



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

March 14, 1994

KURLAND URGES VOGEL TO RECONSIDER GEIRSSON NONREAPPOINTMENT

Despite FRC's rejection of Professor Heimir Geirsson's appeal, **Jordan Kurland**, associate general secretary of the American Association of University Professors, has written President **Robert Vogel** asking him to reconsider the decision not to reappoint Geirsson beyond the 1994-95 academic year.

Kurland had written an earlier letter on Geirsson's behalf (printed in the January 6 newsletter) in which he stated that the decision not to reappoint Geirsson, based on an alleged lack of institutional need, was the result of procedures "inimical" to AAUP standards.

FDC AND AAUP SPONSOR FACULTY FORUM ON CONFIDENTIALITY AND DUE PROCESS

At its February 23 meeting the Faculty Development Committee voted unanimously to sponsor, with Wartburg AAUP, a faculty forum on confidentiality and due process.

The forum is set for 7:30 p.m., March 24, in the East Room of the Student Union. Donald Cell, an economics professor from Cornell College, will speak on academic due process and the role of confidentiality in that process. His presentation will involve an analysis of the policies and procedures contained in our faculty handbook, with particular reference to AAUP standards. The last half hour will be dedicated to general discussion.

Recent events on campus have heightened faculty awareness of the policies and procedures contained in the new faculty handbook. Because continued discussion seems desirable, Wartburg AAUP has been working to bring to campus an expert on these issues to help inform and facilitate this discussion. As noted in our February newsletter, we had initially contacted Professor **C. William Heywood**, former vice-president of AAUP and former dean of Cornell College. But shortly after he had agreed to come, Prof. Heywood was appointed acting president at Cornell and immediately informed us that he would no longer be available.

To take his place, Heywood recommended his colleague Professor **Donald Cell**. Cell (Ph.D., Columbia) is professor of economics and has taught at Cornell since 1962. A long-time member of AAUP, Cell has served the national organization and the profession in the following capacities: secretary-treasurer, co-chair of Committee Z (which prepares the annual salary report), member of the National Council, chair of the Nominating Committee, member of Committee F (membership), and chair of several investigating committees for Committee A (academic freedom and tenure).

This event will be a valuable educational opportunity for Wartburg faculty. Cell will bring an outsider's perspective to our policies and procedures, a perspective informed by his considerable experience as an analyst and by his familiarity with widely accepted professional standards. Because the new faculty handbook frequently employs AAUP standards and guidelines, it is critical that faculty understand how these issues are understood by AAUP.

More importantly, Cell's presentation should serve as a springboard for a discussion about handbook issues like confidentiality and due process. We expect that this discussion will entail a genuine exchange of ideas. Junior faculty and those involved in decisions about renewal and tenure should find it especially useful. It is our hope that one outcome of the forum will be a better understanding of academic due process as well as our own faculty handbook.

TWO FACULTY COMMITTEES DISCUSSING "MOONLIGHTING" AMENDMENTS

At the March faculty meeting, FRC chair **William Shipman** announced that his committee is reviewing a proposed amendment to limit what he called "moonlighting." The Faculty Development Committee is considering a similar amendment.

Underlying these amendments is concern about the fact that faculty who have been granted released time are teaching as adjuncts at other institutions during the terms in which their teaching loads are reduced.

"EDITING ERROR" IN HANDBOOK IDENTIFIED: RIBICH URGES FRC TO REMOVE IT

In a January 14 memorandum addressed to FRC chair William Shipman and Dean James Pence, Professor **Fred Ribich** (past chair of the Handbook Revision Committee) identifies an "editing error" in the final version of the faculty handbook.

According to Ribich, the version of the handbook dated August 20, 1993, contains a sentence that was not present in the draft approved by the faculty and the Board of Regents in the spring of 1993.

The inserted sentence is found in the grievance form (appendix L, p. 93). It reads: "**All grievance proceedings, including the filing of this form, are confidential.**"*

After explaining how this statement made its way into the handbook (an "honest mistake"), Ribich proposes a solution: a corrected version of the grievance form should be "reprinted immediately." Wartburg AAUP joins in urging FRC to remove the erroneous sentence from the handbook as soon as possible and commends Professor Ribich for bringing this matter to the attention of FRC and the dean.

*This sentence could be interpreted to mean that a grievant could not reveal to anyone the fact that he or she had filed a grievance, an interpretation which in fact was articulated during Geirsson's grievance process.

AAUP COMMITTEE ASKS FACULTY COUNCIL TO COORDINATE DEAN EVALUATION

In a March 4 letter, the AAUP Committee for Administrative Review (**Wade, Wagner, and Zemke**) requests that Faculty Council, as the chief faculty committee, initiate a faculty evaluation of the dean of faculty before the end of the current academic year.

Writing for the committee, Professor **Warren Zemke** refers to the AAUP principle that when an administrator is evaluated, "a summary of the review, including a statement of actions taken as a result," should be published (see next item). When the Wartburg faculty evaluated the dean in 1991, President Vogel did provide such a summary. However, after the 1993 evaluation, no summary was released.

In the letter Zemke also notes that the committee, in its pursuit of an evaluation this academic year, had studied "administrator evaluation materials from a variety of colleges and universities" and had "contacted a research center to determine how a neutral agency could distribute and collect a confidential evaluation, tabulate the results, and release those results to the President and the Dean, with summaries to the Board of Regents and the faculty."

According to Zemke, Faculty Council's response to the AAUP request will top the agenda for the next chapter meeting, on March 22.

THE AAUP REDBOOK ON PERIODIC EVALUATION OF ADMINISTRATORS

"Institutions should develop procedures for periodic review of the performance of presidents and academic administrators. The purpose of such periodic reviews should be the improvement of the performance of the administrator during his or her term in office. . . . The governing board or appointing administrator should publish a summary of the review, including a statement of actions taken as a result of the review" (*AAUP Policy Documents and Reports*, 1990 ed., p. 126).

PROFESSOR X: "WHY DID SO FEW FACULTY PROTEST GEIRSSON/GOMEZ DECISIONS?"

In our November newsletter we printed an essay ("Notes from Underground") which gave an untenured faculty member's views on the board's rejection of the faculty's "reasons" amendment. The author of that piece asked to remain anonymous. The following opinions belong to another untenured faculty member who also asked not to be named. Though we think it is unfortunate that some junior faculty at Wartburg fear that expressing their opinions may affect their renewal and tenure decisions, we have nevertheless agreed to withhold their names.

As a junior member of the faculty, I am deeply distressed about what happened to Professors Geirsson and Gomez. Even more troubling than these specific situations, however, is a disturbing trend I see at Wartburg--a tendency to shoot first and ask questions later. Decisions seem to be hastily made and then "evidence" (no matter how flimsy) is found to support these decisions. I believe there are no faculty members, tenured or non-tenured, for whom evidence could not be found either to support or oppose their continuation at Wartburg.

Professors Geirsson and Gomez were, to my mind, paradigms of junior faculty members headed for tenure. I saw them go well beyond what was expected of them as scholars and teachers, and I saw them do what seemed to be an outstanding job preparing their annual renewal materials. That two such outstanding professionals could be denied even the opportunity to stand for tenure is appalling. That these types of decisions can be made without the consensus of the faculty is, in my opinion, unacceptable.

What disturbs me most of all, however, is the apparent unwillingness of many faculty to protest--or even question--these decisions. Maybe this lack of concern can be attributed to the new committee structure, which seems to pit areas and departments against each other. Is it possible that while some tenured faculty are merely apathetic, others are secretly pleased that new positions may be added in their areas? Perhaps faculty need to be reminded that while these decisions are now being made about other people and other departments, they may eventually be made about them or their departments. I cannot help but recall Pastor Martin Niemoller's words about his inaction in the face of Nazi atrocities:

They first came for the Communists,
and I didn't speak up
because I wasn't a Communist.
Then they came for the homosexuals
and I didn't speak up
because I wasn't a homosexual.
Then they came for the Jews
and I didn't speak up
because I wasn't a Jew.
Then they came for the Catholics
and I didn't speak up
because I was Protestant.
Then they came for me
and by that time
no one was left to speak up for me.

--name withheld on request

1989 COMMITTEE CASES: A FOUR-YEAR RETENTION RATE OF 19%

According to a study by Professor **Paul Magnall**, the freshman class entering in the fall of 1989 contained 48 "committee cases," i.e., students who did not meet regular admissions standards but were accepted after their applications were reviewed by the Admissions and Scholarships Committee. Of those 48 students, 12 or 25% were still enrolled in 1992-93, and of those 12, 9 or 19% graduated last May.

1994-95 RAISE THIRD HIGHEST (IN REAL DOLLARS) IN SIX YEARS!

At the March 3 faculty meeting, ART chair **Terry Lindell** announced an across-the-board salary increase of 5.1%, representing a 2.2% raise over the projected consumer price index for 1994-95. This year's raise thus represents the third largest in terms of real income over the last six academic years, as the table below indicates:

	<u>CPI*</u>	<u>Wartburg Nominal</u>	<u>Wartburg Real</u>
1989-90	4.6	6.0	2.4
1990-91	6.1	6.0	-0.1
1991-92	3.1	5.5	2.4
1992-93	2.9	4.2	1.3
1993-94	2.8	3.25	0.45
1994-95	2.9**	5.1	2.2**

CPI from December to December

**Projected

At its November 30 meeting, Wartburg AAUP recommended to the Budget and Building Committee that 1994-95 Wartburg faculty salary increases be "at least 2% above the CPI and ideally 4 to 5% above the CPI." Wartburg AAUP applauds Budget and Building, ART, the Board of Regents, and the administration for their efforts toward making Wartburg salaries competitive with those at similar institutions.

EXECUTIVE COMMITTEE BACKS PERLEY FOR AAUP PRESIDENT

The Executive Committee of Wartburg AAUP (**Zemke, McCluney, and Scholtz**) met **Jim Perley** in October when they attended his Iowa AAUP-sponsored workshop on Committee A activities. Subsequently, chapter officers and he have maintained a regular correspondence, and he has graciously supplied his advice on issues of academic freedom and tenure (see "Pearls from Perley" items in the last two issues of the newsletter).

Perley, a biologist at the College of Wooster in Ohio, has held a number of chapter, conference, and national offices and is currently chair of the Assembly of State Conferences. He represents an element within AAUP that would like to see the national office take a more active role in providing practical assistance to local chapters in their role as faculty advocacy groups. It is this element within AAUP that has initiated support for chapter newsletters, that is responsible for the financial analysis program in which Luther College recently participated, and that is promoting Committee A activities at the chapter and state level.

Finally, the slate of officers is dominated by faculty from large institutions. Perley, as the only candidate for national office who teaches at a liberal arts college, represents a potential voice at the national level for AAUP members who teach at colleges like Wooster and Wartburg.

CLEAR YOUR CALENDARS FOR UPCOMING EVENTS!

Chapter Meeting: 7:30 p.m., Tuesday, March 22, in the Conference Room of the Student Union.

Topic: Faculty Council's response to the request by the AAUP Committee for Administrative Review for a faculty evaluation of the dean this academic year.

Wartburg Faculty Forum: 7:30 p.m., Thursday, March 24, in the East Room. Professor Donald Cell on "Confidentiality and Due Process in the Wartburg College Faculty Handbook."

State Conference Meeting: 9:00 a.m., Saturday, May 7, in the Gold Room of the Student Union at Iowa State University. Topic: "**The Disruption of Classes Taught by Professor Christine Pope, and Subsequent Events.**" Speakers include Provost John Kozak, Dean Elizabeth Hoffman, and George McJimsey, chair of the history department.