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The New Human in Human Resources
Gregory Pogue Sets a Course Toward Improved Service

Upon arriving at USD in September, Gregory Pogue, the new associate vice president for human resources, faced a slew of challenges — the national trend of rising healthcare costs (including a potential 9.5 percent increase at USD), a campus still reeling from the many changes in the department’s leadership, and a new city and life. Oh, and then there was the looming open enrollment period, which, now that it’s here, represents one of the busiest times of the year for him and his staff.

But Pogue, who loves challenges, says those were only some of the reasons he was attracted to this campus and this job. “As you get older, it becomes important to make a difference in your work,” says Pogue, who has years of experience in private and public sector human resources and most recently was assistant vice president for human resources at California State University, East Bay, formerly known as CSU, Hayward. “I wanted my career to have a strong sense of purpose, and this campus and its mission just drew me.”

Pogue spent his first few weeks at Alcalá Park walking the campus, meeting the people, learning about the culture and, most important, listening to employees’ concerns. The concerns, he says, are the same voiced by employees nationwide, whether they work for public or private companies, in higher education or in the corporate world.

“The biggest thing is always the cost of benefits, the cost of co-pays and prescriptions, contribution levels and retirement,” says Pogue. “A lot of those things are uncontrollable, but here at USD, we’ve got a Benefits Advisory Committee and a Wellness Committee that help keep the campus community healthy. The Wellness Committee promotes programs for exercise, weight loss, contemplation and more.”

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Off the Clock
Jennifer Hodgdon leads a double life. You may know her as the executive assistant in the Office of Foundation Relations, where she works full-time tracking USD’s millions of dollars in financial requests with hundreds of foundations worldwide.

But Hodgdon, who has worked at USD since 2001, also has another job, another household and another life. She works part-time for an organization called Lynn and Darla, which provides support for people with developmental disabilities. She’s one of several support coaches who lives around-the-clock with a 53-year-old developmentally delayed woman named Marie. Every other weekend, Hodgdon packs her bag and stays with Marie in her two-bedroom San Diego apartment.

Hodgdon first met Marie in 2002, while looking for a second job to help make ends meet. It was a job for which she’d been well trained. From the time she was 12, Hodgdon’s parents offered specialized care in their home for people with developmental disabilities. Since then, Hodgdon — who earned an undergraduate degree in psychology and contemplated getting a master’s degree to become a marriage and family therapist — has worked on and off with people who have developmental disabilities. During her 48-hour shifts, Hodgdon helps Marie with everything from cooking to shopping.

“She can use the microwave and knows how to prepare her own lunch, but I make sure she takes her medications,” Hodgdon says. “I take her to her doctor appointments, help her cross the street, help her with her laundry and remind her to take her showers. I’m also just a friend to her.”

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A Thanksgiving Tradition

The Annual Thanksgiving Dinner will take place from 4:30-8 p.m., Nov. 15, in the University Center's main dining room. A favorite of students and staff, the Thanksgiving dinner will include favorite traditional foods - turkey with all the trimmings, fresh baked holiday desserts and more. Ticket prices are as follows: Adults are $8.75 cash, or $8.25 Campus Cash; children ages 5 to 12 are $4.25; and children 4 and under are free. Students may pay with cash, Campus Cash or with their meal plans. All are welcome to come and enjoy this delicious feast.

Also, mark your calendar for two December holiday events also in the main dining room: Christmas Dinner will be served on Dec. 8, and the Feast of Our Lady of Guadalupe Dinner will be held on Dec. 11. For holiday specials, hours of operations and additional information about dining services, go to www.sandiego.edu/dining.

The Thanksgiving House

Every fall, M.B.A. students in Barbara Withers's project management class combine community service with a hands-on approach to learning by renovating the house of a deserving person in the Linda Vista neighborhood. The renovation is made possible only through generous donations from local businesses and members of the USD community.

You may contribute in one of the following ways: checks made payable to USD Thanksgiving House may be sent to Withers in Olin Hall, Room 207; cash donations should be delivered to Samir Chala in Olin Hall, Room 235; credit card donations can be made via USD's secure giving Web site linked from the Thanksgiving House Web site. Go to www.sandiego.edu/thanksgivinghouse and click on the Donate Online Now link.

To read about this year's Thanksgiving House, and previous Thanksgiving Houses, go to www.sandiego.edu/thanksgivinghouse.

Jennifer Hodgdon

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But Marie isn't the only person to whom Hodgdon dedicates her time. For nearly a year, Hodgdon has volunteered as a Court Appointed Special Advocate (CASA) through the nonprofit agency Voices for Children. She works with a 12-year-old girl who was put into foster care after being abused by a caretaker.

Hodgdon makes recommendations to judges regarding the girl, whose identity is confidential, about issues such as housing, mental and physical health, education and contact with family. As the girl's educational surrogate, Hodgdon makes all decisions regarding schooling for the girl, who, like Marie, is developmentally delayed. Hodgdon also works with the girl's social workers, lawyers and parents.

"The mom really wants her daughter to come home," says Hodgdon. "The next court date is in February, and I'm hoping she can go home by then."

In the meantime, Hodgdon and the girl have a lot of fun — at the beach, the movies, the ice cream parlor, local restaurants and even a Padres game.

"I've been the only permanent person in her life since she went into foster care, because her social workers, therapists, group homes and schools have all changed," Hodgdon says. "I don't try to take on a parenting role, I'm more like a big sister. At a Padres game recently, someone asked if she was my daughter. I said, 'No, she's my friend,' and that really meant a lot to her."

Hodgdon — who runs, hikes, works out, practices yoga and recently signed up for a sign language class at Mesa Community College — says friends marvel at everything she accomplishes.

"It's a lot to juggle, but I've gotten used to the schedule," says Hodgdon. "Eventually I'll slow down, have one job and maybe get married. But right now I enjoy making a difference in these people's lives."

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.
Looking for Adventure?
Outdoor Adventures will offer a number of excursions in November. The cost includes transportation, meals while camping, camp gear and other related fees. To register, visit the Outdoor Adventures office, Hahn University Center, Room 136. For more information, call ext. 4709 or go to http://oa.sandiego.edu.

November
10: Kayak Roll Clinic: $15.
11:30-1:30: Mount San Jacinto Backpacking: $110.
24-27: Black Canyon River Canoe: $150.
24-26: La Mentada Horseback Riding in Baja, Calif.: $210.

Walk for Education
The USD campus will be the site of a Dollars for Scholars 5K walk on Nov. 5 to raise money for student scholarships. Registration begins at 9 a.m., and the walk starts at 10 a.m. in the law school parking lot. Participants who raise $25 or more will receive a T-shirt. For information, call (619) 226-4133 or go to www.californiadollarsforscholars.org.

Center for Christian Spirituality
The Rev. Jack Lindquist, a Lutheran minister and USD theology and religious studies teacher, will present “Lutheran and Catholic Leaders and Theologians in Nazi Germany, 1933-43: Complicity or Confrontation?” The Center for Christian Spirituality event will be held from 9 a.m. to noon, Nov. 5, in Maher Hall’s Solomon Hall. The cost is $15 by pre-registration, or $20 at the door. For more information call ext. 4784 or go to www.sandiego.edu/ccs.

International Education Week
International education and experiences available to the USD community will be the focus of a week of activities from Nov. 14-18. International Education Week events will include a fair featuring live entertainment, a luncheon panel and discussion, and other presentations. For information, call ext. 7561 or visit www.sandiego.edu/studyabroad/iew.php.

Commercial Real Estate
The Burnham-Moores Center for Real Estate will co-host the Trends 2006 Conference, exploring the current and future economic forces at work on commercial real estate interests. Three panels of experts will explore corporate real estate dynamics, capital markets and other topics, and developer Doug Manchester will give the keynote address. The Nov. 21 event will run from 7:30-11:45 a.m. in the Jenny Craig Pavilion. For information, call ext. 2379 or register at www.sandiego.edu/business.

Gregory Pogue (Continued from page 1)
walking, yoga and smoking cessation. Those are things we do have control over, they’re things we can change.”

Specific details about this year’s benefits package and the impact of the 9.5 percent increase in healthcare costs were still being hammered out in the final weeks leading up to the open enrollment period, but Pogue says he hopes minimize both the cost increase as well as changes in what’s offered.

“Years ago, you’d see companies or corporations carrying 100 percent or 90 percent of healthcare costs,” Pogue says. “But there’s been a big move toward sharing those costs with employees. We’re doing that, but we’re working hard to either find ways around increasing costs or minimizing the impact of cost increases, without reducing services. Benefits are a critical component of recruitment and retention, and we know we need to be competitive.”

Pogue says he also wants to be competitive in terms of the services he and his staff provide to employees. His staff, he says, is strong, hard working and dedicated to the university’s mission. They will work in coming months on learning about the best practices in areas such as benefits packages, compensation and fringe benefits.

“These are standards we can compare ourselves to, and try to improve where we can,” Pogue says. “We need to move from simply transacting and processing to becoming a strategic partner in what the university is trying to accomplish. It doesn’t happen overnight, but I’m confident that in time we can do that.”
SEA Snippets

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

• The SEA will host a table at the benefits fair from 10:30 a.m.-1:30 p.m., Nov. 4, in the University Center Forum. SEA representatives will give people who stop at the table a ticket for a chance to win a money tree decorated with at least $100 in dollar bills. The SEA will use the opportunity to tell employees about the association’s biggest annual fund-raising effort called “Charity Begins at Home.” For the third year in a row, the association will raise money for employees and their families who may be struggling with limited finances, illnesses or other difficulties. In the past, the program has raised between $200 and $300 each for six families. This year's program, run with the assistance of University Ministry, again will benefit employees and their families, who are nominated by their co-workers. Visit the SEA’s table for details on how to nominate an employee.

• Donations will be collected at the SEA’s annual holiday party, which this year will be held on Dec. 14.

• Gregory Pogue, associate vice president for human resources, talked with members of the SEA about changes in the benefits packages. He also assured staff members that the human resources staff is working on fixing glitches in vacation and sick leave time caused by Oracle. He reported that his staff also is working on making sure that full Social Security numbers will no longer be printed on employees’ paychecks.

SEA meetings are open to all employees, especially staff. The next SEA meeting is at 2 p.m., on Nov. 9 in the Hahn University Center, Room 103.

Ask H.R.
H.R. is the boss of benefits, the pioneer of payroll, the honcho of hiring and the veteran of vacations. If you have questions about anything from the rules for long-term disability to qualifying for tuition remission, or any other human resources issue that has you stumped, ask H.R. and he’ll answer your question in an upcoming issue. Send your questions to askhr@sandiego.edu.

The Alcala View Wants You
Do you want to be part of the Alcala View? Don’t be shy, just send in your story ideas by the 10th day of the month to Krystn Shrieve at kshrieve@sandiego.edu.

MILESTONES
Sarah Gualtieri, mother of Amy Gualtieri, coordinator and sacristan at Founders Chapel, passed away in October.

CLASSIFIEDS
FOR SALE: Leather Loveseat. Modern, beautiful yellow loveseat in excellent condition. $275/negotiable. Call Laneé at ext. 6611 or send her an e-mail at lnoyes@sandiego.edu.

FOR SALE: 1990 VW Fox, four-door, manual transmission, good running condition, interior in good condition. Needs exterior paint and an air conditioning compressor hose. $500 to a good home. Call Elaine Tagliaferrri at ext. 4886 or e-mail her at etag@sandiego.edu.

FOR SALE: 48-inch round oak game table with carved pedestal and four brown leather barrel chairs. $400. Call Elaine Tagliaferrri at ext. 4886 or, for a photo, e-mail etag@sandiego.edu.