



*"Committed to Academic Excellence"*

14 October 1993

## NEWSLETTER

### AAUP APPLAUDS REGENTS FOR OPENNESS TO DIALOG

In requesting additional changes to the handbook passed by the faculty on April 13, 1993, the Wartburg College Board of Regents has chosen to honor the procedures laid out in that handbook instead of arbitrarily imposing its will on the faculty. These procedures, found in section 1.8, specify that "any amendments by the Board of Regents shall be submitted to the Faculty Review Committee and the faculty for their consideration before final action by the Board." AAUP commends the board for its willingness to keep the doors of communication open in an atmosphere of mutual respect.

### FACULTY REVIEW COMMITTEE COMPLETES RESPONSE TO PROPOSED CHANGES

After meeting on the 5th, the 7th, and the 12th, for two hours each time (with secretary Fred Strickert putting in over 15 hours over the weekend writing its report), the Faculty Review Committee has submitted its response to the two sets of amendments submitted by the college attorney. Of the 49 proposed amendments FRC has suggested substitutions for 18, rejected 5, and accepted 26.

In terms of the preservation of faculty governance, peer review, and academic freedom, two critical FRC recommendations are (1) that the original wording of section 2.10.3.2.1. (Reasons) be restored to allow for reasons to be given to faculty who are not reappointed and (2) that section 1.5.1 (Faculty Organization) be modified in order to state that the administration should render an explanation when its actions do not concur with a faculty judgment.

AAUP supports FRC's efforts to maintain academic excellence at Wartburg. Many thanks to committee members Susan Vallem (chair), Glenn Fenneman, Art Frick, Shaheen Munir, Fred Strickert, and Dan Sutherland for their hard work.

### SHIPMAN ON BOARD-FACULTY DIALOG

As I reflect upon the process of review of the faculty Handbook by the Board of Regents and the Faculty Review Committee, two observations strike me: First, both the Board and the Committee are taking the revision process seriously, and for that I believe the Faculty ought to express its appreciation to both groups. Second, it appears to me that the Board and the Committee may be reviewing the Handbook from quite disparate mindsets. If I am correct in my second observation, then the potential exists for serious misunderstanding between the Board and Faculty.

At the risk of gross oversimplification, it seems to me that the mindsets of the two groups can be summarized as follows: The Faculty approached the development of a new Handbook with the primary goal of constructing a Handbook that encourages and rewards excellence among the Faculty--from initial hire to separation. This is not to say that the Faculty was not concerned with narrower issues of self-interest, but that when there was a direct conflict between self-interest and the broader goal of excellence, self-interest was set aside. As an example, I would cite the inclusion of a process for the review of tenured faculty in the Handbook.

On the Board's part, the mindset appears to be one of reducing the College's legal liability. By that I mean that when there is a conflict between liability exposure and the broader goal of excellence, the liability concern will take precedence. I would cite the removal of the section dealing with giving reasons for nonreappointment as an example of that mindset.

I would like to stress that this is not a criticism of the Board's approach nor an endorsement of the Faculty approach. There are valid reasons for adopting either approach. My concern is that it is difficult, if not impossible, to communicate effectively with one another when these differences exist. The issue is whether the

Faculty ought to adopt the "legalistic" approach, or whether the Board can be convinced to lessen its concern regarding liability issues.

--Bill Shipman, Chair, Department of Business Administration and Economics

### REUTER REACTS TO PROPOSED AMENDMENTS

As I read the October 5 memo from Ivan Ackerman concerning proposed changes to the faculty handbook and, subsequently, the October 7 minutes from the Faculty Review Committee, I was disconcerted by the tone of many of the proposed changes.

What is the impact of these amendments in terms of communication between faculty and administration? When we passed the handbook in April, I felt very good about the lines of communication that the April version established between faculty and administration with respect to personnel and governance issues. However, the proposed amendments seem to diminish a valuable quality of our policy manual, namely, that which allows for meaningful dialog between faculty and administration regarding most aspects of the academic enterprise.

FRC's response to the 49 proposed amendments seems to be much more in keeping with the spirit of the original version of the handbook which we voted for in April. I urge everyone to take the time to read these responses, and I commend FRC for their efforts to get this information to us as quickly as possible.

The Handbook Committee did an outstanding job putting together a policy manual that we firmly endorsed last spring, and I hope that we can leave Tuesday's deliberations with the same sense of accomplishment and ownership that we felt at the end of our lengthy efforts last April.

--Ted Reuter, Chair, Department of Music

### AAUP OFF AND RUNNING . . . FAST!

After a well-attended kick-off dinner September 13, the Wartburg College AAUP is off to a fast start this academic year. On October 7, Mr. Mark Blum, associate secretary of AAUP, visited Waverly and met with chapter members and officers. And on October 12, AAUP sponsored a panel on "Harrasment on Campus."

The kick-off dinner featured Wartburg Admissions Director Dee Katko-Roquet, who spoke on "Trends and Issues in Student Enrollment." She identified a number of enrollment trends at Wartburg, including changes in major preference statistics from 1980-1992.

In his meeting with members of Wartburg AAUP, Mr. Blum offered a number of suggestions how the Wartburg chapter could serve more effectively as a faculty advocacy group.

The "Harassment on Campus" panel consisted of Dean of Students Lex Smith, junior student Brenda Haines, and faculty members Lynn Peters and Susan Vallem. Discussion was both lively and informative.

### WARTBURG AAUP ATTAINS RECORD MEMBERSHIP

Membership reached 23 this fall, 25% of the full-time faculty at Wartburg and an increase of more than 50% from last year, when the chapter was re-established after 8 years of inactivity. Chapter president Warren Zemke attributes rise to growing faculty interest in professionalism and in AAUP principles like academic freedom, peer review, and faculty governance.

### UPCOMING EVENTS:

**Committee A Training:** It is the intent of the national AAUP office to relegate more Committee A activities (investigations on academic freedom and tenure) to the state level. As a result, there will be a workshop at UNI on Sunday, October 31, to train individuals to serve on an Iowa Committee A. Please inform a member of the executive committee of Wartburg AAUP if you are interested in participating.

**Iowa AAUP Fall Conference:** Saturday, November 6, at the University of Northern Iowa in Cedar Falls. One session will be devoted to a discussion with Iowa legislators on funding for both private and public sectors.

**Wartburg AAUP Meeting:** Topic will be salary and compensation for Wartburg faculty and will involve a comparison with (a) selected Iowa private colleges and (b) midwestern ELCA colleges. Date to be announced.