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Campus News January 20, 2006

La Salle University

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Tip: For your convenience the table of contents is "hot." Click topic headings below to go directly to that page from page one.

CAMPUS NEWS - January 20, 2006

La Salle University's Weekly Informational Circular

General News – 2 | Academic News - 3 | Athletics News—11 | Employment—12
Campus News Procedures—13

To: La Salle Community

From: Jo Anne Snarponis, Director of Distributed Education

RE: Changes in Multimedia Services Personnel

I would like to take this opportunity to officially acknowledge the personnel changes that took place during the course of the Fall semester in Office of Multimedia Services (MMS).

I am pleased to announce that **Michael Shinn** accepted the position of Coordinator of Multimedia Services, upon the resignation of former coordinator, David Thomas, effective, October 1st. As many of you know, Mike held the position of Multimedia Technician in MMS prior to his new appointment, and was a great asset in that role. His technical abilities will continue to complement his new role as manager of the Multimedia Services operation as we move forward with technologies that support the learning experience at La Salle.

I am also pleased to announce that, in late November, **James Jordan** was hired as Mike's replacement in the Multimedia Technician's role. Many of you may remember James from his days on the Explorer basketball team and/or by some of the exceptional art work that he developed as a student in the Digital Art and Multimedia Design program here at La Salle.

I hope you will join me in officially welcoming these two individuals in their new roles at the University (if you haven't yet had the opportunity). I am certain that their individual and collective talents will be of great benefit to the students, faculty and staff at La Salle.

General News

WANT TO HAVE A SANDWICH NAMED AFTER YOU?



Then come to the...

3rd Annual Lasallian Service Trips Auction!

For the second year in a row, Steve Greb, Director of Food Services, is donating an opportunity to create a new menu item for the 2006-2007 academic year! Not only will Steve personally work with you in the planning of the sandwich, he will have it named after you as well! Just ask last year's winner Greg Fala, Web Manager for University Communications, who created the "Fala Wrap"!

Your personalized sandwich will be available in the Union and the Faculty Dining Room for the duration of the 2006-2007 academic year. There is only one way to take advantage of this opportunity, and that is by coming out and placing your bid at the 3rd Annual Lasallian Service Trips Auction!

For more information about this event or the Lasallian Service Trips, please call UMAS at x1804 or visit our website at www.lasalle.edu/umas

All proceeds from this event directly support the fundraising efforts of the Lasallian Service Trips (Los Niños, Project Appalachia, Week of Hope and Project Mapendo)

Academic News

**FACULTY SENATE
Minutes
Thursday, November 10, 2005
12:30 p.m., McShain Board Room**

Senators Present: Elizabeth Paulin, Peggy McCoey, Scott Stickel, Thomas Straub, Lynne Texter, Joseph Volpe, Marjorie Allen, Janice Beitz, Janine Mariscotti, Lynne Miller, Marianne Dainton, Praf Joglekar, David Cichowicz, Marc Moreau, Jacqueline Pastis, William Price, Mark Ratkus, Deb Yost, Bonni H. Zetick

Excused: Susan Borkowski

Approval of October 18 minutes

The minutes of the Faculty Senate meeting of October 18, 2005 were approved.

The Faculty Salary System: Revising Its Policies and Procedures

- Guests: Brother Michael McGinniss, President, and Dr. Richard Nigro, Provost

Brother President and the Provost presented to the Senate changes proposed regarding a performance based compensation system and a streamlining of current compensation practices. Specific elements of the plan include:

- Establishment of a task force of members of the faculty and administration to make recommendations to the University President
- Review of salary assumptions and draft principles articulated in the current AON draft and recommendations for revision
- Review of salary practices at other institutions and recommendations for revised practices at La Salle University, with specific attention paid to those salary practices which relate to graduate teaching
- Recommendation to the University President of a system for ongoing faculty evaluation that includes a performance-based or merit-based salary system

Following the President and Provost's departure, the Senate discussed the proposal. A lack of time prevented a full discussion so the Senate decided to hold a special meeting on November 29, 2005 to focus on hearing from faculty and Senators their views on the President's proposal.

Academic News

Items raised in today's discussion included

- Questions about the total amount of resources available for faculty compensation (would it increase if a merit-based system were to be implemented?)
- Questions about what the role of the Faculty Senate should be in the task force
- the importance of reviewing the history of these issues, including former task forces and any previous implementation of changes to faculty compensation practices, such as in the Business School
- the challenges involved in recruiting faculty for graduate courses, and how recruitment would be affected by a change in the graduate increment
- a discussion of the definition of the faculty workload and its role in any discussion of a merit-based compensation system
- more information needed on what administration views as current problems in administering the graduate increment
- the current impact of the graduate increment in departments that don't have graduate programs
- the current impact of the graduate increment in faculty recruitment and hiring
- the definition of merit that is presently in place and the definition that would be used in any change to current faculty compensation practices
- the impact of any changes to faculty review and compensation practices on non-tenure track faculty
- the make-up of the task force proposed by the President
 - the need to have tenure and non-tenure track faculty views represented, as well as views from all schools of the University and from graduate as well as undergraduate program faculty
- the charge of the task force proposed by the President

Senate Vote on the New Student Evaluation Form

The Senate voted to recommend to the Provost the adoption of the revised student evaluation form. After discussion of the requirement that faculty leave the room during administration of the student evaluation form, it was determined by vote of the Senate that the faculty should leave the room and that the current wording on the form be retained.

President Paulin thanked the Ad Hoc Committee for their leadership on this issue, and Marianne Dainton, for her quantitative analysis of evaluation forms submitted to her by volunteer faculty who used the forms for the spring 2005 student evaluation process.

Academic News

Updates

The following items were not discussed due to lack of time, but updated information was provided by President Paulin:

- Appointment of the new dean of the School of Professional & Continuing Studies

The Faculty Senate was recently asked by the Provost to support the appointment of Dr. Joseph Ugras as the new dean of the School of Professional & Continuing Studies. Due to time constraints, the Executive Committee of the Faculty Senate acted on behalf of the Senate in granting this support for this appointment.

- University Sabbatical Policy

The Executive Committee of the Senate and Jacqueline Pastis (Chair of the Senate's Academic and Faculty Affairs Committee) will be meeting with the Provost and the Chair of the Sabbatical Committee on November 17, 2005 to discuss revisions to the current sabbatical policy.

- Senate Election Procedures

This issue is currently on hold.

- Intellectual Property Rights

John Baky facilitated and documents comments and concerns at an open forum held on October 27, 2005 to gather comments and feedback on the draft document on intellectual property rights. Approximately 20-25 people attended the forum. The Ad Hoc Committee will continue working toward a final draft which will then be vetted at the Senate.

- University Council Meeting of November 7th

Academic News

President Paulin attended the University Council Meeting on November 7, 2005, at which the focus of the meeting was the University's 2004-5 Financial Report. There was discussion of the surplus reported for 2004-5, the surplus built in for 2005-6 (slim according to Mr. McManness), and the projected shortfall in enrollment and its impact on housing and dining revenues as well as the projected \$ 900,000 increase in utility costs for 2005-6.

- Memorial Plaques: Ceremony & Unveiling

On November 16, 2005 the Senate will hold a ceremony in Olney Lobby and will officially unveil the memorial plaques which honor deceased members of our La Sallian community.

- University & School's Curriculum Committees

FYI: The University Curriculum Committee sent the Provost a recommendation to allow all La Salle undergraduates to enroll in up to 18 credit hours per semester without additional tuition charges, regardless of major.

With the exception of executive sessions, all Senate meetings are open to all faculty members.

Please feel free to bring your lunch. Refreshments will be available throughout the meeting.

The following are members of the Faculty Senate for the 2005-2006 academic year: Marjorie Allen, Gerald Ballough, Janice Beitz, Susan Borkowski, David Cichowicz, Marianne Dainton, Prafulla Joglekar, Janine Mariscotti, Margaret McCoey, Lynn Miller, Marc Moreau, Jacqueline Patis, Beth Paulin, William Price, Mark Ratkus, Scott Stickel, Thomas Straub, Lynne Texter, Joseph Volpe, Deborah Yost, Bonnie Zetick

Anyone who wishes to address the Senate or suggest an agenda item should contact Professor Beth Paulin, Senate President, at paulin@lasalle.edu, approximately two weeks before a scheduled meeting. The next regularly scheduled meeting of the Senate is Tuesday, December 13, 2005 from 12:30 p.m. to 2:00 p.m. in the McShain Board Room, Union. A special meeting to discuss the President's proposal on the faculty salary system will be held on November 29, 2005, from 12:30-2 p.m.

Minutes Respectfully Submitted by

Bonni H. Zetick
Secretary, Faculty Senate

Academic News

FACULTY SENATE Minutes Tuesday, December 13, 2005 12:30 p.m., McShain Board Room

Senators Present: Elizabeth Paulin, William Price, Peggy McCoey, Scott Stickel, Thomas Straub, Lynne Texter, Joseph Volpe, Marjie Allen, Janice Beitz, Janine Mariscotti, Lynne Miller, David Cichowicz, Marc Moreau, Jacqueline Pastis, Deb Yost, Bonni H. Zetick

Excused: Marianne Dainton, Praf Joglekar

Guest: Steve Meisel

The Faculty Salary System: Revising Its Policies & Procedures

President Paulin met with the Provost, the Vice President for Business Affairs, and the President, and advised that the President had responded positively to the Faculty Senate's motion of November 29, 2005. Namely, the issues that were identified as important at that meeting were:

1. Review the salary assumptions and draft principles articulated in the current AON draft and make recommendations for revision if warranted.
2. Review salary practices at other institutions and make recommendations for revised practices at La Salle University if warranted, with specific attention paid to those salary practices that relate to graduate teaching.
3. Investigate a system for ongoing faculty evaluation.
4. Evaluate the benefits and costs of performance-based or merit-based salary systems as part of faculty evaluation, with an appropriate implementation plan only if warranted.

In addition to these changes to the charge, the senate would like to approve any proposals put forward by the task force, and we would like to change the composition to allow for 5 or 6 faculty to be included on the task force.

There was discussion regarding the role of the committee in recommending criteria for any merit-based salary system. Senators expressed that this committee might recommend a structure for these criteria to be identified, but that the committee itself would not have a role in recommending the criteria.

It was determined that the Senate should participate in the process by selecting five or six faculty for the Blue Ribbon Committee. At this point, the Senate went into Executive Session.

Executive Session

There was discussion regarding the selection of faculty to serve on the "Blue Ribbon Committee". Criteria discussed included:

Academic News

- Faculty representing different stages of their careers and with varying years of service
- A Department Chair
- Faculty with expertise in faculty assessment strategies
- Faculty from tenure & non-tenure tracks
- Faculty who receive graduate stipends and those who don't
- Faculty from the three schools

Names were suggested for the five or six faculty positions available on the Committee. Appointments should be announced at the next Faculty Senate meeting on January 19, 2006.

Executive Session—Faculty appointments to College of Professional & Continuing Studies “Curriculum & Standards Committee”

The Senate discussed the request from the College to appoint faculty to the College's Curriculum & Standards Committee. After discussion, the Senate determined that faculty are not currently appointed by the Senate to school committees. Further information about the relationship of this college's curriculum committee to the University Curriculum Committee is needed before the Senate can proceed with any appointments. Dean Joseph Ugras and Provost Rich Nigro will be invited to a future meeting of the Senate to discuss questions, including the make-up and charge of the committee, and its relationship to the existing University Curriculum Committee. There was also a request to redistribute the Adult Education Proposal to Senators in preparation for this discussion (This has been done.)

Sabbatical Policy—Questions for the Senate

Steve Meisel, chair of the University Sabbatical Committee, was present to discuss the sabbatical policy with the Senate. He stated that the issue regarding the number of sabbaticals being awarded has been resolved. It is a matter of keeping track of the number of sabbaticals available and offering sabbaticals to faculty lower on the list when it is known that another faculty member will not be taking a sabbatical during a particular semester.

An issue before the committee now is the purpose of the sabbatical and, therefore, the appropriate criteria to apply in the granting of sabbaticals. Are sabbaticals earned by years of service, or is it a competitive process? It was suggested that sabbatical applications should be deemed worthy; this does not necessarily imply a competitive process.

Academic News

Are sabbaticals for scholarship, especially scholarship to be published, or is that criterion too stringent to judge all sabbatical applications on? What are the distinctions between research leave and sabbatical leave? What is the role of teaching or of refreshing oneself? Is course development an acceptable goal for a sabbatical?

Also, should a faculty member be eligible for a second sabbatical before another faculty member has yet to have one? How many years service should a faculty member have before he/she is eligible for a sabbatical? Should Phase II of the present system be implemented, signaling an end to Phase I? Should there be a set-aside for senior faculty to better ensure their opportunities for sabbaticals?

There was also a question about the criteria used to assess whether the required recoverable investment of the University is met.

This discussion was interrupted by a fire alarm going off in the Union Building. The Senate moved to Olney Hall, losing approximately fifteen-twenty minutes in the process of making this move.

Many views were expressed on all these questions, but there was no consensus. The matter was held over for the next meeting of the Faculty Senate on January 19, 2006. Jacqueline Pastis will continue to be the Senate's point person with the Sabbatical Committee. President Paulin thanked Steve Meisel for his presence, leadership, and insights into this matter.

Senate Resignation

President Paulin announced that Susan Borkowski, whose term ends in May, 2006, has resigned from the Senate effective immediately. Another faculty member will be named in January, 2006 to fill this vacancy. Appreciation was expressed to Susan Borkowski for her service.

Next Meeting

The Faculty Senate will meet on Thursday, January 19, 2006, in McShain Board Room, from 12:30-2 p.m.

With the exception of executive sessions, all Senate meetings are open to all faculty members.

Please feel free to bring your lunch. Refreshments will be available throughout the meeting.

Academic News

Anyone who wishes to address the Senate or suggest an agenda item should contact Professor Beth Paulin, Senate President, at paulin@lasalle.edu, approximately two weeks before a scheduled meeting. Next Meeting Scheduled for Thursday, November 10, 2005 from 12:30 p.m. to 2:00 p.m. in the McShain Board Room, Union.

Minutes Respectfully Submitted by

Bonni H. Zetick
Secretary, Faculty Senate

Athletic News

UPCOMING HOME



ATHLETIC EVENTS

Men's Basketball

January 18 v. Rhode Island @ 4 PM

Women's Basketball

January 22 v. St. Joseph's @ 1 PM

Men's & Women's Swimming

January 20 v. Duquesne @ 4 PM

January 21 v. Fordham @12 PM

Men's & Women's Track & Field

January 21 Maryland Indoor Invite TBA

Employment

La Salle University is a Roman Catholic University in the tradition of the De La Salle Christian Brothers. La Salle University is an Equal Opportunity/Affirmative Action Employer 215-951-1013

Media Services Supervisor - EVENING

A full-time evening Media Services Supervisor position is available in the Connelly Library of La Salle University. Duties include assisting patrons and faculty in Audio Visual, Microforms and Instructionals, Materials Depts.; hiring, scheduling and training 12-15 student workers; supervising the use of 3 multimedia classrooms; and fulfilling other departmental duties as required.

Normal days and hours are: Monday thru Thursday, 3pm - 11pm and Saturday, 10am - 6pm. Days and hours will vary during semester breaks, holidays, exams and summer sessions.

This position requires good interpersonal skills, maturity, attention to detail, proficient computer skills, and the ability to work independently. Must be capable of shelving library materials, operating audio-visual and microform equipment, and moving chairs and audio-visual equipment for classroom use. Preference will be given to candidates with prior supervisory experience and/or experience in an audio-visual environment.

La Salle provides a full benefits package including tuition remission.

Interested applicants should send a resume, cover letter and names of 3 business references by February 10, 2006 to:

Thomas Ipri
Media Services Librarian
Connelly Library
La Salle University
1900 W. Olney Ave.
Phila., PA 19141-1199

Campus News

Procedures for Submitting Items for Inclusion in the Campus News

All information must be submitted electronically as text by selecting a web form located in the **Campus News channel** in the mylasalle portal (located in the **Staff Services Tab**).

- Accompanying graphics may be submitted separately in the following manner:
 - via e-mail to the **campusnews@lasalle.edu**. The article title must be included in the subject line of the e-mail.
 - via floppy disk or CD
 - will be limited to one per article, unless a specific need for additional graphics is articulated. (EX: If La Salle and another organization partner for an event, the logos of both La Salle and the partnering organization would certainly be permissible.)
- PLEASE NOTE THE FOLLOWING: Graphics submitted may be resized to fit the document layout. Logos, signatures, and other graphics that are likely to be used frequently can be kept on file for future use. Please add a comment to this effect when you submit your graphic.

If you have any questions or need assistance...

We realize that the community is being asked to work a bit differently in terms of submitting articles to be included in the Campus News.

By supplying standard web forms for your use, we are attempting to create efficient processes that will make it easier for you to submit articles. For example, employment postings will be automatically routed to the appropriate individuals in Human Resources for review prior to being sent to the Campus News.

If you need assistance with submissions, please contact Jim Sell at 215-991-3615 or jsell@lasalle.edu

Sam Pino at pino@lasalle.edu (X1039)
Mail and Duplicating

Jim Sell at jsell@lasalle.edu (X3615)
Portal Communications

Deadlines for Submission/Campus News Disclaimer

- General News, Meeting Minutes, Events, and Other News: **Wednesday at 4:00 PM**
 - Positions of Employment at La Salle University: **Monday at 2:00 PM**
-

Campus News is distributed weekly to foster communication and encourage information sharing among University departments. Articles submitted are the responsibility of their authors alone and do not imply an opinion on the part of La Salle University or the Department of Mail and Duplicating Services or Portal Communications.