



*"Committed to Academic Excellence"*

## NEWSLETTER

October 3, 1997

### WARTBURG BREAKS ENROLLMENT RECORD, AGAIN, AND ACADEMIC PROFILE RISES

This fall's total enrollment of 1,528 is the highest ever, beating last year's record of 1,467. Equally good news is that two key predictors of an incoming class's academic success—class rank and ACT scores—have risen again after two years of decline. The ACT composite average for this year's freshman class is 24.3, about the 76th percentile nationally. Thirty-eight percent graduated in the top 10% of their high-school class. And thirty-three of these students ranked first in their class. Thanks to Doug Bowman and the Admissions staff for a job well done!

	Percent in top 10% of grad class	Mean ACT composite
Class of 1998	42%	24.6
Class of 1999	35%	24.3
Class of 2000	33%	23.6
<b>Class of 2001</b>	<b>38%</b>	<b>24.3</b>

### DAVE FREDRICK SHARES SECRETS OF RECRUITING SUCCESS AT AAUP DINNER

Dave Fredrick, Wartburg's associate director of international recruiting, told an audience of Wartburg faculty and spouses that Wartburg attracts international students because of its "high quality liberal arts education," its "secure environment," and its "excellent faculty-student ratio."

Fredrick, who spoke September 12 at the AAUP fall dinner, was talking about some of the reasons why Wartburg's international enrollment has increased from 37 last September to 66 this fall, with students enrolled from 30 countries: Afghanistan, Belize, Brazil, Cyprus, Equatorial Guinea, Ethiopia, Germany, Ghana, Hong Kong, Indonesia, Japan, Madagascar, Malaysia, Mozambique, Namibia, Nepal, Norway, Pakistan, Palestine, Peru, Russia, Siberia, Sierra Leone, Singapore, South Africa, South Korea, Taiwan, Tanzania, Turkey, and Uzbekistan.

To sustain this success in the face of ever-increasing competition, Fredrick suggested, we must

- keep an eye on trends in international education, including shrinking markets in Asia and growing markets in Africa,
- continue to use the Internet for overseas recruitment, including such resources as the college Web page, on-line application forms, and e-mail,
- maintain our competitive international scholarship program,
- find some mode of public transportation in Waverly for internationals,
- seek more funding for international scholarships,
- find ways of improving retention of international students, and
- consider "informal training, discussion sessions, and roundtables for faculty and staff" to help decrease their culture shock in dealing with students from other countries.

### FACULTY COUNCIL TO DISCUSS PRESIDENTIAL SEARCH WITH WARTBURG AAUP

Wartburg AAUP will meet at 8:00 p.m., Thursday, October 9, in Luther Hall 324. The purpose of the meeting will be to discuss the presidential search process with members of Faculty Council. Interested non-members are welcome.

### **LATEST ACADEME PROVIDES INFORMATION/ADVICE ON PRESIDENTIAL SEARCHES**

Two statements in the AAUP Redbook emphasize the “primary role” of faculty in the search for a president—the 1990 *Statement on Government of Colleges and Universities* and the 1981 *Faculty Participation in the Selection, Evaluation, and Retention of Administrators* (see next item).

Valuable because they articulate the fundamental principles by which searches should be guided, these statements nevertheless do not contain much specific advice about how these principles can be realized in practice. And yet, as the experience of many institutions has demonstrated, such advice is urgently needed.

The AAUP statements, for example, do not address the use of “headhunting” firms to direct presidential searches. (There are 22 of these “presidential search consultants” listed in the current directory of the Association of Governing Boards of Universities and Colleges.)

Some of these companies have apparently proven useful in helping to structure searches, locate good candidates, and check references. Others have reportedly been less helpful. And some have excluded faculty almost entirely from the presidential search process.

Fortunately for those of us looking for concrete ways of putting AAUP principles into practice, the latest issue of *Academe* (September-October) contains two useful articles on presidential searches—Dennis Clausen’s “University Presidential Searches: Exercises in Secrecy or Shared Governance?” and Muriel Poston’s “Presidential Search Committee Checklist.”

Clausen reviews recent presidential searches and shows how open rather than “closed-door” searches tend to produce better outcomes. He also addresses the issue of presidential search consultants. Poston’s brief “Checklist” provides practical advice for faculty and board members of presidential search committees.

*Academe* is available in the Wartburg College library or from any of Wartburg’s 31 AAUP members.

### **WHAT DOES AAUP SAY ABOUT THE FACULTY’S ROLE IN PRESIDENTIAL SEARCHES?**

“The [1966] *Statement on Government* emphasizes the primary role of faculty and board in the search for a president. The search may be initiated either by separate committees of the faculty and board or by a joint committee of the faculty and board or of faculty, board, students, and others; and separate committees may subsequently be joined.

“In a joint committee, the numbers from each constituency should reflect both the primacy of faculty concern and the range of other groups, including students, that have legitimate claim to some involvement. Each major group should elect its own members to serve on the committee, and the rules governing the search should be arrived at jointly.

“A joint committee should determine the size of the majority which will be controlling in making an appointment.

“When separate committees are used, the board, with which the legal power of appointment rests, should either select a name from among those submitted by the faculty committee or should agree that no person will be chosen over the objections of the faculty committee” (*AAUP Policy Documents and Reports*, 1995 edition).

The *Wartburg College Faculty Handbook* (Section 1.5.2, “Responsibilities and Obligations of the Faculty”) contains a provision that is consistent with this policy. Among the areas in which faculty have an advisory role is the “selection of the chief administrative officers of the College, particularly the President . . . .”

**U.S. NEWS'S "BEST COLLEGES 1998": ARE WE LOSING GROUND?**

*U.S. News and World Report* (September 1) has once again included Wartburg in the fourth tier of its 159 "best national liberal arts colleges." Only six other Iowa colleges—Central, Coe, Cornell, Grinnell, and Luther—made the list. And, besides Luther, the only other midwestern ELCA colleges included were Augustana-Rock Island, Gustavus Adolphus, and St. Olaf. But while two of these nine schools moved up a tier from last year's ranking, Wartburg remains in the bottom tier and in several categories appears relatively weak (see table below).

The two colleges that ascended to the next level were Augustana-Rock Island and Central. Augustana moved from tier III to tier II and Central advanced from tier IV to tier III. Of the ten schools, only Concordia and Wartburg remain in tier IV.

There is a single criterion for inclusion in the list: a college must "award at least 40% of [its] degrees in liberal arts disciplines such as foreign languages, life sciences, philosophy, and psychology." According to *U.S. News*, this criterion is "based on [Liberal Arts I and II] categories established by the Carnegie Foundation for the Advancement of Teaching."

Placement into the four tiers is determined mainly by four additional criteria: academic reputation, faculty resources, retention, and student profile.

Academic reputation is arrived at by surveying the president, provost, and dean of admissions at each school and asking them to rank other national liberal arts colleges on a scale of 1 to 4, with 1 being the lowest. The faculty resources criterion includes five components: faculty salaries, class size, faculty-student ratio, faculty degrees, and proportion of full-time faculty.

The table below compares Wartburg with the other Iowa and regional ELCA colleges in 10 of the 12 categories contained in the *U.S. News* story. Wartburg looks relatively good in several categories—the percentage of first-year students graduating in the top 10% of their high-school class, first-year retention, and acceptance rate. However, it stacks up poorly in others—the SAT/ACT of the incoming class, 1996 graduation rates, percentage of classes under 20, percentage of classes with more than 50 students, value added (see note 2 below), and academic reputation.

	Tier	SAT/ACT 25th-75th percentile <sup>1</sup>	Frosh in Top 10% <sup>1</sup>	Accept Rate	Freshman Retention Rate	1996 Grad Rate	% of Classes under 20	% of Classes with 50+	Value added <sup>2</sup>	Academic Reputation
Augustana (IL)	II	23-28	34%	76%	84%	73%	59%	3%	+12	2.0
Central	III	21-27	25	86	76	67	64	.3	+6	1.7
Coe	III	21-28	24	94	76	65	77	0	+2	2.1
Concordia (MN)	IV	21-27	29	93	80	69	47	2	+9	1.7
Cornell	III	23-28	26	88	73	60	67	0	-6	2.2
Grinnell	I	1230-1450	62	73	91	83	67	.3	-3	3.6
Gustavus	II	1090-1330	37	83	88	77	56	4	+11	2.4
Luther	III	23-28	39	93	88	75	43	5	+14	2.0
St. Olaf	II	24-29	37	81	87	80	59	2	+9	2.8
<b>Wartburg</b>	<b>IV</b>	<b>21-26</b>	<b>32</b>	<b>87</b>	<b>82</b>	<b>55</b>	<b>42</b>	<b>5</b>	<b>-1</b>	<b>1.6</b>

Notes: (1) These figures are those of last year's entering class (2) "In computing value added, *U.S. News* uses a common statistical formula to calculate a predicted graduation rate for a school's 1996 graduating class and then compares that rate with the school's actual graduation rate. . . . If a school's graduation rate is higher than its predicted rate, then the school is considered to be enhancing the educational attainments of its graduates, and vice versa."

**IOWA AAUP MEETING TO FOCUS ON PART-TIME FACULTY. EDELNANT ON PROGRAM**

Karen G. Thompson, the chair of AAUP's national Committee G on Part-Time and Non-Tenure-Track Appointments, will offer the keynote address at the fall meeting of the Iowa Conference, to be held October 11 at Drake University in Des Moines.

The meeting will also feature a panel response to Thompson's address. Besides Thompson, panelists will include Wartburg's own Vicki Edelnant as well as Henry Milam, president of the Drake chapter of the AAUP, and Ron Troyer, dean of Drake's college of arts and sciences.

Registration, which is free, begins at 9:15 a.m. in the Olmsted Center. Contact Iowa AAUP president Warren Zemke if you would to ride along.

**BREUTZMANN PROMOTED TO OFFICER**

Josef Breutzmann has become treasurer of Wartburg AAUP, replacing Susan Vallem, who is taking a sabbatical leave this year. Other members of the Wartburg AAUP executive committee are Warren Zemke, past president; Bill Shipman, secretary; Janice Wade, vice president; and Greg Scholtz, president.

**MARTIN MARTY TO KEYNOTE NATIONAL AAUP MEETING ON ACADEMIC FREEDOM**

A national conference on "Academic Freedom at Religiously Affiliated Institutions" will be held at the Midland Hotel in Chicago on October 24-26. The AAUP-sponsored conference will bring together faculty members, administrators, and others who will examine, from different perspectives, the effects of an institution's religious affiliation on academic freedom. The conference responds to widespread interest in these issues both among AAUP's membership and at religiously affiliated colleges and universities nationwide.

Professor Martin Marty will give the keynote address on Friday evening, October 24. Marty is Fairfax M. Cone Distinguished Service Professor at the University of Chicago, chair of the board of regents at Saint Olaf College, and director of the Pew Nexus Project Linking Religion and American Public Life.

A preliminary program for the conference is posted on the AAUP Web page at <<http://www.igc.apc.org/aaup/>>, along with registration and hotel information. Wartburgers interested in ground transportation should contact Warren Zemke who has plenty of room for riders in his Chevy station wagon.

**ACADEMIC FREEDOM IS NOT FREE: WHY DON'T YOU JOIN THE AAUP?**

Why should you join the American Association of University Professors? Because it's the only national organization that exists in order to protect academic freedom, tenure, and due process for all faculty members. Without the AAUP, it is not likely that we would enjoy the rights and privileges that many of us take for granted today. These rights and privileges, many believe, have been instrumental in making our system of higher education the best in the world.

If you wish to join, several options are available. You can simply call the national office at 1-800-424-2973 and give them your credit card number. You can mail in your check with a membership application form. Or, easiest of all, you can fill out a payroll deduction form authorizing the college to deduct your dues in three equal monthly installments. If you want a mail-in form or a payroll deduction card, please contact Josef Breutzmann (8342), Bill Shipman (8315), Janice Wade (8370), Warren Zemke (8367), or Greg Scholtz (8224).

1998 dues rates are based on tenure status and years of membership—\$32 for part-time faculty, \$62 for non-tenured faculty, \$93 for non-tenured faculty after four years of membership, and \$123 for tenured faculty. Dues include both national and Iowa conference membership and are tax deductible. (Faculty are also eligible to be reimbursed \$28 from their personal development fund for the portion of their dues attributable to their *Academe* subscription.)