



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

May 1, 2006

WARTBURG AAUP RAISES THE ROOF IN MEMORY OF BILL ENGELBRECHT

Since Friday, April 28, Wartburg AAUP members and friends have pledged \$1,825 to pay for the installation of a new roof on one of the Habitat for Humanity homes in Heartland Hills, the old air base housing south of Waverly. The chapter's contribution to this cause memorializes Bill Engelbrecht, a Wartburg alumnus, long-time supporter of the college, and former chair of the Board of Regents.

Waverly Habitat for Humanity has been sponsoring the refurbishment of the houses at the site, and its Steering Committee has launched a Raise the Roof campaign to completely re-roof six more houses. In order to match two \$500 challenge pledges by Fred Strickert and Josef Breutzmann, the chapter needs to raise \$175 more by May 12. The total target amount is \$2500.

If you would like to make a pledge or donation, or if you would like to volunteer for tear-off and/or installation, contact AAUP treasurer Paul Hedeem (8449; <paul.hedeem>). If you would like to make a separate contribution, contact Habitat Steering Committee member Lex Smith (8260).

WARTBURG AAUP COMMENDS PRESIDENT OHLE FOR SAEMANN CHAIR DECISIONS

On April 25, the executive committee of the Wartburg chapter of the AAUP sent the following letter to President Ohle, with copies to the executive committee of the Wartburg College Board of Regents and to Dean Menzel:

Dear President Ohle:

The executive committee of the Wartburg chapter of the American Association of University Professors has asked me to convey its appreciation for the decisions you communicated to the faculty in your April 20 e-mail memorandum.

We are pleased that you will recommend that the Board of Regents delay action on its proposed handbook amendment and that the search for the Saemann Chair in Multicultural Community Engagement has been postponed until the fall. We are especially pleased that the college will follow the normal faculty search schedule in attempting to fill the chair and that, as announced earlier, you will consult with Faculty Council and ART to determine the search procedures.

We are encouraged to learn that you reached these decisions after hearing what faculty had to say at the April 13 faculty meeting and after recent conversations with faculty, especially the members of Faculty Council.

Though we deeply regret their resignations, we share your high appraisal of the exemplary contribution that Janice and Kim have made to the college in their years of directing the Global and Multicultural Studies program.

Finally, we applaud your decision to improve faculty-administration communication by inviting Faculty Council to meet regularly with your cabinet and by exploring an expansion of that committee's duties to include advising the president.

These decisions indicate a commitment to the style of academic decision-making that the chapter had endorsed in its April 11 letter to the Board of Regents—one that is shared, open, transparent, and accordant with college policies. Thank you.

Sincerely,

Greg Scholtz, President

VALLEM: ADDITIONAL INFORMATION FROM FACULTY SURVEY WILL BE RELEASED SOON

On April 19, Wartburg AAUP's executive committee (Scholtz, Breutzmann, Hedeem, Survilla, Zemke) wrote Faculty Council to ask about the fate of the faculty survey that Faculty Council had administered in December. Responding via e-mail that same day on behalf of the committee, Chair Susan Vallem wrote that Faculty Council would be sharing more information from the survey "before the end of this academic year." "Most importantly," she added, "we will include steps taken to make some beginning changes and goals for the Faculty Council to work on for next year so that we don't lose sight of these important issues."

Vallem reported that members of the committee had "struggled long and hard on how to use the survey information to begin to make some positive changes." But since "the survey information was primarily for [Faculty Council's] use to get a better understanding of the specifics of the problems identified in the original [Higher Education Research Institute] survey," the full results would not be released.

Vallem also reported that the same preliminary summary results distributed at the January 19 Group meetings were shared with President's Cabinet and discussed with President Ohle.

These summary results (based on 59 respondents) were as follows:

"Is the [faculty's] relationship with the administration a problem?" YES: 46 NO: 11

Those who responded yes named as sources of the problem the administration's "not consulting with faculty" (28), "circumventing faculty governance" (18), "general lack of communication" (17), and "corporation" management style (6). Five faculty identified the source as "college debt and impact on academic programs."

"Do you feel disrespected?" YES: 23 NO: 11

Sixteen who responded affirmatively said that they felt a "lack of respect from some colleagues," fifteen stated that "some majors are [viewed] as more important than others," four named "lack of trust among colleagues" as a cause, and three referred to "fear of repercussions by tenured faculty toward non-tenured faculty."

"Have you considered leaving in the past two years?" YES: 34 NO: 24

Reasons given were "heavy workload" (9), "little opportunity for scholarship/advancement" (8), "salary" (6), "benefits" (5), "lack of appreciation/affirmation" (5), and "lack of collegiality" (5).

"Do you feel subtle discrimination?" YES: 21 NO: 38

Reasons named were "gender (female)" (9), "favoritism by the administration" (6), and negative attitudes toward my major (5).

CARNEGIE FOUNDATION RESTORES WARTBURG TO RANKS OF LIBERAL ARTS COLLEGES

For the fifth time in the last ten years, the Carnegie Foundation for the Advancement of Teaching has revamped its classification system for colleges and universities. For Wartburg, reclassification means that the college has rejoined that group of baccalaureate institutions that the foundation formerly classified as "BA-Liberal Arts." In 2000 Carnegie declassified Wartburg as a liberal arts college and transferred it to the "BA-General" category. As of February 2006, however, Wartburg has rejoined Grinnell, Luther, Augustana-Rock Island, Gustavus, St. Olaf, Coe, and Cornell, to name a few familiar schools, in the category now called "Baccalaureate-Arts & Sciences."

Only about 70 of the former "BA-General" group were transferred into this group of 270 institutions, in Iowa only Wartburg, Central, and Simpson. But Loras, Buena Vista, Briar Cliff, and Augustana-Sioux Falls remain in the 340-institution category now called "Baccalaureate-Diverse."

Wartburg's reclassification may turn out to be a mixed blessing, however. Since *U.S. News and World Report* bases its rankings on the Carnegie system, these changes will also affect how Wartburg appears in the magazine's annual "America's Best Colleges" issue. For example, when Carnegie reclassified Wartburg as a BA-General school six years ago, the college left the third tier of *US News's* "National Liberal Arts Colleges," where it was virtually invisible, and became highly prominent as one of the top ten Midwest "Regional Liberal Arts Colleges." Returning to the liberal arts group may result in the loss of that prominence.

Fortunately, *US News* will not be able to adapt its ranking system to the Carnegie revision in time for the August 2006 issue, though it does intend to adapt to do so in time for the August 2007 issue. For additional information, see <<http://www.carnegiefoundation.org/index.asp>>.

WARTBURG FACULTY SALARY AND BENEFIT RANKINGS HOLD STEADY

Below are comparisons of Wartburg salaries (1st table) and benefits (2nd table) for the past 5 years with those of the Midwest colleges with which Wartburg is most often compared. The published data are for only ranked faculty members at Wartburg; the college does not provide data on titled faculty salaries. The data below come from March-April issues of *Academe: Bulletin of the American Association of University Professors*. Except for Grinnell and Augustana, SD, schools are those the administration has designated as "benchmark" institutions.

All schools in the table belong to Category IIB, which contains institutions whose primary emphasis is general/undergraduate baccalaureate-level education. *Salary and benefit figures are in thousands of dollars, rounded to the nearest hundred.* Average salary/benefit figures are available for each rank; listed here are the "all ranks combined" figures. Benefits are institutional contributions; they are not the amount received by the faculty member but the approximate "cost" to the institution. Benefits 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.

The Wartburg salary ranking (**emboldened**) in the listing is based on figures for the last two years. Comparison of figures over the 5-year progression shows Augustana (IL), Luther, and Wartburg all having moved up one position while Nebraska Wesleyan has dropped several positions.

<u>Institution</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
Grinnell.....	68.0	70.5	73.3	75.4	76.4
St. Olaf.....	55.9	57.7	58.0	59.5	62.1
Augustana, IL.....	53.1	54.7	56.1	57.8	59.8
Gustavus Adolphus.....	54.4	54.9	55.8	57.4	59.1
Coe.....	51.2	52.3	53.4	55.6	57.6
Luther.....	49.9	50.4	52.8	54.9	55.8
Cornell.....	52.5	51.1	52.8	54.3	55.6
Simpson.....	49.7	49.8	52.1	53.2	54.9
Wartburg.....	47.0	48.8	51.8	53.0	54.5
Concordia, MN.....	47.9	49.5	50.9	52.1	54.2
Central.....	47.0	46.6	48.4	49.7	52.2
Nebraska Wesleyan.....	48.5	49.8	48.7	48.9	50.0
Augustana, SD.....	45.2	46.6	48.6	48.3	49.3
Loras.....	44.6	46.7	48.9	39.4	50.7

Benefits rankings are based on figures for the last two years. Wartburg remains in the upper half; the most notable changes over the 5-year progression are improvements for St. Olaf, Augustana (SD), and Central.

<u>Institution</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
Grinnell.....	19.0	19.2	20.0	20.8	21.0
Coe.....	18.7	18.6	18.3	19.3	18.3
St. Olaf.....	14.2	15.2	15.7	17.3	18.7
Luther.....	15.9	16.7	16.8	17.4	17.8
Wartburg.....	15.4	16.7	15.6	16.5	17.7
Augustana, SD.....	13.5	13.6	12.1	14.8	16.0
Gustavus Adolphus.....	12.8	15.3	13.3	15.7	15.1
Augustana, IL.....	13.7	14.6	14.6	15.2	15.5
Simpson.....	12.3	14.1	13.4	14.7	15.4
Central.....	10.6	12.1	14.5	13.3	14.1
Nebraska Wesleyan.....	13.4	13.4	11.3	12.6	13.7
Cornell.....	11.4	12.3	12.8	12.7	13.5
Concordia, MN.....	9.6	10.2	11.9	11.2	11.3
Loras.....	10.3	11.7	11.1	10.0	12.4

MEDICAL INSURANCE PREMIUMS CREEP UPWARDS

In contrast to last year's big *jump* in medical premiums for Wartburg employees, this year's premiums only *creep* upwards, a happy event to be sure. Tabulated below are facts contained in the Wartburg College Flexible Benefits Menu, distributed annually by Human Resources to employees when they must decide which health plan to select. Dollar amounts in the table are directly from those menus for the past three years. Although *premiums* for the two options "employee" and "employee + children" differ for the two options in the table, the *percent increases* are the same, up only about 7 % for 2006-07.

Wartburg College Medical Insurance Plans (figures in dollars except for percentiles)

<u>Year</u>	<u>WELLMARK ALLIANCE SELECT (Employee pays 30 % of premium)^a</u>				<u>Premiums: "Employee + Spouse" Option</u>				<u>Premiums: "Family" Option</u>			
	<u>Total</u>	<u>Percent Change*</u>	<u>Empl.</u>	<u>Percent Change*</u>	<u>Total</u>	<u>Percent Change*</u>	<u>Empl.</u>	<u>Percent Change*</u>	<u>Total</u>	<u>Percent Change*</u>	<u>Empl.</u>	<u>Percent Change*</u>
2004-05	613.66	+26.3	153.42	+26.3	886.40	+26.3	221.60	+26.3	1028.19	+16.0	308.46	+39.2
2005-06	711.82	+16.0	213.55	+39.2	1028.19	+16.0	308.46	+39.2	1101.83	+ 7.2	330.55	+ 7.2
2006-07	760.80	+ 7.2	228.84	+ 7.2								

^a Employee paid 25 % of total premium for 2004-2005 and 30 % for 2005-06; employee pays 30 % of total premium for 2006-2007.
* Percent change from previous year's premium

<u>Year</u>	<u>WELLMARK BLUE ADVANTAGE (Employee pays 20 % of premium)^a</u>				<u>Premiums: "Employee + Spouse" Option</u>				<u>Premiums: "Family" Option</u>			
	<u>Total</u>	<u>Percent Change*</u>	<u>Empl.</u>	<u>Percent Change*</u>	<u>Total</u>	<u>Percent Change*</u>	<u>Empl.</u>	<u>Percent Change*</u>	<u>Total</u>	<u>Percent Change*</u>	<u>Empl.</u>	<u>Percent Change*</u>
2004-05	508.54	-	76.71	-	734.56	-	110.80	-	852.08	+16.0	170.42	+53.8
2005-06	589.90	+16.0	117.98	+53.8	908.27	+ 6.6	181.65	+ 6.6				
2006-07	628.80	+ 6.6	125.76	+ 6.6								

^a Employee paid 15 % of total premium for 2004-2005 and 20 % for 2005-2006; employee pays 20 % of total premium for 2006-2007.
* Percent change from previous year's premium

Last year the total premiums paid by the college moderated a bit, but the burden was shifted more onto its employees (the increase went from 26 % to 39 % for Alliance Select; see "percent change" columns in the first table, above). This year the percent increase for the college and the employee are the same. Other good news is the relatively low percentage increase in premiums, from 6.6 to 7.2 % depending upon the choice of insurance plan.

I very much appreciate the college's efforts to provide options for its employees. The college pays a larger total premium for the Alliance Select option, and the employee pays more of the premium (30 % rather than 20 %), but the benefit is worth the extra cost to a number of us.

—Warren T. Zemke

"THE DEVALUING OF HIGHER EDUCATION": AAUP RELEASES ANNUAL SALARY REPORT

For the second consecutive year, the increase in overall average salaries for college and university professors failed to keep up with the rate of inflation. That is one of the central findings of "The Devaluing of Higher Education: The Annual Report on the Economic Status of the Profession, 2005-06."

The AAUP's annual report, which is published in the March-April issue of *Academe*, has been an authoritative source of data on faculty salaries and compensation for decades. This year's findings call into question assertions contained in an issue paper on college costs prepared recently for the U.S. Secretary of Education's Commission on the Future of Higher Education. The paper, by commission consultant Robert C. Dickeson, claims that "faculty salaries are especially expensive," and that "the time-honored practice of tenure is costly." AAUP data, however, indicate that overall average faculty salaries remain depressed as a result of a long-term pattern of insufficient investment in faculty.

This year's report compares faculty salaries to other higher education indicators, including presidential salaries and institutional returns on endowment investment. The concluding section explores an issue of continuing concern to those committed to maintaining the quality of U.S. higher education: the low pay rates of part-time faculty, who now make up nearly half of all college and university teachers.

source: <<http://www.aaup.org/newsroom/index.htm>>