



"Committed to Academic Excellence"

NEWSLETTER

October 25, 1999

AAUP DINNER: SPEAKER TELLS HARROWING TALE OF GOVERNANCE BREAKDOWN AT UD

Held at Martin's Brandenburg on September 13, the seventh annual AAUP Faculty Dinner featured University of Dubuque faculty chair Julia McDonald. Speaking to an audience of about thirty faculty, academic administrators, and spouses, McDonald told how unilateral decisions by UD administrators have brought the institution to its current crisis. McDonald and thirteen of her colleagues (ten holding tenure) learned this spring that the university would eliminate their positions as a result of the administration's unilateral decision to cut 23 of UD's 37 undergraduate programs.

After declining a dubious "buy out" offer, McDonald remains employed at the university but has been ejected from her office and told that the university has no need for her services. Her classes have been reassigned to part-time instructors, and she has been denied access to the campus. Ironically, she remains chair of the faculty assembly.

With a North Central accreditation team scheduled to visit this fall, it would appear that the UD administration is doing all that it can to mute McDonald and the rest of what it calls "a minority of dissident faculty."

BOTH ENROLLMENT AND ACADEMIC PROFILE RISE

According to the Office of the Registrar, this fall's total enrollment of 1,546 is the highest ever, beating last year's record of 1,541. Wartburg has now experienced four consecutive years of record enrollments.

Class rank and ACT scores have also risen. The ACT composite average for this year's freshman class is 24.2, four-tenths below the all-time high set by the incoming class of 1994 (which, incidentally, also holds Wartburg's retention records). And the percentage of this year's freshmen who graduated in the top 10% of their class is 35.

<u>FALL</u>	<u>% in top 10% of grad class</u>	<u>Wartburg ACT composite avg.</u>	<u>National composite avg.</u>	<u>Iowa composite avg.</u>
1994	42%	24.6	20.8	21.9
1995	35%	24.3	20.8	21.8
1996	33%	23.6	20.9	21.9
1997	38%	24.3	21.0	22.1
1998	29%	24.1	21.0	22.1
1999	35%	24.2	22.0	22.0

The rise in academic profile may be connected to another statistic: 42% of applicants who participated in the Regents Scholarship competition ended up coming to Wartburg (last year the percentage was 36, the lowest ever).

U.S. NEWS'S "BEST COLLEGES 2000": WARTBURG'S CLASS SIZE RATINGS WORST IN LIST

U.S. News and World Report (August 30) has once again included Wartburg in the fourth tier of its "best national liberal arts colleges." Unfortunately, Wartburg showed declines from last year in most ratings categories and, alarmingly, posted the lowest combined ratings for class size in the entire list of 162 schools. One school has a lower percentage of classes with enrollments under 20, and two schools have a higher percentage of classes with enrollments over 50. But no school comes close to matching Wartburg's

poor ratings in both categories—35% of its classes having enrollments under 20, and 6% of its classes having enrollments over 50.

There is a single criterion for inclusion in the “best national liberal arts colleges list”: a college must “focus almost exclusively on undergraduate education and award at least 40% of [its] degrees in liberal arts disciplines.” 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.”

Ranking into the four tiers is determined primarily by four additional “marks of quality”: academic reputation (25%), faculty resources (20%), retention/persistence rates (20%), and student profile (15%).

The faculty resources criterion includes five components, the heaviest of which is class size (40%). The other components are faculty salaries (35%), number of faculty with terminal degrees (15%), faculty-student ratio (5%), and proportion of full-time faculty (5%).

The table below compares Wartburg with the other Iowa and midwestern ELCA colleges in 10 of the 12 categories contained in the *U.S. News* article. In parentheses is shown Wartburg’s changes from last year’s ratings.

	Tier	SAT/ACT 25th-75th percentile ¹	Frosh in Top 10% ¹	Accept Rate	Freshman Retention Rate	1998 Grad Rate	% of Classes under 20	% of Classes with 50+	% F-T Faculty	Academic Reputation
Augustana (IL)	III ²	23-29	36%	77%	86%	69%	57%	4%	89	2.7
Central	IV	21-26	27	85	76	62	61	0	87	2.3
Coe	III ³	21-27	24	82	79	62	71	0	78	2.6
Concordia (MN)	IV	21-27	31	90	81	70	45	3	85	2.4
Cornell	III	22-28	28	83	74	59	74	0	79	2.8
Grinnell	I	1260-1440	68	58	92	87	68	1	94	4.3
Gustavus	II	23-28	38	82	90	67	56	4	88	3.1
Luther	III	23-28	36	90	88	74	40	3	90	2.8
St. Olaf	II	24-29	46	83	89	78	51	2	85	3.5
Wartburg	IV	21-27(-1)	29(-9)	85(-3)	84(+1)	62(+1)	35(-4)	6(+2)	83(-4)	2.3(-0.1)

¹These figures are those of last year’s entering class.

²Down from Tier II last year.

³Up from Tier IV last year.

WARTBURG’S AAUP MEMBERSHIP REACHES NEW HIGH

With the addition of five new members, the number of Wartburg faculty who belong to the American Association of University Professors has reached 37, a record high and a figure that represents nearly half of the full-time teaching faculty.

AAUP fosters academic excellence by promoting widely accepted standards for good academic practice. These standards entail

- defending the faculty’s primacy in academic matters,
- upholding the ethical principles of the profession,
- ensuring that professional peers play a central role in faculty discipline and evaluation,
- insisting on academic due process, and
- protecting the academic freedom of teachers and students.

Joining the AAUP is easy. If you own a credit card, you can join via the AAUP Web site at <<http://www.aaup.org>> or by calling 1-800-424-2973. For more information, contact Greg Scholtz (8224).

OPINION: "NOT ANOTHER NEW DORM"

Homecoming 1999 was a time of celebration and a time for optimism. The dedication of the new Vogel Library and the expectation of a big football victory over Luther fueled the euphoria. Clearly, the Board of Regents shared the optimism.

At such a time of excitement, perhaps a word of caution is in order. Immediate needs such as a new maintenance building and a coherent plan to fix the eastern entrance to the campus make sense, as does the upgrade of the basement of Luther Hall. An in-depth study for a new science building and student union has been pending for years, suggesting the need for these facilities. Even before President Ohle's October 18 memo, we knew about most of his thoughts and, moreover, had a feel for the time line. But a new dormitory at this time could be cause for alarm. A new dormitory needs students to fill it, or it becomes a big-time *non-performing asset*.

I already shared my concerns at the September department chairs meeting. In short, the recent growth of our enrollments is deceiving. It is exciting to see us grow this year to our largest enrollment. But it is not at all clear that this growth is a harbinger of further enrollment growth and well-being. At the chairs meeting, I asked my colleagues to look carefully at the demographics. A rise of a dozen in 1998 (out of 1540 total) followed by a rise of a half dozen in 1999 (out of 1546 total) is statistically meaningless.

Most Wartburg students come from Iowa and the three neighboring states of Illinois, Minnesota, and Wisconsin. Over the years 1994-1999, the number of students Wartburg has recruited from Iowa range from 72-75% of the total student body, and the numbers from Illinois, Minnesota, and Wisconsin range from 15-18%. International students make up the next largest group, ranging from 2-5% over the past 6 years.

Looking at the past demographics of Wartburg enrollments, we discover that enrollments are up these past two years solely because of increasing Iowa numbers. Student numbers from Illinois, Minnesota and Wisconsin have steadily declined in the past four years, from 18% in 1996 to the current 15%. What about projections into the future?

Annually in late August, *The Chronicle of Higher Education* puts out its *Almanac Issue*; the published information is from the U.S. Department of Education. For the past three years *The Chronicle* has reported projected changes in the numbers of high school graduates over a 10-year period. For example, the projection this year covers the period from AY 1999-2000 to AY 2009-2010. The past three annual *Chronicle* reports project the following drops in percentages in Illinois, Minnesota, and Wisconsin, respectively: from a growth of +19% down to +12%, a growth of +9% down to +1%, and a growth of +3% down slightly to +2%. The only encouraging thing, if you consider a lack of growth good, is that projected changes in Iowa high school graduates for the past 3 reports have improved from a growth of -9% to -5% (note: a negative percentage is a loss).

The newspaper headline "Enrollment Drops by 109 Students" brought the point really close to home (*Bremer County Independent*, October 5, 1999); the Waverly-Shell Rock school board would have to make adjustments to its budget to handle the significant drop in this year's school numbers. What would Wartburg do if it faced a 109-student decline next year? Or several consecutive 100-student declines? The effects on our budget and programs would be catastrophic, even without the payments on a new dorm.

I am of the opinion that the Waverly community can provide safe, affordable, and convenient housing for the overflow in student housing Wartburg is now experiencing. Just like the stock market, over time enrollments go up and down. But until the trend in Wartburg enrollments is moving strongly upward for a long period, I think it unwise to start building a new dorm. For me, the increase of 18 students from 1997 to 1999 does not constitute sufficient evidence of continuing enrollment growth out into the new millennium.

I appreciate President Ohle's willingness to share his plans to build additional housing on the campus. However, I am skeptical that such a project "will not have a significant impact on the operating budget."

Back in the Jellema years, we encountered a neck-in-the-bottle experience. If it comes again, faculty / staff will be the first to feel the pressure when programs are downsized. Just look how neighboring colleges face their belt tightening when tuition income takes a hit.

We added 3 new faculty members this year. With the new Essential Education Plan, we will need to increase the faculty again, particularly for Intermediate Composition (now required of all students), the new speech requirement, and the IS courses if the section limit of 25 students is trashed, as it perhaps should be (see story about Wartburg's *US News and World Report* ranking). Let us get our new program solidly on the ground and see that overall academic quality and enrollments are both high before we start building another new dorm.

Warren T. Zemke

(The opinions expressed are those of the author and not necessarily of Wartburg AAUP.)

IN CASE YOU MISSED IT: IOWA COLLEGE ENDOWMENTS

Last April 26, the *Des Moines Register* printed a story on the remarkable growth in Iowa college endowments. The table reprints figures for Wartburg and selected private schools.

	ENDOWMENT		Percent	Enrollment
	in 1993	in 1998	change	
Grinnell	408.5 million	1 billion	145%	1,345
Buena Vista	44.4 million	109.6 million	147%	2,753
Drake	36.2 million	86.3 million	138%	5,115
Simpson	33.1 million	53.3 million	61%	1,992
Cornell	26.1 million	53.6 million	105%	1,024
Luther	21.2 million	42.3 million	100%	2,472
Coe	22.8 million	40.1 million	76%	1,263
Central	22.9 million	39.4 million	72%	1,361
Wartburg	17.5 million	29.0 million	62%	1,541
Dubuque	10.2 million	17.3 million	70%	1,032
Grand View	4.3 million	6.7 million	56%	1,356
Upper Iowa	1.2 million	5.8 million	383%	4,311
Teikyo Marycrest	99,000	334,000	237%	820

AAUP SUPPORTS PRO RATA COMPENSATION FOR PART-TIME FACULTY

At its annual meeting in June, the American Association of University Professors unanimously adopted a proposal that calls for "compensation for part-time faculty [at a] corresponding fraction for a full-time position having qualitatively similar responsibilities and qualifications. Compensation should include such essential fringe benefits as health insurance, life insurance, and retirement contributions."

According to AAUP associate secretary Richard Moser, "the overuse and abuse of part-time and non-tenure-track appointments has reached crisis proportions." According to the latest surveys, only 30% of all faculty hold tenured appointments while the proportion of tenure-track faculty has shrunk to 12%. And these, says Moser, "face growing rates of denials as the tenure bar is raised with increasingly unrealistic demands."

The position of the AAUP on faculty appointments is that the majority of classroom teaching should be performed by full-time faculty and that all full-time positions should be either tenured or tenure-eligible.