Association.

Runner-up honors for the Employee of the Year award went to Bill Hall, Copley Library, Esther Nissenson, human resources and Diane West, arts and sciences. (Watch for profiles of the winners in upcoming issues of the Alcala View).

Cardenas will receive $200, and her name will join those of past winners on the plaque in the entrance of Maher Hall.

All of the winners will be honored at a luncheon later in the year with President Author E. Hughes.

Employees celebrating their five-year anniversaries with the university were recognized with certificates at the picnic. Employees celebrating their 10-, 15-, 20-, 25- and 30-year anniversaries will be feted at a special celebration later in the year.

Congratulations!
Manuel Hernandez, building maintenance (center, back row), celebrates his 35-year anniversary at USD this year. Manuel Rivera and Thomas Rogers, building maintenance (middle row), James Carter, general services, and Kay Norton, registrar (front row), celebrate their 20-year anniversaries.
Celebrating Diversity

The 1993 Staff Appreciation Picnic

This year's picnic entertainment included dancers from Ballet Folklorico.

A member of the African Drum and Dance Company narrates a mythical African tale.

Employees celebrating their 10-year anniversaries at USD include: (standing, left to right) Lois Schoefer, Pardee Legal Research Center; Grace McElhaney, athletics; Mary Robbins, registrar; Jeanne Schell, continuing education; (sitting, left to right) Ludmila Berengolts, Pardee Legal Research Center; Mary Vicknair, Law School; Nancy Weber, public safety.

Employees celebrating their 15-year anniversaries at USD include: (standing, left to right) Penny Navares, public safety; Mary Ann Kennedy, health center; (sitting, left to right) Penny Navares, continuing education; Therese Theisen, dining services; Linda Quinn, Law School.

Benefits (Continued from page three)

Open Enrollment Reminder: If you chose to participate in a 1993 health and/or dependent (child) care reimbursement account, and you plan to do the same next year, you must attend open enrollment. Reimbursement accounts do not automatically carry over from one year to the next. Employees must make a new annual election each year. Open enrollment is scheduled for Nov. 15-19. Mark your calendars now so you don’t forget!

— Vicki Coscia

Training Tracks

The annual Staff Employee Recognition Picnic was really special this year. Its success was a direct result of the support and help of several USD employees. A big “thank you” goes to Greg Zackowski, the “idea man,” and Lou Magana. Lou kept things calm even during periods of high anxiety.

A special “thank you” also goes to Diane West, Kay Norton and the SEA; Kily Jones and the box office staff; Nona Janus and the catering crew; Cheryl Garner, Rudy Spaso, Charlie Thomas, Fred Rocha, Roger Manion, Lelei Thein, and Carol Lyman, the special events set-up crew; publications’ Jackie Genovese; and Judith Munoz and the entire human resources staff.

A special “thank you” also goes to Patrick Noma, who really learned what a picnic is all about! Thanks to all who attended.

A lunchtime workshop on assertiveness will be offered Sept. 16. This workshop will help you develop positive assertiveness skills. Call ext. 4584 for your reservation.

There will be two PWS/CWO student training workshops on Sept. 23 and 28, from noon to 1 p.m.

Please call me at ext. 2621 with ideas for programs you would like to see offered on campus.

— Calista Frank

This year’s staff appreciation picnic included a special “thank you” to all who attended.

Physical plant’s Carter Edwards receives his five-year service certificate from President Hughes.

Physical plant’s Carter Edwards receives his five-year service certificate from President Hughes.

Passages

Deaths

Angelo Bottone, father of Esther LaPorta, director of corporate relations, in August.

Gilbert L. Brown Jr., former vice president for university relations and 21-year employee of the university, in July.

Daniel Cullen, father of Sister Irene Cullen, RSCJ, associate minister, campus ministry, in August.

Birth

A girl, Emilie, to Betsy Weiss, data processing clerk, financial aid, and her husband, Kevin, on June 21.

Winners

The mail center’s Danny Nottoli, university relations, Mark Bertolero and Greg Stephenson, mail center.

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— Calista Frank
Faculty/Staff Dining Room

Menu

The daily specials include:
Monday  Rolled Taquitos
Tuesday  Chicken Burrito
Wednesday Enchilada
Thursday  Beef Tacos
Friday  Fish Tacos

All are served with rice and beans.

Monday, Sept. 13
   Chicken burritos, chili relleno casserole

Tuesday, Sept. 14
   Honey string chicken, zucchini casserole

Wednesday, Sept. 15
   Baked shark, Italian steak

Thursday, Sept. 16
   Broccoli beef, sweet & sour pork, egg rolls

Friday, Sept. 17
   Almond turkey bake, fried perch

Monday, Sept. 20
   London broil, turkey roll-ups

Tuesday, Sept. 21
   Jose's ribs, baked catch of the day

Wednesday, Sept. 22
   Beefaroni, Monterey fondue bake

Thursday, Sept. 23
   Spinach lasagna, Polish sausage

Friday, Sept. 24
   Meatloaf, three-bean casserole

Monday, Sept. 27
   BBQ ribs, baked cod

Tuesday, Sept. 28
   Pot roast, veggie quiche

Wednesday, Sept. 29
   Chicken tacos, cheese enchiladas

Thursday, Sept. 30
   Roast pork, turkey pot pie

Friday, Oct. 1
   Chicken calvados, cheese and spinach bake

Monday, Oct. 4
   Swiss steak, zucchini bake

Tuesday, Oct. 5
   Monterey pork chop, teriyaki chicken

Wednesday, Oct. 6
   BBQ ribs, veggie-stuffed pepper

Thursday, Oct. 7
   Turkey mole, cheese enchiladas

Friday, Oct. 8
   Baked Cornish hens, cod almondine

All entrees are subject to change.

1993-94 Holiday Schedule

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<tr>
<th>Holiday</th>
<th>Day</th>
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<tbody>
<tr>
<td>Labor Day</td>
<td>Monday</td>
<td>Sept. 6, 1993</td>
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<tr>
<td>Thanksgiving</td>
<td>Thursday</td>
<td>Nov. 25, 1993</td>
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<td></td>
<td>Friday</td>
<td>Nov. 26, 1993</td>
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<tr>
<td>Christmas</td>
<td>Thursday</td>
<td>Dec. 23, 1993</td>
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<td></td>
<td>Friday</td>
<td>Dec. 24, 1993</td>
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<tr>
<td>New Year's</td>
<td>Thursday</td>
<td>Dec. 30, 1993</td>
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<td></td>
<td>Friday</td>
<td>Dec. 31, 1993</td>
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<tr>
<td>Martin Luther King Jr.'s Birthday</td>
<td>Monday</td>
<td>Jan. 17, 1994</td>
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<tr>
<td>Good Friday</td>
<td>Friday</td>
<td>April 1, 1994</td>
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<tr>
<td>Memorial Day</td>
<td>Monday</td>
<td>May 30, 1994</td>
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<tr>
<td>Independence Day</td>
<td>Monday</td>
<td>July 4, 1994</td>
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The university will be closed on the above holidays. Again this year, in addition to these 11 holidays, there will be one floating holiday, for a total of 12 holidays. Departments may use the floating holiday to close on the fall semester holiday (Friday, Oct. 15, 1993), but may not use it to close on any other day, unless approved by the appropriate vice president.

If a department does not close for the fall semester holiday, or other approved day, then employees may individually schedule the use of the floating holiday between Sept. 1, 1993, and Aug. 31, 1994. For more information on the holiday schedule, call human resources at ext. 4594.

USD Retirees

(Continued from page two)

help defray the cost of running the association's programs and special events.

"All retirees are issued an identification card that entitles them to the same benefits a regular employee identification card does," explains human resources' Pat Watson, who serves as the university's liaison to REFASA. "In addition, members can get an annual parking sticker for $5."

REFASA also sponsors activities during the year for its members. "Each Christmas and spring we have a get-together, and the retirees always like to attend the employee picnic," Watson explains.

In addition to social activities, several retired employees are members of the university's temporary employee pool. "It's wonderful for departments that want to hire a temporary worker who's already familiar with the campus and the people here," Watson explains. "The retirees love it because they're able to come back to campus for a short period of time."

In the future, the group hopes to set up a retirement office on campus — staffed by association volunteers — to assist employees planning to retire in the near future.

"There's a lot involved when you retire, forms to fill out, procedures to follow and sometimes it can get confusing," Watson says. "Having someone to talk to who has been through the process already could be a big help."

Additional goals include a REFASA volunteer project in the community, and increased membership. "I think some people think that when people are retired, they just sit around and talk about their ailments," laughs Sykes. "But that's not the case at all. We really have a lot of fun and we enjoy staying in touch with the university."

For more information on REFASA, call Pat Watson at ext. 2511.
Department of the Month

Copley Library

The Copley Library staff includes: (front row, left to right) Darrell Collins, Tami Shaw, Brae Canlen, Margit Smith, Adriana Moran, Ed Starke; (second row) Becky Gilbert, Mandy Wiedower, Julieta Pastor; (third row) Gyongyver Barna, Tony Havell, Marilyn Ramsey; (fourth row) Terry Mignogna, B.J. McClintock, Bill Hall; (top row) Richard Welch. (Not pictured: Marja Gray, Marinkel Tumlin, Steve Staninger, Janet Murphy, Mimi Labrucherie, Andrea Letzring, Beth Rumery, Jeri Townley.)

1. Where is your department located?

Hopefully, everyone on campus knows where we're located. (At the west end of campus, across from the School of Business.) What people may not remember is that, along with many buildings on campus, the library is a direct heritage from the two colleges that merged in 1972 to form USD.

2. What are the functions of your department?

We provide the information necessary to meet the academic and professional needs of our students and employees. Many employees who call us for information are surprised to find the depth of our coverage. In addition to academic information, we have a lot of information on hand — about corporations and biographical information about people, for example — that we are quite willing to provide to employees when needed.

3. What is the biggest challenge your department faces?

The biggest impact on our work has been the implementation of the campus-wide library computer system, known as SALLY. The system eliminates the filing, pulling and refiling of myriad pieces of paper or cards for each book. Now, much of the drudgery has been eliminated from library staff work.

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

In the early '70s, we had fewer than 100,000 books and 300 subscriptions. Now we have 240,000 books and 2,000 subscriptions. The biggest change, of course, is the implementation of SALLY. Book circulation has increased by one-third. In addition to SALLY, the library now has more than 20 in-house databases on CDs, which makes it easier for students to find journal articles. In addition to all this, staff and librarians regularly connect to national databases through such systems as Internet.

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

It has not been a quiet time for libraries, and library staff members think of themselves as being actively involved in the education process. You can tell there has been a change in staff attitudes over the past decade, from passive to active. A lot of very dynamic people work in libraries, and the Copley staff is no exception.
Symposium on Middle East Peace
"The Hopes and Fears of Palestinians and Israelis," a regional symposium organized by the Committee for Peace in the Middle East, will take place in the Hahn University Center on Tuesday, Sept. 28, and Wednesday, Sept. 29.

The symposium is free and open to the public, and designed to educate the community about the Palestinian-Israeli conflict through the voices and experiences of those affected. For more information, call John Halaka, assistant professor of fine arts, at ext. 4433.

Guidebook Offers Map to Higher Education
USD's Educational Opportunity Program has published The Road to College, a free guidebook for high school students who need direction in preparing for college admission.

The Road to College provides checklists of required courses, aptitude tests and application deadlines from ninth through 12th grades. For a copy of the brochure, call ext. 4330 or ext. 4297.

Manchester Family Child Development Center Offers Need-based Reduced Tuition Scholarship

Through a donation from Barney and Barney, the university's insurance broker, we are able to offer a limited number of need-based, reduced tuition full-time scholarships to USD's Manchester Family Child Development Center (MFCDC) for the children of USD's staff employees.

The scholarships will be effective September 1993. Two scholarships already have been awarded.

Eligibility requirements are as follows: Children must be natural or adopted dependent children of full-time employees in benefit-based continuing staff positions. Scholarships will be granted based on demonstration of financial need. (This first year will be a pilot, and the exact procedures for selection will be developed and are subject to change.)

To apply: Obtain an application from MFCDC or human resources.

Beca Escolar Según Necesidad Económica Centro Escolar de Desarrollo de Niños, Manchester

Por un donativo de Barney y Barney, nuestros agentes de seguros, podemos ofrecer a un número limitado de empleados con necesidad económica, una beca para que sus hijos o hijas entre las edades de dos y cinco años, puedan asistir a nuestro Centro Escolar de Niños, Manchester Family Child Development Center. Las becas serán válidas el primero de Septiembre de 1993.

Eligibilidad: Hijos naturales o adoptivos de empleados con puestos de tiempo completo, continuo y con beneficios. Las becas serán otorgadas basadas en prueba de necesidad económica. (El primer año será un plan piloto y el procedimiento exacto de selección será desarrollado y está sujeto a cambios).

Forma de Aplicar: Adquiera una aplicación en MFCDC o recursos humanos.

The Staff Employees Association's August hot dog sale was a big hit.