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From the Editor



David Waldstreicher,
Editor

If the *Faculty Herald* were a different kind of publication I'd be tempted to call this offering "The Impasse Issue." The letters we received since our last edition suggests a rising level of frustration on the part of faculty with the lack of a contract, and perhaps also with the commonly voiced explanations for the stalled negotiations.

For a challenging take on the big picture, we can turn to Political Science professor Joseph M. Schwartz, interviewed in this issue. Those not interested in democratic politics, social policy, or any of the many issues Joe managed to cover in his generous answers to my questions might jump ahead to the last part of the interview, where he too has some things to say about recent developments here at Temple.

As editor, I've had my say on these issues already. So I'm especially happy to have a range of voices addressing matters of equity and process. Paul LaFollette and Frank Friedman, both veterans of the Faculty Senate and its committees, offer assessments of the administration's direction and pointed suggestions for improvement. Daniel T. O'Hara, Shannon Miller, Michael Neff, and a group of fifty-one faculty all respond eloquently, and differently, to Laurence Steinberg's denunciation of TAUP's strategy of linking faculty and NTT interests.

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A Talk with Joseph M. Schwartz

"Reconstructing a Politics of Pluralist Democratic Solidarity"



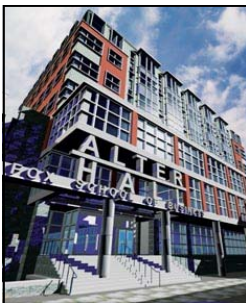
Joseph M. Schwartz,
Associate Professor
of Political Science

In 2002 Joseph M. Schwartz of Temple's Political Science department wrote an essay about "casino capitalism and lemon socialism," whereby the quest for short-term profits and high stock prices in deregulated markets leads to bad investments, shifty accounting practices, little consideration of long-term growth, and costly failures like the Savings and Loan and Enron scandals. The ensuing bailouts, as Federal Reserve Chairman Ben Bernanke is reported as having stated in the March 11 New York Times, only emboldened financiers to riskier practices, confident that they would be saved by the government if things ever turned sour. As Joe put in a recent article in Tikkun magazine, "American capitalism has privatized gain, but socialized risk."

At a moment like this, folks once called utopians and radicals now look like the sober analysts, if not prophets. Seven years later, Joe's "casino capitalism and lemon socialism" piece is part of a middle chapter of his ambitious and rewarding new book, The Future of Democratic Equality: Rebuilding Social Solidarity in a Fragmented America (Routledge). The

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A Brief Look at Alter Hall



By Aaron Sullivan
Assistant Editor

If you haven't yet had an opportunity to visit the new edifice gracing the corner of 13th and Montgomery, you really should head over and look inside; Alter Hall puts on an impressive show. Simply step past security and you're in a spacious three-story atrium. Above you hovers a delicate and complex kinetic sculpture. Composed of dozens of small sheets of aluminum, each representing one of the countries recognized by the United Nations, the sculpture slowly rotates on the slightest current of air. Across the atrium, a 6,400-pound granite globe floats on a jet of water, slowly turning. And through a passage to one side, you'll spot the longest stock ticker of any U.S. university encircling the undergraduate student lounge. In short, wherever you look, Alter Hall subtly and creatively advertises its global perspective of a world in motion.

As one of Temple's most recent projects, Alter Hall was constructed with instructional technology literally built into its classrooms. The *Herald* contacted Darin Kapanjie and Katherine Nelson, both of whom teach in Alter, to ask how they're using some of that technology in their courses this semester.

Certainly one of the most powerful tools available to them is TUCapture,

Alter Hall continued on page 3

A Letter from Paul LaFollette

February 23, 2009

To the Editor,



I have been reflecting over the past few days on the presentations that Temple's Provost and CFO made to the Faculty Senate last Tuesday. I want to share my thoughts with you. I am troubled by two interconnected themes.

Provost Lisa has announced some proposed changes in Temple's administrative structure, and asked for help from the faculty, especially those faculty most directly affected by the restructuring, in designing and coordinating the changes. Such a request, up front, in advance of final decisions, is most heartening. It is consistent with the kind of respect for faculty opinion that the current administration has been talking about over the past couple of years.

I believe that most of the faculty join me in wanting to support activities that will ultimately be in Temple's best interests. It is, of course, in our own best interests that Temple survive and prosper, but beyond this, many, probably most, of us have deep love and respect for the institution that is and has been Temple.

However, before I can embrace and support any proposed changes, I need to be convinced of two things. First, I must know that changes in institutional structure which could well have substantial impact upon Temple and

LaFollette continued on page 5

An Open Letter to President Hart and Art Hochner



Frank Friedman,
Professor of Computer
Science
demeaning to us all (senders and recipients alike), and no doubt is costing us a fortune.

Frank Friedman,
*Professor of Computer Science, Chairperson of
the Editorial Board of The TU Faculty Herald*

Regarding the recent missive from Debbie Hartnett and with all due respect to all negotiators -- my email is cluttered enough with propaganda, PR, and similar JUNK the validity of which I am in no position to judge.

We do not need more propaganda from either side in this disagreement. What we need is a settlement. The propaganda that is being distributed in no way can be considered to be leading toward a settlement. It is wasteful,

I call upon both sides to act responsibly:

1. Get the lawyers out of the way. I know both sides recognize what is fair and what will work. Lawyers recognize neither. It is not their job.
2. Sit down together as two groups of real people truly interested in a settlement and work things out in a reasonable and fair way that benefits the people of the Temple community rather than some amorphous concept of an institution.
3. Subject us to no more commentary (nothing!) until the deed is done (with June 30, 2009 at the latest) target date.

The current behavior is wholly unbecoming to an institution of higher learning. It carries no benefits to anyone except the lawyers and PR people being paid to continue this nonsense ad infinitum.

PLEASE STOP!

Thank you.▪

Guidelines for Textbooks and Other Instructional Material

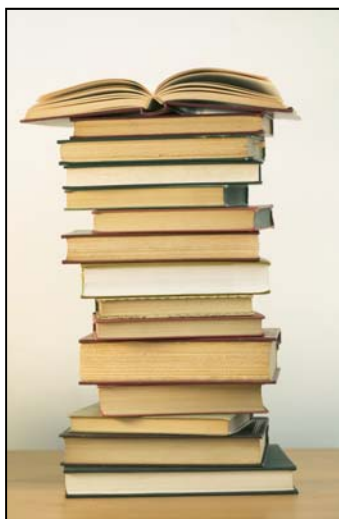
The cost of textbooks has been the highest priority of Temple student government leaders in '08-09. Here we reprint a message sent out by Fox School of Business Associate Professor Jay Sinha, on behalf of the President's Cost Savings Committee, on how faculty can help students save money without compromising curricular needs.

I would draw particular attention to the item number five. If only order to be in compliance with the law, we will have to get used to deciding on our required books earlier than perhaps we have. On the other hand, Blackboard enables us to give this information directly to the students, who – more than the campus bookstore – are ultimately the ones who need and deserve the information. – The Editor

By far, the Number One complaint from students coming into the online suggestion box has been about the exorbitantly high textbook prices. In these tough economic times while the university is looking to make savings in facilities, energy usage, and supplies, we are also mindful of the out-of-pocket expenses of our students. Students are complaining about textbooks that cost more than \$100 each on average, with some reaching much higher. While a market for used books does exist, our students oftentimes fail to take advantage because of the late reorder notices from faculty.

In fact, according to the bookstore, Temple University ranks last in the nation in faculty reorders of books – that is not a statistic that we can feel happy about. Accordingly, here are some ways faculty can help alleviate the burden of textbook prices for our students.

1. Please file the reorder forms as soon as you get them from your secretaries.



2. Do offer students the chance to use the past editions of the books unless there are substantial changes in the new editions.

3. Do apply price as a criterion in your selection of a textbook. Sometimes, there is an inclination to go for the "best of breed" books but they may be over-priced (because of that status) and cheaper alternatives may exist. Individual departments may reach a consensus about this issue.

4. Do look at electronic versions of the instructional material (books, cases, articles, etc.) if they are available in your field.

5. According to the Higher Education Act, all universities are required to inform students of the ISBN numbers of the text and instructional material when they register. We have to be in compliance by 2010. Please remember to list the ISBN numbers on your syllabi and forward them to the department secretary.

6. Do post the syllabi in sufficient time before the semester and make use of Blackboard to communicate them to students.

We know that many among the faculty are already sensitive to our students' costs but we hope this will become pervasive throughout the university.

Jay Sinha
Associate Professor
Fox School of Business

From the Editor

Editor from page 1

Has everything been said? Are we talking past each other? Or is the question not what has been said, but what has been heard? One thing is clear: the preferred separation of faculty and administrative business from the ongoing contract issues is getting harder and harder to sustain. In this spirit, the members of the Faculty Senate Steering Committee have urged me to remind all the faculty that, as Faculty Senate President Karen Turner put it at the March 18 Representative

Senate meeting, "the President and the Provost see this meeting as a place where they can update, and dialogue with, the faculty." We are fortunate to have a provost who has revived – with gusto – a Temple tradition: a question and answer session (now called "Provost Lisa Listens") at each monthly Senate meeting.

I joined the faculty in 2004. To be honest, I didn't know until I became editor of the *Herald* that Representative Senate meetings, as well as

the end-of-the-semester University Senate meetings, are open to all faculty. Perhaps the best way for the faculty to convey its desire for a new contract is to come to the meetings. We know how much is on the president's and the provost's plates at a time of budget woes, stimulus packages, and strategic plans. If we think that the faculty having a contract is also important, we have a venue for saying so clearly and directly.▪

A Brief Look at Alter Hall

Alter Hall from page 1

which allows instructors to record, visually and audibly, entire class lectures. The ability to capture classes at Temple isn't new, but Alter Hall was designed to make it as easy and effective as possible. Microphones in the ceiling capture the voices of the instructor and the students, eliminating the need for teachers to repeat student questions and freeing them from awkward lapel mics; sensors track the instructors' movements as they walk around the classrooms, guaranteeing that the video cameras keep them in view. Students can then watch the lectures online at Blackboard or Course Compass, filling in missed notes or reviewing their own performance



Alter Hall's kinetic sculpture designed by Los Angeles artist Brad Howe

in class presentations. As Nelson points out, the ability to hear lectures a second time can be especially useful to students for whom English is a second language.

Kapanjie, who teaches calculus, is particularly pleased with the level of mobility he's able to achieve in his classes, something that's further enhanced by his use of a tablet laptop wirelessly connected to the classroom's projectors. With his lecture notes called up on his computer, Kapanjie can dynamically interact with them by "writing" on the screen with a stylus and the changes immediately appear in front of the class. The effect is similar to what's achieved using "old-school" transparencies, but, with the wireless connection, Kapanjie can interact with his notes from anywhere in the



The Capital Markets Room in Alter Hall

room, or even hand his laptop off to students to have them demonstrate a problem. "I'm actively engaging the students all the time," says Kapanjie, instead than being "stuck down at the podium." He's found that stu-

dents feel encouraged to participate in class when they realize that these kind of interactions, as well as their comments and questions, are all captured along with the lecture.

Alter Hall has also made it easier for student's to engage with one another outside the classroom. More than two dozen break-out rooms, equipped with computers, whiteboards, DVD/video players, and large plasma screens, are available for students to collaborate in. These sorts of facilities are especially beneficial for courses such as HRM-3580: HR On the Ground, which is taught by Dr. David Feeney along with input from Katherine Nelson and requires that teams of students be able to interact regularly with each other in a high-tech environment.

Indeed, HRM3580, which Nelson hopes will establish a template for future courses, is loaded with technology, from Flip digital camcorders to Facebook pages. Nelson, whose other duties prevent her from being available "live and in person" five days a week, periodically attends office hours and classes digitally via Skype, an online telephone and video-conferencing program. "David hooks me up to the class using his laptop," says Nelson. "I talk to the students in his office and then he 'walks' me up to the classroom where I meet with the whole class."

Much of the technology used in Alter Hall can be deployed elsewhere. TUCapture is used in other buildings, Kapanjie uses his tablet computer in classes outside of Alter, and Skype is available online to bring anyone with an internet connection and a webcam into the classroom. But the construction and atmosphere of Alter Hall certainly make high-tech techniques easier to implement, and the building itself does an excellent job of showing off some of Temple's slicker technological capabilities. Alter Hall will be officially dedicated at ribbon cutting ceremony on April 20.

For more information on Alter Hall and some of the technology mentioned here, see the Faculty Herald website.

A Talk with Joseph M. Schwartz

Schwartz from page 1

method of the books mirrors its message. Part critique of contemporary political theory, part essay in political economy and recent history, its eight linked essays seek to trace how "social solidarity" became a minor, muted theme in both politics and theory while economic inequality increased in the United States. Social mobility rates are lower here than in Western Europe, where people usually work many fewer hours in the year. The lower effective paychecks of the last several decades have forced more spouses into the workforce and led to rampant borrowing. Yet many Americans are not aware that most of the benefits of our version of the welfare state (social security, Medicare) go not to the poor, but disproportionately to the middle class. Meanwhile, according to Schwartz, many political theorists abandoned the critique of structural economic, race, and gender inequality in favor of exploring the politics of identity, globalization, and cosmopolitanism – perhaps as a sort of compensation for the failures of progressive politics at home.

Recent events may have Joe wishing he were not in fact so prophetic. At a TAUP meeting last semester he got up, gave a brief analysis of the economic and political climate, and urged the union to continue to press for greater non-economic rights for NTTs but to compromise on the compensation front while there was still at least a 2.25% across the board pie to divide over the next few years. Not long after, the administration rescinded that offer. Yet perhaps because he sees inequality having political as much as economic causes, Joe retains his optimism about the possibilities of a truly democratic politics.

Is the excitement around Obama – his election, and his high approval ratings – a sign of rising "social solidarity."?

The massive participation in the Obama campaign by young people, African-Americans, and social justice activists of all races arose both out of a rejection of the disastrous domestic and foreign policies of the Bush administration, but also from a belief that the symbolism of electing an African-American to the presidency might help mitigate race and class inequality. The relatively progressive nature of Obama's initial budget proposal responds to this social base. He's the first president in many years to talk about a (very moderate) progressive restructuring of our tax system, expansion of public funding for healthcare, education, and alternative energy, and (minimal) cuts in useless "defense" spending.

But we should not underestimate the constraints placed on Obama by corporate power (and the role of money in politics) and by the right's ideological dominance over the past 30 years. Obama is not calling for a single-payer health care system to replace the wasteful redundancy of competing private insurers; nor is he calling for rolling back the Reagan era tax cuts or for serious cuts in weapons systems whose rationale died with the Cold War. Nor has the Obama administration talked about fighting inner-city poverty or the mass incarceration of Black and Latino youth.

More significantly, the country is still very ambivalent about public spending and about taxation – despite anti-tax, conservative governments

“...the country is still very ambivalent about public spending and about taxation...”

gutting such formerly great public institutions as the California educational system. The right – ever since Reagan's racialized attack on "welfare queens" – has long succeeded in focusing public attention on means-tested programs that were designed to fail. If Reaganites were right to claim that private goods are inherently great and public goods are inherently shoddy, why does every American aspire to make enough money to live in an affluent suburb where well-funded public schools and other public amenities are first-rate. I've long thought that the left's slogan should be "Bring Suburban Social Democracy to all Americans...or one, two, three Lower Merions!"

This country would have witnessed much saner public policy in the 1980s onwards if we had won universal health care and child care support in the 1960s. That would have eliminated the need for means-tested Medicaid and AFDC. And if all single-and-dual parent families had access to high-

Schwartz continued on page 6

A Letter from Michael Neff

March 5, 2009.

Letter to the Editor, The Faculty Herald:

I am an NTT in the Intellectual Heritage Program. I have been thinking about Professor Steinberg's remarks about NTT compensation in a recent letter to the Faculty Herald. I speak only for myself, and here are my thoughts.

I think it's futile to argue the merits of what's more important to the University: research or teaching. Both are. Professor Steinberg's work and that of other research and tenured faculty are ornaments in the University's reputation. I'd like to come at the compensation issue from a different angle.

I would like to ask administration and tenured faculty, "Are NTTs useful to the University? Are they needed?" I don't assume the answer...but let's say for the moment that the answer is, "Yes". If so, I would like to ask, "What is the minimum NTTs can be expected to survive on?" It's a cold question, but it seems fair, and it leaves aside ideological arguments about the nature of the University.

Thinking about this made me realize what I'd been unconsciously assuming for a long time: That I would rather work for the minimum and teach in the Intellectual Heritage Program at Temple than do most any other job. But the minimum has a limit. I am finding that it is not endlessly flexible before one can get into trouble.

So I don't think it's unfair to ask those receiving greater pay, and let's say deservedly so, to consider whether their colleagues are flirting with the minimum and struggling to stay above it.

I sometimes wonder if the University might explore non-salary ideas to keep people like me employed. For instance, I would welcome the opportunity to purchase low-cost housing quite similar to the public housing that borders the University. It would be a boon to me, it would build the University community, and I would be able to continue there after retirement.

I do not begrudge those who make more than me. I think we're talking "minimums" here for people who would welcome the opportunity to remain devoted to the University.

Michael Neff,
Lecturer, Intellectual Heritage

A Letter from Daniel T. O'Hara

February 15, 2009

Dear David Waldstreicher,

Prof. Steinberg's tone in his letter in The Faculty Herald about TAUP-AFT is not one I would choose. However, his pointed observations are right on target. For unless you assume that the TAUP-AFT leadership and negotiating team are completely incompetent, which is an assumption I would not make, the only other reasonable conclusion to reach as to why they did not accept Temple's original November offer is that they wanted to appeal primarily to the NTT faculty. In doing so, however, they lost sight of the needs of the tenured faculty. Admittedly, NTTs are the core of any future faculty union at Temple (or elsewhere), but till that glorious future arrives the current majority of union members should not be forgotten.

This is especially the case for those of us who are facing, in the next few years, the many difficult financial issues of retirement made now even more difficult by the global economic crisis of the last half year. Many of the long-established professors at institutions all across the country have lost, on average, it has been reported, a quarter of their TIAA-CREF retirement funds. However, settlement rather than strike back in November, as Prof. Steinberg suggests, would have been the wiser course by far, for everyone. Now, of course, we confront the prospect of having to accept a very bad deal from Temple; or, should the union somehow prevail, one only marginally better overall.

Of course, given how poorly the union has performed this time around, another prospect looms, the collapse of the union as tenured faculty withdraw their support for it in growing numbers.

Sincerely,

Daniel T. O'Hara,
Professor of English and First Mellon Term Professor of Humanities
College of Liberal Arts



Daniel T. O'Hara,
Professor of English
College of Liberal Arts

A Letter from 51 Temple Faculty

February 19, 2009

To the Editor:

It is remarkable that a text as brief as Prof. Steinberg's letter of February 9 could commit so many outrages against facts and values. Those

of us who have signed this letter—who represent faculty members of every rank and many disciplines—reject Prof. Steinberg's argument as logically flawed and ethically toxic. We want instead to make an argument for solidarity across our bargaining unit to promote both basic fairness and the interests of those faculty who earn more and have better job security.

Prof. Steinberg's central claim is uninformed—that our union's offer for a \$2100 raise in '08-'09 is a self-serving gambit by a cabal of non-tenure track faculty and tenure-track faculty who have "largely moribund" research agendas. Two-thirds of the eighteen people serving as officers or members of the executive committee are tenured professors; their cvs, readily available, reveal accomplished research records. And we are

proud that our NTT colleagues are a vital part of our union. They have been assigned to teach a remarkably-high proportion of Temple's students, and they do it remarkably well. Not only that, their high teaching loads *make possible* the lighter teaching loads and higher salaries enjoyed by the those on the tenure track, including Prof. Steinberg.

We also contest his assertion that "the average full professor" and that "most Associate Professors and Assistant Professors with above-average salaries" would have done better had TAUP signed the offer the administration put on the table in November rather than the \$2100 TAUP has currently proposed in response to the administration's now much-less-reasonable offer. The problem here lies in two of Prof. Steinberg's presuppositions. The first: All that really counts in a contract is the size of the raise. While raises are important, there are key issues such as *how* merit is to be determined, still troublingly vague in the administration's proposal. What about pensions? Sabbaticals?

The second faulty assumption: Prof. Steinberg does not seem to understand that a \$2100 addition would be significant for *many* Assistant, Associate and even Full professors

with active research agendas. The serious deformations in salary produced by differences in discipline, time-of-hire, and other variables have been recognized by the administration in its own proposal for increased compensation. So there are a great many faculty members of all ranks whose salaries do not match their accomplishments. They would gain considerably from a \$2100 increase.

Let's remember, too, that this lump sum would hold true for one year only. After that, raises would have shifted back to the percentages that Prof. Steinberg feels are the only fair mode of compensation. Indeed, TAUP's most recent proposals for merit are more generous than the administration's most recent offer and would significantly reward extraordinary accomplishments.

Let's now consider a few more reasons why the \$2100 offer is just *and* prudent.

1. Given the hard times ahead, it seems to us a matter of basic decency to help those who earn least, especially since those not on the tenure track have less certainty that they

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A Letter from 51 Temple Faculty

Group Letter from page 4

- will have a job at all next year. This is the care that any community worth the name should show toward its most vulnerable members.
- This \$2100 offer should **not** be interpreted as mere charity or *noblesse oblige*. The lighter teaching loads and higher salaries many of us enjoy depend upon the labor of those not on the tenure track. As faculty of all ranks, we believe that teaching is central to the mission of the university. Another fact to remember: Many professors not on the tenure track manage to do an impressive amount of research, especially given their teaching loads, although they receive no merit pay for doing so.
 - Finally, the \$2100 proposal is justified by self-interest among the tenure-track faculty. By forcing Temple's managers to give colleagues not on the tenure track closer to what they deserve (including pension benefits), we may help to renew a now-"moribund" impulse among many central managers to lean toward tenure-track hiring. If those of us on the tenure track do not do whatever we can to remedy the dangerous trends in academic employment, we will have climbed the academic ladder only to help yank it away from others, including our own graduate students, leaving them stuck below while we remain stuck above, however comfortable our perches and perquisites may be.

For these reasons among others, we reject Prof. Steinberg's claim, and we say "no thanks" to his advice to drop out of our union. More important than what we reject, though, is what we affirm: We affirm our commitment to gaining an equitable contract. We affirm our need to ensure that the entire Temple community knows the real facts of these difficult negotiations. We affirm our solidarity with faculty and academic professionals across all ranks, knowing that this is the only way to forge a better future for ourselves, for our students, and for Temple as a whole.

Sincerely,

Rebecca Alpert
Religion

Orin Chein
Mathematics

Israel Colon,
Social Work

Samuel R. Delany
English

LeAnn Ericson
Film and Media Arts

Catherine Fiorello
School Psychology

Abbe Forman
CIS

Mary Anne Gaffney
Accounting

Len Garrett
CIS

Paul Garrett
Anthropology

Suzanne Gauch
English

Melissa Gilbert
Geography and Urban Studies

Eli Goldblatt
English

Judith Goode
Anthropology

Jane Gordon
Political Science

Sherri Grasmuck
Sociology

Keith Gumery
English

Laurita Hack
Physical Therapy

Michael Hesson
Anthropology

Phillip Hineline
Psychology

Anastasia Huggins
Anthropology

Elliott Koffman
CIS

Ben Kohl
Geography and Urban Studies

Neil Kosh
Art and Art Education

Jan Krzywicki
Music

Jay Lockenour
History

Josh Lukin
English

Stan McDonald
English

Joanna J. Moore
Art and Art Education

Steve Newman
English

Miles Orvell
English and American Studies

Wendy Osterweil
Art and Art Education

Karen Palter
Biology

Montserrat Piera
Spanish and Portuguese

David Ryan
Accounting

Rickie Sanders
Geography, Urban Studies and Women's Studies

Jack Schiller
Mathematics

Anne Shlay
Sociology

Marilyn Silberfien
Geography and Urban Studies

Muffy Siegel
English

Bryant Simon
History and American Studies

Michael W. Smith
CITE

Miriam Solomon
Philosophy

Howard Spodek
History

Alu Srinivasan
Mathematics

R. Michael Stewart
Anthropology

Daniel Tompkins
Philosophy

Kathy LeMons Walker
History

Howard Weiss
Management Science/ Operations Management

Jessica Winegar
Anthropology

Phil Yannella
English and American Studies

A Letter From P. LaFollette

LaFollette from page 1

our students in years to come, are not being undertaken in precipitous fear under an unreasonable deadline, but rather are being made in the context of careful, deliberate study. It seems to me that the restructuring of our collegiate structure is not something that should, or needs to be, rushed into by the arbitrary deadline of March 1, nor with concern only for the fiscal savings that such changes may (or may not) enable. If, on balance, these changes are indeed demonstrably best for Temple, not only in terms of finance, but in all possible terms, then I am enthusiastic, even anxious, about embracing them, supporting them, helping to bring them about. But I have as yet no evidence that this be the case.

And this brings me to my other concern. CFO Wagner has done little to convince me of the need for the fear that appears to be motivating Temple in this proposed restructuring and in the mandated (and to me apparently arbitrary) forty million dollar budget contraction. His arguments, as I understood them, consisted of "Things are bad everywhere, therefore they must be bad at Temple. Trust us on this." The numbers he presented were not substantiated by hard data, but rather, as he agreed with one of his questioners, were the administration's best guesses.

While I have no reason to doubt the administration's ability to make good guesses, neither have I any reason to believe in that ability. We are a community of scholars, and it is in our nature to make judgments based on evidence, not on the basis of a paternalistic appeal to authority. "Proof by assertion" has never been a demonstrably accurate means of validating truth.

I do not question or dispute the authority of the Board and administration to set policy, to establish the budget, to make any of the kinds of decisions that they are legally empowered to make. They do not, however, have the authority to compel the faculty's uncritical support of the decisions they make. Yet, the support of the faculty will greatly facilitate Temple's implementation of such choices. I would strongly urge President Hart, Provost Lisa, CFO Wagner, and the Board of Directors to enlist the faculty's help by DEMONSTRATING the need for them. Provide us with the data that we need to make informed, scholarly decisions about the wisdom of such proposed actions as budget cuts (including who should bear them), merging and restructuring of the schools and colleges, and other similar activities.

I believe that we all want to be supportive of Temple's plans for meeting upcoming challenges, but we need to be enlisted thoughtfully, as scholars, not drafted in fear as uncritical inductees.

Paul S. LaFollette, Jr.,
Associate Professor, CIS
College of Science and Technology

A Letter from Shannon Miller

February 17, 2009



While a number of my colleagues will respond to a range of claims in Professor Laurence Steinberg's recent letter to the Faculty Herald, I want to strenuously object to his claim that tenure track faculty who have low salaries are "moribund" researchers.

As a chair, I can see more clearly than most how faculty who have been the victims of salary compression are among my most active researchers. Starting salaries are one of the most deter-

mining factors in a faculty member's salary many years down the line. Faculty who, because of the inclination of a dean or the financial resources available to a dean, begin with low salaries will be incapable of offsetting this for years, if ever. The opportunities for merit have waxed and waned: faculty who were highly productive during years when there was very little merit are, again, placed behind the curve on salaries. I applaud TAUP for recognizing that across-the-board raises actually re-inscribe the kind of salary inequities that are injurious to many of our best and most valuable faculty. The university needs to work aggressively to address these issues of salary compression and thus salary ineq-

uity. Temple—and that includes professors such as Dr. Steinberg—needs to understand that the most valuable resource we have are our faculty. Salary compression is not just financially disabling to many of our best faculty, but it weakens morale and leads to excellent faculty looking for, and taking, other jobs. Finally, let me stress that the last thing a grossly-underpaid faculty member deserves is to be attacked for the very fact of being underpaid.

Shannon Miller,
Chair, Department of English

A Talk with Joseph M. Schwartz

Schwartz, from page 3

quality public funded pre-school and infant care, as they do in France, the ability of the right to mobilize a segment of the working class (of all races – those just above the eligibility line for means-tested programs) against "welfare" would not have been possible. Medicare and Social Security are unlikely to be gutted precisely because they serve all Americans, regardless of race or class.

Will the collapse of the financial and mortgage markets, and revelations of their excesses, alter or undermine the free market ideology which seems to explain so much about the limits of social policy in the U.S.?

For a time, we'll see a retreat in the conservative mantra of "deregulate" everything. And the conservative universal panacea of "tax cuts" (and upward redistribution of income and wealth) has been somewhat discredited (though it doesn't stop them from claiming deficit spending did not help us get out of the Depression). If FDR had not tried to balance the budget in 1937, he might not have needed the massive deficit spending of World War II to get us out of the Depression. That is, the New Deal worked from 1932-1937, when FDR retreated to standard conservative balance-the-budget policies.

The Republican program is to gut the stimulus package (particularly by cutting direct aid to the states) and then to crow, if Obama fails, "see, government spending doesn't work!"

But as few mainstream Democrats are social democrats (or even advocates of a moderate Keynesian mixed economy), the Democratic party leadership has not done an adequate job educating the public as to how this global economic crisis derives from an unregulated, widely speculative financial sys-

"...the Democratic party leadership has not done an adequate job educating the public..."

tem (which tried to make "money on money" rather than from investment in productive activity) and also from the steady decline of the purchasing power of working people across the globe. Essentially, the global working class has not been paid sufficiently high wages (just look at China) to consume the massive amount of goods their productive efforts create.

To compensate for the loss of purchasing power they experienced over the past 30 years, American working families turned to credit cards and borrowed against inflated home equity values. Once the housing bubble burst, as all financial bubbles eventually do (see the mergers-and-acquisitions boom of the 1980s and the internet stock craze of the late 90s), the intricate financial world of collateral debt obligations and credit default swaps came tumbling down, taking with it working families' ability to maintain their living standards.

So the real question is what will replace the neo-liberal policies of deregulation, de-unionization, and privatization (of public provision) that both the

Republicans and moderate Democrats embraced from Jimmy Carter onwards. Absent massive social pressure from below, I don't think Obama will be willing to "nationalize" insolvent banks (even though public funds

"Absent massive social pressure from below, I don't think Obama will be willing to "nationalize" insolvent banks..."

now constitute the bulk of their equity), nor will he propose strong regulation of the financial industry, particularly the "shadow banks" of hedge funds and private equity partnerships.

Unless we see a reemergence of social movement activity similar to the 1930s and 1960s (among the unemployed, foreclosed, and exploited working people), I doubt we'll see the passage of the Employee Free Choice Act (that would restore the legal right to form unions in the U.S., something that has not existed since Reagan declared open war on the right to organize) or strong federal action to force banks to eat some of the depreciation in home values and thus allow working families to stay in their "underwater" homes.

You have recently called for "nationalizing the insolvent banks" (see In These Times, May 2009, forthcoming), as "the only road out of the financial crisis." What does history – or theory – tell us about what this would mean?

If the Obama administration does not immediately engage in massive efforts to stabilize the housing market and to restore health to the financial sector (so that credit again starts flowing to support productive purposes, such as car loans and capital investment), there will be no vigorous economic recovery. And if there is no economic recovery, those swing white working class voters in Ohio, Indiana, Michigan, and Pennsylvania who put Obama over the top will shift back to the Republican column. Paul Krugman is absolutely correct to argue that Obama has to move aggressively and swiftly or else he will fail. The Obama administration is afraid of the new "n" word – "nationalization." Obama should not be afraid to make clear that there is a long history of capitalist nations "nationalizing" distressed financial institutions, including during the Great Depression in the U.S.

Obama needs to be honest and up front about the financial crisis; Bank of America and Citigroup have already been de facto nationalized by the infusion of taxpayer equity whose value swamps that of these firms' market equity (ditto AIG). But until the federal government removes the "toxic assets" from these firms' asset sheets, they are not going to use the equity infusion to lend out new funds; rather they will shore up their balance sheets and buy up smaller, healthier banks.

The FDIC should do what it has always done before – "unwind" insolvent banks, otherwise known as nationalization. This worked to restore financial

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health to our failed Savings and Loans in the late 1980s, to insolvent Scandinavian banks in the early 1990s, and (all too belatedly) to Japanese banks in the late 1990s. The FDIC should immediately seize the insolvent banks, strip

“The FDIC should do what it has always done before – “unwind” insolvent banks, otherwise known as nationalization.”

the shareholders (of their presently near-valueless stocks); take the “toxic assets” off their books (and place them into a Resolution Trust Company); and then restructure the banks so their asset sheets can support renewed lending. Once the sickly financial firm has regained its health, the FDIC should re-sell it to new private investors, with the proceeds going to repay the taxpayers.

The public could also recover more of the public funds that the Treasury and Federal Reserve have either granted or lent to private firms by shoring up the housing market and then re-selling “recovered” “toxic assets” to private investors. The value of those assets is tied to the health (or sickness) of the housing market. That’s why passing Congressional legislation granting bankruptcy judges the ability to “cram down” distressed mortgages is crucial to overall economic recovery, as is the creation of a Depression-style Home Loan Corporation with the power to lower the real value of “underwater” mortgages (with the federal authority splitting the loss in equity with the banks). Once the housing market stabilizes and begins to recover, the “toxic assets” will gradually regain value – value that the public treasury should be able to recover by selling the seized assets to private investors.

What do you make of the recent reappearance of the word “socialism” in the media? Is it still mainly a slur word?

Anti-socialist rhetoric in United States politics is not deployed to stop a socialist movement that is on the verge of taking state power and democratizing control over corporate governance (I wish!). The center and right deploys this rhetoric whenever the most moderate reforms threaten to impinge on the unfettered power of corporate America. So modest progressive tax reforms are “socialist;” single-payer health insurance (that is, a national health care plan similar to “Medicare for All”) is “socialist” because it would eliminate the role of for-profit private health insurers. Last I looked, France, Canada, and Taiwan all have single-payer health insurance systems and they are democratic capitalist states just like the United States.

Newsweek declares on its front cover “We Are All Socialists Now” because we are inching our way (ever so hesitantly...and in politics “she who hesitates dies”) towards a more Western European-style mixed-market economy. Now last I looked, there were not a ton of worker or state-owned firms in Western Europe. Until people in the United States realize that Europe’s greater “de-commodification” of basic human needs (moving from private provision to public provision) and its shortening of the work week and greater mandated vacation time leads them to be more egalitarian and humane societies than our own, it is going to be very hard to achieve greater equality in the U.S. We now have the honor of the lowest rates of upward social mobility of any advanced capitalist nation (according to *The Econo-*

“We now have the honor of the lowest rates of upward social mobility of any advanced capitalist nation...”

mist, no revolutionary socialist rag!). And, certainly, if anti-socialist rhetoric can help prevent universal health care, imagine how the right will use it to gut stricter regulation of our financial system. Until the U.S. public comes to understand that the democratic socialist goal of using democratic political power to regulate the behavior of powerful economic entities should inform progressive politics we’ll remain, in my view, the “least developed” of advanced democratic societies.

Where does a public university like Temple fit in the story of a decline in social solidarity? What do you think will happen to places like Temple in a recession or depression of the kind we are facing?

As the G.I. bill demonstrated for the white working class, access to higher education is a powerful means for upward social mobility. What most Americans don’t know is that the percentage of Americans receiving college degrees has been stuck at 25 per cent or so since 1980. Meanwhile, Western Europe has caught up and surpassed us (see the recent work of economists Lawrence Katz and Claudia Golden). So it’s crucial that institutions such as Temple remain accessible and affordable to students from working class and modest middle class backgrounds. Anyone qualified to attend college and truly interested in doing so – should not be prevented from matriculating due to financial need.

But American society places too much of a burden on higher education for achieving greater social mobility. Until we integrate housing, education, and the labor market and have kids of all races and classes attending preschool, elementary, and secondary school together, we won’t come any-

“American society places too much of a burden on higher education for achieving greater social mobility.”

where near to achieving equality of opportunity. As the work of John Rawls implies, we should not just be trying to achieve equal funding per pupil, but should be devoting more resources and the best teachers to lesser advantaged communities. This, of course, assumes that we can’t overcome the structural inequalities of American federalism that prevent us from integrating schools and housing across urban-suburban lines. You can’t have a truly integrated society until you have housing integration; something we did not win in the 1960s.

But, I’m still talking in overly meritocratic, educational achievement terms. In a truly just society, all adults and children should have a good life regardless of the achievement of their parents in an educational meritocratic rat-race. It may well be the case that there are not enough jobs to go around that necessitate advanced degrees. We have plenty of need for skilled mechanics, artisans, child care and elder care providers, and public school teachers. We can’t have “No Child Left Behind” if we don’t transform public school teaching and infant care-giving from a disrespected profession into honored and well-remunerated professions that attracts our best graduates.

While we’re on the subject of the limits of meritocracy let me express my outrage at some tenured faculty at Temple who devalue and deride the work of their non-tenure track and adjunct colleagues. If we as a faculty (nationally) don’t improve the working conditions of the most vulnerable of our profession, the proliferation of non-tenured jobs will continue. That is, if you don’t raise the cost of sweated labor, more of the labor force will inevitably work in sweatshop conditions.

So to my senior colleagues who “don’t care” about NTTs: if you don’t care there soon won’t be any tenure-track jobs for your grad students! Many academics raise children who go into the academy. I hope these self-defined “elite tenured professors” tell their children, “I climbed the ladder for tenure, but then I took that ladder with me, and there’s no more ladder of tenurable jobs for you to climb.”

Just ask any top ten Ph.D. program grad if their job prospects are not affected by the gradual disappearance of tenure track jobs. And those Ph.D. candidates are probably as smart and better-trained than those tenured faculty who were born on third base (in a better job market) and think they hit a triple!

So fine if you think you “merit” your 2-2 load on the back of those teaching 4-4. But I bet if you put the average dissertation of NTTs under 35 up against the average dissertation of tenured folks at Temple over 60, (and you actually read the work...which we don’t do for ‘merit’ at Temple), I’d

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put my druthers on the young folk (who are disproportionately NTTs). Hint: the job market in academia tightened radically after 1975 or so!

It's total "B.S." to claim, as some tenured faculty do, that the NTTs "choose" "just" to teach! Many NTTs in CLA publish by working their tails off every summer. I'm proud to say that almost all the NTTs I hired when I was chair from 2000-05 have not only published, but have tenure track jobs (and some tenure) at U. of San Francisco, Cal State Chico, U. of Washington, Salisbury State and other colleges. Several of them have published monographs with major university presses.

Finally, a word about the virtue of

humility. Truly accomplished people (unless they are neurotic wing-nuts) don't tell you how famous and important they are. So when colleagues at Temple go on about how much more "meritorious" they are than NTTs, I always think "if you are so 'meritorious' why are you not at Michigan, Harvard, Princeton or Berkeley?" I assume they realize that 95 per cent of academics have jobs at institutions less prestigious than the institution at which they received their Ph.D.! Maybe some of our self-defined "legends in their own mind" might down-deep suspect that reputational rankings aren't all they are cracked up to be. Are Penn faculty really all "better" than we are???

Henry Kissinger opined "academic politics are so vicious because the stakes are so small." I'd add "academic's egos are so large, because no one outside of the 200 folks in their sub-field knows who they are." Mark my word; if tenured faculty don't defend the institution of tenure and raise up the costs of the more oppressed members of the Ph.D. class, someday soon, tenure-track jobs will be as scarce as the buffalos on the plains or auto workers in Detroit.

When I came to Temple in 1988 I was proud that over 80 per cent of our student seats were taught by tenure-track and tenured faculty. Today the figure is well under 60

per cent. As faculty at an urban public research university we are on the front lines in the battle against the proletarianization of university faculty. I value the profession I voluntarily joined and I'm going to fight like hell to make sure my son's generation will have as many tenure-track jobs to fill as my generation once did. After all, I wouldn't want my son, if and when he gets a Ph.D., internalizing his inability to land a nearly non-existent tenure-track job as his own "meritocratic" failure. ■



The Faculty Herald remains dedicated to promoting a dialogue with and among the faculty of Temple University and invites readers to write the editor in response to anything in this or a previous issue, or on other topics of interest and import to Temple Faculty. New letters sent to the editor will be published to a prominent place on the Herald's website (www.temple.edu/herald) within one or two weeks of the editor receiving them and will be included in the next issue of the Herald.

Letters to the editor should be emailed to David Waldstreicher at facultyherald@temple.edu.

Representative Faculty Senate Minutes, February 17, 2009

Representative Faculty Senate Minutes February 17, 2009

Call to Order: The meeting was called to order at 1:51 PM.

President's Report: Karen Turner
The meeting is video conferencing at Ambler and Health Sciences.

Guest: Tony Wagner, Vice President, CFO, and Treasurer
Wagner discussed the budget process of the University

- The university is planning to take an approximate 40M reduction in the education and general budget due to an expected decrease in the state appropriation, the decrease in monies from investment, and other costs. In general, the costs are up and the revenue is down. The Vice Presidents have targets to reduce their budgets.
- Temple tuition is relatively cheap, but the Board of Trustees is concerned about a tuition increase. The Board expects Temple to keep the tuition at as low as possible. The average student debt upon graduation is about \$30,000. He mentioned that it is important to "put the students first".
- Art Hochner mentioned that on line, it is stated that the tuition revenues were expected to increase by 10% and that more students than expected enrolled this past year. He asked about the situation with the state subsidy. Wagner replied that the state has cut its subsidies to Temple, Penn State, Pittsburgh and Lincoln. To maintain our enrollment, Temple has to increase its market share. This past year freshmen enrollment exceeded the expected number of students. This fall, the expected number will be the same as last year's actual enrollment. In the past we have had a high number of transfer students. Due to the economy today, we expect a lower number of transfer students in the fall.
- Bernie Newman spoke of her concern about possible changes that may be made which will affect the faculty.

Guest: Provost Lisa

The Provost spoke about the possible changes in where we are going. There will be a 30M cut in the academic portfolio which includes the administrative structure and the Schools and Colleges. She is taking a 10% cut in the administrative structure so that the Schools and Colleges will not have as much to cut. She mentioned that there will be reductions, layoffs and consolidations.

- Each College and School has been given cuts. The Deans have been asked to provide in house outsourcing, and for excess capacity, outsourcing to other colleges and schools. The Deans were asked to form a sub committee of volunteers to look for new ideas. Some of the results include the following:

There may be some type of consolidation between Engineering and CST. SSA may be realigned with another college (possibly Education or the College of Health Professions.) The Ambler Campus may have to have the departments realigned into other schools and colleges. The Fort Washington Campus would be incorporated into the Ambler campus with a new focus on adult and non-traditional learners. A commitment to The Arboretum will continue. The Provost would like to begin to implement alternative strategies in housing for students now living on the Ambler Campus.

- Lois Millner wanted to know how reorganization of SSA would strengthen the School. The Provost replied that in another college, the program would be designated as the School of Social Administration in the College of Education or the College of Health Professions. A PhD program in Social Administration could also be formed. All this would enable the school to retain its prominence.
- Meetings will be set up to determine process and strategy for any and all changes.

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- Karen Turner asked how the changes affect the Strategic Plan and what the cost savings are. The Provost replied that if the cost savings are not adequate, the colleges will have to take more cuts. She added that there is a need to retrain people who need jobs and a need to give the non-traditional students an opportunity to succeed. TUCC, Ambler and Harrisburg must be utilized.
- Art Hochner handed out copies of the 2009 fiscal year budget with a comparison to the 2008 budget. and asked about the figures on the sheet. The Provost replied that some of the costs were moved to her portfolio and that she hasn't seen the information on the sheet. Art would like to have more information and would like to know from where the cuts are coming. The Provost said that she would pass the questions to Tony Wagner.

President's Report (continued):

- The minutes of 1-26-09 were read and amended.
- The Steering Committee has met with Provost Lisa about some of the issues discussed today.
- We need volunteers for the Committee on Faculty Life.
- All the Steering Committees are on the Senate website. You can listen to today's meeting on: http://tucapture.temple.edu/cmscontent/b4d3bded-c06f-4ded-8eb7-3140b03ffb50/FacultySenate-2-17-09_Unspecified_2009-02-17_01-44-PM.htm
- The Board of Trustees meeting is on March 10 at 3:30 PM. If you want to attend the meeting, send an email to senate2@temple.edu. If

you attend, you will be introduced to the Board and can listen to the proceedings.

Vice President's Report: Paul LaFollette

- LaFollette has received gratifying response about the Committee on Faculty Life, but fewer responses on the Student- Senate Liaison Committee.
- All Committee Chairs have been notified to send in lists of all impending openings on their respective committees. Most important are the officers of the committees and elected committees.

Old Business: None

New Business:

- Joyce Lindorf, Vice President of TAUP, mentioned that the TAUP made an overture to the Administration to collaborate with the TAUP and the Senate to go to Harrisburg as a unified group to participate on discussions on money bills.
- Lindorf also mentioned that David Horowitz, who has been attacking some fine professors on campus, has published a book which includes a chapter on Temple, "Temple of Conformity". She is working on a collaborative statement of support for these professors.

Adjournment: The meeting was adjourned at 3:13 PM.

Bonnie Averbach, Secretary •

For an archive of Faculty Senate Minutes, go to:
<http://www.temple.edu/senate/minutes.htm>

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