



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

April 1, 1996

PRESIDENT VOGEL GRANTS FACULTY MAJOR ROLE IN SEARCH FOR NEW DEAN

After consulting with Faculty Council and the chair of the Appointment, Rank, and Tenure Committee, President Robert Vogel chose to include six faculty members on the committee charged with assisting him in the search for a new dean of faculty/ vice president for academic affairs.

According to college policy, it is the president who appoints, with board approval, the vice president for academic affairs (Article IV of the By Laws and faculty handbook section 1.3.1). Regarding faculty participation, the handbook states only that the faculty should "advise" the president in the "selection of the chief administrative officers of the College" (1.5.2).

The manner in which President Vogel has chosen to conduct the search thus accords more closely with AAUP recommendations as set forth in the Association's Redbook:

[In cases where a dean is being sought] the composition of the search committee should reflect the primacy of faculty interest, and the faculty component of the committee should be chosen by the faculty . . . [He or she] should be selected from among the names submitted by the search committee. The president, after fully weighing the views of the committee, will make the final choice. Nonetheless, sound academic practice dictates that the president not choose a person over the reasoned opposition of the faculty.

Elected by their colleagues at a special meeting on March 21 were Dan Thomas and Susan Vallem (representing Group A), Dan Black and Ann Henninger (representing Group B), and Ted Reuter and Larry Trachte (representing Group C).

ADMINISTRATION AGREES TO ADOPT AAUP POLICY ON REASONS

On March 7, the Wartburg faculty voted overwhelmingly in favor of a policy allowing written reasons to be given, on request, to faculty turned down for reappointment or tenure. Dean Pence indicated that the Vogel administration would support the faculty's recommendation when it comes before the board of regents at its May 13 meeting. Wartburg College will thus join the ranks of the nearly 3,000 American colleges and universities—including most Iowa schools and the majority of our sister institutions—that give reasons.

A policy of providing reasons, on request, to nonreappointed faculty was first recommended by the AAUP in 1971. The AAUP statement reads, "In the event of a decision not to renew an appointment, the faculty member should, . . . upon request, be advised of the reasons which contributed to that decision. . . ." And if the faculty member so requests, "the reasons given in explanation of the nonrenewal should be confirmed in writing" (Redbook, p. 18).

The Wartburg faculty had voted in favor of a "reasons" policy on two previous occasions (in the spring and fall of 1993), but both times the proposed amendments were rejected by the board of regents on the advice of the administration.

ALEXANDER: RAMPANT GRADE INFLATION MAY SULLY WARTBURG'S REPUTATION

The *Trumpet* published a Dean's List recently that contained the names of the nearly one-quarter of the student body who received a GPA of 3.5 or better. This is ludicrous. Nothing could more clearly indicate the existence of grade inflation at this institution. We cannot be an institution of higher learning that

claims to be excellent when we permit so soft an approach to the evaluation of student achievement. No, they are not all that good. I was astonished to see several names on the list.

There is no doubt in my mind that the student evaluation of instruction plays a big role in the softening of grades, especially in respect to non-tenured and adjunct faculty. However, departmental concerns in respect to the number of majors and class size may also play a major role in this phenomenon. And even the tenured and fully ranked members of the Wartburg professoriate should engage in self-examination in order to determine to what extent a desire for popularity skews their evaluational criteria.

Ultimately, we do a disservice to our institution's reputation by permitting grade inflation. Is it not far better for a student to get a 3.00 point from Grinnell or Reed than a 4.00 point from Upper Iowa? Surely, the admissions committees of professional and graduate schools take the rigor of the institution into consideration when evaluating the transcript of an applicant??!!

—Ron Alexander

EDITORIAL CLARIFICATION ON "OPINION" PIECES

In the January issue we printed "International Student Enrollments Dropping Drastically at Wartburg" by Wartburg AAUP president Warren Zemke. One reader questioned whether the opinions expressed in that article were those of the chapter. We assured him that while the editors stood behind the facts recorded in the article, the opinions contained therein had not been endorsed by the chapter.

Our editorial practice is to give authors' names when articles contain opinions, except when anonymity is deemed necessary to protect a non-tenured person (in these instances disclaimers are printed). Assertions of opinion in signed articles are thus to be understood as belonging to the author and not necessarily to Wartburg AAUP. Whenever the articulated position, judgment, or opinion has been endorsed by the chapter, that fact will be clearly stated.

Please note that the *AAUP Newsletter* invites all faculty to submit opinion pieces (there are three in this issue), which certainly do not have to conform to any "party line," including that of the AAUP.

ZEMKE RESPONDS TO CRITICISMS OF INTERNATIONAL ENROLLMENTS ARTICLE

In the January 23 *AAUP Newsletter*, I wrote an article entitled "International Student Enrollments Dropping Drastically at Wartburg," which raised the issues of the impact of the international student program at Wartburg and the kind of support/resources the program needs in order to grow. Responses to my article, favorable and unfavorable, came from several faculty colleagues, from Kent Hawley (retired former director of international programs), and from Lenny Trudo (associate director of international admissions).

Registrar Edie Waldstein also questioned my statistics on special students: 11 enrolled in the Fall Term 1995 (F95) and 8 in the Winter Term 1996 (W96). She noted that students in the English as a Second Language (ESL) Program, although enrolled as special students, hope to graduate from Wartburg. Hence, I should have identified 4 ESL students in F95 and 3 in W96 who are not typical special students.

More important than the discrepancies in the ESL numbers was the concern expressed that I was criticizing Lenny Trudo and his efforts as international student recruiter.

I spoke with Lenny immediately after the article was printed and assured him that that was not the case. He was invited to write an article for the next issue of this newsletter, telling of current international student recruitment efforts and correcting any errors in my article. Because of his busy schedule and his forthcoming overseas recruitment trip, he was unable to do so for the present issue.

The main facts of the original article, however, still stand: international student numbers at Wartburg are down, and competition will make it very difficult to increase those numbers. At the same time, we need more than one year to properly evaluate the impact of our just-instituted ESL program and the new international student scholarship program (an automatic gift of \$1,000 per student). Let us hope that the program will grow and continue to enrich the student experience at Wartburg.

—Warren Zemke

WARTBURG FACULTY GET ANOTHER BIG(?) RAISE

The average salary increase for Wartburg faculty for AY 1996-97 has been announced as 4.5 %—smaller than two years ago, but larger than last year's and significantly bigger than the raises received by faculty at other private institutions nationally.

The table shows Wartburg faculty salary percentile increases compared to the Consumer Price Index (CPI) for recent years, including next year's across-the-board increase.

| <u>Year</u> | <u>CPI *</u> | <u>Wartburg Nominal</u> | <u>Wartburg Real</u> |
|-------------|--------------|-------------------------|----------------------|
| 1992-93 | 2.9 | 4.2 | 1.3 |
| 1993-94 | 2.7 | 3.25 | 0.55 |
| 1994-95 | 2.7 | 5.1 | 2.4 |
| 1995-96 | 2.5 | 4.1 | 1.6 |
| 1996-97 | 2.5 ** | 4.5 | 2.0 |

* Consumer Price Index from December to December

** projected

The article "Survey Finds That Faculty-Salary Increases Barely Outpace Inflation" in the March 22, 1996, *Chronicle of Higher Education* reported that professors at private four-year colleges and universities received an average raise of 2.6% for AY 1995-96. This nets out at a 0.1% increase over the cost of living, compared to Wartburg's 1.6% increase for the same academic year.

These statistics are from a salary survey conducted by the College and University Personnel Association. The results are based on a survey of 53,459 full-time faculty members at 531 private four-year institutions. Law and medical professors, typically the best-paid academics, were omitted.

WARTBURG ADMINISTRATORS RECEIVED SUBSTANTIAL PAY BOOST IN 1993-94

According to the September 29, 1995, issue of *The Chronicle*, the top 6 administrative salaries at Wartburg increased 5.4% in AY 1993-94 (figures for the last two years are not yet available). In the same year, the median administrative raise at other private institutions was 2.3% (*The Chronicle*, February 3 and March 8, 1996). As noted in the previous article, the average Wartburg faculty salary increase that year was 3.25%.

TRANSLATING ACADEMIC RECOMMENDATIONS (HUMOR)

Productive researcher = Publishes students' work under own name

Prolific writer = Publishes identical article in different journals

Research oriented = Can't teach

Teaching oriented = Can't research

Loyal = Unemployable elsewhere

Conscientious = Appears on campus more than three times a week

Exceptionally well qualified = Has a degree from the same university as the Dean

Slightly below average = Hopeless

Listens well = Has no original ideas

Shows great promise = Is related to the Dean

Internationally recognized = Likes to go to conferences

Active socially = Drinks a lot

Career minded = Buys drinks for the Dean

Remarkably intelligent = Listens without yawning

Regular attendance = Can't find work as a consultant and/or unhappy home life

Visionary = Can't handle paperwork

Qualifies for salary increase = Still breathing

Popular with students = Finishes lectures early, or shouts students drinks at pub, or never fails anyone

Very popular with students = Does all three

BOARD APPROVES SEX HARASSMENT DEFINITION, REJECTS DUE PROCESS AMENDMENTS

At its February 16 meeting, the Wartburg College board of regents accepted several faculty-recommended changes to the draft sexual harassment policy. Most important among these changes were revisions to the definition and examples of sexual harassment. These revisions addressed faculty concerns about restrictions of academic freedom and served to bring these parts of the policy into compliance with widely accepted professional standards.

However, the board also rejected key elements of the faculty-approved "due process" amendments that accompany the sexual harassment policy. The effect of the board's action is to deny faculty the right to an adjudicative hearing of record before a elected committee of peers when severe sanctions, excepting suspension, are imposed.

The board action on the definition and examples is final. The "due process" changes are subject to further review by the faculty at the April 4 faculty meeting.

SCHOLTZ PROPOSES SOLUTION FOR DUE PROCESS CURTAILMENT

The administration and board of regents have rejected the faculty's recommendation to distinguish between minor and severe sanctions and to provide adjudicative hearings of record in cases where severe sanctions are imposed, with the administration bearing the burden of proof. The only significant concession was to grant the right of such a hearing to faculty members who are suspended. (In the current handbook, such a hearing is provided only in cases of dismissal.)

According to the AAUP, academic due process comprises two elements: (1) adjudicative hearings of record for severe sanctions, where the burden of proof is borne by the administration, and (2) a grievance policy that permits faculty to bring minor sanctions—and other legitimate grievances—before an elected committee of peers, with the faculty member supporting the burden of proof. ("Procedures for Imposition of Sanctions other than Dismissal," Redbook, pp. 27-28.)

Unfortunately, neither of these two elements will be available to Wartburg faculty if the draft policy is approved in its present form by the board of regents.

If the board version of the policy is adopted, an administration could demote, dock in pay, fine, or reassign a faculty member—in short, impose any severe sanction imaginable—without ever having to demonstrate that the sanction was warranted. Such a policy would violate the widely accepted professional standards articulated by the AAUP.

Moreover, if a minor sanction is imposed, sanctioned faculty cannot be assured of the right to a review hearing by an elected faculty committee. Why not? Because the current faculty handbook only permits the filing of a grievance when "the grievant's rights or entitlements have been adversely affected because of a violation of academic freedom or violation of policies and procedures contained in Sections 1.5, 1.6, 1.8 and Chapter 2 of this Faculty Handbook" (section 2.11.3.a).

This provision is also violative of AAUP principles. AAUP's Regulation 15, Grievance Procedure, reads: "If any faculty member alleges cause for grievance . . . the faculty member may petition the elected faculty grievance committee for redress" (Redbook, p. 30).

Since there is little hope that the administration will reverse its position on the "due process" amendments, I believe that it is essential that something be done about the current grievance policy. The faculty handbook must be amended to define "grievance" in a less severely restrictive fashion.

—Greg Scholtz

LUTHER HOSTS IOWA CONFERENCE MEETING APRIL 13; NUSSLE AND KRAABEL TO SPEAK

The Iowa Conference of the AAUP meets at Luther College in Decorah on Saturday, April 13. Congressman Jim Nussle will give the keynote address. Luther College dean A. Thomas Kraabel will also speak. Anyone needing a ride should contact Warren Zemke.