



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

January 4, 2000

THIS YEAR'S SALARY RAISE LOWEST IN EIGHT YEARS

As the administration prepares next year's budget, it is informative to look at recent faculty raises in relation to changes in the cost of living. Average raises for the current academic year were a nominal 3.0%. However, this year's surprising increase in the cost of living, as indicated by the Consumer Price Index (CPI), transformed a 3.0% raise into a 0.4% raise, in terms of real spending power. As a result, this year's raise turns out to have been the lowest in eight years, both in nominal and in real terms.

The table below shows Wartburg salary percentage increases compared to the CPI from AY 1992-93 to AY 1999-2000.

Year	CPI*	Wartburg	
		Nominal	Real
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.....	3.3	4.5.....	1.2
1997-98.....	1.7	5.0.....	3.3
1998-99.....	1.6	3.5.....	1.9
1999-2000	2.6	3.0.....	0.4

*Consumer Price Index from December to December, except for 1999, which is the CPI for the 12-month period ending in November.

(Except for the current year, sources for the CPI are the yearly salary reports published in *Academe*. The source for this year's CPI is the Bureau of Labor Statistics website [<http://stats.bls.gov/news.release/cpi.toc.htm>]).

CHRONICLE REVEALS TOP SIX WARTBURG EARNERS FOR 1997-98

On November 26, *The Chronicle of Higher Education* published its yearly survey of top salaries at selected private colleges and universities. Private institutions are legally obligated to provide this information to anyone requesting it.

	<u>96-97 pay</u>	<u>97-98 pay</u>	<u>% increase</u>
Robert L. Vogel, president	\$140,827.....	\$151,467	7.55%
Mary Margaret Smith, VP, academic affairs	\$75,167.....	\$85,758	14.09%
Alexander F. Smith, VP, student life	\$76,154.....	\$80,062	5.13%
Alvin B. Koeneman, VP, development.....	—.....	\$64,930	—
Donald Juhl, director, food service	—.....	\$64,275	—
David Nelson, director, planned giving	—.....	\$64,090	—

For comparison, average **Wartburg faculty salaries** for the same years are given below (these figures are from the 1997 and 1998 AAUP salary reports). **In 1997-98, Wartburg faculty received an across-the-board salary increase of 5%.**

<u>Faculty, by rank</u>	<u>96-97 pay</u>	<u>97-98 pay</u>
Professor	\$49.9.....	\$51.9
Associate professor	\$39.8.....	\$41.1
Assistant professor	\$34.7.....	\$36.2

Further salary and benefits information will be distributed at Wartburg AAUP's annual salary meeting, to be held Thursday, January 13, at 7:30 p.m. in the East Room of the student union. All faculty are welcome.

TUITION FOR 1999-2000: HOW DOES WARTBURG COMPARE?

According to the College Board, college tuition and fees nationally rose an average of 4.7 percent at four-year private institutions from 1998-99 to 1999-2000. Wartburg's rise was right at the average. The table shows tuition and fees for the current year and percent increases for the 13 colleges in the Midwest with which Wartburg is most often compared; these groupings include competitors in Iowa as well as in the ELCA.

1999-2000 Tuition and Fees of Select Midwest Colleges (in thousands of dollars)

	<u>Buena Vista</u>	<u>Central</u>	<u>Coe</u>	<u>Cornell</u>	<u>Grinnell</u>	<u>Luther</u>	<u>Simpson</u>	<u>Wartburg</u>
T&Fs	15.8	14.2	17.5	19.0	19.5	17.3	14.4	15.0
% rise	3.0	6.0	3.5	3.0	5.5	4.6	5.0	4.7
	<u>Augsburg</u>	<u>August(IL)</u>	<u>August(SD)</u>	<u>Concordia</u>	<u>Gustavus</u>	<u>Luther</u>	<u>St.Olaf</u>	<u>Wartburg</u>
T&Fs	15.3	17.3	14.1	13.3	17.4	17.3	18.3	15.0
% rise	4.3	5.3	3.5	5.4	4.1	4.6	6.5	4.7

Explanation of Table: The first line (T&Fs) is the tuition and fees of the institution in thousands of dollars, rounded to the nearest \$100. The second line is the per cent increase from 1998 to 1999. All data are from the October 15 issue of *The Chronicle of Higher Education*, p. 52A.

MINNESOTA ACADEME REPORTS GOVERNANCE TROUBLES AT ST. OLAF

The following report, by St. Olaf economics professor David Emery, appeared in the fall 1999 issue of the Minnesota AAUP newsletter:

"The St. Olaf chapter has been conducting a running dispute with the administration over the faculty manual and the faculty grievance process. The problems began in the fall of 1998, when a tenure-track faculty member filed a grievance against Dean Pence after not being reappointed. President Edwards intervened in the grievance process by instructing the grievance committee to limit the scope of its consideration, a restriction not found in the faculty manual. Then the president rejected the recommendation of the grievance committee, and refused to reinstate the faculty member.

"A second faculty member filed a grievance against the dean and others last spring, citing errors in the reappointment process. The grievance process was delayed for lack of a faculty chair. Then, at the organizational meeting for the grievance process, President Edwards appeared and announced that he was dismissing the grievance and instructed the dean, associate dean, and department chair not to participate.

"When the [St. Olaf] chapter of the AAUP protested, the executive committee of the St. Olaf Board of Regents, chaired by Dr. Martin Marty, passed a resolution interpreted by President Edwards as supporting his position. . . . Currently, the president and the dean are attempting to have the faculty governance committee revise the grievance process . . . so that it is in accord with their actions. In the meantime, a major part of the grievance process at St. Olaf College appears to be suspended by the actions of the president.

"The [Washington office] of the AAUP has written President Edwards citing its concern with his handling of the grievances and with other issues of governance."

(More information on AAUP developments at St. Olaf can be found at <http://www.stolaf.edu/people/carringt/2newsletter/aaup.newsletter2.htm>.)

ALSO AT ST. OLAF: DEAN JIM PENCE TAKES ON PRESIDENTIAL RESPONSIBILITIES

St. Olaf's board of regents, on President Mark Edwards's recommendation, has promoted James Pence from vice president and dean of faculty to senior vice president and dean of faculty. According to Edwards, Pence, who was academic dean at Wartburg from 1990 to 1996, will now take charge of

“college-wide planning, including the development of the annual budget, administration of the six divisions of the College, and implementation of strategic initiatives.” Three of the five vice presidents now report directly to Senior Vice President Pence.

IN MEMORIAM: MANNIE HOLMES

The death of Mannie Holmes on September 20 shocked the Wartburg community. At his funeral, Susan Vallem spoke of Mannie and what he had brought to the college during his three years as a faculty member:

“I guess the first thing we miss is Mannie’s delightful sense of humor and infectious laugh. Mannie delighted in life. We so enjoyed passing his always-open office door and receiving a smile and a warm, friendly greeting. And when we would get frazzled over some situation, we would tell our troubles to Mannie. He would usually respond with his ever-positive outlook: ‘Don’t worry; it’ll work out.’ He was usually right. Mannie brightened our days and our lives.

“On the other hand, Mannie was just as quick to confront the racism in all of us. Mannie did not tolerate injustice at any level. He talked of ways of encouraging more minority students to consider social work as a profession and to consider coming to Wartburg, Mannie’s alma mater. Mannie helped us to celebrate diversity and to see diversity as a strength.

“Mannie became most animated when talking about his students. He nurtured and mentored and pushed students to excel. He saw the hidden potential in students and gently, but firmly, brought out the best in them. He enjoyed sharing students’ successes in the classroom, in their practicum experiences, and in their work. At the memorial service held at Wartburg, a student from Chicago related how Mannie had helped her to feel at home at Wartburg, how he had cared for her, listened to her, advised her. She will graduate this year with her social work degree, thanks to Mannie. Mannie’s kindness was ever-present.

“Mannie put others’ well-being before his own. He called to tell me that he was a patient at Allen Hospital. Before I could find out what was wrong with him, he wanted to make sure that his students and his classes were taken care of. Only after I had reassured him that we would take good care of his students, would he then talk, reluctantly, about what was wrong with him.

“Wartburg College thanks his family and God for sharing Mannie with us. We are a far better community because of Mannie’s time with us.

“A particular Bible verse comes to my mind when I think of Mannie. It says, ‘What does God require of us but to do justice, to love kindness, and to walk humbly with our God?’ That, to me, was Mannie Holmes. Blessed be his memory.”

CARNEGIE CLASSIFICATION CHANGES MAY AFFECT WARTBURG

The Carnegie Foundation for the Advancement of Teaching has announced that its typology of American Colleges and Universities will be updated for the year 2000. As a result, Wartburg, which is now classified as a Baccalaureate (or Liberal Arts) I school may be reclassified as a Baccalaureate II institution.

Under the current system, colleges which award 40% or more of their bachelor’s degrees in liberal arts fields and are restrictive in admissions are classified as Baccalaureate I. Under the new system, to be classified as Baccalaureate I, colleges must award at least 50% of their bachelor’s degrees in the liberal arts. “Selectivity” in admissions will no longer be a criterion. To be classified as Baccalaureate II, a college need only award bachelor’s degrees to at least 50% of its undergraduates.

According to the foundation, the reason for the change is to restore the classification to its original status as a descriptive research tool. It was never intended to measure the quality of an institution, and yet today, “it is often interpreted as a ranking . . . and . . . has led institutional leaders in some cases to adopt ‘moving up the Carnegie Classification’ as an explicit goal.”

Nevertheless, the current list of 166 Baccalaureate I colleges contains many of the countries most prestigious liberal arts colleges. Inclusion in the select “national liberal arts colleges” of the highly

touted *U.S. News and World Report* rankings is based solely on a Baccalaureate I classification. Furthermore, when periodicals like the *Chronicle of Higher Education* publish reports on higher education (for example, on salaries), baccalaureate institutions tend to be represented by the 166 Baccalaureate I schools rather than by the 472 schools in the Baccalaureate II group.

As the table below indicates, Wartburg has consistently met the old Baccalaureate I standard of 40% for the last nine years. The college met the new 50% standard only once, in 1998.

Percent Liberal Arts Degrees Awarded at Wartburg College, 1990-1999

	# degrees awarded	% liberal arts majors
1990.....	303	43%
1991.....	281	45%
1992.....	263	42%
1993.....	328	48%
1994.....	279	42%
1995.....	291	40%
1996.....	294	41%
1997.....	289	42%
1998.....	301	51%
1999.....	313	46%

Source: Office of the Registrar

Liberal arts majors have been interpreted as including art, biochemistry, biology, chemistry, economics, English, French, German, history, international relations, mathematics, music, philosophy, physics, political science, psychology, sociology, and Spanish.

IOWA PRIVATES COMPARED: ENDOWMENTS, FACULTY PAY, AND PRESIDENTIAL PAY

The table ranks 1998 endowments, average 1997-98 faculty salaries, and 1997-98 presidential salaries at thirteen selected Iowa private colleges (rankings are in parentheses). Grinnell, for example, ranks first in endowment, first in average faculty salary, and second in presidential salary.

	1998 endowment	1997-98 avg. faculty salary (in \$1000s)	1997-98 presidential salary (in \$1000s)
Buena Vista	109.6 million (2)	43.1 (6)	142.5 (8)
Central	39.4 million (8)	42.2 (10)	67.5 (13)*
Coe	40.1 million (7)	45.8 (5)	143.0 (7)
Cornell	53.6 million (4)	49.0 (3)	146.0 (5)
Dordt	13.5 million (11)	42.8 (8)	87.4 (11)
Drake	86.3 million (3)	54.4 (2)	233.7 (1)
Dubuque	17.3 million (10)	35.8 (12)	111.0 (10)
Grand View	6.7 million (12)	37.8 (11)	84.7 (12)
Grinnell	1 billion (1)	61.3 (1)	212.1 (2)
Luther	42.3 million (6)	45.9 (4)	144.8 (6)
Marycrest Internat'l	334,000 (13)	32.3 (13)	128.3 (9)
Simpson	53.3 million (5)	43.0 (7)	151.6 (3)
Wartburg	29.0 million (9)	42.5 (9)	151.4 (4)

*The president came during the middle of the school year.

(Faculty salaries are from the March/ April issue of *Academe*, endowment figures are from the April 26 edition of the *Des Moines Register*, and presidential salaries are from the December 26 edition.)

WARTBURG AAUP TO HOST JANUARY 13 MEETING ON SALARIES AND BENEFITS

All faculty are invited to Wartburg AAUP's annual salary meeting, set for Thursday, January 13, at 7:30 p.m. in the East Room of the student union. Warren Zemke will distribute information about Wartburg faculty salaries and benefits, particularly as they compare to salaries and benefits at similar institutions. Faculty representatives from Building and Budget; Appointment, Rank, and Tenure; and Faculty Council are especially welcome.