



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

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RELATIVE TO PEERS, WARTBURG SALARIES HOLD GROUND—BUT BENEFITS DECLINE

A comparison of Wartburg faculty salaries and benefits by rank to those of "benchmark" ELCA colleges yields at least two obvious conclusions:

- while Wartburg salaries have remained more or less constant relative to peer institutions, the relative value of Wartburg benefits has actually declined, and
- average salaries of Wartburg instructors and assistant professors are much more competitive than salaries of associate and full professors.

The first table shows Wartburg salaries, benefits, and total compensation for each rank for 2002-03 and 2003-04, alongside those of five peer Midwestern ELCA colleges: Augustana (IL), Concordia (MN), Gustavus Adolphus, Luther, and St. Olaf.

In 2002, Wartburg gave a one-time salary "bump" of \$1,000 to the top two ranks to improve their relative AAUP ratings, and, in 2003, associate professors again received a \$1,000 salary boost. This strategy seemed to work for associate professors, whose salaries had been stuck at the AAUP's lowest rating of 4 (the bottom 20th percentile among baccalaureate institutions) for several years.

But the one-time adjustment failed to help improve the rating for full professors' salaries, which is still stuck at 3 (40th percentile). Wartburg assistant professor salaries are rated 2 (60th percentile), and instructors 1 (80th percentile).

Comparison of Average Faculty Salaries, Fringe Benefits and Total Compensation (in \$1,000s) by Rank for 6 Midwestern ELCA Colleges

	<u>Professor</u>			<u>Associate Professor</u>			<u>Assistant Professor</u>			<u>Instructor</u>		
	<u>Salary</u>	<u>Benefits</u>	<u>Total</u>	<u>Salary</u>	<u>Benefits</u>	<u>Total</u>	<u>Salary</u>	<u>Benefits</u>	<u>Total</u>	<u>Salary</u>	<u>Benefits</u>	<u>Total</u>
<u>2002-2003</u>												
August.	68.0	17.2	85.2	55.4	15.2	70.6	45.4	12.7	58.1	39.0	10.3	49.3
Concord.	62.8	12.8	75.6	51.9	11.2	63.1	44.3	9.0	53.3	37.8	7.4	45.2
Gustavus	67.7	17.6	85.3	54.4	15.6	70.0	46.0	13.3	59.3	39.5	12.4	51.9
Luther	63.8	19.1	82.9	51.8	19.7	71.5	43.2	14.3	57.5	37.0	12.3	49.3
St. Olaf	69.3	18.4	87.7	57.3	14.6	71.9	44.5	12.2	56.7	42.3	11.7	54.0
Wartburg	59.2	23.3	82.5	47.5	16.0	63.5	43.8	13.4	57.2	41.1	13.5	54.6
<u>2003-2004</u>												
August.	69.3	17.4	86.7	56.2	14.6	70.8	46.6	12.7	59.3	39.5	9.7	49.2
Concord.	64.1	14.4	78.5	52.5	12.6	65.1	44.7	10.8	55.5	40.4	9.0	49.4
Gustavus	68.6	15.9	84.5	55.0	14.0	69.0	47.4	11.3	58.7	41.5	9.4	50.9
Luther	66.5	19.4	85.8	53.9	20.0	73.9	45.2	13.9	59.1	38.2	12.1	50.3
St. Olaf	72.0	19.7	91.7	57.9	15.1	73.0	45.0	12.8	57.8	42.6	11.1	53.7
Wartburg	61.5	20.0	81.5	50.2	16.0	66.2	46.7	12.9	59.6	44.4	12.6	57.0

While figures in the table make it appear that Wartburg professors have a very competitive benefits package, looks may be deceiving. When salaries and benefits are compared to the averages of the six ELCA colleges, a different conclusion emerges.

The table on the next page presents Wartburg faculty salaries and benefits as a percentile of the averages of the ELCA benchmark institutions over the past four years.

Comparison (as Percentiles) of Wartburg College Salaries and Fringe Benefits with Five Peer Midwestern ELCA Colleges

Academic Year	Full Professor		Associate Professor		Assistant Professor		Instructor	
2000-01	91 ^a	108 ^b	88 ^a	106 ^b	99 ^a	113 ^b	—	—
2001-02	90	121	89	105	98	112	—	—
2002-03	91	129	90	104	98	107	104 ^a	120 ^b
2003-04	92	112	92	104	102	104	108	118

^a(Wartburg salary) divided by (average salary of six ELCA colleges), as a percentile.

^b(Wartburg fringe benefits) divided by (average fringe benefits of six ELCA colleges), as a percentile.

Clearly, salaries have stayed relatively constant compared to the average of the ELCA colleges: for full and associate professors at a level approximately 90% of the average, and for assistant professors at approximately 100%. Instructor salaries and benefits are stronger than the average of all six ELCA schools (because of an insufficient number of instructors, salary and compensation figures for that rank were not provided by Wartburg to the AAUP for the years 2000-01 and 2001-02).

The most obvious trend is that Wartburg salaries have changed little (relatively) over four years for each rank. But assistant professors and instructors receive the best relative salaries and benefits. The other obvious trend is that over four years every rank has seen a slip in the value of its benefits, compared to the other ELCA colleges.

All data come from the March-April issues of *Academe: Bulletin of the AAUP*. Wartburg data are for only the approximately 80 ranked faculty members; data on the rest of the instructional titled faculty (typically 13 in recent years) are not part of the information provided to AAUP by Wartburg. Fringe 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.

—Warren T. Zemke

IN AY 2002-03 TOP WARTBURG ADMINISTRATORS RECEIVED AVERAGE RAISES OF 5.9%

Below are Wartburg's top five administrative salaries for the 2002 and 2003 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>>).

	<u>01-02 pay</u>	<u>02-03 pay</u>	<u>% change</u>
John R. Ohle, president	179,000.....	188,000.....	5.0%
David Ostrander, VP, development.....	103,000.....	108,000.....	4.8%
Ferol Menzel, VP, academic affairs	103,000.....	108,000.....	4.8%
Alexander F. Smith, VP, student life	94,000.....	98,000.....	4.2%
Edith Waldstein, VP, enrollment management	85,000.....	94,000.....	10.6%

Across-the-board faculty raises for the 2002-03 academic year were 2%, although professors and associate professors received an additional \$1,000 to improve their standing relative to counterparts at peer institutions, making their raises closer to 4%.

(In AY 2000-01, top Wartburg administrators received average raises of 6.3%, in AY 2001-02 their average raise was 5.1%. Average faculty raises for those same years were 3.5% and 4.0%, respectively.)

CHRONICLE: INCREASES IN COLLEGE PRESIDENTS' SALARIES PROMPTING FEDERAL SCRUTINY

This week's *Chronicle* reports that presidential salaries at both public and private institutions have been growing at a much faster rate than compensation for rank and file employees. Forty-two private college presidents earned more than \$500,000 in the 2003 fiscal year, with the best-paid—William R. Brody, president of Johns Hopkins—making \$897,786 in salary alone. Seventeen public college presidents topped the half-million-dollar mark in 2003, despite hefty state budget cuts to higher education. According to the November 19 *Chronicle*, both the Internal Revenue Service and Congress (under the leadership of Senator Chuck Grassley) have begun investigating abuses in nonprofit executives' pay, including that of college and university presidents.

WARTBURG RANKS NUMBER ONE IN THE IOWA CONFERENCE . . . IN PRESIDENTIAL PAY

The table below ranks the colleges that belong to the Iowa Intercollegiate Athletic Conference by the size of their presidential salaries in the 2003 fiscal year (the most recent for which figures are available). The table also shows presidential fringe benefits and expense accounts. These amounts are taken from the colleges' IRS form 990s, which non-profit institutions are required to file with the federal government. The year of the presidents' initial appointments, 2002-2003 tuition, and 2002-2003 total enrollment are also given.

College	2002-03 Presidential Salary	2002-03 Fringe Benefits	2002-03 Expenses	President	Year of Appointment	2002-03 Tuition	2002-03 Enrollment
Wartburg	\$188,000	\$31,960	\$1,108	Jack R. Ohle	1998	18,150	1,695
Luther	\$179,655	\$25,484	0	Richard Torgerson	1999	21,600	2,572
Coe	\$177,786	\$18,338	\$6,193	James Phiifer	1995	21,280	1,300
Buena Vista	\$173,572	\$13,747	0	Fredrick Moore	1995	19,862	1,300
Cornell	\$170,000	\$17,931	\$13,897	Leslie H. Garner	1994	21,630	1,117
Simpson	\$169,980	\$19,252	\$10,446	Kevin LaGree	2000	18,097	1,845
Central	\$167,000	\$21,055	0	David Roe	1998	17,753	1,659
Loras	\$150,889	\$15,548	0	John Kerrigan	2002	17,370	1,575
U of Dubuque	\$146,705	\$30,660	0	Jeffrey Bullock	1998	16,260	1,108

According to last year's Almanac issue of the *Chronicle of Higher Education*, in 2002-03 the median salary nationally for presidents of baccalaureate institutions was \$170,000.

SCHOLTZ RESIGNS AS WARTBURG CHAPTER PRESIDENT

Greg Scholtz has resigned as president of Wartburg AAUP, effective September 1. Scholtz was in the second year of a two-year term. In a memorandum to the chapter's executive committee, he cited an upcoming sabbatical leave, as well as an increase in other AAUP responsibilities, as reasons for his resignation. The remaining officers are Paula Survilla (secretary), Paul Hedeem (vice president), and Josef Breutzmann (treasurer). According to the chapter constitution, "When an officer has resigned ... the office shall be filled by a special election of the chapter. The Executive Committee is empowered to fill vacancies in any elected office until a special election is held. The person so elected shall hold office for the remainder of the unexpired term."

ENROLLMENTS RISE YET AGAIN; AND ACADEMIC PROFILE SHOWS SLIGHT GAIN

This fall's total enrollment of 1,804 is the highest ever, surpassing last year's record of 1,775. Wartburg has now experienced nine years in a row of record enrollments and eleven consecutive years of enrollment growth.

Figures related to the academic profile of the incoming class are also encouraging. This year's percentage of students who graduated in the top 10% of their high-school class—34%—is at the eleven-year mean. Instead of continuing to decline, as it has over the previous three years, the ACT composite average remained the same as last year's—23.7—only three-tenths of a point below the eleven-year average of 24. And the percentage of new students who graduated in the bottom half of their high-school class improved significantly—from 15% to 12%—matching the eleven-year average.

Academic Profile of Incoming Classes—1994-2004

FALL	% in top 10% of grad class	% in bottom 50% of grad class	Wartburg ACT composite avg.	National composite avg.	Iowa composite avg.
1994	42%	8%	24.6	20.8	21.9
1995	35%	11%	24.3	20.8	21.8
1996	33%	11%	23.6	20.9	21.9
1997	38%	8%	24.3	21.0	22.1
1998	29%	13%	24.1	21.0	22.1
1999	35%	14%	24.2	21.0	22.0
2000	31%	14%	23.7	21.0	21.4
2001	36%	15%	24.1	21.0	22.0
2002	29%	13%	23.8	20.8	22.0
2003	31%	15%	23.7	20.8	22.0
2004	34%	12%	23.7	20.9	22.0

NUMBER OF F-T FACULTY HIGHEST EVER; BUT FACULTY/STUDENT RATIO STAYS SAME

The table below shows that in the last nine years the college has been adding full-time faculty in an effort to keep pace with rising enrollments. In fact, nineteen full-time “instructional faculty”¹ positions have been added since AY 95-96, bringing this year’s total to a record 96. Tenure-line appointments make up 88% of the instructional faculty, a high percentage relative to national trends.² Despite the increases in full-time faculty appointments, the ratio of full-time instructional faculty to total student enrollment has not changed in the last several years.

Number of “Instructional Faculty” at Wartburg 1995-2004

Year	Total Titled Faculty	Instructional Titled Faculty	Ranked Faculty ³	Total Instructional Faculty	Total FTE	Ratio: Instruct. Fac per Student
95-96	19	4	73 (95%)	77	1356	1/17
96-97	24	9	67 (88%)	76	1410	1/18
97-98	25	10	68 (87%)	78	1469	1/18
98-99	23	8	70 (90%)	78	1499	1/19
99-00	21	7	73 (91%)	80	1509	1/18
00-01	25	13	75 (85%)	88	1561	1/17
01-02	23	14	76 (84%)	90	1602	1/17
02-03	20	11	80 (88%)	91	1652	1/18
03-04	22	13	80 (86%)	93	1743	1/18
04-05	20	11	85 (88%)	96	1761	1/18

¹In its annual salary survey, the AAUP counts as full-time faculty only what it calls “instructional faculty,” defined as “those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction....” This category excludes those “with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status.” Hence, some titled faculty appointments are not “instructional faculty.” E.g., in AY 95-96, only 4 of the 19 titled faculty fit the criteria for instructional faculty.

²Recent data indicate that today fewer than 40% of faculty positions in four-year institutions are tenure-track (Valerie Martin Conley, “Supplemental Table Update” [to tables in the report of the 1993 National Study of Postsecondary Faculty, “Part-Time Instructional Faculty and Staff: Who They Are, What They Do, and What They Think”] National Center for Education Statistics, U.S. Department of Education, Washington, D.C., April 2002, Table 13).

³In parentheses is given ranked (i.e., tenure-line) faculty as a percentage of instructional faculty.

BOB VOGEL TAKES PRESIDENTIAL REINS AT WALDORF

Former Wartburg president Robert Vogel (1980-1998) has been named interim president at Waldorf College in Forest City, Iowa. He is replacing Tom Jolivette, president of Waldorf for five years, who resigned to accept a fund-raising position with Luther Seminary in St. Paul, Minnesota. Vogel begins his duties November 29. During his years at Wartburg, Vogel led the college through enrollment growth, campus development, successful fundraising, and efforts to improve academic quality. Following his retirement, he served as interim president at Grand View College in Des Moines.

AUGUSTANA (SD) CONSIDERING NOVEL WAY OF BRINGING MORE BODIES TO CAMPUS

According to the latest edition of the *Augustana Mirror*, the Augie Board of Regents will vote at its December meeting on whether or not to approve an on-campus columbarium, to be erected on the western edge of campus. A columbarium is a memorial building containing niches for depositing the ashes (“cremains”) of the dead. Niches would be sold to alumni for \$2,000 each. For an additional \$3,000, alums whose cremains had been placed in the columbarium could also have their names engraved on a “wall of honor” in the art building. The proposed memorial, the brainchild of President Bruce Halverson, has excited stiff opposition (no pun intended) from students and faculty, but a survey of alumni over 50 indicated strong support.

JOIN IOWA’S MOST DYNAMIC AAUP CHAPTER

Most of Wartburg’s full-time faculty are members of the American Association of University Professors, making Wartburg AAUP the state’s largest chapter in terms of per capita membership. Only the University of Iowa, Iowa State, and UNI have more total members. In 1994, delegates to the AAUP’s annual meeting bestowed upon the Wartburg chapter the Beatrice G. Konheim award for “vigorous defense of faculty rights,” as a consequence of the chapter’s leadership in reforming handbook policy, obtaining due process for faculty denied tenure, and defending academic freedom. To become part of this honorable tradition, join the AAUP by going to <<http://www.aaup.org>> or calling 1-800-424-2973. If you have any questions, please contact one of our chapter officers: Paul Hedeem, Paula Survilla, and Josef Breutzmann.