



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

December 3, 1993

AT WHAT PRICE ENDOWED CHAIRS?

On January 21, 1993, Dean Pence met with Wartburg AAUP to speak about endowed chairs and distinguished professorships. One significant fact that emerged from that meeting was that, given current interest rates, none of the endowed chairs can be supported entirely by endowment funds. Since the cost of an endowed chair includes not only an "enriched" salary and benefits, but support for travel, development, summer enrichment, released time, programming, and other activities, all chairs require supplemental funds from the general college budget, especially those chairs which are endowed at only \$500,000. These chairs include the Burke Chair in Biology, the Board of Regents Chair in Ethics, and the Saemann Chair in Multicultural and Global Studies.

How much money are we talking about?

Using the Saemann Chair in Global and Multicultural Studies as an example, we arrive at the following estimate: In 1992-93 the average salary of a Wartburg associate professor was \$36,900, and average compensation (salary plus benefits) was \$48,300 (from the March / April issue of *Academe*). In 1992-93 the programmatic / discretionary budget for the multicultural and global program was \$20,000. Assuming that current compensation for this chair is at or above last year's average for an associate professor and that the current budget connected with the chair is at least equal to last year's, we estimate that in 1993-94 the Saemann Chair is costing the college \$60,000 to \$70,000.

Since current interest on endowments is at or below 6% (according to the development office), the annual income available from the fully-funded Saemann Chair endowment is no more than \$30,000 (6% of 500,000). That leaves a shortfall of \$30,000 to \$40,000, which is paid out of the general budget. (If the endowed chairs in ethics and biology are put in place next year, this shortfall could be tripled.)

Obviously, \$40,000 spent on an endowed chair is money not spent for other academic needs. Thus, certain questions arise: Will faculty positions be cut in order to support the ever-increasing costs of endowed chairs? Will other academic programs be trimmed to free funds for these special positions? Will these distinguished scholars attract new students or additional resources sufficient to offset the cost of their chairs? Five, ten, or fifteen years from now will the fields which these chairs represent still be in fashion? Will they continue to fulfill our institutional needs? Is it possible to raise the endowments of all endowed chairs to a nearly self-supporting \$1,000,000? How can faculty participate more fully in decisions regarding the funding of these positions?

TWO TENURE-TRACK POSITIONS AXED IN HUMANITIES

In letters dated November 16, 1993, President Vogel notified Profs. Heimir Geirsson (philosophy) and Jaime Gomez (Spanish) that there is no institutional need for their positions and as a result they would receive one-year terminal contracts for 1994-95. They were also informed that ART would not carry out an evaluation "since institutional need is a prior requirement to consideration for tenure." Both Geirsson and Gomez were in their sixth year or its equivalent and were preparing to stand for tenure.

Gomez and Geirsson have received advice from local and national representatives of AAUP.

HANDBOOK ACCOUNT OF "TENURABILITY" PROCEDURES INVITES QUESTIONS

According to sections 2.7.5.3 and 2.7.4.2 of the new faculty handbook, the institutional need for all tenure-track positions is "continuously monitored" by the dean who consults with the "appropriate Department Chair and Faculty Council" in examining institutional need. If the dean's examination "suggests a change in the future need" for a tenure-track position, then the dean must so "inform" both the faculty member and the Appointment, Rank, and Tenure Committee. (The clarity of the process is somewhat muddled, however, by section 1.5.5.c.5, which contradicts section 2.7.4.2 by stating that Faculty Council makes a separate recommendation to ART on institutional need.) The dean and ART "take this information into consideration" when they make their "recommendations to the President regarding reappointment." The governing assumption behind this process is stated in Section 2.7.5.2: "Tenure is only granted in those cases in which it is judged likely that for the foreseeable future the College's needs will be well served."

Despite some ambiguity, there are certain elements in the process of determining institutional need that seem clear: (1) The dean is primarily responsible for examining institutional need. (2) He consults with the department chair and FC in making this examination; i.e., both the department chair and FC serve in an advisory role to the dean. (3) The result of this examination is not a decision, but "information" or a "recommendation." (4) This recommendation (or "recommendations," if section 1.5.5.c.5 is taken into account) goes to ART only; the handbook says nothing about it going to any other body or person. (5) Both the dean and ART take this "information" into account when they make their separate recommendations to the President regarding reappointment of the person whose position is in question. (6) Tenure cannot be granted to a person whose position is "judged likely" not to meet the future needs of the college.

But several questions remain: First of all, is the recommendation concerning institutional need binding upon ART? If so, then why include ART in the process? If the recommendation is binding, then once the dean has arrived at his conclusions regarding institutional need, tenure cannot be granted. What room would there be for ART to "take into consideration" the dean's recommendation on institutional need?

However, the current handbook does not state that this recommendation is final or binding. In fact, the language seems to suggest the opposite: The dean does not communicate a decision; rather, he is obliged to "inform" ART "of this circumstance." ART is not required to accept a binding recommendation; instead, the committee "shall . . . take this information into consideration." Section 2.7.5.3 does not state that tenure cannot be granted when the dean decides that the position is not tenurable; instead, it states that tenure is granted only when "it is judged likely" that the position will fulfill institutional need. "Judged likely" by whom? The handbook does not specify the body or person by whom the final judgement is made. Does this omission leave open the possibility that ART might itself make that final judgement?

It may be pertinent to note that the old handbook did explicitly allow the personnel committee "to accept or reject the recommendation" regarding institutional need (p. 86), implying that the personnel committee could make its own judgement.

Another question has to do with the timing of an ART recommendation on reappointment for a candidate whose position has been deemed non-tenurable. In short, when does ART make its recommendation to the president on the reappointment of such a candidate? According to the handbook (section 2.7.4), tenure-track faculty in their tenure year must be evaluated: "All tenure-track faculty shall be evaluated each year. . . . In the sixth year . . . tenure-track faculty shall be evaluated for tenure. . . . Faculty in their . . . sixth year shall be evaluated by their Department Chair, Peer Review Panel, Appointment, Rank and Tenure Committee, and the Dean of the Faculty."

The handbook also stipulates that the recommendation on reappointment or tenure is made after, not before, such an evaluation. Section 2.7.5.5, for example, states that ART makes its reappointment decision

“following review and evaluation of the file,” after meeting with the candidate to obtain “any necessary clarifications,” and “following further deliberation.” (See also sections 2.7.4.3 and 2.7.4.4.). Section 2.7.5.3 states that tenure is not granted when there is no institutional need; it does not state that no evaluation takes place.

—G. Scholtz

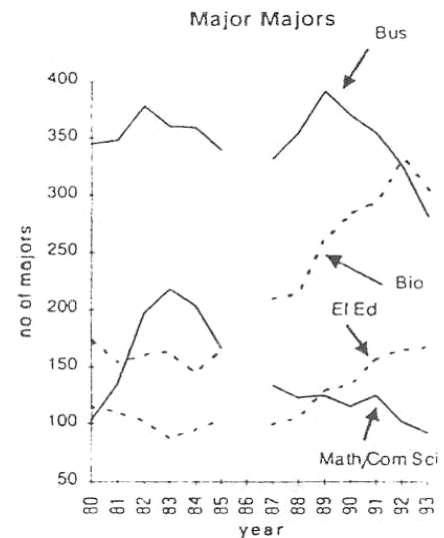
WHERE HAVE ALL THE MAJORS GONE?

Student preferences for a major at Wartburg show several interesting trends over the past 14 years: (1) the number of business-related majors peaked in 1989, though majors in accounting and business administration are still very popular; (2) in the past five years, biology-related majors have increased significantly to become the most popular this year; (3) elementary education majors have increased steadily to become third most popular; (4) math/computer science, the second most popular major area in the early 1980's, has fallen to fourth place in the major preference list.

Business-related majors include accounting, business administration and economics; biology-related majors include biology, medical technology, occupational therapy, and physical therapy; math/computer science-related majors include computer information science, computer science, and mathematics. In 1984, the CIS and CS majors were nearly twice as numerous as mathematics majors; in 1993 math majors are nearly twice as numerous as CIS and CS majors.

Other majors recording large numbers for 1993 are psychology (5th place), music (6th), communication arts (7th), and social work (8th).

It is no secret that trends in major preferences are used as a basis for decisions about the allocation of institutional resources.



The trends presented in the graph are from student major-preference numbers recorded in the Office of the Registrar. The numbers combine the first and second major preferences unless there is considerable overlap within a department. Gaps are the result of a lack of major-preference information for 1986.

WARTBURG AAUP RECEIVES GRANT FROM NATIONAL OFFICE

As a result of the September visit of Mark Blum, associate secretary of the AAUP and director of state conferences, the Wartburg chapter received a grant of \$150 from the Assembly of State Conferences to support a chapter newsletter.

DEAN PENCE APPROVES REIMBURSEMENT FOR ACADEME SUBSCRIBERS

All members of AAUP are entitled to a reimbursement from their personal development funds for that portion of their 1994 national dues which is attributable to their subscription to *Academe*: \$24 for 1993; \$25 for 1994.

In a letter to Warren Zemke, dated November 8, 1993, Dean Pence states that “*Academe* clearly qualifies as a professional journal and faculty are, therefore, eligible to use their Personal Development Funds for subscription costs.”

The Business Office requests that members submit a purchase order with evidence of either (a) AAUP membership or (b) a subscription to *Academe*.

THE COMPANY WE KEEP

AAUP contacted the deans of Iowa colleges and universities regarding their policy on the provision of reasons to faculty who are not reappointed. The number in parentheses is the average ACT composite score for the freshman class entering in the fall of 1991 (from *American Universities and Colleges*, 1992 ed.).

Do Give Reasons

Central University of Iowa (24; orally only)
 Clarke College (23)
 Coe College (24)
 Cornell College (25)
 Divine Word College (21.3)
 Dordt College (22.5*; orally only)
 Drake University (25)
 Emmaus Bible College (**; orally only)
 Faith Baptist Bible College (19.2)
 Graceland College (22)
 Grinnell College (29)
 Iowa State University (25)
 Iowa Wesleyan College (18.1)
 Loras College (21.2)
 Luther College (24)
 Maharishi International University (20)
 Morningside College (22)
 Mount Mercy College (22.8)
 Mount St. Clare College (19.1)
 Northwestern College (23.1)
 St. Ambrose University (23.49)
 Simpson College (25)
 Teikyo Marycrest University (20.4)
 University of Dubuque (22)
 University of Iowa (24.1*)
 University of Northern Iowa (22.8)
 University of Osteopathic Medicine (**)
 Vennard College (**)
 William Penn College (20.1)

Don't Give Reasons

Buena Vista (24.6)
 Grand View College (19)
 Teikyo Westmar University (19.1)
 Upper Iowa University (17)
Wartburg College (23.6)

* from *Information Digest of Post-Secondary Education in Iowa 1990-91*

** no ACT scores were reported.

AAUP-RECOMMENDED POLICY ON REASONS

The following policy recommendations are quoted from the chapter of the Redbook entitled "Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments":

1. *Notice of Reasons.* In the event of a decision not to renew an appointment, the faculty member should be informed of the decision in writing, and upon request, be advised of the reasons which contributed to that decision. The faculty member should also have the opportunity to request a reconsideration.
2. *Written Reasons.* If the faculty member expresses a desire to petition the grievance committee . . . or any other appropriate committee, to use its good offices of inquiry, recommendation, and report, or if the request is made for any other reason satisfactory to the faculty member alone, the reasons given in explanation of the nonrenewal should be confirmed in writing.