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Kroc Institute Construction May Cause Parking Changes

Construction on the Joan B. Kroc Institute for Peace and Justice began April 17, and public safety officers closed the student parking lot next to West Point Field on that day.

Talk at a Parking Committee meeting last month included a proposal to cut into the number of faculty/staff spaces to make up for the lost student spaces. Yellow spaces in yet-to-be-determined areas would be painted white.

Another proposal called for the conversion of the parking lot at the bottom of West Point Field, next to the business park, to a “free” parking lot. Currently a fringe permit parking lot, the free lot would encourage commuters to park at the bottom of the hill and walk up or take the tram.

A plan for a shuttle service between campus and the nearby coaster/trolley station also was discussed and it was suggested that the department increase the $25 fee for parking violations. The department had talked about raising that figure to discourage commuters from parking recklessly.

Alcalá Park’s Human Resources Director Raised Bar for 16 Years

Six months ago, Judith Muñoz was walking across a narrow beam 20 feet above the ground on a small deserted island in the middle of the Canadian wilderness.

Muñoz admits she doesn’t always need to go looking for such big challenges. She certainly faced enough of them in her daily duties as the director of human resources at Alcalá Park.

This was something different, however.

“It was one of the highlights of my life,” says Muñoz of a 10-day executive leadership development program in the Ontario woods. “The first day we did this high ropes course. You’re way up high above the ground and you think, ‘There’s no reason to be afraid.’ But, of course, you are.”

Muñoz is a little nervous again these days, but for an entirely different reason. The leader of USD’s “HR” office since 1984, Muñoz will leave USD for a similar post at Scripps Research Institute later this month.

“On the day I told people at USD of my decision, I went home and was kind of depressed,” says Muñoz. “But then I thought, ‘Well, I’ve made a choice to do this so I shouldn’t feel depressed.’ I’m going to miss a lot of people at USD, but at the same time I’m very excited.”

Muñoz says she feels a little guilty about leaving the department in the midst of a busy time—major changes are in store with the implementation of a new campus-wide computer system. But, she says, the office will move forward.

“There are so many people I’ve enjoyed working with, so many terrific people,” says Muñoz. “Everyone here in human resources, the presidents, all the vice presidents and the SEA. It’s been such a terrific experience.”

Muñoz says her 16 years at Alcalá Park have been filled with fantastic and fulfilling experiences. Some have come off campus, like the trip to the woods in Canada.

A workshop for high-level executives looking for an edge in leadership, the journey to the woods helped Muñoz find out a lot of things about herself. She found a lot on the first day on the high ropes.

High ropes course participants were strapped into harnesses and left dangling almost two dozen feet in the air.

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University Ministry
Events
All members of the USD community are welcome at the following events:
Confirmation with Bishop Robert Brom, 7 p.m., May 7, in Founders Chapel.
Law School Graduation Mass, 2:30 p.m., May 26, in Founders Chapel.
Baccalaureate Mass, 4 p.m., May 27, in Torero Stadium.
St. Vincent de Paul Soup Kitchen, 11:10 a.m. to 1 p.m., every Tuesday and Thursday.
Bible Study, 12:10 to 12:50 p.m., every Thursday in Warren Hall room 113. Contact Father John Keller at ext. 2296.
Bible Study in Spanish, 11:45 a.m. to 12:30 p.m., every Wednesday in Law School room 2B. Contact Father Alejandro Crosthwaite at ext. 6818.
Mama's Kitchen, 4 to 6 p.m., every Thursday. Contact Brother Tom Thing at ext. 4897.
Masses at Founders Chapel, 12:10 p.m., Monday through Friday, and 5 p.m., Monday through Thursday.

Passages
Births
Born to Liza Peterson, UC campus scheduling coordinator, and her husband Todd, a son, Adam Nathan, on March 31.

Deaths
Former USD School of Law dean and professor Father Martin J. McManus, Jr., on March 28. Father McManus completed his seminary formation at the Immaculate Heart Seminary in San Diego in 1959 and was ordained by Bishop Charles Francis Budy. McManus passed away in Toledo, Ohio, at the age of 81.

George Thing, brother of Brother Thomas Thing, associate minister in University Ministry, on March 21.
John Arthur Gabriel, father of Tyler Gabriel, senior staff psychologist, counseling center, on April 14.
Robert Shefferd, brother of Marti Hans, budget and administration assistant, School of Law, in April.
John Grant, father of Jane C.G. (Continued on page three)

Judith Muñoz
(Continued from page one)
They walked across logs, balanced on wires and had to survive without looking down.
"I was so thrilled when I completed that course," says Muñoz. "I confirmed a lot of things that I had thought about myself. I was competitive, I had courage and self control and I was a performer. What's funny is that I was back on campus a couple of weeks later and I was talking with one of our vice presidents. He said, 'Judith, you didn't have to go out into the woods to find that out. I could have told you that.'"
Muñoz is competitive, courageous and a performer. She's also a heck of a leader. In her 16 years at USD, she's created policies and programs that have stuck. She revised an employee newsletter that had slowed (Alcalá View), improved personnel policies, changed hiring practices and revised the employee salary structure.
She also started offering employees choices in their benefits packages and instituted retirement plan options.
Muñoz's job at Scripps will be a little different, but not much. There, she will handle human resources for a company that has more than twice as many employees as USD (more than 3,000). She will also handle the paperwork that goes with the grants and aid awarded to a bigger research institute.
"There are so many people I've enjoyed working with, so many terrific people," says Muñoz. "Everyone here in human resources, the presidents, all the vice presidents and the SEA. It's been such a terrific experience."
— Judith Muñoz

Summer Tuition Remission and Retirement News
Summer Tuition Remission: For those interested in taking summer courses, now is the time to fill out tuition remission forms. Employees should fill out the tuition remission application. The "space available" application for spouses or dependents must be filled out for family members who wish to enroll. Forms are available in human resources during normal business hours, 8 a.m. to 5 p.m. weekdays. Please remember: dependents of employees will be admitted to summer courses on a space available basis.
Late entrants to Blue Cross and Kaiser:
A certificate of coverage from your previous health insurance company is required if you are a late entrant to a USD health insurance plan. Only a change in family status will allow you to modify your insurance coverage during the year. Contact assistant benefits manager Nina Sciuto at ext. 8762.
Plan For a Prosperous Retirement: All employees who are new to USD's retirement plan are encouraged to attend a retirement orientation to become acquainted with investments offered by VALIC, TIAA-CREF and Scudder. An orientation is scheduled from 1 to 3 p.m., May 10. June and July orientations are also being scheduled. Call ext. 6537 to sign up.
May 8-12: eligible employees not yet enrolled will receive a retirement enrollment packet through campus mail.
May 22-26: schedule of events for June and July sent through campus mail.
May 31: deadline for "change authorization" forms.
— Debbie Anderson
USD’s United Way/CHAD Campaign In Full Swing

United Way/CHAD program organizers on campus sent out announcements and pledge forms last month. Forms are also available from Team Leaders in every office. The United Way/CHAD campaign works in communities throughout San Diego County to raise money for local agency programs and services. The United Way and the Combined Health Agencies (CHAD) donations are used to fund health care, emergency services, child care, literacy and substance abuse prevention.

Of the 13 colleges and universities in the county, USD was fourth last year in terms of participation. Last year, 19 percent of USD employees contributed to the fund. That number was down from 30 percent in 1998, however, and organizers hope to reach that number again.

Campaign chairs have statistics and facts available on what donations can mean. For example, $100 can provide an electric wheelchair for a multiple sclerosis patient. Just $50 can provide a blood transfusion for a leukemia patient or send lead testing kits to 25 low-income families. A week’s worth of food can be bought for $25 and given to a battered mother and child living in a shelter.

USD employees may designate their gifts for particular agencies or areas. Donations can be made to the Community Impact Fund or a number of specific organizations listed in materials that are available with team leaders and campaign co-chairs.

The Community Impact Fund helps create a safety net of agency services for those experiencing homelessness, physical and mental illness, drug and alcohol abuse, domestic violence, gang involvement or educational problems.

Pledge forms should be completed by May 5. Contact team leaders for more information, or campaign co-chairs Janice Reiboldt at reiboldt@is.acusd.edu or ext. 5998, Calista Davis at davisc@is.acusd.edu, or Pam Gray at grayp@is.acusd.edu or ext. 4659.
Work Study Shortage, Sky Show Concerns Raised at SEA Meeting

Guest speaker Lisa Bach of Student Employment addressed the SEA reps at last month's meeting.

Bach talked about the shortage of "work studies" on campus and had suggestions for department supervisors on how to keep good ones. She says the university will raise the hourly wage from $6.10 to $6.50 an hour, but says a work study can often find a high-paying part-time job or internship off campus.

Bach says it's important for departments to offer work studies opportunities at acquiring actual work experience and job skills. She says the shortage of work studies is nationwide in these times of booming economies.

One SEA rep noted that her department lost a work study to an internship off campus that paid more than $15 an hour.

"We've never had this problem before," says Bach, who had to close her office while she attended the SEA meeting because her office is short a work study.

Alcalá Park students put their names into a pool, specify what kinds of skills they'd like to acquire, what their majors are and what kind of careers they are interested in. Students are then assigned to posts in various departments.

Work studies are paid with funds through federal grants.

Padres Sky Show

The SEA has 300 tickets for the San Diego Padres' meeting with the Cincinnati Reds on June 16, the night of the KGB Sky Show. The tickets are $5 and are in the same section as last year.

Concern was raised that the seats are not the best for viewing the fireworks that make up the Sky Show. There were suggestions about picking another game, or setting up an SEA tailgate picnic.

SEA reps said it was difficult to get better seats because larger companies buy bigger blocks of tickets and get first pick. There was some talk of starting another fund-raiser.

In the past, the SEA has sold See's Candy chocolate bars. The SEA last month decided to repeat the sale in September. Details will be worked out this summer.

Employee Picnic

The employees' picnic is set for July 14 and will have a "Alice's Wonderland" theme. An idea talked about at previous SEA meetings centered around having each of the five campus divisions perform skits. Details are forthcoming.

Employee of the Year

Part-time benefit-based employees will now be considered for the Employee of the Year award.

Donation

SEA representatives also voted to donate $50 to the Fresh Air Challenge for prizes.

Alternative Transportation Fuels Fresh Air Day

The Fresh Air Challenge is set for Friday, May 19! A contest is planned to determine which of the five vice presidential divisions boasts the greatest percentage of participants.

Employees who sign up will get an Aromas gift certificate and the winning division will be presented with the "Golden Muffler Award."

Free parking for carpoolers will available near the fountain and free food will be available for USD community members who carpool or walk, ride a bike, jog, skate or find another way to work without their cars. Tables will be set up near the fountain in the middle of campus from 7 to 9 a.m. for free bagels, coffee and juice.

May 19 was declared San Diego Bike to Work Day by San Diego city officials. People with bikes can ride free on public transportation on the special day.

For more information, or to sign up for the Fresh Air Challenge, visit www.acusd.edu/freshair.