

Appointment Rank & Tenure Committee
External Minutes
September 13, 2006

Present: Kevin Fiene, Kit Kleinhans, Terry Lindell, David McCullough, Keith McClung, Fred Waldstein; Ferol Menzel

Meeting called to order at 4:00 p.m. in LH 118.

Minutes of the September 6 meeting were approved.

ART and Faculty Council will meet jointly with President Ohle at 4:00 on Monday September 18 to discuss the process for filling the Saemann Chair.

Committee reviewed and revised Chair McCullough's draft of a letter responding to the Executive Committee of Wartburg's AAUP chapter, as well as a draft of a statement explaining last year's salary recommendations.

Committee reviewed 2005-06 salary and compensation data with respect both to Wartburg's previous benchmark institutions and the new benchmark institutions adopted by the Board of Regents in May 2006.

Committee approved the following statement:

Appointment, Rank, and Tenure statement on salary recommendations for 2006-07

Process:

ART discussed salaries and salary recommendations at multiple points during Academic Year 2005-06.

In Fall 2005, ART reviewed Wartburg salary and compensation data in comparison with data from Wartburg's benchmark institutions. The committee met with Gary Grace and Jane Juchems to discuss salary and compensation data, salary and compensation goals, and the results of the benefits survey.

Also in Fall 2005, ART analyzed Wartburg salary data, focusing on gender and years of service. The previous year's committee had recommended some gender equity adjustments; these adjustments appeared to have corrected the inequities. The committee identified overlap between the ranks as a problem: due to increasing entry-level salaries, some faculty members at the upper end of a rank had higher salaries than faculty at the near end of the next rank. The committee reviewed several possible models for addressing the problem of overlap.

Recommendations:

On February 2, ART recommended forming a task force to deal with strategic planning re: salary and overall compensation. This recommendation has not been implemented.

The Board of Regents approved a salary pool of 3.5%. The across-the-board raise was 2%, leaving 1.5% for promotions and other adjustments. ART recommended that adjustments be made to faculty early in the ranks of Associate Professor and Professor in order to move the lower end of each rank up and out of the way of the rank below it. Specifically, in addition to the across-the-board raise, faculty in the lower half of these ranks received an additional dollar amount.

Accountability/assessment:

ART's recommendation to provide higher adjustments to faculty on the lower end of certain ranks was followed. The fact that faculty contracts reported a total percentage raise rather than a specific dollar-amount adjustment, as in the past, may have resulted in some confusion.

ART reviewed a graph of faculty salaries for 2006-07, which showed that implementing the recommended allocations had had the intended effect of correcting for the problem of salary overlap between the ranks. On the whole, salaries appear to be more closely correlated to years of service than previously.

Meeting adjourned at 5:00.

Respectfully submitted,
Kit Kleinhans

Minutes approved 9/20/06