



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

March 30, 1998

THE GOOD NEWS: NEXT YEAR'S PAY HIKE COULD BE HIGHEST IN SEVEN YEARS

The administration has announced that the average faculty salary increase for AY 1998-99 will be 3.50%. While in nominal terms this increase ranks second from the bottom among increases since AY 1992-93, a low projected rate of inflation may make it the biggest, in real terms, that the faculty has received in the last seven years.

The table shows Wartburg salary percentage increases compared to the Consumer Price Index (CPI) from AY 1992-93 to AY 1998-99. Next year's CPI is given as a percentage range.

Year	CPI*	Wartburg Nominal	Wartburg 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	0.0-1.0**	3.5	3.5-2.5

*Consumer Price Index from December to December

**projected

Because the CPI was under 2.0% for 1997, last year's real salary increase was significantly over 3.0%, the best in the past six years. Last year's 5.0% nominal salary increase also fared well compared to the national average salary increase for all colleges and universities, which was about 3.4%. See the forthcoming March-April edition of *Academe* for national comparisons.

—Warren T. Zemke

THE BAD NEWS: WARTBURG SALARIES STILL COMPARATIVELY LOW

At the January meeting of Wartburg AAUP, Warren Zemke gave members comparative data on Wartburg salaries, as reported in the March-April 1997 issue of *Academe*. Some of that data is shown in the tables below and on the top of page 2.

1996-97 Average Salaries of Select Midwest Colleges in Thousands of Dollars

Rank	Iowa Colleges							
	<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>
Prof	54.5 (2)	49.5 (3)	55.0 (2)	58.0 (1)	75.9 (1)	53.3 (2)	53.9 (2)	49.9 (3)
Assoc	42.9 (2)	44.5 (2)	42.5 (3)	43.6 (2)	58.5 (1)	43.5 (2)	42.0 (3)	39.8 (3)
Asst	35.1 (3)	34.2 (3)	35.9 (3)	36.3 (2)	43.2 (1)	37.9 (2)	36.1 (3)	34.7 (3)
Instr	32.2 (2)	—	—	—	—	32.5 (2)	34.5 (3)	—
All	41.8	42.4	45.9	47.9	58.2	44.5	42.5	40.2
Ranks	(-1.2%)(+1.4%)(+3.6%)		(+3.5%)(+2.8%)(+2.3%)		(+2.4%)(+3.6%)			
Benefits	25%	21%	31%	21%	24%	29%	25%	30%
Full-Time Faculty	72 (+8)	82 (-1)	73 (-5)	78 (-1)	138 (-1)	159 (+1)	72 (+1)	67 (-5)

ELCA Colleges

Rank	Augsburg	August.(IL)	August.(SD)	Concordia	Gustavus	Luther	St.Olaf	Wartburg
Prof	47.0(2)	56.9 (3)	45.3(2)	55.6 (1)	55.5(1)	53.3 (2)	55.5(2)	49.9 (3)
Assoc	38.7(2)	47.5 (2)	40.3(3)	44.4 (2)	45.7(1)	43.5 (2)	44.4(3)	39.8 (3)
Asst	33.7(3)	38.2 (3)	35.1(3)	37.7 (2)	38.9(1)	37.9 (2)	36.6(3)	34.7 (3)
Instr	—	34.0 (1)	29.4(3)	32.8 (2)	33.5(2)	32.5 (2)	34.5(3)	—
All	38.7	45.7	39.0	43.8	46.4	44.5	44.9	40.2
Ranks	(+3.9%)	(+1.8%)(+3.4%)	(+3.1%)(+5.9%)(+2.3%)	(-3.3%)(+3.6%)				
Benefits	32%	26%	23%	21%	22%	29%	22%	30%
F-T	127	132	121	173	164	159	238	67
Faculty	(-1)	(-1)	(-5)	(-1)	(-1)	(+1)	(+1)	(-5)

Explanation of table: The number in parentheses following the average salary figures is AAUP's rating for that salary within the category of general baccalaureate institutions. A rating of 1 is highest; 5 is lowest. The percentage in parentheses listed under the average salary for all ranks is the percent increase or decrease in salary for continuing faculty. The percentages listed for "benefits" is the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. The number listed in parentheses under the number of full-time faculty is the increase or decrease in the number of faculty from the previous year.

WARTBURG AAUP URGES ADMINISTRATION TO MAKE SALARIES A PRIORITY

The Wartburg chapter of the AAUP sent the following letter to President Vogel after considering salary information at its January meeting:

Dear President Vogel:

Wartburg AAUP met last Thursday to talk about salary issues. As we have done for the last four or five years, we reviewed detailed comparisons of Wartburg faculty salaries with those of similar Iowa and ELCA colleges (enclosed).

These comparisons revealed that the national ranking of the salaries for assistant professor through professor at Wartburg has remained in the third quintile for the past four years. Among comparable ELCA schools, only Augsburg and Augustana-Sioux Falls rank lower. (Of the ELCA schools, Augsburg and Augustana-Sioux Falls are the only two that do not enjoy Carnegie Liberal Arts I status.) Among comparable Iowa colleges, Wartburg ranks lowest.

While those present expressed appreciation for the raises faculty have received in the past four years, they also noted that Wartburg has nevertheless gained very little ground relative to competitor institutions. And, as in the past, the chapter voted in favor of a resolution urging the administration to continue to make faculty salaries a priority in the budgeting process. It is our belief that Wartburg's continuing excellence depends greatly on the ability to attract and retain exceptional teachers and scholars.

Sincerely,

Greg Scholtz, President
Wartburg AAUP

ONLY 25% OF COLLEGE FACULTY HAVE TENURE

The "dirty little secret" of the tenure system is that many college instructors don't enjoy its protections. So writes Jon Wiener, a history professor at the University of California at Irvine. According to Wiener, only about one-quarter of the United States' 1.2 million college instructors have tenure.

Wiener says the tenure system has been undermined by administrators who have adopted the logic of the marketplace.

The result is that nearly half the faculty members at four-year colleges today are part-time, adjunct instructors. "It's like moving your factory to Mexico, except that your workers all speak English and have Ph.D.'s, and you never even have to leave town," Dr. Wiener writes.

However, he says, the end of the tenure system would pose real dangers to academic freedom: Professors would censor themselves out of a fear of losing their jobs for writing or saying anything controversial.

Weiner made his comments in the winter issue of *Dissent*.

(from the *Chronicle of Higher Education's* *Academe Today's* Daily Report)

TIME/PRINCETON REVIEW COLLEGE GUIDE RESULTS: HOW DO WE COMPARE?

The following table contains comparative data from the *Time/Princeton Review's* college guide (published spring 1998):

<u>Iowa Colleges</u>	<u>Academic Strengths</u>	<u>Tuition Costs</u>	<u>Admissions Selectivity Rating</u>	<u>% Graduating 4 Years</u>	<u>Student/Faculty Ratio</u>	<u>% Students Getting Aid</u>	<u>Characteristics Student Body % C-F-O-I</u>
Buena Vista	Lib. Arts	\$\$	78	51	15:1	95	96-62-10-01
Central	Lib. Arts	\$\$	75	67	10:1	88	93-57-22-04
Coe	PrePro/Bus.	\$\$\$	78	65	12:1	91	90-54-45-05
Cornell	Lib. Arts	\$\$\$	75	65	14:1	97	89-60-45-05
Grinnell	Lib. Arts	\$\$\$	91	-	10:1	84	77-55-85-09
Luther	Lib. Arts	\$\$\$	80	-	13:1	80	96-60-64-06
Simpson	-	\$\$	75	55	14:1	96	97-56-08-01
Wartburg	Math/Sci.	\$\$	72	60	14:1	98	89-57-21-05
<u>ELCA Colleges</u>							
Augsburg	PrePro/Bus.	\$\$	66	54	14:1	89	77-54-17-05
Augustana/IL	Math/Sci.	\$\$\$	80	68	12:1	96	92-59-16-02
Augustana/SD	Lib. Arts	\$\$	73	-	13:1	95	97-66-47-03
Gustavus	Lib. Arts	\$\$\$	80	76	13:1	72	93-54-29-02
Luther	Lib. Arts	\$\$\$	80	-	13:1	80	96-60-64-06
St. Olaf	Lib. Arts	\$\$\$	82	77	11:1	75	91-59-47-03
Wartburg	Math/Sci.	\$\$	72	60	14:1	98	89-57-21-05

Key to Table: Under Academic Strengths, "Lib. Arts" includes religion, English language and literature, foreign languages, education, psychology, and social sciences; "PrePro/Bus" includes law, business management and administration, marketing and other programs which focus on specific professional careers; "Math/Sci." includes computer and information sciences, engineering, math, life sciences, physical sciences, environmental sciences, health professions and related science. Under Tuition Costs, \$ means moderate (under \$10,000), \$\$ means expensive (\$10,000-\$15,000), \$\$\$ means very expensive (\$15,000-\$20,000), and \$\$\$\$ means mega-expensive (over \$20,000). Admissions Selectivity Rating is *The Princeton Review's* exclusive measure of admissions competitiveness: 70-79 is selective, 80-89 is highly selective, and 90-100 is mega-selective. Students Getting Financial Aid is for all undergraduates. Characteristics of the Student Body are percent Caucasian (C), percent female (F), percent out-of-state (O), and percent international (I).

ST. AMBROSE TO HOST SPRING MEETING OF IOWA AAUP

St. Ambrose University in Davenport is hosting the spring meeting of the Iowa Conference of the AAUP on Saturday, April 18. Iris F. Molotsky, director of membership development and public information and associate editor of *Academe*, will be keynoting the meeting. Also featured on the program will be John Hopper, chair of the Assembly of State Conferences and executive secretary of the Missouri Conference of the AAUP. Speakers will talk about chapter building and recruiting new members. Registration (which is free) and refreshments begin at 9:00 a.m. in McMullen Hall. The opening address is at 10:00 a.m. If interested in attending, talk to Greg Scholtz about sharing a ride.

TOP 10 REASONS STUDENTS CHOOSE A COLLEGE OR UNIVERSITY

According to the Higher Education Research Institute at UCLA, college and university freshmen named the following attributes when asked why they decided to attend their school:

1. Good academic reputation
2. Good jobs for graduates
3. Size
4. Financial aid
5. Low tuition
6. High percentage of graduates attending good graduate schools
7. Good reputation for social activities
8. Near home
9. Special education programs
10. Relatives' wishes

edition)

(from *Time/Princeton Review, The Best College for You*, spring 1998

WHERE IS SHARED GOVERNANCE IN THE NEXT PRESIDENT'S LIST OF PRIORITIES?

The most important moment in the presidential search process is almost here: the on-campus interview with the three finalists.

By this time, the search committee will have closely examined each candidate's records. Committee members will have carefully scrutinized their leadership skills, academic credentials, administrative experience, charisma, fund-raising abilities, and leadership potential (or record). On arrival, first impressions—from the firm handshake and the friendly smile to the quick and well-phrased response to a probing question—will play an important part in the success of an individual's interview.

For me, however, there is but one important criterion: the candidate's position on the question of shared governance at Wartburg.

In 1966 the *Statement on Government of Colleges and Universities* was jointly formulated by the AAUP, the American Council on Education (ACE), and the Association of Governing Boards of Universities and Colleges (AGB). ACE's Board of Directors in 1966 "took action by which the Council 'commends it to the institutions which are members of the Council.'" In 1966, the AAUP Council adopted the *Statement*, and the AAUP membership endorsed it at the 1967 annual meeting. In 1966, the "Executive Committee of the AGB took action by which [it] ... 'commends [the Statement] to the governing boards which are members of the Association.'" (*AAUP Policy Documents and Reports* ["Redbook"], 1995, p. 179).

In addition to acknowledging the interdependence of governing board, administration, faculty, and students, the *Statement on Government* identifies specific responsibilities for each segment. A critical element in the *Statement* is the position that "the faculty has primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process" (Redbook, p. 183). The Redbook also contains the derivative policy statements *On The Relationship of Faculty Governance to Academic Freedom* (p. 186) and *Faculty Participation in the Selection, Evaluation, and Retention of Administrators* (p. 190).

The *Wartburg College Faculty Handbook* accords with the *Statement on Government* in most important respects—not only in defining our responsibilities and benefits as faculty members but also in defining the decision-making role we share with the governing board and the administration. If a new administration were to discard any portion of this mutually accepted handbook, it would break the bonds and regulations by which we work and change radically the conditions under which we teach our students.

Therefore, as part of the forthcoming presidential interviews, I plan to ask each candidate to describe his/her position on the principle of shared governance. The candidates' responses will determine whom I support.

—Warren T. Zemke