

From: Wartburg AAUP <wartburgaaup@mchsi.com>  
Subject: Request for Clarification about Raises  
Date: September 2, 2006 3:33:41 PM CDT  
To: "Appointment, Rank, and Tenure Committee" [Fiene, Kleinhans, Lindell, McClung, McCullough, Waldstein]  
Cc: Wartburg AAUP Executive Committee

Dear Chair Kleinhans and members of the Appointment, Rank, and Tenure Committee:

As you may be aware, rumors and reports have been circulating on campus regarding faculty raises for the current academic year. Chief among them is the rumor that Wartburg's long-standing and dearly purchased tradition of across-the-board and equity-only raises has been quietly discarded. A number of faculty have shared with us their deep concern about this possibility.

Fueling this rumor is the report that the administration did not accept ART's recommendations regarding raises and offered no explanation for rejecting them. Adding credibility to the rumor is the report that individual inquiries to the dean regarding raises have gone unanswered. An informal survey, moreover, has revealed that the raises that faculty received ranged widely in terms of percent, and that few, if any, were identical.

If this rumor has any basis in fact, a sea change has occurred: the faculty has lost any significant role in decisions about raises, including a measure of oversight; transparency about these decisions no longer exists; and a de facto system of merit pay has been instituted without ART's input and with the task of defining "merit" left solely to administrative officers. If there is a basis to this rumor, those faculty who succeeded in defeating a merit pay system during the Jellema years and saw their accomplishment survive the Vogel years would be distressed to see their work undone.

It should be obvious that any such "system" of determining raises (again, if such a system has indeed been implemented) will tend further to undermine shared governance, degrade faculty morale, divide the faculty, and produce a "chilling effect" upon academic freedom. If so, the conditions that gave rise to the governance concerns mentioned in Chapter 2 of the draft HLC Self Study will only get worse. No wonder faculty are concerned.

As AAUP officers and as fellow faculty members, we therefore respectfully ask that you, our elected faculty representatives, would please help address these concerns by reporting to the faculty on the following issues: (a) whether it is indeed true that ART's recommendations regarding salary were not accepted by the administration, (b) if true, what explanation the administration offered for their non-acceptance and how ART responded to that explanation (see Section 1.5.1 of the Faculty Handbook), and (c) by what system and upon what basis individual raises were determined. Thank you very much for your attention to this matter. And thank you very much for your hard work on behalf of your faculty colleagues.

Sincerely,

Executive Committee  
Wartburg AAUP

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Greg Scholtz, President  
Josef Breutzmann, Vice President  
Paul Hedeem, Treasurer  
Paula Survilla, Secretary

wartburgaaup@mchsi.com  
<http://home.mchsi.com/~wartburgaaup>