



*"Committed to Academic Excellence"*

## NEWSLETTER

May 7, 2008

### **IOWA CONFERENCE BESTOWS ALLEN AWARD ON SCHOLTZ**

At its April 19 spring meeting, the Iowa Conference of the AAUP conferred the Edward S. Allen award on our own Greg Scholtz. Professor Allen was the founder of the Iowa Conference of the AAUP, the country's first state conference. In the past 15 years, only four individuals have received this award. The inscription on Greg's plaque reads as follows:

The Iowa Conference of the American Association of University Professors presents the Edward S. Allen Award to Gregory F. Scholtz, Ph. D., Professor of English, Wartburg College, for his exceptional contributions to the AAUP and the profession of higher education in Iowa and beyond. He served the Wartburg Chapter 15 years as an officer and editor of its newsletter. In Iowa he served for 14 years on Iowa Committee A, 10 years as chair. He was editor of *Iowa Academe* for 12 years; in 1997 it won the award as the Outstanding Conference Newsletter at the Annual Meeting. Nationally he served on the executive committee of the Assembly of State Conferences, Committee A on Academic Freedom and Tenure, and Committee T on College and University Governance, the last 4 years as chair. Presented at the University of Northern Iowa, April 19, 2008.

The Wartburg chapter of the AAUP congratulates Dr. Scholtz on receiving this award and expresses its gratitude for his many years of service at both the local and national levels. He is an inspiration to all of us as we strive to protect and promote the integrity and quality of American higher education.

### **PRESIDENT OHLE RESIGNS**

On April 25<sup>th</sup> faculty and staff were informed through campus email that Fred Hagemann, Chair of the Board of Regents, would make an important announcement less than an hour after the email was sent. As the crowd gathered in the Lyceum, some speculated that Mr. Hagemann had called the meeting to announce President Ohle's resignation. This speculation was proven correct as a visibly shaken Hagemann read a brief announcement stating that Ohle had accepted a position at Gustavus Adolphus College and would be leaving Wartburg at the end of May. Hagemann's announcement and invitation for questions were met with silence as the faculty and staff pondered what this would mean for the future of the institution. Hagemann noted that the Board of Regents would appoint an interim president for the next academic year while it conducts a search for a new president. AAUP has written to the Faculty Council urging its members to contact the Board of Regents and remind them of the crucial role of the faculty in selecting and interviewing candidates (see below).

### **AAUP SENDS LETTER TO FACULTY COUNCIL**

Dear Members of Faculty Council:

Since its founding in 1915, the American Association of University Professors has sought to serve the common good by formulating and recommending to the higher education community policies and procedures designed to promote academic excellence. Core AAUP-recommended standards have been almost universally adopted by American colleges and universities and have made no small contribution toward making our system of higher education the best in the world.

The primary function of local chapters of the Association is to advance the adoption and implementation of AAUP standards on their own campuses. To that end, I am commending to your attention the following three documents:

1. *Faculty Participation in the Selection, Evaluation, and Retention of Administrators*, from the AAUP Documents and Reports (the Redbook),
2. *Presidential Search Committee Checklist* by Muriel E. Poston, available on the AAUP website, and
3. an excerpt from the book *How Academic Leadership Works: Understanding Success and Failure in the College Presidency*, by Robert Birnbaum.

In an interview with the Waverly newspaper, Board of Regents chair Fred Hagemann, stated that faculty will be included in the presidential search committee, just as they were during the previous search. Since you are the duly-elected representatives of the faculty and are thus empowered to represent the faculty, I urge you to communicate with the Regents before the search procedures are carved in stone and that you consider making the following recommendations to the board:

1. That the board work closely with duly-appointed faculty representatives when the Regents design the search process. Such a procedure would be dictated by the principles of shared governance articulated in the 1966 *Statement on Government of Colleges and Universities*, which stresses that the “variety and complexity of the tasks performed by institutions of higher education” require “joint planning and effort” (*AAUP Policy Documents and Reports*, 9th ed. [1990], p. 218).
2. That the faculty elect those who will represent it on the search committee. The faculty’s election of its own representatives, as opposed to their appointment by an external body or person, will help to ensure faithful representation and bolster the faculty’s confidence in the process. See the *Redbook* statement, particularly under “selection of administrators.”
3. That all faculty are afforded the opportunity to interview each candidate during the finalist’s visit to campus. Involvement of the whole faculty imparts legitimacy to the selection process and signals that the principles and procedures of shared governance will be honored by the new administration (see Birnbaum excerpt).

The AAUP executive committee applauds Faculty Council’s leadership of the Wartburg faculty. AAUP stands ready to assist the council in promoting the principles and practices of shared governance and academic freedom, the foundation stones of academic quality.

Sincerely,  
Warren T. Zemke, President  
Wartburg AAUP

### **FACULTY SALARIES FAIL TO KEEP PACE WITH INFLATION**

The table below shows average instructional Wartburg faculty salary increases in percentages in relation to the Consumer Price Index (CPI) for the most recent 6 years.

Year	CPI <sup>1</sup>	Wartburg Nominal <sup>2</sup>	Wartburg Real
2003-04	1.9	4.0	2.1
2004-05	3.3	3.5	0.2
2005-06	3.4	3.5	0.1
2006-07	2.5	3.5	1.0
2007-08	4.1	3.0	1.1
2008-09	(4.1) <sup>3</sup>	3.5	(-0.6) <sup>3</sup>

<sup>1</sup> CPI from December to December; see March-April 2008 issue of *Academe*.

<sup>2</sup> The nominal salary increases reflect Wartburg’s budgeted salary pool for raises.

<sup>3</sup> The cost of living increase is assumed to be the same as it was in 2007-08.

**WARTBURG FACULTY SALARIES/COMPENSATION RANKINGS SHOW NO CHANGE**

AAUP's 2007-08 "Report on the Economic Status of the Profession" was just released. The results below come from the March-April 2008 issue of *Academe*.

All schools in the following table belong to Carnegie Category IIB, which contains institutions whose primary emphasis is general/undergraduate baccalaureate-level education. All figures are in thousands of dollars, rounded to the nearest hundred. Average salary/compensation figures are available for each rank, but listed here are the figures for "all ranks combined." 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 assistance for faculty dependents.

SALARIES (\$1000s)		COMPENSATION (\$1000s)		BENEFITS AS % OF SALARY	
St. Olaf	68.8	St. Olaf	90.8	Carthage	37.5*
Coe	65.0	Coe	85.9	St. Norbert	35.8
St. John's, MN	63.5	Luther	84.4	<b>Wartburg</b>	<b>34.2*</b>
Luther	63.1	St. John's, MN	84.1	Luther	33.9*
Gustavus	62.5	Carthage	82.9	St. John's, MN	32.4
Augustana, IL	60.7	Gustavus	80.2	Coe	32.1
Carthage	60.3	St. Norbert	79.8	St. Olaf	31.9*
St. Norbert	58.8	<b>Wartburg</b>	<b>77.6</b>	Simpson	30.6
Concordia, MN	58.1	Augustana, IL	76.4	Neb. Wesleyan	30.1
<b>Wartburg</b>	<b>57.8</b>	Simpson	71.7	Augustana, SD	28.7*
Central	56.0	Central	70.2	Gustavus	28.3*
Simpson	54.9	Concordia, MN	69.9	Millikin	28.0
Millikin	54.1	Millikin	69.3	Augustana, IL	25.8*
Loras	52.9	Neb. Wesleyan	68.3	Central	25.4
Neb. Wesleyan	52.5	Loras	65.8	Loras	24.4
Augustana, SD	50.9	Augustana, SD	65.5	Concordia, MN	20.3*

\*ELCA institutions

In order to present a more complete picture, four ELCA schools—Augustana, IL, Concordia, Gustavus Adolphus and St. Olaf—have been added to the list of schools that Wartburg has used as "benchmark" institutions since 2006. A comparison of this type was made for the 1999-2000 academic year (see the May 2000 *Wartburg AAUP Newsletter*). Just as above, 16 schools were compared. Some of the benchmark institutions have been changed, however. Buena Vista, Cornell, Grinnell and Augsburg have been replaced in the present list with Carthage and St. Norbert from Wisconsin, Millikin from Illinois, and St. John's from Minnesota. Carthage and Augsburg are both ELCA schools. Wartburg's rankings in this list are worse than in 1999-2000. In salaries, we have slipped from 9<sup>th</sup> to 10<sup>th</sup> place; in compensation from 7<sup>th</sup> to 8<sup>th</sup>; and in benefits as percent of salary, we stayed in 3<sup>rd</sup> place.

Another way to evaluate faculty salaries and total compensation is to look at their ranking among category IIB, baccalaureate degree institutions. The familiar AAUP rating scheme according to percentiles is used in the table below. The ranking number is based on nation-wide averages: 1 = 80-94 %; 2 = 60-79 %; 3 = 40-59 %; 4 = 20-39 %; 5 = below 20 %. The table has been ordered according to the "rating for compensation" figures, comparing only professor, associate and assistant ranks.

	RATING FOR SALARIES			RATING FOR COMPENSATION		
	Prof	Assoc	Asst	Prof	Assoc	Asst
St.Olaf	2	2	2	2	1	2
Luther	2	2	2	2	2	2
St. John's	2	2	2	2	2	2
Carthage	3	2	3	2	2	2
Gustavus	2	2	2	2	3	2
Coe	2	3	3	2	2	3
St. Norbert	3	2	3	3	2	2
Augustana, IL	2	3	3	2	3	3
Millikin	3	3	3	3	3	3
<b>Wartburg</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>
Concordia, MN	3	3	3	3	4	3
Simpson	3	4	4	3	4	4
Central	4	4	4	4	4	4
Neb. Wesleyan	4	4	5	4	4	4
Augustana,SD	4	4	4	4	4	4
Loras	4	4	4	5	4	4

—Warren T. Zemke

**AAUP PICNIC SET FOR MAY 22 AT RESIDENCE OF TED AND LAURIE REUTER**

Wartburg AAUP invites all Wartburg faculty and their families to join chapter members on Thursday, May 22, for the Fifteenth Annual May Term AAUP Faculty Picnic. Pizza, chips, salad, and beverages (including beer) will be provided free of charge (though donations are welcome). Festivities begin at 5:00 p.m. and continue until 7:00-ish. Formal invitations will be distributed soon; RSVP.