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AlcaláView

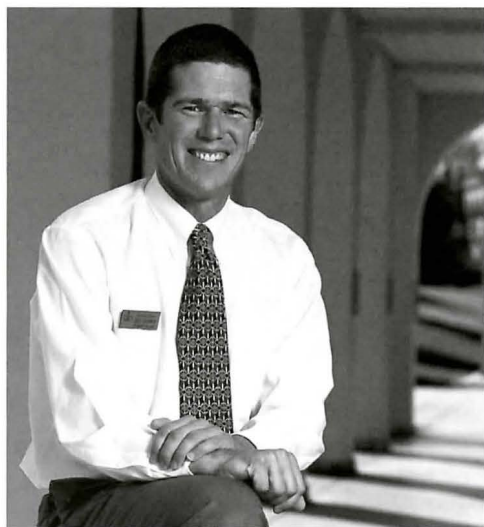
A newsletter for the employees of the University of San Diego / November 2004 / Vol. 21, No. 3

Passionate
about Poetry!
English department
hosts a poetry reading.
See page 3.



Cultivating the Culture of Philanthropy

Greg Zackowski '84 (M.B.A. '86) was a senior when he took a summer job as a resident adviser in student affairs. That was in 1983, and he never left the division. Zackowski, now the director of the Hahn University Center, dedicates much of his life to USD — giving not just his time and energy, but financial contributions to make a difference to the university.



Greg Zackowski was last year's fund-raising chair.

"USD is a big part of who I am," says Zackowski, who began working full-time for USD in 1985 and made his first donation 18 years ago, when he was a member of the committee that puts on the annual sports banquet. "As I think back to the mentors, the faculty and administrators who most affected me, they were strong role models who gave what they could — even if it was \$5 a month. It was a sign that they believed in what they were doing here at USD."

(Continued on page 3)

Professor Has Great Chemistry with Staff and Students

It's easy to get excited about chemistry when Tammy Dwyer's doing the talking. The chemistry department chair and professor describes her teaching style as "in your face," but in a good way — the kind that keeps students awake.

"First and foremost, I think it's my enthusiasm for chemistry that really comes across," Dwyer says. "The students, I think, get a real sense that I sincerely care that they learn the material."

That's why she receives rave reviews from students and earned the 2000 Davies Award for Teaching Excellence. But it's Dwyer's enthusiasm for life, and for making work more enjoyable, that earned her the respect and admiration of her staff, and led to her selection as one of two 2004 Administrators of the Year.

Chemistry instructor and laboratory technician **Debbie Finocchio**, along with fellow laboratory technician **Danny Rillera** and executive assistant **Renate Valois**, nominated Dwyer for the honor. Finocchio calls Dwyer amazing and notes her efficient way of getting things done.

"She's really positive, forward-thinking and enthusiastic," Finocchio says. "But at the same time, when you work with her and get to know her, you also see that she has an incredible sense of values that she really sticks by. I think that's really admirable."

The nominating letter by Finocchio, Rillera and Valois honored Dwyer as a role model who is supportive and who recognizes everyone's contributions to the department and university.

"She is a person with strong values who isn't afraid to stand up for her beliefs, and she goes the extra mile to stand up for someone if she feels that person has been

treated unjustly," the letter reads.

Dwyer says the letter helped confirm that she successfully was modeling the values she'd hoped were coming through every day — such as valuing everyone's contributions, treating everyone the same and making sure work doesn't feel like a chore.

In addition to administrating, teaching, researching and writing a textbook, Dwyer also tries to set an example for staff when it comes to the work-life balance she strives for in her own life. Outside USD, the native San Diegan has a scientist husband and is a "hockey mom" to her 12-year-old son. Her 19-year-old daughter is in college.

When talking about the award, Dwyer, in part, credits the fact that 99 percent of the time she's a happy person.

"I like harmony," Dwyer says. "Because we spend so much time together, we need to have a sense of enjoyment. People take their positions here very seriously, but we laugh and we have a lot of fun."

(Continued on page 4)



Tammy Dwyer gets a chemical reaction after winning this year's award.

A Briefing on Your Health Benefits

The cost of health care is going up nationwide, so it's no surprise that USD employees will have to pay more for the 2005 medical and dental benefits packages available through Kaiser, Blue Cross, Simsa and Aetna.

Human resources officials made sure the increases were as minimal as possible, and also added features — a new dental plan for residents of Mexico and an increase to the annual BenUflex allocation, which offsets the cost of insurance, from \$225 to \$245.

After negotiations between USD and Blue Cross, the proposed increases in medical costs for 2005, which initially were estimated at 35 percent and then 28.8 percent, were slashed to a 10.8 percent increase for next year.



Pat Oliver

"We worked with brokers, went out to bid and seriously considered changing to HealthNet," says **Pat Oliver**, USD's associate vice president for finance and administration. "But

Blue Cross came back with this offer at the 11th hour and, in the end, we felt it was the best course of action."

In addition to the Kaiser and Blue Cross medical plans, the Aetna dental plan, the Vision Service Plan and the Simsa medical plan, which is offered to employees who

reside in Mexico, employees now also may choose a new Simsa dental plan featuring dentists from south of the border.


This year's increases are as follows: Kaiser will go up an average of 3.2 percent; Blue Cross will go up an average of 10.8 percent; Aetna will go up an average of 7.7 percent. Rates for the Simsa medical package and the Vision Service Plan will stay the same.

This year's benefits fair will be held on Nov. 12, and human resources officials and representatives from medical and retirement companies will be on hand to discuss their programs with employees. Open enrollment is scheduled for Nov. 15 to 30.



Fran Clairmont

Employees will receive paperwork that outlines each of the medical and dental plans, however payroll and benefits manager **Fran Clairmont** points out two changes in this year's plans. For employees in the Blue Cross Tier II plan, the co-pay for doctors' visits will go up from \$15 to \$20. Also, in Tier III of the plan, the cost of brand-name drugs will change, costing \$35 instead of 50 percent — which Clairmont estimates will be a savings for most employees.

"We're satisfied with the way things worked out in the end," Oliver says. "I think it was the best we could have done given the circumstances and our claims expenses." 

Taking Another Peek at Alcalá Park's People

Behind every great institution are great people. To introduce the outside community to some of the many of the extraordinary faculty, staff and administrators who work at USD, the Office of Publications and Marketing Communications is posting on its Web site profiles that previously ran in the *Alcalá View*.



Cheance Adair

Web site visitors will learn of the accomplishments and contributions of dozens of USD's employees, get a glimpse of what some of the jobs on campus are like and gain a sense of our employees' personalities, passions and pursuits. They'll meet **Cheance Adair**, the mail room administrator who once paddled 26 miles to work in her outrigger. And they'll get to know a little about **Kay Norton**, the staffer in the registrar's office who received her undergraduate degree after 30 years and now is pursuing a master's degree.

To read about these and many other USD employees whose stories first were told in the *Alcalá View*, log on to www.sandiego.edu/publications.

Going the Distance

Sheri Barzal, an administrative analyst in loan administration, raised \$2,350 for breast cancer research and was one of about 3,000 people who walked 60 miles from the Del Mar Fair Grounds to the Embarcadero during this year's San Diego Breast Cancer 3-Day Walk, Oct. 1-3.

Barzal, who has worked at USD for 11 years, walked to honor her mother, who has been a cancer survivor for 11 years. Along the route, Barzal says homeowners and passers by cheered, waved signs, honked

in support and handed out candy and pink lemonade. Event staff and volunteers were



Sheri Barzal (center) poses with two event staffers.

on hand every step of the way to lend support or give weary walkers van rides to

upcoming pit stops or back to base camp.

"It was very emotional, and you do a lot of crying," Barzal says. "But I think it's something everybody should do at least once because every person, man or woman, has been touched by breast cancer — either they've had it themselves, or it's hit their mother, their sister, their wife, their or their daughter."

Barzal and her family now plan to do the Race for the Cure, a 3.1-mile walk around Balboa Park, on Nov. 7.

If you or someone you know deserves to be put "In the Spotlight," send an e-mail to [Krystn Shrieve](mailto:Krystn.Shrieve@sandiego.edu) 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:

- SEA President **Penny Navarro**, who helped create the new performance evaluation system that will be used to measure the performance of all non-faculty employees, reminded members that all staff employees should be working with their supervisors to develop goals. Navarro says because the system is new, this year's evaluation period will be short. She says staff members can expect to be evaluated for their performances early in calendar year 2005. For information, call **Maryann Beck** at ext. 2112, or e-mail her at mbeck@sandiego.edu.
- **Gary Becker**, director of intramurals and club sports, announced to SEA members that his staff has been working with the Human Resources Benefits Advisory Committee (HRBAC) to create a recreation program for employees and their families. The HRBAC already offers yoga classes and recently began offering kickboxing classes. Becker's staff offers tennis classes and is looking into possibly offering parent and child karate classes, swimming lessons or perhaps bowling nights or family trips to places such as Boomers. Employees who have suggestions for recreation activities should call Becker at ext. 4276 or e-mail him at gbecker@sandiego.edu.
- **John Frazer**, a member of the SEA's social committee, reported that the association sold nearly 100 tickets to USD employees and students for the final game of the Padres' season. Now, he would like to gauge employees' interest in a fishing trip either on a chartered boat or on a group of privately owned boats. If you are interested in attending a fishing trip, are willing to purchase tickets for a chartered boat or can volunteer to bring a boat, call Frazer at ext. 4182 or e-mail him at jfrazer@sandiego.edu.

SEA meetings are open to all employees, especially staff. The next SEA meeting is scheduled from 2 to 3 p.m., Nov. 10, in the Hahn University Center, Room 103.

Annual Giving

(Continued from page 1)

Zackowski believes so strongly in USD that he spearheaded last year's employee fund-raising effort, in which employees contributed more than \$80,000 to the university. This month, Zackowski and other members of the Annual Giving Advisory Committee will launch this year's drive, which is especially crucial as the university continues its \$200-million capital campaign.

The Office of Annual Giving is updating records of employees who also are alumni. To register, call 4724. To fill out an employee pledge form, or make a donation through payroll deduction, log on to www.sandiego.edu/giving. For information about the Campaign for the University of San Diego, log on to www.sandiego.edu.

Donations made by employees who also are alumni count not just toward the participation rate of employees, but also toward alumni participation, which is vital in securing grants and affects USD's national rankings.

Campaign
for the University
of San Diego



It's A Date!

He's a Poet and He Knows It

James Tate, who has written 12 collections of poems and was awarded the Pulitzer Prize for poetry in 1992, will read his poetry at a free event, 6:30 p.m., Nov. 19, in the Manchester Conference Center. Sponsored in part by the English department, the event is the latest in a series of poetry readings made possible by Barrie and Dorothy Cropper, who established the Lindsay Joanne Cropper Center for




Lindsay Cropper (center).

Donations from employees, regardless of the amount, help the university secure government and foundation grants, and support the greatest needs of USD, including student scholarships and faculty research. Employees also can choose to designate their gifts to a special project or interest on campus.

Biology Professor **Curtis Loer**, who joined USD's faculty seven years ago, donates to the Cole Manes Endowment Fund for Undergraduate Research, which was founded to honor the memory of a former professor in his department.

"My wife and I have given to USD pretty much since the beginning, and we target undergraduate research because that's particularly important to us," says Loer, who feels that involving undergraduate students in research is something that sets USD science education apart from other universities. "It's easier to give to something that you see, that you're involved in. We see the results each time students work side-by-side with faculty."

Sister **Virginia Rodee '57 (M.A. '74)**, USD's director of mission, also thinks of the students each time she makes a donation.

"I see so many promising young men and women, and some of them really need financial help," says Rodee, who makes her gifts unrestricted, which allows the university to put them toward the greatest needs. "We're surrounded by young people who are so vibrant, so full of energy and have so much to give, and it's wonderful to know that our contributions can help them pay for their education." 

Creative Writing in Founders Hall. The Croppers also donated



funds to support annual workshops, seminars, classes and poetry readings such as this one to honor their daughter, Lindsay Joanne Cropper '98, an English major who was passionate about writing and was writing book reviews for the San Diego *Union-Tribune* when she died four years ago.

Gospel Jamm

Co-sponsored by University Ministry and the Black Student Union, the Gospel Jamm, a free night of music, will be held at 6 p.m., Nov. 12, in the Hahn University Forum. For information, call ext. 2395.

Outdoor Adventures

Outdoor Adventures will host a Family Focus overnight camping trip Nov. 6-7 at Lake Morena. For tickets, call ext. 4709. Outdoor Adventures also will host two events during the Thanksgiving break in November. The Baja California Adventure, featuring horseback riding and great Mexican food, will be held Nov. 25-27. Tickets are \$210 and include all meals, transportation and lodging in rustic adobe cabins. The Colorado River Canoe Adventure, featuring canoeing, hot springs, sauna caves and the Hoover Dam, will be held Nov. 25-28. Tickets are \$150 and include food, transportation, canoes and camping gear. Sign up for any of these trips in the Hahn University Center, Room 136. For information, call ext. 4709.

Sacred Places and Spaces

A tour of Founders Chapel, one of USD's sacred places and spaces, will be held 5 to 7:30 p.m., Dec. 2, in the faculty/staff lounge in Founders Hall. The tour will include an explanation of the chapel's history, art and symbols. Call ext. 2263 by Nov. 29 for reservations.

New Yoga and Kickboxing Classes


The human resources department is offering new yoga and kickboxing classes. For \$25 per

month, employees can enjoy any or all of five relaxing sessions of yoga offered each week. The new yoga class is scheduled for 5 p.m., Tuesdays, in the exercise room at the Sports Center. The other yoga classes are held at 7 a.m. and 12:15 p.m., Mondays and Wednesdays, at the same location. Mats are available, but participants must bring their own towels. Human resources also is offering a free kickboxing class at 5 p.m., Thursdays, in the exercise room at the Sports Center. Classes are limited to 10 participants. To purchase monthly passes for the yoga classes, or to sign the liability waiver necessary to participate in the kickboxing class, visit the human resources office, Maher Hall, Room 101.

Tammy Dwyer

(Continued from page 1)

Dwyer taught chemistry at USD for several years before the chemistry department chair job was presented to her one morning in May 2001. She was appointed that afternoon. Since taking over as chair, she has shepherded the department to the new Donald P. Shiley Center for Science and Technology, has hired three new faculty members and generally played advocate for the department.

"The thing that's always been so wonderful is that we are student-centered," Dwyer says. "Every decision is made with them in mind. It really pays off. I really enjoy that role as advocate." 

— Kelly Phillips

M I L E S T O N E S

Mike James, University Relations' web design manager, and his wife, Cindy, welcomed new arrival Catherine Paisley James on Sept. 10. She joins her brother Jack, who celebrated his fourth birthday on Sept. 11.

Randy Marines, brother of **Danny Marines**, operations manager in the mail center, passed away Oct. 2.

Martha Town, mother of **Debbie Gough**, assistant provost, passed away Sept. 26.

Beverly Barnett, sister of **Elaine Elliott**, director of the Center for Community Service-Learning, and sister-in-law of **Stephen Elliott**, assistant director of the TransBorder Institute, passed away on Sept. 24.

Beverly Conroy, mother of **Stephen J. Conroy**, associate professor in the School of Business Administration, passed away Sept. 24.

A Note of Gratitude

I want to thank my colleagues and friends at the university for their overwhelming support during the difficult time following the death of my mother in September. Your care, concern, flowers and cards meant a great deal to me.

— **Debbie Gough**
Assistant Provost

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