2001

Alcalá View 2001 17.08

University of San Diego Publications and Human Resources offices

Follow this and additional works at: https://digital.sandiego.edu/alcalaview-1985

Digital USD Citation
https://digital.sandiego.edu/alcalaview-1985/175

This Newsletter is brought to you for free and open access by the USD News at Digital USD. It has been accepted for inclusion in Alcalá View (University of San Diego. Public Relations Office) by an authorized administrator of Digital USD. For more information, please contact digital@sandiego.edu.
Creating a More Diverse Campus, One Step at a Time

USD is making progress toward the creation of a more diverse campus, but the work isn’t over yet, say administrators who are implementing a new diversity plan.

University officials drafted the University Plan for Diversity and Inclusion last year and currently are working on implementing its goals, which include increased recruitment and retention of faculty, students, administrators and staff of color, and recognition of the vital role diversity plays in campus life. The plan will be discussed at a May 3 University Senate meeting and will be reviewed by the Board of Trustees next year.

“It’s not just about the colors — black, brown or even orange or green,” says the campus diversity development director, Reuben Mitchell, who helped put the plan together and will oversee its implementation. “It’s about how we treat each other.”

Employees and students can read the University Plan for Diversity by visiting www.sandiego.edu/provost/docs/diversity.htm. To submit comments, contact Reuben Mitchell at ext. 8750 or mitchel1@sandiego.edu.

The plan is the latest in a series of campus-wide diversity efforts dating to 1991, when USD received a $1.6 million from the James Irvine Foundation, a philanthropic organization dedicated to improving diversity at private schools. The grant was used to identify campus attitudes, create diversity workshops and conduct human relations retreats. A second $500,000 grant, awarded in 1996, funded leadership training programs.

The grants helped the university increase the number of people of color who work and go to school here, start Spanish-language programs for employees, sponsor “Stop the (continued on page four)

Put a New Twist on Your Commute: Leave the Car at Home

Every morning Greg Zackowski, operations director at the Hahn University Center, dons bike shorts and helmet, jumps on his Fuji, pedals seven miles to work, showers and changes into shirt and tie in the locker room at the University Center and arrives at his post, all by 8:30 a.m.

Zackowski, who adopted the routine three years ago, knows taking alternative transportation to work is less convenient, but encourages his fellow employees to try it at least once.

“If they do it for one day, maybe they’ll realize that it’s not that hard, especially since parking is getting tougher and gas is getting more expensive,” says Zackowski, whose bicycle commute is only 13 minutes longer than his drive. “One person in one car isn’t a long-term answer in Southern California.”

The university’s annual “Fresh Air Challenge” on May 3 is the perfect opportunity to leave the car at home, says Zackowski, founder of USD’s Fresh Air Commuter Club. The group, which promotes alternative transportation and lobbies to make commuting easier for employees, sponsors the day to inspire the campus community to walk, bike, run, take public transportation or carpool to work.

Last year 80 people participated in the challenge; this year’s goal is 100.

Students will treat participants to coffee, juice and snacks from 7 to 9 a.m. on Colachis Plaza, and the first 100 commuters will receive an Aromas gift certificate. The department with the most participants will receive the (continued on page three)
USD Artists Benefit Children’s Charity

The USD Charity Art Auction, featuring art work produced by students, staff, parents and alumni, is set for 4 to 6 p.m., May 6, in the Hahn University Center forum.

The silent auction, sponsored by 22 students in an advanced marketing project class taught by Seth Jacoby '95 in response to the often negative portrayal of youth in today's media. The organization provides scholarships to 55 handicapped and low-income children for the camp in Yucaipa, Calif., which is staffed entirely by young adults. For information, contact Ellis at (619) 260-4805 or sellis@acusd.edu.

The art auction includes this framed watercolor painted by Wendy Mahncke, mother of business administration major Patrick Mahncke.
SEA Members Work to Stimulate Attendance

Members of the Staff Employees Association brainstormed new ideas for boosting attendance at SEA meetings and events at the group's April gathering, and plan to contact the association's campus representatives to encourage more significant representation at future meetings.

SEA presidents Josie Vella and John Frazer reported that attendance at SEA events — such as a recent "hot topics" forum on the grievance policy — and participation in subcommittees has dropped since November, when new officers were elected. But other members called the lower turnout a normal part of the leadership transition.

"You're doing a good job finding your way in your new roles," said Larry Gardepie, an SEA administrative adviser. "You have to look at the positive things — where things are working."

Vella stressed the need for all representatives to join at least one SEA subcommittee, as required in the organization's bylaws. The committees update bylaws, offer direction when grievances are filed, coordinate hot topic discussions, serve as public relations liaisons between SEA and the campus community, advise human resources about issues affecting staff, assist with the employee picnic, plan social events and SEA fund-raisers and organize voting for the Administrator of the Year award. To sign up for a committee, call Josie Vella at ext. 4784.

Attendees at the April meeting proposed sending a group e-mail or conducting a telephone chain to remind representatives of the meetings. Others suggested that representatives bring a co-worker to the meetings.

SEA secretary Anna Cain, parliamentarian Jo Powers and vice president Cyndi Thomas agreed to split up the roster to call and remind their colleagues about the meetings.

In Other SEA News

- Treasurer Doug Gilbert, the SEA's parking committee representative, said he was mistaken when he reported at the March meeting that parking fines could be increased across the board. The proposal is to increase fines for parking violations by drivers who don't have campus permits.
- Nomination forms for the Administrator of the Year award were sent to all staff members. The deadline to return them is May 16. The SEA Administrator of the Year Committee will narrow the nominations to a small group, and SEA officers and representatives will vote on the winner at the June meeting. The winner will be recognized at the employee picnic, June 29.

Commute

(continued from page one)

Golden Muffler Award, which last year was won by student affairs.

Founded five years ago, the Fresh Air Commuter Club is made up of people who regularly use alternative transportation. As an incentive, members get a permit allowing them to park on campus for free once a week. Zackowski uses the opportunity to transport his work clothes, which are too cumbersome to carry on his bike.

The club is asking the university to allow purchase of public transportation passes with pre-tax dollars, in the same way campus parking permits now can be purchased. The change would benefit employees like Danny Rillera, a lab manager in the chemistry department, and Tedi Kostka, who works in the School of Education. Both commute from Solana Beach on the Coaster, an express train that runs from Oceanside to San Diego. It drops them off at the Old Town station where a USD shuttle picks them up.

For more information on the Fresh Air Commuter Club call Greg Zackowski at ext. 4796 or log on to www.sandiego.edu/freshair.

After commuting on the Coaster for four years, Rillera shuns the idea of going back to freeway travel.

"On the coaster, you can read the paper, fall asleep and do things you can't do when you're driving," says Rillera, who says passengers also work on laptop computers or grade papers.

Aromas Goes Wireless

Aromas customers soon will be able to get their coffee and Internet with no strings attached. The campus' first wireless port, which uses radio waves to connect users to the Internet, has been installed in Aromas, USD's coffeehouse. The technology will allow faculty, staff and students to connect to the Internet without wires, while sitting anywhere inside Aromas or outside on the patio. A demonstration of how the system works is scheduled for 10 a.m., May 4, in the coffeehouse on the first floor of Maher Hall. For information, call ext. 4982.
Diversity
(continued from page one)

Hate” seminars for students and organize diversity workshops for administrators. The university's work was recognized with a recent peacemakers award from the San Diego Mediation Center for the Rainbow Educators, a group that educates the campus about issues of sexual orientation.

The five-page diversity plan outlines several objectives, including: developing a plan to recruit and retain underrepresented ethnic or cultural groups; assisting adjunct and part-time faculty from these groups to earn the educational degrees necessary to compete for full-time faculty positions; and obtaining $1 million in financial aid funds for students in these groups.

Other benchmarks include increasing the percentage of full-time faculty from underrepresented groups to 20 percent, the percentage of administrators to 15 percent and the percentage of students to 30 percent, all by 2005.

“I know these benchmarks will be controversial,” says Provost Frank Lazarus, who wrote the report. “But they do not represent quotas. They are a way to challenge ourselves and one way to hold ourselves accountable.

“We have to provide students with experiences on campus that compare to what they see when they go out to work and live in the real world,” Lazarus says. “Everybody must have the ability to work with people who have different backgrounds, cultures and traditions.”

The actual steps for accomplishing these objectives are still in the works. In the next phase of the plan, individual departments will come up with the strategies to make it all happen.

The administration isn't idle in the meantime. Lazarus says officials are looking for ways to include sexual orientation — which is not yet included in federal laws — in the university's anti-discrimination policy. The policy currently states that people will not be discriminated against based on federally recognized classes such as race, ethnicity, religion, gender, age, disability or veteran status.

And the campus already has been actively recruiting more diverse faculty members.

“I've interviewed more people of color this year than ever before,” Lazarus says. “We've made lots of good hires to enhance our community.”

Frank Lazarus

In Pursuit of Passionate Pastimes

Can you be found hang gliding over Torrey Pines on Saturdays? Do you spend summers touring as a swordsman with the cast of a Renaissance Faire? Has your painted face or bare chest flashed across the screen at a Chargers, Padres or Toreros game?

Do you have a side job as a dog walker or a rodeo clown? Do you collect every Happy Meal toy McDonald's gives away? Are you a prize-winning rose grower, an extreme sports daredevil or a dedicated volunteer who logs hundreds of hours reading to children?

The Alcalá View wants to hear from you. If you charge headlong into wild or wacky adventures, dedicate your lunch hour to unique endeavors or make a difference in your community, let us know.

Your stories could be featured in a new section highlighting what USD employees do outside of their jobs. The Alcalá View is getting a facelift, and this new section is just one of many changes you’ll see when the new design debuts this summer.

If you have a story to tell — or know someone who does — contact Alcalá View editor Krystn Shrieve at ext. 4934 or kshrieve@sandiego.edu.