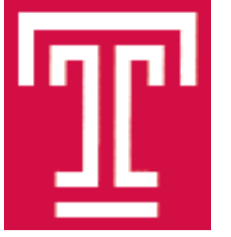


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# Temple Times

www.temple.edu/temple\_times



May 8, 2003 • VOL. 33, NO. 29 • Temple's weekly newspaper, published by University Relations



President David Adamany, left, with University of Pittsburgh Chancellor Mark Nordenberg, center, and Penn State President Graham Spanier, addresses the House Appropriations Committee regarding funding for Pennsylvania's institutions of higher learning last week at West Chester University.

## Temple names HIV researcher to be SSA dean

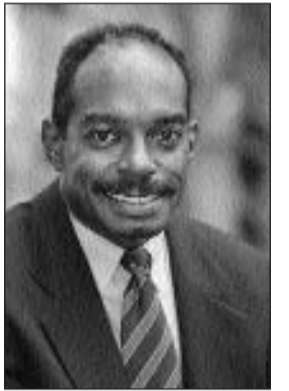
Temple University President David Adamany and Provost Ira M. Schwartz earlier this week announced the appointment of Larry D. Icard as dean of Temple's School of Social Administration. Icard's appointment as dean will take effect on September 1.

Nationally respected in the areas of HIV prevention, as well as minority and gay/lesbian issues, Icard was recently a nominee for the prestigious National Institute of Mental Health (NIMH) Presidential Award for Promising New Researcher.

Since 2000, Icard has secured more than \$6 million in grant-funded research, and is principal investigator on a \$2.78 million RO1 grant from the National Institutes of Health (NIH) titled "Helping Families Reduce HIV in African-American Youth." Icard will bring more than \$1.5 million in NIH grants with him when he assumes his new responsibilities at Temple.

"We are extremely pleased to have a scholar of Dr. Icard's caliber as our new dean of Temple's School of Social Administration," Adamany said. "Larry's achievements as a researcher are second-to-none, and we are confident that he will provide outstanding leadership as dean."

Icard is currently associate professor and director of the Center for Intervention and



Icard

## Class of 2003 set to join ranks of alumni

The Young Alumni Association invites upcoming grads to get in the big picture before Commencement 2003.

Hey, class of 2003! Your big day is in two weeks. Shouldn't you be on the cover of Temple Times?

The Young Alumni Association (YAA) thinks so. And that's why, for the third consecutive year, graduating seniors will gather on the steps of the Liacouras Center for

the annual class picture immediately after the 3 p.m. rehearsal on May 21.

The photograph, which runs on the cover of the traditional full-color Commencement Issue of Temple Times, also will be available for purchase from the YAA.

But believe it or not, there's more to the YAA than the big picture.

"The Young Alumni Association provides an opportunity for alumni to network with professionals," said YAA president Bunni Samuel. "When students graduate, they often wonder how to get into things they're interested in doing, so we have events throughout the year to get them con-

See Alumni on Page 2

See Icard on Page 3

## Forum examines how *The Matrix* ties in to studies

The summer movie season is upon us, and with it, one of the most anticipated action sequels is generating not just media hype and headlines, but intensive interdisciplinary study.

In that respect, you might say that *The Matrix* has class. Or, at least, an afternoon symposium co-sponsored by the broadcasting, telecommunications and mass media (BTMM) department and the new media interdisciplinary program at Tuttleman Theater on May 17 from 3-5 p.m. "Mapping *The Matrix*" will examine the cultural and technological themes of the film even as its sequel, *The Matrix Reloaded*, opens in theaters nationwide.

"There's an intense polarization about *The Matrix*: People love it, hate it or don't get it," said Barry Vacker, a BTMM associate professor. "*The Matrix* has become a global phenomenon, a cinematic touchstone for the fears and hopes of digital culture.

"This event will question whether *The Matrix* is a millennial masterpiece or post-modern pastiche, cerebral action film or intellectual poseur," he added.

See Matrix on Page 3

## Respite program matches students with elders

Time out! That little phrase means a lot of things to different people. In sports, a time out lets the team regroup in the middle of the action. In parenting, a time out is a disciplinary action. And at Temple University's Center for Intergenerational Learning, Time Out is a respite and support program that matches college students with older adults for companionship.

"This is a program that mobilizes area college students to provide caregivers a break or a 'time out' from caring for a loved one," said Susan G. Smith, project coordinator. "It's an opportunity to do something very positive that will have an impact on another family."

Students go through 10 hours of intensive training to learn the ropes of dealing with older community members. They also must give two references to be accepted into the program. The next training sessions are May 15 and 16 for the summer period and September 20 and 21 for the fall. There will also be a training session in January.

Smith emphasized that the Time Out program is a matchmaking service, not an agency.

"Students are hired and paid by the family," said Smith, adding that students earn \$7 an hour in the program. "We work with families who are dealing with such things as dementia, Parkinson's disease, stroke and cancer. And while we can't pro-

vide personal care, we can do things like make a meal, go to the store, take them to the doctor, read to them, remind them to take their medication.

"But one of the most important things a

student does is stimulate them by providing fun activities or engaging them in hobbies that they have," Smith continued. "Not

See Time Out on Page 3



THURSDAYS WITH LEO—Kicking back on the porch, Temple alumnus Leo Bass, left, spins a story for senior Shawn Simmons, an education major. Simmons, a Time Out Respite Program student, says Bass is like family to him now.



## Festival spotlights the gems among Temple student films

Forget the silver screen—Temple's annual festival of student films is all about the gems. The Diamond Screen Festival, which starts tomorrow night and runs all weekend, will feature works from the next generation of filmmakers at the University.

All films screen in the multimedia theater on the first floor of Tuttleman Hall from 6 to 10 p.m. each evening. The bill will include a mix of undergraduate and graduate student films in a variety of genres, including drama, comedy, documentary, animation and experimental film.

New to the festival this year is an "Interactive Village" in the lobby of Tuttleman Hall. There, local media organizations will present their work to the community.

"We are very excited about the quality and variety of work being made by students at Temple," said Carmen Dukes, festival coordinator and a senior film and media arts major. "And, we are excited that so many professional media organizations are going to share their work with our students and the Philadelphia Community this year."

Participants in the Interactive Village will include the Philadelphia Independent Film and Video Association (PIFVA); The Philadelphia Community Access Coali-

tion; Scribe Video; the Temple University Black Students Film Collective; and Susan Jacobsen, a documentary filmmaker.

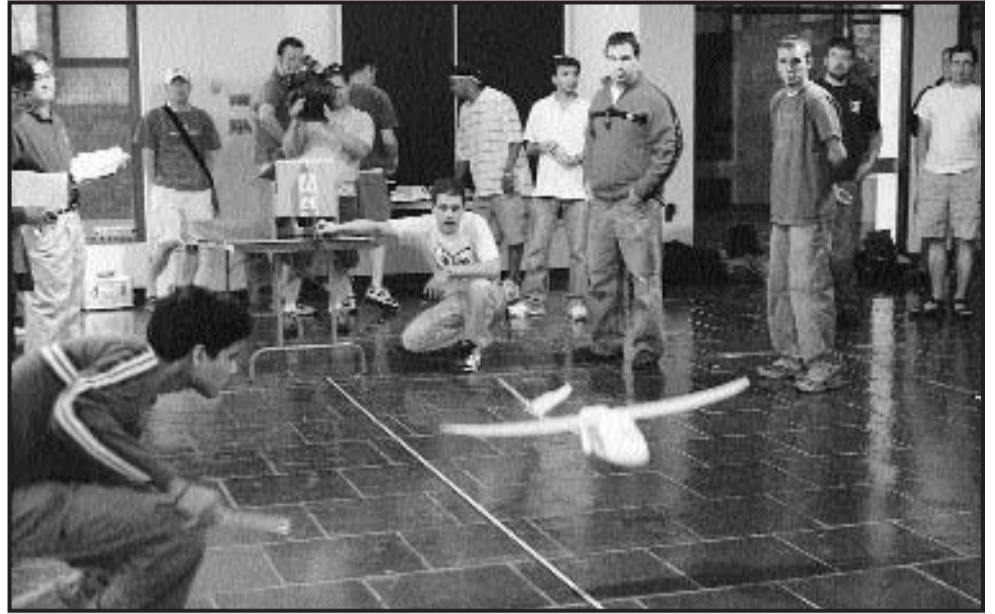
Jacobsen will present her film, *Countless Stories*, a dynamic documentary that uses new video and computer technology to create documentaries from live input by the audience.

The opening night will include a special encore presentation of *The Dictionary Artist*, a graduate student Master of Fine Arts thesis film by Keith Fulton and Lou Pepe, the Temple alumni who went on to international recognition with their documentary "Lost in La Mancha," about director Terry Gilliam's doomed attempt to make a film about Don Quixote.

*The Dictionary Artist* examines the inner world of a woman, played by local actress Sally Mercer, whose creativity is hampered by her job as picture editor in a dictionary publishing company.

Topping Saturday's bill is *Temporary Grace*, a feature by Temple senior Adam Ahlbrandt. Exquisite cinematography and professional performances make this haunting story about a man with a failing marriage and career an impressive debut by a talented young filmmaker.

On Mother's Day, the festival will close with a special tribute to the heroic mothers



**SAILING THROUGH CLASS** – Students in Jim Chen's mechanics of fluids class put their engineering skills to the test for 50 percent of their class grade. Their objective was to create a glider that would fly and land without dropping an uncooked egg.

of filmmakers and filmmakers who are mothers, with films by, about, and starring mothers (and a few fathers as well).

"This festival reflects the diversity of Temple—we are screening work by students from as far away as China, Korea, India, and South America, and as close as South Jersey and North Philadelphia," said Cynthia Baughman, assistant professor of film and media arts. "We have classic movie sto-

rytelling, political documentary and state-of-the-art animation. These are students ready to make their mark in the national and international film and video scene."

For further information, including the complete schedule of films, visit the Diamond Screen Festival Web site at [www.temple.edu/diamondscreen](http://www.temple.edu/diamondscreen) or contact the film and media arts department at 204-3859.

## CNBC journalist scrutinizes corporate scandals

When big business gets busted, who should take the fall?

On April 30, veteran CNBC journalist Tyler Mathisen shared his views on the recent corporate debacles in his presentation, "Corporate Scandals: What Went Wrong in Corporate America."

"At the highest echelons of American corporate life, it often used to be: I'll serve on your board if you serve on mine," said Mathisen, describing how questionable ethical situations could creep in at those top levels of management. "Better yet, I'll serve on your compensation committee if you'll serve on my compensation committee, and so on and so forth."

Mathisen spoke before students and faculty at Temple's Fox School of Business and Management and the School of Communications and Theater, noting that investment firms involved in the scandalous activity on Wall Street are settling with the government.

Mathisen was rankled by the fact that some of the key players, Jack Grubman, Salomon Smith Barney telecom analyst; Sandy Weill, Citigroup's chairman; and Henry Blodget, the Merrill Lynch Internet analyst, may not face criminal prosecutions.

Addressing the media's role in corporate scandals, Mathisen explained he felt the media, who often play a dominant role in

unraveling scandalous activity, had their focus diverted to other things, including IPOs that quadrupled, Internet stocks that skyrocketed and 401K plans that made the man next door a millionaire.

"While the media knew of abuses, few of us bothered to search them," Mathisen said. "We were getting rich, too; so what if some of the big players were fudging it?"

But who is ultimately responsible for corporate governance? According to Mathisen, citing Jack Bogle, founder of The Vanguard Group, it lies with the shareholders.

"Bogle felt that the ultimate responsibility for good corporate governance lies not with the board, not with accountants, not with regulators and certainly not with management," Mathisen said. "It lies with companies' real owners: their shareholders."

Mathisen stressed to students and faculty that honesty and integrity are very important concepts for up-and-coming professionals to grasp.

The lecture ended with a question-and-answer session and the presentation of the third annual Tyler Mathisen Business Communications Scholarship Award.

The \$5,000 scholarship was awarded to School of Communications and Theater student Rachel Maisler, who currently works for the *Engineering News Record* and aspires to be an international correspondent.

"Our faculty and students benefit greatly from Tyler Mathisen's insights, as business and business ethics have been at the forefront of national newscasts since these scandals broke," said M. Moshe Porat, dean of the Fox School. "This forum provides a better understanding of the impact these scandals have had, and how we, as business educators and future leaders, can work to change our corporate culture."

Mathisen's work has earned him recognition and awards nationally. In 1993, he won the American University/Investment Company Institute Award for Personal Finance Journalism for a televised series on "Caring for Aging Parents," which aired on ABC's *Good Morning America*.

He also won an Emmy Award for a report on the 1987 stock market crash that aired on New York's WCBS-TV, and the Harry E. Fuller Award from the National Foundation for Consumer Credit.

— Heather Collins,  
Fox School Public Relations

## YAA offers support to recent grads

Alumni from Page 1

nected."

Samuel emphasized that the YAA is not a fundraising organization: it's a resource for everything from professional networking to civic service opportunities to continuing education, and more.

"The YAA is a centralized resource for alumni to tap into," said Samuel, who graduated in 2001. "It's there for advice on what to do within their career, how to get more active within the Temple University community, or just to have some companionship in the post-graduate world."

"When you graduate, you're automatically a part of the YAA right off the bat," added Brian Torrence, another 2001 graduate who serves as YAA communications coordinator. "A lot of people have the notion that this is something you have to join, but there's no fee or signing up involved."

"Being a part of Temple doesn't have to

stop when you graduate," said Samuel, noting perks like retaining access to facilities such as the IBC Student Recreation Center at alumni membership rates, Career Development Services and the Temple Libraries. "And even if you're not right by the campus, you can still access our Web site to be a part of the community."

Other ways alumni can get involved include connecting their jobs or businesses to the alumni center, speaking to Temple classes or incoming students about their experiences, or volunteering for YAA projects.

"No matter where I go I find Temple alumni, whether it's in a business meeting or just at the store," said Samuel. "It's amazing, and we want to build on that."

For more information about the Young Alumni Association, call the Alumni Center at 204-7521 or visit the alumni Web site at [www.temple.edu/alumni\\_friends](http://www.temple.edu/alumni_friends).

— Helen H. Thompson



CNBC journalist Tyler Mathisen, right, chats up scholarship recipient Rachel Maisler, left, and SCAT dean Concetta Stewart, center, before his presentation on recent corporate scandals.

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Temple Times is published by the Office of University Relations each Thursday of the academic year.

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# Long-time SCAT professor marks milestones with photo exhibit

It was a weekend of many milestones for Edward Trayes, communications professor, as he celebrated 40 years of teaching and his 65th birthday with a special exhibition of photographs.

The photographs were taken this past January during a trip to Thailand, Cambodia and Laos. The exhibit took place Saturday night in the Joe First Media Center atrium, with more than 40 large prints on display. The highlight of the evening was a 32-minute slide show of Trayes' photographs accompanied by the airy melodies of Enya.

"I just realized in February or March, 'You know, this is going to be about 40 years of teaching for me,'" said Trayes, who taught for three years at Seton Hall University and one year at the University of Iowa before arriving at Temple in 1967. "I was thinking an exhibit might be fun."

"The evening is about friendship and sharing the road with a bunch of good people," he added.

The photographs ran the gamut from nature shots of butterflies, flowers and misty landscapes, to abstract silhouettes of pillars and beams; from portraits of random villagers to the majesty of Buddhist temples set against the blue sky.

The exhibit was not only a journey to a world half a world away, it was the world premiere of works from the man who created the JPRC photography concentration.

"Here you are and you've taught photography all your life, and none of your students have seen your work," said Trayes, who has helped numerous students go on to successful careers in photojournalism, two of whom went on to win Pulitzer Prizes.

"I think one of the keys to my teaching is that I've always wanted my students to be better than I am," said Trayes, who received Temple's Great Teacher Award in 1996. "The people who do the program can get their stuff on the Web and make

books, and it empowers them."

Trayes' contributions to the JPRC department extend beyond photography. He has taught graduate and undergraduate courses, including news editing, media management, communication research, publication graphics and design, and electronic information gathering. He was also the prime mover behind *The Journalist's Compass*, a Web resource for journalists with more than 4,000 links.

A 1997 Freedom Forum Teacher of the Year, Trayes is the director of the Dow Jones Newspaper Fund Editing and Minority Intern Program, which he helped start in 1967. The program is designed to give students hands-on editing experience at nationally renowned newspapers such as *The New York Times*, *The Boston Globe*, *The Wall Street Journal* and *Newsday*.

Whether teaching photography or gearing students up for editing careers, Trayes maintains that his classes are about more than learning a particular skill.

"It's about the kids; it's not about photography," he said. "It's tools for life, being open to the ideas of others, sharing visions and views and appreciating what other people can bring."

In addition to his work at Temple, Trayes served as a consultant to newspapers and magazines across the U.S., as well in Mexico and Central and South



**PICTURE PERFECT** – Surrounded by more than 300 friends, family, colleagues and past and current students, communications professor Ed Trayes celebrated his birthday and 40 years of teaching with his first-ever public exhibit featuring photographs taken on a recent trip to Asia.

America, for more than 30 years. He was also the founding editor of *Mass Communication Review*, an international journal for the Association for Education in Journalism and Mass Communication (AEJMC), which he edited from 1972 to 1986. In honor of his efforts with that publication, the AEJMC established an award in his name.

Trayes hopes to continue his photographic journey with a visit to China, Tibet and Nepal, and, later, a trip down

the coastline of Venezuela to Tierra del Fuego.

"I'm trying to make more time for photography than I have in the past," he said. "I think, for me, photography just enhances every experience because it causes you to look at things and experience them in ways you wouldn't without a camera. It gives you a visual voice."

— Abny Santicola

## Philosophy and pop culture mix at *Matrix* forum

*Matrix* from Page 1

In addition to Vacker, speakers for the event will include William Irwin, an associate professor of philosophy at King's College, and Read Mercer Schuchardt, who teaches media studies at Marymount Manhattan College. The speakers will be followed by a panel discussion and a multimedia critique of the film's imagery, including how it has transformed many traditional metaphors from dystopic and science-fiction cinema, according to Vacker.

"*The Matrix* takes philosophy out of dusty old books and away from the Ivory Tower and puts it on the big screen in the local mall," said Irwin, who has written several books tying philosophy in with popular entertainment, including *The Simpsons* and *Seinfeld*.

"*The Matrix* is doing something absolutely unique in the history of cinema," said Schuchardt, a contributor to the book *Taking the Red Pill: Science, Philosophy and Religion in The Matrix*. "It is preaching a sermon to you from the only pulpit left. It is calling you to action, to change, to reform and modify your ways. Can a movie successfully do this?"

Some scholars seem to think so, according to Vacker, whose research areas include utopia and dystopia in media, technology and culture. Still, he hopes the symposium will illuminate criticisms of the film as well.

"This event is designed to be both enlightening and entertaining, showing the variety of ideas and influences that make *The Matrix* so loved or loathed among filmgoers," he said.

Admission is free. For more information on the event, e-mail [barryvacker@mac.com](mailto:barryvacker@mac.com).

— Helen H. Thompson

## New dean appointed to School of Social Admin.

Icard from Page 1

Practice Research at the School of Social Work at the University of Pennsylvania. In addition, Icard serves as director of Penn's doctoral program in social welfare.

Prior to joining the Penn faculty in July 2000, Icard served as an associate professor at the University of Washington's School of Social Work, one of the top social work programs in the nation, from 1993 to 2000.

From 1980 to 1993, Icard was on the faculty of the University of Cincinnati School of Social Work, rising from the rank of assistant to associate professor of social work in 1987. At Cincinnati, Icard served six years as chair of the baccalaureate program for the School of Social Work, and as acting director of the School during the

summer of 1982.

From 1976 to 1980, Icard served as an assistant professor at the West Virginia University School of Social Work. Icard began his career in 1972 as a public welfare worker for the State Department of Public Welfare in Dallas, Texas.

"I am very pleased to have the opportunity to join the faculty of Temple University," Icard said. "Temple's School of Social Administration has a well-deserved reputation of providing strong clinical training, and I look forward to building the School's research capacity, developing a doctoral program, and enhancing the School's national esteem."

"I firmly believe that we can achieve these goals while helping to bridge the gap

between academia and the practice community," Icard continued. "I am especially pleased to be joining my former colleague, Temple Provost Ira Schwartz, who helped me establish the Center for Intervention and Practice Research at Penn in 2000."

"Larry is a nationally respected educator and researcher, and one of the leading scholars in the field of HIV/AIDS prevention," Schwartz said. "He is a superb choice to lead Temple's School of Social Administration."

Icard received his doctorate from Columbia University in 1992, his master's degree from West Virginia University, and his bachelor's degree from Johnson C. Smith University in Charlotte.

## Time Out program gives caregivers a breather

Time Out from Page 1

only does this help the older person, but students learn about themselves. I have seen such growth in their sense of self-esteem, and in their ability to communicate with other generations."

Senior Shawn Simmons, an education major, joined the program last summer when he was paired with Leo Bass, a 1941 Temple alumnus who lives in Germantown. Over time, he's watched Bass become more healthy and developed a relationship with Bass' family.

"They're my adopted new family," Simmons said. "I love these people. They do nothing but make me laugh, and I really feel when my time with this program is finished, I will still be close to them."

Freshman Jessica Herring also spoke highly of her experiences with a South Philadelphia resident.

"I am helping her put together a photo album for her family," Herring said. "She

explains all the pictures as we go along. We talk a lot about the war, and it is so interesting to see the similarities between her experiences during World War II and mine today."

Funded by the Pew Charitable Trusts, the Time Out program recruits from all area colleges and universities and requires an 8-hour per month commitment from each student. In addition to paying the student wage, families also pay a \$25 annual registration fee.

Students put in 8,496 hours last year alone for 116 families, and Smith looks forward to more matchmaking this year.

"It's an important resource for families because it's affordable," Smith said. "When we first go in everyone is nervous because people don't know why students want to do this."

"But we have students from all kinds of majors," she continued. "Most are from social work, [pre-health professions] and psychology, but we've had students from theater, hospitality and tourism, business

and journalism, too. They realize that they are going to have to deal with all kinds of people and this gives them experience with issues of aging."

Smith takes students to meet the families before employment begins to make sure that all are comfortable with the situation. She also verifies that student availability meets up with the seniors' schedules. Once everything is set, the rewards start to flow, she said.

"Students really learn from these experiences, and older people appreciate that they want to learn," Smith said. "It makes them feel valued."

The Time Out program has been matching students with elders for 15 years. For more information about the program, whether you're a student wanting to get involved or a caregiver needing a break, call Smith at 204-6540.

— Helen H. Thompson



# Events

## CALEN-

### Exhibits

MFA Thesis Exhibitions Wednesdays through Saturdays, 11 a.m.-6 p.m., at Temple Gallery, 45 N. 2<sup>nd</sup> St., unless otherwise noted. 215-925-7379.

- Donna LoGrasso - Through May 10: Printmaking.
- Lindsay Feuer - Through May 10: Ceramics.
- Cameron Gainer and Lucas Ospina - May 14-17: Sculpture.
- Mary Filiatraut and Maribeth Kradel - May 14-17: At Tyler Gallery, 7725 Penrose Ave., Elkins Park. Design.
- Danny Alvarez - May 21-24:
- Rachel Dalnehoff - May 21-24: Painting.

The World - Through June 2: At the Special Collections Department, Paley Library, main floor. A selection of artist's books, fanzines and memorabilia illustrating international influences and connections. 204-8230.

"ODUNDE: Cultural Survival on South Street, 25 Years and Beyond" - June 2-20: At Paley Library, main and ground floors. Features materials on the ODUNDE African American Street Festival and its co-founder Lois

### At The Liacouras Center

Fernandez.

For tickets for all events, call any Ticketmaster outlet, or Charge-By-Phone, 215-336-2000/856-338-9000/302-984-2000, or visit [www.ticketmaster.com](http://www.ticketmaster.com).

Mother's Day Classic Soul Jam - May 11: 4 p.m. This year's acts include the Dells, Bloodstone, the Enchantments, the Emotions and New Birth. Tickets: \$29.50-\$75.

The Jackie Wilson Story - May 13-18: At the Liacouras Center's Esther Boyer Theater. Chester Gregory II and Melba Moore star in this 11-member ensemble that recreates the roles of Wilson's family members and contemporaries, showcasing more than 25 songs of the 60s. May 13-17: 8 p.m., May 17 and 18: 3 p.m., and May 18: 7:30 p.m. Tickets: \$19-\$38.50.

Street Ball All-Starz 2003 - June 7: 7:30 p.m. Watch some of the best

### Meetings

street ball players in the world take on local basketball players in this exciting basketball game set to music. Tickets: \$14.50-\$30.

TODAY! Cancer Survivors Network: Noon-1 p.m., at the University Services Building, room 201C. Jeanne Chavious, Temple Cancer Center, facilitator. 215-707-8039/4924.

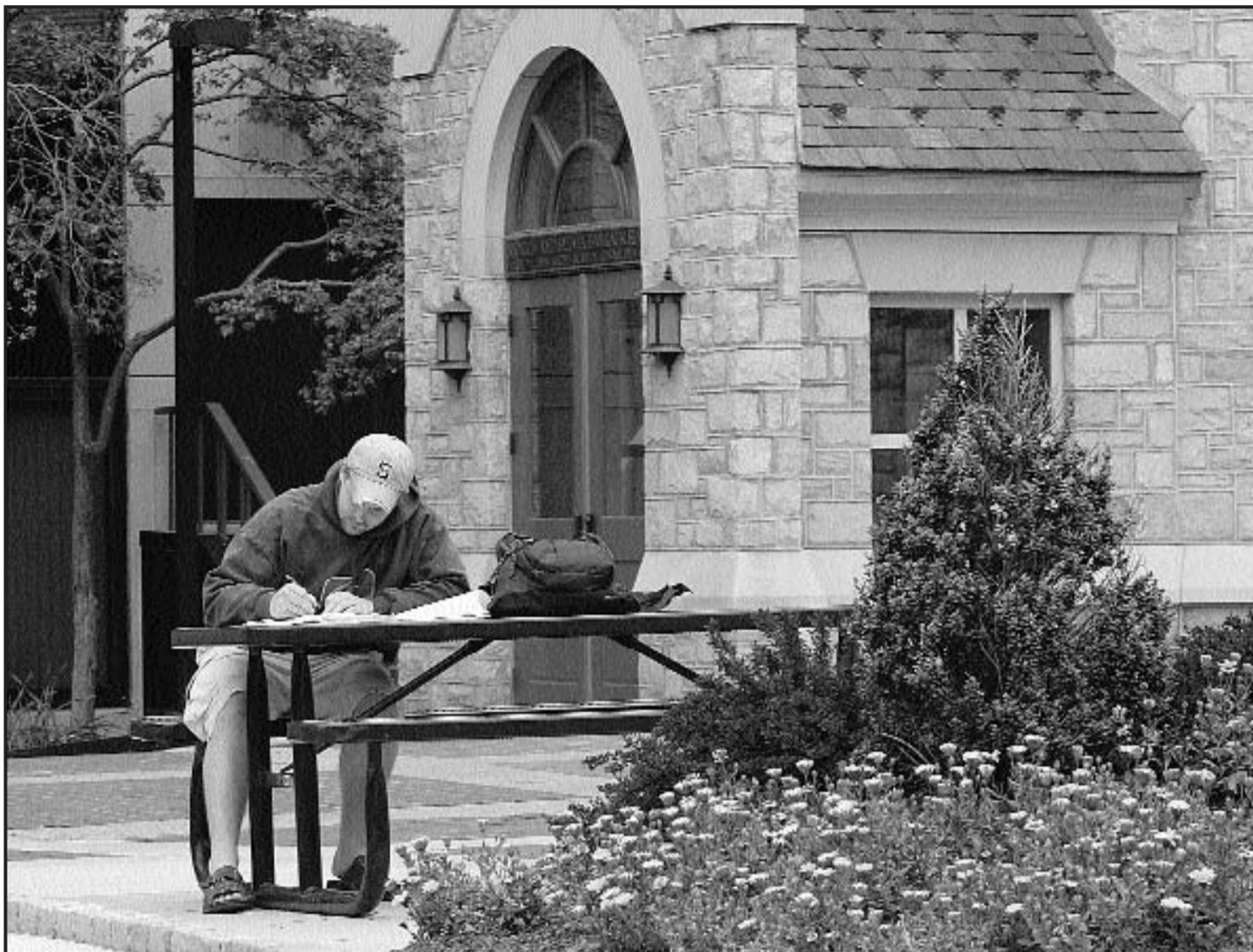
Bible Study - May 11: 4:30-7 p.m., at Ritter Hall, room 104. New Ecclesia

### Miscellaneous

Tabernacle (NET).

Sunday Night Praise - May 11: 6:30 p.m.-1 a.m., at WALK auditorium. Gospel Choir.

Comic Book Signing - May 10: 4-8 p.m., at the Well Fed Artists Gallery, 51



**CRUNCH TIME**—Cramming for finals may be a round-the-clock endeavor, but this student managed to find a better vista for his daytime studying outside Barrack Hall.

N. 3<sup>rd</sup> St. Local cartoonist and Temple film and media arts alumnus Jeff Kilpatrick will sign copies of his recently published comic book, *Petey*, which deals with issues of child abuse. Food and refreshments will be served. Free. For more information, call 267-671-9353. <http://pcs.tequilapress.com/pwf.jpg>.

The 2<sup>nd</sup> Annual East Coast Black Age of Comics Convention - May 17: 10 a.m.-7 p.m., at Anderson Hall, room 14. Learn about the Africentric

### Workshops

comic book and cartoonist tradition and meet and network with publishers, artists, illustrators, writers and thinkers in this genre. Sponsored by the Temple Pan-African Studies Community Education Program. For more information, call 204-1993. Fee: \$5-\$10.

Annual Financial & Retirement Planning Seminars - Through May 29: For more information, e-mail [janet.rone@temple.edu](mailto:janet.rone@temple.edu).

• TODAY! "Investing in Your Retirement" - May 8: 9-11 a.m., at Kiva Auditorium, Ritter Annex, or 2-4 p.m. at Student Faculty Center auditorium, Health Sciences Campus, Broad and Ontario.

• "Planning for Financial Security in Retirement" - May 15: 9-11:30 a.m., at Kiva Auditorium, Ritter Annex, or 1-3:30 p.m. at Student Faculty Center auditorium.

### Sports

• "Changing Lifestyles in Retirement" - May 29: 2-4 p.m., at University Services Building, room 210.

The Fox School of Business and Management presents the Temple University Business Innovation Competition For details, contact the

### Fitness & Recreation

Innovation and Entrepreneurship Institute, 201 Speakman Hall. 204-3082. E-mail: [iei@temple.edu](mailto:iei@temple.edu).

• "Investment Forum" - June 6.

Baseball at Emy Field

• Vs. Rhode Island - May 9 and 10: 3:30 p.m. and 11 a.m., respectively.

Men's and Women's Crew at the Schuylkill River, all day.

• Dad Vail Regatta - May 9 and 10: Noon.

Health, Fitness and Wellness Center Pearson Hall, room 40. For faculty, staff and graduate assistants. \$20/month. Trial memberships and payroll deduction available. 204-3660.

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For a complete schedule of events, visit us on the Web at [www.temple.edu/tem](http://www.temple.edu/tem)

## HR announces Performance Development Program

Human resources announced this week, after gathering input from the President, Vice Presidents, Deans and other Temple community members, that Temple University is initiating a University-wide program designed to reinforce commitment to professional development and to support consistent and ongoing performance management.

This initiative, the Performance Development System, will begin July 1 and will include all non-faculty administration and staff.

The Performance Development System includes clearly defined job descriptions; 10 core competencies and 13 role-related competencies that identify the values, skills and capabilities that employees need to perform their jobs; a Performance Development Plan (PDP) for all employees, which clearly delineates their position responsibilities, goals/objectives/projects, competencies and development plans to improve their performance in their current jobs and to promote career growth; professional development activities linked to goal achievement and competency enhancement; periodic performance feedback and coaching; and starting in June 2004, an annual end-of-the-year performance evaluation; and a merit pay structure based on performance for non-union employees.

Training is required for all supervisors and will be offered May 28 through June 26. Please ensure that all supervisors are scheduled to attend one of the training sessions listed below. E-mail Janet Rone at [janet.rone@temple.edu](mailto:janet.rone@temple.edu) by May 19, 2003 with supervisors' names, departments and dates attending. Please be aware that this training schedule is for supervisors and above only.

All sessions will be held Kiva Auditorium, Ritter Annex unless otherwise speci-

fied.

- May 28 - 9 a.m.-noon.
- June 3 - 9 a.m.-noon.
- June 4 - 1-4 p.m.
- June 5 - 1-5 p.m. Room 313, Student Faculty Center, HSC.
- June 10 - 9 a.m.-noon.
- June 11 - 1-4 p.m. Room 313, Student Faculty Center, HSC.
- June 12 - 9 a.m.-noon.
- June 17 - 9 a.m.-noon.
- June 18 - 1-4 p.m. Tuttleman Hall, room 105.
- June 19 - 9 a.m.-noon.
- June 24 - 9 a.m.-noon. Room 313, Student Faculty Center, HSC.
- June 25 - 1-4 p.m. Auditorium, Student Faculty Center, HSC.
- June 26 - 9 a.m.-noon.

Employees also will be provided with information on the Performance Development System and training on how to complete the employee action plan/self assessment worksheet. Each department's human resource generalist will contact supervisors to set up a one-hour training program for non-union employees.

Labor relations and organizational development and training staff will meet with union leaders. Then, meetings will be held with the employees in each union during June so that all union and non-union staff will also be prepared to begin performance development planning after July 1.

Human resources staff will be available to assist supervisors as they begin to formulate the PDPs for each employee and during the fiscal year as they manage and assess staff performance.

For additional information, contact Karen Cherwony, assistant vice president, for human resources, at 204-1669 or by e-mail at [karen.cherwony@temple.edu](mailto:karen.cherwony@temple.edu).



Visiting assistant professor of English Keith Gumery receives a round of applause after accepting the 2003 Professor of the Year award from the honors program. The award is one of the few student-voted teaching honors at Temple.