



# WARTBURG AAUP

*"Committed to Academic Excellence"*

## NEWSLETTER

April 8, 2002

### CHAPTER THANKS PRESIDENT OHLE FOR SALARY AND BENEFITS DECISIONS

Wartburg AAUP president Warren Zemke sent the following letter to President John R. Ohle on March 20, 2002:

Dear President Ohle:

At its March 14 meeting, the Wartburg College Chapter of the American Association of University Professors authorized me, by unanimous vote, to write this letter expressing the chapter's appreciation for your recent actions affecting faculty salaries and benefits. These actions include

- across-the-board raises of 2%, with an extra \$1,000 to faculty at the rank of associate and full professor to address the problem of "compression" at those ranks
- your assurance, at the January faculty meeting, that you will continue to address the compression problem over the next five years in an effort to make Wartburg salaries competitive with our peer institutions
- your willingness to relinquish your own expressed preference for "performance-based" pay after hearing members of the Appointment, Rank, and Tenure Committee articulate the faculty's longstanding objections to a merit-pay system
- your decision to increase by one percent the amount that the college contributes to each faculty member's TIAA-CREF retirement fund
- the administration's support of the proposed sabbatical leave policy, which should enhance the quality of teaching and learning at this institution

In reaching several of these decisions you showed a commendable regard for faculty recommendations—in one case, apparently despite your personal views. All these actions demonstrate your recognition that Wartburg's continued success in this competitive environment depends on the college's ability to attract, retain, and support highly qualified scholars and teachers. Thank you.

Sincerely,

Warren T. Zemke, President  
Wartburg AAUP

This letter was copied to Fred Hagemann, chair of the board of regents; Marilyn Flachman, chair of the board's academic affairs committee; and Ray McCaskey, chair of the board's business and finance committee.

### AND PRESIDENT OHLE RESPONDS . . . .

In a letter dated March 25, President Ohle responded as follows (with copies to the same individuals):

Dear Professor Zemke:

Thank you for your letter of March 20, written on behalf of the Wartburg College Chapter of the American Association of University Professors. The Chapter's appreciation for the recent actions affecting faculty salaries and benefits is very

much appreciated. I shared your letter with the President's Cabinet. Please extend our thanks to the members of the Wartburg Chapter of AAUP.

Salary and benefit decisions are, as you know, ultimately made by the Board of Regents and I will pass along your thanks to the members of the Board.

Sincerely,

Jack R. Ohle, President

### **AAUP'S ANNUAL SALARY REPORT: 2001-02 "REAL" SALARIES HIGHEST SINCE 1971-72**

AAUP's 2001-2002 *Report on the Economic Status of the Profession* will be released on April 11. This year's report, based on a survey of more than 1400 institutions shows that faculty salaries increased by 2.2% (after adjusting for inflation) between the 2000-01 and 2001-02 academic years. The nominal increase for the average salary was 3.8%. This year, for the first time in 30 years, the average inflation-adjusted salary caught up to what it was in 1971-72. AAUP members can look for their copy of the salary survey, including institutional comparisons, in the mail. Non-members may order a copy at the AAUP's website: <[www.aaup.org](http://www.aaup.org)>.

### **2002-2003 WARTBURG FACULTY RAISES SECOND HIGHEST IN FOUR YEARS**

The table below shows Wartburg salary increases in relation to the Consumer Price Index (CPI) from AY 1996-97 through AY 2002-2003. Next year's 2.0 percent raise (AY 2002-03) is compared to the current CPI. Figures do not include the \$1,000 adjustments received by associate and full professors.

<u>Year</u>	<u>CPI<sup>1</sup></u>	<u>Wartburg Nominal</u>	<u>Wartburg Real</u>
1996-97	3.3	4.5	1.2
1997-98	1.7	5.0	3.3
1998-99	1.6	3.5	1.9
1999-00	2.7	3.0	0.3
2000-01	3.4	3.5	0.1
2001-02	1.6	4.0	2.4
2002-03	1.1 <sup>2</sup>	2.0	0.9

<sup>1</sup>Consumer Price Index from December to December.

<sup>2</sup>CPI from January to January

### **PRIVATE COLLEGE PRESIDENTS MADE BIG BUCKS IN FISCAL YEAR 2000**

According to the November 9, 2001, *Chronicle of Higher Education*, the average salary of a private college president in the 1999-2000 academic year was \$207,130, up 11.2 percent from \$186,255 the year before.

The author, Julie L. Nicklin, notes that these large increases in presidential salaries "bother some in academe. They believe that the presidents' jobs are a public service, and that the salary levels, especially those at private colleges, are growing faster than those of faculty members."

Below are Wartburg's presidential and top five salaries for the 1999 and 2000 fiscal years. These figures are taken from Wartburg's IRS Form 990 for those years (available at <<http://www.guidestar.org>>).

	<u>98-99 pay</u>	<u>99-00 pay</u>	<u>% change</u>
John R. Ohle, president .....	\$137,500 <sup>1</sup> .....	158,367.....	5.6%
David Ostrander, VP, development.....	—.....	96,660.....	—
Michael Book, VP, administration and finance .....	\$87,832.....	93,000.....	5.9%
Ferol Menzel, VP, academic affairs .....	—.....	86,307.....	—
Alexander F. Smith, VP, student life .....	\$82,796.....	86,000.....	3.9%
Fredric A. Waldstein, professor, political science .....	\$71,948.....	73,760.....	2.5%

<sup>1</sup>Pay for eleven months.

### **AAUP ENDORSES STATEMENT ON FAMILY RESPONSIBILITIES AND ACADEMIC WORK**

In November, the Council of the American Association of University Professors unanimously voted to endorse the *Statement of Principles on Family Responsibilities and Academic Work*, which addresses the dilemma faced by junior faculty members whose pretenure years coincide with a time when they might

become new parents. The new policy builds on the 1974 statement, *Leaves of Absence for Child-Bearing, Child-Rearing, and Family Emergencies*.

The 1974 statement permitted a professor to stop the tenure clock while on leave for the birth of a child or related purpose. The new statement recommends that, upon request, a faculty member be entitled to stop the clock or extend the probationary period, with or without taking a full or partial leave of absence, if the faculty member (whether male or female) is a primary or coequal caregiver of newborn or newly adopted children. This would enable faculty members to stop the tenure clock while continuing to perform faculty duties at full or partial salary. The statement also recommends that institutions allow the probationary period to be extended for up to one year for each child, and further recommends that faculty be allowed to stop the clock only twice, resulting in no more than two one-year extensions of the probationary period.

The full *Statement of Principles on Family Responsibilities and Academic Work* can be found at <[www.aaup.org/statements/re01fam.htm](http://www.aaup.org/statements/re01fam.htm)>.

### **RATIO OF F-T FACULTY TO STUDENTS HAS IMPROVED IN THE LAST THREE YEARS<sup>1</sup>**

The table below indicates that, in the last three years, the ratio of full-time instructional faculty<sup>2</sup> to students has almost returned to the low level of nine years ago—at 1 to 17. As enrollments have steadily increased over the last nine years, the number of instructional faculty has not always increased proportionately, with the result that the ratio of instructional faculty to students reached 1 to 20 in AY 1997-98 and AY 1998-99. However, in the last two academic years, the college has hired enough full-time teaching faculty to lower that proportion to 1 to 18.

The table also shows that, by adding two new full-time teaching appointments for the 2001-2002 academic year, the college brought the total number of instructional faculty this year to 90, the highest ever. The total number of tenure-line (“ranked”) appointments (76) has increased by one from last year, and the number of non-tenure-track (“titled”) full-time teaching appointments has also increased by one. While only 84% of instructional faculty this year are tenure-line—the lowest percentage in nine years—the college will convert at least two titled positions (in education and biology) to tenure track next year and will add two new tenure-track lines.

#### **Number of “Instructional Faculty”<sup>2</sup> at Wartburg 1993-2002**

<u>Year</u>	<u>Total Titled Faculty</u>	<u>Instructional<sup>2</sup> Titled Faculty</u>	<u>Ranked Faculty<sup>3</sup></u>	<u>Total Instructional<sup>2</sup> Faculty</u>	<u>Total Enrollment</u>	<u>Ratio: Instruct. Fac per Student</u>
93-94	21	8	73 (90%)	<b>81</b>	1400	1/17
94-95	20	8	70 (90%)	<b>78</b>	1405	1/18
95-96	19	4	73 (95%)	<b>77</b>	1433	1/19
96-97	24	9	67 (88%)	<b>76</b>	1467	1/19
97-98	25	10	68 (87%)	<b>78</b>	1528	1/20
98-99	23	8	70 (90%)	<b>78</b>	1541	1/20
99-00	21	7	73 (91%)	<b>80</b>	1546	1/19
00-01	25	13	75 (85%)	<b>88</b>	1600	1/18
01-02	23	14	76 (84%)	<b>90</b>	1649	1/18

<sup>1</sup>This is the second corrected version of an article first printed in the September issue and reprinted with corrections in the November issue. Revisions this time are based on new information from the dean’s office, which has reviewed the data in this article, as well as corrections of errors in previous counts. The current number of ranked faculty is 76, not 74, as previously reported. The current number of titled faculty whom the AAUP would classify as “instructional” (see the next note) is still 14. The total number of full-time instructional faculty positions is therefore 90, not 88, as reported in the last issue. The percentage of total instructional faculty that are tenure-line—84%—remains the same as reported previously.

<sup>2</sup>In its annual salary survey, the AAUP counts as full-time faculty only what it calls “instructional faculty,” defined as “those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction....” This category excludes those “with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status.” Hence, some titled faculty appointments are not “instructional faculty.” E.g., in AY93-94, only 8 of the 21 titled faculty fit the criteria for instructional faculty.

<sup>3</sup>In parentheses is given ranked (i.e., tenure-line) faculty as a percentage of instructional faculty.

### **COLLEGE ENROLLMENTS EXPECTED TO SET RECORDS OVER THE NEXT NINE YEARS**

According to the United States Department of Education, new enrollment records will be set every year during the first decade of the 21st century as the number of students in the traditional college-age range

increases. By 2005, college enrollment is expected to reach 16.3 million, about 1 million higher than in 2001. By 2011, about 17.7 million students will be attending college, about 16% more than in 2001. Department projections also indicate that these students are increasingly likely to attend college full time. Consequently, full-time enrollment is expected to increase faster than part-time enrollment. Between 2001 and 2011, full-time enrollment is projected to rise by 19 %, and part-time by only 11%.

—from the US Dept of Education website: <<http://www.ed.gov>>

### **CONTROVERSY IGNITES AT GUSTAVUS OVER RESIGNATION OF PRESIDENT AXEL STEUER**

Axel Steuer, the thirteenth president of Gustavus Adolphus College, resigned his position on January 21. Although initial news articles were vague about his reasons, there was no suggestion that he had resigned under pressure.

However, in its March 15 issue, the *Gustavian Weekly* printed a letter that claims that the governing board had forced Steuer to resign. The letter was written by associate professor of history Gregory L. Kaster and addressed to the Gustavus Adolphus board of trustees. In the letter, Kaster states that he himself had resigned the chairmanship of the faculty senate because of “serious reservations and concerns about the abruptness, the timing, and the advisability of President Steuer’s resignation.” Kaster also states that the board “has taken action that history will rightly record as a terrible blunder—demanding the resignation of an outstanding president at a moment when, in no small part thanks to his leadership, Gustavus is poised for greatness.”

Interviewed subsequently by the *Weekly*, Steuer said, “The decision [to resign] in the end was my decision.” And board president Ruth Reister responded similarly: “This was his own choosing.”

Steuer, who became president of Gustavus in 1991, was born in Germany and came to the United States in 1952 as a refugee. After graduating summa cum laude from Occidental College with a B.A. in philosophy and psychology, he completed an M.A. in philosophy at Harvard University (as a Danforth Fellow) and an M.Div. at Harvard Divinity School. He earned a Ph.D. in religious thought at the University of Pennsylvania. Before coming to Gustavus, Steuer taught at Haverford College, Princeton University, Swarthmore, and Occidental College. Steuer’s academic publications have focused on the philosophy of religion (source: <http://www.gac.edu/news/weekly/01-02/16/index.html>).

### **JAMES L. PENCE RESIGNS VICE PRESIDENCY AT ST. OLAF**

Sources at St. Olaf report that James L. Pence, vice president for academic affairs and dean of the college, has announced his resignation effective May 31. Pence made the surprise announcement at the April 2 faculty meeting. He reportedly indicated that he wished to devote his full attention to obtaining a college presidency. Pence was vice president and dean of faculty at Wartburg from 1990 to 1996, when he resigned to take the position at our sister college.

### **NEW UNI CHAPTER TO HOST SPRING MEETING OF IOWA AAUP APRIL 27**

The new AAUP chapter at the University of Northern Iowa is hosting the spring meeting of the Iowa Conference of the AAUP on Saturday, April 27, in the Schindler Education Center, Room 247. The meeting will feature a keynote address by AAUP associate secretary Marcus Harvey, who will talk about how community colleges have become laboratories for some of the worst trends and initiatives in higher education. The meeting will also feature a panel consisting of faculty from UNI, St. Ambrose, and Wartburg discussing the topic “Shared Governance: The Ideal and the Real.”

This summer UNI-United Faculty, the official collective bargaining agent for all UNI faculty, severed its connection with the Iowa State Education Association (the Iowa branch of the National Education Association) and affiliated with the AAUP, added several hundred new members to Iowa AAUP.

The Iowa Conference meeting begins at 9:30. Registration is free. Wartburg faculty interested in a ride should contact Warren Zemke or Greg Scholtz.

### **YES, THERE WILL BE AN AAUP-SPONSORED FACULTY PICNIC AT THE END OF MAY TERM**

Though no date has yet been set, Wartburg AAUP will host its ninth annual faculty picnic in the last week of May term. Individuals, couples, and whole families are welcome. Food and beverages (including beer) will be provided. Official notification, with an RSVP form, will be sent out at the beginning of May term.