



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

May 1, 2003

FACULTY INVOLVED IN DEAN EVALUATION, BUT THIS TIME AR&T EXCLUDED

In a cover memorandum dated March 31, President Jack R. Ohle invites faculty to fill out, by May 30, a two-page "performance evaluation" for the vice president for academic affairs and dean of faculty. This cover memorandum is virtually identical to the one distributed with the dean's 2000 evaluation, with two significant exceptions—both of which will limit administration-faculty dialog. In the 6/30/2000 memorandum, the process described included the following components:

1. "[The dean's] self-assessment will be shared with the Appointment, Rank, and Tenure Committee at a meeting of the committee."
2. "The Appointment, Rank, and Tenure Committee may provide to the president, in writing, their reflections on [the dean's] self-assessment."

These elements, however, have been omitted this time around.

U.S. NEWS'S "BEST COLLEGES 2003": WARTBURG SHOWS PROGRESS IN KEY AREAS, BUT . . .

The table on the next page compares Wartburg with a diverse sampling of other Iowa and Midwestern ELCA colleges. The data for the nine categories of comparison were collected by *U.S. News and World Report* for its annual rankings of undergraduate institutions. The comparison not only indicates Wartburg's strengths and weaknesses relative to these institutions but suggests how well the college has met some of the goals and recommendations of Commission Wartburg.

A word of explanation: When the Carnegie Foundation restructured its taxonomy of American institutions of higher education in 2000, *US News* followed suit, since its categories are based on Carnegie's classification system. Because Carnegie no longer classified Wartburg as a liberal arts college but as a "baccalaureate-general" institution, *US News* removed it from its category of "national liberal arts colleges" and placed it among what *US News* calls "comprehensive colleges" organized by regions.

In marketing terms, this is beneficial. Under the old *US News* categories, Wartburg was buried in the bottom tier of "national liberal arts colleges." Under *US News*'s revamped system, the college is included in Tier I of the "Midwestern comprehensives" and given prominent space in the "Best Colleges" issue. In this year's issue, Wartburg is listed eighth among the top thirty-one "Midwestern comprehensives," right after Simpson (seventh) and ahead of Central (ninth) and Augustana-Sioux Falls (tenth).

Schools that remained in the *US News*'s liberal arts category—like Augustana-Rock Island, Coe, Concordia-Moorhead, Cornell, Gustavus, Luther, and St. Olaf—did not fare so well, even though most of them moved up a tier. The problem is that *US News* decided not to list any but the top fifty liberal arts colleges (of 218) in the "Best Colleges" issue. Hence, most liberal arts colleges, including those just named, do not even get a mention in the magazine, further diminishing the credibility of the *US News* rankings. Data about these omitted colleges can only be obtained online for a fee.

While the value of the *US News* rankings may be questionable, the data it collects are significant, especially when interpreted comparatively. The numbers in the table below, for example, tell us several meaningful things about Wartburg vis a vis the "competition." First, they show that the college has made significant strides in reducing class size, in accord with one of the recommendations of Commission Wartburg. Three years ago *US News* listed Wartburg as having 35% of its classes with enrollments under 20, and 6% of its classes with enrollments over 50, the worst overall showing among the entire group of 162 liberal arts colleges. According to this year's issue, 41% of Wartburg classes now contain fewer than 20 students, and only 2% of classes contain 50 or more. Second, the data indicate that the college has im-

proved its six-year persistence to graduation rate, which is reported to be 68%, quite an improvement over the 62% of three years ago.

Other numbers in the table are not so encouraging. The freshman retention rate of 79%, for example, is the second worst in the whole group (only Grand View's is lower) and seven percentage points beneath what it was three years ago, indicating that work still needs to be done to achieve the 90% goal set by Commission Wartburg. Selectivity, as indicated by acceptance rate and range of average ACT scores, also does not compare favorably. Wartburg's acceptance rate of 88% is the second highest in the group (a higher acceptance rate suggests lower admission standards), and average composite ACT scores within the 25th to 75th percentile range have not budged since 2000. Commission Wartburg set a goal of raising the 25th-75th percentile ACT range from 21-27 to 23-28, which would be closer to ranges at Augustana-Rock Island, Luther, and Gustavus than to those at Simpson and Central. Finally, despite Commission Wartburg's recommendation that the college focus on student-faculty ratio as "one important measure of instructional quality," our 14/1 ratio ties us with three other schools for penultimate place and is identical to the ratio reported three years ago.

	Tier ¹	ACT 25th-75th percentile ²	Average high-school GPA ³	Accept Rate ⁴	Freshman Retention Rate ⁵	6-yr Grad Rate ⁶	% of Classes under 20 ⁷	% of Classes with 50+ ⁸	Student- Faculty Ratio ⁹	Total UG Enrollment
Augustana(IL)	LAI	23-29	3.5	77%	86%	72%	54%	3%	12/1	2,232
Augustana(SD)	MCI(10)	22-27	3.5	85	80	60	43	2	12/1	1,174
Central	MCI(9)	21-26	3.5	87	80	62	63	0	14/1	1,425
Coe	LAI	22-27	3.6	77	81	58	75	0	12/1	1,280
Concordia (MN)	LAI	21-27	N/A ¹⁰	86	80	66	48	2	14/1	2,766
Cornell	LAI	22-27	3.49	70	81	63	69	0	11/1	986
Grand View	MCIV	18-23	3.03	99	61	33	73	0	15/1	1,402
Grinnell	LAI	28-32 ¹¹	N/A ¹⁰	65	92	84	66	1	10/1	1,338
Gustavus	LAI	23-29	3.63	76	91	81	52	4	13/1	2,592
Luther	LAI	22-28	3.6	83	86	72	42	2	14/1	2,575
St. Olaf	LAI	25-29 ¹²	3.71	76	92	80	41	3	13/1	3,011
Simpson	MCI(7)	21-26	N/A ¹⁰	77	81	67	70	1	13/1	1,816
Wartburg	MCI(8)	21-27	3.5	88	79	68	41	2	14/1	1,649

source: America's Best Colleges 2003, Premium Online edition

NOTES

¹ LAI is tier 1 (the highest) of the national liberal arts colleges, LAII is tier II of the liberal arts colleges, and LAIII is tier III of the national liberal arts colleges. MCI is the top tier of Midwestern comprehensive colleges; MCIV is the bottom tier. The number in parentheses is the ranking within that classification.

² Average test scores on the SAT or ACT of all enrolled students for the fall 2001 entering class, converted to percentile scores by using the distribution of all test takers.

³ Average high-school grade point average for all enrolled students in the fall 2001 entering class.

⁴ The ratio of the number of students admitted to the number of applicants for the fall 2001 admission.

⁵ The percentage of first-year freshmen that returned to the same college or university the following fall, averaged over the first-year classes entering between 1997 and 2000.

⁶ The percentage of freshmen who graduated within a six-year period, averaged over the classes entering between 1992 and 1995.

⁷ The percentage of undergraduate classes, excluding class subsections, with fewer than 20 students enrolled during the fall of 2001.

⁸ The percentage of undergraduate classes, excluding class subsections, with 50 students or more enrolled during the fall of 2001.

⁹ The ratio of full-time-equivalent students to full-time-equivalent faculty during the fall of 2001.

¹⁰ Indicates that the school did not provide data to *U.S. News*.

¹¹ Converted from SAT 1260-1440.

¹² Data not submitted in the form requested by *U.S. News*.

—Greg Scholtz

FOUR ELCA COLLEGES APPOINT NEW PRESIDENTS, CONCORDIA LOOKING

Wayne B. Powell was named president of Lenoir-Rhyne College on October 21, 2002, and officially assumed office on December 1, 2002. Powell had served as vice president and dean for academic affairs since 2000. Before that time, he served as associate dean and later dean of the Graduate College at Oklahoma State University from 1992 to 2000, where he also taught mathematics since 1980. Powell received his bachelor's degree in 1971 from Texas Lutheran College, his master's degree in 1973 from Texas A&M University, and his Ph.D. in mathematics in 1978 from Tulane University.

P. Randolph Helm will become the eleventh president of Muhlenberg College, Allentown, Pa., on July 1. Helm is currently a professor of classics and vice president for college relations at Colby College, Waterville, Maine. Helm is a 1970 graduate of Yale University. He earned a doctorate in ancient history from the University of Pennsylvania in 1980. At Colby he served as vice president for development and alumni relations from 1988 to 2001.

Steven C. Bahls will become the eighth president of Augustana College, Rock Island, Ill., on July 1. Bahls is a professor and dean of the Capital University Law School, in Columbus, Ohio. A native of Des Moines, Bahls earned his baccalaureate degree from the University of Iowa's college of business and his J.D. from Northwestern University School of Law.

James L. Peterson will become the fourteenth president of Gustavus Adolphus College on July 7. A 1964 graduate of Gustavus Adolphus, Peterson has been president and CEO of the Science Museum of Minnesota, St. Paul, for almost 20 years. He earned a doctorate in entomology from the University of Nebraska, Lincoln, in 1972. Peterson taught in public high schools in Peoria, Ill., and Osseo, Minn., before serving as a research associate at the University of Wisconsin, Madison. He was a staff ecologist for two years with the National Commission on Water Quality, Washington, D.C., and served from 1976 to 1984 as a vice president in the areas of systematics and evolutionary biology, environmental research, and institutional advancement at the Academy of Natural Sciences, Philadelphia.

Finally, Concordia College is searching for a new president after President Thomas Thompsen submitted his resignation, effective July 1, to the Board of Regents on April 28. Thompsen, a former director of financial aid at Wartburg, has been president of Concordia since 1999.

FORMER WARTBURG HISTORY PROFESSOR APPOINTED ACADEMIC VP AT LORAS

Loras College president John Kerrigan has named Cheryl Jacobsen vice president for academic affairs, beginning June 1. Jacobsen has served as the associate vice president of academic affairs and dean of experiential learning at Loras since June 2001.

Before going to Loras, Jacobsen had been a member of the Wartburg faculty for fifteen years, first in the English department and later in the history department, of which she was chair for several years. Jacobsen also chaired several important committees at Wartburg, including General Education, Faculty Council, and ART.

WARTBURG AAUP ASKS REGENTS TO CONSIDER ACADEMIC IMPACT OF BENEFITS PLAN

In a February 16 letter addressed to Wartburg College Board of Regents chair Fred Hagemann, Wartburg AAUP president Warren Zemke urged board of regents' members to take AAUP principles into account as they made the decision to cut health benefits for faculty and staff.

Writing on behalf of the chapter, Zemke called Hagemann's attention to the *Statement of Principles on Academic Retirement and Insurance Plans*, jointly formulated by the AAC&U and the AAUP in 1950. Zemke pointed out that, according to this statement, "health insurance programs that best serve an institution of higher learning are those that enhance the quality of instruction. Programs accomplish this goal by being attractive to highly qualified professionals and by maintaining their morale so they can perform their professional duties as effectively as possible."

Zemke suggested that board members, when considering a new benefits plan, should therefore not only take financial considerations into account, but should also ask themselves this question: "*How will the adoption of the proposal enhance the academic effectiveness of Wartburg College?*"

He stated that, in the past, Wartburg has been unusually successful in recruiting and retaining faculty who are raising families, but that the proposed new benefits plan seemed to fall most heavily on this particular group. And, in light of survey data that indicate that faculty morale was low, Zemke suggested that the board should "consider how the proposed reduction in health insurance benefits might further affect faculty morale."

In concluding, Zemke expressed the hope that, in attempting to address the financial problems presented by the rising costs of group health insurance, the board would find a solution that "takes into account the

concerns that we and other members of the Wartburg community have raised. Despite our different roles, we are all striving towards the same goal—advancing the academic excellence of Wartburg College.”

IN AY 2000-01, TOP WARTBURG ADMINISTRATORS GET AVERAGE RAISES OF 6.3 4%

Below are Wartburg’s top five administrative salaries for the 2000 and 2001 fiscal years (the most recent for which figures are available). This information is taken from Wartburg’s IRS Form 990s (available at <<http://www.guidestar.org>>). (N.B.: In 2000-01, Wartburg faculty received average raises of 3.5 percent.)

	<u>99-00 pay</u>	<u>00-01 pay</u>	<u>% change</u>
John R. Ohle, president	\$158,367.....	167,500.....	5.8%
David Ostrander, VP, development.....	\$96,660.....	99,000.....	2.4%
Michael Book, VP, administration and finance	\$93,000.....	98,000.....	5.4%
Ferol Menzel, VP, academic affairs	\$86,307.....	98,000.....	13.5%
Alexander F. Smith, VP, student life	\$86,000.....	90,000.....	4.6%

WARTBURG SALARIES HAVE LOST GROUND RELATIVE TO SALARIES AT PEER COLLEGES

Salaries and compensation for Wartburg faculty show a relative decline over the past several years. Below is a comparison of sixteen Midwestern colleges based on the most recent information found in the AAUP’s “Annual Report of the Economic Status of the Profession” (March-April 2003 issue of *Academe*). The salaries and compensation are averages for teaching faculty for 2002-03. The selection of the listed colleges includes eight ELCA colleges and nine Iowa colleges. All but Augsburg, Augustana (S.D.), and Grinnell are schools that Wartburg is calling “benchmark” institutions this year. Salary data that the college submitted to the AAUP was for the eighty ranked faculty members employed at Wartburg last academic year.

All schools in the table belong to Category IIB, which contains institutions whose primary emphasis is general undergraduate baccalaureate-level education. All salary/compensation figures are in thousands of dollars, rounded to the nearest hundred. Although average salary/compensation figures are available for each rank, listed here are the “all ranks combined” figures. Compensation is salary plus institutional contribution to benefits (i.e., not the amount received by the faculty member, but the approximate “cost” to the institution). 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	70.5	Grinnell	89.7	Coe	35.6
St. Olaf	57.7 * #	St. Olaf	72.9	Wartburg	34.2
Gustavus	54.9 * #	Coe	70.9	Luther	33.1
Augustana	54.7 * #	Gustavus	70.2	Augustana SD	29.2
Buena Vista	53.9 #	Augustana IL	69.3	Simpson	28.3
Coe	52.3 #	Luther	67.1	Gustavus	27.9
Cornell	51.1 #	Buena Vista	66.9	Grinnell	27.2
Luther	50.4 * #	Wartburg	65.5	Neb. Wesleyan	26.9
Neb. Wesleyan	49.8 #	Simpson	63.9	Augustana IL	26.7
Simpson	49.8 #	Cornell	63.4	St. Olaf	26.3
Concordia MN	49.5 * #	Neb. Wesleyan	63.2	Augsburg	26.1
Wartburg	48.8 * #	Augustana SD	60.2	Central	26.0
Augsburg	46.8 *	Concordia MN	59.7	Loras	25.1
Loras	46.7 #	Augsburg	59.0	Buena Vista	24.1
Augustana SD	46.6 *	Central	58.7	Cornell	24.1
Central	46.6 #	Loras	58.4	Concordia, MN	20.6

Benchmark institutions

* ELCA institutions

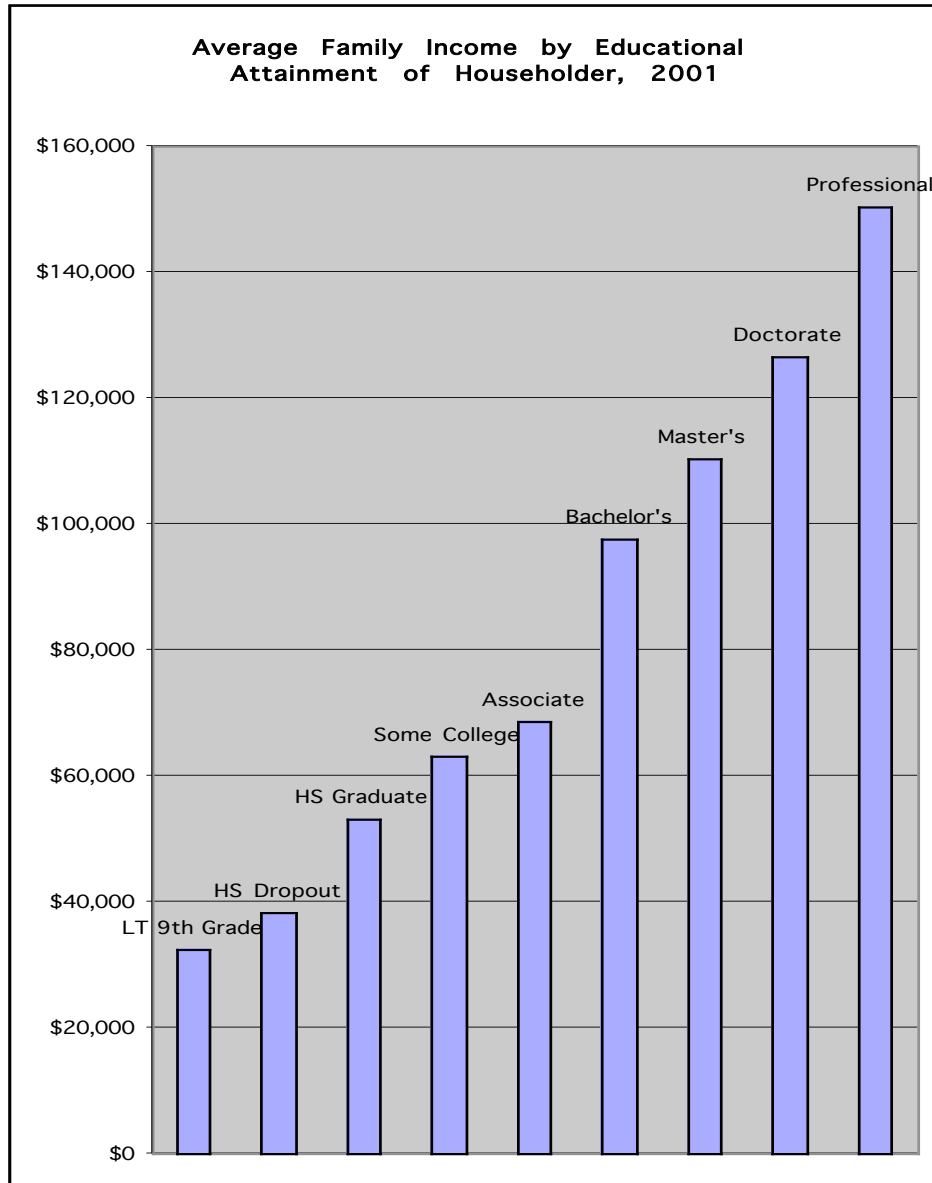
Very few significant changes have occurred in these rankings over the last four academic years. In the benefits-as-percentage-of-salary category, Coe, Luther, and Wartburg have remained in the top three (although Wartburg’s position should decline significantly next year when the new benefits plan goes into effect). In the compensation column, the top five as well as the bottom four schools have remained the same, with Wartburg alternating between eighth and ninth place from one year to the next (again, this ranking should decline next year). In the salary category, one change worth noting is this year’s replacement of

Cornell by Buena Vista among the top five. *But, from a Wartburg perspective, the most important change of all during the last four years has been Wartburg's fall in the salary rankings from number ten to twelve.*

—Warren T. Zemke

DIDN'T REALIZE YOU WERE DOING SO WELL?

Thanks to Joyce Boss for bringing this little gem to our attention. Data is from the U.S. Census Bureau.



source: Postsecondary Education Opportunity, Oskaloosa, Iowa

OVER FORTY PERCENT OF FACULTY NATIONWIDE HAVE PART-TIME APPOINTMENTS

The number of part-time faculty has increased dramatically in the last twenty years, according to a new study published by the American Council on Education (ACE). From 1981 to 1999, the number of college instructors with part-time appointments increased by 79 percent to more than 400,000 of a total of one million faculty members over all.

The study, entitled *The New Professoriate: Characteristics, Contributions, and Compensation*, also found that 74 percent of part-time faculty report having another job, that they make (from all sources of income) an average of \$20,600 less than full-time faculty, that part-time faculty report similar levels of job satisfaction as did full-time faculty, that most part-time faculty (64%) taught at public two-year institutions, and that

82 percent of part-time faculty do not have doctorates. The study also found that while many part-time instructors prefer their status, the preference for a part-time position is strongly related to level of education: part-time faculty with doctorates were the least likely to say they were part time by choice.

source: <<http://www.acenet.edu>>

COLLEGE ENDOWMENTS TAKE A HIT, BUT WARTBURG DOES BETTER THAN MOST

Colleges and universities lost an average of 6 percent in the value of their endowments in the year ending in June 2002, according to a report issued by the National Association of College and University Business Officers (NACUBO). Last year colleges lost an average of 3.6 percent. According to NACUBO, most of the loss in value can be attributed to investment market declines and poor economy. The table gives a sampling from the 654 institutions that participated in the NACUBO study.

Institutions Ranked by Fiscal Year 2002 Market Value of Endowment Assets With Percent Change between 2001 and 2002 Endowment Assets

***"Percent Change" does NOT represent the rate of return on investment for the listed endowment, but the endowment's change in market value during the fiscal year. Factors such as growth from gifts, reductions due to expenditures and withdrawals, as well as investment returns determine an endowment's fiscal-year-end market value.

Rank	Institution	State	2002 Endowment Funds (\$000)	2001 Endowment Funds (\$000)	Percent Change in Endowment
1	Harvard University	MA	17,169,757	17,950,843	-4.4
6	Massachusetts Institute of Technology	MA	5,359,423	6,134,712	-12.6
27	University of Minnesota and Foundation	MN	1,320,078	1,431,942	-7.8
35	Grinnell College	IA	1,075,153	1,024,671	4.9
61	University of Wisconsin Foundation	WI	698,082	898,326	-13.6
67	University of Iowa and Foundation	IA	657,682	635,507	3.5
90	Carleton College	MN	457,488	543,456	-15.8
93	Macalaster College	MN	442,395	500,372	-11.6
114	Rochester Institute of Technology	NY	358,671	451,523	-20.6
159	Wheaton College	IL	234,025	260,567	-10.2
200	Gettysburg College	PA	165,567	187,258	-11.6
202	Lawrence University	WI	162,794	176,244	-7.6
214	St. Olaf College	MN	156,331	161,748	-3.4
236	Illinois Wesleyan	IL	136,603	175,863	-22.3
285	Drake University	IA	105,156	114,323	-8.0
309	Quinnipiac University	CT	91,443	62,798	45.8
335	Roanoke College	VA	77,637	83,801	-7.4
345	Gustavus Adolphus College	MN	72,660	80,068	-9.3
351	Muhlenberg College	PA	70,604	80,698	-12.5
358	Concordia College	MN	69,055	74,321	-7.1
384	Luther College	IA	56,562	58,640	-3.5
396	Cornell College	IA	53,894	61,950	-13.0
420	Hamline University	MN	46,560	52,915	-12.0
430	Central College	IA	44,698	48,981	-8.7
441	Coe College	IA	42,188	40,661	3.8
471	Capital University	OH	36,163	38,486	-6.0
	[WARTBURG COLLEGE	IA	36,038	37,724	-4.5] ¹
504	Northwestern College	IA	31,441	33,429	-6.0
518	Nebraska Wesleyan University	NE	28,770	32,561	-11.6
524	Morningside College	IA	27,802	30,041	-7.5
525	California Lutheran University	CA	27,656	29,112	-5.0
532	Loras College	IA	26,228	28,015	-6.4
542	Texas Lutheran University	TX	24,561	20,241	21.3

source: <<http://www.nacubo.org>>

¹Wartburg did not participate in the NACUBO survey. According to vice president for finance Vern Truesdale, Wartburg's endowment fund balance was \$36,038,322 as of May 31, 2002, and \$37,724,807 as of May 31, 2001. The decline in market value was about 4.5%, significantly better than average. Vern also noted that Wartburg has a May 31 fiscal year end, as opposed to June 30.

MARK YOUR CALENDARS: AAUP PICNIC SET FOR MAY 21

The tenth annual AAUP Faculty Picnic will take place on Wednesday, May 21, at 5:30 p.m. All faculty members and their families are invited. The purpose is simply to celebrate the end of the academic year in an informal and lively fashion. Further details to follow.