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Campus News April 10, 1992

La Salle University

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CAMPUS NEWS

LA SALLE UNIVERSITY'S WEEKLY INFORMATION CIRCULAR

April 10, 1992

Celebrate Earth Day!

with

Club Earth and the University Peers

Wednesday, April 22 9:30 to 1:30 -- Union Lobby

Featured Events Include:

- *Free Vegetarian Food! *Tree Donation In the Quad
- *More Reusable Mugs for Sale *"Bottle Bill" Petition

Information About the "Bottle Bill"

*Club Earth and the University Peers are working toward getting a Bottle Bill (deposit & refund) passed in Pennsylvania for two important reasons:

1. To simultaneously encourage recycling and reduce litter by placing a five or ten cent deposit on beverage containers. Returned containers will be recycled!
2. Deposits not claimed by consumers (which amount to several million dollars in New York annually) will be dedicated to alcohol and other drug awareness and prevention programs on Pennsylvanias college and university campuses.

Attention Faculty and Staff:

We would appreciate it if you would mention this celebration and the importance of signing the Bottle Bill petition to your students and co-workers. Think of how great you will feel by encouraging people to participate in positive change for the Earth's physical and spiritual environment!

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.

April 10, 1992

TO: The La Salle Community

FROM: Joseph F. Burke, F.S.C., Provost

Please join me in congratulating the following faculty members on their recent professional achievements.

Leonard Brownstein, Director of the Bilingual/Bicultural Program, and **James Devine** and **Sonia Rodriguez Pérez**, faculty members of the Program, presented a workshop, "Teaching Spanish and Cross-Cultural Concepts to Philadelphia Law Enforcement Personnel," at the Eleventh Annual Conference on Languages and Communication for World Business and the Professions. The Conference was sponsored by Eastern Michigan University and the Center for Applied Linguistics and was held from March 26 to March 28, 1992.

Patricia Haberstroh, Associate Professor of English, recently presented an invited lecture at Trinity College, Dublin, sponsored by the Graduate Program in Women's Studies at Trinity. Part of the lecture has been accepted for publication in a special issue of the *Canadian Journal for Irish Studies*. Additionally, Dr. Haberstroh has had two papers accepted for presentation this summer, one at the University of Galway and the other at the meeting of the International Association for the Study of Anglo-Irish Literature.

Dennis Kennedy, Associate Professor of Accounting, and **Madjid Tavana**, Assistant Professor of Management, have had an article (co-authored with Barbara Mohebbi of Fairleigh Dickinson University) accepted for publication in *Interface the Computer Education Quarterly*. The title of the article is "A Comparison Between Full-Function and Limited-Function Case Tools in Systems Analysis and Design."

Michael Kerlin, Professor and Chair of Philosophy, has published a review of F. F. Centore's *Being and Becoming: A Critique of Post-Modernism* in the March, 1992, issue of *Theological Studies*.

Diamantino Machado, Assistant Professor of Sociology, has had his book, *The Structure of Portuguese Society: The Failure of Fascism*, published by Praeger Publishers.

Gail Ramshaw, Assistant Professor of Religion, has published a book, *Words That Sing*. The book is the third in a series on the spirituality of the words of Christian liturgy, published by Liturgy Training Publications, an office of the Archdiocese of Chicago.

Leo Rudnytzky, Professor of German, has published an article on the relationship of the Ukrainian writer Ivan Franko to German writers ("Ivan Franko und die Deutschsprachige Welt...") in *Jahrbuch der Ukrainekunde, 1991*. The *Jahrbuch* is published in Munich by the Ukrainische Freie Universität.



LA SALLE UNIVERSITY

OFFICE OF THE PROVOST
PHILADELPHIA, PA 19141 • (215) 951-1015 • FAX (215) 951-1785

TO: The La Salle Community

FROM: Joseph F. Burke, F.S.C.

DATE: April 3, 1992

The University has received official notification from the National League of Nursing that our M.S.N. program has received initial accreditation and that our B.S.N. program has been given continuing accreditation. In addition, the Self-Study submitted for this process has been selected as a model for other programs to follow.

Please join me in congratulating all of the faculty and staff of the Nursing Department on this recognition of the quality of their program.

Thank you.



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TO: La Salle Community
FROM: Joseph F. Burke, F.S.C.
DATE: April 10, 1992

We have just received word from the Washington Center for Internships and Academic Seminars that two La Salle students, Kim Dorazio and Marietta Cabatu have been selected to participate in the 1992 Minority Leaders Fellowship Program. This year's program will bring sixty-five students from across the United States to Washington, D.C. for an intensive program from June 2 to August 15. We have also been informed by the Program administrators that La Salle is unique in having had two students selected to participate in the Program.

Please join me in congratulating Kim and Marietta on their own personal achievements and on the special honor they earned for La Salle.



La Salle University

Philadelphia, Pennsylvania 19141

Food Services Department

To: University Campus Community

From: Stephen C. Greb
Director of Food Service

Date: April 3, 1992

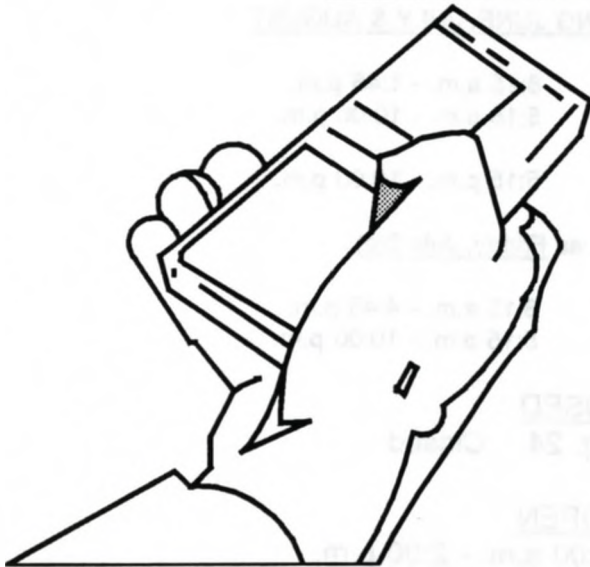
RE: Debit Card Manager Appointment

It's my pleasure to announce that **Joseph Smallberger** has been promoted to the position of **Debit Card Manager**. Having begun his employment with La Salle over nine years ago as a part time worker, Joe has continuously sought out new challenges and responsibilities. Approximately five years ago he assisted in implementing the University's conversion to a "self-operated" vending program. More recently Joe has served as Accounting Assistant for Food Service. Along the way he also managed to find time to complete his B.S. degree in Accounting and hopes to pass the CPA exam this Spring.

Joe will be assuming his new duties almost immediately as the Debit Card project (known as the **La Salle Gold Card**) is planned for implementation this Fall (1992).

Needless to say, the Debit Card Manager's position will be a new and exciting challenge for Joe. One which I am confident he will undertake with the same determination and energy that has proven to be a trademark of his success.

Therefore, as the occasion permits, please join me in extending congratulations to Joe on his appointment to this new position.



SUMMER SCHEDULE

TO: All Faculty and Administration

The following page lists the summer hours for Audiovisual Services. If you need to reserve equipment outside of these operating hours call 951-1220 to make that special reservation.



LaSalle University
Audiovisual Services
Olney Hall 119
(215) 951-1220

To: All Faculty and Administration
From: Mike Sweeder, Director of Audiovisual Services
Date: April 8, 1992
RE: Audiovisual Services for Summer Sessions
(including May Session, Mid-Summer Session, Six-Two Session,
Summer I Day, Summer II Day, Summer I Evening, and
Summer II Evening)

MAY SESSION

May 4 - June 5 (Mon. - Fri.) 8:45 a.m. - 1:15 p.m.
5:15 p.m. - 10:00 p.m.
(N.B. Closed Sat., May 2nd)
May 25 (Closed, Memorial Day)

SUMMER SESSIONS DURING JUNE, JULY & AUGUST

May 6 - June 25 (Mon. - Thurs. only) 8:15 a.m. - 1:45 p.m.
5:15 p.m. - 10:00 p.m.
Open Fri., June 5 (*Evening hours only) 5:15 p.m. - 10:00 p.m.
(N.B. Closed Fridays -- June 12, 19 and 26, as well as Friday, July 3rd)
July 1 - Aug. 13 DAYTIME (Mon. - Fri.) 8:15 a.m. - 4:45 p.m.
July 1 - Aug. 13 EVENING (Mon. - Thurs. only) 5:15 p.m. - 10:00 p.m.

CLOSED

Aug. 13 - Aug. 24 Closed

REOPEN

Aug. 24 - 25 10:00 a.m. - 2:00 p.m.

CLOSED

Aug. 26 - Aug. 30 Closed

REOPEN

Aug. 31 + Sept. 1 10:00 a.m. - 2:00 p.m.

CLOSED September 2 - 7



La Salle University

Philadelphia, Pennsylvania 19141

Food Services Department

To: The La Salle University Community
From: Steven C. Thomas
Assistant Director of Food Service
Date: April 10, 1992
RE: Hours of operation during Easter Break

During the Easter Break the **Food Service Department** will provide services to the campus community as follows:

	4/15 Wed	4/16 Thur	4/17 Fri	4/18 Sat	4/19 Sun
Food Court	B, L, D	CLOSED	CLOSED	CLOSED	CLOSED
North Dining	B, L	"	"	"	"
Intermissions	L	DINNER	"	"	"
FDR	L	CLOSED	CLOSED	CLOSED	CLOSED

All **Food Service Areas** will resume normal operational hours on Monday, April 20th.



La Salle Athletics

**LA SALLE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
SPRING SCHEDULE**

ADMISSION IS FREE!

<i>Date</i>	<i>Sport</i>	<i>Opponent</i>	<i>Location</i>	<i>Time</i>
4/13	Softball	Textile	Good Shepherd	3:00pm
4/15	Softball	Penn	Good Shepherd	3:00pm
4/23	Baseball	Rider	DeVincent Field	3:30pm

La Salle University Jazz Band

SPRING CONCERT

Thursday, April 23

7:30 pm

Dan Rodden Theater

All faculty, staff, and families are invited to attend.

Free admission



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The record of the discussion that follows represents the opinions expressed by individual Senators:

- Concern was expressed about how the cap of 15 % might be distributed in individual departments. Certain departments could end up with more than 15 % of their faculty slots being non-tenure positions.
- One Senator noted that a positive aspect of the Provost's current proposal is the specification that there be departmental involvement in decisions on the creation of non-tenure positions as well as decisions regarding the hiring and continuation of faculty member in these positions.
- Concern was also expressed that many items in the proposed handbook statement about non-tenure positions are too vague and subject to different interpretations.
- On the positive side, it was noted that some Chairs are in favor of the creation of these types of positions.
- Also, people who would be eligible to apply for non-tenure positions, are in favor of creating them. They feel that they are consenting adults who can decide for themselves whether a non-tenure position is appropriate or not.
- Concern was expressed about the legal implications of a person serving in a non-tenure position for seven years or longer. Would not this person be de facto tenured?
- The Senate is the guardian of Faculty rights and should work toward that end. The role of the Department Chair is being redefined. Some Faculty consider them to be more administrators than colleagues.
- Several senators questioned what the non-tenure position proposal accomplishes that cannot be accomplished with the present tenure system?
- It is unfortunate that the Provost feels that he should go forward with the non-tenure proposal and present it to University Council regardless of the Senate's decision about the proposal.
- One senator views the use of non-tenure positions in lieu of adjunct faculty, not as a replacement for tenure track faculty.
- Another senator wanted to make several points for the record:
 1. The Senator is surprised that word like "goodwill" and "collegiality" are being used in connection with this proposal by the Provost, since in the past year these attitudes have not been reciprocal. For example, the whole issue of the "test run" of Performance Assessment.
 2. The Senator is offended by the Provost's manipulation, dishonesty and implied quid pro quo about Performance Assessment.
 3. The Senator is upset that there are people in the Business School who are tenurable, but the "powers that be" have decided that they are not tenurable. The fact that there are women involved in these positions makes this an insidious form of sexual discrimination.

4. The present Administration has a selective way of using AAUP guidelines. At times the guidelines are used to support the creation of non-tenure positions and at other times they have stated that we don't have to follow AAUP guidelines.
 5. The academic freedom of a non-tenure position faculty member is still an issue. This type of faculty member is controlled by the departmental chair and the Senator views this as a way to build up "good", as defined by the administration, La Salle followers.
- If one desire of the non-tenure position is to "beef up" a professional program, then it would seem desirable to hire a "practitioner". If you remove practitioners from their practice with a non-tenure position, you seem to be defeating one of the purposes.
 - There would be an expectation that, just like tenure track faculty, a non-tenure position faculty member should continue to keep current within the field.
 - In some professions, people seeking these types of positions are not interested in tenure. They may not qualify in the area of scholarship or degree as presently defined and have no desire to meet these qualifications. Maybe we need to broaden the current definition to include "expert in a field" not necessarily scholar.
 - If La Salle does not have a non-tenure position, the Tenure and Promotion rules may have to be broadened.
 - According to the handbook, there is already room for a person who does not have a doctorate.
 - The handbook criteria on Tenure and Promotion seem to be fairly vague.
 - Criteria are always subject to interpretation. The question today is should we have a non-tenure position, not to evaluate or rewrite the Tenure and Promotion criteria.
 - One Senator disagreed with several of the statements made earlier in the discussion. The Senator feels that many people on this campus are "pro La Salle" and has great difficulty pointing at administrators and saying that they are dishonest. It should not be a question of us vs them. We are all in this together. The same Senator held that some previous comments have an implied tone of distrust of administrators. Both administrators and faculty want to accomplish the same goal, the education of our students.
 - A Senator who had spoken earlier wanted it to be clear that there is no advocacy of an us vs them attitude. Further, to question or debate issues does not imply that a person is not "pro La Salle" or devoted to the University.
 - A question was asked whether anyone felt that current or future programs would be affected if the non-tenure position proposal doesn't pass?
 - One Senator responded that they were not worried about programs being eliminated, but rather concerned about the individuals who will be released from the University as a result of disapproval of the non-tenure position.
 - Another Senator responded that not having non-tenure positions, may affect the development of new programs here at La Salle.

At this point, the following motion was made and seconded:

The Faculty endorses the Provost's Proposal for Renewable Non-Tenure Positions.

Discussion about the motion followed.

- Some Senators expressed a dilemma about which way to vote. There are good reasons to have non-tenure positions and good reasons not to have non-tenure positions.
- A question was raised about the mission of the Senate. It seems that we are no longer certain of what our role should be. Several Senators expressed the feeling that the Senate does not have a clear sense of direction
- The feeling was expressed that this issue serves to highlight a much deeper issue concerning Tenure and Promotion criteria.

The Senate then voted on the motion and it was approved by a vote of 9 Yes, 3 No, and 2 Abstentions (1 proxy vote was cast).

The meeting adjourned at 5:15 P.M.



LA SALLE UNIVERSITY

OFFICE OF THE PROVOST
PHILADELPHIA, PA 19141 • (215) 951-1015 • FAX (215) 951-1785

March 15, 1992

Brother John Dondero
President, The Faculty Senate
La Salle University

Dear Jack:

Enclosed please find the most recent draft of the proposal for renewable non-tenure positions. It has now been reviewed by various administrative officers, as well as our attorney. It incorporates several of the ideas which emerged from my discussion with the Faculty Senate, and I have also shared it with Department Chairs.

Would you be good enough to have the Senate review it again. I would like to take it forward to University Council's April meeting with the endorsement of the Faculty Senate.

Thank you.

Sincerely,

A handwritten signature in dark ink, appearing to read "Joe".

Joseph F. Burke, F.S.C.
Provost

Renewable Non-Tenure Positions

La Salle University

(Changes are in Bold Italics)

Rationale

For at least the next four or five years, ambiguities surrounding enrollment will continue to inhibit the creation of new tenure track positions in many academic departments. In the past this problem has been dealt with by reliance upon adjunct faculty and faculty on one year appointments who cannot under our present regulations be retained beyond the fourth or fifth year of service.

This solution has decided limitations. Adjunct faculty members do not typically participate in academic advising and committee work, and in some departments, this has significantly increased the strain on full-time faculty. Eleven of our departments also depend upon full-time faculty on one-year appointments. While these faculty provide excellent service to the University, either because of credentials or projected demand, they are not likely to achieve tenure within the confines of our current system and standards. Therefore, they are typically let go after four or five years of service. At present, we have fifteen (15) faculty on one year contracts (8 in the School of Arts and Sciences and 7 in the School of Business).

At the same time, the University is also developing new undergraduate and graduate programs that require additional full-time faculty. Historically, given the unpredictability associated with new programs, we have relied upon stretching our current faculty, often exacerbating the reliance upon adjunct faculty. This has often slowed the development of new programs, and in some cases, threatens to weaken our existing programs.

In the light of the problems identified above, the establishment of renewable non-tenure positions at the University is designed to accomplish the following: (1) allow an increase in the number of sections taught by full-time faculty; (2) provide a buffer against the retrenchment of tenured and tenurable faculty in times of departmental or institutional enrollment declines; (3) allow the University to benefit from the expertise of individuals who for one reason or another do not choose to pursue tenure or whose credentials make tenure unlikely; (4) provide the flexibility necessary to develop new undergraduate and graduate programs.

Handbook Statement

Following the request of a given academic department of the University, where the Provost in consultation with the Dean and Faculty Senate determines and recommends to the President that the practice is vital to the well-being of the University, temporary, renewable, one year positions ***normally*** at the rank of either Assistant Professor or Instructor may be authorized.

The number of such appointments in force shall not at any time exceed a figure equal to fifteen percent of the current full-time faculty of the University. The positions will be authorized only in the designated departments, and at least every five years the Provost in consultation with the Dean of the school and the Faculty Senate shall review the need to continue the practice of making such appointments in the department where they have been in force.

The request for the establishment of a renewable non-tenure position in a given department comes from the Chair after consultation with members of the department or the departmental board. Criteria for requesting a renewable non-tenure position shall include one or more of the following:

1. The program area or discipline is in transition with regard to the appropriate terminal degree.
2. The program area or discipline is served by one or more full-time faculty, needs more stability than can be provided by part-time faculty, but long-term enrollment patterns are uncertain.
3. It is difficult to recruit fully credentialed faculty for the field due to market conditions and/or university resources but enrollments justify a full-time appointment.
4. Faculty are needed to support new program initiatives but long-term enrollment support is uncertain.
5. Program benefits derived from temporary appointments of faculty with special talents and expertise.

Recommendations to the Dean and Provost concerning the hiring, continuance, and discontinuance of a faculty member in a renewable non-tenure position shall be made by the Chair in consultation with the members of the department or the departmental board. In the case of noncontinuance, upon the recommendation of the Chair and with the approval of the Provost, the Dean will notify the faculty

member no later than March 1st of the decision not to continue the faculty member into the next academic year.

Faculty in renewable non-tenure positions will enjoy all of the rights and responsibilities afforded tenure track faculty of the University with the following exceptions: the availability of tenure, promotion, leaves, and sabbaticals.

A faculty member who was originally employed under the provisions of a renewable non-tenure position may apply for a tenure track position if one is available. Eligibility for tenure would be subject to the appropriate section of the Handbook, and upon the recommendation of the Chair and Dean, up to three years of service in the renewable non-tenure position may be credited toward tenure.

Faculty who have assumed a tenure track position with prior service under a renewable non-tenure position may not revert to a renewable non-tenure position.

**Submitted by: Joseph F. Burke, F.S.C., Provost
(March 11, 1992)**

PHILOSOPHY SERIES

**ANTHONY MATTEO
ELIZABETHTOWN COLLEGE**

**"THE HARMONY OF
FAITH AND REASON"**

MONDAY, APRIL 13

**7:30 P.M.
MUSIC ROOM**

REFRESHMENTS

**The South Jersey Alumni Association
of
La Salle University**

*Invites you and your guests to the
1992 Spring Dinner*

Featuring

Brother Patrick Ellis, F.S.C., Ph.D.,
President of the University

&

Newly Appointed President of Catholic University

at

Degenhardt's Restaurant

602 Black Horse Pike

Mt. Ephraim, New Jersey 08059

on

Thursday Evening, April 23rd at 6:30

Buffet Menu

Tossed Salad	Greenbeans Almondine
Chicken Marsala	Romano Medley
Stuffed Flounder	Parslied Potatoes
Veal Scallopini	Assorted French Pastries
Coffee & Tea	

Cash Bar

Cost \$15.00 per person

R.S.V.P. the Alumni Office by April 17th.
(215) 951-1535



La Salle University

Philadelphia, Pennsylvania 19141

215-951-1081

News Bureau

TO: La Salle University Administration and Faculty
FROM: Rosalie Lombardo, Associate Director, News Bureau
DATE: April 6, 1992
RE: 1992-93 Speakers Bureau Brochure

Each year the News Bureau receives an increasing number of requests from the media, non-profit organizations, civic associations, schools, etc., for experts or speakers on various topics. For this reason we are now updating La Salle's Speakers Bureau Brochure for the 1992-93 academic year.

This directory is used as a source for reporters, producers, research assistants and other members of the news media looking for someone to address a particular subject for news stories. It is also used by organizations, schools, etc., in search of someone to address meetings, classes and other gatherings.

The procedure for contacting someone listed in the directory is as follows: the initial request usually comes into the News Bureau and is then directed to the appropriate speaker. On occasion the speaker will be contacted directly by the inquiring party.

If you would like to be listed in the 1992-93 Speakers Bureau Brochure please fill out the enclosed form and return it to the News Bureau, 2nd floor, Benilde Hall, by Friday, May 1. Because of space restrictions, please keep your specialities to 25 words or less.

If you have any questions about the brochure or your listing please feel free to contact the News Bureau at ext. 1081.

Thank you for your cooperation.

1992-93 SPEAKERS BUREAU BROCHURE LISTING INFORMATION

(Please Type or Print)

NAME: _____

OFFICE PHONE: _____

DEPARTMENT / TITLE: _____

SPECIALTIES (25 words or less): _____

*Deadline for all listings is Friday, May 1, 1992.

*Please return all listings to: Rosalie Lombardo
News Bureau
Benilde Hall, 2nd Floor

1992-93 SPEAKERS BUREAU BROCHURE LISTING INFORMATION

(Please Type or Print)

NAME: _____

OFFICE PHONE: _____

DEPARTMENT / TITLE: _____

SPECIALTIES (25 words or less): _____

*Deadline for all listings is Friday, May 1, 1992.

*Please return all listings to: Rosalie Lombardo
News Bureau
Benilde Hall, 2nd Floor