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Campus News December 18, 1992

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CAMPUS NEWS

LA SALLE UNIVERSITY'S WEEKLY INFORMATION CIRCULAR

December 18, 1992

CONCERT AND LECTURE SERIES

December 18, 1992

TO: The Campus Community

FROM: Gerald J. Johnson, Assistant Provost for Administration

As the semester draws to a close, the Concert and Lecture Series reminds you that funding is available for programs for the spring semester of 1993.

If you wish to request funding for a program of a cultural or educational nature, the Committee requests a written proposal outlining the type of program to be presented, the amount of funding requested, and the expected benefit for either a specific audience or the campus at large. If you have any questions about programs you might want to present to the Committee for consideration, please contact me in the Provost's Office (Administration Center 315, telephone extension 1065).

Thank you.

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.

LA SALLE UNIVERSITY

UNIVERSITY COUNCIL

December 7, 1992

HIGHLIGHTS

Present: Brother Joseph Burke, Chair; Dr. Daniel Pantaleo; Mr. David Fleming; Dr. Fred Foley; Dr. Raymond Heath; Mr. Raymond Ricci; Dr. Gloria Donnelly; Dr. Joseph Kane; Dr. Glenda Kuhl; Dr. John Seydow; Dr. David Cichowicz; Dr. Barbara Millard; Ms. Patricia Jones.

Absent: Mr. Steve Cusano; Ms. Geraldine Colwell.

I. FACULTY SALARY EQUITY STUDY REPORT

The President of the Faculty Senate reported that the Senate have reviewed the report and voted to approve it.

After discussion, Council approved a motion to accept the report by a vote of eleven in favor, one opposed, and one abstaining.

Faculty members wishing to read the full report may request a copy from the Provost's Office (ext. 1015).

II. MASTER OF ARTS IN CENTRAL AND EAST EUROPEAN STUDIES DEGREE

A proposal for an interdisciplinary Master's program in Central and East European Studies was submitted by the Department of Foreign Languages and Literatures.

After discussion, Council passed a motion to approve the proposal by a vote of thirteen in favor, none opposed, and one abstaining.

A special meeting of Council to consider a request for an appeal of a Tenure and Promotion Committee recommendation was scheduled for Monday, December 14. Council's next regularly scheduled meeting will be on Monday, February 1, 1993, at 2:30 p.m.

Gerald J. Johnson
Secretary

**FACULTY SENATE, LA SALLE UNIVERSITY
MINUTES, MEETING #5
11 NOVEMBER 1992**

PRESENT: Nicholas Angerosa, David Cichowicz, Richard DiDio, Craig Franz, FSC, William Grosnick, Prafulla Joglekar, Barbara Millard, Lynn Miller, Laura Otten, Joseph Seltzer, John Seydow, Edward Sheehy, FSC, Joseph Volpe, Ellen Wall, Samuel Wiley

EXCUSED: Gary Clabaugh, Lawrence Colhocker, FSC, Patricia Gerrity, Richard Geurson, Zane Wolf

1. The meeting was called to order by the President at 2:37 P.M., 11 November 1992.
2. A motion was made and seconded to approve the minutes from the 13 October 1992, Faculty Senate Meeting. The motion passed:

**11 in favor
0 opposed**

3. A representative to University Council provided a brief report on Council's 9 November 1992 meeting. The representative reported that Council's discussion centered on two main topics: (1) the projected enrollment for the next academic year and (2) budgetary considerations concerning the current academic year. About the projected enrollment, the representative reported that expectations were that next year's entering class would number about the same as this year's entering class. About this year's budget, the representative reported that a substantial budget deficit was projected and that as a result "belt tightening" would be necessary. Another member of University Council added that though last year there was a substantial deficit projected and the institution ended up in the black, this year's budget was much "more difficult" and hence the projected deficit "more real" than last's year's projected deficit. A member of the Senate cautioned that it is "standard" to project a deficit in the fall only to realize a surplus in the spring and thus the projected deficit should not unduly constrain faculty negotiations. In response to the caution, a member of University Council informed the Senate that the characterization "grim" was used in describing the budget and accordingly it was this member's sense that, this time, the projection had a special authority.
4. Following the University Council report, the President provided an update concerning the status of extending pension benefits to full-time faculty at the rank of instructor. At the 13 October 1992 meeting, the Senate had directed the President to write the Director of Personnel requesting relevant documents (see paragraph 7, Minutes, Meeting #4, Faculty Senate, La Salle University). The President reported that an exchange of correspondence had taken place in which the Director of Personnel indicated that extending pension benefits to full-time faculty at the rank of instructor was under consideration and that the Director looked forward to working with FAP to

resolve the pension benefits issue. However, the relevant documents requested were not forwarded. Thus, the President asked the Senate whether he should continue to pursue the matter or whether, instead, FAP as the delegated body of inquiry should now take over. Following the President's query a discussion concerning some of the complexities of the issue took place. For example, part of the discussion centered on the difficulty, from the point of view of the law, of distinguishing between part-time and full-time faculty with the resulting consequence that extending pension benefits to faculty at the rank of instructor, without other changes, might require extending pension benefits to all part-time lecturers. At this point in the discussion the President reminded the Senate that the issue was why full-time faculty at the rank of instructor were excluded and it was this exclusion that should be the concern of the Senate. The President, then, renewed his query. It was decided that FAP and not the President should pursue the matter. Before going on to other matters the President reminded the Senate that it was a Senate agenda item to invite the Director of Personnel to visit the Senate in the future and talk about several personnel policies about which Senators might be curious.

5. The President informed that Senate that with regard to the matter of an appeals procedure and body for promotion and tenure, the Provost had constituted an investigating committee and had set a date for its first meeting. The Chair of the Senate Faculty and Academic Affairs Committee informed the Senate that another member of the Senate had graciously provided some research publications having to do with appeals procedures and that he would, prior to the first meeting of the Provost's investigating committee, go through the documents and then inform the President. Whatever of relevance was recovered from those documents then would be passed on to the Executive Committee which sits on the Provost's committee along with the Deans.
6. The next item on the agenda was the **Faculty Salary Equity Report**. The President began by informing the Senate that some had thought it important that some formal discussion concerning the report be included in the Senate minutes. The President, thus, opened the floor for comment and discussion.

A Senator who had worked on the report thought it important that the Senate know that all the writing and statistical analyses were done by Senator Lynn Miller. Since this represented a great deal of work, this Senator thought that Senator Miller should be recognized and thanked. A second Senator responded by saying how impressed he was with the report's thoroughness and honesty. This Senator continued saying that all the assumptions of the report were made explicit, alternative models were used and hence the report represented "high quality work."

A Senator raised the question of whether the individuals identified in the report as "unusually low" had been notified. This Senator thought it important that those individuals have "a right to know." In response to this concern, it was noted that no action had yet taken place. Moreover, another Senator added that it was not clear that the Senate had the authority to assume that role. It was noted by yet another Senator that the report would work its way through the Senate and University Council and hence it would be open to President Burke to decide how to respond. This Senator added that it was his assumption that President Burke would notify the individuals concerned and act to correct the situation. In conclusion, this Senator, who had

worked on the equity report, stated that those who had administered salaries had done a "good job in terms of equity."

Another Senator asked those who had worked on the report whether they could "see the results coming out differently" by, say, regrouping the data or running different tests. A Senator responded that the data had been "played with" in "many ways" with "consistent results" and hence this Senator felt confident about the report.

Another Senator noted that the report appeared to assume that starting salaries were equitable. However, if not, then there would be inequities that the report could not detect. It was stated that no such assumption about the equity of starting salaries was made with respect to gender and race. In support another Senator called the Senate's attention to the bottom of page 3 of the report where the issue of starting salaries is addressed.

Another Senator raised a question about the "range of data considered." The response was that for the purposes of the report only data having to do with people at the institution in 1989 was considered.

Another Senator called attention to difference in male and female salaries as noted in the report. The reply was that such a dollar difference was statistically insignificant. The Senator pressed, however, for an explanation for the difference. The response was that looking at all the data there was not much of a case for discrimination.

Still another Senator expressed concern about the methodology of the report. This Senator wondered if the report's methodology could be assessed by a relevant expert. The President responded that he had met with a relevant expert and reviewed the report.

At this point in the discussion it was suggested that the Senate accept the document. Accordingly, a motion was made and seconded:

**That the Senate accept the Faculty Salary Equity report
and the recommendations therein.**

The results of the vote on the motion were:

**12 in favor
2 opposed
2 abstentions**

Following the vote on the motion there was discussion concerning whether the Senate should formally request that President Burke act on the findings of the report. It was decided that such was "premature" and that President Burke should be given the opportunity to act without formal Senate intervention. Therefore, it was agreed to allow the report to make its procedural rounds and review how matters stand near the end of the academic year.

7. The next agenda item was the **Performance Assessment Review Committee Report**. The President began by asking the Senate how the body should proceed with the PARC Report. Following the President's query a long and wide ranging discussion ensued.

The first response to the President's query was that the PARC Report provides "very little evidence" that the faculty wishes to continue with performance assessment. This remark prompted one Senator to reply that the "idea" of performance assessment was "important" even though the "tool" used was bad. Hence, it was this Senator's opinion that what should emerge from the PARC Report and discussion about it was the necessity of a "different vehicle," one better suited to the importance of performance assessment.

Another Senator raised the issue of whether performance assessment was, in fact, serving another interest, retirement. This Senator called the Senate's attention to the fact that the mandatory retirement age will be lifted for university faculty, 1 January 1994. Thus, this Senator offered the possibility that performance assessment could be used as a basis for involuntary retirement.

Another Senator called attention to the conflicting history of performance assessment. This Senator noted that originally the issue was "accountability," but that what was put into practice was a process that was supposedly "formative" in nature. However, this Senator continued, the process remains ambiguous. Either it is formative, in which case the "feedback" is adequate to the task, or it is assessment, in which case it is not clear how one is being assessed and hence is inadequate to the task. This Senator thought that the ambiguity of the process was the cause of, and hence was reinforced and exacerbated by, the varying ways different departments affected the performance assessment process.

Another Senator suggested that perhaps performance assessment was "another tool in the promotion and tenure process." In response, a Senator replied that the Promotion and Tenure Committee did not review such documentation in matters of promotion and tenure. In support, a third Senator reminded the Senate that it was part of the original agreement that performance assessment documentation would not be a part of anyone's "file."

Another Senator stated that though the process as it is currently practiced "seems useless," it is not particularly "onerous" and hence that it was not worth the time to attempt to revise the process. In response, a Senator thought that revision was necessary. It was this Senator's opinion that the process should be "streamlined" so that it was "not destructive of morale" and would be suitable simply for "outside consumption."

The discussion of performance assessment, its audience and its effects continued. A Senator noted that in the business school much energy had been devoted to improving the assessment process and as a result this Senator thought that there was not much to be gained from attempts at revision. It was this Senator's view that if data were necessary for "external bodies," then there must be a new and better way to gather the relevant data. Several Senators expressed the opinion that the data gathered by the performance assessment process was either for the consumption of "external groups" or for the construction of the annual report and hence served no real formative function. However, even in the face of this agreement, there was some disagreement about the effects of the process on faculty morale. About the contention that the data gathered by the performance assessment process was for the consumption of "external bodies," a Senator responded that though that may well be true, that "external body" was not the Board of Trustees; the Board, this Senator stated, "never sees" the performance assessment materials.

In an attempt to bring a reasonably tight focus to the discussion, a Senator suggested that there were three issues at hand: (1) whether the idea of performance assessment is worthwhile, (2) whether the present process should be kept or killed, and (3) what should replace the present process if it is decided that it is to be killed but performance assessment is deemed to be worthwhile.

Accordingly, a motion was made and seconded:

That the Senate agrees that there should be a process for performance assessment.

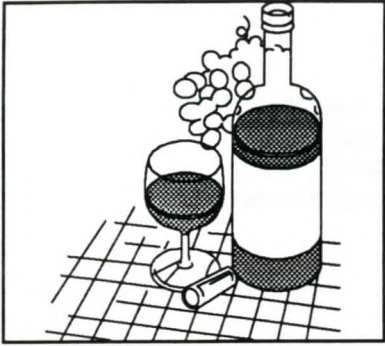
Discussion followed the seconding of the motion. A Senator claimed to be pessimistic about the improvement of the current system and hence would consider a new system, but, then, if and only if it could be justified.

Another Senator indicated an unwillingness to vote on the motion saying that more needed to be known and asked whether a Senate subcommittee should examine the issue of what the Senate should do with the PARC Report. In response, a Senator wondered whether an open Senate meeting should be called with performance assessment as the topic. In this way the Senate could solicit a wide range of opinion. This Senator suggested the possibility of inviting the Provost and Deans to such a meeting. Against both the subcommittee and open meeting possibilities, some Senators thought that additional consideration was unnecessary.

A discussion of the present status of performance assessment followed. Confusion was expressed about whether the present process was still in effect. It was suggested by one Senator that this matter fell within the province of the Provost and hence the Provost would need to be consulted. Another Senator asked was it not the Senate's decision and had not the Senate said that the performance assessment trial was over? Still another Senator raised the issue of who determines whether the performance assessment process is employed - - is the Senate's role one of decision or advice merely? The President responding to this confusion about authority, suggested that the Executive Committee could meet with the Provost and "see what he has in mind" concerning performance assessment and then get back to the Senate in an attempt to "crystallize" the issues. A Senator responded that the Senate needs to "do something or something will be done to us," so, perhaps the Senate should go ahead and endorse the PARC Report. The President stated that the next discussion of the PARC Report would begin with its recommendations.

8. A motion was made and seconded to adjourn. Since a motion to adjourn supersedes all other motions, the Senate adjourned at 4:50 P.M..

Respectfully submitted by,
Joseph Volpe
Secretary, Faculty Senate



Booze News

Counseling Center

Dec 1992

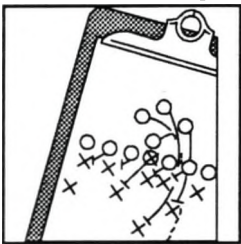
CORRECTION

In a Nov. Booze News quest for brevity in covering Earl Rubington's Journal of Drug Issues article concerning resident assistants teaching students to break the rules, the impression that such may be a major problem here at La Salle was mistakenly created.

Please know that this study was shared as an issue of potential interest in higher education and NOT a reference to La Salle or its Resident Life staff. To this end, apologies are extended to R.L.O. staff for last month's unintended implication.

NON-ALCOHOLIC BEERS

With the holiday season and its customary opportunities to drink upon us, consider non-alcoholic beers as a way to reduce alcohol intake without having to alter your approach to socializing.



There are currently numerous brands of N.A. beers available through the Delaware Valley. As with all products, those brands represent the best and the

worst! To this end,

the Counseling Center has developed a flyer on N.A. beers which includes the results of a taste test conducted on 19 popular brands. The 'pros & cons' of each beer, approximate cost, and judges' personal comments are included in the flyer. For a copy call X-1355 or eMail a request to SXCTRXC.

Additional suggestions for sober holiday partying: remember to eat before and while drinking- foods high in protein and carbohydrates are particularly helpful in slowing the

blood stream's absorption of alcohol; if mixing drinks, use a shot glass- the 'eye-balled' drink usually includes a generous amount of alcohol; allow 1 to 1 1/4 hrs per drink for your body to metabolize the alcohol is 1 shot, 12 oz. beer, or 5 oz. table wine- women allow a bit longer (see Q & A, Nov. Booze News for details or call for a copy); and remember, the number of drinks consumed is NOT measured by glasses of beverage, but rather, by amount of alcohol in them- a Manhattan or stinger may contain 2 or more drinks worth of alcohol!



DISCUSSION GROUP FORMED

A weekly discussion group for students, staff, & faculty focused on the issues related to growing-up in a chaotic family meets on Thursday afternoons in McShain Hall.

For more information or to discuss the groups objectives, please call Robert Chapman at X-1355. While not a counseling group, all contacts are confidential and anonymous calls for info. about the group are welcomed.

NUMEROUS AOD PROGRAMS CONDUCTED The fall semester has seen 62 AOD related programs presented with 1271 students in attendance. Presented by the University Peers, R.L.O.'s Resident Educator, and the AOD program coordinator, the topics ranged from lectures on alcohol and risk management or alcohol and genetics to programming related to the Great American Smoke-out.

Faculty are invited to use the services of the AOD Program to design presentations for their classes on days when they are unable to be on

campus because of professional business. With 2 wks. lead time, a specific program can be designed to compliment the professors syllabus.

Questions & Answers

The question has been asked of Booze News, "why is it when my date drinks enough to become intoxicated, he

doesn't always act the same? Sometimes he's funny and other times he's nasty."

This is an excellent question that many of us have either considered as the result of our own drinking behavior or that of someone close to us.

While there are at least a half dozen current explanations for intoxicated behavior, 2 are most likely to answer this readers question.

First, personal expectation has long been know to influence the behavior of a drinker. If we associate intoxication with a particular behavior, when we become intoxicated we are, in a sense, 'looking for' that behavior to happen. Have you ever heard someone say, "I can drink beer all night long and just get silly, but when I drink liquor, watch out, I fight!?" In a sense, that drinker has a self fulfilling prophecy that when he- or she for that matter- drinks liquor, it is likely that a fight/argument will erupt.

If I'm drinking liquor and believe I'm more aggressive when doing so and you happen to 'bump into me' in a bar, or cut me off in line or some other such occurrence happens, my expectations are that because of the liquor I have been drinking, I will respond aggressively and such may well be the case.

If I believe intoxicated people behave a certain way or I believe alcohol effects people in a certain fashion, there is a greater likelihood that such will occur.

I remember a party my parents

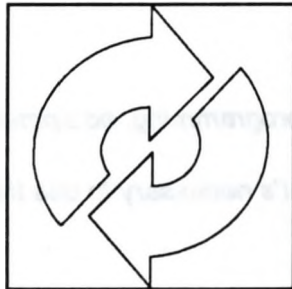
hosted when I was a kid. They served whiskey sours and as the drinks flowed, the conversation and laughter picked-up. There was one interesting- and unintended- detail regarding this otherwise normal social gathering...My dad had forgotten to pour the whiskey into to sours. The 'socially lubricated' guests were drinking fancy lemonade! Yes, these were unsophisticated drinkers, but because they expected to 'loosen-up' after drinks, they did.

A second explanation for the inconsistency in intoxicated behavior is called 'Alcohol Myopia'. Simply stated, A.M. suggests that as my blood alcohol level (BAL) rises, I attend less to competing thought/messages about my intended behavior. Simply put, as BAL goes up, attention to common sense goes down.

Research has shown that A.M. is most noticeable when a conflict exists between what I impulsively want to do and what I know I should/should not do. By way of example, if I have a big argument with my boss and s/he is- in my opinion- way out of line, I may choose to walk away from the confrontation before I say/do something that could cost me my job. However, at the company picnic after 6 or 8 beers, I turn from the keg and walk into my boss. Spilling my beers, I not only display my anger about that, but about the events earlier in the week. You can imagine the rest.

To return to the question asked by the reader, A.M. would explain why I might get intoxicated tonight and act silly and be fun to be with- no controversial event or occurrence which is disparate with my sober thinking takes place. Tomorrow however, we go out I have the same amount to drink of the same type alcohol in the same bar yet 'flip-out' when I encounter a situation where there is great conflict between what I want to do drunk and would do sober.

IN CONCLUSION, BOOZE NEWS WISHES YOU A PEACEFUL HOLIDAY AND A SAFE AND SOBER NEW YEAR. SEE YOU IN JANUARY!



Academic Computing and Technology

Workshops

* Tuesday, January 12, 1993

- 10:00 AM** **Word For Windows**
by Steve Longo
- Overview of Word for Windows: Basics plus table-building
- 11:00 AM** **Microsoft Excel**
by Joe Simon
- Spreadsheet design in a Windows Environment
- 1:00 PM** **OLE (Object Linking and Embedding)**
by Tom Pasquale
- How to combine objects such as text and graphics from different applications into a single application
- 2:00 PM** **Corel Draw! 3.0**
by Gervasio Ramirez
- An overview of this versatile drawing software package

* Thursday January 14, 1993

- 10:00 AM** **System Software Configuration**
by Mark Purcell
- How to set up for DOS 5 for Windows 3.1 and other large software
 - Directory structures
- 11:00 AM** **La Salle 56**
by Ray Cardillo
- An update on La Salle 56: programming, equipment, facilities, plans for next semester
 - Video in the classroom—what's necessary to use this powerful medium
- 11:30 AM** **Internet**
by Ralph Romano
- Accessing on-line bibliographic data bases
- 1:00 PM** **Editor**
by Jim Butler
- Computer-aided editing that helps writers eliminate problems such as wordiness, poor usage, punctuation errors, and inappropriately gender-based language
- 1:30 PM** **Turbo Tax**
by Bruce Leaby
- Using computer help for filling out income tax forms

**All workshops will be held at Holroyd 101
Please call Academic Computing at x1255 if you plan to attend.**



La Salle University
Philadelphia, Pennsylvania 19141-1199

Food Services Department

To: The University Community
From: Steven C. Thomas *SC*
Assistant Director of Food Service
Date: December 18, 1992
RE: **Operational Schedule Over Break**

Week of 12/21 - 12/27

Mon 12/21 Food Court open for normal hours
North Dining open for B & L
FDR open for L
Intermissions Closed

Tues 12/22 Food Court open for normal hours
All other units closed

Wed/Sun 12/23-27 All units closed

Week of 12/28 - 1/3

Mon/Wed 12/28-30 Intermissions open for B & L

Thur/Sun 12/31-1/3 All units closed

Week of 1/4 - 1/10

Mon/Fri 1/4-8 Intermissions open for B & L

Sat/Sun 1/9-10 All units closed

Week of 1/11 - 1/17

Mon/Fri 1/11-15 Food Court open for B & L

Sat 1/16 All units closed

Sun 1/17 Food Court open for Dinner

Week of 1/18

Mon 1/18 All units open except Intermissions

Tues 1/19 All units return to normal hours

CAMPUS POSITIONS AVAILABLE

LA SALLE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Director of Corporate Relations

La Salle University is seeking a full-time Director of Corporate Relations, effective March, 1992. The position will report to the Vice President for Development and will be responsible for coordinating all facets of the University's Corporate fund-raising program. The Director will be expected to develop close working relationships with corporate donors throughout the Delaware Valley, to work with the faculty/staff on programs that might attract corporate funding, to prepare and submit proposals, reports, invoices, etc. He/she should possess a Bachelor's degree, excellent oral and written communication skills, and at least three years of fund-raising experience. Some experience with corporate fund-raising is preferable but not mandatory. Salary competitive and commensurate with experience. Interested persons should submit resumes by February 1, 1993 to Fred J. Foley, Jr., Ph.D., Vice President for Development, La Salle University, 1900 West Olney Avenue, Philadelphia, PA 19141. La Salle University is an Equal Opportunity/Affirmative Action Employer.

POSITION AVAILABLE

LIBRARY TECHNICIAN - Connelly Library. A full-time day position is available in the Interlibrary Loan Service Department. This position requires punctuality, maturity, and careful attention to detail. Good typing skills and basic computer familiarity are essential. Duties include shipping material to other libraries and processing interlibrary loan requests using computerized systems. Must be capable of lifting cartons of books. Full benefits package including tuition remission.

Interested candidates should submit resume, 3 business references, and a letter of application by December 30, 1992 to: Stephen Breedlove, Interlibrary Loan Coordinator, Connelly Library, Box 810. EOE/AA