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TEMPLE
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From the Editor



Lewis Gordon,
Editor

Congratulations, President Hart, on a memorable inauguration ceremony!

I was among those in the audience who experienced a near overwhelming sense of pride as President Hart spoke of the humble beginnings of Temple. She spoke of the six men who beseeched Russell Conwell to teach them and of his efforts that led to the founding of Temple as an institution dedicated to teaching the poor and disadvantaged.

She also spoke of the founding charter, which included the admission of women students.

President Hart did not have to speak of what has been accomplished since then. I simply looked around the Liacouras Center and experienced a powerful sense of the

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From the New Provost

First and foremost, thank you all very much for the warm welcome you have given to me and my family. It is a privilege to be joining your distinguished faculty and an honor to be taking on the duties of provost at Temple. Your good wishes and your offers of help during our transition are greatly appreciated, and my family and I are excited to follow up on your tips and ideas about exploring the great city of Philadelphia (especially good Italian food!).

Ever since my very first interactions with the university, and especially with the faculty, one thing has stood out above all else: dedication. Every faculty member I have spoken with has shown how dedicated they are to the mission of this university, and to ensuring that every student, regardless of race, ethnicity, socioeconomic status, or background enjoys the opportunity to earn a superior education. That is something that also shines forth in the voices of students, who speak of your accessibility and your approachability as teachers.



Lisa Staiano-Coico,
Provost
(Cornell University Photography)

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From the Senate President



Jane Evans,
Faculty Senate
President

While the Senate was debating the membership issue this winter, I tried to adopt a neutral stance, even though I let slip in the last *Faculty Herald* what my feelings were. I began working with the Handbook Committee on the issue last summer (many thanks to my fellow committee members: Mark Haller, Paul LaFollette, Elaine Mackowiak, Diane Maleson, and Bill Woodward). We came up with several alternatives, after invigorating discussion in the room,

which were presented to the Senate in December, after consultation with the Faculty Senate Steering Committee.

I began the process by looking at other large urban universities to see what they were doing. As you might be able to guess, faculty senates have come up with imaginative and diverse solutions to determine whom they represent. There are still many senates, like ours,

who have recently voted to maintain a representation of only tenured and tenure-track faculty.

Other institutions imposed time limits after which non-tenure track faculty were eligible to vote. These time limits ranged from one semester to six years. Some included any non-tenure-track (NTT) faculty as soon as they walked on campus; others included adjuncts, part-timers, emeritus, and/or visiting professors. One institution limited voting to associate professors or full professors. In short, there is a healthy debate on campuses across the country on what representation in a faculty senate means.

I came to support the inclusion of non-tenure-track faculty, without time limits, after listening to my colleagues in committees and on the floor of the Senate. It appeared to me that one of the main reasons why people were arguing against the inclusion of NTT faculty was that tenure is under siege, and by giving a vote to the NTT faculty, we would be encouraging administration to view the NTT status as "normal."

We all know that the numbers of NTT faculty on our campus has increased dramati-

cally in the last 10 years—as it has nationally. Here at Temple, the numbers have increased especially in the Schools of Law, Health Professions, and SCT—for very different reasons in each school.

I value my tenure; and I especially valued it as I served my first two years as Faculty President. Tenure is a precious thing to the academic community, as we search for new knowledge and develop creative and perhaps controversial ideas. But it doesn't seem to me that denying a faculty member the chance to vote in the Faculty Senate is the place to fight for more tenured lines.

“We need to explain...why money should be spent to increase the number of tenure slots.”

There are other, better, places to continue the fight—including in our fundraising efforts, in

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From Editor Gordon

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difference between then and now in a concrete way.

A poignant moment embodying Temple's ideals was when Peter J. Liacouras, former President (1982–2000) and now chancellor, handed the staff, symbolizing the passing of the



Former President Peter J. Liacouras and President Hart

torch, to Dr. Hart, the first female president of the university.

There is much to be excited about at Temple these days. President Hart spoke of many things, which are recounted in the *Temple Times* (March 28, 2008). A message I received from that speech is that President Hart is committed to expanding the international dimensions of the university, and she would like us to tap into the giving potential of our alumni.

President Hart also proposes initiatives for cultivating a positive relationship between Temple and the Northern Philadelphia area.

There is much continuity in the new leadership at Temple. This issue of *The Temple Faculty Herald* offers a statement from our new Provost, Dr. Lisa Staino-Coico. She joins us from Cornell University, where she has taught and served in an administrative capacity for 30 years.

Provost Staino-Coico is a dynamic, energetic, and creative administrator and scholar. The enthusiastic responses to her candidacy—at one meeting President Hart encountered faculty chanting, “We want Lisa! We want Lisa!”—make her acceptance of the position a tremendous boost for Temple.

We also have a statement from Professor Eleanor W. Myers, the new Faculty Representative of the National Collegiate Athletic Association. She brings to the position her experience in professional ethics and law and her understanding and devotion to athletics at the university.

I am very proud that there is a growing female

“We should...extend this movement to concreted employment equity for women...”

leadership at Temple. We should take this opportunity to extend this movement to concrete employment equity for women at the university.

From Provost Staino-Coico

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These qualities are bedrock values, forming a foundation that supports and fosters excellence in the academic life of Temple. I look forward to working alongside you in this enterprise.

To that end, I am excited about the evolution of the general education program, dedicated itself to developing and applying basic skills, discovering and affirming knowledge, and creating a common educational experience to stimulate the intellectual level of student life. The thematic focus on environmental sustainability, globalization and community-based learning running throughout the program brings the real world into the classroom, and furthers Temple's mission to transform communities.

“...I am excited about the evolution of the general education program...”

In addition to the richness this program brings to the undergraduate experience, it should also serve as an important catalyst for exploring and designing an innovative agenda for interdisciplinary research and scholarship across campus. As provost, I welcome the opportunity to help identify points of contact, leverage and synergy among and between the faculty, departments and colleges.

Our graduate programs will also play a vital role in this endeavor because they are oftentimes the glue that can bring disciplines together. Graduate students are still at the beginning of their journeys of discovery, so they are less bound by the conventions of their field, less bound by the preconceived notions that we all develop over time spent focused on our own research and scholarship. As a result, they have a boundless spirit for innovation, exploration and

The salary differentials between men and women faculty, where men in comparable positions earn significantly more than women, should not continue to blemish Temple's reputation.

We should also think through the gender dynamics of service at Temple, where female and racial minority faculty often take on, or are expected to take on, an unfair number of tasks. This is not unique to Temple. I have observed this at many universities. Its consequence is a negative one.

It is remarkable that many women scholars and scholars of color of all genders are able to research and teach with excessive loads of service. Even the best of us, however, cannot endure such additional labor over time, and where there are few systems of reward, the effect is demoralizing.

A related discussion is about the rights afforded non-tenure-track (NTT) faculty. Faculty Senate President Jane Evans discusses the recent vote in this issue of the *Herald*. Think also of the numbers of such faculty who are from historically underrepresented groups in the academy such as women and racial minorities. Temple now has a golden opportunity to take the lead and make a

creativity.

So at a time when we are looking to create new programs and embark onto new frontiers of

“Our graduate programs will also play a vital role...”

research and scholarship, let's provide our graduate students with an atmosphere of excitement and an environment of support. Together with our undergraduates, they will become the herald for Temple, a reflection of this university as they continue along their paths in academia, research, medicine, law, business, public service, education and so many other fields.

My husband Richard and my children Jonathan and Jenny and I are all eager to explore the restaurants, music, history and neighborhoods of Philly. And I am very excited to getting back to my roots in an urban university with incredible diversity in the student body, joining the medical school faculty in the department of surgery, and working with faculty whose expertise is renowned and whose dedication is self-evident.

Thank you for affording me this opportunity and welcoming me into your academy, and for doing so with such generosity and warmth. I look forward to seeing you soon and getting to work!

For more information about Provost Lisa Staino-Coico, see:
http://www.temple.edu/temple_times/announcements/0703StainoCoico.html

positive change on this issue.

It was our intent to devote this issue to the question of enrollment budgeting at Temple. President Hart has already begun a series of initiatives to make Temple's accounting process more efficient. We have thus decided to defer that discussion until faculty and administrators could determine the relevant considerations after these new changes have been implemented.

We also thank Marc Getty and Phil Fizur for their valuable assistance in transforming the *The Temple Faculty Herald* to an online publication. These gentlemen are true Temple diamonds. We also extend much thanks to Dean Carolyn Adams for facilitating their service.

Finally, this issue offers a profile of Al Vara, a reference librarian who is about to complete his fourth decade at Temple. His thoughts offer some considerations of how Temple has continued its mission in the face of several important changes as we move forward, as our new leadership suggests, in significant directions at home and abroad.

Celebrating a New Beginning: Faculty at President Hart's Inauguration



Courtesy of Temple University Photography

For more photos of faculty at the inauguration, go to:
<http://www.temple.edu/herald/>

From the NCAA Faculty Athletic Representative



Eleanor W. Myers,
Law School

When friends and colleagues learned of my appointment in July 2006, to succeed JoAnne Epps as the National Collegiate Athletics Association (NCAA) Faculty Representative, some were surprised. That is, those who knew me before my sports fan conversion were surprised. I have been a faculty member longer than I have been a sports fan. And I have been at

Temple far longer than that. I would like to introduce myself to those of you who do not know me and tell the story of why I believe that athletics plays an important place in Temple's mission and why we, as faculty—sports fans or not—should support and accommodate our student athletes.

I became a college sports fan for two reasons. First, Rebecca Alpert (Chairperson of the Department of Religion) invited me to join her at Temple men's and women's basketball games. I was enchanted by our student athletes, as I came to "know" them by attending more than one game. Second, my children experienced trouble learning in school in traditional ways. However, they were both good athletes. For them athletics was a venue where they could succeed and become respected outside the classroom. It provided a space, in school, for them to thrive on their own terms. Sports became a gateway to the classroom and ultimately to learning.

Of course, many of our student

athletes are also fine learners off the field. However, some are not. Some struggle. For them, athletics is the gateway to college and we have an opportunity to help them succeed. John

"...many of our student athletes are also fine learners off the field..."

Chaney was fond of saying that if he could help a kid through college, he or she could change the course of a family. It is still true today.

But not only is athletics a path to college for some of our athletes, it is also the portal through which many other children have an opportunity for their first exposure to college. If you

have not experienced Dawn Staley Day at the Liacouras Center, you should take a look. Usually this women's basketball game is free to the faculty. Buses from local schools line Broad Street and the arena is filled

with young girls experiencing perhaps their first taste of college. The high pitch of the crowd noise is noticeable from their young voices.

I have worked at Temple since 1983, 13 years of which have been as a faculty member. I know Temple as a place that takes seriously its mission to

"...Temple...takes seriously its mission to educate first generation college students..."

educate first generation college students, from families who may not have had the means or opportunity for a college education. In my view, the education of many of our athletes is part of that mission.

What has surprised me since taking over the Faculty Rep position is the complexity of the lives of our student athletes. They operate under three sets of regulations. Of course, they have the same adjustments as all our students to college life, such as academic requirements, abiding by the Student Code of Conduct, and navigating, perhaps, their first time away from home. In addition, they are subject to complex NCAA regulations that cover

everything from being taken to dinner by friends to participating in the March Madness basketball pools. Finally, they have their individual coach's rules and requirements for practice and conduct. Ask any of the student athletes in your classes about their schedule and you will be amazed at the number of responsibilities they juggle.

There is a new framework in place in the Provost's Office and the Athletic Department to assist our Student Athletes to fulfill their academic responsibilities and to assure academic integrity. Under the leadership of Associate Provost Peter Jones and Assistant Provost Chris Dennis, there are two full time advisors dedicated to academic advising for athletes—Kim Miller

and Larrine Lodise-Gentry. They work in the Academic Resource Center under the able leadership of Director Karen Sofranko.

Please contact them if you have questions

or concerns about the addition or withdrawal of student athletes from any of your classes or other advising issues. The Athletic Department has a team of learning specialists and tutors to assist student athletes in their academic progress. This effort is led by Pete D'Alonzo. Please contact him if student athletes are not attending class or are failing to perform adequately in your classes.

I hope that you will believe, as I do, that accommodating the particular academic and logistical needs of our student athletes is part of our mission as educators. Our athletes contribute to Temple by creating an exciting environment for other students to be fans, and by diversifying the leaning community with their kinesthetic learning styles, their leadership training, and their focus on teamwork. We are richer for our athletic programs and our student athletes. And their academic success is also a tribute to us.



Dawn Staley at the Third Annual Dawn Staley Day

From Senate President Evans

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our public relations with students, their parents, the city, state, and public at large. We need to explain more clearly why tenure is important to them as well as us, and why money should be spent to increase the number of tenure slots.

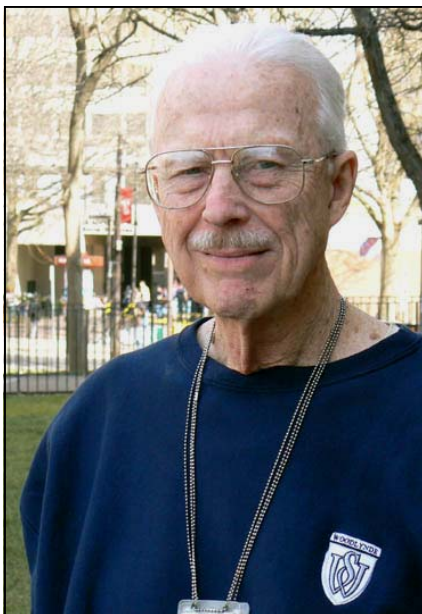
The second reason I heard in support of maintaining the status quo was that NTT faculty are particularly perceptible to pressure put to bear on them by the people hiring them. This one just didn't make sense, since tenure-track employees seem much more susceptible to pressure than NTT faculty. And yes, I heard the mutterings that the "Health Sciences people" (whoever they are) would be able to bus people down to the Faculty Senate and push through whatever they want. Given the workloads that NTT faculty especially face, I really didn't think this would be a threat, even though the numbers of senators at any given meeting would mean that "those people" would really only have to get half a bus to come to the Main campus.

I also came to believe that requiring time limits before people could serve would unnecessarily punish faculty hired within the last 6 years, when multi-year contracts were almost unheard of. Besides College of Liberal Arts (CLA), no college or school has been regularly awarding multi-year contracts. By imposing a time limit, other schools and colleges would have the voice of their NTT faculty limited severely. The Faculty Senate Steering Committee (FSSC) is still sensitive to the issue of multi-year contracts, and we would very much like to see our community built up by the awarding of multi-year contracts to our NTT colleagues.

I offer these comments only in the spirit of acknowledging the debate—on our campus and nationally. I was surprised by the lack of discussion on the Senate floor, and on the Senate listserv. I have been asked what I am going to "do" about the vote. I plan to "do" nothing—the Senate has voted. But I would ask you to remember how few votes made the difference; next time you get a reminder of an election from the Faculty Senate, please take five minutes and add your considered opinion to the vote count—whatever side of the issue you take, it is important to hear from you.

For more information about Temple Athletics and Dawn Stanley Day, go to:
<http://owlsports.cstv.com/index-main.html>

A Librarian's Temple



**Al Vara,
Temple Librarian**

Al Vara is about to complete his fourth decade as a reference librarian at Temple, where his focus is on area studies such as African American, Asian American, Latin American, and Women's Studies.

He is a tall, gentle bibliophile with a wonderful sense of humor and deeply rooted devotion to the university. Lewis Gordon, Laura H. Carnell Professor of Philosophy, Religion, and Judaic Studies, recalls being greeted by Vara with a gift of some "local history": The three volumes of Celeste Morello's *Before Bruno: The History of the Philadelphia Mafia*.

Vara wanted to convey the complex layers of Philadelphia's history and, by implication, Temple's history as well. Often portrayed in misrepresenting ways, we should all remember that Temple also has diamonds.

Before coming to Temple, Vara worked at St. Joseph's College (now St. Joseph University) from 1961–1969. His main achievement there was the creation of the first Food Marketing Library in the country.

Vara earned his undergraduate degree there and achieved his Masters in Library Science at Villa-

nova University and a Masters in Liberal Arts at Temple University. In the tumultuous year of 1968, he helped create a food-marketing library in Rafael Landivar University at Guatemala City. Martin Luther King, Jr. was assassinated in spring of that year, Robert F. Kennedy in early summer, and by the end of that summer, on August 28th, the American Chief of State, John Gordon Mien, was assassinated in Guatemala City.

The greeting Vara received when he returned to the states was his dismissal from St. Joseph's, which, as he reflects upon it, was a good thing. It brought him to Temple. When asked about the obvious pride and love he has for the institution, he gently smiles and asks, "Is it that obvious?"

Vara arrived at Temple with a wealth of experience from his graduate training and work in Guatemala. The technological tool of the library in those days was the typewriter, and the task was the organization of two million catalog cards. The nation was in the midst of the Vietnam War. Students and faculty were protesting everywhere at Temple. Even the Director of the Libraries, former Naval Officer Arthur Hamlin, who served in World War II, read anti-war poetry.

"Yet in spite of all that," reflects Vara, "the campus was generally quiet. Protests often went off campus down Broad Street to the City Hall."

Vara has witnessed and participated in the many changes that led to the current high-tech library facilities at Temple. He had to learn how to use and program computers, and organizing reference materials now requires knowledge of video technology.

These and other additions have brought the intellectual role of the libraries to the fore at Temple. Vara commends Larry Alford, the Director and Dean of Temple's Libraries, for his many innovations, which include:

- colloquia with authors presenting readings of their work in the lecture halls
- a book recognition program
- restructuring furniture to facilitate better use of the library
- developing library liaisons and special workshops to encourage more faculty use of the libraries

The growth in the number of students (now approximately 33,000) has also had an impact on the library. The buildings had to be expanded and archival storage continues to be a challenge.

Temple has gone through additional changes



A restructured library to facilitate better use

over the years. When Vara was a senior in high school, his guidance counselor asked him, "Are you going to college or to Temple?"

Vara is pleased that times and the university's

"Are you going to college or to Temple?"

reputation have changed. "The farther away you go from Temple," he declares, "the better its reputation."

Vara participates in many national conferences, and the departments and programs he hears good things about include African American Studies, Latin American Studies, Spanish and Portuguese Studies, Philosophy, and The School of Tourism and Hospitality Management.

Colleagues at those gatherings speak of influential faculty in those programs, departments, and schools, and they highlight the achievements of Temple alumni in their area.

Recent developments in the Temple Libraries offer a golden opportunity to enhance the research environment of the institution. Vara encourages the faculty to work with their library liaisons. They are dedicated to making the research dimensions of the library work. "We're there for you," he insists. "It's our primary reason for existence, I would say."

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Faculty Senate Minutes

The March 2007 University Faculty Senate Minutes are scheduled for publication in the following *Herald* issue.

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

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