Finance Managers Face Changes and Challenges

By Jill Wagner

The university's finance division has a new look, a change that resulted from controller Tom Van Zant's departure in late August. Fred Brooks, vice president for finance and administration, chose to restructure the division into three distinct departments rather than fill the controller's position.

Brooks, Jim Pehl, Neal Hoss and Marge Costanzo now oversee the financial affairs of USD through the reorganized departments of budget and treasury, accounting, and the bursar's office. Brooks considered several alternatives and spoke extensively with the three managers before he decided to eliminate a layer of management and distribute the responsibility to Pehl, Costanzo and Hoss, who collectively have 40 years of service to USD.

"In other venues it would be called downsizing," Brooks says. He acknowledges that the need to streamline operations in the face of a tight budget was one motivating factor for the change.

While Pehl, Costanzo and Hoss have been promoted and asked to take on additional responsibilities, so too have the employees working for them.

"We lost some real talent when Tom left," Brooks says. "In turn, we've placed a lot of burden and a lot of responsibility on the three people who used to be below him. And in effect what we've had to do is push responsibilities down even further in the organization."

Pehl, formerly assistant controller and budget director, is now director of budget and treasury. He begins his new role while in his 23rd year at USD and is responsible for working with the budget committee to put together the university's annual spending plan. The treasury function of Pehl's job (Continued on page three)
Destiny Brings DeTuri Home to USD

By Jill Wagner

You might say Dorene DeTuri was destined to work at USD.

Growing up in North Park, her childhood home was only a hill away from the young university overlooking Mission Valley. DeTuri attended Our Lady of Peace High School, where the college prep courses, serene grounds and abundance of sisters mirrored the atmosphere at Alcalá Park. And when it came time to apply for college, she had two sisters and one brother to look up to, all of whom attended USD.

While studying art here, DeTuri enjoyed being close to her brother, Nick, who already worked on campus and is now the registrar. When a job opened in the cashier's office three years after she graduated in 1977, DeTuri jumped at the chance to work at the place that felt very nearly like home.

She moved from the cashier's office to purchasing and then to the School of Business Administration in the undergraduate counseling center. DeTuri celebrated her 15th anniversary this year by winning the SOBA Beyond the Call Award and being named a finalist for the 1995 Employee of the Year. DeTuri graduated from USD in 1977 and began working on campus three years later.

As a member of the USD family, DeTuri has a counterpart across campus in student affairs, someone who works in the same kinetic atmosphere and is praised for keeping the office running smoothly. Pam Bourne, executive assistant to Vice President Tom Burke, also was a finalist for the Employee of the Year Award. It's the second consecutive year that Bourne, a nine-year employee of USD, has won the admiration of her peers.

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a talent she attributes to her English professors at USD. And her background in art makes DeTuri a candidate to take care of all the graphic designing for the SOBA.

"There are certain times of the year when it just gets kind of crazy," DeTuri says. "I'm working on four or five different things at one time and it's hard to imagine how I'll ever beat that deadline, but it all manages to work out."

Bourne Honored Twice

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New Diversity Committee Established

The following is a message to the USD community from President Alice B. Hayes.

"Last spring, former President Author E. Hughes announced the establishment of a new standing committee to carry on the mission of the James Irvine Foundation Grant for Institutionalizing Cultural Diversity that concluded in September. The group has been designated the Campus Diversity Committee.

"I have appointed Dennis Briscoe, professor in the School of Business Administration, and Judith Munoz, director of human resources, to co-chair the committee. Reuben Mitchell, manager of employee outreach and development, will serve as committee coordinator.

"The presidential charge to the committee is as follows:

- The Campus Diversity Committee moves forward and enhances the university's commitment to respect the dignity and value of each human being and works to institutionalize programs and projects that create and maintain a dynamic and diverse campus community.
- In addition to general oversight, the committee establishes and manages strategic plans that are proactive with regard to institutionalization of diversity. The committee remains vigilant concerning campus-wide established programs and fosters new programs to further the institutionalization process.
- The committee acts as liaison to the campus community for issues and concerns related to cultural diversity.
- The committee continually engages the university in assessment, addressing issues inherent to its charge.
- In furtherance of its overall charge, the committee as a whole, or appropriate subcommittees, determines the disbursal of any funds at its disposal and exercises oversight of any such funds while aiding appropriate faculty, administrators of others responsible for regular programmatic funds.

(Continued on page four)

Finance

(Continued from page one)

requires him to keep track of university investments and manage the short-term investments that mature annually.

Pehl has grown up with the university, and he says the new budget and treasury section is a logical division of responsibility from the other two areas that collect and disburse funds.

"We're moving in the right direction by becoming more efficient," Pehl says.

Costanzo, formerly student accounts manager, now oversees student accounts, the cashier's office and loan administration, collectively known as the bursar's office.

Costanzo came to USD in 1982 to head up the department currently responsible for billing and collecting more than $75 million a year in student charges. The new bursar's office encompasses the three departments that require expertise in money collection and responsive customer service.

The bursar's office will also collect fees for employee parking citations, overdue library books, returned checks and other employee receivables, and monthly rents on university-owned properties, Costanzo says. Meanwhile, she is looking forward to spending the next few months working with the employees of the cashier's office and loan administration department, teaching each staffer to do the various jobs in their area.

"I like to cross-train," Costanzo says. "Then when we're busy, everyone can kick into gear."

As the new director of accounting, Neal Hoss kicked into gear immediately to oversee the university's year-end audit while also managing payroll, accounts payable, external funds accounting and financial accounting. Now in his sixth year at USD, Hoss previously was financial accounting manager.

The divisions within accounting disburse funds to employees and vendors, manage the accounting for endowments and grants, and close the books each month, Hoss explains.

"It's been a hectic semester to institute the change, with major construction, inauguration planning and budget meetings, but Brooks is confident the reconfigured finance division will prove a wise choice. Although his day-to-day duties will change very little, Brooks says, "It brings me into closer touch with each of those three groups than I would have been before."

University Ministry Events

(continued from page one)

Lunchtime Bible Study, noon, Dec. 6, in UC220. For more information, call Mike McIntyre at ext. 4251.

Bread of Life Catholic Bible Study, 11:15 a.m. to 1:15 p.m., Dec. 7 and 14, in C123.

Reduce, Reuse, Recycle

USD staff, faculty and students combined last year to recycle nearly 700 tons of waste, according to Lou Magana, manager of general services. In fiscal year 1994-95, 483 tons of mixed paper, cardboard, plastic, glass, metal and aluminum cans were sent to recycling plants, along with 200 tons of green waste.

Mechanics in physical plant also recycle waste oil, oil filters and batteries, while antifreeze is cleaned and reused in all university vehicles, Magana says. Stay green, USD!

New Hires

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

- Frances Dolan, president's office;
- Marilyn Lockwood, financial aid;
- Chris Mattson, public relations;
- Monica Bahr, undergraduate admissions;
- Tamar Canfield, graduate admissions;
- Judith Ekhami, career services;
- Rosa Jewell, graduate admissions;
- Aaron Platenberg, legal research center;
- Frank Romani, telecommunications;
- Genevieve Silverio, legal research center.

Congratulations to the following employees who were recently promoted:

- Carol Zorola, manager of university center dining;
- Alice Bournazian, administrative assistant for summer tennis camps; and
- Jose Rodriguez, communications technician in telecommunications.
Passages

Births

Are you a new mother or new father? Spread the joyful news to fellow USD employees through the Alcalá View birth announcements. Simply send the mother's, father's and baby's name and the date of birth to the publications office, Maher 274; or call Jill Wagner at ext. 4684 with the information.

Deaths

Dale Boyd, father of Capt. John Boyd, chair of the Department of Naval Science, on Oct. 10.

Cyrille Turcotte, father of Pauline Thonnard, administrative assistant in athletics, in October.

Elizabeth O'Leary, mother of Father James O'Leary, lecturer in the religious studies department, on Nov. 7.

Classifieds

For sale. Two Fisher-Price car seats. Excellent condition. $20 each. One light fixture, $40 and one dining room table, $100. Call Miriam Rothman at ext. 4856.

For sale. Futon, reversible cushion, light to dark gray. Lacquered cherry wood finish. Used once. $150. Call Judy at ext. 4684.

Holiday Happenings

All employees are invited to enjoy the spirit of the holidays at special events planned throughout the month.

President's Reception

Alice B. Hayes invites faculty, staff and administrators to a holiday dessert buffet 2 to 5 p.m., Tuesday, Dec. 5, in the Fountain Plaza (in case of rain, the reception will move to the University Center Forum). Carolers will be on hand to sing Christmas favorites. For more information, call ext. 4659.

Spanish Mass

A Spanish Mass in honor of Our Lady of Guadalupe will be celebrated at 7 p.m., Sunday, Dec. 10, in Founders Chapel.

Choir Concert.

The USD Choir and Choral Scholars perform "Ave Maria: In Praise of Mary," 8 p.m. Friday, Dec. 8, in Founders Chapel. Repeats Saturday, Dec. 9. For more information, call ext. 2280.

Advent Reconciliation Service

The sacrament of reconciliation will be celebrated 7 p.m., Monday, Dec. 11, in the Immaculata.

SEA Christmas Drive and Reception

The Staff Employees Association's annual open house will be held from 12:30 to 2 p.m., Wednesday, Dec. 13, in the Serra Hall lounge. Music and refreshments will be provided. Guests are encouraged to bring food, clothing or a toy for donation to a charitable organization. Watch the campus mail for a flyer with details.

Christmas at the Symphony

Join the Staff Employees Association at Copley Symphony Hall for Handel's Messiah with the San Diego Master Chorale at 8 p.m., Friday, Dec. 15. Tickets for the main balcony are $7. R.S.V.P. by Tuesday, Dec. 5, to Kay Norton at ext. 2033.

Diversity

(Continued from page three)

• The committee advises the president on issues related to cultural diversity.

"Meetings of the diversity committee will be open to members of the campus community, so please feel free to attend.

“Additionally, I ask your support in working with this committee to further the university's goal of cultural diversity.”

To find out your area representative on the committee or for more information, call one of the co-chairs or the committee coordinator.