



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

March 15, 1995

FACULTY REVIEW COMMITTEE WITHDRAWS SEXUAL HARASSMENT PROPOSAL

At the March 2 faculty meeting, Faculty Review Committee (FRC) chair Bill Shipman withdrew his motion that the faculty approve the committee's proposed Appendix E to the Faculty Handbook, which contains the procedures for resolving complaints of sexual harassment. As a result of the withdrawal of the main motion, Ron Alexander's subsidiary motion to amend by substituting an alternate version of Appendix E ceased to be on the floor. Shipman had made the original motion at the February 16 faculty meeting.

The withdrawal of the motion came about as a result of an agreement reached on February 28 between FRC and Greg Scholtz, the author of the alternate proposal. Both parties agreed to withdraw their proposals so that the committee could write a new policy that addresses the concerns raised by the faculty in the last few weeks.

In a letter to the committee acknowledging the agreement, Scholtz listed those concerns as follows:

- (1) The policy should emphasize informal over formal means of resolution to increase its "victim friendliness."
- (2) The administration should not be part of the process until a faculty committee has established the validity of the charges.
- (3) The investigation of charges against a faculty member should be performed by an elected faculty committee.
- (4) The same procedures as those governing dismissal should be employed when severe sanctions—such as suspension, reduction in rank, and reduction in pay—are imposed.
- (5) No records ("shadow files") should be kept of unsubstantiated complaints.
- (6) The "hostile environment" definition of sexual harassment should be either eliminated or qualified.

Shipman indicated that both the committee and the administration had agreed, after hearing the concerns of faculty and students, that the sexual harassment policy eventually brought to the Board of Regents should be one that addresses these concerns.

(In an attempt to facilitate further discussion of the issues involved in the policy, SMART and Wartburg AAUP are co-sponsoring a campus production of David Mamet's *Oleanna*. See story on page 2.)

UNIVERSITY OF NEW HAMPSHIRE REINSTATES SILVA AND PAYS HIM \$230,000

Trustees of the University of New Hampshire reached an out-of-court settlement of the lawsuit brought against the university by Professor J. Donald Silva. In return for Silva's agreeing to drop the suit, the trustees reinstated him and paid \$230,000 in back pay, damages, and legal fees.

As reported in the February issue of the *AAUP Newsletter*, Silva was suspended from his teaching duties after being accused of creating a "hostile classroom environment." Claiming that his rights to free speech and due process had been violated, Silva sued in federal court. The judge in that case

issued a preliminary injunction temporarily reinstating Silva and indicated that his lawsuit would probably be successful.

Reacting to the trustees' decision, Silva said, "All along, this was a case of academic freedom."

MAMET'S "OLEANA" COMING TO WARTBURG

David Mamet's highly acclaimed *Oleana*, a play about a professor accused of sexual harassment by a disgruntled student, will be performed on campus at 7:30 p.m., Sunday, April 2, in Legends. Admission is free and open to the public.

The play is a production of the Luther College Department of Theater/Dance. The actors are Visiting Assistant Professor of Drama Harold N. Kropp and sophomore Kirby Oren. Professor Kropp will lead a discussion after the performance.

The performance is co-sponsored by the Sexual Misconduct and Assault Resource Team (SMART) and the Wartburg chapter of the AAUP in an effort to raise consciousness about the issue of sexual harassment in the academic community.

AAUP FIGHTING FOR FEDERAL STUDENT AID

The American Association of University Professors has joined the battle to preserve federal financial aid for college students. Responding to the results of a nationwide survey that shows strong support for federal student-aid spending, AAUP General Secretary Mary A. Burgan urged legislators to reconsider plans to cut financial aid programs.

"From my many years of experience as a professor in a major public university, I know that students and their parents depend on aid packages—work-study, loans, Pell Grants—that are now at risk," said Burgan, reacting to a survey of some 1,000 people, conducted by KRC Research and Consulting, Inc., in January.

"The citizens polled in this survey believe their tax dollars are well spent in federal and state allocations for student aid," said Burgan. "The availability of such federal funding has encouraged undergraduate students to stay in college, despite crises in family finances. It also has enabled them to dream about going on in school so that they can become doctors, lawyers, scientists, even professors."

Burgan recalled her experience as a faculty mentor when she was an English professor at Indiana University-Bloomington. She saw students working nights and weekends to make ends meet rather than spending time on their studies. Many worked long hours at minimum wage jobs, and one even went door to door offering to wash faculty cars to earn money.

Burgan pointed out that individual AAUP faculty members have joined their national organization in responding to the crisis in student funding by working with such groups as the Alliance for Student Aid on campuses across the country. The national AAUP—which represents more than 45,000 faculty members—has joined with more than 30 organizations to resist proposals that would eliminate major campus-based student aid programs, end the interest exemption on federally guaranteed loans while students are in school, and do away with the State Student Incentive Grant program. Eliminating these programs could cost students and their families more than \$20 billion over the next five years.

CURRICULAR INNOVATION CAN INCREASE RETENTION

As the struggle for students in an ever-tighter market grows fiercer and fiercer, many institutions of higher learning are lowering their admissions standards to stay competitive. Unfortunately, most of these institutions are discovering that lower standards often mean lower retention. A notable exception is Dexter University of Hawaii (D.U.H.), which seems to have found an innovative solution: a new curriculum specially designed for the "academically challenged." Here are the top ten courses at Dexter, in order of student preference:

- 10 U.S. History—1994 to Present
- 9 Spare Rib Eating*
- 8 Less Filling/Tastes Great: An Informal Discussion Group*
- 7 Introduction to Balloon Animals*
- 6 How to Pass a BAL Test *
- 5 History of Roller Derby
- 4 Long Division: Friend or Foe?
- 3 The Mystique of Childproof Caps*
- 2 Wastepaper Basketball*
- 1 Paper or Plastic: Be Prepared

*includes substantial "hands-on" or "learning by doing" component.

(from the Internet)

AAUP PRESIDENT BLASTS 60 MINUTES FOR AIRING "DISTORTED" VIEW OF PROFESSION

James E. Perley, president of the American Association of University Professors, sent the following letter to Rome Hartman, the producer of CBS's *Sixty Minutes*:

Dear Mr. Hartman:

On February 26 *Sixty Minutes* aired a segment on teaching and research damaging to higher education in this country by presenting a distorted picture of the undergraduate experience.

Only 10 percent of all our colleges and universities are classified as research institutions. On all of the rest of our campuses, faculty members are employed to teach, and teaching is exactly what they do. I have taught biology at the College of Wooster for the last twenty-six years, and I still believe that teaching is the most rewarding activity I do. My colleagues at a wide variety of institutions tell me they feel exactly the same way about the centrality of teaching to our duties as faculty members.

But being a good teacher means more than merely standing in front of a group of students. It requires constant engagement with ever more rapidly expanding fields. It means making a contribution to those fields. Research feeds good teaching and keeps the teacher current. The relationship between teaching and research is close, and experience in each reinforces the other.

As faculty members, we do not dismiss the problems found on research campuses, some of which your program addressed. But the problems you discussed involve judgments and reward systems established by administrators, many of whom are now calling for heavier teaching loads for faculty members. Faculty members considered "stars" are attracted to campuses with promises of reduced or non-existent teaching loads. Other faculty members are threatened with dismissal if they do not bring in sufficient grant monies to cover their research programs and salaries. Factors such as these lead to situations in which the procurement of grants, the publication of papers, and time outside the classroom are considered important by faculty members who are rewarded for those activities and not for teaching. Until administrators change this reward system, faculty members will continue to do what is deemed necessary for advancement in their profession.

One final point. Lesley Stahl repeatedly referred to tenure as a lifetime guarantee of employment. This simply is not true. Lifetime tenure is secure only for those faculty members whose job performance meets standards of acceptability. Incompetent faculty members can be fired and many are each year. The most important aspect of tenure—namely the guarantee of academic freedom—has made our colleges and universities the envy of the world. It has allowed faculty members to express controversial ideas in the classroom and not fear being fired for expressing them. Our nation would be much poorer if this vital safeguard were to be removed from the academic world. Without tenure, those forces that do not like the

work that is done in institutions of higher education will be free to turn them into instruments of particular political or religious points of view.

NO MATTER HOW YOU SLICE IT

The just-announced faculty salary/compensation increase for AY 1995-96 represents a minor setback after last year's significant step forward. The table below presents a comparison of next year's figures with those of the past four years.

<u>Year</u>	<u>Percentile increases in faculty salaries/compensation</u>			
	<u>across-the-board salary</u>	<u>equity adjustment</u>	<u>benefit package</u>	<u>total compensation</u>
1991-92	5.50	2.00	0.50	8.00
1992-93	4.20	0.19	1.25	5.64
1993-94	3.25	0.25	0.75	4.25
1994-95	5.10	0.40	0.60	6.10
1995-96	4.10	0.25	0.65	5.00

Next year's across-the-board salary and total compensation increases are the second lowest in the last five years. However, there is one encouraging statistic in the table: after AY 1991-92, there appear to be fewer inequities among individuals within each rank, to judge from the size of the equity, or "sore thumb," adjustments, which are typically given to individuals at the bottom of each range.

There seem to be two major reasons for the lower salary increase: (1) the continuing slowdown in growth of student tuition and fees at Wartburg and (2) concern about next year's student enrollments.

After last year's encouraging increase, this year's raise is somewhat disappointing, but AAUP wishes to acknowledge the efforts of faculty colleagues on the Budget and Building and the Appointment, Rank, and Tenure Committees who, with the administration, have had to make the tough decisions. Hopefully, if next year's enrollments exceed current expectations, 1996-97 salary increases will represent more significant progress toward achieving parity with comparable institutions.

—Warren Zemke

NELSON AND ZEMKE RUNNING FOR NATIONAL COUNCIL

AAUP members last week received ballots for electing their District II representative to National Council. District II includes Illinois, Iowa, Kansas, Minnesota, Missouri, and Nebraska. Nominees are Cary Nelson, professor of English at the University of Illinois, and Warren T. Zemke, professor of chemistry at Wartburg College. DON'T FORGET TO VOTE.

IT'S OLSEN, NOT OLSON

In the February issue of the *AAUP Newsletter* ("Forum Sheds Light on New Admissions/Financial Aid Policies"), we misspelled Admissions Director John Olsen's last name. When asked why a Norwegian would spell his name like a Dane, John said, "I'm an aristocratic Norwegian." Our apologies, John.

CHAPTER TO MEET MARCH 30

Wartburg AAUP will meet at 7:30 p.m., Thursday, March 30, in the Conference Room of the Student Union. Agenda items include an AAUP-endowed scholarship and the level of financial support for the *Oleana* performance (see page 2).

SPRING MEETING OF IOWA AAUP SET FOR APRIL 15

The Iowa Conference of the AAUP will hold its spring convention on Saturday, April 15, in the Best Western Westfield Inn in Iowa City. Registration is from 9:30 to 10:00 a.m. Professor David Vernon, University of Iowa, will speak on "Censorship in Academia." Contact Warren Zemke if you need transportation.