



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

December 6, 1996

WARTBURG AAUP URGES ADMINISTRATION TO MAKE FACULTY SALARIES A PRIORITY

At its November 14 meeting, Wartburg AAUP unanimously approved the following resolution:

"Given the lack of progress in improving the relative ranking of Wartburg salaries, we urge the administration to give this issue priority in the budget setting process. Our continuing concern is that unless we improve our position relative to comparable institutions, we will find it increasingly difficult to attract and retain quality faculty."

This resolution arose after the chapter reviewed comparisons of Wartburg faculty salaries with those of similar Iowa and ELCA colleges. It was noted that the national ranking of the salaries for assistant professor through professor at Wartburg has remained in the third quintile for the past three years. Among comparable ELCA schools, only Augsburg ranks lower; among comparable Iowa colleges, Wartburg ranks lowest.

ENROLLMENT GAIN AT LUTHER RESULTS IN BONUSES FOR STAFF AND FACULTY

The Luther College administration celebrated this fall's enrollment increase by sharing some of the resulting budget surplus with faculty and staff. Luther's enrollment this year is 2,409 total compared to 2,386 last year (a 1% gain).

According to Luther faculty, it appeared early in the spring that enrollments would fall far short because deposits were down significantly. As a result, faculty and staff spent a lot of time contacting prospective students who had been accepted but had not yet made deposits, an effort which appears to have paid off.

In an October 10 memo, President Jeffrey D. Baker outlined his plan for distributing the \$610,000 surplus: \$100,000 to be added to the contingency fund, \$250,000 to complete the faculty computer network, \$60,000 to renovate Valders Hall of Science, \$75,000 in discretionary funds for the academic dean (who has used the money to restore academic budgets cut last spring), \$25,000 to the dean of student life, and finally \$100,000 for a one-time bonus in November "for all full-time employees who were on contract March 1, 1996." According to Luther AAUP president Jackie Wilkie, "What it comes down to is about \$200 for every employee."

WARTBURG'S LATEST TUITION HIKE IN LINE WITH RAISES AT SIMILAR INSTITUTIONS

Average tuition and fees rose 5% nationally this year to \$12,823 at four-year private colleges, making Wartburg's current \$13,000 charge for tuition and fees slightly above the norm.

But how do Wartburg costs compare with those of its chief competitors? According to figures published in *The Chronicle of Higher Education*, Wartburg ranks tenth out of the fourteen Iowa and midwestern ELCA colleges included in the survey. Eight of these fourteen schools charge at least 10% more than does Wartburg, and three of them charge at least 20% more. In Iowa, only two colleges charge less: Central's tuition and fees are 95% of Wartburg's, and Simpson's are 97%.

Only three colleges increased their tuition and fees by a percentage greater than Wartburg's 5.1%: Luther, St. Olaf, and Concordia. Nevertheless, Wartburg did not move from last year's tenth-place position.

Detailed comparison is provided in the table at the top of the next page, along with percent increases from 1995-96. All information is from the October 4 issue of *The Chronicle of Higher Education*.

<u>College</u>	<u>1996-97 Tuition and Fees</u>	<u>Percent increase from 1995-96</u>
Augsburg*	\$13,286	4.6
Augustana (IL)*	\$14,700	4.5
Augustana (SD)*	\$12,350	4.8
Buena Vista	\$14,458	2.7
Central	\$12,304	4.0
Coe	\$15,535	4.4
Concordia-Moorhead*	\$11,570	7.9
Cornell	\$17,220	4.7
Grinnell	\$17,134	3.0
Gustavus Adolphus*	\$15,420	3.8
Luther*	\$14,900	5.7
Simpson	\$12,650	3.9
St. Olaf*	\$15,780	5.2
Wartburg*	\$13,000	5.1

* ELCA colleges

WARTBURG SENIORS REPORT MORE PERSONAL GROWTH THAN NATIONAL NORM GROUP

In the first issue (September 1996) of *AHA!*, the Assessment Center newsletter, Fred Ribich reports that 127 of last year's seniors said that they had experienced more personal growth in college than did 5,052 seniors at other private liberal arts colleges. The Wartburg seniors, however, reported *less* growth in intellectual/academic categories.

<u>Areas of Perceived Growth</u>	Percentage of students who say they are "much stronger" in growth areas:		Diff. between Wartburg Seniors and Norm Group
	<u>Wartburg Seniors</u>	<u>Norm Group</u>	
Religious Beliefs/Convictions	26	17	+9
Interpersonal Skills	39	35	+4
Preparation for Future Career	47	44	+3
Leadership Ability	29	26	+3
Acceptance of Different Races/Cultures	24	21	+3
Commitment to Serving Community	17	16	+1
Mathematical Skills	11	10	+1
Working Cooperatively	24	25	1
Public Speaking Ability	24	25	-1
Reading Speed/Comprehension	16	20	-4
Knowledge of Particular Field	66	71	-5
Critical Thinking Ability	40	47	-7
General Knowledge	48	58	-10
Preparation for Graduate/Prof School	22	32	-10
Foreign Language Ability	3	13	-10
Writing Skills	18	32	-12
Problem Solving Skills	24	38	-14

According to Ribich, this survey will be administered again this spring.

IS THE NUMBER OF WARTBURG FACULTY GROWING?

At their November 21 meeting, Group B faculty noted that a number of new academic positions have been added this year—the Leach Chair in Banking, an ethics position, a position in electronic media, and two positions in athletics—raising questions about whether the size of the faculty has been growing or shrinking in the past five or six years.

To ascertain the number of Wartburg faculty for any given year, there are two places to look: the faculty lists published annually by the academic dean's office and the salary surveys published each spring in *Academe*, the journal of the AAUP. According to the first source, the size of the faculty today is the same as it was in AY 1991-92. But according to the second source (based on figures submitted to AAUP by the same office), the number of Wartburg faculty has decreased—from 83 in AY 1991-92 to 72 in AY 1995-96. There are also striking differences between the two sources in the total number of faculty reported. Last

year, for example, the dean's list contained 90 names, but the number of Wartburg faculty whose salaries were included in the *Academe* report was 72.

What accounts for these discrepancies?

One answer lies in the differences between how "faculty" is defined on campus and how it is defined by the AAUP. Since AY 1993-94, the dean's office has been observing the new faculty handbook's classification of faculty into two groups—titled faculty and ranked faculty. Ranked faculty includes all tenured and tenure-track faculty. Titled faculty includes a variety of tenure-ineligible appointments, such as lecturer, senior lecturer, adjunct faculty, visiting faculty, faculty-in-residence, executive-in-residence, coach, co-directors of Wartburg West, and professional librarian.

However, AAUP's "instructional faculty" classification, as employed in its annual salary survey, includes only "instructional staff" whose "major regular assignment is instruction." This classification excludes "administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status." Hence, not all those positions Wartburg lists under "titled faculty" would be included under AAUP's "instructional faculty" heading. In fact, only lecturer, adjunct faculty, visiting faculty, faculty-in-residence, and executive-in-residence qualify for inclusion.

But there is another reason for the discrepancies between the on-campus numbers and those published in *Academe*: incorrect totals were reported to AAUP. If AAUP's criteria had been rigorously applied, the *Academe* totals would have been those shown in the last column in following table. Those numbers indicate that the number of instructional faculty, as defined by AAUP, is the same today as it was in AY 1991-92.

NUMBER OF FULL-TIME FACULTY AT WARTBURG, 1991-1996

Year	Administrative	Titled	Ranked	Total	AAUP	AAUP
	Faculty ^a	Faculty	Faculty	Titled & Ranked	Instructional Faculty	Instructional Faculty (Actual)
91-92	6	—	—	91 ^b	83	77
92-93	6	—	—	92 ^b	84	80
93-94	7 ^b	20 ^c	73	93	79 ^d	80
94-95	7 ^b	19 ^c	70	89	75 ^e	77
95-96	7 ^b	17 ^c	73	90	72 ^f	77
96-97	8 ^{bc}	23	68 ^g	91	—	77

Explanation: The table compares the on-campus count of full-time faculty with the numbers published in *Academe* from 1991 to 1996. Columns two through four show the numbers for each on-campus category. Column five shows the totals of the titled and ranked categories. Column six shows the number of "instructional faculty" submitted to the AAUP salary survey and published in *Academe*. Column seven shows the *actual* number of "instructional faculty."

Notes: ^aAdministrative faculty are administrators with the privilege of voice and vote at faculty meetings. From AY 1991-92 to AY 1992-93, this category included only the president, the four vice presidents, and the registrar.

^bIncludes the college chaplain. ^cIncludes the athletic director. ^dIncludes 73 ranked faculty plus 6 titled faculty.

^eIncludes 70 ranked academic faculty plus 5 titled academic faculty. ^fOmits one associate professor and all titled faculty. ^gThe college is currently attempting to fill four ranked faculty positions for next year.

—Warren Zemke

DAVE BARRY INTERPRETS COMPUTER TERMINOLOGY FOR THE NON-SPECIALIST

Hardware: This is the part of the computer that stops working when you spill beer on it. *Software:* These are the programs that you put on the hard drive by sticking them through the little slot. The function of the software is to give instructions to the CPU, which is a set of three initials inside the computer that rapidly processes billions of tiny facts, called bytes, and within a fraction of a second sends you an error message. *Megahertz:* This is a really, really big hertz.

Dave also has this to say about the endless possibilities of the Information Superhighway: A common criticism of the Internet is that it is dominated by the crude, the uniformed, the immature, the smug, the untalented, the repetitious, the pathetic, the hostile, the deluded, the self-righteous, and the shrill. This criticism overlooks the fact that the Internet also offers—for the savvy individual who knows where to look—the tasteless and the borderline insane.

—from *Dave Barry in Cyberspace*

IOWA UNIVERSITY PRESIDENTS BLAME GRADUATION RATES ON ACADEMIC PROFILE

Both Iowa State University president Martin Jischke and University of Iowa president Mary Sue Coleman pointed to the ACT scores of their incoming classes as the key to understanding why their graduation rates are lower than those at comparable institutions.

According to the November 22 *Des Moines Register*, Jischke defended ISU's retention rate to the Iowa Board of Regents by arguing that "there was a correlation between quality of the incoming class and graduation rates." President Coleman agreed: "Certainly we find the same thing at the University of Iowa."

ISU's six-year graduation rate for the class entering in 1990 was 60%. UI's six-year graduation rate for the same class was 63%. The average ACT composite at ISU is just under 25.

HOW STRONG IS THE LINK BETWEEN ACADEMIC PROFILE AND RETENTION?

The following table suggests that the academic profile of an incoming class influences first-year retention. The first column lists the last six incoming classes at Wartburg, with the year of matriculation in parentheses. The second column gives the mean ACT composite for each class, the third column gives the percentage ranking in the top 10% of their graduation class, the fourth column gives the percentage of students in that class returning in the fall, the fifth column gives the percentage of the class graduating in four years, and the sixth column, the percentage of the class graduating in five years. It is noteworthy that the Class of 1998 set two Wartburg records: for strongest academic profile and for best first-year retention.

Wartburg Class	Mean ACT Comp	Percent in Top 10%	1st Yr Retention	4th Yr Graduation	5th Yr Graduation
1995 (91)	23.6	32%	78%	54%	61%
1996 (92)	24.2	33%	77%	53%	—
1997 (93)	24.2	34%	80%	—	—
1998 (94)	24.6	42%	88%	—	—
1999 (95)	24.3	35%	82%	—	—
2000 (96)	23.6	33%	—	—	—

WARTBURG AAUP ELECTS NEW OFFICERS

The chapter elected new officers at its November 14 meeting. Susan Vallem was re-elected treasurer, Bill Shipman was elected secretary, Janice Wade was elected vice-president, and Greg Scholtz was elected president. Warren Zemke, who is president of Iowa Conference of the AAUP, remains on the executive committee as past president.

Members thanked Zemke for his efforts in the last four years, and Scholtz recounted some of the chapter's accomplishments during Zemke's tenure as president:

- publishing a faculty newsletter focusing on issues central to the academic excellence of Wartburg College
- pressing for regular evaluation of administrators with feedback to the faculty
- assisting faculty members with their applications for reappointment, tenure, and promotion
- advocating for fair process in personnel decisions
- sponsoring forums and hosting speakers on a number of topics related to academic freedom, due process, and academic quality
- winning the 1994 Beatrice Konheim Award for outstanding chapter in the nation
- increasing national membership from 4 in October 1992 to 30 in October 1996
- supporting handbook amendments that accord with widely accepted professional standards