

18 October 2005

Mr. Fred Hagemann, Chair
Wartburg College Board of Regents
1406 Cedar River Drive
Waverly, IA 50677

Dear Mr. Hagemann:

On behalf of the fifty-five full-time Wartburg faculty members who belong to the American Association of University Professors, we are writing to recommend that the Board of Regents allow faculty to participate in the next normal periodic review of the president. Since a presidential performance review involving faculty has not been conducted recently—the last such evaluation having occurred in 2002—we thought it possible that the board may already be contemplating a review of this type, perhaps as part of its preparation for reaccreditation by the Higher Learning Commission in 2006-07.

Our motive for making this recommendation is the awareness that our first responsibility as a chapter of the AAUP is to work for the adoption of AAUP-supported policies on our own campus. As you are doubtless aware, since its founding in 1915, the AAUP's mission has been (1) to develop "standards for sound academic practice" and (2) to work for "the acceptance of these standards by the community of higher education" (*AAUP Policy Documents and Reports*, 9th ed. [2001], p. ix).

Several of these standards are based upon the principles of shared academic governance set forth in the 1966 *Statement on Government of Colleges and Universities* (enclosed), which was jointly formulated with the American Council on Education (ACE) and the Association of Governing Boards of Universities and Colleges (AGB).

Derived from the *Statement on Government* is the 1981 statement on *Faculty Participation in the Selection, Evaluation, and Retention of Administrators* (enclosed). This statement recommends, in part, that colleges

develop procedures for periodic review of the performance of presidents and other academic administrators. The purpose of such a periodic review should be the improvement of the performance of the administrator during his or her term of office. This review should be conducted on behalf of the governing board for the president, or on behalf of the appointing administrator for other academic administrators. Fellow administrators, faculty, students, and others should participate in the review according to their legitimate interest in the result, with faculty of the unit accorded the primary voice in the case of academic administrators. The governing board or appointing administrator should publish a summary of the review, including a statement of actions taken as a result of the review.

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When an evaluation of the president that includes faculty does occur, we think that it would be most consistent with the policies recommended in this statement—and most fair to the person evaluated—to solicit responses from all members of the faculty in order to obtain the largest and most representative sampling of opinion.

We believe that a presidential evaluation marked by such broad faculty participation would accord with the principles of shared governance, exemplify academic best practice, and enhance Wartburg's reaccreditation efforts.

Thank you for considering our recommendation, and thank you for all that you have done to promote the continued excellence of Wartburg College.

Sincerely,

Gregory Scholtz
President

Josef Breutzmann
Vice-President

Paul Hedeem
Treasurer

Paula Survilla
Secretary

Enclosures

cc: Executive Committee, Wartburg College Board of Regents
President Jack R. Ohle
Wartburg AAUP members