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AlcaláView

A newsletter for the employees of the University of San Diego / November 2002 / Vol. 19, No. 3

Perfect for last-minute purchases or late-night necessities, a convenience store opens in Tecolote Village.
See page 2.



On a Wing and a Dare

Susan Crouch is a self-proclaimed thrill seeker, so when a friend asked if she dared to learn hang gliding, she jumped at the opportunity — literally.

Crouch, a computer operator in administrative information services for nearly eight years, was born deaf, but never allows the disability to impede her pursuit of heart-palpitating escapades. So in August, after a quick lesson from an instructor who knew enough sign language to get her off the ground, she took the plunge.



Susan Crouch enjoys many outdoor adventures and might try rock climbing next.

"We ran for 10 or 15 feet on a cliff, and I didn't actually feel the lift, but all of a sudden I realized that there was no longer ground beneath my feet," says Crouch through a sign language interpreter. "It was such a feeling of excitement, I can't even explain it. I was high up in the air like a bird."

The leap of faith was easier to take because the instructor rode tandem with her.

"The instructor knew basic signs, and could say things like, 'ready', 'turn right', 'turn left' and 'stop'," Crouch says. "It was easy to learn from that."

(Continued on page 2)

USD Joins Tuition Consortium

A USD degree is no longer the only option for employees hoping to send their children to college for free.

The university in October joined the Tuition Exchange, a consortium that gives children of employees the chance for a full ride at more than 500 colleges and universities nationwide.

"(President) Hayes and I talked about offering this in my first months here, and I heard from many faculty members that we should join something like this," says Provost **Frank Lazarus**, who ran a similar program at Marquette University. "It was just a matter of finding a consortium that was large enough."

Tuition Exchange member institutions include schools such as University of Southern California, George Washington University, DePaul University, Syracuse University and University of Richmond.

The program — available to all employees — is separate from, and run differently than, USD's traditional tuition remission benefit. Unlike tuition remission, in this program USD doesn't pay the tuition for children of its employees. Instead, universities in the consortium foot the bill with scholarships — usually covering the cost of classes, but not room, board or other fees. Likewise, USD will award scholarships to the children of employees from other universities.

Starting in Fall 2003, USD will accept four import students from member universities, and send four of its employees' children as exports to other universities. USD expects to expand the process by an additional four students each year until 2007-08, when it stabilizes at a maximum of 16 students. To maintain that figure, the

annual number of imports and exports will remain around four, as seniors graduate and make room for freshmen.

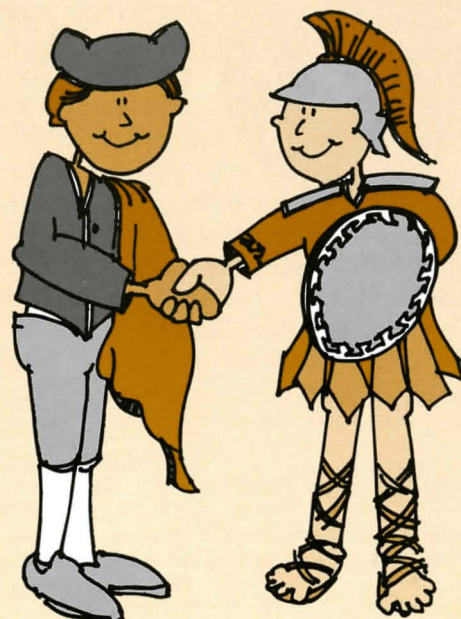
Export students will be picked based on their parents' length of employment at USD. Children whose parents have worked here for the same number of years will be chosen by lottery.

Cyndi Thomas-Evans, administrative assistant in continuing education, hopes her 17 year-old daughter Rebecca, a high school senior, makes the first round.

"USD doesn't offer the major she wants, but this certainly opens up our options, so we're researching colleges on the list," says Thomas-Evans, who has worked at USD for six years. "I know it'll be pretty competitive and that I'm a relative newbie on campus, but we'll give it a shot."

Children must apply to, and be accepted

(Continued on page 3)





Susan Crouch gets a bird's-eye view of Crestline, near Big Bear.

On a Wing and a Dare

(Continued from page 1)

They found the perfect spot in the mountain community of Crestline, near Big Bear, and the instructor offered a quick lesson about working the equipment and what to expect. They then strapped themselves into the gear and took off.

"We had a perfect wind that day, and we were up pretty high," Crouch recalls. "There was a little smog, but I could see the mountains and the trees, and even saw an eagle fly by. It only lasted 25 minutes — too short. I wish it could have gone on for hours."

Crouch says she loves camping, cycling and playing racquetball, and also spends time kayaking. She once traveled to Europe by herself, stopping in nine different countries in

a month's time. She says scuba diving, parachuting or rock climbing are the next big exploits on her list.

"I don't know," she says. "I'll just have to put my finger in the air and see which way the wind blows."



The Alcalá View wants to hear what you do when you're off the clock. Share your "Off the Clock" stories by sending an e-mail to Krystn Shrieve at kshrieve@sandiego.edu, or call her at ext. 4934.

The Village Store

Did you break a nail on the way to class, get the midnight munchies or plan an impromptu movie marathon? The Village Store, a new convenience store that recently opened in the new Tecolote Village residence hall, offers one-stop shopping. The 650-square foot store offers grocery items, health and beauty supplies, and DVD and video game rentals, including the latest releases. The store, available to all students, faculty and staff, is open from 4 p.m. to midnight on Sundays; 8 a.m.-10 p.m., Monday through Thursday; 8 a.m.-4 p.m., Friday; and closed on Saturdays. For information, call dining services at ext. 8880.

Dear H.R.,
 Since I don't have any children, and I don't plan to go back to school myself, can I credit my tuition remission benefit to a niece, nephew or other close relative so it doesn't go to waste? Please let me know the policy.

— Adoring Aunt

Dear Adoring Aunt,
 I spend so much time with my niece — and give her such an unending supply of clothes and toys, not to mention love — that it sometimes seems that she's just as much my daughter as my brother's. So it's natural to wonder if she could take advantage of USD's tuition remission benefit. But alas, she cannot. The benefit extends only to employees, their spouses and their dependent children, as defined by the Internal Revenue Service.

— H.R.

H.R. is here to answer your human resources questions, and will respond to as many queries as possible in each issue. He cannot, however, analyze individual cases. Send your questions to askhr@sandiego.edu.

Committee Makes Sure Policies Benefit Employees

The benefits policies committee, formed last year by the University Senate, has reviewed and made recommendations to the senate on policies regarding holidays, bereavement leave and personal days.

The seven-member committee — made up of faculty, administrators and staff — has proposed increasing the number of days employees can take off for bereavement, adding personal days to the already existing floating holiday policy and increasing the number of holidays observed by the university. The proposals will be discussed by the full senate this semester and, if approved, will be presented to President **Alice B. Hayes** for final approval.

"I don't know that we've ever taken a wholesale look at our benefits policies," says committee chair Father **Ron Pachence**, who teaches religious studies. "Forming this committee was a way to be proactive and offer a constructive way for employees to have input into benefits policies."



Ron Pachence

Committee members are: **Sheri Barzal**, administrative assistant in the bursar's office; **Laura Berend**, faculty member in the School of Law; **Cheryl Dean**, director of planned giving; **Diane Hatton**, faculty member in the School of Nursing; Associate Vice President for Human Resources **Gwendolyn Lytle**; and **Patricia Moulton**, executive assistant in the School of Business Administration.

Other issues on the committee's radar include sick leave, vacation time and how the university implements medical leave, says Pachence. Eventually, members will consider whether USD should offer vision care and whether benefits should be extended to retired employees.



Grand Prize of Global Proportions

It was a world-class feast featuring foods from far-away lands, so it was no surprise that it garnered an out-of-this-world honor.

The banquets and catering department this summer received the grand prize from the National Association of College and University Food Services for catering the dedication ceremony of the Joan B. Kroc Institute for Peace and Justice in December 2001.

The menu featured fare from five continents.

"When I viewed the entry from BYU — an opening reception for the Winter Olympics — I was satisfied that, had we lost, it would have been to stiff competition," says



The Asian cuisine station.

Dining Services Director **Rudy Spano**. "That made winning even sweeter. I couldn't be more proud of the efforts of the banquets and catering staff."

If you or someone you know deserves to be put "In the Spotlight," send an e-mail to Krystn Shrieve at kshrieve@sandiego.edu or call her at ext. 4934.



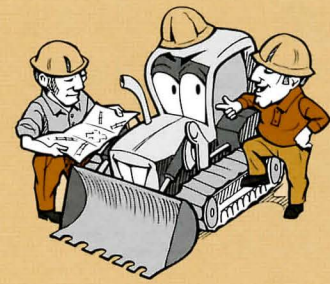
SEA Snippets

The following issues were discussed at the October meeting of the Staff Employees Association:

- **Dianne Branch**, tram driver in parking services, was named November's Staff Employee of the Month. Branch received the award for her exemplary customer service and public relations skills.

The SEA welcomes nominations of individual staff members or groups of staff. For a nomination form, log on to www.sandiego.edu/sea. Send nominations either to **Patricia Moulton** of the School of Business, Olin Hall, Room 120, or pmoulton@sandiego.edu, or to **Penny Navarro** of continuing education in the Manchester Conference Center, Room 109, or at pnavarro@sandiego.edu.

- The SEA wishes to thank Seau's The Restaurant and Souplantation for gift certificates they sent earlier this year as door prizes for the employee picnic. The certificates, which were inadvertently mislaid, recently were rediscovered and will be given to staff members who attend upcoming meetings or other functions.
- SEA meetings are open to all employees, especially staff. The next SEA meeting is scheduled for 2-3 p.m., Nov. 13, in the Hahn University Center, Room 107.
- For information about the SEA, to find your representative, or for a complete description of committees, log on to www.sandiego.edu/sea.



THE CONSTRUCTION CORNER

Construction crews are hard at work around Alcalá Park. Here are how things are expected to look in November:

- **Harmon Hall:** The demolition of Harmon Hall — to make way for the Degheri Alumni Center — has been pushed back to early or mid-November.
- **Donald P. Shiley Center for Science and Technology:** This month, the plumbing and the mechanical and electrical equipment will be installed in the fourth floor of the four-story building. Lab furniture and other casework will be installed on the second and third floors.
- **West Marian Way Parking Structure:** Initial foundation pours have been completed, and concrete wall pours are expected to be done by the second week of November. Steel framing and some of the perimeter wall framing also will be erected.

— **Roger Manion**
Director of Facilities Management



It's A Date!

Welcome Home for Homecoming!

Celebrate with alumni as they come back to Alcalá Park for a Torero Blue to-do. Watch as the Toreros face off against the Raiders of Southern Oregon University at the Homecoming football game, 1:30 p.m., Nov. 9, at the Torero Stadium. Other Homecoming Weekend festivities include a golf tournament, community service project, pre-game tailgate party, class reunions, a Mass and more. For information on individual events, call ext. 4819.

Tuition Consortium

(Continued from page 1)

by, the university they wish to attend. Parents must submit to human resources the acceptance letter and a completed tuition exchange application form, available in the human resources office, by April 15 of the year preceding the academic year the child will begin college. Then USD will certify students as eligible for a scholarship.

Larzarus warns, however, that because other universities may already have reached their limits for imports, certification doesn't necessarily guarantee a scholarship.

Students receive four-year scholarships,

renewable each year for those who remain in good academic standing. Students who take longer than four years to graduate must pay for the balance of their schooling.

"It's wonderful that the university is doing this," Thomas-Evans says. "I'm grateful and appreciative when they go out of their way to offer a program like this to everyone, so that whether you're a gardener, faculty member or vice president, you have the same opportunities." AV

USD's Tuition Exchange liaison is Associate Vice President for Human Resources **Gwendolyn Lytle**. For information on the Tuition Exchange, log on to www.tuitionexchange.org.



Alcalá View Wants You

Brush with Fame!

Ever shared a cab with Robert De Niro, been greeted by Arnold Schwarzenegger while eating at Planet Hollywood or chatted with Junior Seau in the produce aisle about how to pick a melon? The *Alcalá View* wants to hear about your brushes with fame. Send an e-mail to Krystn Shrieve at kshrieve@sandiego.edu or call her at ext. 4934 to share your story.

Founders Day

To mark Founders Day, the Author E. and Marjorie Hughes Lecture, titled "The University of San Diego: Renaissance Roots and Modern Realities," will be delivered by history Professor **Iris Engstrand**, 4 p.m., Nov. 12, at the Institute for Peace and Justice. A vespers service follows at 5 p.m. in Founders Chapel. For information, call ext. 7532.

Golf Classic

The 12th Annual USD Golf Classic, a four-person scramble tournament benefiting the golf program, will tee off at 11 a.m., Nov. 19, at The Meadows Del Mar Golf Club. The event includes a reception and dinner. Cost is \$300 per person or \$1,200 for a foursome. To reserve a spot, or for sponsorship opportunities, call ext. 5917.

Speakers Bureau

The Office of Communications and Marketing is developing a speakers bureau of USD faculty and administrators who are experts in their fields and willing to share their knowledge with local businesses, civic organizations, community groups and media representatives. A speakers catalog also will be created. To participate, contact **Pamela Gray Payton**, director of community and government relations, at ext. 4297, or e-mail her at grayp@sandiego.edu.

Athletic Hall of Fame

Former men's basketball coach Jim Brovelli, who directed the men's basketball program from 1973 to 1984, will be inducted into the Chet and Marguerite Pagni Family Athletic Hall of Fame at 7 p.m., Nov. 8, at the Jenny Craig Pavilion. Brovelli took the Division II program to three NCAA Regionals, winning the championship in 1977-78, advancing to the Final Four and earning District VII Coach of the Year honors. To purchase tickets, call ext. 5917.

University Ministry Events

Musicians from St. Rita's gospel choir will perform at 7 p.m., Nov. 3, during Mass in Founders Chapel. ... All are welcome to attend the Homecoming Mass, 10:30 a.m., Nov. 10, in Founders Chapel. ... Justin Langille, director and coordinator for prayer groups in the diocese, will host this year's twilight retreat, 5-7:15 p.m., Nov. 19. Registration forms will be sent via campus mail. For information, contact University Ministry at ext. 4735.

Luna Fest

The Luna Fest, a film festival featuring short film clips by, for and about women, will be held at 7 p.m., Nov. 7, in the Hahn University Center forum. Proceeds benefit the Breast Cancer Fund. Tickets, available at the UC box office, are \$5 for students and seniors, and \$7 for community members. For information, call ext. 2396.

MILESTONES

Loryn Johnson, manager of marketing and development for dining services, gave birth to Hannah Lily Johnson on June 23.

Altheia Magana, mother of General Services Supervisor **Lou Magana**, passed away Sept. 14.

Anne Walter, mother-in-law of **Michelle Madsen Camacho**, assistant professor in the department of sociology, passed away Sept. 30.

Elanor Alvarez, mother-in-law of **Ed Helzer**, press/bindery supervisor in the print shop, passed away Oct. 2.

Marian Gump, mother of **Jim Gump**, chair of the history department, and mother-in-law of political science Professor **Lee Ann Otto**, passed away Oct. 6.

Beatrice Lazerow, mother of **Herbert Lazerow**, professor of law and director of the Institute on International and Comparative Law, passed away Oct. 14.

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