La Salle University
School of Nursing
Sweetheart Award
2006

The Sweetheart Award recognizes a member of the University Community who has contributed to the excellence of the School of Nursing. His or her commitment, creativity, and professionalism characterize the Sweetheart.

The Sweetheart Award is given annually, appropriately on Valentine’s Day.

Nominations (from faculty and staff) are given to the Sweetheart Committee. A majority vote determines who the next “Sweetheart” will be.

During the last few weeks of January, a gift is ordered for the sweetheart honoree. The gift must always symbolize a heart. Occasionally, the gift can be engraved depending on the type of gift.

A 20-slot plaque will be on display in the School of Nursing to showcase past and current Sweetheart honorees.

Past Sweethearts
Katherine K. Kinsey 1999
Valerie S. Bradley 2000
Mary T. Dorr 2001
Tonisha Whitfield 2002
Dyan Rodriguez 2003
Kristin Resch 2004
Mary Lou Gies 2004
Dolores Matecki 2005
Br. Ed Korokiewicz 2005

There will be a small reception for the Sweetheart Award in the school of Nursing Lobby on February 14th from 4 - 5.

Please RSVP to Alexsandra Hawes, hawes@lasalle.edu

Nominations can be submitted to Mary Lou Gies at gies@lasalle.edu
The 3rd Annual
“Lasallian Service Trips Auction”

Project Appalachia, Los Niños, Week of Hope and Project Mapendo cordially invite you to the 3rd Annual Lasallian Service Trips Auction. All proceeds from this event will benefit the Service Trips at La Salle University as well as the communities in which we share partnerships at home and abroad.

Thursday, February 9th 2006
La Salle University, Union Ballroom 4:30pm-9:00pm

Come and place your bid on some of the following wonderful items!!

- 2 Roundtrip tickets on Southwest Airlines
- Create and have a Sandwich named after you in the Union! (Courtesy of Food Services)
- Tickets to see Billy Joel at the Wachovia Center on Valentine’s Day
- Big 3 Basketball Ticket Package for the Spring
- Autographed basketball by the La Salle Men’s Basketball Team
- Dinner for 4 with Dr. Michael McGinnis at one his favorite restaurants
- 20 GB iPod with personalized engraving
- La Salle University Banners that have hung on Olney Ave.
- 4 VIP tickets for graduation commencement ceremony!
- Gift certificates to Applebee’s, Athena Restaurant, Red Lobster, Las Margaritas, Kelly’s Irish Pub, Bridgewater’s Pub, The Shenanigan Irish Pub, TGI Friday, Ruby Tuesday and many more!
- Tickets to see the 76ers and the Flyers
- Trip to Cooperstown, NY (3 nights lodging, 2 tickets to the Baseball Hall of Fame Museum, and much more!)
- Autographed Hockey Stick from Flyers goalie Antero Niittymaki
- And hundreds of other wonderful items too numerous to mention here!!!

For more information about the event, the service trips, or how you can contribute please contact the Office of University Ministry and Service at 215-531-1804

For a running list of live and silent auction items please look at our website: http://www.lasalle.edu/mus
To: Members of the Day Division Faculty and Administration

From: Anna Melnyk Allen, Assistant Dean of Students

Subject: Student Awards Nominations

Date: January 2006

Nominations for the awards described in detail below are hereby solicited and will be accepted from members of the faculty and administration through Thursday, February 16, 2006. A copy of the standard nomination form follows this memorandum. Please feel free to make or request additional copies or go to mylasalle portal and click on the "What's New Channel" to submit the application on-line. If the space provided on the form is insufficient, please feel free to attach additional sheets as needed.

Students nominated will also be asked to have written recommendations submitted on their behalf. Students may approach you at a later date, requesting a letter of recommendation to support this nomination. Please exercise care in directing your comments to the particular ways a nominated student meets the award. In the case of multiple award nominations for one student, a paragraph devoted to each award and those particular characteristics would be most helpful to the selection committee. General letters of recommendation, while true, are often less helpful to the committee.

**Methods of Designating Recipients**

1. Any administrator or faculty member may nominate a senior for the awards.
2. To compete for an award, a senior must be nominated by an administrator or faculty member. (Nominations for Flubacher Awards will be accepted from student organizations.)
3. Any senior who deems himself/herself qualified may request a nomination for one or more awards from an administrator or faculty member.
4. The appropriate awards committees will have the authority to adjudicate recipients from those nominated.

**The Joseph F. Flubacher Student Leadership Award** is offered to a graduating student who has made a contribution to the quality of student life by demonstrating significant leadership in student organizations, university governance, and/or intercollegiate athletics.

**Qualifications**

1. The recipient shall be a graduating senior from the Day Division of the University.
2. The student shall have demonstrated exceptional leadership skills throughout his/her university career. The student shall have significantly enhanced the membership, programs, and/or goals of a particular organization(s); made a contribution to the work of a university committee; and have had a positive impact on the general program of student life.
3. The student's record should be free from major disciplinary sanctions, i.e. probation.
4. Academic standing will be a major consideration but will be given less weight than evidence of leadership skills and accomplishments.

**The Brother Emery C. Mollenhauer Award** is presented to that graduating senior who best exemplifies those Lasallian values to which Brother Emery was committed during his tenure as Provost, in particular the values of charity and justice which are hallmarks of St. John Baptist de La Salle’s pedagogy.
Qualifications

1. The recipient shall be a senior, graduating student of the University.
2. The recipient shall have demonstrated, over a period of time, a commitment to community service activities on or off campus.
3. The student should exemplify through his/her involvement in such activities a dedicated concern for the principles of peace and justice.
4. The student shall have at least a 2.5 cumulative Grade Point Average at the time of application.

The James A. Finnegan Memorial Award is offered to the member of the graduating class who by virtue of accomplishment and service is judged by the faculty to show promise of applying Judeo-Christian ideals of social justice in a political or governmental career.

Qualifications

1. The senior to be considered for the award should offer some prima facie evidence of participation in political affairs on and/or off campus. Leadership and participation in other extra-curricular activities are also to be considered, though given somewhat lesser weight. There should also be some indication on the part of the senior of intent to pursue a career in politics and/or government.
2. In exemplifying ideals of Judeo-Christian social justice, the recipient should exhibit integrity and courtesy in all of his/her endeavors.
3. Ordinarily, the recipient will be in the upper half of his/her graduating class.

The John McShain Award is offered to the member of the senior class who maintained an excellent scholastic record and is considered by faculty to have done the most for the public welfare of La Salle University.

Qualifications

1. The recipient shall be a senior, graduating student of the University.
2. High scholastic achievement normally shall be interpreted to mean Dean’s List standing.
3. In recognition of the monetary value of the award, the recipient should show evidence of his/her intent to attend graduate or professional school.
4. Primary consideration shall be given to leadership and participation in those activities which advance the good name of the University beyond the immediate campus and which enhance the role of La Salle University in the life of the region.

The Student Activities Achievement Awards are presented to those graduating seniors who have made significant contributions to La Salle’s program of extra-curricular activities. Traditionally, these awards have been intended to recognize those students who do not qualify for other award programs due to academic or other criteria that limit the number of award recipients. Faculty members and administrators, particularly those who work closely with student organizations, are invited to nominate as many students as they feel are deserving of these awards.

Roles for which a student is compensated by the University, i.e. office workers, Resident Assistants, scholarship athletes, and Union, Food Service, and Athletic Department Student Managers, are not by themselves given consideration. When nominating a student who falls into one of these categories, please also include all other known areas of participation.

When nominating students, please keep in mind that our intent is to recognize significant contributions. As the number of recipients has increased dramatically in recent years, concern has been expressed (often by students themselves) that nominators and selectors should discriminate carefully in order to assure that students recognized are truly distinguished.

Thanks very much for your attention and response to this request. Please do not hesitate to contact me or my assistant, Ms. Maureen Doyle, at x1374, if you have additional questions.
Award Nomination Form

Please indicate the award(s) for which the student is being nominated:

Flubacher_____ Mollenhauer_____ Finnegan_____ McShain_____ Student Activities_____

Student’s Name: ______________________________________________________________

Students may approach you at a later date, requesting a letter of recommendation to support this nomination. Please exercise care in directing your comments to the particular ways a nominated student meets the award. In the case of multiple award nominations for one student, a paragraph devoted to each award and those particular characteristics would be most helpful to the selection committee. General letters of recommendation, while true, are often less helpful to the committee.

Name of Nominator: __________________________________________________________

Academic/Administrative Department: __________________________________________

Return to the Assistant Dean of Students, 123 Union Building, by Thursday, February 16, 2006.

TRAINING TIPS
A message about training and life-long learning from the Human Resource Department

"People with goals succeed because they know where they are going... It's as simple as that." - Earl Nightengale
Health Tip of the Month

Physical fitness is VERY IMPORTANT especially during college. Being physically active helps you manage stress, sleep better, prevent weight gain, and actually increases your energy! So get moving and follow these easy tips:

- Find a fitness buddy!
- Take fitness breaks for 10 minutes when studying instead of food breaks.
- Choose activities that you enjoy and that are convenient.
- Have fun!!!

La Salle University Health Advisory Committee
# Black History Month Calendar

## February 2006

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<th>Sunday</th>
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<td>6</td>
<td>AASL General Assembly Meeting 1pm Room 301</td>
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<td>4 African-American Children's Book Project Community Service 10am to 3pm</td>
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<td>1 Jazz Afternoon 12:30pm Backstage</td>
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<td>State Rep. Dwight Evans 1pm Dunleavy Room</td>
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<td>8 State Rep. Dwight Evans 12:30pm Dunleavy Room</td>
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<td>10 Gospel Choir Tour</td>
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<td>Valentine's Day</td>
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<td>Neo-African Drumming Group 10pm United Soul 10:30pm Backstage</td>
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<td>21 Bus Trip to West Chester “Brown Eyes, Blue Eyes” 5-10pm</td>
<td>22 “No Such Thing As Neo-Soul” movie 7pm Music Room</td>
<td>23 Bus Trip to the Black Wax Museum Baltimore, MD Bus departs 10:30am</td>
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These programs are sponsored by the African-American Student League, Phi Beta Sigma Fraternity, Inc. and Late Night La Salle. Thank you for your support.

“We are not here to see through one another, but to see one another through.” —AASL Motto
2006 HOUSING SELECTION PROCESS
INFORMATIONAL MEETING

Tuesday
February 7, 2006
12:30 p.m. - 2:00 p.m.

DUNLEAVY ROOM
3rd Floor Union

You are cordially invited to join the Administrative Services staff for it’s kick-off informational meeting designed to inform our student and professional staff regarding the details involved with the annual housing selection process.

We strongly encourage anyone with involvement in advising students to attend this meeting. We will review all aspects of the process and discuss what’s involved for students deciding, choosing, and selecting on-campus housing.

Our staff will also review new developments with the process including the new Residential Learning Communities in St. Katharine’s and the premium singles being offered in St. Bernard and St. Denis.

For more details, please feel free to call us at ext. 1370, otherwise we look forward to seeing you on Tuesday, February 7, 2006 at 12:30 p.m. in the Union Dunleavy Room.

New housing selection process materials will be released on February 3, 2006. After this date, feel free to visit the housing selection process website at www.lasalle.edu/students/dean/admin/housing.
Academic News

Taizé - Cold Shower Ecumenism

Presented by
Rev. Dr. Dirk G. Lange

Taizé, France, is the home of the international, ecumenical monastic community founded by Brother Roger in 1940.

Tuesday – February 14, 2006
12:35 – 1:45 PM
Music Room (2nd Floor of the Union Building)

Sponsored by LaSalle’s Catholic Studies Program. All presentations are open to the LaSalle Community.

For further information, contact Brother Joseph Dougherty
dougherty@lasalle.edu
ext. 1347
FACULTY SENATE
Minutes
November 29, 2005
Special Meeting of the Faculty Senate
12:30 p.m., McShain Board Room

Senators Present: Elizabeth Paulin, William Price, Peggy McCoey, Scott Stickel, Thomas Straub, Joseph Volpe, Marjorie Allen, Janice Beitz, Janine Mariscotti, Marianne Dainton, Prat Joglekar, David Cichowicz, Marc Moreau, Mark Ratkus, Deb Yost, Bonni H. Zetick

Excused: Lynne Miller

Approximately thirty faculty members in addition to the Senators attended this special meeting called to discuss Brother President’s proposal for revising the faculty salary system.

The Faculty Salary System: Revising Its Policies and Procedures

Vice President of the Faculty Senate, Marianne Dainton, presided at this special meeting due to President Paulin’s temporary inability to speak. The Senate discussed changes proposed by the President regarding a performance-based compensation system and a streamlining of current compensation practices. Specific elements of the plan include:

- Establishment of a task force of members of the faculty and administration to make recommendations to the University President
- Review of salary assumptions and draft principles articulated in the current AON draft and recommendations for revision
- Review of salary practices at other institutions and recommendations for revised practices at La Salle University, with specific attention paid to those salary practices which relate to graduate teaching
- Recommendation to the University President of a system for ongoing faculty evaluation that includes a performance-based or merit-based salary system

Questions for today’s discussion included:

- Whether the Senate should participate in the Task Force
- If so, who should represent the Senate on the Task Force?

First, Vice President Dainton asked that we identify the problem. We listed factors that influence our decision on participation in the Task Force.

1. We need examples of how the current graduate increment is difficult to administer.
2. Why would this task force process differ from processes in the past set up to examine these same issues?

3. What should the role of a wage equity study be as previously discussed and agreed upon in former efforts along these same lines?

4. How would this performance-based compensation be administered? Would it be on top of a Cost-of-living adjustment (COLA)? Are there additional dollars to implement this plan, or would it be a redistribution of existing dollars? Would everyone get a COLA?

5. What criteria would be used to define merit?
   a. Senators were reminded that there is in the present contract a merit system, but it has not been implemented, so in theory, a merit system has already been agreed to by faculty

6. How would present faculty be brought up to market value in their compensation? If there haven’t been enough dollars to do this, how would merit be implemented?

7. Revenue neutrality—the proposed changes should not be used as a way of reducing dollars in faculty compensation

8. To what extent is faculty compensation receiving its fair share in the University budgeting process, with or without a merit-based system? How does faculty compensation compete with other priorities, such as capital expansion?

9. The history has been that different schools handle merit differently; the Business School did implement a merit system, which has since been abandoned; Arts & Sciences handles the part of faculty compensation designated merit by distributing it equally

10. How would a merit system alter governance, especially relationships among the chairs and faculty, and with the Dean?

11. To what extent is the AON study related to the proposed changes? It seems unrelated according to Senators who have seen the study; the AON study purportedly does not discuss merit compensation for faculty

12. Are we moving from a collegial to an adversarial system with these proposed changes?

13. How do proposed changes affect senior faculty? They have two factors going on at once—they can be lower paid due to the comparatively higher salaries needed to attract current faculty in many departments, and the sabbatical issue, which is currently favoring faculty with less service being granted one sabbatical rather than senior faculty being granted a second sabbatical.

14. How would graduate programs operate without the graduate increment? To what extent is it being used as a recruitment tool? To what extent are faculty guaranteed graduate courses in their workload?
The issue of the make-up of the Task Force was discussed. Faculty expressed a desire to increase the number of faculty on the Task Force from the proposed four to five or six.

Discussion on whether the Faculty Senate should participate in the Task Force included a question about how we would be informed about the process which would be moving forward anyway if we did not send representatives. Out of this discussion came the view that the Faculty Senate should have the right to review any changes proposed by the Task Force. Whether this review would constitute approval was left unanswered by the Senate at this time.

It was also mentioned that AON recommendations are being implemented with staff, with faculty set to be the 2\textsuperscript{nd} or 3\textsuperscript{rd} group looked at. There was question about what can be learned from the implementation with staff; was there a committee? What challenges has the implementation faced?

There was discussion that the benchmarks used in AON lack comparability with La Salle University in geographic location, among other factors.

Two issues came out of the above discussion:

- Is there a problem with the graduate increment? Are changes warranted?
- To what extent does history play a role in how the faculty approaches the proposed changes?

Points raised included:

- Questions about the total amount of resources available for faculty compensation (would it increase if a merit-based system were to be implemented?)
- Questions about what the role of the Faculty Senate should be in the task force
- the importance of reviewing the history of these issues, including former task forces and any previous implementation of changes to faculty compensation practices, such as in the Business School
- the challenges involved in recruiting faculty for graduate courses, and how recruitment would be affected by a change in the graduate increment
- a discussion of the definition of the faculty workload and its role in any discussion of a merit-based compensation system
- more information needed on what administration views as current problems in administering the graduate increment
• the current impact of the graduate increment in departments that don’t have graduate programs

• the current impact of the graduate increment in faculty recruitment and hiring

• the definition of merit that is presently in place and the definition that would be used in any change to current faculty compensation practices, and any role that the Task Force would play in regard to the definition of merit

• the impact of any changes to faculty review and compensation practices on non-tenure track faculty

• the view was expressed that Senators want to be a part of the decision-making process; thus, the emphasis in the motion below on changes being made if warranted. Senators did not want to commit to a process where decisions have already been made

• the make-up of the task force proposed by the President
  o the view was expressed that there needs to be representation from tenure and non-tenure track faculty views, as well as views from all schools of the University and from graduate as well as undergraduate program faculty; it was also recommended to have faculty on the task force who are versed in data analysis and presentation of financial information

• the charge of the task force proposed by the President was discussed and specific changes were requested by faculty

**Vote:** Senators voted to adopt the following charge and to propose it, with the following changes, to the President:

1. Review the salary assumptions and draft principles articulated in the current AON draft and make recommendations for revision if warranted.

2. Review salary practices at other institutions and make recommendations for revised practices at La Salle University if warranted, with specific attention paid to those salary practices that relate to graduate teaching.

3. Investigate a system for ongoing faculty evaluation.

4. Evaluate the benefits and costs of performance-based or merit-based salary systems as part of faculty evaluation, with an appropriate implementation plan only if warranted.

In addition to these changes to the charge, the senate would like to approve any proposals put forward by the task force, and we would like to change the composition to allow for 5 or 6 faculty to be included on the task force.

President Paulin will discuss these changes with the President and will report back to the Faculty Senate at the next meeting on December 13, 2005. The Faculty Senate will then
determine the extent of its participation in this process, following the discussion of President Paulin with Brother President.

With the exception of executive sessions, all Senate meetings are open to all faculty members.

Please feel free to bring your lunch. Refreshments will be available throughout the meeting.

The following are members of the Faculty Senate for the 2005-2006 academic year: Marjorie Allen, Gerald Ballough, Janice Beitz, Susan Borkowski, David Cichowicz, Marianne Dainton, Prafulla Joglekar, Janine Mariscotti, Margaret McCoey, Lynn Miller, Marc Moreau, Jacqueline Pastis, Beth Paulin, William Price, Mark Ratkus, Scott Stickel, Thomas Straub, Lynne Texter, Joseph Volpe, Deborah Yost, Bonnie Zetick

Anyone who wishes to address the Senate or suggest an agenda item should contact Professor Beth Paulin, Senate President, at paulin@lasalle.edu, approximately two weeks before a scheduled meeting. The next regularly scheduled meeting of the Senate is Tuesday, December 13, 2005 from 12:30 p.m. to 2:00 p.m. in the McShain Board Room, Union.

Minutes Respectfully Submitted by

Bonni H. Zetick
Secretary, Faculty Senate
UPCOMING ATHLETIC EVENTS

**Men’s Basketball**

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ALL GAMES CAN BE HEARD ON ESPN RADIO (920 AM)

**Women’s Basketball**

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<td>February 3</td>
<td>at Saint Louis</td>
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**Swimming/Diving**

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<td>January 28</td>
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<td>February 4</td>
<td>at Drexel with St. Francis</td>
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**Men’s/Women’s Track & Field**

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For complete schedules go to GOEXPLORERS.COM
Accounting Assistant

Reporting to the Assistant Comptroller for Bursar Operations the Accounting Assistant is responsible for contacting students regarding open accounts receivable invoices and applying payments. Responsible for preparing routine office requisitions for supplies and mail. Responsible for handling the deferred note payment plan, lockbox payments, and preparing journal entries. Responsible for assisting students and parents with tuition and payment questions.

The successful candidate will have minimum accounts receivable experience. In addition, qualified candidates should possess strong interpersonal skills and have a basic knowledge of Microsoft Excel and Word. Compensation package consists of a competitive salary and excellent benefits including tuition remission.

Applicants should submit a detailed resume and salary requirements to:

La Salle University
Office of the Bursar
1900 West Olney Avenue, Philadelphia, PA 19141
Attn: Assistant Comptroller for Bursar Operations
or by email to: benson@lasalle.edu.
Procedures for Submitting Items for Inclusion in the Campus News

All information must be submitted electronically as text by selecting a web form located in the Campus News channel in the mylasalle portal (located in the Staff Services Tab).

• Accompanying graphics may be submitted separately in the following manner:
  • via e-mail to the campusnews@lasalle.edu. The article title must be included in the subject line of the e-mail.
  • via floppy disk or CD
  • will be limited to one per article, unless a specific need for additional graphics is articulated. (EX: If La Salle and another organization partner for an event, the logos of both La Salle and the partnering organization would certainly be permissible.)

• PLEASE NOTE THE FOLLOWING: Graphics submitted may be resized to fit the document layout. Logos, signatures, and other graphics that are likely to be used frequently can be kept on file for future use. Please add a comment to this effect when you submit your graphic.

If you have any questions or need assistance...

We realize that the community is being asked to work a bit differently in terms of submitting articles to be included in the Campus News.

By supplying standard web forms for your use, we are attempting to create efficient processes that will make it easier for you to submit articles. For example, employment postings will be automatically routed to the appropriate individuals in Human Resources for review prior to being sent to the Campus News.

If you need assistance with submissions, please contact Jim Sell at 215-991-3615 or jsell@lasalle.edu

**Sam Pino** at pino@lasalle.edu (X1039)
Mail and Duplicating

**Jim Sell** at jsell@lasalle.edu (X3615)
Portal Communications

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**Deadlines for Submission/Campus News Disclaimer**

• General News, Meeting Minutes, Events, and Other News: **Wednesday at 4:00 PM**

• Positions of Employment at La Salle University: **Monday at 2:00 PM**

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**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 or Portal Communications.