



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

May 1, 2000

WARTBURG BENEFITS COMPARE WELL, SALARIES NOT SO WELL

With the administration's recent public concern about the costs of health benefits at Wartburg, and with the publication of the long-awaited "Annual Report of the Economic Status of the Profession" (March-April 2000 issue of *Academe*), I thought it a good time to compare our current benefits with those from other colleges in the Midwest with which Wartburg is most often compared. To remain consistent with information presented by President Ohle, our usual list of 13 Iowa and ELCA institutions has been expanded to include two more—Loras and Nebraska Wesleyan.

All information is from the most recent issue of *Academe*. All schools belong to Category IIB, which contains institutions whose primary emphasis is on general undergraduate baccalaureate-level education (i.e., no postbaccalaureate programs). All salary/compensation figures are in thousands of dollars, rounded to the nearest hundred. Although average salary/compensation figures are available for each rank, I have listed only the "all ranks combined" figures. *Benefits* are major fringe benefits that include contributions for (1) social security, (2) retirement, (3) medical and dental insurance, (4) group life insurance, (5) disability income protection, (6) unemployment and workers' compensation, and (7) tuition for faculty dependents.

<u>Salaries (\$1000s)</u>		<u>Compensation (\$1000s)</u>		<u>Benefits as % of Salary</u>	
Grinnell	64.6	Grinnell	80.9	Coe	34.1*
Cornell	52.4	Coe	64.9	Wartburg	30.9*
St. Olaf	51.9	Cornell	63.9	Augsburg	29.6
Gustavus	50.2	St. Olaf	63.0	Luther	28.0*
Augustana IL	49.5	Augustana IL	62.3	Augustana SD	27.3
Luther	48.6	Gustavus	62.6	Augustana IL	25.9*
Coe	48.4	Luther	62.6	Buena Vista	25.4*
Simpson	46.1	Wartburg	59.7	Grinnell	25.2
Concordia MN	45.9	Buena Vista	56.2	Coe	24.7*
Wartburg	45.6	Simpson	55.9	Gustavus	23.9*
Neb. Wesleyan	44.9	Neb. Wesleyan	5.6	Neb. Wesleyan	23.8*
Buena Vista	44.8	Augsburg	55.1	Cornell	21.9*
Central	43.4	Concordia MN	54.7	St. Olaf	21.4*
Loras	42.9	Central	54.1	Simpson	21.3*
Augsburg	42.5	Augustana SD	53.6	Loras	21.0*
Augustana SD	42.1	Loras	51.9	Concordia MN	19.2*

*Schools that the administration is currently using as "benchmark" institutions.

—Warren T. Zemke

UPDATE ON SALARY RAISES: HOW DOES NEXT YEAR'S INCREASE STAND UP TO CPI?

The January 4 *Wartburg AAUP Newsletter* compared raises, in real and nominal terms, for the last 8 years ("This Year's Salary Raise Lowest in Eight Years"). Now that our raises for next year have been announced and AAUP's annual salary report has been issued (in the March-April 2000 issue of *Academe*), the comparison can be updated. Conclusions from the January 4 newsletter have not changed.

The table below shows Wartburg salary percentage increases compared to the Consumer Price Index (CPI) from AY 1992-93 through AY 2000-01. (CPI information is from the March-April issue of

Academe .) Included in the table is next year's 3.5% raise and its projected value in relation to current CPI.

Year	CPI ¹	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
1999-00	2.7	3.0	0.3
2000-01	2.7 ²	3.5	0.8 ²

¹Consumer Price Index from December to December. ²No increase in CPI assumed.

CHAPTER SHARES SALARY CONCERNS WITH PRESIDENT OHLE

On January 20, the Wartburg chapter of the AAUP met to discuss salary issues. Warren Zemke presented information about 1998-99 faculty compensation at Wartburg and selected "peer" institutions. Present at the meeting were members of Building and Budget and representatives from Faculty Council and the Appointment, Rank, and Tenure Committee.

After discussion, the chapter authorized its president to write President Ohle to express the following concerns (quoted from the January 27 letter):

"First, according to figures available from the Bureau of Labor Statistics, an unanticipated rise in the rate of inflation (2.6) has reduced this year's nominal salary raise of 3% to 0.4% in terms of 'real' dollars.

"Second, comparative data seem to indicate that salaries at the rank of associate professor have slipped relative to other ranks and thus may need addressing in this year's salary decisions.

"Third, given our current salaries, being obliged to co-pay for medical benefits would reduce the competitiveness of our compensation package. Yes, it is true that Wartburg's benefit contribution is high relative to most peer institutions in terms of percent of salary. However, higher salaries at those institutions tend to negate that difference.

"Fourth, faculty participation in the budget process would be enhanced if an elected faculty representative or representatives would be permitted to sit at the table with the administration from the beginning of the budget planning process, i.e., *before* the pie is cut up and served."

MARK YOUR CALENDARS: AAUP PICNIC TO BE HELD THURSDAY, MAY 18

The seventh annual AAUP Faculty Picnic will take place on Thursday this year. Location and precise menu still to be determined, though it is certain that beer will be one of the beverages.

WARTBURG AAUP TO ELECT NEW OFFICERS THURSDAY

The Wartburg Chapter of the American Association of University Professors meets Thursday evening at 8:00 in the conference room of the student union. Agenda includes election of officers and discussion of AAUP picnic. Offices open are president, vice president, secretary, and treasurer. None of the incumbent officers, except the treasurer, are eligible for re-election to the same office. All AAUP members are encouraged to attend.