



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

January 20, 1995

REGENTS CHAIR INVITES FURTHER DIALOG WITH FACULTY

Fred Hagemann, new chairman of the Wartburg College Board of Regents, has responded to an AAUP request for a summary of the recent evaluation of President Vogel. In a letter addressed to AAUP president Warren Zemke, Hagemann writes, "It has not been the practice to release summary reports on the Board's evaluation of the president. . . . It is my understanding that faculty evaluations are not public reports, and that, in fact, those involved in the review process are expected to treat all matters in complete confidence."

But he closes with this invitation: "If you have additional concerns, please do not hesitate to contact me."

In a letter addressed directly to Hagemann and former chair Ross Christiansen, AAUP had argued for the release of a summary based on the following rationale:

"First, when faculty and others invest the time and energy necessary to make such an evaluation a success, they need to know that their contributions are taken seriously. A summary confirms that their perceptions have been noted by the person or body conducting the review. Second, publishing a summary minimizes idle speculation and rumor about the content of the evaluation. Third, releasing a summary recognizes that the governance of an academic institution depends upon the joint efforts of administration and faculty and that the authority underlying the 'president's leadership role' is delegated not only by the governing board but also by the faculty (*Joint Statement on Government of Colleges and Universities*, Redbook, p. 123)."

Wartburg AAUP commends chairman Hagemann for recognizing the professional concerns of the Wartburg faculty and for his willingness to keep the doors of dialog open.

NEW SCHOLARSHIPS CREATED

The administration has announced the creation of several new scholarships as well as changes in the packaging of existing programs. One new scholarship for international students, the "University Scholarship," will award \$1,000 to any new international student not eligible for other aid. Current students must have a GPA of 2.0 or better. Those with higher GPA's will be eligible for more money.

At the January 12 meeting of the Admissions and Scholarship Committee, faculty representatives expressed concern that these programs were not reviewed by the committee, despite handbook policy. Committee membership includes students and staff as well as faculty. Admissions director John Olson apologized for the oversight.

PRESIDENT VOGEL JOINS INTERNATIONAL RECRUITMENT EFFORT

President Vogel will accompany Lenny Trudo on his annual spring recruitment trip, March 1-21. Their itinerary includes Nicosia, Dhaka, Kuala Lumpur, Bangkok, Singapore, Jakarta, Kota Kinabalu, Seoul, and Tokyo. They will be visiting schools and other agencies as well as prospective students. Alumni and parent receptions will also be held in some cities.

WARTBURG BUYS THE FARM WHILE DEAN ASKS DEPARTMENTS TO CUT SLOTS

Conflicting messages were sent last week when the college announced the purchase of a 75-acre farm

inside the city limits and Dean Pence asked department chairs to reduce the "total faculty slot allocation" for AY 1995-96. (It was only last year that two occupied tenure-track positions were cut on the basis of "institutional need.")

In a memo to department chairs, Pence presented the following options: "(a) reduce the number of courses taught by part-time faculty, (b) reduce the amount of released time for departmental and program administration, (c) increase enrollment limits on multiple-section courses . . . (d) modify the rotation of courses to reduce the frequency of offerings."

According to the press release on the land purchase, "the college has no immediate plans" for the property, but wanted to be sure it "has space for expansion if the future requires it."

WILL TENURE OUTLAST THE CENTURY?

The Florida State University (FSU) Board of Regents is considering opening a new campus with 3-to-5 year contracts instead of tenure. Bennington College in Vermont, after firing a third of its faculty and eliminating all departments, has abolished tenure. And according to an article in the September 23 issue of *Science*, "at a half-dozen other small, mostly liberal arts, colleges across the country, tenure has recently given way to limited-term contracts, special long-sabbatical deals instead of tenure, or simply the replacement of tenured professors with part-timers, non-tenured faculty, or no one at all."

What's the problem? "Colleges and universities are facing budget cuts and swelling student populations. And tenured faculty, no longer facing a mandatory retirement age, make it difficult to downsize or to shift faculty resources around," says author Christopher Anderson.

Even where tenure is still obtainable, it is more difficult to achieve. "This is because second-tier institutions, able to pick and choose among first-rate academics caught in a job squeeze, are raising their standards." A 1989 Carnegie Foundation survey found that more than half of faculty nationwide said that tenure was harder to obtain today than it was five years ago.

Despite increasing pressures, however, "the vast majority of U.S. institutions have no desire to drop tenure." The reasons: (1) it is "backed so strongly by such unionlike organizations as the American Association of University Professors," (2) "the idea that abolishing tenure would save money is unproven and mostly untested," and (3) most faculty (71%, according to the Carnegie survey) support it.

AAUP WANTS YOU!

Nationally, AAUP is best known for its defense of academic freedom, due process, and faculty governance. Both the local chapter and the national office provide advice and support to individuals who feel that their rights to due process and academic freedom have been violated.

Members receive *Academe*, the spring issue of which contains AAUP's Annual Report on the Economic Status of the Profession, a comprehensive analysis of faculty salaries and fringe benefits. Since *Academe* is one of the preeminent professional journals, AAUP members can be reimbursed \$26 from their personal development funds for that portion of their dues attributable to *Academe*. (Since AAUP is a non-profit organization, dues are tax deductible.)

Memberships run on a calendar-year basis, so now is a good time to join. For more information, contact chapter secretary Greg Scholtz (8224).

The local chapter also provides a forum to discuss critical issues affecting academic life on campus and a voice with which to address the administration and other campus entities about these issues. (See bottom of last page.)

PEW ROUNDTABLE PARTICIPANT GOES TO THE SYMPHONY

Educational "Roundtables" sponsored by the Pew Foundation urge college administrators to improve

productivity through "restructuring." Legend has it that a recent graduate of one of these roundtables wrote the following memorandum after attending a performance of Schubert's "Unfinished Symphony."

"Here are a few notes on what I observed, with suggestions for improvement:

- For considerable periods the four oboe players had nothing to do. The number should be reduced, and their work spread out over the whole orchestra, thus eliminating peaks of activity.
- All 12 violins were playing identical notes. This seems to be unnecessary duplication, and the staff of this section should be drastically downsized. If a large volume of sound is really required, this could be obtained through an electronic amplifier.
- Much effort was absorbed in the playing of demi-semiquavers. This seems an excessive refinement, and it is recommended that all notes be rounded up to the nearest semiquaver. If this were done, it should be possible to use trainees and lower-grade operators.
- No useful purpose is served by repeating with horns any passage that has already been handled by the strings. If all such redundant passages were eliminated, the concert could be reduced from 2 hours to 20 minutes.

No doubt, had Schubert attended to these matters, he would have finished his symphony."

(original version by Stephen Wong)

IG NOBEL LAUREATES NAMED

Named after the legendary Ignatius Nobel and presented each year "to individuals whose achievements cannot or should not be reproduced," the Ig Nobel Prizes are the least-sought-after prizes in all of science. A few of this year's honorees:

- in medicine, W. Brian Sweeney, et al, for the breakthrough study "The Constipated Serviceman: Prevalence Among Deployed U.S. Troops."
- in criminology, John Hagelin of Maharishi University for "his experimental conclusion that 4,000 trained meditators caused an 18 percent decrease in violent crime in Washington, DC."
- in entomology, Robert A. Lopez of Westport, N.Y., "for his series of experiments in which he obtained ear mites from cats, inserted them into his own ear, and carefully observed and analyzed the results."
- in economics, Jan Pablo Davila of Chile, a futures trader for the state-owned Codelco Company, "for instructing his computer to 'buy' when he meant 'sell,'" and whose subsequent bungling lost Chile 0.5 percent of its gross national product.

The awards were co-sponsored by the MIT Museum and the Annals of Improbable Research (AIR).

(from *Skeptical Inquirer*, Jan/February 1995)

NEW AAUP BOSS GIVES BATTLE CRY ON THE INTERNET

Last June Mary A. Burgan, a professor of English at Indiana University, replaced retiring Ernst Benjamin as General Secretary of the AAUP. One of the many innovations begun during her tenure as AAUP's chief of staff is an AAUP discussion group on the Internet.

During a recent exchange on the subject of "accountability," New Mexico AAUP president Charles McClelland jumped in to say that "in New Mexico, the ONLY issue that can rally faculty is 'academic freedom.'" He went on to emphasize that his constituency includes "internationally famous research scholars (who also love teaching) as well as overburdened and terrorized teachers who would like to enjoy the protection that their own Faculty Handbook supposedly guarantees them."

Mary Burgan responded with this:

“Charles McClelland’s message from New Mexico has inspired me to stop lurking and to repeat what I have said at so many chapter meetings since I became General Secretary—we do need every faculty member we can get to join with us in a battle for the preservation of the identity of the professoriate in a time of great peril.

I suspect that some of us may be feeling especially embattled these days with so much political change (much of it critical of the kinds of things we do or teach) in the offing.

But the plight of non-tenure-track faculty, the diminution of jobs in academia, the ‘downsizing’ of colleges and universities—these things have been happening well before November 8. And in some ways, we have watched passively as they’ve proceeded.

I just got back from the Modern Language Association meetings in San Diego, and although I’m sure that the media will report on some of the more ‘imaginative’ titles of the various sessions, what I observed among my former graduate students who are out looking for jobs was pervasive despair about the future.

I believe that AAUP must confront this intergenerational loss of faith—which has led to distrust among new faculty, a terrible urgency of competition, and a deflection from a balanced notion of teaching and service as part of the professorial vocation. Our concern was what impelled us to speak out on accountability, and to try to find the forums in which we can speak regularly and forcefully on such issues. . . . Please continue to use the network for discussion. I’m always listening, and as now, I sometimes just HAVE to respond.”

ENDOWED CHAIR NOT REAPPOINTED

Janet Metzger, the Saemann Chair in Multicultural and Global Studies, received notice on December 15 that her contract would not be renewed. Metzger was appointed to the Saemann Chair in September 1993. In accordance with current college policy, Metzger was not given reasons for her nonreappointment.

GROUP C LEADERS ASK FOR DIALOG ON ENDOWED CHAIRS

Department chairs in Group C (humanities and fine arts) have sent a signed memo to President Vogel, Dean Pence, and Faculty Council asking for discussion of the issue of endowed chairs at Wartburg.

The memo affirms the “concept” of endowed chairs but goes on to state that they were “designed and defined in the late 1980’s when Wartburg was riding a crest of success with record enrollments.” Now, “when enrollments are down and academic programs are asked to make sacrifices,” it is essential “that we reevaluate these chairs.”

According to the memo, the following questions need to be addressed:

- Are the endowed chairs working?
- Do they make a difference in the quality of education at Wartburg?
- Do they support the work of other established programs?
- Do they support the work of individual faculty?
- Are they cost effective?
- Are there better ways to structure the chairs?

“We are being asked to consider cutting adjuncts and release time, increasing class sizes, and offering courses on an alternate year basis,” the memo concludes. “We ask that endowed chairs be reconsidered at a time when we are being asked to look at other drastic measures.”

ADMISSIONS/FINANCIAL AID DIRECTORS TO MEET WITH FACULTY

John Olson, Director of Admissions, and Jamie Hightower, Director of Financial Aid, will speak at an AAUP-sponsored faculty forum entitled “Admissions, Scholarships, and Financial Aid” at **7:30 p.m., Thursday, February 2**, in the Conference Room of the Student Union. **ALL FACULTY ARE INVITED.**