



*"Committed to Academic Excellence"*

## NEWSLETTER

October 20, 2003

### **AAUP MEMBERS NOW 59% OF WARTBURG'S TEACHING FACULTY—ANOTHER RECORD**

With the addition of fourteen new members this fall, the American Association of University Professors now claims fifty-five members on the Wartburg campus, a 33% increase from last year and the highest number ever. Fifty-nine percent of the full-time instructional faculty at Wartburg are now members of the Association.

To join the AAUP, go to <http://www.aaup.org>, call 1-800-424-2973, or contact one of the chapter officers (see next item). Because of a special offer from the national office, Wartburg faculty members who join the AAUP for the first time between now and December 31 pay only half the current dues rate.

### **WARTBURG AAUP ELECTS NEW OFFICERS**

At its May 13 meeting the Wartburg chapter of the American Association of University Professors elected three new officers and re-elected a fourth. The new officers are Paula Survilla (secretary), Paul Hedeem (vice president), and Greg Scholtz (president). Josef Breutzmann was re-elected chapter treasurer for another two years. Survilla is an assistant professor of music, Hedeem is an associate professor of English, Scholtz is a professor of English, and Breutzmann is a professor of computer science and mathematics. Warren Zemke, Otto Professor in Chemistry, remains on the executive committee as past president.

### **PROFESSOR LAWRENCE POSTON TO SPEAK AT NINTH ANNUAL FALL FACULTY DINNER**

All Wartburg faculty, spouses, and friends are cordially invited to the Wartburg AAUP Fall Faculty Dinner at 6:00 p.m., Friday, October 24, at the Waverly Golf and Country Club. The guest speaker is Lawrence Poston, a distinguished professor of English and former dean at the University of Illinois at Chicago.

In an address entitled "Two Cultures, One Mission," Poston will talk about how the continuing excellence of American higher education depends on the kinds of professional values and standards articulated by the American Association of University Professors.

The buffet menu features a choice of roast pork loin, champagne chicken breast, wild rice, au gratin potatoes, California vegetable medley, another vegetable to be named later, tossed salad, dinner roll, and coffee. The price per person is **\$11.00**, including tax and gratuity, to be collected at the dinner. If you plan to attend, please notify Josef Breutzmann by e-mail [josef.breutzmann](mailto:josef.breutzmann), mail (Becker Hall Annex), or phone/voice mail (352-8670). However you choose to reply, we **must** receive your reservation by **noon, Tuesday, October 21.**

### **ENROLLMENTS RISE YET AGAIN; BUT ACADEMIC PROFILE SHOWS NO GAINS**

This fall's total enrollment of 1,775 is the highest ever, surpassing last year's record of 1,695. Wartburg has now experienced eight years in a row of record enrollments and ten consecutive years of enrollment growth.

Figures related to the academic profile of the incoming class are not so encouraging. While improved slightly from last year's twelve-year low of 29%, this year's percentage of students who graduated in the top 10% of their high-school class—31%—is still four percentage points lower than the previous eleven-year mean of 35% and eleven points lower than the twelve-year high of 42% (in 1994). The ACT composite average dropped a tenth of a point this year to 23.7, four-tenths of a point below the previous eleven-year mean of 24.1 and nine-tenths of a point below the twelve-year high of 24.6 (in 1994, again).

The biggest drop came in the category of incoming students who graduated in the bottom half of their high school class. That figure was 15%, a tie for worst (with 2001) in the last twelve years, after improving to 13% last year. The twelve-year average is 10.6%. It would now appear that the five-year downward trend in this category noted by Fred Strickert in the November 2001 *AAUP Newsletter* (“Bottom End of Academic Profile Is Spreading”) has not been reversed.

<u>FALL</u>	<u>% in top 10% of grad class</u>	<u>% in bottom 50% of grad class</u>	<u>Wartburg ACT composite avg.</u>	<u>National composite avg.</u>	<u>Iowa composite avg.</u>
1992	33%	9%	24.2		
1993	34%	11%	24.2		
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
<b>2003</b>	<b>31%</b>	<b>15%</b>	<b>23.7</b>	<b>20.8</b>	<b>22.0</b>

source: Office of Enrollment Management

The combination of ACT and class rank figures over the last twelve years indicates that the recent yearly growth in enrollment has not brought with it a commensurate improvement in the academic profile of entering students.

**NUMBER OF F-T FACULTY HIGHEST EVER; BUT F-T FACULTY-TO-STUDENT RATIO GROWS**

The table below shows that in the last eight years the college has been adding full-time faculty in an effort to keep pace with rising enrollments. In fact, seventeen full-time “instructional” faculty<sup>1</sup> positions have been added since AY 96-97, bringing this year’s total to a record 93. However, the table also shows that all the new faculty positions added this year were titled (temporary), not tenure-line. As a result, tenure-line appointments make up 86% of the instructional faculty, a high percentage relative to national trends,<sup>2</sup> but low compared to Wartburg’s prior ten-year average of 89%. Finally, despite the increases in faculty appointments, the ratio of full-time instructional faculty to total student enrollment has not improved. Instead, it has risen steadily in the last four years, and is now seven-tenths above the ten-year mean of 1/18.

**Number of “Instructional Faculty”<sup>1</sup> at Wartburg 1993-2003**

<u>Year</u>	<u>Total Titled Faculty</u>	<u>Instructional<sup>1</sup> Titled Faculty</u>	<u>Ranked Faculty<sup>3</sup></u>	<u>Total Instructional<sup>1</sup> Faculty</u>	<u>Total FTE</u>	<u>Ratio: Instrct. Fac per Student</u>
93-94	21	8	73 (90%)	81	1342	1/16.5
94-95	20	8	70 (90%)	78	1347	1/17.2
95-96	19	4	73 (95%)	77	1356	1/17.6
96-97	24	9	67 (88%)	76	1410	1/18.5
97-98	25	10	68 (87%)	78	1469	1/18.8
98-99	23	8	70 (90%)	78	1499	1/19.2
99-00	21	7	73 (91%)	80	1509	1/18.8
00-01	25	13	75 (85%)	88	1561	1/17.7
01-02	23	14	76 (84%)	90	1602	1/17.8
02-03	20	11	80 (88%)	91	1652	1/18.1
<b>03-04</b>	<b>22</b>	<b>13</b>	<b>80 (86%)</b>	<b>93</b>	<b>1743</b>	<b>1/18.7</b>

<sup>1</sup>In 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 AY93-94, only 8 of the 21 titled faculty fit the criteria for instructional faculty.

<sup>2</sup>Recent data indicates 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).

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