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Alcalá

August 1998, Vol. 14, Issue 11

A newsletter for the employees
of the University of San Diego

View

Ready to Unravel Any Puzzle

By Jill Wagner

Becky Gilbert has a desk tucked in a corner of Copley Library, but you will rarely find her there. Her duties as administrative assistant and network analyst take Gilbert away from her post so frequently that head librarian **Ed Starkey** likes to joke it is now his job to answer her phone.

Six years ago, when Gilbert joined the staff full time, it was vice versa. She dutifully jotted phone messages, ordered supplies, transcribed meeting minutes, tracked 12 separate library budgets and managed 40 to 45 work-study students. But after a 14-year career in electronic repair with the Navy, Gilbert was not one to stay behind a desk when there were problems to solve or puzzles to unravel.

Now, when Gilbert returns to her desk she often finds a pile of pink message slips from colleagues whose computers are on the fritz, who have software problems or who need help untangling an administrative snafu. For her willingness to help, great ability to learn and dedication to the university, Gilbert was named 1998 Employee of the Year.

"In her relations with our students and her colleagues in the library, she best responds to the university's goal that emphasizes the dignity of each individual," wrote Starkey in nominating Gilbert for the award, which is given annually to a staff employee. "She is one of those persons who makes the university a better place simply by being here."

In truth, it is because Gilbert does not settle for simply being here that she is respected across the campus. About six months after coming to the university, Gilbert joined the Staff Employees Association as representative for the library. She was immediately impressed by **Kay Norton** and **Diane West**, SEA co-presidents at the time, who she says



Becky Gilbert is the 1998 Employee of the Year.

taught her the value of service to the university. Gilbert followed in their footsteps and served as co-president from 1995 to 1997.

During those years, various university-wide committees opened their membership to staff employees, and Gilbert jumped at invitations to sit in on budget hearings and join the benefits advisory committee.

"I really got a different perspective on how things are done," Gilbert says of watching the budget process. "There are a lot of hands out, saying we need funds, and there is basically only one source of income — tuition."

She also represents USD's staff employees on the committee that developed the Performance Management Program, a job evaluation process instituted for the first time this spring. Gilbert currently chairs the SEA benefits and grievance committees, which are two areas where she's found more and more common ground among the staff, administrators and faculty.

"As the university has gotten larger, the idea that we are all employees has grown," says Gilbert, noting that the stratification between the three employee groups is less stark.

(Continued on page four)

Beyond PMP

Wondering how decisions get made at USD, who makes the decisions or how your department fits into the big picture? Get the answers at a human resources-sponsored workshop titled, "Moving Toward an Effective Community II," 10 a.m. to noon, Aug. 5, in Manchester 211.

Judith Muñoz, director of human resources, **Thom Barnett**, assistant director of human resources, and **Anita Rogers**, coordinator of training and development, will lead the two-hour session. They will discuss policy and decision-making at USD, reporting structures and communication channels. R.S.V.P. for the event at ext. 6611.

Fresh Air, Fresh Perspective

Join USD's alternative commuters club at its next meeting, noon, Aug. 26, in UC220 and help faithful cyclists, and trolley, bus and Coaster riders put a new face on old parking issues. With the start of the new semester and renewed efforts by the parking committee to hammer out fees and regulations, Fresh Air will advocate for reduced permit fees for commuters who only occasionally drive to campus.

For more information, call **Greg Zackowski** at ext. 4796 or **Jill Wagner** at ext. 2551.

New Hires and Promotions

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

John Adkins, legal research center; **Terry Boesel**, athletics;

(Continued on page three)

Benefits Brief

Worksite Wellness Survey: In order to measure your interest in various health care issues, a worksite wellness survey was distributed on July 30. Those who return the survey by the deadline will be entered in a drawing for prizes donated by Kaiser Permanente and Health Net. Based on your suggestions, lunch-hour worksite wellness seminars will be offered during the academic year.

Fall Tuition Remission: Human resources must receive a tuition remission application for part-time students no later than 10 days before the first day of class. Late fees may be charged for applications received after the deadline. Tuition remission forms are available in human resources.

Retirement Contributions: All participants in a USD retirement plan may change their retirement contribution rate up to three times per year. Call **Vicki Coscia** at ext. 8754 for an appointment.

Health Net Offers Prenatal Education: Mothers-to-be covered by Health Net are eligible to attend prenatal classes offered by their participating physician group. Sign up with the health education coordinator at your group or call Health Net's member services department at (818) 719-7077 to request a wellness programs directory.

Preg-Net Provides Pregnancy Support by Phone: Health Net offers pregnant members a telephone-based pregnancy support program called Preg-Net. By making a weekly toll-free call to Preg-Net, you will receive individualized information for each stage of your pregnancy.

Kaiser Travel Guide: Planning a late summer or autumn vacation? Pick up a Kaiser travel guide from human resources. Inside the packet is a guide to emergency and medical services outside of your service area.

— Vicki Coscia

Finding Her Rhythm

By Jill Wagner

Cheance Adair never participated in competitive sports until she took up swimming in college. Now she thrives on the thrill of racing to be first, of powering to the finish line.

Her sport of choice these days is outrigger canoeing and Adair, assistant supervisor in the mail center and a 10-year employee of USD, is often rewarded with victory when she and her teammates take to the water. Even when she hardly knows the team.

Early this summer, Adair and five women she had never paddled with fought through choppy waters and headwinds on New York's Hudson Bay to capture the Liberty Cup. The six paddlers, with Adair in the last seat as steersman, guided a 45-foot canoe along a 15-mile course that rounded the tip of Manhattan, passed under the Brooklyn Bridge and circled the Statue of Liberty.

The team, consisting mostly of members from West Coast canoe clubs, was put together at random and met for the first time the night before the race. They finished a solid 10 minutes ahead of the second-place boat.

"That's how good the crew was in that boat," Adair says of their finish. She then explains that the men's race was next, and says they came looking for advice.

"The natural thing would be for the guys to come down and talk to the crews to find out what the conditions were like," she says. "So, I've got these Hawaiian guys, who have been doing this since they were 2 years old, asking me how it was."

Adair is a seven-year veteran of the sport, but even she couldn't keep up with the terminology used by the islanders, whose history with the sport goes back hundreds of years to when Hawaiians used outrigger canoes as transportation. Her description of the treachery on the rough waters strewn with motorized ferry boats may not have sounded expert, but her work as steersman was first-class. Adair, in fact, accepted an invitation from one of the men's teams to guide their boat, and battled the course a second time that day.



Cheance Adair is a champion paddler.

As the crew member in seat six, Adair is responsible for keeping the boat upright and on course. While using her paddle to steer, she also strokes as often as possible to help push the canoe forward even faster. The outrigger is slightly shorter than the canoe and is attached on one side to further help balance the long, narrow craft. Most outrigger races are conducted on the open ocean.

Adair is a member of the San Diego Outrigger Canoe Club and vice president of the Kalifornia Outrigger Association, a group of 23 clubs between San Diego and Santa Barbara. In addition to working part-time at USD, part-time as a sign language interpreter and training six days a week, she coordinates the races held each summer in San Diego.

(She is quick to note that her club is always looking for new initiates to the sport, including men, women and children.)

The native of Ohio has found her home on the water.

"It's a great leave-it-all-behind kind of workout," she says. "I love being out there and locking into the rhythm of the ocean."

New V.P. is on a Mission

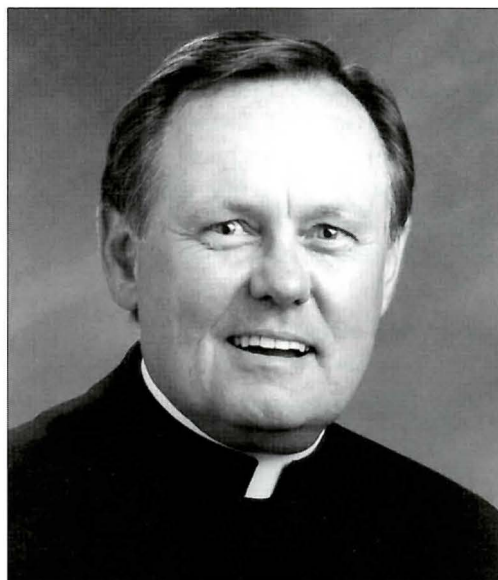
Monsignor **Daniel J. Dillabough** knows more about his new post as vice president of mission and ministry than some of his colleagues might think. With a quick smile, Monsignor Dillabough noted university ministry's recent loss of the annual relay race title and vowed to help his division recapture the championship next summer. The God Squad is on a mission.

While the lighter side of campus happenings are familiar to him, so too are the duties of a job that was left vacant when Monsignor **I. Brent Eagen**, a close friend of Monsignor Dillabough's, died last October.

Monsignor Dillabough, a 1970 graduate of the College of Arts and Sciences, envisions his role as vice president of mission and ministry to be primarily a pastor. "It is what I am prepared to do and have always aspired to be as a priest," he says. "As an administrator, I don't want to lose the pastoral moment with students or co-workers."

Often, the one-on-one talks with a trusted adviser teach students as much about life as academic courses, says the monsignor, who plans to attend some of the university ministry retreats at which students explore their faith.

In joining the university staff on Aug. 1, Monsignor Dillabough relocated just next door from The Immaculata Church, where he served as rector and pastor from 1992 to June of this year.



Monsignor Daniel J. Dillabough

He also worked as chancellor of the Diocese of San Diego from July 1990 to June 1998. Eight years ago, Monsignor Dillabough joined the USD board of trustees and for several years chaired the Catholic awareness committee of the board. As an employee of the university, however, he has stepped down as a trustee.

In the spirit of his friend and predecessor Monsignor Eagen, Monsignor Dillabough's long-term goal is to "listen to the voices of the community and challenge all of us to live more deeply and fully the mission of the university."

SEA Faithfuls Making the News

Summer is traditionally a time for retirements and movement among USD employees. This year, SEA names in the news include:

Frank Holcomb, parking services supervisor and SEA co-president, retired on June 11. The executive post will remain vacant until SEA elections in the fall. In the meantime, **Dave Edgar**, also co-president, will cover for both positions.

Laura Nottoli, SEA vice president, is now an administrator in the donor relations office. Her promotion makes her ineligible to serve on the staff employees board, but Nottoli agreed to stay with the group through December when new officers and representatives are seated.

Barbara McCluskey, a faithful friend to the SEA, retired at the end of June. As executive assistant to the vice president for finance and administration, McCluskey attended the monthly meetings on behalf of the vice president. For the past several years, she coordinated the nomination and election of administrator of the year for the SEA.

Discount Days

Discount tickets to Whitewater Canyon water park are available throughout the summer from **Yolanda Castro** in Hughes Center 222. Regularly \$22, the SEA is selling tickets for \$16. The Chula Vista water park is open seven days a week and tickets are good through September. For more information, call Yolanda at ext. 4520.

New Hires

(Continued from page one)

Rich Hill, athletics; **Erik Johnson**, athletics; **Nadine Mastroleo**, athletics; **Maria Mirian Aguilar**, financial accounting; **Amy Gualtieri**, development; **Julie Harrington**, child development center; **David Phan**, printing and duplicating; and **Pamela Shumate**, child development center.

Congratulations to the following employees who were recently promoted:

Martha Ponce, specialist for the Guadalajara and study abroad programs; **Linda Ballinger**, administrative assistant 2 in telecommunications; **Patricia Cooke**, administrative assistant 2 in the school of nursing; **Maria Estrada**, administrative assistant 1 in the registrar's office; and **Eliseo Hernandez**, HVAC and systems mechanic in building maintenance.

Passages

Deaths

Margaret Higgins, sister of **Suzi Higgins**, assistant athletic trainer, in June.

Archie Clower, father of **Craig Clower**, purchasing manager, dining services, in July.

Retired

Everett Guzman, gardener in grounds and maintenance, on June 26, after 10 years.

Joan Kearns, receptionist in housing, on July 2, after 11 years.

Arlene Weeks, dispatcher in public safety, on July 30, after 11 years.

Anne Barker, executive assistant in undergraduate admissions, on Aug. 7, after 19 years.

Betsy Winters, assistant dean in the college of arts and sciences, on Aug. 31, after 15 years.

Pat Lowry, associate professor in the School of Education, on Aug. 31, after 25 years.

John Valois, psychology professor, on Aug. 31, after 31 years.

Elizabeth Arnold, professor in the School of Business Administration, on Aug. 31, after 25 years.

Classifieds

For Sale. Little girl's tap shoes, size 12. Excellent condition. Call **Jan Tuomainen** at ext. 4681.

Wanted to Buy. Sofa, 9-foot, neutral color. Call **Judy Williamson** at ext. 4684.

Psst...

Bits and Pieces from the Readers

Life isn't always the cat's meow. Just ask the little, furry felines trying to survive without a mom on the Alcalá Park campus this summer. One recent morning, cries for help alerted a conscientious employee who discovered an underfed kitten trapped in a cage hidden in the bushes near Aromas. Banquets and catering came to the rescue with a bowl of milk and some chicken.

Turns out, however, the harmless trap was set by a cat-lover who is attempting to help the strays survive and find homes for them. If you have a soft place in your heart for adorable and cuddly critters and would consider taking one home, **Mary Zetts**, faculty secretary in foreign languages, is the person to talk to.

Alcalá View

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Bread Winners

There was no shortage of good eats at the employee picnic this year, including home-made breads baked from scratch by our colleagues. The recipe below was judged first place in the non-sweet bread category. **Josie Vella**, secretary in the Institute for Christian Ministries, and her husband, **Pietro**, perfected the Italian twist bread recipe.

Please, do try this at home!

Sapore de Porticello

(Pietro's Italian Twist Bread)

Ingredients:

- 1 tablespoon and 1 teaspoon dry active yeast
- 1 teaspoon sugar
- 1/4 cup warm water
- 2 teaspoons salt
- 4 cups flour
- 2 eggs
- 2 tablespoons butter or margarine
- 1 cup warm water
- milk

Directions:

Mix yeast and 1/4 cup warm water. Set aside for approximately 5 minutes until yeast has risen. Melt butter and add to flour, salt and eggs in bowl. Add the yeast mixture. Add 1 cup warm water and mix together to form a sticky dough.

On a bread board, mix and knead until all loose dough and flour are thoroughly mixed together. Sprinkle more flour on the bread board and continue to knead until the dough is smooth. Sprinkle the bowl slightly with oil so the dough will not stick to the bowl.

Form the dough into a big ball, put back in the bowl and cover with a dish towel.

Add a second, heavier tablecloth or blanket. Let rise for approximately 1 hour.

Roll the dough into the desired shape and place on a baking sheet. Brush the top with milk using a pastry brush. Sprinkle sesame or poppy seeds over the top. Cover the bread again with a dish towel and let sit for 45 minutes to 1 hour. Preheat oven to 425 degrees and bake for 15 to 20 minutes until lightly brown.

Gilbert

(Continued from page one)

While Gilbert's firsthand view of the university spans eight years, including two years of part-time employment at the library, her familiarity with USD life goes back more than two decades. When **Mandy Wiedower**, head of circulation at Copley Library, joined the administration 25 years ago, she introduced her younger sister, **Becky**, to the campus. For a few years it was quite a family affair at the library as Gilbert's husband, **Doug**, a 1997 graduate of USD, worked alongside his wife and sister-in-law while earning his bachelor's degree in biology.

For Doug and Becky, working together was a welcome return to the life they knew for years when they both worked in the electronics field for the Navy.

In the Navy, Gilbert discovered her skill at working with computers and electronic equipment. At USD, she has perfected the ability to troubleshoot hardware, software and network problems. She is sought after daily to help her Copley Library colleagues.

"I like figuring out puzzles," she says. "I try to fit the pieces and eventually they all fall together."



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