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# Alcalá

November 2000, Vol. 17, Issue 3

A newsletter for the employees  
of the University of San Diego

## View

### No Salary Decreases, President Says



President Alice B.  
Hayes

The long-awaited word on the staff salary survey has been given to hundreds of USD staff members. In late October, letters were prepared by human resources for each benefit-based hourly employee that detailed the new classification grade for each position and the current and new rates of pay.

Some staff had voiced concern that their pay levels would go down, a sentiment that President **Alice B. Hayes** says is unfounded. She says no employee's salary would be reduced.

In a memo announcing the completion of the survey and the actions to be taken, Hayes indicated all the recommendations of The Epler Company, the consulting firm retained to perform the survey, would be implemented, including a position classification process and adjustments to the grade levels of current positions. Salary increases will also be made retroactive to the start of the fiscal year in July.

"This is not an effort to cut salaries," she says. "This was

an honest effort with the help of an independent consultant to bring our pay scale into line with the market."

The study may find some salaries are above market, she says, but even then there is no cause for concern.

"In a comprehensive analysis like this, one would expect to find some people above market," she says. "However, there is very often a good reason why they are at that level, either because of experience, or special talents or skills. We have no intention of cutting anyone's rate of pay."

One element of compensation not considered in the evaluation is the university's tuition remission policy. Hayes says since not all employees take advantage of the opportunity for themselves, spouses and children to earn a degree from USD at no cost, it would have been unfair to factor it in. In addition to the cost savings, the tuition remission policy dramatically increases future earning power.

"Tuition remission is a very valuable part of the compensation package," she says.

Hayes says money from the university's reserve fund will be used to fund any salary increases this year and those increases will be factored into future budgets.

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### Make-Over Planned for a USD Tradition

A committee of students and staff will soon be formed to provide input for the remodeling of Traditions, scheduled to take place next summer. According to Tom Cosgrove, associate vice president for student affairs, the campus eatery on the first floor of the University Center will be renovated to better accommodate the more than 900 people who visit it each weekday.

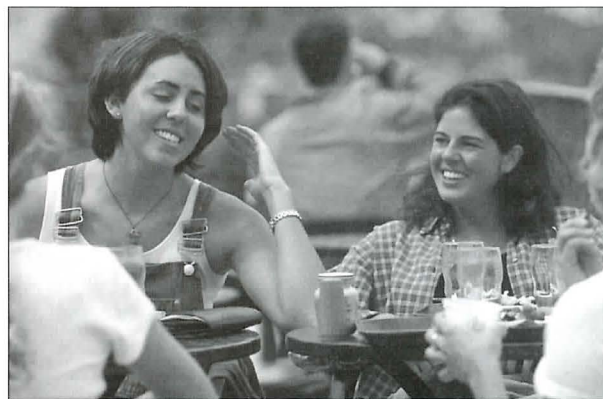
"We'll improve the way people enter and exit the serving line area, probably using a corral concept like upstairs in The Deli," he says.

When the Hahn University Center opened in 1987, the area where Traditions now stands was a restaurant called the Courtyard Grill.

"It was dark, and even though it was

built in the '80s it looked like it had been decorated in the '70s," says Carol Norman '88, USD's dining manager who was student supervisor of the Courtyard Grill back then. She says that in the mid-'90s, Associated Students decided the Grill needed a facelift.

At the behest of Cosgrove and with the help of Terese Whitcomb, director of university design, the Grill was transformed into a place where diners have a chance to get an up-close and personal look at USD history. Glass display cases house items



Dining on the patio outside Traditions allows students and staff to enjoy one more USD tradition — the San Diego sunshine.

including the trophy and basketball from the 1984 men's WCC championship team, homecoming souvenirs and photos of campus guests ranging from 1972 presidential candidate Geo-

*(Continued on page two)*



## Religious of the Sacred Heart Turns 200

Several events are planned this month in observance of the bicentennial of the Religious of the Sacred Heart, the order of nuns who helped establish USD. They include:

**Workshop for Educators**, 4-6 p.m., Nov. 13, Manchester Conference Center. Call ext. 7576 to RSVP.

**USD Founders Day Vespers**, 5 p.m., Nov. 13, Founders Chapel. Reflector: Sister Kathleen Hughes, RSCJ. Reception to follow. Call ext. 6890 to RSVP.

**Lecture** by Sister Suzanne Cooke, RSCJ, 7:30 p.m., Nov. 13, Manchester Conference Center. Call ext. 7576 to RSVP.

**Bicentennial Mass**, presided by Most Rev. Robert H. Brom, 12:30 p.m., Nov. 19, Founders Chapel. Reception to follow. Call ext. 6890 to RSVP.

## University Ministry Events

**Sunday Masses**, 7 and 9 p.m., Founders Chapel.

**Daily Masses**, 8 a.m., The Immaculata; 12:10 and 5 p.m., Founders Chapel.

### Bible Study

Bible Study sessions are held from 11:30 a.m. to noon Wednesdays (Spanish) and noon to 1 p.m. Thursdays (English) in Warren Hall room 2B. Pizza and soda is provided. For more information, contact **Perla Bleisch** at ext. 2540.

**Day of Prayer**, 10 a.m.-4:15 p.m., Nov. 4, Hahn School of Nursing, with coffee at 9:30. People of all faiths are invited to this day of reflection led by **Father J.J. O'Leary**, SJ. The day will include three presentations, time for personal prayer and sharing.

### Biannual Employee Prayer

**Breakfast**, 7:20 - 8:30 a.m., Nov. 9, UC Faculty-Staff dining room. Speaker: Stephanie Gut. Please call ext. 4735 by Nov. 6 to make a reservation.

### Hunger and Homelessness

**Week/Night Without Shelter**, Nov. 13-19. Call ext. 6818 for more information.

## Salary

(Continued from page one)

In addition to the salary adjustments, Hayes says other recommendations resulting from the study are in the process of being implemented.

"The university diversity plan, revised orientation efforts for new faculty, staff and administrators, a new employee evaluation plan by supervisors, even a revised plan for the evaluation of supervisors have resulted from the study," she says.

Hayes adds that the salary adjustments are independent of normal performance reviews.

"These changes are meant to bring our pay scale into line with the market," she says. "Staff will receive their regular performance reviews, and whatever salary increase they would normally receive will be in addition to the adjustment."

## Traditions

(Continued from page one)

erge McGovern to *Brady Bunch* star Barry Williams. One wall bears photographs of campus leaders from **Mother Hill** to **Alice Hayes**; another a poster-sized photo of the Sports Center still under construction.

## Benefits Briefs

**Benefits Fair:** Mark Nov. 3 on your calendar for the USD Employee "Health Benefits & Lifestyle Expo" in UC Forums A and B from 10:30 a.m. to 1:30 p.m. Come and participate in free health screenings, enter drawings for a variety of prizes and take advantage of the chance to talk with health, insurance and retirement company specialists.

**Open Enrollment:** All benefit-based employees have the opportunity to change their 2001 benefits between Nov. 13 and 22. A web site will be available for easy access from home, office or the human resources Skills Center in Maher 112. Open enrollment information materials will be sent to employees via campus mail.

You must re-enroll if any of the following apply: you want to add a health or dependent care reimbursement account for 2001; change medical or dental plans; and/or add or delete dependents from medical or dental coverage.

## Calling all Musicians

Do you have a song in your heart?

**President Hayes** is inviting all USD faculty, staff and administrators with musical and/or vocal abilities to perform at "Christmas Around World," the president's annual Christmas party, from 2-4 p.m., Dec. 14 at Casa de Alcalá. Call **John Frazer** at ext. 4182 to learn more.

"It was about the same time that Trophy's was opening up in Mission Valley," Cosgrove recalls. "That's what prompted having the athletic memorabilia in there, but then we thought it would be a good idea to recognize all our achievements and campus traditions, like Homecoming, orientation, and international student dinners."

Despite its name, Traditions did prove to be somewhat ahead of its time. Norman recalls the corner now occupied by the T-House (created in response to student demand for Asian food on campus) was home to a coffee bar.

"But coffee wasn't a big deal then," she says. "After awhile, it became a yogurt place, because that was very big in the late '80s."

**New Employee or Rehire Benefits Orientation:** New faculty, staff and administrators should contact **Becky Gilbert** (ext. 4377) or **Debbie Anderson** (ext. 4456) to schedule a benefits orientation. Please remember that the orientation must occur within 30 days of eligibility.

**Retirement Benefits for New Hires:** Eligible benefit-based employees who have not yet enrolled in USD's retirement plan should contact **Vicki Coscia** immediately (ext. 8764). Enrollment is required to receive the 12 percent contribution from the university.

**Leave of Absence Reminder:** Supervisors should contact **Becky Gilbert** (ext. 4377) when an employee has been absent over 3 days. This requirement is the result of state law which mandates that employees be made aware of the provisions of the Family & Medical Leave Act (FMLA).

— Debbie Anderson



## a look at the park

*This month, we look back at the reaction on campus to the assassination of President John F. Kennedy.*

Anthony Mournian '64, was on his way to the Lark Cafeteria for lunch on Friday, Nov. 22, 1963, when he first heard of it. Classmate Jose Cachuela '64 was walking past the office in the College for Men when he overheard the staff saying the Rosary. Sister Sally Furay was teaching an English class when someone opened the door of her Camino Hall classroom with the news.

Mournian says. "Everyone whipped down the stairs to the cafeteria to watch Walter Cronkite and find out what had happened."

Incredible as it may seem in this age of around-the-clock coverage of the chief executive's every move, no television cameras recorded the shooting of President Kennedy as he rode in a motorcade through the streets of Dallas, Texas, so the first reports about the shooting were sketchy. Mournian left the cafeteria to go to a philosophy class taught by Father William Shipley.

"He began the lecture, and about 11:40 the bells in The Immaculata began to ring," he says. "We all knew what it meant. It was



Presidential candidate John F. Kennedy addressed a crowd in downtown San Diego in 1960. This photo, taken by USD student Chuck Boyd, appeared on the tribute page to Kennedy in the 1964 College for Men yearbook.

The assassination 37 years ago this month of President John F. Kennedy, the first — and still the only — Roman Catholic to hold the nation's highest office, had a profound impact on the USD campus. "The atmosphere for the next few days was subdued and prayerful," Sister Furay remembers. Cachuela recalls students and staff crying as they walked through campus.

Two places in particular became the center of the USD universe over those next four days: The Immaculata and the corner of the Lark Cafeteria where the television set delivered images of the tragedy to Alcalá Park.

"I can take you to the exact spot in the College for Men (now Serra Hall) when I heard the president had been shot,"

the slowest, most painful ringing of those bells I will ever hear. Father Shipley said, 'gentlemen, we must continue.' I don't know how he kept his cool, but he did it."

Mournian adds the regular noon mass, which usually drew 15 to 20 students, was standing-room only on Nov. 22. Father John Brugman, chaplain of the College for Men, led the prayers. By the next day, a catafalque symbolizing the president's coffin had been built at the foot of the altar.

"It was overwhelming," Mournian recalls. "On Monday when they had the funeral in Washington, D.C., we had a special Mass at USD. It was hard not to feel like they killed our president."

## Blood Drive Set

On Nov. 20 -21, an information booth will be set up in front of the University Center for members of the USD community to make appointments to donate blood. Walk-in donors also are welcome at the semi-annual USD Blood Drive, scheduled for 10 a.m. - 3 p.m., Nov. 27 - 28 in UC Forum B. Call ext. 4796 for more information.

## Founders Galley Exhibit

"Whispers and Echoes: Recent Paintings by John Halaka," 12:30 - 4 p.m., Monday-Friday through Dec. 15, Founders Gallery. Halaka, associate professor of visual arts, has taught at USD since 1991.

## Faculty Colloquia

"Persuasive Discourse in Early Christianity" by Maria Pascuzzi, 12:15- 1:15 p.m., Nov. 9, Maher 205. Sponsored by USD's theology and religious studies department.

"Change in Consciousness: Women's Religious Identity in Himalayan Buddhist Cultures" by Lekshe Tsomo, 12:15-1:15 p.m., Nov. 14, Serra 209. Sponsored by USD's theology and religious studies department.

## United Way Campaign

The 2001 United Way campaign is scheduled to launch Feb. 14, 2001. Be on the lookout for more information regarding this important event.

## Passages

### Deaths

Gertrude Pinto, mother-in-law of **Bob Infantino**, professor, School of Education, and mother of Virginia Infantino '81, MRE '85, director of Evangelical and Catechetical Ministry for the Catholic Diocese, on Sept. 15.

Victoria Fogarty, wife of **Brian Fogarty**, director of athletic development, and mother of **Bridget Fogarty**, administrative assistant, corporate relations and annual fund, on Sept. 22.



## SEA Meeting Notes

October's meeting of the Staff Employees Association was spiced with a blast from the past: a visit from the recently retired President Dave Edgar.

The meeting was dominated by follow-up to last month's discussion regarding the SEA's grievance policy and the specific procedures available to staff members. In addition to a "hot topic" meeting on the grievance procedures scheduled for a to-be-determined date in November, the SEA representatives decided it is important to improve the lines of communication with the entire university employee community. With the goal of making it easy for employees to make their feelings and concerns known, several ideas were put forth, including suggestion boxes for anonymous comments and opportunities to address the committee in person.

After a vote at the September meeting, an anonymous letter concerning the staff salary survey that invoked the Catholic Church's position on a living wage was forwarded to Monsignor Dillabough, who is scheduled to address the issue at the SEA's next meeting on Nov. 8.

Margie Carroll of math and computer science presented findings from her research regarding skyrocketing health care costs, and the increase in co-payments USD employees may incur to offset those costs. Josie Vella, Julia

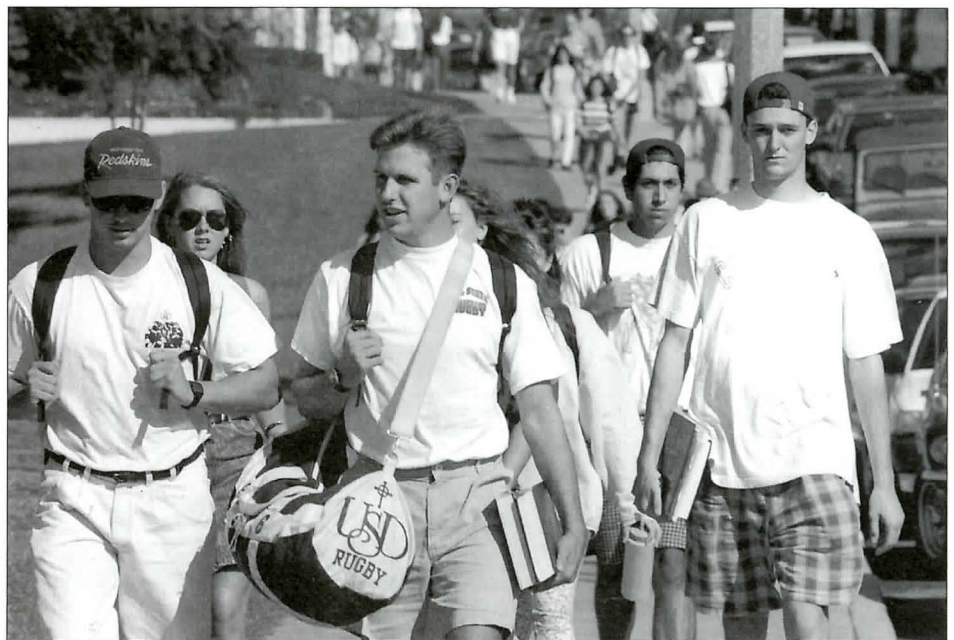
Starkey and Perla Bleisch were named to a committee to work with human resources to examine reasons for the potential increase and possible courses of action available to staff members.

Doug Gilbert, the SEA's liaison to the parking committee, reported back regarding two issues brought up at the September meeting: The written stipulation on reserved parking passes that only the space owner may have a vehicle towed from it and the inability of part-time employees to pay for parking passes via payroll deduction. Gilbert said Director of Public Safety Larry Barnett would look into changing the

wording on the passes, but not the policy itself. He added part-time employees can use payroll deduction so long as they are benefit-based.

A nominating committee was formed to recruit and recommend candidates for SEA executive offices for the 2000-2001 term. Chere Smith, Perla Bleisch and Doug Gilbert will make recommendations at the Nov. 8 meeting.

All USD employees are invited to the next meeting of the SEA, scheduled from 2-3 p.m., Nov. 8 in UC 107.



*This fall, 6,943 students were enrolled at USD, up from 6,858 last year.*

### Alcalá View

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