2005

Alcalá View 2005 21.10

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Cowboy Hats Off to USD for Hosting a Jumpin’ Jamboree

Every summer, for one afternoon, employees shut down their computers, send incoming calls to voice mail and head down to the Copley Library lawn, which this year was transformed into a country jamboree for the 21st annual employee recognition picnic.

Country music played over the loudspeakers, employees wore cowboy hats and colorful bandanas, and children skimmed down the inflatable slide. Employees cheered for the School of Business Administration’s Pat Moulton, this year’s Manuel Hernandez Staff Employee of the Year, and for Administrator of the Year Doug Burke, the director of network and information systems.

Then, master of ceremonies Kirk Bennett called for judges in the chili and pie contests.

Michael Armijo, one of USD’s data processing technicians, was born in New Mexico and grew up eating chili. As a boy, his grandfather always told him chili would put hair on his chest. So he showed up as a judge for this year’s chili contest with the top couple buttons on his shirt open to show off what he called his credentials.

Armijo’s philosophy when it comes to chili is simple: the hotter the better. The first chili smelled the best, and it was hot, but not hot enough. The second chili smelled good too, and it was hotter. Armijo mopped his brow, ate a couple soda crackers and gave this recipe high marks. Next he tasted the third chili. The recipe reminded him of Wendy’s chili. He said it with a straight face and didn’t mean it as an insult. Actually, he loves the fast food restaurant’s chili and meant it as a high compliment.

The fourth and fifth batches of chili both were too sweet for his taste.

(Continued on page 2)

Introductions Are In Order

A new crop of freshmen won’t be the only new faces on campus this fall. The USD community also is excited about a number of new top administrators who already have arrived or will take their posts in the next few months.

Julie H. Collins Sullivan, USD’s new vice president and provost, began work on July 1. Before coming to USD, Sullivan was a professor and founding member of the Rady School of Management at the University of California, San Diego.

Mohsen Anvari took over as dean of the School of Business Administration on July 1. Anvari came to USD after leading two successful business programs at Case Western Reserve University in Cleveland, Ohio, and at Concordia University, Montreal, Canada.

Carmen M. Vazquez joined USD as the new vice president for student affairs on Aug. 1. Vasquez previously worked at the University of California, San Diego, where she was assistant chancellor for student life. She led a team of 60 full-time staff and 600 students directly involved with planning and implementing services and programs for more than 23,000 undergraduate and graduate students.

Gregory Pogue is the new associate vice president of human resources. Pogue, who will join the staff on Sept. 1, was the assistant vice president for human resources at California State University, East Bay, formerly CSU, Hayward.

In ongoing searches, law Professor Steve Smith is chairing the search committee seeking a replacement for Daniel Rodriguez, who stepped down in June 2005 as dean of the School of Law, after nearly seven years at the helm. After a year on sabbatical, Rodriguez will return to USD to focus on teaching and legal scholarship.

A search committee also has been formed to assist in the search for the dean of the College of Arts and Sciences. Dean Patrick Drinan, who has served as dean for 17 years, will step down at the end of the Spring 2006 semester, but will remain on faculty as a scholar and professor of political science and international relations.

In the 2005-06 academic year, the search will start for a dean of the Joan B. Kroc School of Peace Studies.
Jumpin' Jamboree
(Continued from page 1)

“In New Mexico we take our chili very seriously,” Armijo said, after turning in his scoring sheet. “Chili No. 1 actually had chunks of chili in it and I liked that, in fact that’s what made it smell so good. But I think No. 2 was the best.”

At a nearby tent, Angie Felix, who’s worked as an administrative assistant in Mission and Ministry for a year, judged the pie contest. What qualified her for the job? “Nothing more than a sweet tooth,” she said, as she tasted the pies.

She sampled each pie — a pecan, an apple, one made of peanut butter and two filled with chocolate mousse. Hmmm. To make up her mind, she contemplated taking seconds — just to be completely sure. In the end, however, she couldn’t resist the lure of the chocolate and picked between the two chocolate mousse entries.

“I loved pie No. 4,” she said, licking her spoon. “The crust was moist and delicious.”

As the festivities continued, employees, their families and friends savored the baked beans and barbecued ribs. Kids got their faces painted and adults learned to line dance. People of all ages tossed water balloons and rubber chickens.

During the chicken toss, groups of four teamed up — two people to hold sling shot, one to launch the rubber chicken and one on the other side of the lawn whose job it was to catch the chicken in a plastic basket.

Armijo, still recovering from his chili tasting, took the silly looking game quite seriously, along with teammates Mike Catanzaro of student affairs and Audrey McNabb and Annie Wilkes of Alcohol and Other Drug Services.

“I had tunnel vision,” said Armijo, the team’s catcher. “All I saw was chickens.”

Added launching specialist Catanzaro: “We weren’t out there to have fun.”

Alas, their score of nine chickens caught was bested by the team headed by Bob Tran and Isaias Nuñez, both of whom work in the main dining room. They and their teammates — 17-year-old Monica Nuñez, Isaias Nuñez Jr., 12, and 8-year-old Timothy Tran, who acted as the team’s gopher, picking up fallen chickens — caught 17 chickens.

“We’ve won the last two out of three years,” says Tran, the team’s launcher. “Our secret is that we try not to make other people’s mistakes.”

Danny Marines, operations manager at the mail center, won the chili contest, and Lane Noyes won the pie contest, using her mother’s family recipe. For a copy of the recipes, or to see additional photos taken at this year’s picnic, go to www.sandiego.edu/publications.

Wendy assists in line dance.

Mission and Ministry’s Angie Felix says she and her sweet tooth couldn’t wait to judge this year’s baking contest.

The pie-eating contest was popular with kids and adults alike.

Once the judge’s scores were tallied, employees sampled the chili.

Employees lined up to judge all the great pies.

Careen Petti, assistant vice president of marketing and strategic partnerships, catches a water balloon tossed by her daughter, Olivia.

Nima Aghdan, whose girlfriend Sanaz Meshkinpour works at the Institute for Peace & Justice, was the winner of the pie-eating contest and said he once took home first place for eating six pies.
Working Behind the Scenes

Thanks to all who made this year's country jamboree a success. I would like to thank members of the picnic committee: Janie Carolin of human resources; Sandi Harrod, in the School of Business Administration; Nicole Karas of human resources; Madonna Moreno of human resources; Janey Middleton, in the College of Arts and Sciences; Wendy Tankersley of NROTC; Mary Anne Timm of information management and research; and Joan Wolf in budget and treasury. With their great energy and creativity, this committee continues to make this event fun and entertaining for employees and their families. Also, I would like to thank Kirk Bennett and John Frazer, who assist us a great deal with their expertise and technical skill. Thank you also to the volunteers, contest judges and the always helpful human resources staff.

— Cristina Ruffo, Picnic Committee Chair

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.
Thanks For Your Support

Thanks to this year’s sponsors and donors, who support USD’s recognition efforts. With their help we’re able to make this event even more special for our employees.

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Dining Services
Summer Hours

Retail Areas are open Monday through Friday, during the following hours:

Aromas: 7:30 a.m.-3 p.m.
Bakery and Market: 7:30 a.m.-4 p.m.
Deli: 10:30 a.m.-3 p.m.
La Paloma: 8 a.m.-2 p.m.
Main Dining is open daily:
Breakfast, 7-8:30 a.m.;
Lunch, 11:30 a.m.-1:30 p.m.;
Dinner, 5-7 p.m.

Closed for the summer:
Faculty/Staff Dining and Torero Grille.
Dear H.R.,

If I take personal leave long enough so that I use up my vacation time and my leave is no longer paid, how does that affect my tuition remission, in other words the money that's added to my paycheck each period?

— Tripped Up Over Tuition Remission

Dear Tripped,

The short answer to the question is that if you’re on leave under the Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), the tuition remission benefit will continue only through a semester in which coursework already has been started. If you’re on any other type of leave, your eligibility for tuition remission stops as soon as leave starts.

But stick with me as I thumb through USD’s policies and procedures manual — nearly 450 pages of less-than titillating but still very informative reading — for the long answer.

The long answer must be laid out in two parts. Page 129 explains the first part: Tuition remission is not available when the employee is on leave, whether it’s paid or unpaid. When an employee is on leave under the terms of the Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), however, the university will abide by all provisions of the applicable law.

So, what are the provisions of the law? That’s where the second part of the answer comes in. But for that part, I’ll rely on the U.S. Department of Labor. The Department of Labor says under the Family and Medical Leave Act, eligible employees can be granted up to a total of 12 weeks of unpaid leave for any of the following reasons: the birth and care of the newborn child of the employee; the placement of a son or daughter for adoption or foster care by the employee; the care of an immediate family member such as a spouse, child or parent with a serious health condition or the need for the employee to take medical leave because of a serious health condition.

The law says during an FMLA leave, an employer must maintain the employee’s coverage with any group health plan under the same conditions that would have been provided if the employee had been continuously employed. It also says an employee’s entitlement to benefits other than group health benefits during a period of FMLA leave, such as holiday pay (or tuition remission), is to be determined by the employer’s established policy for providing such benefits when the employee is on other forms of leave, paid or unpaid. And that, my tripped up friend, brings us full circle.

— 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.
SEA Snippets

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

- SEA Co-President Shari Barzal, announced that, effective July 1, the name of the Bursar's Office will be changed to Student Financial Services, a division of Finance & Administration. She also announced that Teresa Donnelly-Major will start at USD on July 11 as manager of Student Financial Services. Her most recent position was bursar for the University of Nevada, Las Vegas.

- The human resources Benefits Advisory Committee announced in June that on-site chair massages are now available to employees. Licensed massage therapists from Body Techniques will give the massages. The next session will be 10 a.m.-3 p.m., Aug. 31, in the Donald P. Shiley Center for Science & Technology, Room 128. Employees can schedule appointments for 10 minutes for $11; 15 minutes for $15; 20 minutes for $20; or 30 minutes for $29. To schedule an appointment, log on to www.bodytechniques.com/usd.html. First register, then schedule the appointment.

- The SEA is holding a 50/50 drawing for a chance to win the cash equivalent of a non-reserved faculty/staff parking permit. Tickets are $1 each or six for $5 and can be purchased from your SEA representative. The drawing will be held in early September. SEA meetings are open to all employees, especially staff. The next SEA meeting is at 2 p.m., July 13, in the faculty/staff dining room.

USD Partners Pass on Savings

Are you having family or friends visit this summer? USD has partnered with Bartell Hotels, owned by School of Law alumnus Richard Bartell ’75 (J.D.), to offer the USD community great discounts while creating opportunities for our students.

Mention USD when making a reservation at a Bartell Hotels in San Diego and receive a reduced room rate. Bartell Hotels also will donate a portion of the room cost to the university’s student scholarship fund.

To take advantage of this program and contribute to student scholarships, go to www.bartelhotels.com/usdpartnership. For reservations by phone, call (800) 345-9995. Hotels include: Humphrey's Half Moon Inn & Suites; Holiday Inn San Diego Bayside; Island Palms Hotel and Marina; The Dana on Mission Bay; Days Inn Hotel Circle; Radisson Hotel La Jolla; and Pacific Terrace.

For a list of USD's corporate partners, go to www.sandiego.edu/businesslink/members.php.

MILESTONES

Tabitha Lawler, executive assistant for the development office at the School of Leadership and Education Sciences, gave birth at 6:34 a.m., June 4, to a healthy baby boy, Edward Martin Lawler IV. He was 7 pounds, 10 ounces and 20.5 inches.

Laura Wheeler, executive assistant to the School of Leadership & Education Sciences, married Bradley Stein on Jan. 22, in San Diego. The couple honeymooned in New Zealand.

Ethelbert Dias, brother of Maria Lea Menezes, in the School of Leadership and Education Sciences, and brother-in-law of Orlando Menezes in the registrar's office, passed away on June 12.

Jane Johnson, wife of USD Trustee Keith Johnson, passed away in June.

Constantine McFadden, father of Seamus McFadden, head coach for the men's soccer team, passed away on May 14.