



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

May 12, 1994

CHAPTER NOMINATED FOR NATIONAL AWARD

After notification from the Washington office, Wartburg AAUP last month submitted its application for the **Beatrice G. Konheim Award**, given annually by the Association to one chapter for "outstanding achievement" in advancing AAUP principles.

Among the activities highlighted in the application: the chapter's advocacy of basic fairness and academic due process in personnel matters, most evident in its work in support of Professor **Heimir Geirsson**; its contribution toward producing a new faculty handbook that accords with AAUP standards; its efforts to raise Wartburg salaries to a level consistent with comparable institutions; its efforts to obtain periodic administrative review, including a summary of the results, in accordance with AAUP recommendations; and its publication of this newsletter.

The winning chapter will receive national recognition, both at the 1994 annual meeting and in the pages of *Academe*. There is also a large cash award.

PRESIDENT OF AAUP TO SPEAK AT FALL CHAPTER DINNER

Jim Perley, newly elected President of the American Association of University Professors, will speak at the Wartburg AAUP Kick-Off Dinner, on Friday, September 9.

Perley (Ph.D., Yale) is Professor of Biology at the College of Wooster in Ohio. Among his AAUP positions, past and present, are Chair of the AAUP Association of State Conferences, member of Committee A, and President of Ohio Committee A. He is currently on sabbatical at UC-Berkeley.

WARTBURG TO HOST FALL MEETING OF THE IOWA CONFERENCE

At its spring meeting, the Iowa Conference of the AAUP voted unanimously to hold its fall meeting at Wartburg College. Set for September 10, the convention will feature AAUP President **Jim Perley** (see above) and Associate Secretary **Mark Blum**.

CHAPTER SPONSORS FIRST ANNUAL MAY-TERM FACULTY PICNIC

On Thursday, **May 19**, from 5:30-7:30, Wartburg AAUP will be giving a picnic for all teaching faculty and their families at the residence of **Susan** and **Gerry Vallem**, 1201 Park Avenue. The menu includes barbecued chicken, chips, salads, desserts, and beverages (including draft beer).

There is much to celebrate: not only the end of another academic year but renewals, tenures, promotions, retirements, new jobs, new responsibilities, new family members, and other faculty accomplishments!

****Please remember to RSVP to Warren Zemke or Greg Scholtz by noon, Tuesday, May 17.**

ADVICE TO COLLEGES FROM THE PEW FOUNDATION: CUT STAFF, SIMPLIFY CURRICULUM

Last month **President Vogel** sent the Alumni Board a page-and-a-half statement from the Pew Foundation entitled "To Dance with Change." The statement argues that higher education today is faced with "an external environment that is . . . in many ways hostile" and that colleges and universities must be willing either to change or to face "a substantially diminished future." Not surprisingly, the kinds of changes required all involve doing more with less. These are the concluding paragraphs:

Change requires reducing costs. Permanently reducing costs means to operate with smaller, more flexible staff and simpler, less convoluted processes. Colleges must be less employment centered.

The challenge is to do the job better with fewer resources. It requires reducing staff and re-engineering processes so resources can be invested in new programs and opportunities, improved technologies and greater outreach.

The most difficult and important part of the task is to achieve academic restructuring, which means defining a curriculum that is focused and coherent. . . .

There needs to be a redesign as well as a simplification of most undergraduate curricula. . . . To sustain a collegial environment in such an undertaking requires strong academic vision and leadership. No real progress can be made without a unified sense of purpose among the faculty.

Following the statement, President Vogel adds the following comment: "This . . . material from the Pew Foundation . . . suggests our assumptions and plans may not be critical, radical or bold enough. On the other hand, few liberal arts schools I know are poised as strategically to respond to these challenges as we are. This may be our almost unique opportunity to move from a good school to a great school by the standards we value most."

AAUP SALARY REPORT SHOWS WARTBURG LAGGING BEHIND PEER INSTITUTIONS

The most recent, and perhaps most popular, issue of *Academe* is now available in the Wartburg library or from AAUP members—the March/April issue dedicated to "The Annual Report of the Economic Status of the Profession." As in previous years, this year's issue includes summary reports of average faculty salaries arranged by (1) gender, (2) type of institution (two-year, baccalaureate, or doctoral-level schools; public, private independent, or church-related), (3) academic rank, (4) geographical region, and (5) academic field. Individual institutional data for some 2,000 institutions are also included; in Iowa data for thirty-five colleges/universities are presented.

The November, January, March, and April issues of the *Wartburg AAUP Newsletter* presented information mostly about Wartburg salaries in recent years. The table below, however, compares Wartburg salaries with the seven regional ELCA schools and the five Iowa colleges with whom Wartburg chiefly competes for students. The numbers are for the current academic year.

Salary ratings are interpreted as follows: 1 = 80-94.9 percentile, 2 = 60-79.9 percentile, 3 = 40-59.9 percentile, and 4 = 20-39.9 percentile. All listed colleges are from the same category (general baccalaureate) and the same west north-central region (except Augustana, IL, which is in the east north-central region).

<u>Institution</u> (benefits as % of salary)	<u>Average Salary (\$1000) by Rank</u>				<u>Rating of Average Salary</u>			
	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>	<u>Prof</u>	<u>Assoc</u>	<u>Asst</u>	<u>Inst</u>
Augsburg (26)	43.2	35.6	31.4	—	3	4	3	—
Augustana, IL (24)	52.7	42.5	36.2	31.3	1	1	1	1
Augustana, SD (34)	43.4	38.2	32.2	24.1	3	3	3	4
Buena Vista	48.4	41.6	33.9	26.3	2	2	2	3
Central (22)	46.4	41.3	33.4	28.5	3	2	2	2
Coe (31)	51.6	42.1	34.0	—	2	2	2	—
Concordia, MN (20)	52.7	41.9	35.6	31.1	1	2	1	1
Cornell (22)	57.8	42.6	36.8	—	1	1	1	—
Gustavus Adolphus (27)	48.6	40.2	33.8	30.2	2	2	2	2
Luther (31)	47.8	39.9	34.7	30.2	2	2	2	2
Simpson (28)	49.1	37.7	33.9	30.0	2	3	2	2
St. Olaf (22)	55.1	42.7	35.5	30.1	1	2	2	2
Wartburg (26)	44.7	37.0	30.8	—	3	3	3	—