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Campus News March 13, 1992

La Salle University

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CAMPUS NEWS

LA SALLE UNIVERSITY'S WEEKLY INFORMATION CIRCULAR

March 13, 1992



La Salle University
Philadelphia, Pennsylvania 19141

Personnel Office

TO: CAMPUS COMMUNITY
FROM: Mary Ann S. Maugle ^{MSM}
Assistant Director of Personnel
RE: **FREE CHOLESTEROL AND PULMONARY FUNCTION TESTING**

For all of us good health is a prime factor in the quality of life we have and the number of years we have to enjoy them. As part of our commitment to your good health, U.S. Healthcare will be offering **FREE CHOLESTEROL AND PULMONARY FUNCTION TESTING in the Ballroom (on the 2nd floor of the Union Building) on Tuesday, March 17, 1992 from 8:00 a.m. to 4:00 p.m.**

While your cholesterol level is only one factor in your well-being, it is an integral part of preventing heart disease. The purpose of the Pulmonary Function Test is to assess the condition of your lungs.

We urge you to stop in and have these short (10 to 15 minute) tests done. Please join us anytime during the time listed above.

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

215-951-1566

Student Health Service

TO: LA SALLE UNIVERSITY COMMUNITY

FROM: LAURA K. MCKENNA, MSN, CRNP
DIRECTOR - STUDENT HEALTH SERVICES

IN ORDER TO COORDINATE AND IMPROVE HEALTH EDUCATION OFFERINGS AT LA SALLE, STUDENT HEALTH SERVICES WOULD LIKE TO COLLECT AND ORGANIZE RESOURCE INFORMATION FROM ALL UNIVERSITY DEPARTMENTS. WE ARE ESPECIALLY INTERESTED IN HIV (AIDS) PREVENTION ACTIVITIES AND RESOURCES.

PLEASE LIST ANY VIDEOS, PAMPHLETS, AND/OR SPECIAL INTEREST YOU OR YOUR DEPARTMENT MAY HAVE AVAILABLE.

ALSO, LIST ANY SPEAKERS OR PROGRAMS YOU MAY HAVE SUCCESSFULLY SPONSORED IN THE PAST OR ARE INTERESTED IN SPONSORING IN THE FUTURE

IN ADDITION, WE WOULD LIKE TO KNOW WHAT YOU SEE AS IMPORTANT HEALTH ISSUES TO BE ADDRESSED ON THIS CAMPUS.

THANK YOU FOR YOUR TIME. PLEASE SEND THIS BACK AS SOON AS POSSIBLE TO:

STUDENT HEALTH SERVICES
BOX 419

ANY QUESTIONS, CALL: 951-1565

FACULTY SENATE
LA SALLE UNIVERSITY
1991-1992

To: Members of the Faculty Senate

From: David J. Cichowicz, Secretary

Re: Minutes of the Seventh Meeting of the 1991-92 Faculty Senate --
17 February 1992.

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

Absent: Angerosa (excused), Halpin (excused), MacLeod (excused), Otten (excused).

UNNOFFICIAL MINUTES SUBJECT TO APPROVAL BY FULL SENATE

The President convened the meeting at 2:35 P.M.

There was one correction to the unofficial minutes of 23 January 1992. The last paragraph on the first page which continues on the top of the second page should read as follows:

Members of FAP reported on their work with the Administration regarding the equity of the current faculty salaries. A review is in progress and FAP, along with the Administration, has been conducting a comparative study with anonymous data. Issues such as possible inequities due to sex discrimination are being investigated. At least one additional meeting is scheduled to review data, and additional meetings will be required to address questions which FAP has been formulating.

The revised minutes were then unanimously approved.

The Committee on Committees then presented nominations to serve on the Presidential Search Committee. After some discussion, the Senate approved three nominations and two alternates. The nominated Faculty members will be contacted to see if they are willing to serve on the committee.

The next part of the Senate meeting was devoted to a discussion with the Provost about his proposal for Renewable Non-Tenure Positions and the status of Performance Assessment. Bro. Burke indicated that he would like to address the nontenure position proposal first and then move on to the status of the performance assessment issue.

Bro. Burke made the following remarks to set the stage for the ensuing discussion on non-tenure positions.

He would like to have the Senate's endorsement of his non-tenure position proposal before he takes the issue to University Council. One of the reasons the previous version, presented by Bro. Mollenhauer, did not move past University Council was due to the lack of such an endorsement.

The current version of the proposal has undergone many iterations and it represents the "best" we can do.

There are two corrections to the previous version that was sent to the Senate:

1. The word "normally" should be inserted in the sentence describing the rank at which non-tenure position faculty would be hired since there may be situations where it is desirable to fill a position with an individual of a higher rank.
2. The statement on non-tenure position faculty rights should be modified to read: "Save tenure *and promotion*, faculty in renewable non-tenure positions will enjoy all of the rights and responsibilities afforded tenure track faculty of the University."

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

Senator: During the original discussion of your non-tenure position proposal at the 13 November 1991 Senate meeting, you indicated that someone in a non-tenure position could become chair of a department. Wouldn't this type of chair be more susceptible to Administrative "pressure"?

Provost: I do not have a strong stance on the aspect of a non-tenure position person becoming chair of a department. My feeling is that this option would allow a department the flexibility to choose what is best for them.

Senator: Is the 15 % cap on this type of position subject to Administrative discretion?

Provost: The Administration would not go above this cap without rewriting the proposal and getting new approval.

Senator: What is the advantage of employing a person in a non-tenure position vs. filling a position for 5-6 years under the present tenure system.

Provost: There are several answers to this question. First, the University doesn't want to hire a person in a tenure track position, if there isn't a reasonable expectation of being able to retain that person when they would come up for tenure. Second, it would allow for greater flexibility in hiring faculty with various credentials.

- Senator: What are your major concerns if non-tenure positions are approved?
- Provost: One concern is that if there are a large number of people hired in non-tenure positions, this may lead to the creation of a "second class" citizen. I don't see this happening here at La Salle.
- Another concern is the abuse of the non-tenure position by hiring faculty in these positions just to save money. I don't see the Deans as being arbitrary and capricious, so this should not be a problem.
- Senator: There is an issue of academic freedom that needs to be addressed. Since a non-tenure position person is reviewed by the Chair, Dean and Provost, if a new Chair is appointed, the "review" could turn out to be a political decision and not an academic one.
- Provost: All "letting go" requires the signatures of the Dean and Provost. Some also require the signature of the President.
- Senator: I am concerned that a person in a non-tenure position will never be reviewed by fellow Faculty members.
- Provost: This is not much different than the process now used for a tenure track position. Some departments have departmental boards where these decisions are made, others do not. There is no uniformity across the University.
- Senator: There should be some type of peer review in the process of hiring, retaining or releasing a person in a non-tenure position. Most likely this should occur at the departmental level. This would help to avoid favoritism and a "freeze" on hiring a tenure track position.
- Senator: What "rights" would a non-tenure position person have?
- Provost: They would NOT have the rights of tenure, promotion and automatic renewability. The ability to apply for leaves and grants is uncertain; there are pros and cons. On one hand, this would make them feel more a part of the institution. On the other hand, they were hired for their expertise and are not really here to pursue leaves and grants.
- Senator: I understand that a non-tenure position person would not have the right to automatic renewal, but would there be an "expectation" of employment after 5-6 years? Would you have to show "cause" to release that person?
- Provost: The non-tenure position contract would be issued on a yearly basis and state very clearly that it is an appointment for only one year.
- Senator: A non-tenure position would allow a department to hire a "practitioner" that they could not hire on a tenure track. One reason may be because of certification requirements.
- Senator: Are we trying to fix the wrong thing? Should there be room in the tenure system for these types of people?
- Provost: People, at various levels, who sit in judgment have a narrower view of the tenure and promotion system.

- Senator: Who decides the pay level of a new hire?
- Provost: This would be the same as hiring a tenure track position. The Provost sets a salary range and the Dean must justify a salary within that range.
- Senator: What is the status of the current one year appointments?
- Provost: People have been "let go" because they were approaching that magical number that would trigger a tenure decision. Over the next few years 5-6 people may be in a similar situation.
- Senator: What is your main reason for wanting a non-tenure position?
- Provost: Non-tenure positions would allow various departments the flexibility to replace part time faculty with full time faculty. In addition, they would allow the University to venture into new program areas without committing itself to a tenure track position. People in a non-tenure position could apply, should a tenure track position open up. The non-tenure position is not meant to be a pseudo tenure track.
- Senator: Are non-tenure positions eligible for market factor salaries?
- Provost: They would follow whatever policy is in effect in the School or Department. They must meet the same criteria as a tenure track position to receive a market salary.
- Senator: AAUP has a strongly worded statement against this type of position.
- Provost: In the Red Book, most of the examples stated involve large universities where only a small core of tenured faculty exist. Their opposition does not seem to apply to a situation such as exists at our University.
- Senator: Will there be a clear statement of when a non-tenure position would not be renewed?
- Provost: There will be a deadline when the person will know if he / she will be renewed or not. For example February 1. Based on today's discussion, this decision should involve the participation of the department or its selected board.

Discussion about the non-tenure position ended at this point. The Provost will revise the Non-Tenure Position Proposal to reflect the initial two corrections he made and resolve the leaves and grants eligibility issue and submit the final document to the Senate for its consideration.

The Senate and Provost then turned their attention to a discussion of the Performance Assessment issue.

Senator: I have heard it said that performance assessment was never intended to be an annual process, but every three years.

Provost: I cannot speak for the Deans, but I would be comfortable with an assessment process that was less frequent, less confusing and involved less paperwork. However, the only way to get there is through the PARC (Performance Assessment Review Committee) process. I am not wedded to the current performance assessment process, but rather to a timely review of that process. I do not think the Deans would disagree with this position.

Senator: The Faculty are evaluated numerous times during the course of the year. Does anyone evaluate administrators?

Provost: Officially, every administrator is evaluated by the person directly in charge of them. I would be open to the evaluation of various "offices" of the University as long as it was done in a "constructive" manner. Currently, individuals are only evaluated from above, I would be open to Faculty evaluation of Administrators. One concern I have is what happens when the different forms of evaluation are not consistent.

Senator: Currently, the Faculty does not have a "healthy" way to evaluate administrators.

Provost: I am open to a more formal process, but I am not certain how to accomplish this at the present time.

Senator: One way would be to send out an evaluation form each year. Each Administrator should ask the questions they want answered.

Senator: Will the PARC outcome have anything to say about the continuation of performance assessment?

Provost: Given that some type of process will occur on this campus, PARC's recommendation could range from throwing out the current system to giving it a full endorsement. I am optimistic about PARC's abilities to resolve this issue.

Senator: Is it reasonable to envision a time in the future when assessment will be more discipline oriented?

Provost: This has already started to happen.

This ended the discussion on the status of Performance Assessment.

The meeting adjourned at 4:30 P.M.



La Salle University

Philadelphia, Pennsylvania 19141

(215) 951-1070

Financial Aid Office

March 11, 1992

Dear Faculty or Administrator:

Please disregard the previous letter concerning nominations for the Lindback Scholarship. Unfortunately, we have just been notified that the foundation will not be sponsoring this scholarship for 1991-92 academic year. I am sorry for any inconvenience that this may have caused you.

Sincerely,

Nicole Abbamondi
Financial Aid Counselor



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>
3/16	Softball	Deleware	Good Shepherd	2:45pm
3/17	Baseball	St. Joseph's	DeVincent Field	3:30pm
3/18	Softball	Iona	Good Shepherd	3:00pm
3/18	Baseball	Temple	DeVincent Field	3:30pm
3/19	Softball	Hofstra	Good Shepherd	2:30pm
3/19	M.Tennis	Rutgers(Camden)	La Salle Courts	3:00pm
3/20	M.Tennis	Textile	La Salle Courts	3:00pm



La Salle Athletics

March 5, 1992

TO: Campus News

FROM: Tom Meier, Associate Athletic Director

RE: LOW IMPACT AEROBIC AND RELAXATION CLASSES

These classes will be switching from Tuesdays at 1:15 to Mondays at 1:15 beginning Monday, March 9th.

These classes are held in the Exercise Room on the second floor of Hayman Hall by Susan O'Brien Zimmerman.

Concert and Lecture Series Notes

Our examination of pluralism continues with a look at the role of Student Affairs by **Zelda Gamson**, Director of the New England Resource Center for Higher Education. Her talk, "**Pluralism and Community: The View from Student Affairs**," will be presented in the **Dunleavy Room** of the Union, at **12:30 p.m.** on **Tuesday, March 17.**

On **Tuesday, March 24**, we celebrate the return (we hope) of Spring with music by Vivaldi, Bach, Saint-Saëns, Mozart, and poetry by Wordsworth and Christina Rossetti, among others. The "**Songs of Springtime**" will be presented by **Elizabeth Boggs**, harpsichord, and **Adeline Tomasone**, flute, in the **Art Museum**, on the lower level of Olney Hall at **12:30 p.m.**

POSITION AVAILABLE

A full time H.V.A.C. position is available in the Physical Facilities Department. It is a twelve month position. Full benefits package including tuition remission. Applicants should have two years previous experience in air conditioning, controls, and general knowledge of HVAC operation. Please forward resume to:

Carl Searfoss
Physical Facilities Department

on or before Friday, March 27, 1992.

La Salle is an Equal Opportunity/Affirmative Action Employer.

THINKING ABOUT AN ELECTIVE?

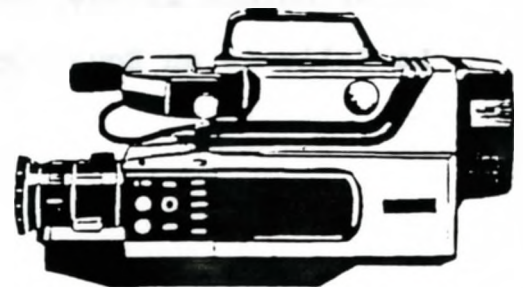


An important class for Communications Majors,
Education Majors, English Majors, **EVERY MAJOR!**
This class will acquaint you with the
workplace of the 21st Century!

TOPICS TO BE COVERED INCLUDE:

Windows 3.0 & DOS
Desktop Publishing
Professional Quality Presentations
Graphics
Sound Digitization
.... and more.

Prerequisite:
CSC 151, CSC 152,
or equivalent.



FOR MORE INFORMATION, CONTACT RAY KIRSCH AT 951-1206
OR STOP BY OLNEY 239

Introducing...

LASALLE'S FIRST ANNUAL FAMILY WEEKEND

SATURDAY, MARCH 21

**SPEND SOME QUALITY TIME WITH YOUR
FAMILY**

The Resident Student Association invites you to bring your child (age 12 and under) to La Salle for an exciting day of fun, entertainment, and experience of the "college life."

The "Zany Sondeen" (magician extraordinaire)

Puppet Show

a juggler

various carnival games and prizes

like... double shot basketball

rifle range shooting

the duck pond

& coke bottle toss

bumper cars

the Moon Bounce

delicious cotton candy

pictures with cut-out celebrities

personalized bottle art, spin art, balloon sculpting, face

painting and caricatures

a visit from the Philadelphia Zoo

and much much MORE!!!

.....
Your Name: _____

Campus Address _____ Ext. _____

Guest(s) Name(s) _____ Age(s) _____

Hope to see you there!

ATTENTION LA SALLE COMMUNITY

The Financial Aid office is in possession of a large quantity of slightly used file folders.

If you are in need of file folders please stop by the Financial Aid office or contact Suzanne at extension 1070.