Celebrate the Season

The holiday spirit is abundant in the offices and classrooms of Alcalá Park. The parties are plentiful and the opportunities to help others in need abound. Faculty, staff and administrators are invited to participate in the following events:

Alternative Gift Fair
Get your shopping off to a great start at the Alternative Gift Fair, 10:30 a.m. to 2 p.m., Dec. 3, in front of the Hahn University Center. Gifts made by people in developing nations and from local nonprofit agencies will be on sale throughout the day. All proceeds are returned to the individual artists and programs.

Christmas Concerts
The USD Community Choir will perform Christmas favorites at 8 p.m., Dec. 4, and 2 p.m., Dec. 6, in Founders Chapel. Tickets are $8 for general admission and $5 for USD employees, students and seniors. Tickets are available at the Hahn University Center box office or at the door. For more information, call the fine arts department at ext. 2280.

SEA Holiday Hoopla
The Staff Employees Association annual open house and charity drive is set for 11:30 a.m. to 1 p.m., Dec. 10, in the Serra Hall faculty/staff lounge. Guests are invited to bring donations for migrant workers living in Escondido and Friends of the Poor, the priests and novices in Mother Teresa's order who serve needy residents of Tijuana.

The group collecting donated items for the migrant workers is asking for blankets, men's clothing, shoes, toiletries and canned food. Friends of the Poor need toys, stuffed animals, toiletries, and warm clothing for men, women and children. The priests and novices often travel into the hills of Mexico and are seeking used mountain bikes, camping equipment and musical instruments to help transport them to the villages and make their stay more comfortable.

For more information, contact Perla Bleisch at ext. 2540.

Latino Identity and Christmas Tradition
The final event in a series of lunchtime get-togethers celebrating Latino identity is set for noon to 1 p.m., Dec. 11. Attendees will gather in front of the Hahn University Center and process down Marian Way to Mass in Founders Chapel. Led by a mariachi band, the group will honor the Virgin of Guadalupe, a holiday tradition in Mexico, on their way to celebrate Mass.

For more information, contact Yolanda Castro at ext. 4520.

Statement of Respect
The following is a statement from USD President Alice B. Hayes:

Last year at this time, the University Senate, Associated Students, multicultural center and I, as president, on behalf of the university and the board of trustees, all formally affirmed the university's commitment to respect for each individual.

I would like to remind the university community of the pledges which we made, and reaffirm the statement that the university will not tolerate discrimination or harassment. Those few persons guilty of hate crimes will be prosecuted.

Those many individuals who comprise the majority on our campus who contribute in a positive way to the harmony and human dignity of the university community are true supporters of the university's mission.

Faculty Speaker Series
Full- and part-time faculty are invited to the Faculty and Curriculum Diversity Speaker Series at 12:15 p.m., Dec. 8, in Manchester 206A. Joseph Nalven, lawyering skills instructor in the School of Law, will share his views on "Understanding Cooperation at the U.S.-Mexico Border: Social and Cultural Considerations."

Lunch will be served. Please R.S.V.P. by Dec. 4 to Michele Magnin at ext. 4063 or mmagnin@acost.edu. When responding, mention any dietary restrictions.

Happy Holidays to all USD employees
Big Love for Mini Homes

By Jill Wagner

Maria Nelson spends the summer at her beach house, the fall in a converted barn and an occasional weekend in her Victorian home.

Nelson and her husband, Jerry Reddell, also own a home in Mira Mesa. It’s there, in a spacious living room, that you’ll find the beach house, converted barn, Victorian mansion and a traditional farmhouse. The four homes are miniatures, built and furnished by the couple.

“We used to have furniture in our living room,” chuckles Nelson, data processing assistant in financial aid.

Now the furniture Nelson spends hours designing, building and arranging can easily fit in the palm of her hand. The miniature homes are roughly the size of a dollhouse, but dolls are not the focus. Instead, each room is meticulously decorated to mimic what would be found in a full-scale house.

In the 10 years that Nelson has been a miniature hobbyist, she’s learned to look at every gadget and trinket as something else. The cap of a pen could be flower pot. An old metal pencil sharpener is a cash register. Paper towels and some shiny spray paint are turned into a vinyl garment bag.

“I will destroy just about anything I own if I need something,” says Nelson. “I don’t own many earrings anymore.”

One of those earrings is now atop a Christmas tree in a one-room box dedicated to the winter holiday. Room box settings are Nelson and Reddell’s newest design theme — they take up less space than a two-story home, after all. Reddell, a retired construction worker, designs and builds the homes and boxes down to the painstaking details of front porches, French doors and spiral staircases. One of the boxes is a Victorian hat shop with antique furniture and frilly straw hats made by Nelson. Another is a general store with dry goods, food and even post office boxes.

The couple won the praise of their hobbyist peers when they placed first in two separate contests. The beach house earned top honors in 1994 at the Hobby Builder’s Supply contest in Georgia, and the follow-

Voluntary Accident Insurance and LTD enrollment: If you wish to start or change voluntary accident coverage or the taxing of long-term disability (LTD) benefits, please contact human resources at ext. 8762 or 8764. These benefits were not part of open enrollment this year and employees are encouraged to review these benefit options. The election to change LTD and voluntary accident coverage must be completed on or before Dec. 30 for an effective date of Jan. 1, 1999.

FMLA Notice: In order to comply with Family Medical Leave Act (FMLA) regulations, a supervisor must notify human resources if an employee is under a doctor’s care for more than three days. A doctor’s certification is required before an employee returns to work.

EAP Availability: USD’s employee assistance program (EAP), administered by HHRC, is available 24 hours a day, 366 days a year. Over the Christmas and New Year’s holidays, EAP crisis counselors are on hand to provide confidential assistance for your family. HHRC may be reached by calling toll free (800) 342-8111.

- Vicki Coscia

Maria Nelson and her husband, Jerry Reddell, build miniature homes that look so real, you’d want to live there.
In Search of USD Memories

Everyone has a favorite memory of his or her time at USD. As the university celebrates its 50th anniversary in 1999, we’d like you to share that memory. A special supplement, to be published in the San Diego Union-Tribune in February, will highlight USD’s past and future. Anecdotes from alumni, faculty, staff and administrators will run throughout the special section.

Please take a moment to recall your favorite memory in 100 words or less. We’ll publish as many as possible in the supplement. Include your name, address, phone number, title at USD and number of years you’ve worked here.

Fax your memory to Liz Harmon, director of the news bureau, at ext. 6820 or mail it to Maher Hall 274. If you wish to use e-mail, send the entry to harmonl@is.acusd.edu. The memories are due by Dec. 31. For more information, call ext. 4682.

Remember USD B.C.? Before construction of Colachis Plaza, Hughes Center and the Mission Parking Complex? So many changes, so many memories - take a moment to write down your fondest memory and send it to the news bureau.

New Officers Poised for Service

Election of new Staff Employees Association officers ended with votes in favor of Dave Edgar, president; John Frazer, vice president; Becky Gilbert, secretary; and Joan Wolf, treasurer. The new officers will take over at the Jan. 13 SEA meeting.

Tuition Remission, PMP and Sick Leave on the Table

The new Human Resources Advisory Committee initiated a discussion about tuition remission, the Performance Management Program and paid time off at a recent meeting, reported Becky Gilbert, SEA representative to the committee.

The committee is considering prolonging the tuition remission eligibility period for dependents from two years to three years as a way to free up funds for employees to attend summer school. In recent years, allotted tuition remission monies have been completely used up during the regular semesters.

The advisory group also suggested a study of tuition money that is lost due to dropped classes would help determine if any employees or dependents are consistently signing up for classes, getting the academic fees paid, and then dropping. If classes are dropped, the tuition remission money is not repaid.

Gilbert also reported at the November SEA meeting that committee members considered a plan to have administrators evaluated through the Performance Management Program, and started preliminary discussion of replacing sick leave with paid time off.

Employees with concerns or questions they would like forwarded to the HR committee should contact the representative for their area (human resources has the list of committee members, which also was published in the November issue of the Alcali View).

(Continued on page four)
Correction

In the November issue of the Alcala View, Ana Dorado was misidentified as an SEA representative. Ana Schafer is the bookstore representative to the Staff Employees Association.

Psst...
Bits and Pieces from the Readers

Boy, are those people in Hughes Center with window views of Colachis Plaza lucky workers these days. An already gorgeous view has been vastly improved with the cleaning of the stained glass window and front doors of The Immaculata Church. The window sparkles and the doors hardly look like the same ones there a month ago. Turns out, the metal framing around the glass panels is brass that was cleaned for the first time in 40 years. Decades of fingerprints and the elements had turned the brass to an unrecognizable brown. Now the doors shine with the glint of gold.

Holiday Events
(Continued from page one)

Mass of Guadalupe

This Mass will be celebrated with all the tradition and festiveness common in Mexico, where the Virgin of Guadalupe’s image was a rallying point in the country’s fight for freedom. The Dec. 13 celebration will begin with a Mexican dinner served in main dining from 5 to 7 p.m. Employees are invited to join students in the cafeteria, and 100 free dinner tickets will be available to employees and their families on a first-come, first-served basis. Tickets will be available at the Hahn University Center box office beginning Dec. 7.

Following dinner, Mass attendees will gather at Colachis Plaza to watch Aztec dancers, and then process to the UC Forum where the Mass will be celebrated at 8 p.m. A reception in the UC foyer featuring mariachis, pan dulce and drinks, will cap the night.

Mecha, university ministry, UC operations and student affairs are co-sponsoring the festivities. For more information, call Kily Jones at ext. 4796.

Christmas at the Casa

President Alice B. Hayes is opening her home and garden this year for her annual holiday gathering of the USD community. All faculty, staff and administrators are invited to Christmas at the Casa from 2 to 4 p.m., Dec. 15. The Choral Scholars will lead us in holiday carols and children from the Manchester Family Child Development Center will perform a holiday medley.

Please be aware that limited parking space will be available in the Camino lot for off campus guests with special requirements. Christmas attire is welcome!

Sweets For Sale

Leave the baking this holiday season to the experts in dining services. Holiday sugar cookies can be ordered by the dozen by calling Maria Lopez at ext. 8883. Orders must be placed by Dec. 4. Pick-up is Dec. 9-11.

Dining services also invites employees to join students in main dining for a traditional Christmas feast Dec. 9. Dinner is served 4:45 p.m. to 7:15 p.m.

Chefs in banquets and catering have pulled out old family recipes for savory holiday candies now on sale. Almond florentine brittle and spicy maple pecans make great gifts or tasty treats for visitors. Both candies can be ordered by the pound. The brittle is $8.50 per pound and the pecans are $8.75 per pound.

Orders must be made by 5 p.m., Dec. 11, and pick-up is 8:30 a.m. to 4 p.m., Dec. 14-18. For more information, call Nona Janus at ext. 4560.

SEA
(Continued from page three)

Generous Donation to MFCDC

Manchester Family Child Development Center will receive $1,170 from the SEA to help cover the cost of lunches for four staff employee families with kids enrolled at the center. In recent years the SEA has made a practice of donating funds to the center to directly benefit children of staff employees.