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Campus News January 31, 1992

La Salle University

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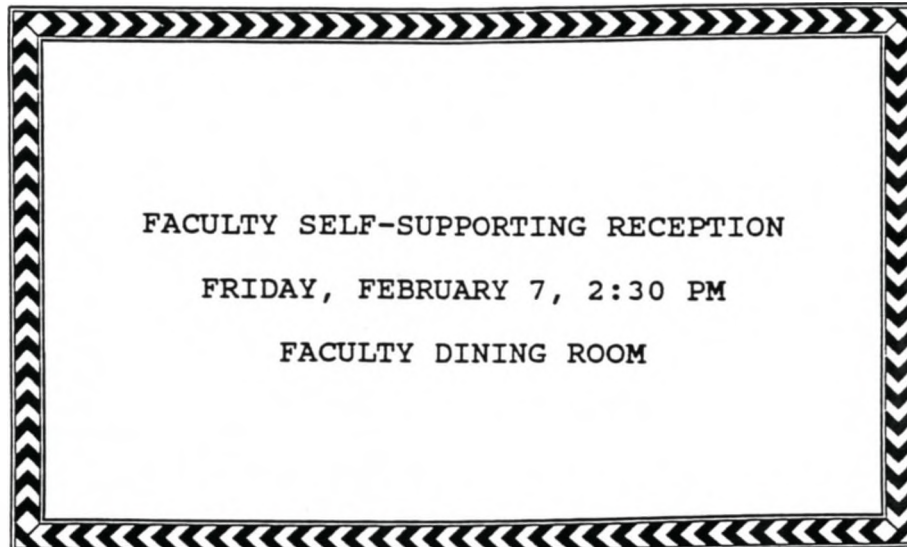
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CAMPUS NEWS

LA SALLE UNIVERSITY'S WEEKLY INFORMATION CIRCULAR

January 31, 1992



Concert and Lecture Series Notes

Marshall Taylor and **Samuel Hsu** will open their program of music for saxophone and piano with a transcription of a sonata by Johann Sebastian Bach. The program also includes works by two contemporary composers, Paul Creston and Vyacheslav Artyomov. The music begins at **12:30 p.m.** on **Thursday, February 6**, in the **Dunleavy Room** on the third floor of the Union Building.

Robert Long's slide illustrated program, "**Action Painting, Action Poetry: The New York School,**" will be presented in **Olney 100**, at **12:30 p.m.**, on **Tuesday, February 11**.

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

Philadelphia, Pennsylvania 19141-1199
215-951-1050 (Fax 951-1799)

Office of the Vice President
Business Affairs

January 30, 1992

TO: The Campus Community

On the strong recommendation of our independent auditors and to provide generally accepted business practices to what is now in excess of a \$57 million dollar a year operating budget, we have established the position of "internal auditor".

I am pleased to tell you that Ms. Rita M. Smart has been appointed to this position which will report directly to the Vice President for Business Affairs. Rita is a graduate of Saint Joseph's University where she majored in accounting and participated in their London Study Abroad Program. She has also completed the first year of law school at Villanova University. She is a certified public accountant and has had experience with both industry and public accounting.

I hope that you will welcome Rita as well as provide any assistance she might need should she find her way to your department in pursuit of her activities.

Sincerely,


David C. Fleming
Vice President for Business Affairs

DCF/sys



La Salle University
Philadelphia, Pennsylvania 19141

Food Services Department

To: The University Community
From: Stephen C. Greb 
Director of Food Service
Date: January 30, 1992
RE: Union Food Court "Private Dining Room" Smoking Policy

Recently, a group of concerned faculty and staff members petitioned the Director of Personnel regarding the decision to establish the Private Dining Room (PDR) of the Union Food Court as a "No-Smoking" area.

As you may recall, the Faculty Dining Room has also been designated as a "No Smoking" area. Therefore this groups' concern was that reasonable accommodation for the needs of some members of the University community has not been made.

Since the *University Smoking Policy* does state that "... thoughtfulness and consideration of smokers and non-smokers alike is requested". And, since "... the Director of Food Service will be responsible for designating and posting which areas smoking may be allowed in the dining facilities". **My recommendation is to change the designation of the Private Dining Room in the Union Food Court to a Smoking Permitted area.**

Hopefully this change will clearly demonstrate our concern to meet the needs of all members of the University community that use the dining facilities.

Your cooperation and understanding regarding this change is most appreciated as it will go into effect immediately.

FACULTY SENATE
LA SALLE UNIVERSITY
1991-1992

To: Members of the Faculty Senate

From: David J. Cichowicz, Secretary

Re: Minutes of the Fourth Meeting of the 1991-92 Faculty Senate --
13 November 1991.

Present: Angerosa, Cichowicz, Colhocker, DiDio, Diehl, Dondero, Feden, Franz,
Halpin, Merians, Millard, Miller, Reardon, Wall, Wiley, Wolf.

Absent: Brogan (excused), Donnelly (excused), MacLeod (excused), Otten (excused),
Seydow (excused).

In the absence of both the Senate President and Vice President, the meeting was called to order by Barbara Millard at 2:40 p.m.

The first part of the Senate meeting was devoted to a presentation by the Provost on his proposal for Renewable Non-Tenure Positions. As a starting point, the Executive committee suggested that Bro. Burke attempt to compare the present proposal to the previous proposal prepared by Bro. Mollenhauer. Bro. Burke stated that it was not easy for him to sort out the similarities and differences in the two proposals because of the manner in which he constructed his proposal. He did not simply revise the previous proposal, he started anew using other institutions that already have this type of position in place, as models for his proposal. To this information, he added his experience from Hartford where he heard many faculty complaints about the system they had in place.

Bro. Burke explained that the current proposal is his third iteration of the concept here at La Salle. One version presented to the Executive Committee last year was rather long. This version has been shortened and simplified. He then went on to highlight some of the features of the proposal.

This proposal does not attempt to establish a track or create a third avenue into the University. Rather it is an attempt to give a person some expectation of continuation without triggering tenure as outlined in the University Handbook.

He anticipated that the maximum number of Faculty in this type of position would be 15% of the full time Faculty. This percentage is based on experience at other institutions.

He recently presented the proposal to a meeting of Department Chairs where he asked for feedback, but no position vote. Their comments seemed to be favorable according to his "hearing".

Some "needs" that this type of position would help to solve are the struggle to balance the budget with changing enrollments, the desire to start new programs, and the current demands for full time teaching positions in areas that face uncertain future enrollments. However, he pointed out that the latter item should not be the major factor supporting the proposal. The proposal has its own merits in that it provides flexibility in staffing and provides an option for not losing good people who are currently on one year contracts.

One concern is the question of whether it is an abuse of people in this type of position? He has no answer for this concern.

He stressed that this is a living document and can be changed. It has not yet been sent to the lawyers.

At this point the Senate was given an opportunity to ask questions and make comments. What follows is the Secretary's account; answers should not be taken as direct quotes.

Provost: The implementation of this proposal is somewhat akin to the "chicken and egg" scenario. A department may have a need to fill a position for a year or two and hire someone on a one year contract. They then recognize that the need will continue, but do not want to commit to a tenure track position for various reasons. This type of person could be hired in a renewable non-tenure position. There may be other outside reasons or a person's credentials may suggest that this type of hire is appropriate.

Senator: There are only two ranks proposed: Lecturer and Assistant Professor.

Provost: This is open to suggestions, but in general a person who attains the rank of Associate Professor also has credentials suitable for tenure. This tends to blur the distinction of this type of position. One option may be to hire individuals at a higher rank.

Senator: Some places allow for advancement in this type of position and people seem to enjoy this option.

Senator: The example of the "chicken and egg" does not match up with the criteria presented in the proposal.

Provost: This proposal is not being created for the intention of specifically keeping the people that currently fit this scenario, but that should be a byproduct of the proposal.

At time there are certain specializations needed, but we don't want to create a tenure track in this area.

The actual operation of the proposal might be something like the following:

- A department has 3 people on one year contracts. The department chair would use the criteria in the proposal to argue that one of these positions should be converted to a renewable non-tenure track position. The department, Dean and Provost in consultation with the Faculty Senate would then approve the legitimacy of the position. The person on the one year contract could then apply for the position.

Senator: How quickly do you anticipate that these types of positions will be created?

Provost: There would probably be an immediate request for about 5 positions and a need for one or two on the graduate level in the near future.

Senator: Would the provost make the decision to establish a particular position?

Provost: The Senate would receive a list of potential positions. The Provost would then come to the Senate and present the justification for the establishment of this position. He would then factor the Senate's response into his decision. This process would also be used to review the continued need for this position every five years.

Senator: What kind of review would a person in a renewable non-tenure track position undergo?

Provost: Each person would undergo a process similar to the performance assessment process that every faculty member undergoes. Each letter of appointment would be for a period of one year and make that point very clearly.

Senator: Does that mean that the person would be reviewed every year by their Chair and Dean?

Provost: Yes, there are no longer term contracts.

Senator: This give the Chair and Dean a great deal of power over the fate of an individual.

Senator: What is the difference between a one year contract and the renewable non-tenure position?

Provost: In a one year contract, there is no commitment to a person. With the renewable non-tenure position, if their performance is consistent with expectation, the person would be renewed. They should become part of the fabric of the department.

Senator: Would the 15% be distributed equally among the departments or bunched together?

Provost: One or two departments may have more than others, but otherwise the positions should be fairly evenly distributed.

Senator: What type of consultation do you expect from the Senate?

Provost: The Provost would inform the Senate of the need for a position. If the feedback from the Senate raises many concerns, he may want to rethink the request. However, the Provost reserves the right to make the final decision.

Senator: Expressed concern over the question of whether after x years, does a person have any protection?

Provost: No, the person does not have any protection. This would be the same situation as the "real world". He feel that this would be more ethical than creating tenure track positions and then terminate because of a lack of need. However in the La Sallian tradition, there may be an effort to find positions elsewhere in the University.

Senator: Are people in renewable non-tenure positions eligible for committee work and are they represented by the Faculty Senate?

Provost: Yes, they are eligible for committee work. The Senate may decide that they do not want to represent these people, but such representation seems to work well at other Institutions.

Senator: Could they become Department Chairs?

Provost: Yes.

Senator: Would they then review themselves?

Provost: It would be very rare that this type of person would be elected / appointed Chair.

Senator: Does this proposal satisfy AAUP guidelines?

Provost AAUP has a strongly worded statement against this type of position, but AAUP does not set University policies.

Senator: On the surface this proposal would seem to solve some problems, what new problems would you see it creating?

Provost: In his experience at Hartford, this type of position existed in some Colleges and not others. It may have given one College a feeling of being "better" than another, but as time passed, that sentiment evened out.

Senator: What action do you want from the Senate?

Provost: There are a couple of changes in the proposal that need to be made. These are driven by Personnel and the Lawyers. He feel like the proposal is "as good as we can do". He would like the Senate to support it so that he can take it to University Council. When the Senate voted against the previous proposal, it did not move past University Council.

Senator: Is this proposal open for Faculty discussion?

Provost: As mentioned before, there will be some changes in language, but he is not opposed to the idea. It is not confidential. There are two things he would like to avoid. One, he does not want to see a list of 112 questions that need to be answered before the Senate will approve the proposal and two, he doesn't want to go back to ground zero.

Senator: If the Senate does not approve the proposal, will the proposal be withheld from University Council?

Provost: He cannot promise that. It may depend on the vote and any kind of statement. The proposal will need full Board support to be implemented.

Senator: Would the system exclude the creation of a tenure track position?

Provost: No, it should not be the stop gap.

Senator: The Executive Committee suggested the Senate may want to have an open meeting to discuss this matter.

Provost: An updated version of this proposal may or may not be ready.

At this point the Provost left the meeting and John Dondero assumed Chairmanship of the meeting.

The Senate briefly discussed how to deal with the Renewable Non-tenure Track Proposal. It was decided that the Senate should not hold an open meeting on this proposal. Rather,

the Senators should talk to other Faculty members and send any concerns to the Executive Committee so that they could organize them for further discussion.

The Senate then unanimously approved the minutes of the 17 October 1991 meeting with minor clarifications. (16-0-0).

The Executive Committee presented a revised Statement and Proposal concerning the Performance Assessment procedures (a copy is attached). After brief discussion, a motion was moved and seconded that the Statement and Proposal be forwarded to the Provost. The Senate approved the motion by a vote of 15 Yes, 2 No, and 0 Abstentions. (1 proxy vote was cast).

The Senate then acted on the clarification of one of its Bylaws.

The Senate then moved and seconded the following motion:

The Faculty Senate endorses the policy for a smoke-free environment at La Salle University.

The motion was approved by a vote of 15 Yes, 0 No, 1 Abstention.

The Senate adjourned at 4:30 p.m.

FACULTY SENATE
LA SALLE UNIVERSITY
1991-1992

Final revision of the Statement and the Proposal originally reported in the Agenda for the Senate meeting on 10/17/91 concerning the Performance Assessment procedures:

STATEMENT

"The utilization of the performance assessment process has developed in school-specific ways not envisioned in the original proposal. Consequently the time-table set in earlier understandings has run into considerable difficulty.

"Despite earlier understandings which had stipulated that after the dry run the assessment process be put on hold until after the review had been completed, now apparently the various Deans are requiring the continuance of the process on a yearly basis.

The Faculty Senate regards these unilateral decisions as a breach in the Administration-Faculty committee agreements."

PROPOSAL

"In the light of these developments, the Faculty and the Administration are at an impasse. The Faculty Senate, however, in the interest of the entire La Salle community offers the following plan as a way to unjam the impasse:

- a) The Performance Assessment Review Committee (PARC) is to be activated as soon as possible.
- b) So that PARC can gather data from Faculty actually engaged in the process, all members of the Faculty are invited to complete the setting of goals for 1992 for submission to the Chair and to the Dean. Upon completion of this phase of the process, the dry run will be complete; no further action by the Faculty is required until the Review Committee has completed its work and has forwarded its recommendations to the appropriate responsible body.
- c) If at the end of this extension PARC has completed its work, the assessment procedures may continue, possibly revised, pending Faculty reactions and input. If PARC has not completed its task, the assessment procedure is to be temporarily suspended. In either case, all documentation compiled during the dry run and this proposed extension will be destroyed unless otherwise opted by the individual Faculty member.
- d) The Senate requests a written response from the Provost indicating a binding agreement to the provisions spelled out in this document.

FACULTY SENATE
LA SALLE UNIVERSITY
1991-1992

To: Members of the Faculty Senate

From: David J. Cichowicz, Secretary

Re: Minutes of the Fifth Meeting of the 1991-92 Faculty Senate --
10 December 1991.

Present: Angerosa, Brogan, Cichowicz, Colhocker, DiDio, Diehl, Dondero, Donnelly,
Feden, Franz, Halpin, MacLeod, Merians, Millard, Miller, Otten, Reardon,
Seydow, Wall, Wiley, Wolf.

The meeting was called to order at 2:37 p.m. by the Senate President.

The first segment of the meeting was an "open" meeting to allow FAP to present the agreements reached concerning the Faculty Compensation Package for the 1992-93 academic year. In addition to the senators listed above, about 12 other faculty members were present. The Chair of FAP reported that the compensation package would include the following components:

MOTS	3.3 %
STEPS	
Professor	\$ 700
Associate	\$ 600
Assistant	\$ 500
Instructor	\$ 500
Performance	0.6 %

Additional Health Care Insurance Contribution of \$ 400
bringing that to a max of \$ 3866.

A change in Life Insurance coverage for Retirees from \$ 2,500 to
\$ 10,000.

The August, 1990 to August, 1991 change in the CPI for the Philadelphia
area was 4.4 %.

Both the Undergraduate and Graduate Overload rates which are applicable
to full-time faculty should increase by MOTS, this year 3.3 %. As part of the
92-93 agreement, the graduate increment would increase by half of MOTS,
1.65%. All other part-time rates would increase by 3.0%.

Considering the economic climate of the Nation and the University, most people felt that the compensation package seemed quite reasonable. However, a question about the difference between the increase in the Undergraduate and Graduate Overload rates was asked. The Chair of FAP explained that it was the view of FAP and several members of the Faculty Senate that the current rates are too far apart. This gap arose over several years when the Graduate rate was increased, but the Undergraduate rate was not. In addition, some faculty would argue that the difference in these rates does not reflect the differences in the work loads considering the current definition of a full-time schedule.

The argument is briefly stated as follows. According to the Faculty Contract, the standard teaching schedule is twelve (12) undergraduate semester credit hours per semester. This may be reduced to nine (9) semester credit hours for those assigned graduate teaching with the Dean's concurrence and contingent upon research and related criteria. The Contract further states that Full-time faculty, other than those in the School of Business Administration, assigned graduate level teaching during a semester of the standard academic year may, at their option, either receive a course load reduction to the standard course load or choose to receive additional compensation according to the Graduate Overload rate. This suggests that a faculty member teaching a graduate course receives a three (3) semester credit hour reduction as compensation for teaching the graduate course, while a faculty member who teaches only undergraduate courses has a twelve (12) semester credit hour schedule. If both decide to teach an additional undergraduate course, they are not compensated in a similar manner. The faculty member teaching the graduate course receives a significantly higher compensation for the same overload.

After some further discussion, it was suggested that the Faculty Senate add this issue as an agenda item and look at the situation in terms of equitable pay for equitable work.

At the close of discussion, the President recessed the Senate for ten minutes. The Senate reconvened in closed session and again took up discussion of the 1992-93 Faculty Compensation Package.

There was some additional discussion about the increases in the Graduate and Undergraduate Overload rates and the equity issue outlined above. It was again suggested that the issue be added as a Senate agenda item.

The following motion was made and seconded:

The Senate approves the 1992-93 Faculty Compensation Package as presented by FAP.

The Senate approved the motion by a vote of 16 Yes, 3 No and 1 Abstention. (1 Senator not present for the vote.)

The Senate then discussed the status of the Senate's Statement and Proposal concerning performance assessment. The Statement and Proposal have been forwarded to the provost and after a series of letters between the Senate President and the Provost, some differences remain. Rather than continue writing letters, the Provost has requested a meeting with the Senate Executive Committee. After further discussion, the following motion was made and seconded:

The Senate requests that the Provost meet with the entire Senate rather than just the Senate Executive Committee to discuss the Senate's performance assessment Statement and Proposal.

The Senate approved the motion by a vote of 16 Yes, 2 No and 1 Abstention. (2 Senators not present for the vote.)

The Senate also agreed to withhold its Statement and Proposal concerning performance assessment from general distribution until after the meeting with the Provost.

The Senate next discussed the Provost's proposal for Renewable Non-Tenure Positions. The Senate was reminded that the 1989-90 Faculty senate passed a motion rejecting, in principle, the inauguration of a non-tenure track for faculty at La Salle and thus we should not even be discussing this topic. After some discussion, the following motion was made and seconded:

In light of the Provost's presentation on 13 November 1991 regarding Non-Tenure Positions, the Senate will reconsider its 1989-90 decision rejecting, in principle, a Non-Tenure Track at La Salle.

The Senate approved the motion by a vote of 13 Yes, 4 No and 1 Abstention. (3 Senators not present for the vote.)

The Senate then discussed the proposal further. The following views were expressed: It is the Senate's job to safeguard Faculty who would be employed in the Non-Tenure Positions. Once this policy is in place, we will have lost much of our control. This may be an issue whose time has come, but we need more answers as to the workings and pitfalls of the system.

The Senate agreed that it should invite the Provost to enter into further discussion of these concerns with the full Senate.

The Senate adjourned at 4:30 p.m.